

PROCEEDINGS

of the
79th CONVENTION
COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO, CLC

America's Center Convention Complex

St. Louis, Missouri

July 10, 2023

MONDAY MORNING SESSION

July 10, 2023

PRESIDENT SHELTON: Good morning, Brothers and Sisters.

We are going to get started in just a few minutes. We had a few difficulties here that we are working through at the moment. We should start in about five minutes though, so make yourselves at home.

VOG: Delegates, please take your seats. Thank you.

(Whereupon, the 79th Convention of the Communications Workers of America, AFL-CIO, CLC, convened on Monday, July 10, 2023, at 9:25 a.m. Temporary Convention Chair Floyd Bell, President, CWA Local 6300, presiding.)

(Whereupon, a video was shown)

(Applause)

TEMPORARY CONVENTION CHAIR BELL: Good morning.

("Good morning" from the delegation)

Good morning.

("Good morning" from the delegation)

Good morning, CWA Delegates, Friends, and Family. Please take your seats.

The official clock here in St. Louis, Missouri indicates that it's 9:25 a.m., and that means it's time for us to do our work.

I ask that everyone please be seated as I call the 79th Convention of the Communications Workers of America to order. We have a lot of business to take up on the next three days, so I ask that everyone please be seated so we can get underway.

My name is Floyd Bell. I am the current President of CWA Local 6300.
(Applause)

I began my service in my local in the roles of steward, chief steward, Vice President since the year of 2004, I was sworn in for my first term as President of Local 6300 in the year of 2020. I am also currently serving as the President of A. Philip Randolph Institute, St. Louis chapter. (Applause)

As well as an Executive Board member on both the local CLC and Missouri state AFL-CIO. It is my distinct honor to serve as the temporary chair this morning. So, on behalf of my Executive Board, members of Local 6300, the Missouri presidents and locals, and on behalf of all of the locals, leaders, and members of CWA, District 6, I welcome you to Missouri, the Show-Me state, and the beautiful downtown

area of the City of St. Louis and to the 79th Convention of the Communications Workers of America. (Applause)

We'll open our Convention as we traditionally do, with a prayer this morning. We will be led by our union brother, CWA District 4 Staff Rep, Justin Hawkins. (Applause)

DELEGATE HAWKINS: Good morning, Brothers and Sisters, if you would, please bow your head and we'll open in prayer.

Dear heavenly Father, we thank you for this ability to come together to do the great work of this Union. We know that we have hard times that we have went through in the past and we know we have hard times in front of us, and we know that during these times steel sharpens steel. We know that we have difficult work over the next few days, we ask that you give everyone here, all of the leaders from all of the Districts, and all of the sectors, and all of our leadership here a calming spirit. And, help to calm their anxiety for the things that they've got to deal with this difficult work.

We'd ask that most importantly, as we move forward in this work of our great union, that you give us over the next few days, a giant spirit of unity as we move through this Convention and do this great work. And we ask all these things in your name, Amen.

("Amen" from the delegation.)

TEMPORARY CONVENTION CHAIR BELL: Thank you, Justin. I would ask that everybody please stand for the presentation of colors followed by the singing of the national anthems of the United States and Canada by Jeanette Spoor, Local 1103 RNC member, and then the Puerto Rico national anthem, that will be sung by Luis Burgos-Benitez, Staff Representative, District 1. Presenting the American, Canadian, and Puerto Rican flags is the St. Louis Fire Department Honor Guard. If possible, please remain standing until the colors are retired. (Applause)

(American National Anthem sung)

(Applause)

(Puerto Rican National Anthem sung)

(Applause)

(Canadian national anthem sung)

(Applause)

TEMPORARY CONVENTION CHAIR BELL: Thank you, St. Louis Fire Department Honor Guard. (Applause)

It is my absolute honor to introduce to you our speakers starting with the mayor of the City of St. Louis, Missouri, Tishaura Jones from service in the House of Representatives from 2008 through 2013, to the Treasurer of the City of St. Louis from 2013 through 2021. Now, serving as our mayor since being duly elected in April of 2021. Immediately following our mayor, the next voices you will hear from will be Mr. Levi Lovell, representing the Missouri state AFL-CIO, followed by CWA's very own proud dues-paying member of Local 6300, of Local 6300. (Applause)

Serving as Missouri State Senator representing District 4, Karla May. (Applause)

Last, but certainly not least, St. Louis' very own, she's a registered nurse, she's an ordained pastor, she's an activist, she is currently serving as the U.S. representative from Missouri's first congressional District, which includes all of the City of St. Louis and most of the northern St. Louis county our friend and ally, Congressman -- Congresswoman Cori Bush. (Applause)

As not to delay you any longer from this powerful line-up, I bring to you without any further ado, the honorable mayor of the City of St. Louis, Missouri, Tishaura Jones.

MAYOR JONES: Good morning.

("Good morning" from the delegation)

Again, I am Tishaura O. Jones, the "O" stands for "Oh, so St. Louis." I am the 47th mayor of the City of St. Louis, and the first black woman elected to serve their City. (Applause)

I am so excited to join you and welcome the Communication Workers of Americas for their 79th Annual Convention. I know I shouldn't play favorites, I know this, but CWA is one of my favorite unions, many of my friends like Floyd Bell and Natasha Pickens are members, as well as, my state senator, Karla May, and we share a favorite color, red. (Applause)

I want to extend a special welcome to CWA President, Chris Shelton and Secretary-Treasurer, Sara Steffens, the Executive Board, and all of the delegates joining us from across the United States, Canada, and Puerto Rico. CWA represents 700,000 workers in 1,200 chartered unions across the country from customer service, to telecommunications, to media, and of course state workers right here in Missouri. (Applause)

CWA members keep us in contact, all in contact during our most critical moments. My first job was in customer -- one of my first jobs was in customer service, who remembers, TWA. (Show of hands and applause)

My job was in the call center, or the reservation center and it was a good union job and I was a proud member of Machinist Local 949, and if we ever had a problem, we knew we had a voice. So, I know the value of standing together for a better future, especially in the airline industry, which CWA represents very well. (Applause)

I also want to take a moment to lift up the members of St. Louis Public Radio Guild on winning their election to join CWA over a week ago, so congratulations. (Applause)

And given that, it's a perfect time for CWA to hold your Convention in our fair city. St. Louis is a union town through and through, through programs like St. Louis' Building Union Diversity run in partnership with the Missouri AFL-CIO and the Urban League. We are connecting young people to apprenticeships and good paying union jobs. (Applause)

St. Louis is the heart of the labor movement in our state. When the state of Missouri slashed our city's minimum wage from \$11 back down to \$7.70, it was St. Louis union members who fought to raise the minimum wage, and ultimately raise it across our state for all working people as well. (Applause)

When Republicans in the Missouri legislature passed so-called right-to-work legislation, it was St. Louis union members who led the charge to repeal it at the ballot box a year later. (Applause)

So, I know the tensions are high and it's Election Day, so good luck to all the candidates. And, with a day left of your meeting here in St. Louis, I want to remind you to keep taking advantage of everything St. Louis has to offer. We are home to a vibrant art scene. Our national Blues museum, which is right next door, has history and live Blues music, and you'll find bands doing covers of your favorite artists in our local lounges.

Our art museum has a wide collection of art ranging from art legends like Picasso to my personal favorite, Kehinde Wiley. Whether it's our local barbecue scene, which St. Louis is the best barbecue in Missouri, and if you say any other city, you're gonna get hurt. (Laughter)

Or you can try hotdogs on South Grand, Tacos on Cherokee Street, or Michelin Star dining in the central west end, or the biggest BLT you've ever seen in your life in old north St. Louis. It's a world class foodie destination. And, you are here at the most beautiful time of the year. Take a stroll around Forest Park or any of our 108 city parks. But, your theme this year also resonates with me, When We Fight, We what? ("Win" from the delegation)

Lord knows as the first black mayor, I stay fighting. So, I want to wish you an empowering conference, and a great stay in our city. Thank you and God bless. (Standing ovation)

TEMPORARY CONVENTION CHAIR BELL: Next is Brother Levi Lovell. (Applause)

MO STATE AFL-CIO DIRECTOR LOVELL: Good morning, everyone. ("Good morning" from the delegation)

Well, it's always tough to follow Mayor Jones, so I won't take up too much of your time. But, we are from the Show-Me State and here in St. Louis, we have the greatest leadership available. I don't have to say it, she just showed us. So, as you may have heard my name -- (Applause) -- as you may have heard, my name is Levi Lovell. I'm the regional and political director for the Missouri State AFL-CIO. So, on behalf of the AFL-CIO, the Missouri labor movement, and the great city of St. Louis, welcome to our beautiful downtown. So, my area of responsibility is St. Louis over to Jefferson City from Iowa, down to Arkansas. It is the biggest, most dense labor union area in the state of Missouri. It's my job to educate, organize, and mobilize union members to achieve political wins that transform to pro-worker policy.

Missouri used to be considered the bellwether of our nation politically. For the last five decades, Missouri voters have sided with the majority of the American people and picked our presidential contest winners. That all sort of changed in 2010. Since about 2010, Missouri's come on a race to the right and a race to the bottom and turned into a red state. It's not the typical middle class, middle of America bastion of hope that people here in Missouri remember.

The anti-worker agenda reared its head in 2016, like Mayor Jones said. And, the legislature and the governor, they imposed right to work schemes and tried to make Missouri a right-to-work-for-less state. The people in Missouri weren't having it.

In 2018, we went to war against the anti-worker addenda and defeated the prop A, the right to work measure, by a measure of 67.5 to 32.5 percent. (Applause)

This started a series of pro worker agenda -- excuse me -- I'm sorry. A series of pro worker accomplishments achieved by the Missouri worker. After organized labor beat back right to work, we achieved paycheck protection, expanded healthcare, raised the minimum wage, and advocated for a more educated and diverse workforce.

Workers rights and higher wages have long been in favor in Missouri. But in 2019, the COVID 19 pandemic struck and the issues workers faced due to unprecedented challenges were brought to light. We organized our members and we relayed a message we needed a government more responsible to the people and their needs. So in 2020, union members and working-class folks across the country elected the most union friendly President of a generation. President Biden and his allies in Congress have been working since day one to deliver for union folks. With the largest investment in the American people since the New Deal, President Biden has delivered on his promise to "Build Back Better" and makes the American worker and the American economy stronger than ever.

With all the investment in the American tech sector via the CHIPS Act, the American investment in the Infrastructure and Expansion Act, and the Investment into America by signing an executive order for all federal projects over \$35 million guaranteeing that Project Labor Agreements and collective bargaining will be strong in America for future generations. (Applause)

When it comes to equitable and responsible contractors, the folks in this room know what the power of a union can do. We all have great collective bargaining agreements negotiated by the Communications Workers of America, and all of our other partners in the labor movement.

We know that it creates jobs, an avenue to the middle class, and above and true upward mobility. Here in Missouri, we are set to receive about \$1.7 billion from the broadband Equity Access and Deployment Program. That money will fund broadband projects providing access to high-speed internet for many Missouri folks. And, like Mayor Jones talked about, in addition to providing high-speed internet, it's going to provide Missouri's skilled work force with employment opportunities well into the future. I'm talking decade's worth of work.

Another \$20 million is being spent here in Missouri on repair, maintenance, and construction of cell phone towers. That sounds like a lot of money for communications workers. (Applause)

Behind the US military, America's unions train the most people for America's work force. It is with this training that traditionally underserved communities are provided a direct path to prosperity and the true American dream. But, it is only possible when we have support of the elected officials from our neighborhoods and our communities. And, that is why it is so important for us to build and maintain relationships with elected officials. Our officials can only truly represent us if they know what we need and what we ask of them. As union members, we know the value of our sweat equity. So, when we invest our time and treasury with candidates for elected office, we need to make sure they have our interests at heart when making these tough decisions.

Here locally, we have great partners such as Mayor Jones, Senator May, and Congresswoman Cori Bush. They have our backs, because they know we have theirs. Elections can be tough and we don't always come out on top, but whenever we -- but whenever we get into the arena and invest in union members and people who have our backs, we will always advance the working class for others.

Pardon me, I just lost my place. So, speaking of 2018 and right to work, in 2018, 12,516 individual labor members volunteered their time to make sure Missouri didn't become a right-to-work state. Tens of thousands of dollars were spent to advance pro-worker causes. Over 1,516 CWA members volunteered their time to canvas and collect signatures, and phone bank to stop anti-worker legislation in this state. (Applause)

Folks, the results speak for themselves. When we step up, when we enter the arena, we win. Like the theme of this Convention, when we fight, we win. Union workers know what it takes to win. We are not scared of hard work. You know, whenever we step up to the plate, we will win.

Missouri is kind of a red state like I said, and we've been dominated by the right wing here, but we've got a great, great moment. We have a state Senate that has 34 members. Of those 34 members, four of them hold union cards. Three of them, have been or are members of the Communication Workers of America. (Applause)

Four out of 34. That just shows me that the path to power in Missouri is when union members step up, enter the fight, and put their money and their time where their mouth is, and take back our power. So, I just want to thank you guys for coming out. Enjoy your conference and convention.

Enjoy our beautiful city. There's much, much to do in this great town. But, as you get back to your districts and locals, I want you to remember the words of the mother of the labor movement, Mother Jones, the United Mine Workers Association organizer from the 19th Century. Pray for the dead, but fight like hell for the living. And, as you enter the arena, as you go back to your districts, keep that in mind. Fight like hell for our way of life.

Union members in those we trust and empower to make decisions for us, we can make this country great and truly shine the city upon the hill. So, thank you guys for your time. Remember that, and enter the arena and fight like hell, thanks folks. (Standing ovation)

TEMPORARY CONVENTION CHAIR BELL: Thank you, Brother Levi. Next up, we have CWA's own State Senator, Karla May. (Standing ovation)

MO SENATOR MAY: Hello CWA. Whoo. Good morning.

("Good morning" from the delegation)

I bring you greetings from the Missouri State Senate. Now, you know I have to tell a story, but first I want to acknowledge our President, Chris Shelton and also -- come on give it up. (Applause)

Our Secretary-Treasurer Sara Steffens. Come on -- Steffens. I'm sorry. I'm going to get it right. (Applause)

Now, I'm going to save this for last, because I am a rank-and-file CWA member, 24 years. September 1, 1999, is when I started. (Applause)

Right here in District 6. So, I want to acknowledge my District 6 President -- Vice President, I'm sorry, Claude Cummings. (Applause) And, I just want to tell you why I love CWA so much. Because, when I started this journey, I did eight years in the Missouri House of Representatives, and I decided that I wanted to continue to represent unions in the state Senate. Only one union endorsed me and that was CWA and you brought it home. (Applause)

So when we fight...

("We win" from the delegation)

Come on! When we fight...

("We win" from the delegation)

Yes. So, I want you to know that I am so glad all of you are here. With our diverse backgrounds, every sector of CWA is important. We have been forged in fire. I have stood on picket lines, and we have fought many fights and we have won. So, I am so excited about the future of CWA today. Because, I know that in District 6, right here in St. Louis -- you know, I know we the mole cat -- but right here in St. Louis, Missouri, under the leadership of our Vice President, we make sure that union members are elected to office so that when things come up that face workers, we

are in a position to protect every man on the field. (Applause)

Come on. So, you know, I want you to follow me in this little chant because, you know, it's a part of our motto, When we fight, We win, but we also have this little thing that I say in the Senate, and that we say when we rallying in Missouri, and it's this, If we don't get it, shut it down. (Applause)

And I want you say, Shut it down, when I say, If we don't get it --

("Shut it down" from the delegation)

If we don't get it...

("Shut it down" from the delegation.)

Because when we fight...

("We win" from the delegation)

When we fight...

("We win" from the delegation)

Go CWA. (Standing ovation)

TEMPORARY CONVENTION CHAIR BELL: All right. Thank you. Thank you. Thank you. All right. Last but not least, coming to the stage our US Congresswoman Cori Bush. (Standing ovation)

US CONGRESSWOMAN BUSH: Well, look at you all. Good morning.

("Good morning" from the delegation.)

Good morning, CWA.

("Good morning" from the delegation.)

First of all, let me just say, thank you for this invite to be able to come before you today. Being able to step in front of folks that are out on the front lines every day doing the work and being able to have the opportunity to speak with you and spend some time with you, I don't take that lightly, but even more so, I don't take lightly that you came to our St. Louis, so welcome to St. Louis. (Applause)

It is such a pleasure being here with you all at your national Communication Workers of America Convention, so before I start I just want to acknowledge some very special people. As all of you, we just heard from our mayor, St. Louis City Mayor Tishaura Jones and our State Senator Karla May and we heard from our political director. Just so that you all know how grateful we are for the leadership that is in this room, the leadership that continues to show up and thank you for your support that is unwavering for our workers across St. Louis and across this country.

And, I would also like to thank – a special shout out to the one who's walking around with the St. Louis hat on, because that always grabs my heart -- special shout out to our local CWA chapter President, Mr. Floyd Bell, as well as, all of the workers who are here. (Applause)

I also want to give a special welcome to the leader of one of the largest and the most diverse unions in the country that actually speaks to it, shout out to our CWA President Christopher Shelton and welcome, welcome, welcome to St. Louis. (Applause)

And, to all of the CWA workers who have traveled near and far to be here in St. Louis for this Convention. We already heard our Mayor tell you about some of the food. We are a food place, so make sure you partake in the food, go a little bit outside of downtown if you can and partake in our barbecue. But, thank you for being here. St. Louis and I welcome you and we thank you, not just for being here, we thank you for the work that you all do every single day. You are making our country better. You're making our work force better.

Whether you are a broadcaster making sure people get the information they need to stay safe during a natural disaster, or a flight attendant helping people stay safe as they travel, and I meet so many of you all the time, because I travel every week. Our teachers taking on the enormous responsibility of educating and caring for our students every single day, thank you for what you do, thank you for what you give and I know you're putting your lives on the line oftentimes, we say thank you. (Applause)

And, to every social worker helping and supporting families as they deal with some of the most toughest times in their lives, to a wire technician ensuring that people everywhere are able to connect with their loved ones at a moment's notice, whatever it is that you do, whatever your job is, people are at the center of your work. And, that touches me because you don't have to work for people, you don't have to care about people, you know who you're working for every day and you continue to show up. We thank you because our communities are at the center of what you do.

CWA you are a union made up of thousands upon thousands of workers, who are dedicated to helping people and making those lives better, safer, and easier. Each of you, every CWA member, in one way or another, you play a critical role in people's lives, and we thank you for making our communities stronger.

In fact, this people centered approach is one that I strive to foster every single day in my work. In my office, so we have this motto and some people laugh at it when they hear it, but our motto is to do the most for every single person in St. Louis, in Missouri's First District, starting with those who have the greatest need.

Like all of you at CWA, in my office, we too, are dedicated to making lives better and that includes the lives of you, the workers. You are workers, you are the backbone and the heart of our economy and that is why I'm proud to fight alongside of you, every single day to protect and to strengthen our unions. Unions like CWA, you all protect lives, especially the lives of black and brown and other marginalized families, just like my own.

Last fall, I was at a CWA event in D.C., where I spoke about how my dad was a union meat cutter for over 20 years. I spoke about how grateful I was. And, even though he worked with dangerous equipment every day and I would go and sneak into the freezer and see him with these blood stained gloves, and him with all of this dangerous equipment back in the '80s, he was able to stay safe and come home to us every day. He stayed safe because of unions, because his union fought to make sure that he had the protections and the precautions while at work. (Applause)

And, I, like all of us in this room, I understand intimately why unions aren't just good, unions are essential. Unions are essential. (Applause)

Unions protect the innate right of every person, the innate right of every worker to organize, to be respected, to exist, and to operate in an equitable, and safe, and inclusive workplace. That's why I'm fighting for Congress to pass and enact the Protecting the Right to Organize Act or the PRO Act. (Applause)

And as many of you all know, the PRO Act will expand various labor protections related to employees' rights to organize and collectively bargain in the workplace. This legislation broadens the scope of individuals covered by the Fair Labor Standards Act, permits labor organizations to encourage participation of union members in secondary strikes and prohibits employers from bringing claims against unions that conduct those secondary strikes. (Applause)

And as a proud co-sponsor, I'm committed to pushing this legislation over the finish line, so much so that last Congress, as a freshman -- (Laughter) -- after the House passed this bill, I led 100 of my colleagues in calling for the Senate Democrats to eliminate the Jim Crow filibuster and pass the PRO Act. (Applause)

They say fresh meat don't count but, hmm. I understand the stakes. I didn't care how many years I had been in Congress. I understand people, and what people need, and my job is to work for you, and so understand that we cannot leave our workers and our unions behind. It's my promise to you that I won't. We must expand labor protections for all of our workers, including employees' rights to organize and collectively bargain in the workplace. I'm committed to prioritizing also, the safety of our workers, especially in the context of our climate crisis, because it is our workers who, like I said before, are on the front lines. As the climate crisis worsens, our frontline workers and frontline communities are most at risk.

Back in December 2021, when the Amazon warehouse in Edwardsville, Illinois, not very far from here, collapsed during a devastating tornado, it left six of its employees dead, two of my constituents, I go straight to work. Even though that's not my District, those are my constituents, those are my people, so I've introduced two pieces of legislation to protect workers and developed worker safety standards in the event of climate disasters and extreme weather. The first being the Worker Safety and Climate Disasters Act, which would prevent workers from being fired for seeking shelter during disasters, as well as, offer paid time off for workers affected by those same disasters. (Applause)

Pay our people the money. The second being the Wind Safety Standard Act, which would require OSHA to create a wind safety standard modeled after the heat

safety standard to protect workers that are in danger in the workplace due to high wind conditions.

I'm honored to have CWA's support and partnership on these efforts because the health and safety of all people, especially those front line workers, is a top priority for law makers and regulators alike, at least some of us. I believe in being the change we want to see in the world, just like you do every single day. And that's why oftentimes, we have to look and start in our own backyard. That's why I was proud to be an early supporter of changing the rules in the U.S. House of Representatives to give Congressional workers in the House the right to unionize. (Applause)

It was the 117th Congress and that was the first time. I was even prouder when last October, my staff made history being among the first Congressional offices to unionize on Capitol Hill. Every worker, including my own staff, even though we do pay a fair wage, we pay a livable wage, we don't make our workers sleep in the offices and sleep --you know, we pay. But including my worker, every worker deserves to have a union and represent – a union to represent them. (Applause)

The U.S. House of Representatives began allowing members to form unions last May, and since then, only 11 percent of offices have formed unions, which includes mine, that's less than three percent of all of Congress. There are no other offices in Missouri who have unionized, just ours. But I know this, every worker deserves a union. Unions make us stronger.

So, I'm always proud to stand with unions and the right to organize. Just as I'm proud to stand by additional worker protections like a federal minimum wage increase to, at least, well above \$15 per hour --(Applause)-- national paid leave, guaranteed health care, and affordable childcare. Worker protections are simple people protections and this is something, CWA, you all understand all too well.

You all set the bar when it comes to not just commitment to workers' rights, but to human rights. From establishing a national Women's Committee --(Applause) -- to show your commitment to protect working people against discrimination based on gender identity, to taking a public and firm stance against racism and pushing for criminal legal reform. To actively fighting against voter suppression and the criminalization of our most marginalized communities, the threat of deportation, inequitable and inaccessible healthcare, CWA knows that workers' rights are transferrable, well beyond the workplace. And, you understand that in order to win this fight, because when we fight...("We win" from the delegation.)

When we fight...

("We win" from the delegation)

You know that we must protect our workers in a holistic way, and so I am deeply, deeply honored to be able to be before you and I commend and I admire the work that you are doing. I'm so glad to know that you all are there for our people. I'm working right now to end the gender pay gap by establishing the first ever Equal Rights Amendment Caucus. One hundred years this year, and we still don't have equal rights for all people.

But we have dedicated to affirming gender equality in the Constitution once and for all, and we appreciate how you all close the gender pay gap. (Applause)

In just a couple weeks, I will be reintroducing the People's Response Act, which addresses criminal justice reform by reimagining what -- well, by actually redefining what public safety could look like with an understanding that public safety has to be rooted in public health. Where are my health workers in here? (Applause) Our health care workers. I'm actively fighting for life saving policies, such as Medicare for all, and the Green New Deal. And, I am in this fight with you, and for you.

As an activist, as an organizer, as the very first black woman to ever represent this state in the U.S. Congress, and the proud daughter of -- to a dad, who for the majority of my childhood, like I said, was a union meat cutter, I want you to know that I will continue to fight for your dignity, for your safety, and for your security. Just as, CWA, you continue to fight for us. I have watched with excitement how you have all gained momentum and the power following the pandemic. Now is the time for us to flex our collective muscle. I believe that together we will be better, stronger, bigger as we do this work to build an equitable and safe, inclusive workforce because together we are unstoppable.

Thank you again for inviting me here today. As I stand here sick and need to blow my nose, but I wish you a lovely time at this conference. Thank you, and always remember, even if I don't represent you, my St. Louis people know, your Congresswoman loves you. Thank you. (Standing ovation)

TEMPORARY CONVENTION CHAIR BELL: Thank you so much to Mayor Jones, Brother Lovell, Senator May, and U.S. Congresswoman Cori Bush. (Applause)

I now stand proud to have the honor and privilege of introducing a true leader for our members and locals in District 6. Our very own District Vice President, Claude Cummings, Jr. Vice President Claude Cummings first joined CWA in 1973, when he started with AT&T and has been a big part of our Union ever since. Not only was he elected President of Local 6222, he has served as Diversity At-large Executive Board member of Communications Workers of America beginning in 2007, was elected Vice President District 6, July 2011, reelected, July 2015, and reelected, July 2019, representing workers in Arkansas, Kansas, Missouri, Oklahoma, and Texas.

Claude has been appointed to help lead the Human Rights Department for the National CWA. I am proud to introduce him on this day as one of the individuals he has personally inspired. By recognizing the leader in me, that I would become before I actually accepted my calling as one. My union big brother and our very own District 6 Vice President, Mr. Claude Cummings, Jr. (Standing ovation)

VICE PRESIDENT CUMMINGS: When we fight...

("We win" from the delegation)

When we fight...

("We win" from the delegation)

Thank you. Thank you.

Good morning, Brothers and Sisters. Welcome to St. Louis and our 79th Convention in District 6. Home of the World Series champion, Houston Astros.

(Reaction and cheers from the delegation)

Home of the super bowl champion, Kansas City Chiefs.

(Reaction and cheers from the delegation)

We're winners here in District 6.

(Reaction and cheers from the delegation)

I am Claude Cummings, Jr. Vice President of CWA District 6, and I have the distinction and honor of introducing our President Chris Shelton. President Shelton has dedicated his life to representing CWA union members during some of the most difficult times. Unions are under attack, our members are faced with the ongoing challenges due to downsizing, surpluses, and layoffs. And, they live with the continuous fear of losing their jobs due to corporate greed. Not to mention the ongoing battles of corporate control and companies' retrogressive bargaining proposals.

We have endured one of the worst pandemics this country has ever faced. Throughout these challenges President Shelton has been there to help successfully lead us through those difficult times. Give him a round of applause for that right now.
(Applause)

On behalf of CWA District 6, I would like to thank President Shelton for his years of dedication to our Union and for his numerous accomplishments throughout his career. Without further delay, I want you to stand on your feet right now, stand up right now, and please give a welcome to President Shelton to District 6. Our President, President Shelton. (Standing ovation)

PRESIDENT SHELTON: Thank you, Claude. First I'd like to thank Mayor Tishaura Jones, Missouri AFL-CIO Senior Political and Legislative Representative, and Senator Karla May, Congresswoman Cori Bush, and Vice President Claude Cummings of course for that great introduction.

You know, I gotta say this is a weird moment for me, but we'll get through it. Good morning, union family.

("Good morning" from the delegation)

Come on, good morning.

("Good morning" from the delegation)

Welcome to the 79th Convention of the Communications Workers of America.
Before -- (Applause)

Before I begin my remarks, I have one more welcome I want to share with you. As all of you know or should know, Joe Biden is the most pro labor President of any -- in any of our lifetimes. (Applause)

I'll talk more about why that is in a few minutes, but for now I want to share his message, he has sent for you.

(Video address)

U.S. PRESIDENT BIDEN: Hello, CWA and a big thanks to Chris Shelton for over 50 years with this Union. You've done a hell of a job pal.

Chris, as you know, I've said many times, Wall Street didn't build America, the middle class built America and unions built the middle class. I promised you from the beginning, I would always have your back, and I have.

Across America we're seeing a transformation of an economy that grows from the middle out and the bottom up instead of the top down. Folks are calling it Bidenomics and union workers are leading the way. We're making a once in a generation investment in our nation's infrastructure. The biggest ever high speed internet, with fiber optic cable, made in America, installed by CWA workers. (Applause)

And, we're investing in key industries of the future. Creating tens of thousands of union manufacturing jobs, making semiconductors, electric cars, clean energy, and so much more.

This nation's about to take off and union workers are at the center of that take off. We worked like the devil to pass the Butch Lewis Act, but I'm not going to stop until we pass the PRO Act to fix the tax code. (Applause) Because no billionaire, no billionaire, should pay less than a call center operator or a cable technician. It's simply wrong. I make no apologies. I'm proud to be the most pro union President in history. And guess what, the most pro-union President in history to have reduced the deficit in my first two years by \$1.7 trillion. And they say we're the big spenders, they want to extend a multibillion-dollar tax cut to the wealthy. Nah.

Together, Chris, you and I and the CWA are going to prove it's never been a good bet to bet against the American worker. And we're sure not gonna do it now.

So God bless you all, thank you for your help and may God protect our troops. (Applause)

PRESIDENT SHELTON: Thank you, Mr. President. On behalf of the members of the CWA Executive Board and particularly our Canadian locals and members, I want to acknowledge the many years of service and dedication of CWA Canada Director Martin O'Hanlon. Join me in giving Martin a round of applause. (Applause) As we wish him a hard earned, healthy, and happy retirement. (Standing ovation)

Brothers and Sisters, after three very tough years, it's wonderful to be together in person here in St. Louis. Zoom is great but -- actually, Zoom sucks. (Laughter) And I'm really, really glad that we don't have to do the Convention virtually the way we did two years ago. On a more serious note, I hope that all of you and all of your family, friends, coworkers, and loved ones are safe and healthy. We seem to have finally made it to the other side of some frightening and sorrowful times. Far too many of us suffered devastating losses. Let us now observe a moment of silence for all the family, friends, coworkers, and other loved ones we have lost over the last three years.

(Moment of silence)

Thank you. Okay, my friends, as you probably imagine, this is kind of a bittersweet moment for me. This will be my final convention kickoff speech to you as President of the Communications Workers of America. On the one hand after eight years as your President, I'm looking forward to being liberated from the day-to-day grind of the work that we have to do. It will be a new phase of my life, a time to spend with Joyce, my wife, and my kids, and grandkids, and my friends. A time to take a deep breath and relax.

But I'm not gonna lie, I'm going to miss this job. I'm going to miss all of you, well, most of you. (Laughter)

More than anything, I'm gonna miss waking up every day and being part of the never ending struggle of working people in this country to build a more just, and equitable, and generous society.

I'm going to miss this Union. For the last 55 years, ever since I went to work as an installer repairman for New York Telephone right out of high school in 1968, the Communications Workers of America has been my life. As a shop steward and chief steward in Local 1101, as a staff rep, area director, assistant to the Vice President, and District 1 Vice President, and for the last eight years as President of the greatest union on this planet.

I'm not exaggerating when I say that everything I have in my life, everything, my standard of living, my home, the health and retirement security that I will soon begin to enjoy, the security I was able to provide my children, I owe to this Union. The union gave me a small piece of the American dream and there are literally millions of CWA members past and present who have been part of this Union at one point or another, during the last 85 years who can say the very same thing. (Applause)

When I went to work for New York Telephone, I never dreamed that one day I'd be standing on this platform. I mean I was pro union from day one. My parents made sure of that. My father was an Irish immigrant who worked for the Post Office and he was part of the giant national wildcat strike in 1970 that won collective bargaining for postal workers. My mother helped to organize the union at the Catholic school where she taught. They both taught me that if you worked on a union job, you needed to be union. You got active in the union and you never ever, ever so much as thought about crossing a picket line, and I never have and I never will. (Applause)

So, I became a shop steward in Local 1101, even before I passed my probation period, and I've been active in this Union ever since. But becoming President of the union, a Bronx kid, who barely graduated high school, never crossed my mind, not for one split second. So here we are more than a half century later and I want to tell you from the bottom of my heart, it's been the greatest honor of my life, the greatest privilege I could ever imagine to be elected by all of you to lead this Union. (Applause)

You've trusted me to represent you with the CEOs of some of the biggest corporations in the world, to represent CWA with governors across the country, even to speak for CWA in the oval office of the White House with the President of the United States. I'm deeply humbled by the trust and faith you've placed in me and I thank you from the bottom of my heart. (Applause)

Of course, nobody does a job like this by themselves. I want to thank Sara Steffens, Secretary-Treasurer of CWA. (Applause)

I also want to recognize and particularly thank my Chief of Staff, Jody Calemine. (Applause)

My two assistants, Shane Larson and Ameenah Salaam. (Applause)

And Senior Director of Organizing, Tom Smith. (Applause)

Also, of course I want to thank my colleagues on the Executive Board, please salute them for their leadership. (Applause)

I want to thank all of the amazing staff of this Union, the people who implement bargaining, organizing, and political programs of CWA. Please recognize the incredible work of our staff out there. (Applause)

And, I want to thank each and every one of you, the local officers and local leaders of our Union. You are the backbone of this Union. You are the lifeblood of our Union. You are in the trenches every single day, dealing with grievances, fighting for good contracts, walking on picket lines, lobbying and campaigning for elected offices, organizing new members into the union. You fight for our members every single day, seven days a week, 365 days a year. Without all of you, there is no union. Thank you. Thank you. Thank you for everything that you do. (Applause)

But most of all, today, I want to thank my family. They put up with so much with the constant travel, the constant phone calls, the missed weekends, and family events. And, I won't say they never complained, but because they all believe in this Union, because they all understood why I was doing what I was doing, they rarely complained and they always, always supported me. I am so happy to have my family here with me today. And I ask them to stand up. (Applause)

My wife Joyce.

(Standing ovation)

We actually got married at a CWA Convention in 1991.

Joyce was a union leader in her own right as the former Executive Vice President of CWA Local 1110, the downstate New York Traffic Local. Joyce, I love you and thank you for putting up with all of my shit for all of these years. (Laughter and applause)

My kids and their spouses, my son Brian and his wife Tiffany and their daughter Cadence, my daughter Kimberly, her husband Phil and their two kids Maya and Abbey, and my niece Holly. Thank you for supporting me all of these years. Thank you for being with me here today. And, now I'm issuing an official warning, whether you like it or not, you're gonna be seeing a lot more of me over the next couple years, so get ready. (Applause) Please give my family the acknowledgment they deserve. (Standing ovation)

This morning, Brothers and Sisters, I want to reflect on some of the lessons I've learned over the last 55 years. I want to close by leaving you with some thoughts about what CWA must do to thrive in the decades to come. One of the first and foremost enduring lessons I learned as a CWA member, is that when we fight, we win, and if we don't fight, we don't win. Just three years after I went to work at New York Telephone, there was a national strike at AT&T. The whole country stayed out for two weeks, but over 38,000 New York state plant technicians voted down that local agreement, so we stayed out for a total of 218 days. It was tough.

We had our heads beaten by the New York City cops, me included, but nothing Ma Bell did, nothing could break us. At the time a lot of people, including a lot of members, said we lost the strike. But, we went back to work after seven and a half months on the picket line, after all we got was an \$1 extra in wages to the top craft, and a Saturday differential, and a real, real agency shop for the first time. But, what a lot of people didn't understand at the time is that we showed Ma Bell that we could not be broken and would not be broken. (Applause)

We sent a message, One day longer, one day stronger, even if that final day was the 218th day on the picket line. And, so when bargaining rolled around in 1974, and at long last AT&T had finally agreed to national bargaining, New York plant workers weren't worried. We weren't afraid. We were more ready to fight than ever. Local 1101, my local, actually put out a button that said, seven more in '74. (Laughter)

In '71 we proved we would fight. We proved that we could not be broken. We sent a message to the biggest company in America at the time that we were a force to be dealt with. When you fight, Brothers and Sisters, you win! When you fight, you win!

But, I've learned something else since then, yes, when you fight, you win, but we also need to know how to fight smart. CWA members know how to fight smart. That's why we win our strikes. Because as a union, we've learned how to be sophisticated and effective. We know that the days of walking on a picket line and waiting for the boss to just cave in are long, long gone. We know that when you go on strike, we have to have mobile pickets and follow the scabs and picket them wherever they try to do the work.

We know that we have to reach out to the rest of the labor movement, and to our communities and allies, and make sure we get their support. We know that we have to win over the politicians and get the public on our side. We know that we need a good message and ground our fight in issues that the public can understand and will support.

We know that before we go on strike, we have to train our members so that they understand the issues and they're prepared to fight and know what it will take to win.

We know that if you go out on strike, we must, we absolutely must, have a plan to get our issues resolved so we can get back in wherever we're on strike from. And, I know that this is a lesson that has been learned by everyone in this Union, when we fight smart, we win smart. And, I know that long after I'm gone, our Union will keep fighting smart and keep winning big because we, Brothers and Sisters, are CWA. (Applause)

Here's the second lesson I've learned over the last half century. Unions must organize or we will die. (Applause)

I'll be honest, when I started out in the labor movement, we didn't think much about non-union workers. Ma Bell was a monopoly. We all worked in the same industry. Yes, we knew we had to bring the operators and the commercial department into CWA from the old company unions. We knew we needed the power of numbers at Ma Bell, but we focused on ourselves, our wages, our benefits, our working conditions. I know that all of you know this by now, but we are long past the time when just focusing on ourselves is enough. (Applause)

When I went to work for New York Telephone in 1968, over 28 percent of all workers in this country belonged to a union. Union wages and benefits set the standard for much of the private sector. Today, density has fallen to ten percent and is only six percent in the private sector. Six percent, Brothers and Sisters. That means that 94 percent of private sector workers are getting ripped off every day that they go to work. They are getting screwed by just showing up at work. It means that every time we go to the bargaining table the wages and working conditions of nonunion workers get thrown in our face as the reason we have to give up raises, give up pensions, give up healthcare.

Here's another thing, when 94 percent of the private sector work force is nonunion, workers just don't have enough political power in our country. It's harder and harder for us to fight and win in the legislative improvements that we need to make the lives of all working people better, universal paid medical care, subsidized childcare, free higher education, universal health coverage, increased Social Security benefits, more rights for workers to organize.

My friends, as I go out the door, I'm asking you to rededicate yourselves to this critically important goal. We must organize, organize, organize to build our Union and build the entire labor movement. (Applause)

Tens of millions of workers desperately need a voice at work. Shame on us if we don't help them, give them the power that they deserve to do that.

Right now, we have more opportunities to organize workers than we've had in decades, public opinion is more pro-union than at any time since 1965. In just the last two years, CWA has organized nearly 10,000 new members into our Union. We are seeing growing interest in joining our Union in many different sectors, including gaming and tech, here we have a groundbreaking neutrality agreement at Microsoft, at nonprofit organizations, and in healthcare, at traditional and digital media. Congratulations to the newspaper guild for amazing organizing wins at the New York Times and Condé Nast. (Applause)

Our brothers and sisters at IUOE had big, big breakthroughs at New Flyer and won historic organizing rights agreements at two offshore wind factories that GE is pledging to build in the Hudson Valley in New York. (Applause)

This is fantastic progress. My friends this is an opportunity and a lead of who we are. In all my years, we've never had such a favorable environment for organizing. Organizing must be a top, top priority for every local in CWA.

Finally, I want to talk to you about politics. My message is simple. Politics matters. Politics is huge. Politics can affect whether we win or lose a strike, an organizing drive, or a contract fight. When we have real friends in state legislatures, when we have real friends in governor's offices, when we have a real friend in the White House, it makes all of the difference in the world. Here is the message I want to leave you with. Joe Biden is far and away, no debate whatsoever, the most pro-union President in all of our lifetimes and we are ready to do everything that we can to reelect him so that he can finish the job that he started, two years ago. (Applause)

I could go through a long list of everything he's done for working people since he became President, but we'd be here a long time and I really am looking forward to retiring. (Laughter) But, here are some of just the highlights. Let's start with Marty Walsh, the recent Secretary of Labor. (Applause) A former member of the Laborers' Union.

Marty Walsh was there for CWA whenever I called him. We became fast friends during his time as Secretary of Labor. It was pretty amazing, but we did. He was there no matter what time, day or night. He was there to walk a picket line, to put pressure on a boss, to put pressure on the members of the cabinet to carry our message to the President.

Marty Walsh was simply unbelievable and he made it clear that the Department of Labor under the Biden Administration is absolutely on the side of workers. And then of course, there is our very own Jennifer Abruzzo who became General Counsel of the NLRB after three years as a Senior Counsel to CWA. (Applause)

Jennifer went to the board determined to use every available scrap of power to change the direction of the board, to set new policy, to make the NLRB a true ally and a truly powerful force for workers, not for bosses, and she followed through. We've never had a greater friend at the NLRB than Jennifer.

President Biden hasn't just made great appointments. During the height of the pandemic, he pushed Congress to provide federal funds to keep state and local employees, as well as, flight attendants and passenger service agents on the job.

He ensured that -- (Applause)

He ensured that labor standards were included in the legislation providing federal funds for broadband build out and strengthened Buy America provisions to ensure that federal funds are spent on products that are made in America. He increased the minimum wage for employees on federal contracts, directly giving a raise to thousands of Maximus workers fighting to join CWA.

He convinced Congress to finally allow Medicare to negotiate for lower prescription drug prices and put a \$35 cap on insulin. (Applause) When it's time to make decisions that affect working people, he doesn't ask CEOs how they feel, he doesn't really care, and he doesn't ask Wall Street investors what they think. He talks to workers. He talks to us.

He has literally invited us into the White House. Not just union leaders like me, but union members, CWA members to talk about what it will take to provide reliable broadband internet to every household. What we experienced during organizing campaigns. What the impact of AI has been on our work. Joe Biden respects who we are and what we think. You know who doesn't respect us or anyone? Donald Trump.

And, they would not let me say what I wanted to say. Right now it seems pretty clear that Donald Trump will be the Republican nominee for President in 2024. I really can't believe I'm saying those words.

If anything, Donald Trump is more unhinged than he's ever been, which is saying something. You know he says things like January 6th were a beautiful day. He's going to end the war in Ukraine in 24 hours. I don't know if you caught this one, but he's going to destroy the so-called deep state by eliminating all civil service protections for federal employees, and firing tens of thousands of hard-working union government workers.

Donald Trump is a menace to all of us in so many ways, I can't even begin to count. But my friends let me say this, we've defeated Donald Trump and his election-denying band of proto-fascist sympathizers before, and we are going to defeat him again if they decide they're going to nominate him. (Applause)

The 2024 election will be a fight for our democracy. A fight to protect our most fundamental rights. A fight to protect our labor movement. And I know, I know that each and every one of you understand what's at stake here. You know what the differences are between Donald Trump and Joe Biden. And I'm counting on you. Counting on you wherever you live, whether it's in Wisconsin, or Pennsylvania, or Georgia, or Arizona, whether you live a day's drive or two-day's drive away from those critical battlegrounds to mobilize like never before, to defend the most pro-labor President we've ever had. I know you will get the job done, Brothers and sisters. (Applause) My friends I want to close by saying a few things about democracy both inside and outside our Union.

The Republican Party in this country no longer believes in democracy. They know their policies are unpopular, cutting Social Security and Medicare, busting unions, tax cuts for corporations that are the wealthiest, allowing big oil companies to keep

destroying the planet, preventing women from making their own health decisions.

The Republicans have two strategies to deal with the unpopularity of their actual policies.

First, they do everything possible to stoke fear and anxiety, attacking the rights of America's young people who are transgender, attacking public schools that teach the truth about the history of slavery in America, attacking immigrants for allegedly taking our jobs, even when the unemployment rate is as low as it's been in half a century. That's strategy number one, and a lot of Americans are falling for it, I'm sorry to say.

The second strategy is perhaps even more insidious. That is the Republicans' plan to whittle away our democracy through limitations on the right to vote, and trying to intimidate voters who oppose their agenda, mostly people of color from actually voting. They tried to cancel the votes of millions of Americans again, especially people of color, by using their power to draw drastically gerrymandered District lines.

Republicans don't care about the will of the people. They don't care about majority rule. They don't care about democracy. All they care about is power. We Americans have always thought of ourselves as special, and we are. We pride ourselves on being the oldest democracy on the planet. But now I'm worried, Brothers and Sisters. It seems like in their anxiety and anger, tens of millions of Americans are willing to give up democracy to silence, rather than engage people that they disagree with or who are different than them.

We are in a historic fight to protect our cherished democracy. This Union and the entire labor movement must be prepared to demonstrate, to protect democracy, because unions only flourish in a healthy democracy and unions are the key that working people have a voice in that democracy.

But democracy is not just crucial for the future of our country, democracy is also crucial inside unions. Democracy makes unions strong. Unions are the best when the members run the union, when the needs and concerns of the members are the priority of the organization.

As I come to the end of my career in the labor movement, as I look around the rest of the labor movement, I have come to believe that democracy is part of what makes CWA special. Our democratic traditions run deep. The voice of our members can always be heard. Most other major unions hold conventions every four years, in some cases every five years, we hold conventions every two years. That means that CWA leadership has to stand before you, the delegates who represent our entire membership, and be accountable to you for what they have been doing for the last two years. We ensure each member is treated fairly by following the procedures outlined in our constitution. That constitution is a living document. You the delegates can, and frequently do amend it as necessary, to reflect on what's changing in our Union.

Same goes for collective bargaining. Our elected bargaining committees settle our contracts, not some unaccountable leader in a private room somewhere with the boss. Members voices are always heard, so that we act -- so when we act, we act together. When we fight, we fight together.

When we win, we win together. Sometimes democracy, Brothers and Sisters, can be a pain in the ass. And, sometimes it can get all messy and contentious as we've seen over the last few months in our Union. I know that a lot of you have strong feelings about who should lead our Union going forward. And, some of those feelings have gotten pretty raw.

It is our responsibility as members of this great union and delegates to this Convention to look at the records of those running for office, to examine the facts, and to make a decision that you believe is in the best interest of your union as a whole, not just for you, not just for one local, or one sector, or one District, but for all of us. Then, after the votes are cast and counted, after our new officers are sworn in, we must, we must come back together as our constitution says. (Applause) As a single cohesive labor union for the purpose of collective effort.
(Standing ovation)

I urge you, Brothers and Sisters, never to forget, our enemies are not in this room. We may have differences, even strong differences, but we are not, and never will be enemies. (Applause) In fact -- in fact, we are on the same side and always will be. Never ever forget who we are fighting for. The working class of this country and who we are fighting against, the bosses, and the bankers, and the fascists, and the people who think that their personal wealth and power are more important than the dignity of working people. That's who the enemy is. (Applause)

My friends over the last 30 minutes, I've talked about the most important lessons I've learned after 55 years of belonging to this great union. The things I've talked about are not rocket science. Smart, strategic militancy and the willingness to fight. The need to organize, organize, organize. The critical importance of political action. The importance of the fight for democracy, both in our country and our Union.

These values, these priorities are a legacy that inherited from the CWA presidents who came before me, most especially from the late great Morty Bahr and from my immediate predecessor, Larry Cohen. (Applause)

In the nearly 38 years since Morty Bahr became President, this Union has become one of the most militant, democratic, politically sophisticated, and progressive unions in this country. (Applause) Morty was a brilliant bargainer, implemented mobilization as a national program, made us a political powerhouse and oversaw the growth and diversification of this Union.

Larry came to our Union as an organizer and he instilled in this Union a culture of always organizing, always mobilizing, and building the union. He also taught us that labor is part of a broader social movement and must constantly build alliances with other pro-worker organizations.

In my eight years in this job, I've tried to build on, and expand, and strengthen those traditions. We've fought the bosses across the country. We've intensified and expanded our organizing efforts. We've campaigned to elect pro-labor candidates. I'm proud of our Union. I'm proud of what we have done. I deeply believe what we are doing is critically important to our members and to the entire working class. I've worked every single day of the last eight years to build on these traditions. But over the last 30 or 40 years, our Union has faced profound challenges.

Our telecom membership keeps shrinking.

As technology changes and competition grows. State and local governments have faced repeated fiscal crises. Private sector density continues to fall. The vast majority of employers will go to any extent to defeat unions. And, in truth for most of my career as a labor leader, certainly from the time that Ronald Reagan fired the air traffic controllers in 1981, our movement has been under attack, on the defensive, repeatedly blamed for America's woes. But my friends, I believe that at long last the anti-union climate is shifting. Unions are on the rise. Workers are organizing. (Applause)

We've seen a significant increase in strikes. Finally, CWA is not the only union going on strike anymore. And, in the next few weeks and months, we could see some of the biggest strikes in recent times at the largest private sector employer in the nation, UPS, and at the big three auto companies. I know that if 350,000 UPS workers decide to go on strike and a 150,000 auto workers decide to go on strike, our members, including me, will be the first ones to join those picket lines in solidarity. (Applause)

Because we know how important it is to have that support on the picket line. Will I see you on those picket lines?

("Yes" from the delegation)

Come on. I want to see you on those picket lines. Is it going to happen?

("Yes" from the delegation with applause)

I'm going to hold you to that.

My friends, I'm on my way out the door after 55 years. The time has come for me to move out of the way and let new leadership continue the great traditions of this great union. But, I have one message to leave with you, which is this, seize the moment. We have an opportunity to organize like we've never seen in decades. Fear is giving way to confidence. Union busting is giving way to organizing. All of us, everyone of us in this room, must rededicate ourselves to growing the labor movement, growing CWA. Nothing, nothing, nothing could be more important.

I want to ask you, Brothers and Sisters, are you ready to go out and organize?

("Yeah" from the delegation)

Are you ready to go out and build the labor movement?

("Yeah" from the delegation)

Are you ready to give millions of workers the opportunity that each and every one of us who belongs to this Union has enjoyed?

("Yeah" from the delegation)

I know you are my union family, and I know that you are ready to fight, to organize, to campaign, to advance the cause of all workers in this country and across the globe. I'm counting on you. I know you can do it. I know you will do it. Serving as the President of this Union has been the greatest honor of my life. I thank you from the bottom of my heart for trusting me with that responsibility. I couldn't have done it without the support of everyone on this podium, every one of our great staff, and without all of you, so I've got to say, thank you, thank you, thank you.

I know that this Union is much bigger and much greater than any of us. I know that after I'm gone, whoever leads this Union with the support of all of you will carry on the work. You will continue to build on the legacy of militancy, the legacy of democracy, the legacy of organizing, and the legacy of political action and coalition building that has been the life blood of this Union.

I know that all of you will work every single day to ensure that this Union continues to be the greatest union in the world. My friends, are you ready to keep fighting?

("Yes" from the delegation)

Are you ready to fight the bosses every day?

("Yes" from the delegation)

Are you ready to fight for our members every day?

("Yes" from the delegation)

Are you ready to elect pro-labor candidates?

("Yes" from the delegation)

Are you ready to fight for pro-worker legislation in your state houses, in city halls, in the halls of Capitol Hill?

("Yes" from the delegation)

Are you ready to organize, organize, organize?

("Yes" from the delegation)

I can't hear you. Stand up if you're ready to fight.

(Delegates rise)

Stand up if you're ready to campaign.

(Delegates cheer)

Stand up if you are ready to organize.

(Delegates cheer)

Stand up if you are committed, if you are determined in your heart and your soul to build a powerful workers' movement that will make this a great, great country, not just for the rich and powerful, but a great country for the ninety-nine percent, a great country for all working people.

Stand up, stand up and get ready to carry on the fight to build our movement, to bring justice, fairness, and democracy to our country. (Standing ovation)

Thank you my friends. Thank you. Thank you. Together we will fight. Together we will march. Together we will organize. Together we will win.

Thank you, Brothers and Sisters.

("Thank you, Chris" from the delegation)

(Standing ovation)

(Delegation chanting "Chris")

Thank you, Brothers and Sisters, you know years ago, somebody in District 1 gave me the name CWA's roaring lion, I hope that I just lived up to that name.

(Video presentation)

So, it appears that I have got some tears both mine and other people. That is not the usual reaction to my speeches; people are usually throwing shit at me. (Laughter)

The tears is nice, I gotta say that. (Standing ovation)

Joyce just asked me, What do I do now? I said, I don't know. (Laughter)

Torree, what do I do now? Torree Wade, my brain. (Applause)

(Video presented)

(Applause)

Now, they're all going to have to put up with me. Okay. Well, thank you everybody, thank you for that round of applause.

("Thank you, Chris" from the delegation)

I know I talked for a long time. I hope I did not bore you.

("Not at all" from the delegation)

MS. JOYCE PATRELLA: Take a break. Take a break. Take a break.

(Laughter)

TEMPORARY CONVENTION CHAIR BELL: President Chris Shelton, Ladies and Gentlemen. (Applause)

I now want to thank again everyone for the privilege and honor as serving as your Temporary Chair. (Applause)

My local has taken on the pledge to strengthen our local by engaging our membership through active steward representation and engagement, mobilization, whether it's legislative, political, organizing, civil rights inequity, and women's committee structures. We've faced every challenge, including right to work, and won through the collective efforts of a coalition built by and for the protection of us all. We will always be up for the fight and up for the challenge. We are not all of the way there. But, we continue each day to strive to be better and stronger than the day before. With each day comes a new opportunity to individually make the commitment to strive to be stronger, wiser, better together.

Collectively, all of us are making the future better and brighter, not only for us, but those that will come behind us. Before I retire, I would like to take the moment to present a small token of appreciation on behalf of the Executive Board of CWA Local 6300 for our President Chris Shelton and also the District 6 Vice President, Mr. Claude Cummings, so you both will always remember your visit to our great city. (Applause)

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

(Gavel bang)

PRESIDENT SHELTON: Thank you, Floyd. Great job. And, Claude, I know you had something to do with this and I'll get you for it. (Laughter) I told Floyd that I'm a what's called a rabid Yankee fan. (Laughter) But, I might even wear this because Floyd did such a great job up here. (Applause)

So on with the business of the day. I'm now going to read the use of microphones. Let me describe for you the use of microphones and how you get recognized to speak, make motions, or ask questions.

Microphone No. 1 in front of me, labelled motions, is for a delegate to make motions. The telephone associated with this microphone is connected directly to our parliamentarians. They are seated immediately behind me. Will the parliamentarians stand as I call their names.

Patricia Shea, retired CWA General Counsel, who's our Chief Parliamentarian. (Applause)

Matt Harris, District 4 Legal Counsel, is our Motions Parliamentarian. (Applause)

When you pick up the telephone, you are to advise the parliamentarian 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, 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 amendments can only be received during the Constitution Committee report. When the Committee recommends a decision or moves their report, which is considered to be both the motion and the second because the Committee is made up of more than one delegate.

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.

Colin Wescott, Headquarters Counsel is our Privilege Parliamentarian. (Applause)

There is a microphone designed as the privilege microphone, Microphone No. 2, use it to raise a point of order or raise a point of personal privilege. This will put you in touch with the Privilege Parliamentarian. You will be given a preliminary parliamentary ruling. If your point of order or point of personal privilege is in order, the Chair will be advised and you will be recognized.

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

Microphone No. 3 is the "For" microphone. Use it to be recognized to speak for any motion, issue before the Convention.

Microphone No. 4 is the "Against" microphone. Use it to be recognized to speak against any motion or issue before the Convention.

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 the rules of the Convention. 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 4, Against, and then to Microphone 3, 4. The rotation also includes Microphone 5 for Questions. The rotation continues until at least two people have had the opportunity to speak for and against after which, a motion to close debate is in order.

As you go to any of the microphones, place the badge bar code under the scanner and wait for a beep. Lift the telephone and tell the attendant your name and local number. You will be recognized in the order called for under our rules. Start off speaking with your name, local number, and the state in which your local is located. Let me introduce the people who will be answering as you call from Microphones 3, 4, and 5. They advise the Chair to recognize you.

They are seated on my left -- actually on my right, they changed everything around on me -- Tonya Hodges, Staff Representative, District 1, and Chair.
(Applause)

Jon Remington, Staff Representative, District 2-13. (Applause)

Stacey Reynolds, Staff Representative, IUE-CWA. (Delegates clap)

Bonnie Winther, Staff Representative, District 7 (Delegates clap)

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

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

C.J. Jones, IUE-CWA, 86787. (Delegates clap)

Elaine Savaiki, CWA Local 9333. (Delegates clap)

At this time, I would like to call on the Credentials Committee to come up to the platform. We will use our one clap tradition as each name is called. The members of the Credentials Committee are

Diane Bailey, Staff Representative, District 4 and Chair. (Delegates clap)

Patricia Corley, Executive Board Member, CWA Local 1096. (Delegates clap)

Rebecca Greene, President, CWA Local 1181. (Delegates clap)

Diogenes Miller, CWA Local 3310. (Delegates clap)

Tarea Smith, Secretary-Treasurer, CWA Local 6143. (Delegates clap)

Judy Lugo, President, TSEU-CWA Local 6186. (Delegates clap)

Terri Jacketta, Secretary-Treasurer, CWA Local 7704. (Delegates clap)

Art Behnam, Executive Vice President, CWA Local 9412. (Delegates clap)

Bantu Opiotennione, President, NABET-CWA Local 52031. (Delegates clap)

Matt Young, President, IUE-CWA Local 81455 (Delegates clap)

I recognize the Committee Chair, Diane Bailey, for the purposes of presenting the report of the Credentials Committee. (Applause)

COMMITTEE CHAIR BAILEY: Good morning, Sisters and Brothers, President Shelton, Delegates, Alternates, and Guests. I am pleased to announce on behalf of the Credentials Committee, that the Committee has registered 901 delegates to this Convention.

The Committee appreciates the assistance rendered by the Secretary-Treasurer's office, especially the help of the Information Services and Membership Dues Departments. With the assistance of the two departments mentioned, we are continuing to improve service to our delegates.

Since our last Presidents' meeting, new locals have been added to our ranks. These locals are:

24057.
(Delegates clap)

22054.
(Delegates clap)

23075.
(Delegates clap)

29050.
(Delegates clap)

23036.
(Delegates clap)

23001.
(Delegates clap)

23081.
(Delegates clap)

23022.
(Delegates clap)

23049.
(Delegates clap)

And, 9009.
(Delegates clap)

Let's welcome them.

(Applause)

We will be reporting on credentials in the following categories: Category 1, those credentials properly executed and received on time;

Category 2, credentials properly executed, but late;

Category 3, improperly executed; category 4(a), proxy credentials properly executed, but late;

Category 4(b), proxy credentials improperly executed;

and, Category 5, unusual circumstances.

There are 901 credentials in Category 1 that were properly executed on time. The Committee moves that these delegates be seated.

PRESIDENT SHELTON: The Credentials Committee has moved the seating of the delegates. A motion has been made and seconded for the seating of the delegates. Is there anybody at a microphone? (No response)

Seeing there are no delegates wishing to speak on the motion to seat the delegates, all those in favor indicate by raising your hands.

(Show of hands)

Down hands.

(Delegates comply)

Opposed, by like sign.

(No response)

The motion carries. The delegates are seated. You are all official.
(Applause)

I recognize the Credentials Chair for the rest of the report.

COMMITTEE CHAIR BAILEY: Thank you, President Shelton.

There are no credentials in Category 2, 4(a), 4(b) or 5.

Next, the Committee wishes to report on a Category 3, credentials improperly executed.

These are Local 7901 and Local 54041, both are dues issues.

Those delegates in categories other than Category 1, who have not been seated by the action of this Convention, may present themselves to the Committee by meeting with the Credentials Committee, which is located behind the registration desk in the America's Center, Convention Hall 3, to register for admittance to the Convention.

Any delegates who were late for the morning registration and those whose credentials have now been approved by the Convention will meet the Committee at the registration desk where their proper badges will be issued.

Mr. President and delegates, this completes the Committee's report at this time and the Committee moves adoption of the Credentials Report. Thank you. (Applause)

PRESIDENT SHELTON: Thank you, Diane. The Credentials Committee has moved the adoption of this report. A motion has been made and seconded for adoption of the Committee's report. Seeing there are no other delegates wishing to speak on the motion to adopt the Committee's report, all those in favor indicate by raising your hands.

(Show of hands)

Down hands.

(Delegates comply)

Opposed by like sign.

(No response)

The Committee's report is adopted.

(Applause)

If and only if it is necessary, the Credentials Committee may be recalled to provide a supplemental report. Thank you, Brothers and Sisters, for your hard work. (Applause)

I'd now like to request that Vice President McAllister introduce the Resolution and Rules Committee.

VICE PRESIDENT McALLISTER: Good morning.

("Good morning" from the delegation)

At this time, I would like to call on the Resolution and Rules Committee to come up to the platform. While they are coming up to the platform, I just wanted to say that our normal procedure is to report resolutions in numerical order, although, it may be necessary to rearrange the order in which resolutions are reported out.

The members of the Resolution and Rules Committee are:

Art Gonzalez, President, Local 9511, Chair.
(Delegates clap)

Shawn Ludwig, President, Local 1038.
(Delegates clap)

Donielle Prophete, President, Local 3645.
(Delegates clap)

Amy Blaisdell, Executive Vice President, Local 4202.
(Delegates clap)

Melinda Beal, President, AFA-CWA, Local 24063.
(Delegates clap)

I recognize the Chair, President Shelton.

PRESIDENT SHELTON: Thank you, Vice President McAllister.

COMMITTEE CHAIR GONZALEZ: Thank you.

Rule VI, Hours of Convention, of the permanent rules governing the conduct of the CWA Convention, provides that hours of the Convention, recesses, and other arrangements related to the Convention shall be established by resolutions or motions by each Convention.

Resolved, that the regular sessions of the 79th CWA Convention shall be as follows:

On Monday, July 10, 2023, 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 1:00 p.m. and shall continue until the business of the day has been concluded.

On Tuesday, July 11, 2023, the Convention shall be called to order at 9:00 a.m. The Convention will be in recess for a 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 Wednesday, July 12, 2023, the Convention shall be called to order 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.

Mr. President, the Committee moves the adoption of the hours of Convention.

PRESIDENT SHELTON: A motion has been made and seconded to adopt the Resolution and Rules Committee Report on the hours of the Convention.

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

(Show of hands)

Down hands.

(Delegates comply)

Opposed by like sign.

(No response)

The motion carries.

Thanks again, and we will be calling you again to report on more resolutions later in the Convention. (Applause)

Just so everybody knows, the convention center screwed us all up because it's usually done in the opposite direction. Usually everybody's over there, the Executive Board's over here, so I'm looking over there and stuff is coming from over here, and I don't know what the hell I'm doing to tell you the truth. (Laughter)

I'd like to call on IUE-CWA President Carl Kennebrew to introduce the National Committee on Civil Rights and Equity. (Applause)

IUE-CWA PRESIDENT KENNEBREW: Good morning, union family.

("Good morning" from the delegation)

At this time, I'd like to call on the National Committee on Civil Rights and Equity to come to the platform. The members of the National Committee on Civil Rights and Equity are:

Reginald Small, Secretary, CWA Local 6215, Chair.
(Delegates clap)

Reginald Pierre-Louis, Craft Delegate, CWA Local 1106.
(Delegates clap)

Teesha Foreman, Area Vice President, CWA Local 1180.
(Delegates clap)

Nikki Robinson, Virginia State Coordinator, CWA Local 2201.
(Delegates clap)

Errol Minor, Departmental Vice President, CWA Local 3902.
(Delegates clap)

Sylvia Chapman, President, CWA Local 4250.
(Delegates clap)

Vonda Wilkins, Executive Vice President, CWA Local 7019.
(Delegates clap)

Mark Bautista, Executive Vice President, CWA Local 9404.
(Delegates clap)

Kimberly Johnson, UA MEC Grievance - AFA-CWA Local 29011.
(Delegates clap)

Timotheus Fitzgerald, Member, TNG-CWA Local 32035.
(Delegates clap)

Lee Larkins, member, IUE-CWA Local 84765.
(Delegates clap)

I recognize the Chair. President Shelton, thank you.

PRESIDENT SHELTON: Thank you, President Kennebrew.

(Video presentation)

(Applause)

COMMITTEE CHAIR SMALL: Where are they now?

Highlighting the Disparity in the Search for Missing Women of Color. Data from the National Crime Information Center shows half a million people were missing. Of the estimated half million missing people, 38 percent are people of color. The 2020 census shows approximately 13 percent of the population are Black. Despite making up a smaller share of the U.S. population, women of color account for a greater share of missing women. Cases involving people of color get a very small percentage of national media coverage.

In Wyoming, for instance, 710 indigenous people were reported missing between 2011 and September 2020. Of that startling number, 57 percent were women or girls. Sadly, only 30 percent of Indigenous homicide victims have newspaper coverage, compared to 51 percent of white homicide victims. Gabby Petito's death illustrates this problem. Her disappearance received widespread media attention, which continued even after her body was found in Wyoming. Meanwhile, the murders of dozens of Indigenous people in Wyoming went unreported.

There is a definite disparity in the reporting of missing women of color compared to missing white women in the media. This disparity affects the treatment or urgency to find missing women of color, and the potential to find them alive.

In an article by Dr. Jason Campbell published on August 23, 2022, he stated, "One of the most glaring examples of this disparity is the way the media often depict missing white women as opposed to missing black women. White women are often described as 'angels' or 'daughters' while black women are referred to as 'prostitutes,' 'drug addicts,' or merely 'runaways' who aren't truly missing. This difference in language perpetuates the idea that white women are more worthy of sympathy and help than black women."

COMMITTEE MEMBER CHAPMAN: The late journalist Gwen Ifill coined a term to describe this disparity as "missing white woman syndrome." Media commentators still use this term as a way to describe missing person's cases involving white, young, attractive, and upper-middle-class women relative to the attention given to missing women who are not white and of lower socio-economic class. This disparity affects how the media covers the search for missing women of color, and how their cases are handled by law enforcement.

All victims, regardless of race, ethnicity, economic status, or sexual orientation, deserve the same media coverage and prioritization by law enforcement. The rate at which women are victimized is an unacceptable tragedy.

Whether people are willing to admit it or not, our society continues to actively support violence against women in many ways, such as rape culture, domestic violence, and sex trafficking. Yet, when media coverage of cases like Gabby Petito's inundates social media and news feeds, it overshadows non-white women victims. This is not to say Gabby Petito and all missing and murdered women do not deserve recognition, but the care with which their cases are handled should not come at the expense of others, nor should it be given higher priority. We cannot continue to ignore those who are marginalized by society.

As CWA leaders, members, and advocates, we must work to elect politicians, regardless of party, who will have the interests and concerns of all citizens as their priority. One example is a hearing held on March 3, 2022, by the House Oversight and Reform Committee to address "The Neglected Epidemic of Missing BIPOC Women and Girls."

Jamie Raskin, Chairman of the Subcommittee on Civil Rights and Civil Liberties, held a hearing to examine the disproportionate rates by which BIPOC, which is Black Indigenous and People of Color, women and girls go missing. The disparate treatment their cases receive by law enforcement and media along with potential solutions to address this crisis were discussed. In the words of Dr. Martin Luther King, Jr., "It is not possible to be in favor of justice for some people and not be in favor of justice for all people."

It's time to...

THE COMMITTEE: Make them hear you.

COMMITTEE MEMBER LARKINS: Broadband for All. The advancement of modern technology has created the need for high speed internet now more than ever. Our new way of interacting with the world requires digital devices at our finger tips instantaneously. Millions of people across rural and low-income communities lack reliable, affordable internet services. People without consistent, robust internet access are left behind scholastically and economically. Research has shown union families are among those who have suffered the ramifications of digital redlining. Our Union households are being forced to work from home, and attend school from --attend school from home with inadequate internet speeds that has exposed the redlining epidemic that is occurring today.

After Congress passed President Biden's Infrastructure Investment and Jobs Act, many districts hit the ground running pushing model bills within state legislatures. Understand this is a once-in-a-generation investment in our nation's infrastructure, earmarking \$65 billion for reliable broadband services. CWA will continue applying pressure on telecommunication companies to invest in next-gen networks.

COMMITTEE MEMBER WILKINS: During CWA's call to action, increasing affordable, accessible, and reliable broadband is a top priority for CWA along with, ensuring that the work is done by union workers.

This will be accomplished by passing state bills around the Infrastructure Investment and Jobs Act law. CWA, as a whole, will work with members to build a team that will carry the labor movement in building relationships with key elected officials, researching model bills, and facilitating action days. We will identify coalition partners in our communities that share CWA's common goals such as asking consumers aware of the approximate \$14 billion allotted in the Affordable Connectivity Program.

We will continue to build and work with committees and connect with legislative political committees to close the gap in addressing disparate treatment around broadband access. It's pivotal that all districts have the necessary education and tools to pass along to members and communities on how to contact their state constituents. Expanding such awareness will aide in closing the gap of the digital divide.

CWA has made awareness around making "broadband for all" to help low-income and rural areas as a top priority due to its significance, and we must continue the momentum because we are a community of resilient, hard-working union members who believe in equality for all. Together, we can ensure our communities have the access to the innovative technologies, however, to make this a reality, we need all districts to initiate the call of contacting their legislative constituents, and demanding reliable broadband for all. We must also remind all telecommunication companies about the \$65 billion Infrastructure Investment and Jobs Act which include more jobs, and that work needs to be returned back to union workers.

Our message is simple, expanding broadband is essential as is using skilled union workers to ensure the job is done the correct way. It's time to...

THE COMMITTEE: Make them hear you.

COMMITTEE MEMBER ROBINSON: Surveillance Technology.

The right to privacy, just like the right to free speech is fundamental for all Americans, but with the existence of surveillance technology, privacy is no longer a guarantee. Historically, biased policing patterns have contributed to higher rates of interrogation and arrest. Communities of color are often over represented in law enforcement data bases, compared to the overall U.S. population. NAACP reports, Black and Latino people are five times more likely than white people to be stopped by police in the U.S. Did you hear me? I said, five times more likely to be stopped by police officers. And, they comprise 56 percent of the incarcerated population. There are technical inaccuracies in this technology like facial recognition. It's more likely to return false positive or negatives for Black, Asian, and Native American individuals compared to white individuals, so there is a greater risk for identification for a crime that they have no affiliation with.

For example, Robert Williams in 2019, was wrongfully arrested due to an erroneous match or Michael Oliver, another victim to flawed facial technology, but his case went to trial where it was dismissed by features of a tattoo, or we can all be just like James Dolan, owner of Madison Square Gardens, who uses this technology too blacklist his enemies.

Surveillance technology has a dark side. It's everywhere.

And, as it becomes more easily available, it's difficult to prevent hazards from happening, like no control on public cameras, government and private companies have the right to observe it, if it can be justified as being a national security issue. Digital technology such as social media, the information is stored and shared with private companies who then, in turn, share those with police authorities. The effectiveness has not been proven and this threatens civil liberties, increases the risk of blackmail, coercion, and discrimination.

There are currently 15 states that have specific laws around security cameras, but counties and cities have their own. At this point there's little legislation to protect individuals, because the technology is advancing too fast for regulators to keep up. We will continue to fight and do our part handling it at local and state levels. We'll get out the vote and help legislation pass that supports our views.

It's time to...

THE COMMITTEE: Make them hear you.

COMMITTEE MEMBER PIERRE-LOUIS: Redistricting and the Effects on Labor.

Redistricting has been around since the early days of the Republic, and it's more frequently referred to as gerrymandering. The last round of midterm elections in 2022, was projected to be a referendum on the Biden Administration. The actual results were quite sobering for then Republicans because, although they gained a slight majority in the House, they did not gain control of the Senate. Given the modest gains made in the House, was redistricting or gerrymandering as effective a tool for either party in the midterm elections, and what effect can it potentially have for labor in the future? If the question is whether Republicans were bolstered by gerrymandering in the 2022 midterms, the short answer is yes. In many states the District maps are drawn up and approved by the state legislature. Florida, for instance, took this a step further by approving maps not drawn up by the legislature, but by Governor Ron DeSantis. DeSantis' new maps helped to ensure his party would have at least 18 of 28 seats in the state. His plan worked to perfection as Republicans actually won 20 seats in the election.

Alabama was recently allowed to reintroduce a redistricting plan first proposed in 2020 by the U.S. Supreme Court, even though it had been ruled against by a lower court. The lower court had deemed the plan illegal as it had unfairly stacked black voters into districts, and even spread some voters into districts with predominantly white voters.

Republicans had most certainly taken full advantage of gerrymandering in the latest round of midterms, but that is not to say that Democrats don't engage in the practice themselves. In states like Illinois, California, and New York, in particular, Democrats were very aggressive in influencing maps. In New York, the courts stepped in and deemed some of the maps illegal and had them redrawn.

These results clearly indicate the need for labor unions, CWA, in particular, along with our allies, to be involved and informed as there are dire consequences for ignoring the trickle-down effects of this political gamesmanship.

COMMITTEE MEMBER BAUTISTA: The effects of the Republican majority in the House, as a result of gerrymandering, has already begun to reap the benefits for those who deem the labor movement to be problematic. One committee in particular, the House of Education and Labor, has the ability to make things difficult for CWA and our Union allies. There are expectations that the Committee will be aggressive in its oversight through endless hearings and deliberations. The focus is believed to include the NLRB examining conflicts of interest and the PRO Act, which expands using rights, itself. We must continue to fight for the oversight targets to be left intact. The restrictions of funding and resources will only further harm the working class. Without question, labor will be negatively affected, but CWA has been one of the most effective labor unions in regards to outreach and engagement in local as well as national politics.

Our local and national LPAT and Human Rights committees have spearheaded countless labor-centric agendas across the country. CWA and unions have been fighting back to include protections for the right to organize, the fight for increasing the national minimum wage, reproductive rights, human rights, and social justice reform, just to name a few. When gerrymandering is implemented without impunity, it affects our ability to maintain previously motivated voting bases. If lines are continually reconstructed, it serves to destabilize organized groups and just makes the process of voting much more difficult. While it is understood that redistricting is a constitutionally mandated action, it is clearly being taken advantage of in each election cycle. The fight against labor will continue.

We need you for the survival of the labor movement. Our successes at the bargaining table and in both social justice and political arenas, require us to be responsible for keeping ourselves informed and engaged. The stability that our movement provides in securing liveable wages, safe healthy working conditions, and benefits for our members and communities at large is at stake.

It's time to...

THE COMMITTEE: Make them hear you.

COMMITTEE MEMBER MINOR: Health Disparities in the African-American Community.

There seems to be something specific about the African-American experience here in the United States, that seems to have a toxic effect on the health of African-Americans. African-Americans are sicker and die earlier than other racial groups. Health and healthcare disparities continue to plague the African-American community.

There are about 1,000 police killings annually on average with African-Americans comprising disproportionate 25 percent to 30 percent of those killings. Police brutality has triggered a rise in poor mental health.

The CDC has declared racism a serious threat to public health that has placed communities of color at a greater risk. Racial trauma can result from direct experiences of racism, and physical, and verbal attacks. The stress of constantly seeing police brutality on Twitter, TikTok, Facebook, the nightly news and not knowing if sons, daughters, parents, siblings and friends can even make it home safely

without being pulled over are daily assaults on our mental stability. Black people in some communities have higher rates of PTSD compared to white people. 65 percent of African-American youth report traumatic experiences compared to 30 percent of their peers from other ethnic groups.

COMMITTEE MEMBER JOHNSON: Why are minorities not being informed and educated about diseases and health issues that affect their race, age, and gender? Medical professionals have the data and the knowledge to at least share with their patients that they may be facing a health risk. Serena Williams, a tennis legend, shared her experience with implicit bias during the birth of her child, and reminds women of color to speak up and speak out with their medical providers.

I, too, like many other women of color, have been a victim of implicit bias in health care. Studies have found that black women in the U.S. are three times more likely than white women to develop uterine fibroids and suffer from complications. When discussing my personal health with my care provider, I, too, was dismissed, asked non-relevant questions based on my race, not offered the latest health technology for my condition, and given unnecessary medications and treatments. After having to seek professional care outside the U.S. by a minority physician, I received the proper treatment, but it was too late for a positive outcome.

It's a matter of life and death that changes be made to correct disparities in healthcare not only for the African-American community but for all communities.

CWA what can we do?

We as a union can support our leaders that put forth legislature like the Health Equity and Accountability Act, and the NIH Clinical Trial Diversity Act. We can negotiate that our health care plans be with providers that have taken a stand on disparity in healthcare and are making changes.

We can, as a union, create health fairs in our locals that inform members about health risks as they relate to the demographics of our local. We, as a union, can use our newsletters, social media, and informational chats to promote wellness dialogues and programs that provide health information to our members. In the words of Paul Farmer, "If access to health care is considered a human right, who is considered human enough to have that right?"

It's time to --

THE COMMITTEE: Make them hear you. (Applause)

COMMITTEE MEMBER FOREMAN: Garnering the Power of our Collective to Prevent Gun Violence.

In 2020, almost 25,000 people were murdered in the United States. Nearly, 80 percent of them with a firearm. That year we saw homicides rise 30 percent, the largest single-year increase on record, with almost all of the new deaths due to fire arms. Labor unions must continue to lobby for gun control. This, however, has proven to be no quick fix. As we've noted, gun control laws in some form have been around for centuries, yet we still have the world's biggest problem with guns.

We must remain vigilant with our lobbying for gun control. While legislative changes move at a snail's pace, we must appreciate the incremental changes while remaining steadfast in our efforts. Last June, President Biden signed the Bipartisan Safer Communities Act into law.

It was the first new gun regulations law passed by Congress in nearly 30 years. Diving into the numbers a little more reveals that the problem is more prevalent in the African-American community. Gun violence is the leading cause of deaths of our black brothers under the age of 55, the second leading cause of death for Hispanic males under 35. Annually, nearly, 8,000 black lives are claimed by a gun violence or 60 percent of gun murders, even though black make up 15 percent of the population.

So, if gun violence has a disproportionate effect on a one community, are there unique situations in that community? Perhaps there are underlying causes that need to be addressed. The Educational Fund to Stop Gun Violence has identified several root causes of gun violence, including income inequality, underfunded public housing, underperforming schools, lack of opportunity, and perceptions of hopelessness, and easy access to guns by those most susceptible to gun violence, all found in the black and brown communities.

COMMITTEE MEMBER FITZGERALD: The union has a role in preventing gun violence in the community. The good news, in this otherwise gloomy predicament we are in, is that these are areas that labor unions have always addressed. Change in these areas will not move as slowly as legislation does. CWA is actively working with community groups and must continue to lead labor in getting resolutions. CWA works with groups like the Poor People's Campaign to fights inequality and eradicate the conditions that create fertile soil for gun violence to flourish.

In addition to addressing the underlying issues, we must form coalitions with community violence intervention programs. They work directly with people who are at risk of committing gun violence or becoming victims of it. In other words, collaborate with the local stake holders.

Finally, the union has a unique role in preventing workplace gun violence. Last year, gun violence claimed the lives of 19 children and two teachers in Uvalde, Texas, AFA-CWA stood with the nation's two largest teachers' unions demanding change. Labor must insist on negotiating policies and procedures to ensure the safety of its members at work. No one should have to come to work and worry about leaving work alive.

The AFL-CIO tweeted, "Gun violence is a labor issue," #endgunviolence. CWA has risen to the challenge and will continue to lead labor in addressing gun violence and taking ownership of the responsibility to solve the problem.

It's time to...

THE COMMITTEE: Make them hear you.

COMMITTEE MEMBER FITZGERALD: It's time to...

THE COMMITTEE: Make them hear you.

COMMITTEE MEMBER FITZGERALD: It's time to...

THE COMMITTEE: Make them hear you.

("Make them hear you" from the delegation)

(Standing ovation)

COMMITTEE CHAIR SMALL: President Shelton, I move the acceptance of this report.

PRESIDENT SHELTON: A motion has been made and seconded for acceptance of the Committee's report. I recognize Delegate Washington on the "For" microphone from Local 9400.

DELEGATE WASHINGTON: Good evening. Once again, Maurice Washington from Local 9400.

I would like to first start by saying, thank you, President Chris Shelton, for your many years of service in helping the Human Rights Department. We've come a long way with your leadership and you've done a lot to get us to the point where we are today. When we look at that National Executive Board, I see diversity amongst us. Now we are fighting the battles outside as well. So with that being said, I'd like to also thank Director Angie Wells for her awesome job in such a short time.
(Applause)

Delegates, today I rise in support of the Human Rights Committee Report as the President of Local 9400 and a long-standing supporter of the Civil Rights and Equity and the Women's Committee. Daily we hear about the unfortunate reports of missing people throughout the country, however, there is a clear disparity when reporting missing people of color. Brothers and Sisters, we must demand that people of color receive the same level of concern when it comes to alerting the public.
(Applause)

Another concern we have. We should all rally around the disparity of reliable and affordable internet service. As an AT&T technician, it's very clear that these major corporations don't care about the low income neighborhoods. I work in a construction department in the City of Los Angeles, and I sit there and watch these major corporations provide internet service for Beverly Hills, Palos Verdes, for people who have a lot of money, but don't want to spend any. Half of their employees can't get fiber.

As an employee for AT&T, and a union member that does not make sense. So, all I say is that we must make sure we pay attention to these reports. Gun violence, I think I'm going to stay away from that. Well, at least gun control. Gun violence, we must stand up and support the Committee's report. We must do something. We can't stand on the sideline. You never know when your day may come. Like they said, it may be a shooting at a school. It may be a shooting in the workplace. It can be anywhere. We have to do something to combat gun violence. I recommend and accept this committee's report. Thank you. (Applause)

PRESIDENT SHELTON: There are no other delegates wishing to speak on the motion to accept the Committee's report. All those in favor indicate by raising your hands.

(Show of hands)

Down hands.

(Delegates comply)

Opposed by like sign.

(No response)

The Committee's report is accepted.

Thank you. (Applause)

I would like to say thank you once again to our National Committee on Civil Rights and Equity. Just an error that I made earlier. Answering the "Against" microphone telephone is Jar'La Evans, a District 3 staffer.

Also, I would like to recognize sitting in the guest section, the former Executive Vice President and Secretary-Treasurer of CWA, Jeff Rechenbach. (Applause)

I'd like to call on AFA-CWA President Sara Nelson to introduce, the National Women's Committee. (Applause)

AFA-CWA PRESIDENT NELSON: Well, good afternoon, Union Siblings. (Cheers)

Are your seat belts on?

("Yes" from the delegation)

(Laughter)

All right, listen, for 50 years the corporate elite has been telling us we should feel lucky to have a job. For the next 50 years, we are going to make sure they understand, they should feel lucky to have our work. (Applause)

This Union built up contracts for women in the workplace before almost any other union did. We made sure that in our Union contracts, we were equal.

But today, when women step-off the plane from doing work as AFA-CWA members, they are not considered equal under the law in this country. Our work is not done until we make sure that we as a nation are indivisible, with liberty and a justice for all. (Applause)

The corporate elite would like to divide us by racism and sexism and define certain jobs as women's work.

Well, let me tell you what women's work is, it is creative, innovative solutions. It is lifting others and it is leading. (Applause)

And in that spirit, we are going to call the Women's Committee to the podium. And, understand that the corporate elite want us to believe that they have all the power. But, in fact, when we awake to our power in each other, looking in each other's eyes and telling each other, I've got your back, no matter your gender, no matter where you came from, no matter what you look like, no matter your background, as working people, we have more in common than anything that can ever divide us. And, when we wake to our power, we will take control. Because with their money, they are controlling our politics, they are controlling our workplaces right now, but when we come together and we understand that we are all equal in this fight together, we take our power and we take back control. (Applause)

So with great pleasure, I would like to introduce your Women's Committee.

Elizabeth Mercado, Staff Representative, CWA Local 1101, Chair. (Applause)

Ann Vogler, President, CWA Local 2006.
(Delegates clap)

Yolanda Pearson, Executive Vice President, CWA Local 3204.
(Delegates clap)

Kimberly Liska, Secretary-Treasurer, CWA Local 4302.
(Delegates clap.)

Jo Angela Barroso, Vice President, CWA Local 6143.
(Delegates clap)

Megan Green, Executive Vice President, CWA Local 7076.
(Delegates clap)

Marlene Jimenez, CWA Local 7777.
(Delegates clap)

Tonia Dumas, Chief Steward, Local 9400.
(Delegates clap)

Yan Yan Teague, LEC Human Rights Committee Chair, AFA-CWA Local 27019.
(Delegates clap)

Erin Mardon, Vice President, CWA, Local 51021.
(Delegates clap)

And, Latonya Wilcox, Grievance Chair, IUE-CWA 81381.
(Delegates clap)

I turn the Committee over to the Chair, President Shelton. (Applause)

PRESIDENT SHELTON: Thank you, Sara.

(Committee strolls onto the dais as a group to music.) (Applause)

I recognize the Chair for the purposes of presenting the report of the National Women's Committee.

COMMITTEE CHAIR MERCADO: Good morning, my Union Family. I'm Liz Mercado and I have the pleasure of serving as Chair of the National Women's Committee. And, we are honored to present to you all here today.

I want to thank President Shelton, Secretary-Treasurer Steffens, and the Executive Staff for their leadership, District 6 Vice President Claude Cummings, and IUE-CWA President Carl Kennebrew for their continued hard work as head of the Human Rights Program. And finally, I would like to thank the entire Human Rights team for their continued support in our work. (Applause)

Woman have always been an integral part of the labor movement. And as women, we make up more than half of the population in these United States. We make up more than half of the workforce and we pay more than half of the nation's taxes. And, when our government who relies so heavily on our productivity feel that they have the right to deny us equal pay, equal rights, and the right to personal autonomy, and the right to manage our own reproductive choices, we are not equal. We know the barriers women and marginalized communities already faced were heightened during the pandemic. The impact COVID had on the American people exposed many inequalities, widening the gap within the most vulnerable groups in society, including us women, our daughters, and granddaughters.

And although the attacks against us continued, so did our work in labor. We rolled up our sleeves, made our homes our work spaces, and kept the fight going. And with the support of our Vice Presidents, we brought our work directly to your homes.

Women's rights are constantly under attack but we are not alone. And, our fight does not end here today. 50 years ago, this year, CWA's Minority Caucus worked to form a Women's Committee and a Committee on Equity in our Union. And, for that we are grateful and promise to continue the fight of those who came before us.

We have demonstrated that woman have worked towards our goals from the past through the present focusing on increasing pay equity, work/life balance, eliminating child poverty, working for paid maternal leave, protecting women's rights understanding how intersectionality affects our fight for equality, and mentoring the next generation. As women, as workers, as human beings, regardless of race or socio-economic background, we deserve to be treated with nothing less than dignity and respect. I believe that the power of women in the union cannot be overstated. By harnessing our unique perspectives, collaborative skills, and leadership abilities, we create a more just and equitable work place for all. And, the legacies we leave behind are the foundations for the next generation to build upon. (Video presentation)

(Applause)

COMMITTEE MEMBER LISKA: Intersectionality, a Needed Focus in the Fight For Gender Equality. Feminism started as a movement to address and abolish gender inequalities and suffrage for women. However, history has shown us that the feminism movement has in truth overlooked the critical issues of racial, gender, and class discrimination and how they intersect, jointly impacting women's experiences. This specifically was seen when suffragists Susan B. Anthony and Elizabeth Cady Stanton pushed for a women's rights to vote.

They pushed for the right to vote for white women over obtaining the right for all women. This is just one example of the how the fight for equality failed to be intersectional. The concept of intersectionality was first introduced in 1989 by Kimberlé Crenshaw, an American law professor and civil rights activist, who provided a framework that must be applied to all situations women face, recognizing that all the aspects of identity enriched women's lived experiences. Using an intersectional lens allows us to give a bigger voice to those experiencing overlapping concurrent forms of oppression and thus an understanding of the depths of the inequalities facing all women.

COMMITTEE MEMBER VOGLER: CWA recognizes that we can no longer afford to allow systems of oppression to create division. Human rights, and most recently, women's rights have been under attack by political leaders who have been successful in rolling back the clock on decades of social progress.

It is time to tear down laws of division in society and build a bridge out of commonality and shared goals. Intersectionality increases possibilities for social activism, increasing the chances of bringing about social change. There is no such thing as a single-issue struggle because we do not live single-issue lives.

CWA must add definitions, exercises, and more conversation to the existing antiracist and gender justice training programs. Leadership and activists who encourage diversity both on District and local human rights committees to help facilitate personal discussion, and better understanding regarding areas of oppression and the idea of privilege and power.

The term union means uniting through strength and power. To truly bring about meaningful change, we must combat all forms of discrimination and give everyone an equal voice at the table.

COMMITTEE MEMBER PEARSON: The Merry-Go-Round of Child Poverty.

One in seven children in America live in poverty. These children are more likely to attend under resourced schools, live in communities that are under serviced, experience lousy health outcomes, and become recipients of welfare and victims of the criminal justice system.

Children do not work and cannot earn their way out of poverty. No child should endure poverty regardless of their parent's labor market experience. It is the result of efforts over the past 50 years to decentralize and defund programs like SNAP, Medicaid, and unemployment insurance, as well as, a pervasive false narrative that exists that the unemployed and others experiencing hardship do not deserve government support.

Economic equality is linked to other systematic inequalities including education, housing, and health. These inequalities are closely tied to America's long history of racism and discrimination, creating obstacles for children of color across the country.

Locals across CWA must agree upon actions that would bring assistance to your cities and states like starting a food pantry at each local. We will speak with local officials, non-profits, and other community groups to learn more about the available resources to low-income families. We will compile all the help we find into a user friendly data base accessible to those in need. We will make our presence known to local schools by sponsoring children to various camps and showing up as mentors for children. One child saved is a victory won.

No child deserves the life of poverty in one of the wealthiest nations in the world. The Merry-Go-Round, by Langston Hughes.

Where is the Jim Crow section On this merry-go-round, Mister, cause I want to ride? Down South where I come from White and colored Can't sit side by side.

Down South on the train, there's a Jim Crow car. On the bus we're put in the back --But there ain't no back To a merry-go-round! Where's the horse For a kid that's black?
(Applause)

COMMITTEE MEMBER JIMENEZ: Mental Health and Our Membership, by Jo Angela Barroso and Marlene Jimenez.

Mental health is not a destination, but a process. It's about how you drive, not where you are going. Scores of women are suffering from mental illness in the United States.

We need to provide these women with mental support through the collective efforts of the community, and raise awareness among them about the underlying causes, diagnoses, and treatments of these disorders. There are certain types of mental disorders, which are a lot more common among women than men and it plays a major role in the state of women's overall physical and mental well-being.

In this day and age, many women are working outside of the home, pursuing a professional career, yet at the same time, they have to do household chores, and raise their children. On top of that, all women face gender discrimination and sexual crimes or harassment. Domestic violence spiked during the pandemic along with a lack of financial security. Social media platforms have become a place for body shaming, bullying, which leads to low self-esteem.

COMMITTEE MEMBER BARROSO: Many women are under pressure and exhausted. According to the National Alliance on Mental Illness, one in five adults have had or currently are displaying symptoms of mental disorders.

It is imperative for us to raise awareness about these diseases and reach out to the women who are suffering from them.

One of the most effective ways to combat this issue is to form trusted groups within the community. Building these unions will enable women to share their problems and receive mental support from others in the community. These unions can help women directly by solving problems associated with families or colleagues, and also they may provide support in the form of advice, financial aid, or consolation.

We need to start by having circle of trust conversations within our community to promote health and wellness within our members. We need to be advocating for those that do not speak up or are afraid to. We need to encourage each other to utilize the benefits available to them, and educate on programs that are available within the company and those that are also promoted by the union. (Applause)

COMMITTEE MEMBER MARDON: The Pink Wave.

Just about a year ago, women across the country saw their rights stripped away. The Supreme Court overturned Roe versus Wade, the landmark 1973 ruling that established the constitutional right to abortion. This was a decision that would impact 25 million people, only women, 22 states were poised to further prevent women from getting healthcare that could mean the difference between life and death.

COMMITTEE MEMBER DUMAS: There was devastation. There were tears. There were protests, but more importantly, women did something that would ensure their voices were heard. Over the next month, the number of women registering to vote rose by 35 percent in the states that share voting data. Women are registering at a faster pace than men, especially in the states where abortion rights were at risk, like Wisconsin and Michigan.

COMMITTEE MEMBER MARDON: In the months following, on average 55 percent of new voters in those states were women. That swell in new female voters continued all the way through an August primary in Kansas, where strong democratic support helped kill a referendum that would have ended abortion rights in the state. For months leading up to the midterm elections of 2022, analysts and pollsters alike predicted a red wave. As the results poured in the night of November 8th, that wave never materialized.

COMMITTEE MEMBER DUMAS: That night it became clear, this time, women were making the decisions. The November midterms saw a record number of abortion-related proposals this year. Five states had midterm ballot initiatives, not including the measure in Kentucky. It was a clean sweep, all five measures were rejected. An ABC news exit poll made it clear, many Americans said protecting the right to abortion was the thing driving their vote. Among women, specifically, 33 percent said it mattered the most, more than any other issue. CWA must continue to encourage our members to not only register to vote in your state, but to actively exercise the right to make their voices heard.

COMMITTEE MEMBER MARDON: We can do this by reaching out to our siblings across the nation to make sure they know what's on the table in their own states. We can work to support candidates who are dedicated to protecting women's rights. We must also work to protect voters rights in states where they are under attack by volunteering and attending women's rights events throughout the year. We must also make it clear our members will not be bullied in any aspect.

COMMITTEE MEMBERS MARDON AND DUMAS: We will fight back and we will win. (Applause)

COMMITTEE MEMBER WILCOX: Mentorship. The resurgence of the labor movement in this country presents a unique opportunity for leadership development. The key is mentorship and particularly mentoring the next generation of women into empowering positions. Despite corporate efforts to tear down unions, demand has grown. The younger workforce in this country recognizes that unions help to level out the playing field between employees and employers. And, although few young workers entering the work force today will start in union jobs, there is an increase in demand for union protections.

Eleven percent of the U.S. work force belongs to labor unions, compared to 35 percent in past years. Female led professions like teaching and nursing are leading the recent resurgence in organizing, and women are becoming a larger part of the labor work force.

CWA must support mentoring the next generation of youth and female leaders. CWA currently has a Next Generation Program for those members. We can also work with our Union allies across the nation to support local community groups such as the NAACP youth groups, girls and boys youth clubs, and youth advocacy groups. Emerging leaders like Laura Garza of Starbucks and Christian Smalls of Amazon, had someone to influence and mentor them to structural activism and leadership. The children in our lives, our sons and daughters, nieces and nephews, who have accompanied us to union meetings and protests have been privileged by the presence, and knowledge, and influence of our Union siblings.

My seven-year-old niece has accompanied me to union meetings and protests, my college-age nephew recently sat in as a guest at our diversity meeting and afterwards dinner with my union leadership. He said to me, Auntie, I know you travel a lot, and do a lot for the union, but to see you engage with them, and for them, to hear your input is pretty dope. I understand now.

The future of unions belong to our next generation and women, and for unions to be effective, they need strong leaders. Our time will eventually come as union leaders where we must pass the torch to our successors. And, the time to start preparing the next generation and women for leadership roles is now. In connection with nurturing and inspiring our younger generations, we can generate a positive and long-lasting legacy. As President Franklin Delano Roosevelt said, "We cannot always build the future for our youth, but we can build our youth for the future." (Applause)

COMMITTEE MEMBER TEAGUE: Paid Benefits Leave and the Force of Workers.

The United States has historically and consistently lagged behind developed countries in providing family leave benefits. Historically, women's employment has been viewed as temporary jobs that would end once she got married. The second wave of feminism in the 1960s, pushed lawmakers to finally address the issue of pregnancy and leave. And while there were a few different iterations with the Family Medical Leave Act, FMLA used today was not introduced until 1993.

FMLA allows taking unpaid 12 weeks of job-protected leave for specific family and medical reasons. However, the United States and Australia are the only developed countries that do not provide paid leave to women in regards to childbirth.

Furthermore, the 12-week leave policy is in contention with the World Health Organization's recommendation of a minimum of 16 weeks leave after childbirth. With the consistent increase in costs of living and the lack of a federal minimum wage increase, more and more American families are living paycheck to paycheck. Furthermore, the eligibility criteria for FMLA inherently excludes vulnerable populations in the labor work force, low wage workers and part-time workers, many of whom are women.

Without a guaranteed wage replacement during leave, maternity leave is neither an affordable option, nor an effective benefit. A paid parental leave is not only a good policy, but it also helps equalize gender, racial, and economic disparities. strengthening paid family leave at the bargaining table is important, but in order to make true progress, we need comprehensive, national parental/medical leave that is inclusive of all family types. More and more, we see families taking care of people that are not within their biological family. They should not be excluded from paid family leave.

In alignment with the World Health Organization's recommendation, the leave should be increased to 16 weeks for newborn or newly adopted children and partners, and fathers should also be included with given the same amount of leave and paid leave as their spouse or partner. CWA locals should continue to fight to improve paid leave in their contracts and encourage members to write and call their members of Congress to show support for a national comprehensive paid leave. (Applause)

COMMITTEE MEMBER GREEN: Fighting for a Living Wage by Liz Mercado and Megan Green.

A living wage is defined as the minimum income necessary for a worker to meet their basic needs. It is based on the cost of living in a particular location using factors like cost of housing, food, and childcare. It is exactly what it sounds like a wage that will provide the bare minimum for an individual or family to survive. Here lies the problem, the living wage for one adult in the United States is \$24.16 per hour or \$10,498 per year before taxes, but the federal minimum wage is only \$7.25 per hour. That number has remained stagnant since 2009, even then this was not a living wage and it has become even more unrealistic due to inflation over the past 14 years.

Individual states have the ability to set higher minimum wages, yet only about half of the states have higher minimum wages than the federal minimum rate. Even the states with the highest minimum wage don't come close to meeting the basic needs of our working families. And it gets worse. For decades, the gender pay gap has persisted in the U.S. Women who have the same qualifications and perform the same job as men, receive less compensation for no justifiable reason. While progress has been made, the deficit has yet to close. CWA represents workers nationwide in both the private and public sectors.

We have the means to push for policies at the local, state, and federal levels.

We have even more leverage to push for a living wage. While bills advancing increases to the minimum wage are often met with huge opposition from the business community, if we are able to set higher minimum wages for public workers, the private sector will need to fulfill the obligation to increase the minimum wage in order to be competitive in the labor marketplace.

During New Mexico's 2022 legislative session, Local 7076 was able to help raise the minimum wage for public workers to \$15 per hour. (Applause)
In 2023, Local 7076 is working with legislators to advance a \$16 a statewide minimum wage. Encouraging CWA members to push for legislation to increase state and federal minimum wages would improve the quality of life for many.
Unions were created to fight for a living wage for all workers an decades later, it's time for CWA to bring an end to this fight.
(Applause)

COMMITTEE CHAIR MERCADO: President Shelton, I move the acceptance of this report. (Applause)

PRESIDENT SHELTON: A motion has been made and seconded for acceptance of the Committee's report. I recognize Delegate Middleton on the "For" mic from Local 1180.

DELEGATE MIDDLETON: Good morning, Brothers and Sisters and Siblings. I am Gloria Middleton, President, CWA Local 1180. I thank President Shelton, first, as this is his last Convention, for supporting the Human Rights Department and supporting the Women's Committee, as well as, the CRE, to make sure that we become a better union. (Applause)

Today I rise -- yes, you can clap for that. I also want to thank the Women's Committee for this very important report. I thank you for the work that you have done. I thank you that you are letting us know, as CWA members, that the fight is not done.

I'm out of New York City, where we had to stage a lawsuit against New York City because our women in certain titles were not being paid the proper salary. As they became progressive in a title, the pay scale for the minimum salary was suppressed because it was women and minorities going into that title. And when we fought, we won. (Applause)

In New York City, we are on the steps of City Hall every March -- we keep hoping we can to January, so that it shows that the progress of the wage disparity has progressed from year to year --but we are still in March, asking for that wage gap to be changed for women.

In New York City, we have the highest, the highest women and minorities birthrate deaths because of poor healthcare in certain communities. The fight is not over, my Brothers and Sisters and Siblings, we have to continue to fight for women's rights. Women's rights are human rights. (Applause)

And lastly, I want to say how dare the Supreme Court, the conservative Supreme Court with mostly men on that court, I won't talk about Clarence Thomas --

(Laughter) -- and the women that support reversing Roe versus Wade, how dare you tell me what I should do with my body. (Applause)

How dare you tell my daughter what to do with her body. (Standing ovation)

You think -- we need to fight and continue this fight.

And, I'm going to stop before I get too emotional. Thank you, guys.

PRESIDENT SHELTON: On the "For" microphone, Delegate Marshall from Local 6215.

DELEGATE MARSHALL: Good afternoon, I'm David Marshall, Vice President of CWA Local 6215 in Dallas, Texas. I stand in support of the Women's Committee report.

All women are sheroes and the attack on women must be stopped. We must continue to be allies in the fight to ensure they get the rights that they deserve. (Applause)

We've seen the blatant disregard to their rights and dignity, and now is the time to demand that they are truly seen as equals and appreciated for the hard work and value they bring to society. So today, I stand with you, and I stand with you always. (Applause)

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

(Show of hands)

Down hands.

(Delegates comply)

Thank you.

Opposed by like sign.

(No response)

The Committee's report is accepted.

(Applause)

I'd would like to say thank you again to the National Women's Committee.

COMMITTEE CHAIR MERCADO: Thank you, everybody. And we just want to finish off by saying, we stand to fight against all inequalities and when we stand for one, we stand for all. And now, I invite all my union sisters in this entire room to please stand, my union sisters, please stand. (Sister delegates stand)

Today, we celebrate you, the work we do is for you because we believe in you. I now ask our entire union family to please stand. (Delegation stands)

We stand because we believe in the power of the union. We stand to show that we are stronger together.

THE COMMITTEE: Stronger together.

COMMITTEE CHAIR MERCADO: When we fight together.

THE COMMITTEE: Fight together.

COMMITTEE CHAIR MERCADO: And when We fight, We win.

("We win" from the delegation)

(Standing ovation)

PRESIDENT SHELTON: At this time, I'd like to call on the Resolution and Rules Committee to come up to the platform. While they are coming to the platform, I just wanted to say again that our normal procedure is to report resolutions in numerical order, although it may be necessary to rearrange the order in which the resolutions are reported out.

(Committee takes their seats at the dais)

Please read Resolution No. 5.

COMMITTEE CHAIR GONZALEZ: The Chair recognizes Donielle Prophete and Melinda Beal.

COMMITTEE MEMBER PROPHETE: I'd like to ask the Convention delegates to refer to Resolution 79A-23-05, entitled, Mobilizing for Good Jobs and Safety in the Aviation Industry, located in the convention delegates materials folder. I will read the resolution.

Resolution - 79A-23-05 Mobilizing for Good Jobs and Safety in the Aviation Industry

Passenger service agents routinely face dangers due to the lack of effective training, clear and unambiguous communication on the ramp, consistently functioning equipment, and proper protocols that ensure that engines are turned off prior to agents performing their ramp duties. In a CWA survey of agents at Envoy Air and Piedmont Airlines earlier this year, 79 percent of respondents stated that ramp duties were always, often, or sometimes performed while an aircraft engine was running or spooling down when parked at the gate.

These conditions led to the tragic death on the job of Courtney Edwards, a member of Local 3645 and a passenger service agent for Piedmont Airlines in Montgomery, Alabama, she lost her life in an on-the-job accident on December 31, 2022.

Passenger service agents, reservation agents, and flight attendants continue to face threats on the job due to hostile and disruptive passengers. CWA and AFA-CWA members have successfully advocated for numerous policy changes over the years, including establishing federal penalties for assaulting flight attendants and passenger service agents, increasing fines, and requiring airlines to develop plans to prevent assaults against those of us on the frontlines.

Nonetheless, these incidents continue on a routine basis, putting CWA and AFA-CWA members at direct risk and interfering with our efforts to ensure a safe and efficient aviation system. In the cabin and on the ground, workers face hazards that need mitigation: Excessive heat or cold, contaminated air, and outdated emergency equipment that puts ground crew, cabin crew, and passengers at risk.

COMMITTEE MEMBER BEAL: Our fight for dignity on the job also continues. We have to fight to stop efforts to outsource our jobs or create business models that undermine safety regulations and suppress wages and benefits. We must likewise fight for rights at work like pumping breast milk safely in flight and promoting diversity rather than depressing it.

Without proper staffing and investment in aviation infrastructure capacity and efficiency of aviation is hampered - making our days longer with a system stretched thin, increased anger from the traveling public, and long term detriment to our job security.

The current authorization for the Federal Aviation Administration (FAA) expires September 30, 2023, and Congress has begun considering legislation to reauthorize the FAA. This bill provides us an opportunity to build on our past successes. It also requires us to be vigilant to defeat anti-union efforts that lower standards and enshrine a race-to-the-bottom dynamic in wages, working conditions, and passenger experience throughout the industry.

Resolved: CWA is committed to fighting for fair compensation, decent working conditions, and dignity and safety on the job for our members and all workers in the aviation industry.

Resolved: CWA will mobilize members and work to ensure timely passage of FAA

Reauthorization legislation that protects and builds on our members' rights and protections on the job and a national air transportation system that supports good union jobs across our Union and our Labor Movement.

Mr. President: The Committee moves the adoption of Resolution 79A-23-05 entitled, Mobilizing For Good Jobs and Safety in the Aviation Industry. (Applause)

PRESIDENT SHELTON: A motion has been made and seconded, for adoption of Resolution No. 05. I recognize Delegate Hare on the "For" microphone from Local 2252.

DELEGATE HARE: Thank you. And, I'm proud to rise in support today of the support of this resolution. We have seen airlines use every strategy in the book to try and exploit passenger service agents, and the other workers throughout this industry. As a result, far too many people are underpaid, face dangerous working conditions, and we're denied the dignity that we deserve on the job.

In fact, the resolution notes one of our sisters, Courtney Edwards, lost her life on the job due to inattention to safety that we see constantly within our industry.

I'm proud that this resolution puts the full weight of our Union behind the effort to support passenger service agents and our family at the AFA-CWA. I proudly urge everyone to vote yes.

Thank you. (Applause)

PRESIDENT SHELTON: On the "For" microphone, Delegate Israel from Local 24029.

DELEGATE ISRAEL: Thank you. I rise in support of this resolution. My name is Gadiel Israel, proud President of AFA-CWA Local 24029 at Air Wisconsin Airlines.

In aviation, the FAA is similar to the Department of Labor. The FAA Reauthorization Bill is absolutely critical for the safety, health, and security of our jobs. If the FAA is not funded, we will not have security for our jobs. We will not have proper staffing and infrastructure to keep aviation moving, and to continue to keep our workers and our passengers safe. We see this today with operational meltdowns and reduced flight schedules. I know there are many of you in this room who have experienced travel delays on the way here. As aviation's first Responders, flight attendants rely on the FAA to be able to do our jobs safely, and we work hard to get the FAA to implement rules that give us decent working conditions.

Safety becomes a major issue when the national air system is stretched thin. In order to protect passenger service agents, ramp agents on the ground, reduce the impacts of turbulence, stop disruptive passengers, establish cabin temperature standards, and much more, it is imperative that we pass the FAA Reauthorization Bill prior to September 30, 2023.

We need stable, long-term funding, and planning for aviation to work across the industry. Aviation's infrastructure staffing and safety measures simply cannot wait. It matters to all of us. Our workplace is your travel space. Whether we're on the ground, in the air, or in a passenger seat, our Union fights for all aviation workers. Vote yes on this resolution, thank you. (Applause)

PRESIDENT SHELTON: On the "For" microphone, Delegate Williams from Local 3645.

DELEGATE WILLIAMS: Thank you, everybody. I'm Darryl Williams with Local 3645, Piedmont Airlines. I rise in strong support of this resolution. This resolution is personal to those of us at 3645. Our Union sister, Courtney Edwards, who was a member of Local 3645 and an agent for Piedmont Airlines in Montgomery, Alabama, died tragically on New Year's Eve in an on-the-job accident.

CWA ramp workers are constantly working in dangerous conditions. Our members are frequently working while plane engines are still running and are given little or no training about how to stay a safe distance away from those plane engines. This is a terrifying combination. Courtney was a victim of this in this case, but it could be any of us next. We are fighting hard for the language in the FAA bill to improve training for ramp agents, and to identify other policies to make our work safer. We need to make sure that the language is included and we get this bill passed to protect our safety and dignity on the job. So, I urge all delegates to vote yes, thank you. (Applause)

PRESIDENT SHELTON: There are no other delegates wishing to speak on the motion to adopt Resolution No. 5.

All those in favor indicate by raising your hands.

(Show of hands)

Down hands.

(Delegates comply)

Opposed, by like sign.

(No response)

Resolution No. 5 is adopted.

(Applause)

I'm now going to make an announcement about the Defense Fund Oversight Committee elections, all contested. Defense Fund Oversight Committee elections will be held tomorrow, Tuesday, July 11th, in Hall No. 3 in the election area. Polls will open at 7:30 a.m. and remain open for one hour. Results will be posted and announced once tabulation is complete.

I will now, with your permission recess the Convention for lunch. We will reconvene at 2:30.

(Gavel knock)

(WHEREUPON, the Convention session recessed for lunch at 12:56 p.m.)

(WHEREUPON, the Convention session reconvened on Monday, July 10, 2023, at 2:46 p.m.)

MONDAY AFTERNOON SESSION July 10, 2023

PRESIDENT SHELTON: I'd like to reconvene the 79th Convention and call the meeting to order.

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

FORMER GENERAL COUNSEL SHEA: Welcome back from lunch, everybody. Delegates to the Convention, the CWA Constitution sets forth a provision in Article XV for the election of International Officers, District Vice Presidents, National Vice Presidents, and At-Large Diversity Board members. The term of office shall be for four years or until their successors have been duly elected and qualified.

The elections will be conducted in accordance with the following procedures:

International officers, National Vice Presidents of the Union, At-Large Diversity Board members shall be elected by the delegates to the Convention today, beginning 45 minutes after we recess and following for two hours.

Nominations for the positions of President, Secretary-Treasurer, National Vice Presidents, and At-Large Diversity Board Members will be conducted here in the Convention hall during this Convention session. The District Vice Presidents shall also be elected by the delegates from the respective districts today at the same time. Nominations for District Vice Presidents will take place 15 minutes after the Convention recesses today in the assigned District meeting rooms.

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

And then as I said earlier, 15 minutes after recess of Convention today, the District Vice Presidents in the District meeting rooms. The rules affecting eligibility of nominees and voters state: First, only those members of the Union in good standing, who are not barred by law, shall be eligible to hold elective office.

Second, only delegates to the Convention who have been elected by secret ballot by the members of their local, and who have been duly certified by the Credentials Committee to the Judge of Elections shall be eligible to vote. The Judge of Elections is CWA General Counsel Angela Thompson.

Nominating speeches shall be limited to three minutes in length and one seconding speech for one minute. A nominee will be considered nominated only upon acceptance of the nomination by the nominee. Where there is only one nominee to an office, the nominee can be declared elected upon a motion made from the floor electing that officer by acclamation.

The following provisions apply to voting procedures, and please listen carefully because the voting procedures have changed. All voting shall be on a per capita basis, as certified by the Credentials Committee, to the Judge of Elections.

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

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

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

All voting will take place in Hall of this Convention center behind the vendors' area. Delegates must identify themselves to the Sergeant-at-Arms to enter the voting area. A delegate's convention badge and photo identification shall serve as the sole verification of the voter's identity for purposes of determining their right to vote. Delegates are not permitted to use the badge of another delegate.

The balloting is to be conducted electronically. There will be 16 computer stations where delegates vote. Delegates must present their badge at the voting check-in station. The badge will be scanned, and the voters will receive an access code to vote electronically in a private voting booth. The access code is unique to each delegate and can only be used once. Voters will affirm that they have received the correct ballots, i.e., for the correct people, and that they have received the correct voting strength per capita votes. If a question rises as to the delegate's identity or the number of votes that he or she is entitled to cast or any other matters, the delegate will be directed to the Judge of Elections, who will consult with the Credentials Committee, if necessary, before deciding the question.

The delegate will then proceed to the voting booth, enter their access code, and follow the instructions on the computer screen to properly cast their ballot. Only one delegate will be allowed in the voting booth at a time. Once the ballot is cast, a confirmation screen will appear, indicating that the ballot has been submitted.

Delegates are reminded the polls will open 45 minutes after we recess today and close two hours later. Members of the Credentials Committee who are assigned to the elections and designated observers will be allowed to vote first, so those individuals should report to Hall 3, ten minutes before the polls are due to open. Any delegate waiting in line at the time the polls close will be permitted to vote.

The following rules govern the use of observers by candidates. The observers, who must be CWA members designated by the candidates will be permitted to view the distribution of access codes, the balloting, and tabulation. A maximum of two observers per candidate will be allowed in the voting area. Observers are not allowed to interfere in any manner with the balloting or the tally process.

Observers and known candidates were provided with the opportunity for an explanation of the balloting and tabulation process at a meeting held yesterday. Observers must remain in the ballot counting area until the count is completed. No cell phone, laptop, or iPad use will be permitted in the election area. In order to be allowed into designated areas as an observer, individuals must register with the Chair of the Credentials Committee. Only individuals presenting their registration with the Credentials Committee will be allowed into the area designated for observers.

After the polls close, the ballots will be counted and the results of the election

will be posted outside of the voting area and in the lobbies of the four main hotels, the Marriott St. Louis, the Holiday Inn St. Louis, the Embassy Suites St. Louis, and the Hilton St. Louis, and the Courtyard St. Louis. Results will also be texted to delegates via the CWA Convention alert system. The results will also be announced by the Chair of the Convention on Tuesday morning.

If no one nominee receives a majority on the first ballot, a runoff election will be conducted, and the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot. If no nominee receives a majority on the first ballot and there was a tie for second place, a runoff election will be conducted and the nominees receiving the greatest number of votes on the first ballot and the two nominees who tied will be the nominees on the second ballot.

If a runoff election is necessary, the notice for the runoff will be posted with the election results. The runoff will be conducted starting one hour after the results of the first election are posted. The runoff election will be then conducted for the following hour. The balloting and tabulation will be conducted in the same manner as I just described for the regular election for any runoff election. I turn the Chair -- turn the podium back over to the Chair. (Applause)

PRESIDENT SHELTON: Thank you, Pat. Just a couple of announcements before we get started.

One, this morning I didn't announce, and I should have, that former District 13 Vice President Vince Maisano is sitting back in our guest section. (Applause)

And, I was notified while we were at lunch that we won an election for Sega Genesis video game workers for Local 9510. (Applause)

So now our folks make Sonic the Hedgehog. Back to the schedule. At this time the nominations are open for the office of President. For that purpose, the Chair recognizes Delegate Gloria Middleton, President, CWA Local 1180, at Microphone 3.

DELEGATE MIDDLETON: Good afternoon, delegates. I proudly rise to nominate Sara Steffens for President of our great Union. (Applause)

This is a critical time for CWA and our entire labor movement. Sara Steffens understands that as our world changes, the Union that we love needs to change too. Sara Steffens will fight with every fiber of her being to build our Union and our power. Sarah has an endless supply of persistence, courage, and creativity. Sara Steffens is ready to lead us forward.

We need to be ready to respond quickly to the rise of AI in our workplaces, to defeat escalating efforts to privatize or contract out our good union jobs, and to stand up for the real concerns of our members who work from home.

Sara is the best candidate to lead us forward, and protect our members in these pivotal times. Sara knows how to grow our Union. She herself had to fight to join CWA, leading a heartfelt campaign to organize her coworkers, Sara Steffens stood up against bullying bosses, fought and won. Sara knows firsthand how much workers' lives improve the day they win a union contract. And, more recently, she has worked

with major employers to secure union organizing rights in banking, tech, and the video game industry.

Sara is a smart, dedicated union leader who can go toe-to-toe with corporate CEOs and understands that growing our Union builds power for all our members. Sara cares deeply about our Union family. She works tirelessly and is never afraid to try a new -- to try a new idea or tackle a thorny problem. As our elected Secretary-Treasurer for the past eight years, Sara's steady leadership kept our Union financially stable through unprecedented fiscal challenges, including the Janus decision, attacks on membership in the public sector, the global pandemic, employer cutbacks, and record inflation.

A strong ambassador for CWA and our members, Sara is well-known to the leaders of fellow unions and progressive organizations who join us in our fight for economic and social justice, for labor law reform and voting rights, and she does it all as a proud mother of three amazing teenagers who are here with us today. I am honored to nominate her, and I urge you all to join me and vote for Sara Steffens for CWA President. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Sara Steffens for President, and to second that nomination, the Chair now recognizes Delegate Don Tremontozzi, President, CWA Local 1400, at Microphone No. 3.

DELEGATE TREMENTOZZI: Good afternoon, Brothers and Sisters and union family. My name is Don Tremontozzi, District 1, Local 1400 President, and I rise to proudly second the nomination of the Secretary-Treasurer Sara Steffens for the national CWA President. (Applause)

Sara is the future of our Union. She is steady, and she is tough. Our President, Chris Shelton, trusts her to lead our beloved Union of 55 years unequivocally, without hesitation, and never wavering with his full support and total confidence. He has endorsed Sara Steffens as your next President to lead this great Union in our bright and promising future, and I couldn't agree more, Brothers and Sisters. And let us all vote without hesitation for our next President, Sara Steffens. Thank you. (Applause)

PRESIDENT SHELTON: The Chair recognizes Delegate Ray Rodriguez, President, CWA Local 6222, at Microphone No. 3.

DELEGATE RODRIGUEZ: Good evening, Union Sisters and Brothers. My name is Ray Rodriguez, President, CWA 6222, Houston, Texas.

It's a great honor and privilege to stand here before you today, union brothers and sisters, to nominate the most dedicated, hard-working, honest, and definitely the most qualified person, candidate, to the position of International President of the Communications Workers of America, Vice President Cummings is a fighter regardless -- I can attest to that -- regardless of age, ethnicity, religion, or sexual preference. VP Cummings treats every member with respect and dignity. (Applause)

He's the one to negotiate, and I can attest to that. He is the best negotiator

that we are going to have. While VP Cummings has built remarkable relationships with other companies that we represent.

And make no mistake, he will never, never, ever back down, walk away from an opportunity to make our members' benefits better and working conditions. (Applause)

(Gavel knocking)

PRESIDENT SHELTON: That's a violation of the rules for those signs to be on the floor of the Convention. Sorry, Delegates.

DELEGATE RODRIGUEZ: He has always made his members' concerns his priorities and will utilize every means possible, including filing lawsuits, board charges, arbitrations to correct the injustice against our members.

I've known and worked with Claude Cummings, VP, for over 26 years. I have never been fortunate to work with a great Union leader. His extensive knowledge, leadership ability, strong beliefs, this is stellar. For those reasons and so many reasons, I respectfully request -- my request to nominate vote for the best qualified candidate, Claude Cummings, Jr., for CWA National President. Have a good one. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Claude Cummings, Jr., for President, and to second that nomination, the Chair now recognizes Delegate Ken McNamara, President, CWA Local 1037 at Microphone No. 3.

DELEGATE McNAMARA: Thank you, President Shelton. My name is Ken McNamara, and I am President of Local 1037 in New Jersey. Delegates, it is a great honor and privilege that I rise to second the nomination of Claude Cummings for President of our great Union.

Claude has been a vital part of what has made CWA great over the last three decades. (Cheers from the delegation.) He has been instrumental in growing our Union in all sectors. He has experience in building our power through all three sides of the CWA triangle, organizing, and political action. Claude has been a respected voice -- a respected voice not only across our Union but across our labor movement, a respected voice among our allies who join us in coalitions to fight for workers' rights and for a just society.

At a time when corporations and the employer class are attacking the labor movement and the working class, we need a leader who can tackle our challenges head on.

That leader is Claude Cummings. Delegates, I ask you to join me in electing Claude Cummings for our next President. (Applause)

(Chanting "Claude" from the delegation)

PRESIDENT SHELTON: The Chair recognizes Delegate Brandon Simmons, President, CWA Local 2105 at Microphone 3.

DELEGATE SIMMONS: Brandon Simmons, President, CWA Local 2105.

Good afternoon, CWA family. It is my great pleasure to nominate my brother and my friend, Ed Mooney, for the position of International President of Communication Workers of America.

With his integrity, experience, and dedication, Ed Mooney is truly the right person for the job. Those who don't know him may ask why those of us in District 2-13, along with his many supporters throughout CWA, are such adamant supporters, so I'll tell you. As a leader, he is both accessible and approachable. His selfless leadership style and relentless determination are what our Union needs. He has exemplified transformational leadership on every level in which he has served in CWA. He is a skillful communicator, whether it is guest lecturing at universities to teach the next generation of workers about unions or motivating members on the picket line. His speeches will inform you, fire you up, and sometimes bring a tear to your eye. Allow a personal story. In 2018, my employer, Frontier Communications, wanted to strip job security from long-term employees.

As the expiration of the contract approached, the company backed down to job security for only those that already had it. They would not agree to job security for roughly 200 hired or added since the previous contract. Ed trusted the members to fight. He trusted 1,300 of us, who the company was willing to give job security to, to fight and strike for job security for those 200 brothers and sisters. Some thought we would never get it. Thanks to Ed's leadership, I'm proud to stand before you and tell you that we achieved job security for every member in the bargaining unit. (Applause)

I am covered by one of the strongest, if not the strongest collective bargaining units across Frontier's footprint. His overall body of experience amassed over 35 years in the organization is unrivalled. Ed Mooney is what our Union needs for the future, and he has the type of unflinching leadership that our members deserve. He is truly a great leader, but, more importantly, he is truly a good man. Ed once told me that before he makes any leadership decisions, he asks himself two questions, will this make the Union better, will this make the Union stronger. CWA family, Ed Mooney, as President, makes the Union better. Ed Mooney, as President, makes the Union stronger. I urge you to vote for Ed Mooney for President. (Applause) (Chanting "Mooney" from the delegation)

PRESIDENT SHELTON: There has been placed in nomination the name of Edward Mooney for President, and to second that nomination, the Chair now recognizes Delegate Katie Montalbano, Vice President CWA Local 1298 at Microphone No. 3.

DELEGATE MONTALBANO: Hello, union family. I'm Katie Montalbano, Vice President of CWA 1298, and I today rise and stand before you to second the nomination of Edward Mooney for President. You may have heard -- (Applause) You may have heard some accusations against Ed's character and integrity, but it's important to me to share my experience that represents who we know him to be. He proved that commitment to me and my family personally, when, in 2020, during the George Floyd protests, my nephew, who is an amazing young black man and originally from Philadelphia, was participating in the demonstrations and was arrested.

Not only did Ed offer my family a place to stay so that we could come and

attend my nephew's court hearings, but he also put us in touch with an experienced attorney that was working pro bono to help those that were targeted during these protests.

That's the Ed that I know, and if you've taken the time to have a conversation with him, watched any of the testimonials on his website, you will know that is the person that he is as well. My fellow delegates, today we have an opportunity to elect Ed as President and together -- (Chanting "Mooney" from the delegation)a

PRESIDENT SHELTON: Are there any further nominations for the office of President?

(No response)

Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

Nominations for the office of President are now closed. We have the nomination of three individuals, Sara Steffens, Claude Cummings, Jr., and Edward Mooney. I'll ask each candidate, do you accept nomination? Sara Steffens, do you accept nomination?

SECRETARY-TREASURER STEFFENS: Yes. (Applause)

PRESIDENT SHELTON: Claude Cummings, Jr., do you accept nomination?

VICE PRESIDENT CUMMINGS: Yes. (Applause)

PRESIDENT SHELTON: Edward Mooney, do you accept nomination?

DELEGATE MOONEY: Yes. (Applause)

PRESIDENT SHELTON: This election will be conducted in accordance with the instructions you have been given. Thank you.

The next order of business is the election of Secretary-Treasurer of the CWA. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Maurice Washington, President, Local 9400, at Microphone No. 3.

DELEGATE WASHINGTON: Good evening, my Brothers and Sisters. Maurice Washington, President of Local 9400. My dear union Brothers and Sisters and Siblings, it is an honor to be present for this historical moment and to nominate for the office of Secretary-Treasurer of the International Union of Communication Workers of America, Ameenah Salaam. (Applause)

For over three decades, as a CWA member, Ameenah has led coworkers,

locals, districts, sectors, and divisions, national staff, and the staff of the office of the President for the last eight years with the determination and vision for achieving results that make a difference in the lives of our members.

Ameenah has worked the different sides of the CWA triangle, representation, organizing, and the movement building, but all with the same level of strategy, direction, and skill to make the big achievements happen. Whether it is a mass mobilization of our members during a bargaining campaign, or spearheading the 2020 Presidents' meeting during an unprecedented pandemic, to ensure that our Union is running correct, Ameenah gets the job done.

Ameenah began as a shop steward in 1991, and as a service representative for Diamond State Telephone, now Verizon. At CWA Local 13100, Ameenah was a local officer, a member education advocate, a representative of the National Women's and CRE Committee, a Staff Representative for District 13, a Staff Representative for District 9, and the Assistant Vice President for District 9. Currently, she is the Assistant to CWA President and will be our next Secretary-Treasurer.

Let me be clear, there is no person that is more qualified for this job. Ameenah values work ethics, attention to detail, the big picture, strategic planning, and demands that always put our members first. This will make her the leader we need in office for the Secretary-Treasurer position, and I can assure you that our money will be right. It is my pleasure and honor to nominate Ameenah Salaam for Secretary-Treasurer. I urge delegates to elect Ameenah as our next Secretary-Treasurer. Thank you. (Applause)

PRESIDENT SHELTON: Sorry. Is there a delegate to nominate Ameenah Salaam at the microphone? I don't have a name. I'm sorry. To second thenomination. I'm sorry.

DELEGATE FRANKLIN: Penny Franklin, President, IUE-CWA Local 82160.Union family, I proudly rise to second the nomination of Ameenah Salaam as Secretary-Treasurer of IUE -- I'm sorry -- of CWA, but we'll take her. (Laughter) For three decades, over and over, she has dedicated and effectively, with skills beyond anyone in this room, been able to lead CWA. She's a humble woman, but a strong woman. Ameenah has made an impact on CWA, and I urge all delegates to vote for Ameenah Salaam as Secretary-Treasurer of CWA. (Applause)

PRESIDENT SHELTON: Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

The Chair sees no one approaching any of the mics for the purpose of making further nominations. There being only one candidate for the office of Secretary-Treasurer, the Chair declares Ameenah Salaam is therefore elected. (Applause)

Is there a motion from the floor to elect Ameenah Salaam by acclamation? A motion from the floor?

(Motions from the floor)

Is there a second?

(Seconds from the floor)

All those in favor, signify by standing up.

(Delegates rise)

Sit down.

(Delegates comply)

Opposed, by like sign.

Sit down.

(Laughter)

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

The next order of business, Brothers and Sisters, is the election of the Telecommunications and Technologies Vice President of CWA. For the purpose of placing an individual nomination, the Chair recognizes Delegate Deb Medina, President, CWA Local 7777 at Microphone No. 3.

DELEGATE MEDINA: I, Debbie Medina, President of Local 7777 in Denver, Colorado, stand before you today to wholeheartedly nominate an exceptional leader, Lisa Bolton, for the esteemed position of Vice President, Telecommunications and Technologies. Lisa is a true fighter, tirelessly working day in and day out for the betterment of our Union and its members. Regardless of the size of your local or the District you belong to, Lisa listens attentively to the issues we face and takes decisive action. In an environment where resources are scarce, Lisa has shown unwavering determination, taking grievances to arbitration, and filing major lawsuits against employers to protect the hard fought benefits and pensions that our members deserve. She evaluates each case on its merits and fearlessly fights for what is right.

I present to you a candidate who has demonstrated unwavering dedication and successfully faced the challenges brought about by the COVID-19 pandemic. Throughout the pandemic, Lisa worked tirelessly to protect the well-being of workers and their families. Lisa implemented innovative mobilization strategies, providing essential training to empower our members, and prepared them for crucial contract negotiations. Her efforts ensured that our

Union stood strong during these uncertain times securing excellent first contracts and successor agreements that made a real difference in the lives of our members and their families. Lisa has also been a staunch protector of our active and retired members, navigating multiple bankruptcies at Avaya, Frontier, and Windstream. Despite the challenges posed by these financial crises, Lisa ensured that all pay and benefits were maintained, safeguarding the financial security of our members and their families.

Furthermore, her unprecedented efforts resulted in the preservation of jobs through freezing the watermark at Legacy-T and providing continued employment stability for our members. Continual improvement is at the forefront of Lisa's agenda. She has implemented measures to enhance, support coordination, and communication for our independent telecom units, ensuring that every member's voice is heard and their needs are met, from first contracts for Evoke, to successor contracts with OFS, Nick, Direct TV, AT&T Puerto Rico, and countless others. Lisa's motto has always been, when we fight, we win. It is evident that she is always ready, willing, and able to fight for the workers of our Union, regardless of the company or District.

I have the utmost confidence that Lisa will continue to prioritize our best interests and fight for what is right. Join me in reelecting Lisa Bolton a Vice President, Telecommunications and Technologies, so she can continue to lead us forward to a brighter future. Thank you for your attention and support. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Lisa Bolton for Telecommunications and Technologies Vice President of CWA. To second that nomination, the Chair recognizes a delegate at Microphone 3. Please identify yourself.

DELEGATE MARRA: Richard Marra, 13552 out of Philadelphia, Pennsylvania. I rise before you today with great enthusiasm to second the nomination of Lisa Bolton for the position of Vice President, Telecommunication

and Technologies. When I first met Lisa, she was a newly elected Vice President, and she wholeheartedly embraced this role. She goes above and beyond, ensuring equal representation for all bargaining units, whether it's participating in picket lines, attending shareholder meetings, rallies, District meetings, she's tirelessly advocating for our locals and their members.

Day after day Lisa fights relentlessly for the rights of workers within our Union. She fearlessly confronts companies, regardless of their size, to ensure fair treatment for all. It doesn't matter if your local has 25 members or 2,500 members, her unwavering support knows no bounds. So remember, together we can empower our Union, strengthen our collective voice, and achieve great success for all. Thank you.

PRESIDENT SHELTON: Your time is up, Delegate. (Applause)
The Chair recognizes Delegate David Blackburn, President, CWA Local 7050 at Microphone 3.

DELEGATE BLACKBURN: It's with great honor that I stand before you to put in nomination for Shari Wojtowicz for the Telecommunications and Technologies Vice President position. We need leaders who have strong personalities to help guide us through the fight that we all have. We need strong leaders, and I'm asking you for her support. She's here because she wants to make sure we have respected elected bargaining teams, transparency, and open and honest communication, create an environment where all voices are welcome, and where our opinions are important and are offered.

She will hold employers accountable to the language negotiated in each collective bargaining agreement held by the T&T office. We can't continue to give free passes to employers when they violate our CBAs, and we need to make and take a strong stance at National and the NLRB, when necessary. We need to make sure our grievances are handled properly and in a timely manner and within no longer than 90 days. This would be our goal. So, I'm lost here. Excuse me. I'm back. So her experience. She has been an elected AT&T bargaining, she's been on the Legacy-T bargaining alternate 2005, '12, and 2015. She was on the National Women's Committee from 2009 to 2012.

She was the T&T Legacy-T mobilization coordinator and trainer from 2009 to 2019. She was on the labor advisory forum for the Legacy-T contract from 2006 to 2019. She sits on the Article 43 Committee, that is our Training Committee in the T&T contract. She also works with the Article 43 Certification Committee.

She's the Secretary-Treasurer of the Telecom Ad Hoc Committee from 2007 to present. I'm a little nervous. Sorry. She's been a member of the CWA Minnesota State Council from 2021, and she's currently the President of that and on the Minnesota AFL-CIO.

So, I stand before you in asking you for your support for my sister. I have known her since her first days in the Union. She's a strong fighter. You never have to worry about where she's coming from. She will be there for you and every

time. It doesn't matter what position she holds, whether she's an officer or not. If you need somebody in your corner, there's nobody better qualified than Shari Wojtowicz. Thank you. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Shari Wojtowicz for Telecommunications and Technologies Vice President of CWA, and to second that nomination, the Chair now recognizes Delegate Carson Turnquist, President, CWA Local 7270.

DELEGATE TURNQUIST: I stand before you to second the nomination of Shari Wojtowicz. To be a successful leader in today's labor movement, one must possess courage, integrity, humility, compassion, and, of course, focus.

The proud card carrying union member that I know as Shari, I stand before you to second the nomination because I believe she has all of these qualities and more. She has over 35 years in our Union, fighting for workers' rights, good contracts, and fair and equitable treatment, of course, for all. We need better communication in the Telecommunications office these days. We also need stronger accountability, and we need a fighter. Shari has committed to keep the open lines of communication between all locals. She is also committed to dealing with third step grievances in a timely manner, and is also looking forward to mobilizing of our sectors and arbitration all of the way to the picket lines. Shari knows what we are up against and is prepared to organize, mobilize, and fight for all of us. Please join me in electing Shari Wojtowicz as our next T&T... (Applause)

PRESIDENT SHELTON: Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

We have the nomination of two individuals, Lisa Bolton and Shari Wojtowicz. I'll ask each candidate, do you accept nomination? Lisa Bolton, do you accept nomination?

VICE PRESIDENT BOLTON: Yes, I do.

PRESIDENT SHELTON: Shari Wojtowicz, do you accept nomination?

DELEGATE WOJTOWICZ: Yes. (Applause)

PRESIDENT SHELTON: The election will be conducted in accordance with the instructions you have been given. Thank you.

Next, the next order of business is the election of the Public, Healthcare, and

Education Workers Vice President of CWA. For the purposes of placing an individual in nomination, the Chair recognizes Delegate Anne Langendorfer, President, CWA Local 3865. (Applause)

DELEGATE LANGENDORFER: President Shelton, Secretary-Treasurer Steffens, my beloved Union siblings, my name is Anne Langendorfer, and I am President of the United Campus Workers of Tennessee, CWA Local 3865.

On this 20th Anniversary of United Campus Workers' existence, as a CWA local in this wonderfully organized, politically progressive union, I am proud to nominate my friend, my Union sibling, and my fellow member, Margaret Cook to serve as CWA Vice President of the Public, Healthcare, and Education Workers Sector. (Applause)

As a member of United Campus Workers of Tennessee, CWA Local 3865, Margaret became the first Afro-Latino elected to the office of CWA VP of what we call the PHEW. But, as we all know by now, the few are actually the many. Margaret helped lead our sector to be 130,000 people strong through the clever deployment of strategic and growth funds, and organizing drives. She was elected by an overwhelming majority to National office in July of 2019.

Margaret is a proud third generation union member growing up in Harlem, New York, with family roots in Memphis, Tennessee, and the Dominican Republic. A longtime union fighter from the age of 21, Margaret showed true courage in our local when she helped lead the fight for \$15 an hour at the University of Memphis. In large part due to her leadership, our local won that battle in 2021. Representing the public sector,

Margaret promotes our collective unity and growth. We are 130,000 strong and growing in part because of her leadership. She always shows up for us. She shows up on the ground in our fights across the country. She serves as a crucial active member of the CWA National Executive Board.

I am so deeply honored to stand before you all to nominate my friend and fellow member, Vice President Margaret Cook, to continue her work as Vice President of the Public, Healthcare, and Education Workers Sector. Thank you. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Margaret Cook for Public, Healthcare, and Education Workers Vice President of CWA. To second that nomination, the Chair recognizes Delegate Michele Long-Vickers, President, CWA Local 1040.

DELEGATE LONG-VICKERS: My name is Michele Long-Vickers, and I am President of CWA Local 1040. I rise to second the nomination of Margaret Cook for the Vice President of Public, Healthcare, and Education Workers Sector, the biggest sector in CWA. (Applause)

Margaret rose up from the rank and file four years ago to become the first black woman and first Afro-Latino to be the Vice President of PHEW. She has worked to build bridges and connections among the sector and has been on the ground whenever and

wherever she is called by members.

Margaret has encouraged and supported both veteran leaders and new leaders in our sector. She believes that we are the strongest when we bring each other together. I encourage you to join me in my support and my local's support for Margaret Cook as Vice President of PHEW. (Applause)

PRESIDENT SHELTON: Are there any further nominations? (Applause)

Are there any further nominations? (Applause)

Are there any further nominations?

(No response)

The Chair sees no one approaching any of the mics. For the purpose of making further nominations, there being only one candidate for the Office of Public, Healthcare, and Education Workers Vice President of CWA, the Chair declares that

Margaret Cook is therefore elected. (Standing ovation)

Is there a motion from the floor to elect Margaret Cook by acclamation?

(Motions from the floor)

Is there a second?

(Seconds from the floor)

All those in favor, please signify by standing up.

(Standing vote)

Please sit down.

(Delegates comply)

Opposed, by like sign. Stand up if you are opposed.

(No response)

It is with great pride and honor that as Chair, I'm privileged to declare that Margaret Cook is elected Vice President of the Public, Healthcare, and Education Workers of the Communication Workers of America. (Applause)

The next order of business is the election of the At-Large Diversity Executive Board Member for the Northeast Region. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Gerald Brown, Vice President, CWA Local 1180.

DELEGATE BROWN: Good day, Brothers and Sisters. I'm Gerald Brown, first Vice President of CWA Local 1180, the first and one of the largest public worker locals in CWA. I stand before you today to place the name of Gloria Middleton in nomination -- (Applause) -- for the CWA Diversity seat on the National Board for the Northeast Region.

For those of you who know Gloria, you are aware of her extensive qualifications for the position. For those of you who are being introduced to Gloria, she has been a member of CWA for over 30 years. She has served successfully at the local level in many positions, including, but not limited to shop steward, Executive Board member, Secretary-Treasurer, and now President.

In addition, Gloria served for over a decade on the CWA National Civil Rights and Equity Committee.

As soon as Gloria was appointed to the Committee by the then Vice President, Christopher Shelton, she was elected Chair of the Committee by her peers. During her tenure, the Committee performed well with difficult issues and always gave a very, very detailed report to the National Convention. In New York City, Gloria serves on a long list of labor organizations and is in a leadership position in most. Gloria's commitment to community and civic organizations is equally impressive. Gloria's dedication to the members of Local 1180 is where she shines. (Applause)

Along with her team, she has extremely conducted the business of the local in a very positive way, producing and settling many bargaining contracts and even winning a multi-million dollar lawsuit with continuous payments that could pay out beyond \$50 million. (Applause)

Gloria will bring all of these expertise to the National Board. Brothers and Sisters, please join me in doing what needs to be done with this nomination and election of Gloria Middleton to the National Board of the CWA. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Gloria Middleton for At-Large Diversity Executive Board Member for the Northeast Region. To second that nomination, the Chair recognizes, Delegate Maurice Washington, President CWA Local 9400.

DELEGATE WASHINGTON: Once again, good evening, Delegates. My name is Maurice Washington, President of CWA Local 9400. It is an honor to second the nomination of Gloria Middleton for the National Diversity Board position. It is with our due just and awe, Gloria is a champion for women's rights.

Gloria is a champion for human rights. Whenever there's a fight to be had, Gloria was always on the front line ready to fight. And I can assure you, based on the Human Rights report, Gloria will be sitting there making sure there's equality for women in every facet. Women will always have a voice at the table amongst men. I can guarantee you, she will not back down from anything that's placed in front of her. Please join me in accepting her as your diversity board member. Thank you. (Applause)

PRESIDENT SHELTON: Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

(Applause)

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

There being only one candidate for the office of At-Large Diversity Executive Board Member for the Northeast Region, the Chair declares that Gloria Middleton is therefore elected. Is there a motion from the floor to elect Gloria Middleton by acclamation?

(Motions from the floor)

Is there a second?

(Seconds from the floor)

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

(Standing vote)

Please sit down.

(Delegates comply)

Those opposed, stand up.

(No response)

Sit down.

There's nobody to sit down.

It is with great pride and honor that as Chair, I am privileged to declare that Gloria Middleton is elected At-Large Diversity Executive Board Member for the Northeast Region. (Applause)

The next order of business is the election of At-Large Diversity Executive Board Member for the Southeast Region. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Shannon Opfer, President, CWA Local 2107, at Microphone 3.

DELEGATE OPFER: Good afternoon, Sisters and Brothers. My name is Shannon Opfer, and I am the President of Local 2107 in Annapolis, Maryland. It is my extreme pleasure to stand before you to nominate my friend, Vera Mikell, for the position of Southeast Region At-Large Diversity Executive Board Member. In 2007, the CWA Convention voted to establish four At-Large Diversity seats. The Executive Board at the time were wise enough to realize as you rise in an organization like ours, you risk isolating yourself from the very people you have been elected to serve. This is a risk that we all face as leaders. We can become so enmeshed in the minutia that we became deaf to the wants and needs of those that we work for on a daily basis. The Executive Board saw this and created positions to help combat it.

They might not have realized it at the time, but they created a position that was tailor-made with Vera in mind. As President of Local 2205 in Newport News, Virginia, Vera leads from within. She leads with her heart and her members love her for it. She is a compassionate and fierce advocate for her members. Her local is active in their community and makes sure they take care of each other and those around them.

As the Southeast Region Diversity Executive Board member, Vera brings that same passion to the larger union. She expands her protectiveness beyond the good of her local and applies it to our entire union family. She doesn't hesitate to tackle the big divisive issues that so desperately need attention. She is fearless in her words and actions. She will not and has not wavered in speaking truth to power. Her heart beats for her members, and, trust me, she considers us all to be hers. She does not care what is easy or popular. She cares about what is right. The activist Malala Yousafzai once said, I raise up my voice, not so that I can shout, but so that those without a voice can be heard. That is Vera. She is always willing to jump into the fight, not for her own glory, but because it is the right thing to do for those we serve.

She can be loud and assertive, bold and brash, and all of those other words that we use to praise strong male leaders, but insult women, but that's okay. Vera didn't ask for your opinion. She is who she is and does not and will not make any apologies for it. She inspires those around her. She has made me a better leader by following her example and a better person by being my friend. The Executive Board is better for Vera's being on it and the world is better for Vera's being in it. It is therefore my honor to nominate my friend, my sister, Vera Mikell, for the Southeast Region At-Large Diversity Board Member. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Vera Mikell for At-Large Diversity Executive Board Member for the Southeast Region. To second that nomination, the Chair recognizes Delegate Brandon Simmons, President, CWA Local 2105, at Microphone No. 3.

DELEGATE SIMMONS: Good afternoon. Brandon Simmons, President, CWA Local 2105. I'm honored to second the nomination of Vera Mikell to At-Large Diversity Board Member Southeast Region. Vera is equal to the task. Vera is a constant source of inspiration to me as both a leader and a mentor, always available for sound advice and guidance. She brings knowledge, experience, and, most importantly, integrity to the job. I am privileged to be able to call her a friend, a colleague, and a fellow CWA Union member.

So, again, I enthusiastically second the nomination of Vera. (Applause)

PRESIDENT SHELTON: The Chair recognizes Walter D. Andrews, retired member of CWA Local 3204 at Microphone 3.

DELEGATE ANDREWS: Good afternoon, Mr. Chairman.

My name is Walter D. Andrews, President Emeritus, CWA Local 3204 in Atlanta, Georgia, President Emeritus, CWA National Minority Caucus, VP RMC, Retired Members' Council, Atlanta, Georgia. It's with great pleasure that I rise to place the name of Ed Barlow in the At-Large Diversity seat Southeast Region. I have worked with Ed for over 15 years. Ed has worked tirelessly throughout his entire career to be able to implement -- to be able to handle this position. Ed worked tirelessly on the three sides of our triangle, legislative, community services, organizing.

Ed has held so many positions and worked on so many committees that my three-minute time limit would not give me time to name them all.

But, currently, he's the Vice President of the Georgia AFL-CIO, Vice President of North Atlanta Labor Council. Ed has proven throughout the years that he's able and willing to do the job. Ed has his finger on the pulse of our local members, as well as, our national members. Ed has never refused to do anything to service the members of our local or anywhere else in this country.

Ed is tirelessly -- in his effort to support all of CWA triangle, Ed works tirelessly, and I just want to make that point that Ed has been working his entire career. He worked his way up from a steward all of the way up to the President of the local at this present time. Ed's heart is in the right place. Ed is a true union activist. We need people like Ed to lead us in this position. Ed is willing to do the job, he's able to do the job, and I encourage each and every delegate in this Convention to vote for Ed Barlow, Southeast Region District Member At-Large. Thank you. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Edward Barlow for At-Large Diversity Executive Board Member for the Southeast Region. To second that nomination, the Chair recognizes Rita Scott, President, CWA RMC Local 3204.

DELEGATE SCOTT: My name is Rita Scott. It is with great honor that I stand before you today to second the nomination of Ed Barlow for the Southeast Region At-Large Diversity seat. As the President of CWA Local 3204, Ed Barlow has proven himself to be a true leader, committed to diversity, equity, and equality. Ed Barlow is committed to strengthening all relationships throughout the Southeast Region. As stated earlier by Chris Shelton, the benefits of health and retirement security is owed to the fight of members of this Union. Ed Barlow is committed to continuing that fight. As the Southeast Region At-Large Diversity representative, Ed Barlow promises to bring all your issues and concerns to the CWA Executive Board. Delegates, please remember you have the ability to vote for four diversity seats regardless of your District. Please make one of those Ed Barlow. (Applause)

PRESIDENT SHELTON: Your time is up, Delegate.

Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

If not, the Chair will entertain a motion to close the nominations. Do I hear such a motion?

(Motions from the floor)

Is there a second?

(Seconds from the floor)

It's been moved and seconded. All those in favor of closing nominations, indicate by raising your hand.

(Show of hands)

Down hands.

(Delegates comply)

Opposed, by like sign.

(No response)

Nominations are closed. We have the nomination of two individuals. Vera Mikell and Edward Barlow. I'll ask each candidate, do you accept nomination?

Vera Mikell, do you accept nomination?

DELEGATE MIKELL: Yes.

PRESIDENT SHELTON: Edward Barlow, do you accept nomination?

DELEGATE BARLOW: Yes.

PRESIDENT SHELTON: This election will be conducted in accordance with the instructions you have been given. Thank you.

The next order of business, Brothers and Sisters, is the election of At-Large Diversity Executive Board Member for the Central Region. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Susan Wilson, President, CWA Local 4502, at Microphone No. 3.

DELEGATE WILSON: My name is Susan Wilson, President of CWA Local 4502, and I rise to nominate Erika White, my Union sister, for re-election to the At-Large Diversity Executive Board seat Central Region. I have known Erika for ten years through various trainings and meetings within District 4, and our state council, where Erika currently serves as Secretary-Treasurer. Erika is the Ohio Vice President for the Greater Northwest Central Labor Council and the President of CWA 4319, where she has served as President or Vice President for ten years.

Although Erika's career started at AT&T, her local, 4319, is comprised of both public sector and private sector, and she is familiar with issues that each sector experiences. She brings that outlook to the board. Erika is a compassionate leader. Her work ethic has almost no limits, as I have watched her tirelessly work with legislators to remove obstacles and potential barriers that would impact her local's membership.

Erika shares stories of what she has learned from others in CWA and how they have helped her. She recognizes people publicly for their assistance. She works to know others, and is welcoming to new faces anywhere she goes. Erika's commitment to diversity is demonstrated by her tireless service to represent CWA in a number of organizations, including Greater Digital Equity Coalition, NAACP, Coalition of Black Trade Unionists, the Farm Labor Organizing Committee, Coalition of Labor Union Women, Ohio Union Coalition, Black Women's Round Table, and A. Philip Randolph Institute. I ask that you join me in re-electing Erika White to represent our voices on the Executive Board in the diversity seat. Thank you.
(Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Erika White for At-Large Diversity Executive Board Member for the Central Region. To second that nomination, the Chair recognizes Delegate Gerald Sommerville, President, CWA Local 4100 at Microphone No. 3.

DELEGATE SOMMERVILLE: To the CWA 79th Convention, I am delegate Gerald Sommerville, President, CWA Local 4100, Detroit, Michigan, and I proudly second the nomination of my Union sister, Erika White, to retain her seat as our At-Large Diversity member for the Central Region. I believe that our sister, Erika White, is the best choice to serve as our voice because of her unwavering dedication to the cause, and I strongly believe that Erika will continue to be an advocate and a strong voice for this great Union. I ask you to support our sister, Erika White, and re-elect her to serve as our voice on the National Executive Board in the diversity seat for the Central Region. In solidarity, thank you. (Applause)

PRESIDENT SHELTON: The Chair recognizes Delegate Nancy Brown, President, CWA Local 6215, at Microphone 3.

DELEGATE BROWN: Delegate Nancy Brown, President, Local 6215, Dallas, Texas. I rise today, Sisters and Brothers, to nominate for the CWA Diversity At-Large Central Region Board position someone with integrity and demonstrated activism, my Executive Vice President, Earnest Tilley. (Applause)

Brother Tilley's resume reads like a CWA book of adventures. Just to highlight a few chapters, 26 years of CWA involvement, a past President and current Executive

Vice President. Legislative activism includes serving on the Texas AFL-CIO Board, the Dallas Central Labor Council Board, CBTU, and APRI.

I've known Brother Tilley since his on-the-scene with CWA, but more closely since 2018, when he was elected Executive Vice President of the local. Every President is stronger with a good EVP. His integrity and activism on display every day gives me confidence in my local leadership team. Our newly elected International Executive Board will need to do some soul searching in order to move forward and become the effective leadership team it needs to be and our members deserve. Brother Tilley is the one who will help facilitate this in the best possible way.

Your vote for Brother Tilley will not be wasted, I promise. Join me and many others electing Earnest Tilley, CWA Diversity At-Large Central Regional member. Thank you. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Earnest Tilley for At-Large Diversity Executive Board Member for the Central Region. To second that nomination, the Chair recognizes Delegate Rose Whitney, Secretary-Treasurer, CWA Local 9400.

DELEGATE WHITNEY: Hi. It gives me great pleasure to nominate Earnest Tilley for the CWA Diversity At-Large Central Region. For the 15 years I've known Earnest, I know how hard he works and how dedicated he is to his local, his members, and his District. He's a loyal and active member of the CWA National Minority Caucus. He's a graduate of the MLI. He has demonstrated his ability to be a true leader. He has been given -- we have been given a responsibility and an obligation to use our lives as union leaders in this great Union in a way that multiplies the lives of others. Please support Earnest Tilley for the CWA Diversity At-Large Central Region. Thank you. (Applause)

PRESIDENT SHELTON: Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

If not, the Chair will entertain a motion to close the nominations. Do I hear such a motion?

(Motions from the floor)

Is there a second?

(Seconds from the floor)

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

(Show of hands)

Down hands.

(Delegates comply)

Opposed, by like sign.

(No response)

Nominations are closed.

We have the nomination of two individuals, Erika White and Earnest Tilley. I'll ask each candidate, do you accept nomination?

Erika White, do you accept nomination?

DELEGATE WHITE: Yes.

PRESIDENT SHELTON: Earnest Tilley, do you accept nomination?

DELEGATE TILLEY: Yes.

PRESIDENT SHELTON: This election will be conducted in accordance with the instructions you have been given.

The next order of business, Brothers and Sisters, is the election of At-Large Diversity Executive Board Member for the Western Region. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Art Behnam, Executive Vice President, CWA Local 9412.

DELEGATE BEHNAM: Good morning, Brothers and Sisters. My name is Art Behnam, Executive Vice President, Local 9412. It is my honor and distinct pleasure to nominate my brother, Keith Gibbs, for Diversity At-Large Executive Board Member Western Region. (Applause)

Keith has been a longtime advocate and a proud member of CWA for over 30 years. He has served this Union with the highest level of honesty and integrity, and I have no doubt he will continue this when representing our members as the Diversity At-Large Executive Board member Western Region. Thank you. (Applause)

PRESIDENT SHELTON: Are there any further nominations? I'm sorry. Excuse me. I'm getting punchy up here. Is there a delegate at Microphone No. 3 for a second? Please state your name and local.

DELEGATE RICHARDSON: Orange Richardson, IV, President, 9410, San Francisco. Good afternoon, Brothers and Sisters.

I rise to second the nomination of Brother Keith Gibbs for CWA Diversity At-Large West Region. Brother Gibbs has done a phenomenal job of championing all things CWA from the moment I met him over 20 years ago. He is tough, honest, and well-versed in all aspects of our triangle. Most importantly, for decades he's -- most importantly, for decades he has been at the forefront within CWA District 9, leading many initiatives surrounding human rights, diversity, and equality, to name a few.

At the same time, Keith runs a strong local, and tirelessly executes the national political agenda within CWA and District 9. There's no doubt that he will continue to do a tremendous job for our Union at the national level and --
(Applause)

PRESIDENT SHELTON: Your time is up, Delegate. Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

Are there any further nominations?

(No response)

The Chair sees no one approaching any of the mics for the purpose of making further nominations. There being only one candidate for the office of At-Large Diversity Executive Board Member for the Western Region, the Chair declares that A. Keith Gibbs is therefore elected. (Standing ovation)

Is there a motion from the floor to elect A. Keith Gibbs by acclamation?

(Motions from the floor)

Is there a second?

(Seconds from the floor)

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

(Standing vote)

Please sit down.

(Delegates comply)

Opposed by like sign.

(No response)

It is with great pride and honor that as Chair, I am privileged to declare that A. Keith Gibbs is elected At-Large Diversity Executive Board Member for the Western Region. (Standing ovation)

In accordance with the instructions you have been given, all District Vice Presidents' nominations will be conducted in the rooms listed and the Schedule of Events beginning in 15 minutes after we recess, so that would be -- I don't know what time, but we'll figure that out.

For the District Vice President nominations, the voting area will be open for 45 minutes after the Convention recesses, and that's blank. The voting area will open. All delegates will vote in the same voting area in Hall 3 election area. The delegates are urged to go directly to their District meetings for nominations first before proceeding to the voting area. There are signs directing delegates to the voting area from the District meetings. The results will be posted outside the voting area as soon as they are available.

The Convention is recessed until 9:00 a.m. tomorrow morning.

(Gavel knock)

(Whereupon, the Convention recessed until 9:00 a.m. on July 11, 2023.)

Tuesday Morning Session July 11, 2023

(Whereupon, the 79th Convention of the Communications Workers of America, AFL-CIO, CLC, convened on July 11, 2023, at 9:15 a.m. Temporary Convention Chair Chris Shelton, President, presiding.)

VOG: Good morning, Delegates and Guests. Can you please take your seats. Our program is about to begin. Thank you.

(Gavel knocking)

PRESIDENT SHELTON: The 79th Convention of the Communications Workers of America will come to order.

Good morning.

("Good morning" from the delegation)

I'd like to bring to the podium for our invocation today, Bishop Dwayne Royster from Faith United Church of Christ located in Washington, D.C. (Applause)

BISHOP ROYSTER: Good morning.

("Good morning" from the delegation)

It is a deep honor to be able to be here with you today and to offer this invocation. I say this as a son of one who was in one of the predecessor bodies of this Union in Philadelphia, when my father worked for Bell Atlantic, many, many, many years ago. (Applause)

I shared with him I was coming this morning to do the invocation, and he said, Please don't embarrass me. (Laughter)

I want to honor your outgoing President Chris and Secretary-Treasurer Sara. Thank you for your leadership all of these years. (Applause) And offer congratulations to President Claude and Secretary-Treasurer Ameenah as they continue to lead this great Union. (Applause)

As we prepare for the days ahead and the business of this day, let us pray. I'll be praying out of the Christian tradition.

I do not expect everybody in here to be of the same tradition. Please, if you have your own tradition you wish to pray or meditate in this morning as I am praying, please do so. Let us look to the Holy One.

Holy God, as we gather this day and we begin the business of helping to strengthen and build this Union into the days ahead, we pray that you would be manifest in this place, that you would encourage all of the hearts and minds of the people that gather here, that with healing, God, that there would be strength, that there will be power. There's so many things that are coming against the Union movement in this country right now, the fight against taking workers' rights and preventing workers from having a say in their workplace, their ability to collectively bargain. And, we know in this moment that for CWA and many other unions across this nation, unity and strength is critical to protect those that help to keep our nation moving forward, whether it's in the newspapers or whether it's working for Verizon, whether it's on the line of helping to make sure that in storms and disasters, we are still able to communicate with one another.

God, we ask you just to work with this Union, strengthen them, build them, help them to see the future that is ahead of them. We thank you for the ways that they have stood in the past, the way that they are standing now, and the way that they will stand in the future. So bless these deliberations. May you be glorified in all that is said and done in this place today. This, God, we pray in the many names by which we call you. Amen.

("Amen" from the delegation)

(Applause)

PRESIDENT SHELTON: Thank you. I want to thank, again, yesterday's platform observers. Today's observers are Mike Watson, President, Local 13101.

(Delegates clap)

Floyd Bell, Jr., President, CWA Local 6300.

(Delegates clap)

I'm now gonna give you the results of the elections in the uncontested elections. Secretary-Treasurer Ameenah Salaam was elected by acclamation.

(Delegates clap)

Yeah. You can give her a real round of applause. (Applause)

Public, Healthcare, and Education Workers Vice President Margaret Cook was elected by acclamation. (Applause)

At-large Diversity Executive Board Member for the Northeast Region Gloria Middleton was elected by acclamation. (Applause)

At-large Diversity Executive Board Member for the Western Region A. Keith Gibbs was elected by acclamation. (Applause)

District 1 Vice President Dennis Trainor was elected by acclamation. (Applause)

District 3 Vice President Richard Honeycutt was elected by acclamation. (Applause)

District 4 Vice President Linda Hinton was elected by acclamation. (Applause)

District 7 Vice President Susie McAllister was elected by acclamation. (Applause)

District 9 Vice President Frank Arce was elected by acclamation. (Applause)

AFA-CWA President Sara Nelson was elected by acclamation. (Applause)

TNG-CWA President Jon Schleuss was elected by acclamation. (Applause)

NABET-CWA President Charles Braico was elected. (Applause)

IUE-CWA President Carl Kennebrew was elected by acclamation. (Applause)
I think they like you, Carl. (Laughter)

Now I'm going to give you the results of the elections in the contested elections. Excuse me. I missed one. Actually, I didn't because I didn't write this thing. (Laughter)

Never admit when you are wrong. (Laughter)

District 2-13 Vice President Mike Davis was elected by acclamation. (Applause.)

The results of the elections in the contested elections. Your new President, Claude Cummings, Jr. (Applause)

Telecommunications and Technologies Vice President, Lisa Bolton. (Applause)

At-large Diversity Executive Board Member Southeast Region, Vera Mikell (Applause)

At-large Diversity Executive Board Member Central Region, Erika White.
(Applause)

So congratulations, Claude, Ameenah, Margaret, Lisa, Gloria, Vera, Erika, Keith, Dennis, Mike, Richard, Linda, Derrick, Susie, Frank, Sara, Jon, Charlie, and Carl.

This, Brothers and Sisters, is your new Executive Board. (Applause)
And as I said to you yesterday and as I've said to you at every meeting that I have been to so far in this Convention, there is one thing that we all have to do, and that is support your new Executive Board. (Applause)

We all look forward to everyone working together, stronger than ever, deeper than ever, more committed than ever.
Brothers and Sisters and Siblings, your Executive Board is going to be sworn in now. (Applause)

So they just gave me a message, of course, that I forgot a couple of people.
(Laughter)

Actually, I didn't forget you, but --so the new Vice President of District 6, Derrick Osobase was elected. (Applause)

And the new Canadian Director, Carmel Smyth. (Applause)

There are now giving me instructions on the wearing of my tie. (Laughter)
Which not for nothing, but it's a little late for that. So they tell me I either gotta tie it -- and I wasn't gonna do that in front of you.

(Removes tie)

How's that?

(Applause)

I still don't take instructions well. We will now install the new Executive Board. Claude.

PRESIDENT ELECT CUMMINGS: They are already ordering me around.
(Laughter)

PRESIDENT SHELTON: Well, you know how it is now. Believe me, it will get worse. (Laughter)

We, the Communications Workers of America, have built out of our own experience an organization which today stands as a great institution for justice. We have fashioned that organization, our Union, the Communication Workers of America, according to the dictates of democratic tradition.

We have today taken upon ourselves a great responsibility, a trust delegated to us by the thousands of men and women whose work make our Union possible.

In keeping with this tradition, we've held truly democratic elections, an action by which we have chosen our leadership. We have chosen leaders who throughout the years have demonstrated by their ability, courage, and devotion that they are well qualified to fill the sacred trust we have placed upon them. They have as their creed a common faith and devout belief in the essential dignity of all.

This cause throughout the free world finds its finest expression in unions of working men and women. Those who we have elected are dedicated to guide us in a never-ending struggle for industrial, social, and political democracy. Our freely chosen officers will speak and act in our name. It is up to us individually and collectively, the members of the Communication Workers of America, to see that these actions are not hollow.

Theirs will be wise decisions made in the name of the best interest of our membership and our fellow working men and women in the entire free world.

But those statements and those decisions will only have a force and effect to the extent that we support them. In a larger sense, you, the delegates to this great Convention, must carry the trust which we have bestowed upon them far beyond the bounds of this assembly.

It is up to us to take home the faith we have demonstrated in electing them and translate that faith into concrete action. They are a living symbol of our trust and faith and signify our belief that they will act in accordance with the responsibilities of the high positions we have bestowed upon them. Their work of service for us and all people will consecrate it, since it is godly work to bring justice and equity here upon this earth. In that spirit, we ask that they demonstrate all humility in the assumption of their duties and obligations. It is then, in the name of the membership and of the sacred cause of free labor that I administer the oath of office to our elected officers, reverently asking our creator to look after them and care for them in the execution of their solemn obligations.

(Discussion off the record)

I made more mistakes at the end of my career than I did at the beginning.
(Laughter)

Will the At-Large Diversity Executive Board members and the Executive Director of the Canadian members please come to the podium. Brothers and Sisters, do you on your honor accept the office of At-Large Diversity Executive Board member and Executive Director of the Canadian members and hereby the trust of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, orders, and regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist your fellow officers, who comprise the Executive Board of the Union, to uphold the Constitution of the Communications Workers of America at any and at all times?

Do you solemnly swear to work tirelessly to build our Union by organizing the unorganized?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent labor movement and pledge yourself to defend our nation -- our nations and their constitutions?

Will each of you, one at a time, please step forward. Place your left hand upon the Bible, raise your right hand and pledge yourself to the oath and sign the CWA Constitution, which is besides the Bible, thus symbolizing the conviction of your oath. (Applause)

AT-LARGE DIVERSITY EXECUTIVE BOARD MEMBER MIKELL: I, Vera Mikell, solemnly swear -- of the Southeast Region, I do solemnly swear by God that I will perform my duties to the best of my ability.

(Board member signs oath)

(Applause)

PRESIDENT SHELTON: Please place your left hand on the Bible and raise your right hand.

CWA CANADA DIRECTOR SMYTH: I, Carmel Smyth, President of CWA Canada, The Media Union, do solemnly swear, so help me God.

PRESIDENT SHELTON: Sign the oath.

(Board member signs oath)

(Applause)

I feel like a boss someplace. I was supposed to do this in seniority order, and I screwed that up too. Only a boss could do that. (Laughter)

Gloria.

AT-LARGE DIVERSITY EXECUTIVE BOARD MEMBER MIDDLETON: I, Gloria Middleton, Diversity Member At-Large for the Northeast Region, do solemnly swear, so help me God, to do my duties and follow the Constitution.

PRESIDENT SHELTON: Sign the oath.

(Board member signs oath)

(Applause)

AT LARGE DIVERSITY EXECUTIVE BOARD MEMBER WHITE: This, I, Erika White, diversity member for the central region, do solemnly swear, so help me God, to follow the Constitution and uphold -- but uphold and follow my duties as provided by the Constitution.

PRESIDENT SHELTON: Close enough. Sign it.

(Board member signs oath)

(Applause)

AT-LARGE DIVERSITY EXECUTIVE BOARD MEMBER GIBBS: I, Keith Gibbs, board member diversity for the West Region, do solemnly swear, so help me God, to perform these duties as bestowed upon me.

(Board member signs oath)

(Applause)

PRESIDENT SHELTON: Congratulations, Keith. Carmel, Congratulations. Congratulations. Congratulations.
(Applause)

Will the Vice Presidents please come to the podium and form a semicircle around the platform. Now we're gonna get fancy. Do you, on your honor, accept the office of Vice President and thereby the trust of Executive Board member of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out the decisions, orders, and regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist your fellow Vice Presidents and International Officers who comprise the Executive Board of the Union to uphold the Constitution of the Communications Workers of America at any and all times?

Do you solemnly swear to work tirelessly to build our Union by organizing the unorganized?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent labor movement and pledge yourself to defend our nations and their constitutions?

Margaret, place your left hand on the Bible. Raise your right hand.

VICE PRESIDENT COOK: To this I, Margaret Cook, Vice President of the Public, Healthcare, and Education Workers Sector of the Communication Worker of America do solemnly swear, so help me God. (Applause)

PRESIDENT SHELTON: Sign there.

(Board member signs oath)

Sara.

AFA-CWA PRESIDENT NELSON: I, Sara Nelson, CWA Executive Board member and President of the Association of Flight Attendants-CWA do solemnly swear.

PRESIDENT SHELTON: Congratulations.

(Board member signs oath)

(Applause)

Jon.

Don't screw me up worse than I am, Lisa.

(Laughter)

VICE PRESIDENT SCHLEUSS: To this, I, Jon Schleuss, Vice President of CWA, and President of the NewsGuild-CWA do solemnly swear.

(Board member signs oath)

(Applause)

PRESIDENT SHELTON: Charles.

VICE PRESIDENT BRAICO: Thank you, Chris.

PRESIDENT SHELTON: Thank you.

VICE PRESIDENT BRAICO: To this, I, Charles Braico, Vice President of CWA and President of NABET-CWA, do solemnly swear, so help me God.

(Board member signs oath)

(Applause)

PRESIDENT SHELTON: Dennis. Where is Dennis?

VICE PRESIDENT TRAINOR: To this, I, Dennis Trainor, Vice President of District 1 of the Communications Workers of America, do solemnly swear.

(Board member signs oath)

(Applause)

PRESIDENT SHELTON: Mike.

VICE PRESIDENT DAVIS: I, Mike Davis, Vice President of District 2-13, do solemnly swear, so help me God.

(Board member signs oath)

(Applause)

VICE PRESIDENT HINTON: To this, I, Linda L. Hinton, Vice President of CWA District 4 of the Communications Workers of America do solemnly swear, so help me God.

(Board member signs oath)

(Applause)

PRESIDENT SHELTON: Now they're starting to rebel. That was supposed to be Richard. (Laughter)

VICE PRESIDENT HONEYCUTT: Ladies first.

VICE PRESIDENT HINTON: Well, thank you.

VICE PRESIDENT HONEYCUTT: To this, I, Richard Honeycutt, District 3 Vice President of the Communication Workers of America, do solemnly affirm, so help me God.

(Board member signs oath)

(Applause)

VICE PRESIDENT OSOBASE: To this, I, Derrick Osobase, Vice President of District 6 of Communication Workers of America, do solemnly swear, so help me God.

(Board member signs oath)

(Applause)

VICE PRESIDENT McALLISTER: To this, I, Susie McAllister, Vice President of CWA District 7, do solemnly swear, so help me God.

(Board member signs oath)

(Applause)

VICE PRESIDENT ARCE: To this, I, Frank Arce,
President -- excuse me -- Vice President, Communication Workers of America, do solemnly swear, so help me God.

(Board member signs oath)

(Applause)

PRESIDENT SHELTON: Lisa, left hand on the Bible, raise the right hand.

VICE PRESIDENT BOLTON: Raise my right hand. To this, I, Lisa Bolton, Vice President of the Telecommunications and Technology Sector, Communications Workers of America, do solemnly swear, so help me God.

(Board member signs oath)

(Applause)

VICE PRESIDENT KENNEBREW: To this, I, Carl Kennebrew, CWA Vice President and President of IUE-CWA, do solemnly swear, so help me God.

(Board member signs oath)

(Applause)

PRESIDENT SHELTON: Since she wrote all of this stuff, she already did what it says here. (Laughter)

So, Ameenah, do you, on your honor, accept your office as Secretary-Treasurer of the Communication Workers of America and solemnly swear that you will truly and faithfully fulfill the responsibilities of your office and perform the duties belonging to this office and carry out decisions, orders, and regulations of its duly constituted authorities?

That you will organize the unorganized and that you will earnestly and in good faith defend the integrity of our Union, and pledge that you will uphold the Constitution of the Communications Workers of America and the ideals and principles of a free trade union movement and its sacred traditions? And that you will hold as part of that sacred trust conferred upon you the duty of defending our nations and their constitutions?

SECRETARY-TREASURER SALAAM: To this I, Ameenah Salaam, Secretary-Treasurer of the Communication Workers of America, do solemnly swear, so help me God.

(Secretary-Treasurer signs oath)

(Standing ovation)

PRESIDENT SHELTON: I now have the privilege and the honor to install our President Elect. Do you, Claude Cummings, Jr., as the duly elected President of the Communications Workers of America, on your honor, swear that you will honorably and faithfully fulfill the solemn responsibilities embodied in the office of President of the Communication Workers of America and that you will perform the duties associated with this office?

That you will truly and faithfully observe the Constitution of our Union at all times and will carry out the decisions, mandates, policies, and objectives legislated by the duly constituted bodies of this Union?

That you will honorably and faithfully strive to promote the good and welfare of

the membership of the Union and of working people in our countries and throughout the free world with whom we are united in the sacred bond of labor solidarity?

That you will strive to improve the lives of all working people by organizing the unorganized?

That you will in good faith, with an unshakeable conviction and with deep rooted courage, strive to protect, defend, preserve, and advance the ideals, principles, and traditions of a free and independent labor movement?

And that you will faithfully persist in the advancement of the fundamental principles and institutions of our democracies and the enduring welfare of their people?

Claude Cummings, Jr., will you place your left hand upon the Bible, raise your right hand, and pledge yourself to the oath and sign the Constitution as a symbol of your resolution to fulfill this pledge.

PRESIDENT CUMMINGS: I, Claude Cummings, Jr., President of the Communication Workers of America, do solemnly swear, so help me God.

(President signs oath)

(Standing ovation)

PRESIDENT EMERITUS SHELTON: Will the officers that we installed, the local officers, delegates, and alternates, and the visitors please stand and bow your heads in silent prayer.

(Delegates comply)

Let each of us in our own way, each of us in our own words, pray for eternal guidance and strength and will from -- and will from all mighty God to do his work on earth, shall we pray. Thank you.

The installation is now complete. These elected leaders of the Communications Workers of America have been duly installed in the name of the membership of the Communications Workers of America.

(Applause)

And I am officially retired.

(Applause)

PRESIDENT CUMMINGS: Thank you, Brothers and Sisters. I'm going to have some remarks in just a minute, but, first, I want to call up the Resolutions and Rules Committee. We want them to come to the platform. I just want to say again that our normal procedure is to report resolutions in numerical order, although it may be necessary to rearrange the order in which resolutions are reported out.

I would like to recognize the Chair of the Resolution and Rules Committee for the reading of a special resolution. Please read Resolution.

**Resolution 79A-23-01
Honoring the Leadership and Determination
of Christopher M. Shelton to fight and win for CWA
members and all working people.**

COMMITTEE CHAIR GONZALEZ: Thank you, President Cummings.

The Chair recognizes Shawn Ludwig, Donielle Prophete, and Amy Blaisdell.

COMMITTEE MEMBER LUDWIG: I'd like to ask the Convention delegates to refer to the Resolution 79A-23-01 entitled Honoring the Leadership and Determination of Christopher M. Shelton to Fight and Win for CWA Members and All Working People located in the Convention delegates material folder.

We will read the text of the resolution. For the last eight years, Chris Shelton has led CWA with his passion, energy and determination to fight for all CWA members in our collective struggles during tumultuous and difficult times, always driven by keeping us CWA strong.

During his entire career, Chris has exemplified the values of the labor movement, values taught by his parents, who were both union activists and leaders in their own right. There is no doubt that they would be proud of the work Chris has done to build and strengthen not just CWA, but the labor movement in the U.S. and globally. From his first days as a CWA member, Chris was devoted to fighting and winning for CWA members. Upon leaving high school in 1968, Chris was hired as an installer and repairman for New York Telephone and became a shop steward before even completing his probationary period.

His commitment to the members was recognized as he rose from shop steward to Chief Shop Steward in Local 1101. Later, he was hired as a Staff Representative, became Area Director in District 1, and in 2005, he became the District 1 Vice President. During those years, Chris learned that in order to win, you must prepare for every fight. He saw and experienced firsthand the importance of solidarity and the power of working -- and the power of the strike, when his brothers and sisters went on strike against AT&T for 218 days in 1971 through 1972. Those lessons have driven his commitment to ensure, before going on a strike, we mobilize, demonstrate that we are ready to go one day longer, one day stronger. In order to win, Chris knows that you can overcome the power and resources of the largest companies in the world with the solidarity of working people.

After 47 years fighting and winning for CWA members and his local and District, in 2015, Chris was elected by acclamation at the 75th CWA Convention as President of CWA, becoming just the fifth person to hold that office since the founding of our Union. CWA members have appreciated his unwavering commitment. From his first day as President, he made sure that our Union was taking all necessary steps at every level to be strong enough to win every fight we take on.

One of those fights was our contract fight at Verizon. Chris led the Union's efforts to secure a contract, which culminated in a seven-week strike.

Chris used every tool available to CWA in that seven-week strike at Verizon and called in the support of U.S. Secretary of Labor Tom Perez. Those negotiations led to significant improvements for our members. The strike was so effective at demonstrating our members' strength and resolve that the company has not demanded concessions in any other rounds of bargaining since then.

COMMITTEE MEMBER PROPHETE: As we faced job cuts from major telecom employers, the attack on public sector members through the Supreme Court's union busting Janus decision, difficult economic times in the country, and a global pandemic, he had a relentless focus on ensuring that CWA had sufficient, stable financial resources to represent our members, negotiate strong contracts, and grow our Union. Chris has pushed our entire Union to sign up members in states with "Right-to-Work for Less" laws to build strength in numbers at our represented employers.

He launched his signature program, CWA STRONG, at his first full convention as CWA President in 2017 as a challenge to every member to make our locals stronger by actively engaging on all three sides of the CWA triangle and encouraging non-members to join.

In a message to members encouraging them to take the CWA STRONG pledge, he said, We are living in dangerous times, but it also could be a time of extraordinary accomplishment by CWA members. He was right.

Because of the CWA STRONG program and Chris' careful stewardship of our resources and strategic vision, our Union not only laid the groundwork for the surge in organizing and collective action that we are seeing today, we were ready to make the most of it. From his very first work assignment for the National union, as an organizer paid on blue voucher, Chris has understood that organizing not-yet-union workers in CWA is essential to grow our power. Under Chris' direction as President, CWA has redoubled efforts to organize new workers across all our CWA represented industries and break into new industries. His leadership has led to groundbreaking worker organizing in the tech and games industry, including an historic organizing neutrality agreement with tech giant Microsoft. In the last eight years, more than 47,000 workers have joined CWA through new organizing campaigns. He has fought for these workers who were organizing for a voice on the job, and he has brought home wins for them.

Immediately after being sworn in as President, Chris took up the leadership of the effort to fight the job-killing, corporate-drafted Trans-Pacific Partnership Trade Agreement. He rallied CWA members, the public, and members of Congress in a successful effort to stop it. During the Trump Administration, Chris made sure CWA was at the forefront, fighting back against union busting and attacks on CWA members, and he led a successful fight to block the appointment of notorious union buster, Andy Puzder, or as Chris would call him, The Pudz, as Secretary of Labor. He then led one of the strongest political programs that CWA has ever run to defeat Trump and elect a strongly pro-labor President in Joe Biden.

Because of Chris' leadership and his determination to hold elected officials accountable, CWA was able to turn our political victories into policy victories that will make life better for CWA members for years and decades to come. He led our successful fight to secure relief during the pandemic to keep tens of thousands of CWA members employed even as revenues dried up.

COMMITTEE MEMBER BLAISDELL: Chris also helped pass policies that CWA has spent decades fighting for, including lowering prescription drug costs, investments in American manufacturing, shoring up the pension funds of tens of thousands of workers whose retirements were at risk, a crackdown on stock buybacks that executives use to enrich themselves at our expense, and a major investment in building out broadband across the country, with crucial labor protections to ensure that those rights go to protect good jobs.

Our fight to secure pro-worker laws and policies is not over, but Chris has helped put us on a strong path to fight for, and win even more victories than we've already achieved. Because of the way Chris united not just CWA, but also the entire movement and the entire progressive movement behind labor law reform, candidates across the country know that we need to support the Protecting the Right to Organize Act and the Public Service Freedom to Negotiate Act, if they want to be in good standing with labor, no ifs, ands, or buts.

As the country has continued to deal with the legacy of deeply entrenched racism in our society, workplaces, and institutions, Chris has pushed all of CWA to tackle those biases in our Union, the labor movement, all institutions, and society. He has always been quick to put the support of CWA behind those fighting against any injustice driven by racism, sexism, and homophobia.

All CWA members appreciate that behind his gruff candor and directness, Chris has a huge heart driving him to stand up for anyone facing injustice. We all know that he will call out bullshit when he sees it. CWA has often been called the fighting union. No one has exemplified that better than Chris Shelton.

Resolved: The 79th Convention of the Communications Workers of America expresses our deep appreciation to President Christopher M. Shelton for his lifelong dedication to fighting and winning for CWA members and all working people. We recognize the legacy of strategic and thoughtful preparation to ensure our Union is able to win every fight we undertake on behalf of our members.

Resolved: The 79th Convention of the Communications Workers of America bestows upon Christopher M. Shelton the title of President Emeritus. The Convention furthers calls upon the CWA Executive Board to make use of all Chris' experiences and talents as CWA moves forward.

Mr. President, the Committee moves the adoption of Resolution 79A-23-01, entitled Honoring the Leadership and Determination of Christopher M. Shelton to fight and win for CWA members and all working people.

PRESIDENT CUMMINGS: A motion has been made and seconded for adoption of Resolution 1. I'm sorry. The Committee moves the adoption of Resolution 1.

I'm gonna screw up some, so you all just give me some patience, some patience.
(Laughter) It moves the adoption of Resolution 1.

Do we have anybody at the mic? All in favor.

(Chorus of ayes)

All those opposed.

(No response)

I don't have anybody speaking on the motion. All right. There is no one at the mic? Okay. The resolution passes. Give it a round of applause, please.
(Standing ovation)

So let me just say this then. I want to thank President Shelton -- President Shelton Emeritus for his great work in our Union. He's actually been someone that I have learned from, and I know all of the Executive Board members will agree that we have learned a lot from him.

I sat on the Executive Board with Chris as a Vice President, and I learned from him. I think I'm a better leader today because of what I learned from him, and watched him do over the years.

So, I want you to give him another round of applause, please, President Shelton. (Applause)

President Shelton, before you leave -- President Emeritus Shelton, with this retirement presentation at this time, we have a presentation for you, Chris. Sisters and Brothers, I now have the honor of presenting what has come to be the Union's highest award, the President's Organizing Award. As I know many of you will remember, we loved calling this the Hat Award. The awards are models of a hat Joe would often wear and a testament of our CWA tradition of paying forward our Union power to future generation of workers. Joe would pass his hat at each organizing meeting to collect funds he needed to cover travel costs of getting to the next group of telephone workers he was to visit. Over the years, this award has gone to individuals, locals, or CWA Districts that have worked together to build our Union. This year, I'm proud to present this award to President Emeritus Christopher Shelton. Let's give him a round of applause. Stand to your feet and give him a round of applause. (Standing ovation)

PRESIDENT EMERITUS SHELTON: I didn't think I'd be up here again, but here I am. (Laughter) Thank you. (Standing ovation)

PRESIDENT CUMMINGS: Let's give it up. Let's give it up. Let's give it up.
(Applause)

If I can just get half of the fight in me that Chris has, we're going to move forward in a really, really positive way. Chris is a great leader. Please just one more time give him a round of applause. (Applause)

So good morning, Brothers and Sisters. It's a new day at CWA.

Simple as that. (Applause) I am truly, truly honored and humbled for the incredible confidence and trust you have placed in me to serve as President of this great Union.

No combination of words can express how I feel at this very moment, but I'm going to try anyway. I have many people to thank, and going through the whole list would probably take a lot more time than I have this morning. But from the bottom of my heart, I want to thank all of you, my entire CWA family, for all that you do for our Union, and the labor movement. I also want to recognize the other candidates in this race, former Secretary-Treasurer Sara Steffens, and former District 2-13 Vice President Ed Mooney for their years of dedicated service to our Union. Both of you have made this a better campaign and a better union for all of us. Let's give them a round of applause, if you would, please. (Applause)

I want to take a moment to recognize and congratulate our newest Secretary-Treasurer, Ameenah Salaam. Please give her a round of applause also, please. (Applause)

I have worked closely with Ameenah for many years. She is a powerhouse who understands the type of effective leadership our Union needs and has the talent and expertise to meet the moment.

I look forward to continuing to work closely with her. Of course, I also want to give a special thanks to my predecessor again, Chris Shelton, for his outstanding leadership and commitment to CWA, as well as, his friendship and support, which I will continue to rely on as I embark on this incredible task of leading our great Union. Not only has he steadfastly served our Union for more than 50 decades, but he has also graced and honored his role as President. He deserves our heartfelt gratitude. I ask you all again to join me in applauding our former President, Chris Shelton, and his lifetime of service to our great Union, the labor movement, and all workers. (Applause)

You know, it is with great humility that I accept the responsibility of walking in his shoes and all of the other great CWA Presidents that have come before me. My hope is with your continued support, I can live up to my commitment to strive to be worthy of the examples and standards set by these great leaders. Before I move on, I want to express my deep appreciation to my family, without whom none of this would have been possible. They are here with me today, making this moment even more joyful than it already is. Would you all stand, please? My family. (Applause)

Thank you. My wife, Ruth, thank you so much. Ruth and I have been married this year for 52 years. We have never lived away from each other because we were angry with each other or anything like that. Sometimes I'd start a fight because it was fun making up. (Laughter) Let me put it that way. And then, where is my sister, campaign manager over there? Mila, most of you have seen Mila a lot on my Facebook page. That is my great grandbaby, Mila, that Laura is holding there. When I began this journey nearly four decades ago in Houston, Texas, by following in my father's footsteps in CWA, I never dreamed that I would have the chance to be standing here as the first Black President of CWA. (Standing ovation)

Never thought it. I just never thought it. Thank you, thank you, thank you. You know, there were times when I would interview and I would see some and

someone would say to me, Well, Claude, what do you think?

What about the way that you look in running for President? And I said, Well, I got up this morning and I looked in the mirror and I said, Hell, I didn't like the way that I looked either -- (Laughter) But I looked a lot better 30 years ago, but I couldn't do anything else about me, just that. So it would be a lie to say this journey has been easy, but through it all my commitment to our Union and to all of our members has never wavered because CWA is my home. To it I owe everything, and with every ounce of my being, I will continue to fight to protect and advance the values that make us who we are. Our values of unity and solidarity are the foundation of our strength as a union, which is why at this very moment we all have to commit to coming together as one union, one family, and together fight for what we collectively believe in. (Applause)

That I am Black may be historic in the eyes of others, but for CWA and District 6 -- and let me give a shout-out to District 6. Thank you so much for your support over the 12 years. District 6 is the most diverse District in our Union. This milestone is just a continuation of our legacy of open-door opportunity for all, regardless of ethnicity, gender, sexual orientation, or other differences that may separate us, but do not divide us. (Applause)

Throughout my career at CWA and the last few years as co-chair of the CWA Human Rights Department with Carl Kennebrew -- give Carl a round of applause if you would, please. (Applause)

I have been at the forefront of championing inclusion and its strength for CWA. At a time when the country and even our Union is fractured, we must focus on what we can accomplish together. We can and will build CWA as an even more powerful advocate for workers' rights, and unity is a key. With my record of proven, effective leadership, I am ready, willing, and able to bring this Union into a new era of trust and transparency. That is the only way we can productively address growing concerns and challenges within and outside of our Union.

My fellow CWA members trusted me to lead District 6 as Vice President, not as a trophy or tribute to our diversity, but as a fighter with a solid track record of results. To them I'm just Claude, and I just want all of you to see me as Claude. They know I don't merely talk about the changes we need, but I will fight to make them happen, and that is the spirit and commitment that I will bring to my new role. Both as a member and a CWA leader, I have been in the trenches, from picket lines to politicians' offices, from visiting sites of worker injustice, to pushing for policies to correct them. I will never -- let me say this again. I will never back down from a fight, and the door to my office will always be open. This is our Union, and your stake in our success will always be as great as mine.

Throughout my campaign, I have shared much of my personal CWA story. It started with my father's fight many years ago to have union meetings on the same night as others. He succeeded against many odds at that time, and this opened my eyes to what was possible when you cared enough to want to make a difference, and were willing to fight to make it happen. It changed everything for me, for my family, and all of us. We officially became a union family.

As a new CWA member myself -- and you all have heard this story -- I was shocked to learn that female secretaries were disrespected by being required to have lunch and breaks in the women's restroom. I not only fought to give them a proper place to eat, but ran for my first leadership position in Local 6222. Why? Not to put the name of Claude Cummings on the map, but to use the office to promote change on a larger scale. And each successive position, from member, to President in Houston, to Vice President of District 6, it was never about me or to simply break barriers. It was to continue to bring my fighting spirit to bear on issues, big or small, that affected the entire membership.

Through the years, we have taken on resistance from empowering workers at tech giants, such as Apple, to form a union, to protecting the rights of airline workers, passenger service workers, call center workers, that were treated inhumanly by a government contractor, no less.

We have fought to advance the rights of public sector workers, education workers, healthcare workers, and every day we fight tooth and nail against the telecom giants' corporate greed.

And while I am mentioning telecom, I've already talked to AT&T management this morning, and they are getting a schedule together so we can meet with Stankey and the rest of the senior Vice Presidents to meet about issues that are important to us. (Applause)

And we are bringing the VPs into those meetings so we can lay out to them what we are not going to do moving forward, if they want us to help them in the regulatory and legislative arena. (Applause) We are not going to continue to help them, and they don't give us jobs in the bargaining unit. Simple as that. (Applause)

Today we find ourselves faced with greater challenges but even greater opportunities. Our Union is only strong when people work with each other, for each other, and throughout the last few months, I have learned and heard from many of you about your concerns and thoughts about what matters to you, your families, and also to our Union. I want all of you to know that I will work hard to incorporate all of my priorities into my vision during my leadership of this great Union.

Most of all, my hope is to leave a legacy of strong unity, even stronger than what we have already built, truly embodying our values of mutual respect and underlying principle of an injury to one, is an injury to all. Our values of unity and solidarity are the foundation of our strength as a union, which is why at this very moment we all have to commit, we all have to commit to coming together as one union, one family, and together fight for what we collectively believe in. (Applause)

That will allow all of us to meet our challenges wherever and however they may come, and never, never forget that we cannot, should not, and will not give up the fight. When we come together, work together, stand together, and fight together, we will always win because when we fight...

("We win" from the delegation)

When we fight...

("We win" from the delegation)

When we fight...

("We win" from the delegation)

Thank you, thank you, thank you. Thank you for this opportunity. Thank you, thank you, thank you. (Standing ovation)

And the next thing is this I want to make sure that all of the staff know this. I mentioned unity in my remarks. Let me make sure that the Vice Presidents, sectors, members, officers all of you know, it makes no difference if you did not support me or endorse me. The slate is clean, and we move forward. (Applause)

There will be no vindictive behavior. There will be no retribution. I don't even know. Don't even walk up to me and say, Claude, I didn't support you, but I like you. I don't even want to know that. (Applause)

We move forward together in unity. No vindictive behavior. No one will be punished. We are one. We are going to love each other. That behavior is not going to exist in this Union. It's not, it's not, it's not. It's not going to happen. It's not going to happen. (Applause) Also, you know, I have wanted to do this for years. I want you to applaud this staff that works for CWA so hard behind the scenes to make sure things work smoothly in our Union. (Applause)

We never have a chance -- I never had a chance to really do that. They are the ones who make things happen. They keep us going. You all stand to your feet and give this staff a round of applause for what they do. Thank you, thank you, thank you. (Standing ovation)

The next thing is, again, if any locals working through the sectors and the Vice Presidents need me for anything, I'll be there for you. I'm just Claude. I'm not going to change. When people try to make me change, it makes me uncomfortable. I can only be myself. I can only be me. So call me Claude, and if you need me for anything, I don't care how small a local is, I don't care if it's a local of 10 or 15, or a local of 10,000, if you need me for something, work through these sectors and these officers, I will be there for you. I will be there for you whatever is needed. So much for that.

Constitution. I'd like to call on TNG-CWA President Jon Schleuss to introduce the Constitution Committee.

TNG-CWA PRESIDENT SCHLEUSS: Good morning.

("Good morning" from the delegation)

At this time I would like to call on the Constitution Committee to come up to the platform.

The members of the Constitution Committee are:

Ryan Letts, CWA President of Local 4034, the Chair.
(Delegates clap)

Duwayne Walker, Executive Vice President, CWA Local 1040.
(Delegates clap)

Christopher Ryan, President, CWA Local 1123.
(Delegates clap)

Anne Langendorfer, President, CWA Local 3865
(Delegates clap)

Dorethea Brown-Maxey, President NABET-CWA Local 54043.
(Delegates clap)

I recognize the Chair.

COMMITTEE CHAIR LETTS: Thank you. Good morning, Sisters and Brothers. Will the delegates please turn to the Report of the Constitution of the 79th Convention.

The Constitution Committee was scheduled to meet in the city of Washington, D.C., beginning May 15, 2023, for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

As of Thursday, May 11, 2023, at 11:59 p.m. Eastern Time, which is 60 days in advance of the Convention, no proposed amendments were received. Therefore, the Committee did not meet in Washington, D.C.

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 and 3, provides that amendments submitted to the Constitution Committee 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 vote of those voting to effectuate such proposed amendments, but in no event shall the three-fourths vote of those voting thereupon be less than a majority vote of the approved delegates at the Convention.

The Constitution Committee has held meetings in St. Louis, Missouri, July 7th through 9th, 2023, to consider additional proposals that may be received after the preliminary report was issued. One proposed amendment was received, but not recommended by the Committee. The Committee has made itself available to any and all wishing to appear before the Committee. It has been a privilege for us to serve, and we appreciate the cooperation by one and all.

This report is respectfully submitted by the Committee, and I would like to turn it back over to President Cummings, as we recommend adoption of this Constitution Report.

PRESIDENT CUMMINGS: I think we have at the "Against" mic, Kevin Sheil from Local 1103.

DELEGATE SHEIL: Yes. Good morning, Sisters and Brothers. My name is Kevin Sheil, President of CWA Local 1103, New York. First, let me congratulate you, President Cummings, on your victory.

PRESIDENT CUMMINGS: Thank you.

DELEGATE SHEIL: I would also like to thank the Constitutional Committee for their hard work and willingness to look at the proposed amendment in an objective manner. However, I respectfully rise in opposition to the recommendation. For the past two days, I've listened and heard how important it is to be united as a union, after the presidential election, that we must come together as one. I agree. It's the most important thing we can do. But for the members of this Union to leave the Convention truly united, we cannot leave without first addressing the elephant in the room.

We cannot come here to St. Louis and avoid talking about how uncomfortable a topic is because it is well uncomfortable.

We cannot leave this Convention without debating whether we think it's okay or it's not okay for unauthorized Ad Hoc Committees, like the Emergency Mutual Respect Committee, to be created to conduct investigations of other members. We must talk about this, if we are to heal as a union. I feel that these types of committees will be detrimental to our Union.

PRESIDENT CUMMINGS: Hey, Brother, are you going to make a motion?

DELEGATE SHEIL: I'm speaking against the recommendation of the --

PRESIDENT CUMMINGS: I think you need to be at the "Against" mic.

DELEGATE SHEIL: I am against. So can I reclaim my time?

PRESIDENT CUMMINGS: You can. I'm sorry.

DELEGATE SHEIL: No problem, sir.

PRESIDENT CUMMINGS: Initially, we thought that you needed to be at the "Motion" mic, but you just continue. We are fine.

DELEGATE SHEIL: Thank you. We must address this issue of weaponizing unauthorized investigative committees. It's not my intention to argue about the findings or how they were allowed to operate with impunity so close to an election. What's done is done, but CWA's institutional integrity is at stake here. Because the officers and Executive Board failed to rein in this self-appointed committee, it will no doubt encourage others to form Ad Hoc Committees to attack political opponents in the future. It is only a matter of time before it happens in your locals, maybe when a member doesn't like how a grievance was handled.

No meaningful organization can have rogue, self-appointed Ad Hoc Committees running around with impunity investigating whoever or whatever they want. A union cannot stand united by allowing committees created out of thin air to investigate other union members while answering to no one. This is not Salem, Massachusetts, 1692.

How can we allow kangaroo courts to exist in CWA? To be clear, this amendment does not open the door to frivolous charges against other local officers. In fact, it adds a very specific violation to the Constitution, which would then allow someone impacted by that specific infraction to bring charges straight to the Secretary-Treasurer, starting the process of adjudication, a process that does not exist now. This is an amendment for the future, so that we can trust our Union and each other again. I feel, and many of us feel, that to be a united union, a family, we must eradicate forever illegitimate Ad Hoc Committees that implement the process in a manner that violates fundamental fairness and due process, or at the very least, subject them to be accountable for their actions through an internal process.

That's why I believe we need to oppose the recommendation of the Constitutional Committee and support the amendment to the Constitution. Please join me. Thank you. (Applause)

PRESIDENT CUMMINGS: Sir, Member, you still need to move a motion, all right, on the report.

DELEGATE SHEIL: I don't believe that that's true, but maybe it is.

PRESIDENT CUMMINGS: I have the Parliamentarian telling me that.

DELEGATE SHEIL: But isn't that a motion, a recommendation to adopt the Constitution? Isn't that what is before us? So I'm standing against that recommendation. They have a motion on the floor. I'm standing opposed to it.

PRESIDENT CUMMINGS: You need to move to adopt the provision that the Committee just made, is what I'm being told by the Parliamentarian.

(Disruption from the floor)

DELEGATE SHEIL: I'm not looking to adopt it. The Constitutional Committee is looking to adopt the resolution. I'm opposed to the adoption. I'm looking for the amendment to the Constitution to pass.

PRESIDENT CUMMINGS: Then you need to move that, is what she's saying, if that's what you want to do.

DELEGATE SHEIL: So I move to amend the Constitution.

PRESIDENT CUMMINGS: All right. Did he get a second? (Seconds from the floor)

DELEGATE SHEIL: Thank you, Mr. President, for the clarification.

PRESIDENT CUMMINGS: Thank you. Anthony Pugliese, Local 1103, at the "Against" mic.

DELEGATE PUGLIESE: Good afternoon, Brothers and Sisters. My name is Anthony Pugliese, Vice President of CWA Local 1103 in New York. I appreciate the Constitutional Committee's concern regarding free speech, but I feel it's overblown because, one, the proposed amendment does nothing to abridge a member's right to free speech, and, two, the LMRDA's guarantee to union members of special rights to free speech is subject to a labor organization's right to adopt and enforce reasonable rules as to members' responsibility to the organization.

And as to conduct which members must refrain from that which would interfere with the organization's performance of its legal and contractual obligations. If we don't think an Ad Hoc committee's unauthorized takedown of a political opponent could interfere with CWA's performance of its legal and contractual obligations, then maybe you did not see the antiunionfacts.com truck driving around the Convention yesterday that had an electric sign flashing advertising, findings, and reports, or maybe you did not read the leaked findings that were somehow disseminated outside of CWA and magically picked up online -- by online news sources, which have caused CWA embarrassment and shame.

We need to be honest enough to acknowledge that if we allow unauthorized committees to conduct random investigations into other members in the future, based upon whatever reason they choose, it will have a negative impact on future organizing campaigns and contract negotiations. Corporations, union busters, right-wing leaders, and other anti-union groups love to feed on that kind of internal union chum. Again, I want to be clear, the Union has a right to promulgate reasonable rules as to the responsibilities of members towards the Union under the LMRDA.

The Union is allowed to protect its institutional and financial integrity. Clearly, if we allow unauthorized committees in the future to just decide on their own to conduct investigations of other members without any authorization, it will cause disunity within our ranks, cause us to fight with each other, and cause interference with CWA's performance of its legal and contractual rights.

Let's all protect CWA's integrity, oppose the recommendation of the Constitutional Committee, and let's amend the CWA Constitution and all move forward together. Thank you. (Applause)

PRESIDENT CUMMINGS: Thank you, Brother. At the "Motions" mic. Okay. At the "Motions" mic, we have Jake Krug, Local 2265.

DELEGATE KRUG: Thank you, Mr. President. I move that we recess for ten minutes to deliberate on this. I believe we need an opportunity to discuss this, and a ten-minute break would afford us that opportunity.

PRESIDENT CUMMINGS: Okay. It's been moved. Can I get a second?
(Seconds from the floor)

Seconded that we take a ten-minute break. All those in favor, say aye.

(Chorus of ayes)

Those opposed.

(No response)

(Gavel knock)

All right. Thank you. We'll take a ten-minute break to allow us to take a look at this.

(WHEREUPON, a recess was had)

PRESIDENT CUMMINGS: Okay. We are going to start soon, so everyone start gathering back, please. I think we just about got figured out what we are going to do here.

(Gavel knocking)

Okay. We are ready to get started again. I think we are clear on how we are going to move forward. We are going to hold on whether to adopt or reject the Committee's report right now, and we are going to allow President Sheil to make a motion -- make a motion that was not supported by -- okay. Make a motion to adopt the provision that he had -- that he made. Okay. So the Committee has made a recommendation. We need to vote on the recommendation of the Committee first, and then at that time we are going to allow Member Sheil to make a motion at the "Motions" mic. Right? That is right.

So all of those in favor of the adoption of the report by the Committee, raise your hand.

(Show of hands)

Okay.

Those against.

(Show of hands)

Okay. The motion fails. Okay.

(Applause)

Member Sheil.

DELEGATE SHEIL: Thank you. I would like to make a motion to amend Article XIX, Section 2, Subsection c, of the CWA Constitution to add "establishing any other Ad Hoc Committees for the purpose of conducting investigations into or releasing reports about the Union, Officers, Executive Board, Districts, other Locals or Local Officers, which are not specifically authorized by the CWA Constitution or approved by the delegates to the Convention or any non-Convention year by delegates to a Local Presidents' Meeting. There would be one other -- that's the motion.

PRESIDENT CUMMINGS: Okay. Is there a second?

(Seconds from the floor)

Okay. You all gave me a difficult one my first day, so here we are. Okay. So here we are Delegate Sheil has -- from Local 1103 has attempted to make a motion to amend the Constitution. The Parliamentarian has advised the delegate that the motion is out of order because the amendment, as proposed, would constitute a violation of the LMRDA. Right? That's correct? The delegate has challenged the parliamentary ruling, and the matter has been brought to me. So I agree with the Parliamentarian and rule the delegate's motion is out of order.

("Move to overrule the Chair" from the floor)

Okay. There's a motion to overrule the Chair. That is non-debatable, so all of those in favor of overruling the Chair, say aye.

(Chorus of ayes)

So let's do this, raise your hands, all those in favor.
(Show of hands)

Those opposed.

(Show of hands)

I may need some help, huh? Let's do this again. All those in favor, raise your hand.

(Show of hands)

All those against.

(Show of hands)

Okay. The Chair is overruled. (Applause)

So the Member Sheil has made the motion. All those in favor, raise your hands.

(Show of hands)

All those opposed.

(Show of hands)

The motion fails. We need three-quarters. We don't have three-quarters. The motion fails.

("Roll call" from the floor.)

(Applause)

At the "Against" mic --

("Roll call" from the floor)

The observers agree that it was not three-fourths. It's not me calling it. It was the observers. Okay? So you want a roll call vote?

Okay. We'll have a roll call vote. All right. We are going to need 20 percent of the delegation to support a roll call. So please be seated, so we can get a good count. (Delegates comply)

Thank you all for making this difficult for me my first day. I am going to have to go back to parliamentary school or something. (Laughter)

It's been a while since I chaired a membership meeting. ("It will only get easier" from the floor) That is why I get paid the big bucks now, right? Okay. There's been a motion made that we have a roll call vote. All those in favor of that, please raise your hand.

(Show of hands)

All those opposed.

(Show of hands)

There's been a motion made to have a roll call vote, and we need 20 percent, if I remember. You know, I'm not going to divide the house. We are going to figure it out without dividing the house. I'm just not going to do that.

We have a question at the "Questions" mic. Janette Hare, Local 2252. You all figure it out and get back with me.

DELEGATE HARE: Yes, good morning. We are a little confused.

PRESIDENT CUMMINGS: You think you are confused. (Laughter and applause)

DELEGATE HILL: Can they please explain to us what the current pending motion is about? (Applause)

PRESIDENT CUMMINGS: The current pending motion is about the roll call vote, the roll call vote. That's what it's about right now, the roll call vote.

DELEGATE HILL: The motion preceding that, the initial motion that you are asking for the roll call vote.

PRESIDENT CUMMINGS: The original motion was to adopt Member Sheil's proposal and it was ruled out of order. Then there was a challenge to the Chair, and the challenge to the Chair failed -- I mean, it passed. I'm sorry. It passed. The challenge to the Chair passed.

DELEGATE HILL: And so now we're discussing the motion on exactly what?

PRESIDENT CUMMINGS: We are back on Member Sheil's motion.

DELEGATE HILL: Which is?

PRESIDENT CUMMINGS: Give me just a second. So there's a question about the vote on the roll call, and I probably should have had everybody sit down, so I'll make -- I'll take a mistake on that.

So we are on the motion about the roll call, all right, on the roll call vote right now. So all of those in favor of roll call vote, raise your hands.

(Show of hands)

Okay.

Down hands.

(Delegates comply)

Observers, you all get this now. Those opposed.

(Show of hands)

All right. It passed. The motion passed, so we have a roll call vote. (Applause)

Okay. So for the purposes of explaining the balloting process on the roll call, I'd like to recognize Secretary-Treasurer Ameenah Salaam. (Applause)

SECRETARY-TREASURER SALAAM: Good morning. While we are waiting for the roll call computers to be set up, let me explain to you the general procedures. We'll be using our computers to conduct the roll call simultaneously on several locations in front of the platform. You will be using the bar code on the back of your delegate badge to cast your roll call vote.

Please remove your badge from the plastic holders, and removing the badge will help move along the process. So if you could do that ahead of time, that would be great. During the roll call, Sergeants-at-Arms will be assisting you. If you have any question regarding your voting strength or have any problems voting, the Credentials Committee Chair is standing to my -- I think that they are over there. Diane, can you -- to my right, over there in the front.

A full audit record of each vote cast will be made and a printout will be included in our Convention proceedings. The procedures are as follows: Number one, you'll present your delegate badge and a photo ID. Again, a photo ID to the Sergeant-at-Arms for verification. The Sergeant-at-Arms is responsible for verifying the photo ID and the name on your badge.

The Sergeant-at-Arms will then direct you to the next available voting terminal. If you do not have a photo ID, please see the Credentials Committee Chair off to my right. Number two, after swiping your badge through the card reader, your name and local number will be displayed on the computer screen.

You may then cast your vote by pressing "Y" key for yes, the "N" key for no. Number three, once you've made your vote selection, you'll have the opportunity to review your vote before it is final.

You may cancel or change your vote prior to confirming it. Number four, you must confirm your vote by touching "okay." After you have confirmed your vote, it is finalized and you will not be permitted to change your vote or vote again. Number five, if an alternate is voting on a delegate's behalf, the alternate must go to the Credentials Committee Chair, to the right side of the podium, and present both the delegate and the alternate badge. Number six, the voting stations will remain open two minutes after the last delegate in line has stepped forward to vote. The voting stations will then be closed.

The results will be announced from the podium. Number seven, you will form two lines, one in front of each voting machine. The Sergeant-at-Arms will direct you. And once you are done voting, please exit the voting area by using the outer aisles of the delegate seating area. It will take approximately 15 minutes to set up the computer stations.

PRESIDENT CUMMINGS: We have someone at the "Privilege" mic, Jason Johnson, 81408. Member Johnson.

DELEGATE JOHNSON: Hello, President Cummings. I have a point of order. If I'm not mistaken, I believe what we are voting on is the actual amendment that has not been debated, and we need to be able to debate the amendment before we are voting on this. (Applause)

PRESIDENT CUMMINGS: You are right and we just -- you know, we just talked through that, so we are going to go back and then debate the underlying motion before we move forward.

DELEGATE JOHNSON: Thank you. (Applause)

PRESIDENT CUMMINGS: Let's go back to the "For" and "Against" mics on the previous motion. For clarity, that was the Sheil motion that was initially put on the floor, the Sheil motion. Can we put the amendment back up on the screen, please? Please put the amendment back on the screen. Thank you.

All right. We are going to start at the "Against" mic, allow a speaker there and then, we'll rotate back to the "For" mic and we'll go back and forth like that until the question is called. Okay?

So at the "Against" mic. At the against -- this is the "For" mic. We are going to do the "Against" mic first. Kieran Knutson at Local 7250.

DELEGATE KNUTSON: Hello, Sisters and Brothers. My name is Kieran Knutson. I'm President of CWA Local 7250 out of Minneapolis, Minnesota. I worked in an AT&T call center for 20 years. I rise against this change to our Constitution for a few key reasons. The first is, it's an outrageous attack on the democratic rights of workers to self-organize and speak out. (Applause)

This amendment to our Constitution would take away rights from workers to speak out within the Union, to speak out against corruption, to speak out against authoritarian practices, to speak out against coddling with the bosses. This is the kind of thing that is designed to stop workers from standing up and fighting for what's right. (Applause)

The other reason I oppose this is that it's very likely illegal. It's not only a violation of our sense of workers, with our democratic rights. It's a violation of our constitutional rights and the Bill of Rights. We have the right to assemble, we have the right to organize, and we have the right to speak out, and nobody can tell us we don't. (Applause)

And finally -- and, finally, let me say, this amendment, if passed, would not take away Ad Hoc groups, it would not stop people from organizing and speaking out. What it would do is empower cowardly anonymous Ad Hoc groups that don't have the courage to put their name on things. (Applause)

That don't have the courage to stand up and say what they believe, and instead make dishonest attacks on their -- on our fellow members.

So, if you support this amendment, you will not be doing away with any kind of uncomfortable conversation in this Union. What you will be doing is empowering secret anonymous attacks within our Union, instead of upfront democratic discussions among sisters and brothers. Thank you. (Applause)

PRESIDENT CUMMINGS: Thank you. At the "For" mic, Kevin Sheil, Local 1103.

DELEGATE SHEIL: Thank you, Mr. President. No member in CWA is supposed to have immunity. It says so in the CWA Constitution. However, some people can have immunity because the Constitution is flawed. A quick example. If I decide or if anyone decides to run for office, say Vice President of a District or President of CWA in four years and another local officer running for the same position says, Hmm, you know what works, let's created an Ad Hoc Committee to do an investigation into my opponent and let's destroy that person's reputation. The person who had his reputation ruined has no recourse to file charges to clear their name. How can that be? If we allow this to continue, it will only be a matter of time before members who don't like how grievances are handled or how you dealt with an issue in your local, decides that they'll create a committee to investigate you and release findings, true or not true, just to damage your reputation or get even with you.

This does not take away anyone's freedom of speech. What it does is, it gives those who have had their reputations damaged the ability to have recourse. That is simply what this amendment is, and to say anything different is not a true representation. Thank you very much. (Applause)

PRESIDENT CUMMINGS: Thank you. Okay. At the "Against" mic, Member Matt Pearce, Local 39213.

DELEGATE PEARCE: Thank you, Mr. President. My name is Matt Pearce. I am President of TNG-CWA, Local 39213.

I'm actually a relatively new member of CWA. This is my first Convention. I don't know many of you. In my day job, I'm a reporter for the Los Angeles Times. My local represents a lot of journalists, so we have a lot of experience in dealing with extremely messy issues of speech, messy issues of allegations made against other people, and denials. We are very used to covering elections, where there's a lot of mudslinging.

I think I have tried to learn more about CWA over the last couple of weeks and learn more about the allegations that were in the report, which I understand has caused a lot of heartache in this room. I know it's something that people have been talking about behind the scenes. We have not really had a chance to talk about it on the floor.

I have expressed my opinions to my District 9 VP, Frank Arce, in multiple conversations that even when speech is messy, this was messy, the report was messy, it was incomplete, there were no findings of fact. I think that we have to acknowledge that everything about what just happened was incomplete.

However, I do want to say that I rise against this motion because I am concerned that it breaks the law, specifically the LMRDA and the Bill of Rights of members of labor organizations, and I believe that this is what President Cummings was trying to raise in ruling it out of order. But I'll just read the text of the law here: Freedom of Speech and Assembly. Every member of any labor organization shall have the right to meet and assemble freely with other members and to express any views, arguments, or opinions and to express at meetings of the labor organization his views -- gendered language -- upon candidates in an election of the labor organization or upon any business properly before the meeting, subject to the organization's established and reasonable rules pertaining to the conduct of meetings, and it goes on.

But the point being that in my local, we're journalists, we deal with messy issues of speech. I have a lot of rank and file activists in my local who have formed their own caucuses. They are independent of me as the Local President. They sometimes express things independently of what I would express, but I think that we accept that because that is the messy world that we live in. I think it was clear from what happened over the last couple of weeks, in the communication from previous President Shelton, that this was a self-appointed committee. I think the allegations that were aired out, people should have had a chance to discuss them, to evaluate them, see if they were true, if they were false. We didn't really get to have a lot of that.

That is just not how we are set up, and we didn't exactly have a ton of journalists running around trying to give each side their point of view to investigate what is real, what is not real, and so I think that we were deprived of being able to make, to a certain extent, some intelligent decisions. But, I'm concerned that this amendment to the Constitution would violate the law and also discourage the kind of rank and file activism that, honestly, my own local is trying to support. That we were trying to support for other workers that we write about as journalists. So, I want to be part of a union that embraces speech, even when it's messy, who sees that the response to bad speech, if you think it's bad speech, is more speech, better speech.

And I think that's the Union that I want to live in, so thank you for your time.
(Applause)

PRESIDENT CUMMINGS: Thank you. At the "Questions" mic, we have Matt Pearce of Local 39213, I believe. Is it Matt first? No, Ian Niderost at the "Questions" mic.

DELEGATE NIDEROST: Hello, good morning.

PRESIDENT CUMMINGS: Good morning.

DELEGATE NIDEROST: My name is Ian Niderost, Secretary-Treasurer of CWA Local 9412. My question is for clarification purposes, just so we clearly understand what we are voting on. So I'm asking if a "For" vote, for position on this proposed amendment would allow for the creation of Ad Hoc Committees outside of our Constitution and the delegation board?

PRESIDENT CUMMINGS: No. The way that I understand it, it would not. Is that right? Yes. Okay. No, it would not. At the "For" mic.

DELEGATE NIDEROST: Okay.

DELEGATE JOYCE: Jim Joyce, NABET-CWA Local 51016, New York City. I rise for this motion that Brother Sheil has brought forth. Like the brother who just spoke at the "Against" mic, I work in the news gathering business. I work for ABC News in the electronic news gathering department, and we deal with issues of investigating and finding facts and the truth. And when we get reports, they have to be vetted, and committees that purport to be official committees of the Union, when they are not, it is unethical and misleading. And this proposal is meant to address that. And as to the question of whether it violates the LMRDA, according to the LMRDA, that particular section is subject to reasonable rules by the Union. We believe this is a reasonable rule that would survive the LMRDA test.

I have a unique perspective in wanting to preserve the democracy of this Union. In addition to being a delegate this year, I'm a former member of the CWA Executive Board, and I stand here in support of this resolution. Thank you. (Applause)

PRESIDENT CUMMINGS: Thank you. At the "Motions" mic, we have Alphonse Russo from Local 1101.

DELEGATE RUSSO: Thank you, Mr. President. Excuse my voice. My name is Al Russo. I'm the Executive Vice President of CWA Local 1101. I move to call the question. (Applause)

PRESIDENT CUMMINGS: It's been moved. Can we get a second?

(Seconds from the floor)

All right. Let's everyone sit down, so we can get a good count. Okay? I'm going to charge some hazardous pay or something for this one. All those in favor of closing debate, raise your hands, please.

(Show of hands)

All of those opposed.

(Show of hands)

Okay.

(Gavel knock)

It passes. All right. Do we want to go back to the roll call vote? We still have some conversations going on over here, so you all just hold tight. So, now we are back to the roll call vote. Do you really want to go to a roll call vote? ("Yes" from the delegation)

All right. That being the case, then the roll call vote will be conducted. All right. I think Ameenah, we may need you to come lay out the rules again. Were you done with that, on the rules of the roll call?

SECRETARY-TREASURER SALAAM: Just as a reminder, you all will need your photo IDs in order to be able to vote. The Sergeant-at-Arms will be checking your ID against the name on your badge.

PRESIDENT CUMMINGS: Right. So to make sure everyone knows what you are voting on, because maybe you are not clear, this is the article on charges being filed, right. So if one of these committees -- what they are asking is, if one of these committees is formed, right, they can be charged under Article XIX. That's the vote. Do you want that or do you not want that to happen, if one of these committees are formed? I personally believe -- President's privilege.

(Commotion from the floor)

No, no, no, this has already come up. It's already come up that there might be a violation of the LMRDA. That is all I'm saying. I'm done. Members may be suspended or expelled by trial courts selected by the Executive Board of the Union in the manner provided in the Constitution for any of the following acts, right, and then there would be a section -- I guess a "C" that would come under that, that would basically state that those committees, you know, could be charged if they are formed. That's actually what you are voting on. I just wanted to make that -- I'm not taking any position. I just want to make sure that people know exactly what they are voting on. Okay?

SECRETARY-TREASURER SALAAM: Good morning.

(Gavel knocking)

We have a question at the "Questions" mic. Delegate Thomas Denos, Local 7704.

DELEGATE DENOS: Yes. Thomas Denos, Local 7704. I have a question. Why are we being required to have photo ID to cast our vote?

SECRETARY-TREASURER SALAAM: The reason that you are being asked to provide a photo ID is in the event that someone loses a badge and someone picks it up, I need to be able to identify that the person who's actually voting is the individual that is given the badge.

DELEGATE DENOS: But are we for this type of identification? We shouldn't have to show our photo ID.

SECRETARY-TREASURER SALAAM: Yes. Yes, you need -- for the sanctity of the voting, we need to be able to identify that the person that actually has the badge and is swiping it is that individual.

DELEGATE DENOS: Okay. Thank you.

SECRETARY-TREASURER SALAAM: You're welcome.

PRESIDENT CUMMINGS: Just vote. I am not going to take anybody's right to vote, but just understand, the attorneys are telling me it's against the law.

(Preparations for voting taking place)

SECRETARY-TREASURER SALAAM: I have one quick announcement. There's a phone that needs an owner in the ladies room, so if you've gone, please check to see if you have your phone with you. If not, you can retrieve it in the ladies room.

PRESIDENT CUMMINGS: Okay. Let me just ask this question again. Is everyone clear on what you are voting on?

("Yes" from the delegation)

Okay. There's been a resolution that has been submitted, and the bottom line is all of you know about that committee, right, that gave the report? That was spread, right? The emergency? Right. So what it does, it says any committee that is formed like that can be -- charges can be filed.

("Yes" from the delegation)

Sorry?

("We got it" from the delegation)

Right. You got it, but some folks don't. They are coming and asking us, so that is why I'm saying it. That's it. Someone who doesn't understand it, go to the "Question" mic to make it proper. Jake Krug, 2265. And this is a question. I'm not making this up. Language on the ballot that we are voting on right now. I mean, it's right here. Okay.

DELEGATE KRUG: Thank you, Mr. President. Jake Krug, Local 2265. Could we get the reading of the language on the ballot as it reads?

SECRETARY-TREASURER SALAAM: So they are actually preparing that now. Once it's finished, it will show up on the screen here.

This language here is missing the title, and so we want to make sure that everybody understands where in the Constitution this is, so if you guys want to reference it yourself. Once that's done, it will show up here. And, remember, a vote "yes" is for modifying the Constitution to add this additional language. A vote "no" is to leave the Constitution as is. Once that's done, I will come up and let you guys know the formatting has been completed and this is what you will see when you come up to do the roll call vote.

DELEGATE KRUG: Excellent. Thank you, Madam Secretary-Treasurer.

SECRETARY-TREASURER SALAAM: If everybody could take a look at the screens. So a vote "For" or "Against" the proposed amendment, this is exactly what you will see when you come up to vote, and so a vote "For" is adding the underlined portions, which is in addition to our existing Constitution, and a vote "Against" is to leave the Constitution as is. Everybody good? (Applause) Okay. Sergeant-at-Arms, we should be -- let me just check to make sure that it's all loaded into the system.

(Delegation proceeds with voting)

PRESIDENT CUMMINGS: At the "Questions" mic. We have a question.

(Gavel knock)

Delegate Barker, I believe.

DELEGATE BAKER: Baker. My name is Bill Baker.

PRESIDENT CUMMINGS: Baker. Sorry about that.

DELEGATE BAKER: That is fine, sir. Thank you, President Cummings. My name is Bill Baker, New York Local 31003. I had this question before you made a statement, but I want to be absolutely clear. So can a member be suspended or expelled by a trial court appointed by the Executive Council for starting or participating in an Ad Hoc Committee, based on this language that we are voting on?

PRESIDENT CUMMINGS: I mean, that's what we are voting on. I still believe it's against the law, but that is what we are voting on. So, yes. The answer to your question is yes.

DELEGATE BAKER: So, yes. Thank you.

PRESIDENT CUMMINGS: So, as I stated earlier, vote for it if you like, but the attorneys have told me it's against the law. I believe if you vote for it, somewhere in the future I am going to be sending you a letter saying we can't enforce it, but you are welcome to vote. I'm not stopping anyone from voting.

(Commotion from the floor)

We have at the "Questions" mic, Member Gadi. At the "Questions" mic. At the "Questions" mic.

DELEGATE ISRAEL: Can you hear me?

PRESIDENT CUMMINGS: Yes.

DELEGATE ISRAEL: Thank you kindly. President Cummings, did I hear you correctly that you said you have -- you've heard a concern of the Convention and will take this issue up to address it in a way that deals with the concerns around a nonconstitutional process of investigation while also complying with the LMRDA; is that correct?

PRESIDENT CUMMINGS: Yes.

DELEGATE ISRAEL: Thank you.

PRESIDENT CUMMINGS: I plan to address it because the bottom line is, any of us could become a target at any time. I've always believed and the board has heard me say this. We have a Mutual Respect Policy, right?

The problem is not our Mutual Respect Policy. It's what happens after somebody has complained. So, I think that there needs to be a process where both the accused and the accusers have a fair way to present their grievances without fear of there being some type of retaliation afterwards. I think the E-board is going to have to deal with that. Are we going to be able to deal with it overnight? No. Are we going to be able to deal with it at this Convention? No. But, I do believe in the future we can come up with something that is better or supports what our Mutual Respect Policy actually stands for. (Applause)

Yeah, you all vote. I've already said what's going to happen, so we're still going to have to deal with it, so you all vote. You all vote. Vote, vote, vote. I'm not going to take -- listen, listen. You all listen to me very carefully. I'm not going to ever in any way try to derail the democratic process in this Union. We are going to vote, as simple as that. Okay. If you have not voted, we have a couple more minutes and we are going to close the polls, so we need everyone to get in line to vote, please. The last person in line, please get in line to vote. Please, please, please, so we can get this over with.

Okay. The voting station will remain open for two minutes after the last delegate in line has stepped forward to vote, so please vote and then the station will be closed. If you have not voted, you need to get to the polls now, please. It's the last one. The polls are now closed. Okay? The polls are now closed. We're waiting for the results. As soon as we get the results, we'll break for lunch. You'll probably need a lunch after results.

Okay. Here are the results, just passed to me. The "yes" votes were 100,238. "No" votes, 147,880. The result is it failed. (Applause)

So we are going to break for lunch, but let me just say this, the Executive Board is aware that this is an issue. We know that it's an issue, and we are going to take it on.

Now, how are we going to take it on? I'll be honest with you, I don't know. We don't have all of the answers, but we understand clearly that it's something that we need to deal with because any of us could become a target at any time, to be quite honest with you, and we understand that. So know that it's on my radar, and I think it's on the radar of the Vice Presidents, and we will try to come up with a system that is fair, again, to those that are accused, as well as, the accusers.

In my opinion -- and this is what I was going to say a couple minutes ago, it's not so much the Mutual Respect Policy. It's what happens when an employee uses it and then there's this fear of retaliation or something afterwards. Right? That's what really needs to be dealt with, so I'm willing to take that on. I believe in being transparent. One thing I'm not going to do is lie to you. I don't care how bad something may be on any issue that involves us. I'm going to always be truthful and transparent. You may not like what I tell you, but I'm going to tell you the truth. I'm not going to ever lie to you, so we are going to take it on. Okay? (Applause)

Thank you. Let's go to lunch.

(Gavel knock)

Oh, I would like to thank the Constitution Committee for their hard work. Let's give them a round of applause. Thank you. (Applause)

We'll be back at 2:30. We reconvene at 2:30. Thank you.

(Whereupon, the Convention session recessed for lunch at 1:03 p.m.)

(Whereupon, the Convention session reconvened on Tuesday, July 11, 2023, at 2:45 p.m.)

TUESDAY AFTERNOON SESSION July 12, 2023

(Whereupon, there was a video presented)

(Applause)

PRESIDENT CUMMINGS: I would like to ask Secretary-Treasurer Ameenah Salaam to come to the podium and introduce the Finance Committee.

SECRETARY-TREASURER SALAAM: At this time, I would like to call on the Finance Committee.

The members of the Finance Committee are:

Frank Tallarine, Secretary-Treasurer, CWA Local 1106, Chair.
(Delegates clap)

Christine Shaw, Secretary-Treasurer, CWA Local 4100.
(Delegates clap.)

Shad Ercanbrack, President, CWA Local 7026
(Delegates clap)

Chuck Robinson, President, IUE Local 84707
(Delegates clap)

I recognize the Chair, President Cummings.

PRESIDENT CUMMINGS: Thank you, Secretary-Treasurer Salaam.
I recognize the Chair for the purposes of presenting the report of the Finance Committee.

COMMITTEE CHAIR TALLARINE: Thank you, President Cummings.
Dear Brothers and Sisters, the Finance Committee met in Washington, D.C. on May through May 18, 2023, to review the 2021 through 2023 expenses and the 2023 through 2025 CWA operating budgets. Throughout our visit, CWA staff and leadership met with us to discuss various information about the operation.

All supporting documents requested were available for review, including the consolidated financial statements. The report was from May 31, 2022, and prepared by the certified public accounting firm, Calibre CPA Group, PLLC. Calibre conducted the audit following generally accepted accounting principles. In the accountant's opinion and all material respects, the financial statements fairly present the financial position of the Communications Workers of America, AFL-CIO, and CLC as of May 31, 2022.

The Finance Committee carefully reviewed expenses paid out during the 2021 through 2022 fiscal year. We want to acknowledge the efforts of the districts, sectors, and divisions that stayed within their administrative budgets during this time. We reviewed the numbers through March 2023, and the districts and sectors are ready to finish the fiscal year under budget. The Committee also noted the paid expenses within these administrative units, which were more than one (1) percent over their annual budget allocations. There were two District/Sector Vice Presidents that we received communication from regarding the overages. The reasoning behind these overages included excessive legal fees that need to be more anticipated. The sector overage has two fundamental reasons, extensive protracted bargaining in expensive cities. In addition, there are standing committees that are not part of the General Fund budget.

COMMITTEE MEMBER SHAW: The Finance Committee's recommendations to the 2022 Presidents' meeting were addressed as follows:

We advocated for continued progress on hiring Staff Representatives and District Organizing Coordinators in accordance with the Support Members and Rebuild Together, SMART, Resolution. Twenty-eight SMART positions have been hired as of our May meeting. We encouraged the Executive Board to find the funding to provide for the missing wage increases for non-represented staff. CWA made this payment October 22 -- in the October 2022 pay cycle.

We advised that the 2021 through '23 budgets, as passed by convention delegates, should be considered maximus and may need to change due to unforeseen circumstances.

CWA could finish 14.28 and 4.9 percent under budget for the 2021 through 2023 cycle. The 2023 through '24 and 2024 through '25 budget includes several changes and successes. This budget indicates 27 approved and funded positions. These have either been on hold or recently made vacant by retirements. These positions include Staff Representative, clerical, and organizing staff. These positions will be brought onboard by the end of 2024-2025 fiscal year. These hiring's will bring staffing levels up to near pre-COVID levels.

Despite a loss in rental income due to the Department of Justice vacating the bottom floors of CWA, the national programs remain nearly flat. Organizing continues to hold the constitutionally mandated budget allocations. Despite challenges with maintaining membership numbers and average per caps, dues income is expected to remain at current levels. Based on the units we have organized since the Committee's last report, we are on track to add 10,500 new members to recently organized units. Achieving this growth will require the national union and several locals to conclude the first contract bargaining at 98 plus tables covering 8,000 of these new members.

Many new members at first contract tables are in larger units, more than 5,000 of these workers are in units of at least 100, but the issues inherent with bargaining contracts for small units are real challenges. Additionally, more than 4,000 workers have joined CWA locals built around direct-join models. Some of those successes are our members across Google and other Alphabet companies, our university campuses organizing with CWA's United Campus Workers locals and among public sector workers in states where public sector collective bargaining violates the law.

COMMITTEE MEMBER ROBINSON: Our most significant opportunities for large scale organizational growth come from our strategic organizing campaigns. IUE has organized 350 workers at News Flyer over the last year with a neutrality voluntary recognition agreement and is currently organizing a facility with more than 800 additional workers.

(Applause)

Through our CODE CWA efforts to organize video game and tech workers, we stand ready to win union recognition for nearly 10,000 Activision Blizzard King employees in the U.S. If Microsoft's proposed acquisition can clearly -- can clear, sorry, regulatory hurdles in call centers, we are attempting to win a path to unionization for 12,000 Maximus workers who take health and human service calls for Medicare and the Affordable Care Act.

Beginning in September, we will negotiate a national neutrality agreement for all union eligible employees among Teleperformance's 33,000 member U.S. workforce. At Delta Airlines, AFA-CWA is leading a national recognition campaign for 26,000 Delta flight attendants in partnership with the Machinists and Teamsters who are organizing other work groups at that company.

From an agreement made with AFA-CWA, we increased other income by \$1 million due to shared services in the CWA budget. The budgeting process took time to balance in these challenging times. The 2023-2024 budget is balanced with an \$800 contingency available for unexpected projects.

The '24-'25 budget shows a cumulative deficit of 1.1 million. The anticipated shortcoming can be made up in many ways, not including the above-mentioned new members, settled contracts, and raises. As previously stated, all 27 new hires will be funded by CWA over the next two years. There is anticipation that these jobs will be filled gradually and that reserve income will be set aside to cover the shortages. CWA is in dialogue with the General Service Administration, GSA, to lease several floors within the current CWA building's footprint. When this lease comes to fruition, it has the potential to be worth \$125 million over 20 years, leading to \$6 million plus per year over the life of the lease. There's also potential for more revenue based on additional occupancy needs.

The Committee analyzed the Members Relief Fund, Strategic Industry Fund, and Growth Fund balances, and the Committee discussed them at length. We want to acknowledge the benefit that these separate funds have provided as a resource to our Union. Over the years, many discussions have been about using the funds in the projects approved by the Executive Board.

COMMITTEE MEMBER ERCANBRACK: The SMART proposal is an excellent example of utilizing the SIF and Growth funds to help benefit all of our members. Another great example of utilizing SIF and Growth funds, which personally affected one of our Finance Committee members, is Michigan's recent repeal of right-to-work laws. Members in Michigan fought tirelessly -- (Applause) Thank you. They fought tirelessly to help pass SB 34. This historic legislative change could not have happened without both the financial assistance of the Growth project, but also our sisters' and brothers' hard work to gain this win for the state of Michigan. Recent anti-union legislation, Senate Bill 256 and House Bill 1445, in the State of Florida is a direct attack on teachers and other public workers. In short, it stops automatic dues deductions for Florida teachers and other public sector workers, but it expressly excludes firefighters, law enforcement, and correction officers from the new law.

The law also calls for 60 percent union membership per unit to retain certification instead of the old 50 percent density. There is potential for this type of anti-union legislation to spread across the nation. Notably, it is more likely to impact the states with a Republican Governor and Republican controlled State houses and Senates. The Finance Committee recommends that delegates continue looking at opportunities to help combat anti-union legislation that is sweeping the nation. Thankfully, we have had the forward thinking to organize ahead of anti-union legislation in Florida and across the country. The Secretary-Treasurer's office commissioned a manual dues collection system that locals can quickly use by any local that needs to collect dues via ACH or payment cards.

Artificial Intelligence (AI) has been on the rise and has become a significant threat to our jobs and the country. According to a recent study by the World Economic Forum, by 2025, AI is expected to automate up to 75 million jobs globally.

The Finance Committee recommends that CWA aggressively develops a plan, creates a committee, and researches ways to sustain not only our jobs, but also ways to grow our membership through the transition to the next generation of AI. One of the ways this can be achieved is through future Growth and SIF projects, which ultimately secure a more stable and financial CWA.

COMMITTEE CHAIR TALLARINE: The Finance Committee would like to thank the Executive Board and Secretary-Treasurer Steffens and her staff for continually looking at current and future Growth and SIF projects, with the understanding that these programs are crucial to our survival as CWA.

The Finance Committee recommends the following:

The Finance Committee should meet quarterly to review expenditures, paying particular attention to the Vice Presidents with historical overages.

The DFOC and Finance Committees should have an overlapping meeting to have an open dialogue to ensure a clear understanding and direction on behalf of the hard-working CWA members and the finances of our Union. We encourage the Union to use every source available to expand and work not only for our members, but for every person to have a union.

And, last, Vice Presidents should take advantage of additional resources and ask for additional funds, as previously suggested when bargaining is longer than expected. Our members have been impacted during these challenging global economic times and our budgets and funds have been equally affected. We have carefully reviewed the last fiscal year's funds, accounts, and investment strategies, and can confidently support that the management and expectation of these funds have been achieved.

The Finance Committee appreciates all District Vice Presidents' diligence in staying within budget. The 2022-2023 Finance Committee would also like to thank President Chris Shelton, Secretary-Treasurer Sara Steffens, Assistant to the Secretary-Treasurer Elizabeth Wilks, and Staff for their time and efforts in aiding the Committee in the review, development, and preparation of this year's report.

The Committee also wishes to thank representatives in all CWA districts, national units, and headquarters for their ongoing efforts to achieve the financial targets outlined in the 2023 through 2025 budget. President Cummings, the Committee recommends adoption of the report.

PRESIDENT CUMMINGS: Thank you. A motion has been made and -- can I get a second.

(Seconds from the floor)

A motion has been made and seconded for adoption of the Finance Committee Report. Do we have anyone wishing to speak at the mic?

(No response)

Okay. Seeing no one wishing to speak. Those in favor of the report, raise your hands, please.

(Show of hands)

Those opposed.

(No response)

Thank you. The report is adopted. (Gavel knock) Thank you. (Applause)

I would like to thank the members of the Finance Committee for coming up and giving that report.

Now we have -- I'd like to call on Dennis Trainor. Yes. Sorry about that, Dennis. I'm going through this paperwork, to introduce the Defense Fund Oversight Committee.

VICE PRESIDENT TRAINOR: At this time, I'd like to call on the Defense Fund Oversight Committee to come up to the platform.

The members of the Defense Fund Oversight Committee are:

Arthur Cheliotas, Business Manager, CWA Local 1180, and Chair.
(Delegates clap)

Cecilia Valdez, Secretary-Treasurer, CWA Local 7026, Co-Chair.
(Delegates clap)

Ken McNamara, President, CWA Local 1037.
(Delegates clap)

James Gardler, President, CWA Local 13000.
(Delegates clap)

Keith Patterson, Executive Vice President, CWA Local 3908.
(Delegates clap)

Gary Kundrat, Executive Vice President, CWA Local 4340.
(Delegates clap)

Nancy Brown, President, CWA Local 6215.
(Delegates clap)

Monica Alvarado, Member of CWA Local 9423.
(Delegates clap)

Jeffrey Heisey, Secretary-Treasurer, United -- MEC-AFL -- AFA. Sorry.
(Delegates clap)

John Lewis, Member of IUE-CWA 83761.
(Delegates clap)

Bill O'Meara, Member of TNG-CWA 32035.
(Delegates clap)
I recognize the Chair.

COMMITTEE CHAIR CHELIOTES: Thank you, Vice President Trainor. 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, the Strategic Industry Fund, and the Growth Fund. The DFOC is authorized to examine receipts, disbursements, investments, and the administrative policies associated with the funds.

The DFOC may also, with a two-thirds vote, affirm CWA Executive Board actions that are consistent with the rules governing those funds. The DFOC is required to report its findings to each CWA Convention and make recommendations to the Convention, where appropriate.

The DFOC also issues a report to the Biennial Presidents' meeting. The DFOC met from November 14th to the 16th of 2022, and May 1st through the 3rd of 2023, in Washington, D.C. The DFOC reviewed new grants, new grant requests approved by the Executive Board, as well as reallocations, extensions, evaluations, and other emergent issues during our regularly scheduled weekly meetings every Friday. The Committee also reviewed activities associated with the Robert Lilja Members' Relief Fund, the Strategic Industry Fund, and the Growth Fund.

On May 2nd, 2023, John Marco, from the Segal-Marco Consulting Group, met with us to review his report on investments for the period ending March 2023. We also reviewed the written report from Investment Performance Services regarding the performance of our investment manager.

At this time, I would like to turn it over to the distinguished representative of District 1 from New Jersey, Ken McNamara. (Applause)

COMMITTEE MEMBER McNAMARA: Robert Lilja Members' Relief Fund Investments. According to rules established at the 2019 CWA Convention, all earnings in the RLMRF are moved and split equally between the SIF and the Growth Fund. Under the prior rules, one-half of the earnings in the RLMRF were moved to the Growth Fund. In 2021, investment returns were \$24,600,000 and distributed according to the directives in Resolution 1 of the 77th Convention. Distributions were made to the SIF and Growth Fund for affiliation dues to the AFL-CIO. In 2022, investment losses were \$47,349,951. Therefore, no distributions were made to the SIF and Growth Fund. However, \$6 million was paid from the RLMRF for affiliation dues to the AFL-CIO.

According to the RLMRF guidelines, when the RLMRF assets fall below \$400 million, one-half of the investment earnings are retained by the RLMRF.

When the funds' assets fall below the floor of \$377,484,108, the quarter hour of dues that would be otherwise -- otherwise would be sent to the SIF and Growth Fund is retained by the RLMRF. Once the target floor balance is achieved, the quarter hour of dues is redirected to the SIF and Growth Fund, and the RLMRF's growth is fueled by investment returns and asset appreciation. When the RLMRF reserves reach \$500 million, the floor will be raised to \$400 million.

And for the purposes of continuing this report, I turn to my brother from District 2-13, Jim Gardler. (Applause)

COMMITTEE MEMBER GARDLER: Loans and Mortgages. Loans, \$40,400,000, interest-only loan to CWA. All interest payments are up-to-date. There are no loan provisions in the loan agreement to pay down the principal currently. \$35,000,000 line of credit to CWA to date, only \$100,000 has been used. Mortgages. The Defense Fund Oversight Committee reviewed the current mortgages to locals held by the Robert Lilja Members' Relief Fund. All mortgages are current. The fund is in the first lienholder, and loans may be up to 80 percent of the current appraised value with clear title.

Mortgages as of April 30, 2023, current balances, \$3,406,385.17. Original mortgages, \$6,299,011.30. March 1, 2022 through April 30, 2023, Strikes/Heroes of Collective Bargaining. During this period there was one strike and no heroes of collective bargaining allocations. Strike related expenditures.

Pittsburgh Post Gazette, Local 14827, \$171,300;
Pittsburgh Post Gazette, Local 14842, \$222,633.63,
and the Pittsburgh Post Gazette, Local 38061, \$504,600.

The balance of the Robert Lilja Members' Relief Fund as of April 30, 2023, was \$400,065,551. And to continue with the report, I will turn it over to my colleague from District 4, Gary Kundrat.

COMMITTEE MEMBER KUNDRAT: Strategic Industry Fund. The Strategic Industry Fund campaigns are approved by the Executive Board and the DFOC continue to increase our leverage at the bargaining table and advance our major policy initiatives. Since we began approving SIF allocations in 2006, we have funded many successful projects and continue to incorporate insights from each project into our project management practices. The campaigns operate with specific budgets and clear measurable benchmarks, six-month evaluations. We currently have 84 active SIF campaigns. The SIF also provides funds for the SMART program, discussed later in this report.

Note: Any member wishing to review a SIF report should contact the Secretary-Treasurer's office.

Strategic Industry Fund income and expenses as of April 30, 2023.

Total income since inception, September 2006, \$397,287,191.

Total expenses since inception, September of 2006, \$311,114,340.

Allocated SIF balance, \$33,544,311.

Allocated SMART balance, \$18,320,484.

Unallocated SIF balance, \$34,308,057.

The balance of the Strategic Industry Fund as of April 30, 2023, was \$86,740,574. And, now I pass the mic to District 6 Representative Nancy Brown.

COMMITTEE MEMBER BROWN: Growth Fund. At the 74th CWA Convention held in April 2013, the delegates approved the Committee's recommendation for the establishment of the Growth Fund, which uses one-half of the RLMRF's annual earnings to invest in campaigns that have the potential to change the course of our movement and our nation. With the establishment of the Growth Fund, the Defense Fund Oversight Committee's responsibilities were expanded to include participation with the Executive Board in the approval and the evaluation of Growth Fund requests.

The Growth Fund supports and enhances the Union's movement building, organizing, leadership development, research, industry analysis, and efforts to achieve economic justice. The Growth Fund can be used to hire staff needed to launch new campaigns and support existing efforts.

The campaigns operate with specific budgets and clear measurable benchmarks with six-month evaluations. We currently have 30 active Growth Fund campaigns.

Note: Any member wishing to review a Growth Fund report should contact the Secretary-Treasurer's office.

Income, expenses, and balance as of April 30, 2023.

Total income, \$145,612,841.

Total allocated, \$116,633,061.

Total unallocated, \$28,979,780.

The balance of the Growth Fund as of April 30, 2023, was \$49,474,636.

To continue the report, I will turn it over to the Vice-Chair, Cecilia Valdez from District 7. (Applause)

COMMITTEE MEMBER VALDEZ: Thank you, Nancy. Support Members and Rebuild Together, SMART Resolution. At our last Convention, the delegates passed the SMART Resolution to hire 28 staff using the members' dues and investment income to serve us at the front lines in contract negotiations, administering contracts, and organizing to achieve our goals. Since the last Convention, 28 staff members have been hired and are serving our members. In addition, the General Fund budget includes a proposal for the hiring of an additional 25 staff in various parts of the Union.

The funding of the 28 positions requires semi-annual reporting to the Defense Fund Oversight Committee and a review of -- reauthorization to continue modifying funding from the SIF by the CWA Convention the year after the membership target of 500,000 is achieved.

In an emergency with a unanimous approval of the Defense Fund Oversight Committee, rather than the usual two-thirds, CWA may spend up to an additional 10 percent of the Strategic Industry balances on General Fund needs. Emergencies shall include FEMA declared natural disasters, pandemics, national loss of fair share fees, or other unforeseen situations that cause a significant sustained loss of income and impair CWA's ability to serve members. Our Mission. The DFOC was created to oversee the Robert Lilja Members' Relief Fund, the RLMRF, and later assumed oversight responsibility for the Strategic Industry Fund (SIF) and the Growth Fund (GF). The delegates elected by the members through Convention action have entrusted us to support our members through convention action -- excuse me. They have entrusted us to support our collective goal of achieving better contracts.

In the past, that meant striking. The MRF has designed -- was designed to support strikes by minimizing the hardships placed on our members. We soon realized that we could achieve our goals without a strike if we acted smarter by acting strategically. This member -- this led to the establishment of the SIF to fund strategic organizing, membership mobilization, and political leverage to achieve good results at the bargaining table without striking, and the Growth Fund for building a better bargaining climate by promoting innovative approaches in building a movement for economic justice and democracy that supports growth in our Union and the labor movement. In addition, this investment in the growth is designed to find organizing targets in an ever changing economy our members and union must adapt to.

We understand that the goal of all of these funds is to get the best contracts we can for our members. A strike is not an end; it is a means to an end. Our goal is a great contract that offers our members the economic security they deserve for the distribution -- for the contributions they made to their enterprises that employ them.

And now for continuation of our report, I pass this on to my sister from District 9, Monica Alvarado.

COMMITTEE MEMBER ALVARADO: Thank you, Cecilia. CWA Strategies to Fight and Win. During these unprecedented times, CWA has been a leader and innovator when it comes to meeting our current membership's needs and reaching out to people who need union representation.

Project Updates. As part of its role overseeing the Growth and/or Strategic Industry Fund grants, our committee reviews the periodic and final reports that are required for each project or campaign. This process helps us to ensure as best as we can that our Union's money is spent wisely. Many of the projects are great successes and help us win better contracts, defeat vicious anti-union campaigns, organize new members, or achieve justice.

Sadly, sometimes we fail. However, it is important that we learn from these failures. Therefore, the DFOC believes that it is vital that CWA establish a more formalized system for determining which methods are most successful in achieving the goals set forth in each type of project and then utilize these Best Practices to the maximum extent possible in the future.

Given the large and continually growing list of SIF and Growth projects, this Committee will be consulting with our Union's leadership to set up an effective methodology to help us win going forward.

IUE-GE Manufacturing Reinvestment Campaign. Please play the video.

(Whereupon, a video was presented)

(Applause)

In advance of the June 2023 expiration of the General Electric contract, this campaign sought to change the power dynamic between the Union and GE, to convince GE to stop offshoring our work to encourage the company to invest in American manufacturing at our Union represented sites. On Tuesday, April 18, 2023, an overwhelming majority of the IUE-CWA members at General Electric, GE, voted to ratify a two-year extension of their national collective bargaining agreement with the company. Under this extension, the workers secured a 12 percent general wage increase and successorship language -- (Applause) -- that will preserve -- that will preserve 85 years of hard fought gains through GE's planned spinoff into two separate companies. The workers also retained their existing healthcare, retirement, and other benefits without any concessions. (Applause)

The contractual gains, including the unprecedented general wage increase during a cost of living crisis and the successorship clause, which will protect the workers' contract rights and union recognition after GE splits in 2024 are a testament to the members' consistent mobilization throughout the bargaining, provided by the GE manufacturing reinvestment campaign.

Now that the extension has been ratified, the workers are determined to continue to mobilize, as they are set to return to the table in 2025 to fight for a fair contract and a stronger footing. For purposes of continuing our report, I proudly introduce to you my brother, Mr. John Lewis, from the IUE. (Applause)

COMMITTEE MEMBER LEWIS: Thank you, Monica.

When we fight...

("We win" from the delegation)

When we fight...

("We win" from the delegation)

Women in Manufacturing Program.

The IUE-CWA Women in Manufacturing Program supports Women's Committees across IUE-CWA. The program is designed to educate and train IUE-CWA Women's Chairs in topics ranging from Union history to internal organizing and to support and encourage the work of the Women's Committees at the local. Since inception, the number of active Women's Committees within IUE-CWA has more than tripled. Many of the program participants have run for local union offices, from alternate steward to Local President. The work that our Women's Committees do at the local increases the local's footprint in the community, gets our Union sisters involved in the movement, and builds unity in the local membership from holiday parties and charitable fundraisers to strike actions and the GE campaign.

The IUE-CWA Women's Committee are showing up for the work. (Applause)
Tower Climbers Union CWA, after an amazing video.

(Whereupon, a video was presented)

(Applause)

Thank you. The overall goal of this project is to organize the tower climbers and the incredibly fissured and fragmented wireless tower industry. Due to the nature of the industry, unionization and workers' voice is nonexistent, which has resulted in an industry with a deadly health and safety record, poverty, wages, and horrible working conditions. SIF funding has been pivotal in getting this campaign off the ground and achieving some early success.

Achievements to date include:

We recruited and trained an Organizing Committee of longtime workers and advocates who helped implement and lead the campaign. We have a solid and committed group of 14 rank and file workers who are meeting regularly and collaborating to build the Union. We signed up almost 300 founding members of the Tower Climbers Union into CWA. These are workers who paid \$20 to join the initial effort. We have since shifted tactics. We are building a non-majority, dues-paying local.

Our plan is to launch the local on July 4th, as Local 9424, with more than 125 monthly dues paying members. We have had a tremendous social media presence. We started a Facebook group for TCU/CWA, that currently has 1,700 members. We have reached over 27,000 people on Facebook and Instagram, with a 54 percent engagement rate. We have added over 1,200 new members to the Facebook group in the last six months, the vast majority of these being rank and file tower technicians. We established CWA as a major player in the industry. We are seen as the union of tower technicians. We have had significant press coverage of our actions and developments and have put employer organizations on notice.

They correctly see us as a threat to the unjust way that they have organized this industry and as a promise of change to come. We developed a Tower Technician Safety Survey to solicit information from frontline workers on the safety issues in the industry. This is a significant achievement, as rank and file workers have never been asked for their perspectives on safety on the job.

We took the report of our safety survey, and several TCU/CWA member leaders, to the 2023 shareholders' meeting of Verizon and Crown Castle to demand a meeting with the CEOs. The CEOs agreed to our demand, and we have meetings set up with Verizon, Crown Castle, and AT&T executives at the end of June to discuss how to improve the industry. This will be the first time that these companies have ever sat down with tower technicians, now proud CWA members, to hear what kind of changes -- what kind of change workers want to see in the industry.

Now I pass to my brother, Jeff Heisey of AFA, the airline sector.

COMMITTEE MEMBER HEISEY: Thank you, John. To continue with some additional updates, providing some background on the CWA Apple bargaining team. After making CWA wait more than five months after sending our letter of intent to bargain, we finally began bargaining for Apple retail workers in Oklahoma City in May of 2023. We presented 28 proposals in the first two-day session initially, and we believe there was -- they were very good conversations and dialogue about our proposals for seniority, vacation, grievances, arbitration, and surplus and layoff protection. And after our first two-day session, we all felt the team worked incredibly well together and gave many firsthand examples of issues in the store our proposals would fix.

We went into our June session optimistic we'd be receiving back counterproposals to find some common ground, but, instead, we were met with an onslaught of questions about seniority and how they do not believe it will work in their culture. Our favorite part was how, if they agreed to seniority and job vacancy language, it would hurt their diversity in the store. All you must do is Google their executive leadership to see just how diverse this company is not. (Applause)

We did get back six of our 28 proposals in counters that gutted our original language and intent as well as having them present a terrible managers' right proposal. So after our June session, we have since sent two FR requests to focus on diversity and to call them out on their bullshit.

("Bullshit" from the delegation)

(Applause)

The company has only agreed to give CWA two days per month through October of 2023 at the moment, but we plan to continue to make the most of our time at the table and will not stop until we get what these workers deserve, and that is a fair contract. (Applause)

My next update is on the District 9 Frontier strike. The Strategic Industry Fund provided the resources necessary to build a strong mobilization and communication structure for the eight Frontier California locals. With a strong structure in place, we were able to develop a strong, educated, organized workforce to support the bargaining team and their efforts at the table. We engaged our members in strategic mobilization activities designed to protect their jobs.

Our goal was to use both an internal and external campaign to apply pressure on Frontier Communications so that we would be successful in obtaining a good contract. Our mobilizations pushed Frontier management to do what it needed to do to invest in their network, build out broadband in underserved communities, and provide excellent service to win back and grow its customer base. We utilized social media, industry research and education to put CWA District 9 on offense by building the Union internally and externally that would build a movement for economic justice and democracy.

We not only mobilized our membership, but we also engaged our allies, affiliates, legislators, and coalition partners support of our program for good jobs, network investment, and quality service.

CWA District 9 secured a fair and just contract through member engagement, education, mobilization actions, community allies, and legislative support. We were able to protect CWA members' job security, health care, wages, pensions, safety, and other benefits. I would also like to provide you some updates on achievements AFA has made that were made possible through funding from the SIF.

A minimum ten-hour nonreducible rest for domestic flying has been implemented as an FAA regulation. (Applause)

And that is clearly to the benefit of all flight attendants and the traveling public. Legislatively, our efforts are ongoing with the FAA Bill. We continue to work to get several priorities in the bill, and to date, we have been successful in keeping out the items that were threats to our jobs or benefits. All of the work that has been accomplished over the past two years is paying off. Having said this, we are not done until we get the bill passed this fall. On the organizing front, the Delta campaign has grown internally, and we have support from across the labor movement. The visible show of support with people wearing buttons, passing out campaign info, etc., has all been foundationally instrumental in this growth. We have a coalition with the Machinists and Teamsters. Of note, the pilots are also supportive for the very first time in history. (Applause)

And of particular significance, we have community support in Atlanta that has never existed before. (Applause) As this organizing movement at Delta has grown, we have also been able to conduct rapid response to more than two dozen investigations of our activists, where all issues have resulted in no discipline, and in some cases have only served to further affirm our rights to organize at Delta. (Applause)

The SkyWest campaign is growing, which is a significant accomplishment, in that we have never been able to break through before at this company. It is now my privilege to introduce you to Bill O'Meara, from the media sector, to continue with the report.

COMMITTEE MEMBER O'MEARA: Thanks, Jeff. (Applause)
Hang in there, folks. We are almost done. There's just so much amazing work out there. It's awesome.

Unity@Mobility, Phase 6. Unity@Mobility began as a project designed to get workers in the AT&T Mobility unit to be active in their CWA locals and to build bargaining power within the unit. In Unity@Mobility Phase 6, we continue to be organizing, mobilizing, and training. This phase of Unity@Mobility began as the 2022 Orange Mobility CBA was being ratified, and at the six-month mark, in January of 2023, the Black Mobility CBA bargaining team, notably led by staff who are members from within the Mobility Unit, was supported by Unity trained activists being used as mobilizers resulting in a groundbreaking agreement negotiated on time and overwhelmingly ratified.

In addition, the campaign leads on this SIF have been targeting low performing locals, low density, no activism, resulting in increased density and improved interest among local leaders. This phase of the SIF has taken on extra importance with the addition of Work From Home job titles in AT&T Mobility. We are reaching a Work From Home members by having them attend virtual training, which is a helpful tool for building unity among the membership. Using this SIF, local leaders are working with District Staff Coordinators to maintain a level of trained members, activists, and stewards. As we have always done with Unity@Mobility, the issues-based approach teaches our members about their rights and their place in CWA and in the labor community. FCC ruling on TEGNA.

In the media silo, where I come from, a SIF grant helped score a major victory for journalists and media workers. The NewsGuild-CWA and NABET-CWA helped thwart a hedge fund's attempted takeover of local news, and they also set a groundbreaking precedent at the Federal Communications Commission. (Applause) Working with public interest groups, leaders of those CWA sectors filed objections and convinced the FCC to look at the impact on jobs in the proposed deal between hedge fund Standard General and local news broadcaster TEGNA. As a result of those efforts, the Commission ordered further scrutiny of the highly complex, multibillion dollar deal, setting a precedent that job losses will be considered in the future when Wall Street firms try similar tactics that have invariably led to severe cuts in newspaper and broadcasting newsrooms across the nation.

In May, TEGNA terminated its merger agreement with Standard General and an administrative law judge at the FCC dismissed the matter in a hearing in early June. (Applause)

Now turning to NewsGuild-CWA bargaining. And in another mobilizing effort partially funded by the SIF, workers at the New York Times ratified a historic contract, sealing in raises between 10.6 percent to 12.5 percent, lump sum bonuses of 7 percent, the right to remote work, a four-week sabbatical, additional holidays, a salary floor of \$65,000 a year for every full-time worker and much more, with no givebacks. (Applause)

The NewsGuild-CWA has scored huge successes in organizing thousands of new members over the past few years, assisted by grants from the SIF and Growth Funds and winning new contracts in dozens of places across the country. Since January of 2021, the NewsGuild has ratified 57 first contracts and added more than 1,300 new dues paying members. And, most recently, the NewsGuild of New York won the longest digital media strike against Insider, with the first contract that advances an industry standard minimum salary of \$65,000 per year and includes

raises of over 10 percent during the term of the contract, \$400,000 -- I think over \$400,000 in healthcare reimbursements and just cause, without exception.
(Applause)

And now I'm going to turn it back to our esteemed chairperson, Arthur Cheliotas, for our Committee's recommendations.

COMMITTEE CHAIR CHELIOTES: The Defense Fund Oversight Committee's recommendations. We must adapt to the ever-changing bargaining environment.

We need current and accurate information that will maximize our ability to achieve bargaining goals and avoid strikes by utilizing the Strategic Industry Fund, increase our bargaining power by building our membership, and political power with our Growth Fund, and support strikers with the Robert Lilja Members' Relief Fund.

Therefore, the Defense Fund Oversight Committee submits for the delegates' approval the following proposals that will assist the DFOC in better assessing CWA strategies using these funds to empower our members and achieve our contract.

First, we need to assess our strategic planning for strikes.

Therefore, we ask that the delegates direct the Trustees of these funds that provide the DFOC on an annual basis, starting in January of 2024, a report listing bargaining units with at least 1,000 members whose contracts are set to expire in each of the next three years. The report shall include an analysis and the potential cost per week of strike benefits, plus COBRA healthcare reimbursements for the current full membership of each unit.

Second, starting in January 2024 and on an annual basis, the Trustees of these funds will provide the DFOC a written rationale for their investment strategy to ensure funds will be available in the RLMRF, if strike benefits are needed, while also maximizing funding for the SIF and Growth Funds.

Third, the monthly interest payments on internal loans on our building and line of credit are currently being distributed to the SIF and Growth Funds. This shall, effective January 2024, be excluded from the annual calculation of investment returns and remain in the Robert Lilja Members' Relief Fund. Unless by a two-thirds vote of both the Executive Board and the DFOC, we agree to move it into the combined income stream.

Finally, at our last Convention a delegate made a motion which was a resolution that each local receiving -- is to receive a payment of \$25 for each member who pays the quarter hour into the Robert Lilja Members' Relief Fund. The calculation would be based on the number of members at the time of the last Convention. The payment was to be made in fiscal year '21-'22. There was a subsequent motion to refer the resolution to the DFOC, which has oversight over The Robert Lilja Members' Relief Fund to analyze the proposal's financial impact to the fund and to report back to the Convention. The delegates passed this and seconded that motion.

The DFOC discussed this matter extensively, and given the poor investment returns last year and our current proximity to the \$400 million soft floor, we do not believe it is advisable to make such a payment at this time. In conclusion, the DFOC wishes to thank Mary Catucci and Elizabeth Wilks for their assistance in preparing this report and their support in conducting the business of the DFOC throughout the year.

Respectfully submitted, the Defense Fund Oversight Committee. Thank you.

(Applause)

PRESIDENT CUMMINGS: Okay. A motion has been made and seconded for adoption of the Defense Fund Oversight Committee Report. I recognize Delegate Zack Tanner from Local 38061 on the "For" mic -- I'm sorry -- on the "Motions" mic.

DELEGATE TANNER: Thank you, President Cummings, thank you to the Committee, and thank you to all of the delegates. My name is Zack Tanner.

I'm the President of the Pittsburgh NewsGuild-CWA Local 38061. (Applause) And I'm here today to make a motion to amend the Committee's report and add the following recommendation:

It's moved that the delegates direct both the CWA Executive Board and the Defense Fund Oversight Committee to consider for approval, by two-thirds vote, a \$300,000 allocation from the Members' Relief Fund to be directed toward the three CWA locals that are on strike against the Post Gazette, direct those funds to their Strike Relief Supplement Funds. This allocation will be paid on an as-needed basis in increments of \$100,000 and governed by the rules of the CWA Strike Manual. In CWA, we have a saying that is "One day longer, one day stronger." We're ten months into a strike against the Pittsburgh Post Gazette, and the financial hardship that striking members from the three CWA locals, and that's CWA Local 38061, 14842, and 14827, that they have experienced has increased significantly, as members burn through their savings to meet routine expenses and manage unexpected emergencies.

The current rate of inflation has only increased the pain, and this pain is coming directly from the owners of the Pittsburgh Post Gazette. Block Communications, owned by twin brothers who have multigenerational wealth that they hoard, instead of handing it to their workers. They fight us every single step of the way, as we fight for affordable healthcare, equitable treatment in our workplace, and power in our workplace.

Pittsburgh strikers are fighting this employer every single day on the picket lines for the past ten months. This is a company that refuses to bargain in good faith and has been found in violation of the National Labor Relations Act dozens of times. In fact, the Newspaper Guild of Pittsburgh won a major administrative law judge case at the National Labor Relations Board level in January, and the company has refused to abide by that, end the strike, and give the workers what they demand.

There's no expectation that the strike will end soon. I've heard another saying a lot during this Convention, and that saying is "When we fight, we win." I have been saying that on the picket line for ten months now. I have heard it over and over again here at this Convention. To fight and win in Pittsburgh and to fight and win across CWA, as we fight bad bosses every single day, every single month, and every single year, I ask the delegates to approve this motion to send these funds to the Pittsburgh strikers, so that we can ensure a win against the Post Gazette and ensure wins in the future at CWA. Thank you.

PRESIDENT CUMMINGS: Thank you. (Standing ovation)
All right. I think I'll take that as a second from the floor.

(Laughter)

How about that? Okay?

At the "Questions" mic, we have Susan -- let me see. Which was first? Madison Cassels is first, I think, from 37074 on the "For" mic -- oh, I'm sorry. On the "Question" mic, Juan Carlos Rodriguez, TNG-CWA Local 31003.

DELEGATE RODRIGUEZ: Thank you. Good afternoon. My question is, I'd like to know what the DFOC's opinion of my brother from Pittsburgh's motion is.

PRESIDENT CUMMINGS: Okay. We'll refer that to the Committee or to the Chairman.

COMMITTEE CHAIR CHELIOTES: The Committee has spoken to the local about their motion, and it follows the appropriate rules of the DFOC, so we don't have a problem with it. (Applause)

PRESIDENT CUMMINGS: Okay. We have Delegate Madison Cassels from 37074 on the "For" mic.

DELEGATE CASSELS: Hi, y'all. Hi, Union Siblings. So Madison Cassels, President of the Denver Newspaper Guild, Local 37074. I rise in support of this motion. I'm a very proud CWA member, and I proudly worked with folks across sectors in CWA, all sorts of members, and it's just really empowering to see us all come together in solidarity to support our folks, right? And to be frank, we have folks that have been on strike here for nine months, y'all, nine months, and that is a really long time to remain strong against a terrible, terrible owner. But these workers are remaining in this fight, taking many escalating actions against these corporate owners.

Our Member Relief Fund has been providing support to these striking union siblings. However, the amounts provided are not sufficient today, especially in this economy and cost of living, right? I think we all know what all of us are dealing with. Okay? And so they have put together, you know, an additional supplemental fund, which I know many of you, as individuals, as locals, and as boards and councils, have been contributing to, and that is incredibly appreciated and loved and is an immense show of solidarity.

That being said, we all need to continue to demonstrate our solidarity, so in the here and now, we must approve this additional funding to continue to show our solidarity in this extended fight because when we fight, we win.

("We win" from the delegation)

And our Union siblings need the support to win this fight. I asked that you vote in favor of this motion to provide this solidarity to our Union siblings at the Pittsburgh Post Gazette. Thank you. (Applause)

PRESIDENT CUMMINGS: Thank you. At the "For" mic, Susan Decarava, 31003.

DELEGATE DECARAVA: Thank you, President Cummings and gathered Delegates. I'm Susan Decarava, President of the NewsGuild of New York, 31003, and as you heard from my colleagues, we stand in support and to second the motion from our brother in Pittsburgh on behalf of all of the locals that have been on strike and are striking going on now ten months. Some of you have already reached into your own pockets at your District meetings and answered the call and given generously, and it is so deeply appreciated and it is a mark of honor that you all have done so on an individual basis, and we thank you deeply from the bottom of our hearts for your care and your consideration and your generosity. But we need to do more, and we are here today making this request because the Blocks, if you have heard, are bad people.

They are bad bosses, and they want to make us pay for standing up for the right to work in a place with dignity and respect and healthcare and a fair wage and not be in fear of what will happen if we cross the boss and say the wrong thing. That is what our brothers and sisters in Pittsburgh are fighting for and that is why we must stand together in support of them not just individually, but collectively, as CWA, because let me tell you, the Blocks think that they can wait us out. They are testing us. They think that they will just ignore us and eventually we will get tired and go away or fall down or no longer have the energy to fight. And one of the things that I love about this Union is that when one of us gets tired, there is always someone there to pick up the pieces, to say, Keep fighting, to stand up and tell us, We can do more. (Applause)

So I ask each and every one of you to raise your hand high, to stand up in support of this motion for additional funds because we are the Union. We will not get tired, and we will tell these bosses, No more. Because when we fight...

("We win" from the delegation)

When we fight...

("We win" from the delegation)

When we fight, goddamn it, we win.

Thank you. (Applause)

PRESIDENT CUMMINGS: All right. Let me see. I don't see anyone else wishing to speak, so the amendment before you is this, Move that delegates direct both the CWA Executive Board and the DFOC to consider for approval, by a two-thirds vote, a \$300,000 allocation from the Members' Relief Fund to be directed toward the three CWA locals' Strike Relief Supplemental Fund. This allocation will be paid on an as-needed basis in increments of \$100,000 and governed by the rules of the CWA Strike Manual.

That's the amendment before you.

All those in favor, raise your hands.

(Show of hands)

All those opposed.

(Show of hands)

(Gavel knock)

Thank you. The amendment passes. (Applause.)

Now, we have to go back to the report as amended. So all of those in favor of the Defense Fund Oversight Committee report, raise your hands.

(Show of hands)

Those opposed.

(No response)

(Gavel knock)

Thank you. It passes.

(Applause)

I want to thank the DFOC Committee for their great work. Let's give them a round of applause. They do absolutely great work. Thank all of you for your hard work. (Applause)

At this time, I would like to bring up Director of Organizing Tom Smith to present a report, and I also think he has a special announcement for us on the day. So, Tom. Oh, we have an interruption. Hold up. Before you guys, we have an interruption here. Let's see what this interruption is.

COMMITTEE MEMBER VALDEZ: Thank you, everyone. Arthur probably thought we were going to let him get away without us acknowledging that we have an award for him and the award says, Honoring, Arthur Cheliotas for 33 years service on the Defense Fund Oversight Committee. That's from the inception, and thank you for your tireless efforts and dedication.

Presented to you on July 11, 2023. Here we go, Arthur. Thank you. We are going to miss you.

COMMITTEE CHAIR CHELIOTES: Thank you. (Standing ovation)

PRESIDENT CUMMINGS: Yeah, Arthur has meant too much to many of us for such a long time, such a great labor leader, and I just have to give him an opportunity to make a few remarks. Don't you all think? (Applause)

COMMITTEE CHAIR CHELIOTES: Thank you, President Cummings. Thank you to this wonderful Committee. You know, it's nice to have a team that you can work with when you know what the goal is. It's the members. It's been our goal here, right from the start, to make a difference in their lives and make sure that they can stay out one day longer. And what we realized is that the best way to do that is to have a strategy, and the SIF was created. And then we realized, that it's not enough to just have a strategy and have a Strike Fund, but you have to have a Growth Fund because you have to grow the next generation of leaders who is going to run this into the future for as long as we need to do so. (Applause)

So I thank this dear Committee of mine, these friends of mine, these brothers and sisters, and to the Executive Board and to the Delegates here, I thank you for the privilege of being the Chairman of this Oversight Committee. And I particularly have a thank you for my local, Local 1180, who has given me the opportunity to serve the members of Local 1180 and this entire Union. Thank you very much. (Applause)

PRESIDENT CUMMINGS: Come on. Let's stand up, and let's give Arthur a rousing goodbye. Not maybe goodbye, see you later. He's such a great, great, great labor leader.

(Standing ovation)

Thank you, Arthur, so much for your many years of service. Okay. Tom. All right. So we have Tom Smith, Director of Organizing, who has a special report. He's giving his report, and I think he has a special announcement for us also. Let's welcome him.

DIRECTOR OF ORGANIZING SMITH: Thank you, President Cummings. So, yes, if folks have seen the news earlier this morning, a federal judge ruled that the Federal Trade Commission's attempt to block the Microsoft acquisition of Activision Blizzard, they would not be granting the preliminary injunction. Usually, we are not necessarily in favor of large companies buying other companies. In this instance, the workers at the company being bought will have a direct path to unionization inside our Union. Nearly 10,000 workers will now have organizing rights. (Applause)

So, that was the second best news that I received this morning. Well, Sisters, Brothers, Union Siblings, I am very excited to share our amazing Union's Organizing Report. All across the labor movement and the broader progressive movement, CWA is known to have the most ambitious and visionary organizing program, period.

If there is a news story about workers organizing, our Union is featured in that story, and this is attention well deserved. In just the 20 months since our virtual Convention, the organizing momentum that you all worked so hard to build throughout the pandemic has been sustained, and we have won organizing campaigns in units of 11,723 workers. (Applause)

Since we were last together in person, CWA locals across our Union have brought in more than 25,000 new members through external organizing campaigns, and to put this in perspective, when we were together in Las Vegas, we celebrated organizing 5,000 workers in those previous two years. We've more than doubled that. (Applause)

Across the labor movement, CWA is known as the organizing union. Together, we have done this organizing in media and manufacturing, telecom, and flight attendant units, among university and healthcare workers, computer programmers and artists, office staff at non-profits, and ski patrollers on the slopes. We now get to celebrate these incredible wins, so please give yourselves and your fellow delegates a round of applause. (Applause)

We are gathered here in St. Louis at a tipping point for the labor movement, and our Union is meeting this moment with our doors open to welcoming new workers who are committed to changing their lives and the world into our Union family. Shortly, the Chair of our Executive Board Organizing Committee, my brother Frank Arce, the Wedge Antilles to my Wes Janson, will join us to recognize each local who has organized more than 100 workers since our last Convention.

So for now, I'm just going to do some highlights. Our organizing blitz of journalists and media workers has continued and the News Guild has grown by 2,572 workers in the last two years. (Applause)

As critically, they have settled first contracts covering another 1,400 newly organized workers. They have driven forward CWA's campaign to organize digital employees with the NewsGuild of New York, coupling bargaining at the New York Times journalist unit with a hugely ambitious push to organize nearly 800 programmer and tech workers at the paper. (Applause)

At AFA-CWA, the leadership leaned into the regulatory approval process to engage management at the Scandinavian startup, Norse Atlantic, to win a path to unionization and rehire protections for members who are affected by Norwegian Air's closure. (Applause)

Yes. In our manufacturing division, President Kennebrew has rebuilt an IUE-CWA organizing team largely from scratch, bringing together organizers who are winning inspirational campaigns all around the country and especially in the U.S. South.

At New Flyer, we built a long-term campaign with community allies across our sectors and districts to ultimately win community benefits agreements that support local economies and have given more than 1,200 New Flyer bus production and assembly workers a path to IUE-CWA union representation. (Applause)

This campaign was not quick, and it was not easy. It took years of workplace organizing, years of community coalition building, years of smart litigation strategy, and as Carl you know all too well, years of nonprofit board meetings at Jobs to Move America. And it took leadership from President Kennebrew and IUE staff working in good partnership with headquarters' legal staff and through the national Organizing Department with organizers around the country, working in partnership with District 7 Staff Representatives under Vice President Susie McAllister and her predecessor, Vice President Brenda Roberts' leadership. With Local 7304, President Matt Lelou, through multiple rounds of contract bargaining at our CWA represented plants in Crookston and St. Cloud, Minnesota, and this work paid off with unit certified New Flyer that cover over 300 members in Shepherdsville and another unit in New York. Next up, as the DFOC just told us, the 800 person plant in Anniston, Alabama.

("IUE" from the delegation)

IUE. And the New Flyer story is how these transformative wins happen. We share strength across our CWA family, amazing dedicated local union officers and activists who are deeply engaged in your communities working with sector and District Vice Presidents and our Organizing Coordinators and campaign leads working on nationally coordinated campaigns that have gained expertise around strategic organizing targets. Under President Cummings' leadership in District 6 and Vice President Trainor's in District 1, District Organizing Coordinator Yolanda Anderson was able to partner with Mary Clinton and Tim Dubnau to dig in to early organizing leads at Apple stores in Manhattan.

We learned the structures of these Apple stores, the lingo and the workplace issues. We saw glimpses into how the company would fight back, and through our wireless organizing SIF, we were able to support these committees and connect them with worker leaders in Atlanta, where Vice President Honeycutt and District 3 Organizing Coordinator Cassie Watters, were building a committee with President Ed Barlow's team at Local 3204. There we made history, filing for the first-ever union election at an Apple retail location in April 2022, with Local 3204.

We know that labor law is broken. We know companies break the law. We know how hard it is to organize. And when the workers there couldn't overcome that time, the illegal union-busting Apple threw at us, they were still able to pass the baton and the hard-learned lessons back to Yolanda, to Nancy Barrios, and others who were building a committee in Oklahoma City. With Claude's leadership and the support from President Jay Albertson's team at Local 6016 and from Vice President Derrick Osobase, other District 6 staff, and welcoming into District 6 Organizers Mary Clinton, Tim Dubnau, and Cassie Waters, our Union made history, certifying the first CWA represented Apple retail store. (Applause)

That certainly deserves applause. And I'd also like to ask if President Albertson and President Barlow at Local 6016 and 3204 could please stand. Could we give these folks a round of applause. (Applause)

Shortly, we are going to recognize literally two dozen other amazing CWA locals that have won units adding more than 100 workers, and these two locals came in just under that number, but clearly deserve recognition nonetheless.

At our Las Vegas Convention, we welcomed a group of video game programmers, designers, and production workers with the homegrown effort, Game Workers Unite. Our Executive Board sat backstage with them and talked about the industry, their vision for it, and since that meeting with the launch of our campaign to organize digital employees, CWA has planted the flag and built the reputation of being the Union for tech and video game workers. (Applause)

Your efforts have supported thousands of highly paid tech workers into winning CWA recognition and pushed campaigns that have created huge breakthroughs. At Activision Blizzard, the video game giant behind Call of Duty and Diablo, we supported workers fighting back against sexual harassment and extreme abuse because, Union Family, that is what we do in CWA. We fight for mutual respect both in the workplace and inside our Union, and the toxic behavior at the leadership level at the company, when it led to the stock tanking, Microsoft announced plans to buy it. Because of our Union's history of smart regulatory engagement, Microsoft, the third largest company in the history of people, came to us to negotiate an organizing rights and neutrality agreement. (Applause)

Under President Emeritus Shelton and former Secretary-Treasurer Steffens' leadership, we did negotiate that path for nearly 10,000 video game workers to win union recognition, and as we just reported, it looks like it's clearing the way for regulatory approval. Fingers crossed. We pushed that envelope further still, when we demanded that Microsoft extend the same path to 300 ZeniMax workers in Maryland and Texas.

This week we continued to negotiate first contracts with Microsoft at ZeniMax and with Activision Blizzard in the recognized unit CWA has there in Wisconsin and New York. And yesterday, as Chris shared with you, these efforts resulted in an NLRB certification for nearly 300 more workers that will be represented at Local 3510 at Sega USA. Sonic the Hedgehog will have a union card. (Applause)

And it sets the pieces up for our near-term goal, an industry master agreement setting strong worker standards and fair compensation across an industry that makes more money every year than film and music combined, and we stand on the brink of that. In our tech and games organizing, we have the amazing support of our CWA Research Department, our Legislative Political Department, our Comms Departments, and the phenomenal folks at the Strategic Organizing Center to help us put together these comprehensive campaigns. They also help us in call centers, and we know call centers well.

Over the next year, we have bargaining for three major AT&T agreements, and we know deep in our bones the pressure on our jobs, our wages, and our members' lives that come with the constant threat of moving these call center jobs overseas. We know the threat of unregulated AI and what that could do to these essential jobs too on all sides of the CWA triangle, at the bargaining table, politically with our call center legislation, and on the organizing front, we are doing everything we can to protect the job standards that generations of our members have fought for.

At Maximus call centers that take calls for the U.S. Department of Health and Human Services, at 1-800-Medicare, and for the Obamacare Insurance Exchange,

workers have been fighting like hell for decent pay and working conditions. With the amazing work from locals like Local 3509 in Hattiesburg, Mississippi, and many others, workers have gone on strike a half dozen times. Today we are joined here by work -- by leaders from this campaign and from Local 3509. I'd like to ask if the folks from the Strategic Organizing Center, if Katrina Berry, Anna Flemings, and Tonya Bender and Local 3509 President Mike Hodges would please stand. Oh, they are right here. Please give them a round of applause. (Applause)

Over these next two years, hopefully at Maximus and at Teleperformance, where the worldwide labor movement has won a path to workers organizing, we stand on the verge of organizing 30,000 new call center members into our Union family in locals all across the country. (Applause)

And together, CWA Family, we have accomplished much, and we stand on the precipice of even greater waves of organizing because day after day your energy and your determination has raised the temperature. We're at that moment just before water boils, on that edge between hot and steam, but just as with boiling water, if we don't keep it on the flame, it cools. The energy we have invested, the resources we have invested, they dissipate. So together let's celebrate our wins and let's keep the flame burning. Let's stay the organizing union that the rest of the labor movement looks at us to be, and let's break through to even greater victories in the years ahead of us. Thank you Sisters, Brothers, Union Family, and now I hand it back to my President, President Cummings, to give the President Morton Bahr CWA STRONG Award. (Applause)

PRESIDENT CUMMINGS: Let's give Tom a round of applause, he and the Organizing Department have really done a good job organizing in CWA. I really appreciate his work. (Applause)

And I really look forward to working with them on some other initiatives to organize, and especially using our political power to organize more.

I don't know how many of you saw the information I sent out about Harris County, where we helped the county judge get elected there, and a week or so ago, under Derrick Osobase -- now Vice President Osobase's leadership, we were able -- the county passed a resolution for us to organize over 3,000 healthcare workers without any type of intimidation of the workers or anything like that. We are just going to be given an opportunity to organize them. And I think that is how we use our political power to organize more and give workers on the job worker power. So thank you again, Tom, for all that you do.

You know, when we fight, we win, right? When we fight...

("We win" from the delegation)

Yeah, this is more than just a slogan for us in CWA. This is a legacy passed on to us by previous generations of CWA leaders and activists.

At our 2019 Convention in Las Vegas, we celebrated a new organizing award, the President Martin Bahr CWA STRONG Award. We presented the first President Morton Bahr CWA STRONG Awards on the afternoon of July 30, 2019.

Morty passed away later that very same night.

We named this award in his honor for the vision, the tenacity Morty brought to union building. This year we are presenting the award to two locals who have followed Morty's vision building impressive internal organizing efforts that push forward CWA's vision on the shop floor, at the bargaining table, and in the broader community. Our first CWA STRONG Award goes to Local 1180 and President Gloria Middleton. (Applause)

Since our last Convention, this local has continued to push forward, adding new units of more than 800 workers. President Middleton and her team's fights at the bargaining table and efforts to build internal membership, signups have been just as impressive as Local 1180's organizing efforts. Believe it or not, today 1180 has more members than before the devastating 2017 Supreme Court attacks on unions with the Janus decision. (Applause)

Janus was meant to break the membership and bargaining power of public sector unions. It was intended to cost us tens of millions of dollars in lost agency fees from free riders. Local -- that is right. So at this time, also, Local 1104 felt this attack as deeply as any local in CWA. The State University of New York was more than happy to implement Janus, and to go further, make it intentionally difficult to get accurate lists of nonmembers or have access to thousands of new grad students entering the unit every year.

With the start of fall semester classes after the Court's ruling, we saw membership levels in our graduate student employees units at SUNY plummet. Local 1104, under the leadership of President Tom Benedetto, and his GSEU team have risen to the challenge. They figured out new and innovative ways to organize when classes and orientations were online, organize around the health and safety and the pandemic, and did not miss a beat at increasing their membership and organizing the unorganized as well.

Since 2020, the local has increased membership signups by an additional 11 percent. In April 2022, they organized 360 graduate student workers at Fordham University in New York City. And in May 2023, they organized 81 graduate research assistants at SUNY College of Environmental Science and Forestry in Syracuse. Both votes were nearly unanimous. This was the first new organizing since the research foundation teaching assistants on the Stony Brook campus won in 2007.

In May 2023, after years of organizing and legislative lobbying, they won their bill to eliminate graduate students fees in the state of New York. Members organized a fee strike, where members pledged to refuse to pay fees. They took over campus buildings and held countless speak-outs and demonstrations as well as weekly lobbying with members from across the state. This fall no SUNY graduate students will pay any fees thanks to their work. (Applause)

And they plan to make their union even stronger with this win by organizing the 2,000 private sector graduate student workers at SUNY Research Foundation. Both these locals give truth to the slogan that way of life for CWA, when we fight, we win. Please join us in recognizing these outstanding CWA leaders. (Applause)

We will now be recognizing a group of locals for their special success in external organizing. Since our last Convention, each of those locals were able to support over 100 workers and gain informal recognition for a voice at work. CWA's organizing program is built on locals like these. It is now my honor to hand the mic to my brother, District 9 Vice President Frank Arce, to present these awards. (Applause)

VICE PRESIDENT ARCE: Gracias, Presidente Cummings. To my brother, Tom Smith, Broke Squadron forever baby. May the force be with you. So you know the word Evangelical, right? It's a Greek word. It comes from the Greek language. It means good news or gospel. And when we look at the Union and I look at organizers and Tom's team, they evangelize unionism because it is good news. Because what is the best thing for workers? A Union, right? So, you know, it's my pleasure to give this report.

Since our last Convention, CWA locals from around the country have brought in over 11,000 new members. Applaud, please. (Applause)

We will now be recognizing a group of locals for their special success in organizing. In either one or both of the past two years, these locals were able to support over 100 workers in gaining formal recognition for a voice at work. It is these locals and the hundreds of others we won't be officially acknowledging up here who keep the spirit of our founding leaders alive in communities across the United States, Canada, and Puerto Rico.

So to those locals who tried, but did not reach the level of 100 new workers, for those in states and bargaining units without union security clauses in your contract, where internal organizing is a daily part of your work, for those in members' organizations without formal recognition and signing up new members is building power and a movement, we want to say that your efforts are critical and you inspire us. You know better than anyone the accomplishment of these locals we are about to recognize who supported over 100 workers in new bargaining units to win representation rights. More than 200 locals have received this award at least once.

Each local will receive a \$1,000 organizing subsidy as well as a plaque for the current year. Locals who have won this award five, ten, and 15 times will receive \$5,000. So join me as we congratulate these locals.

Local 1031, Monmouth, New Jersey, organized 62 workers at East Brunswick Library, and 39 library workers at Hoboken Public Library. (Applause)

Local 1101, New York, New York, 14 employees at Sole Strategies, nine workers at JustFix, 54 post production employees at AMPTP, five workers at AT&T Mobility IHX New Jersey, 18 employees at Precision Strategies, 91 workers at Citizen Central Operations Department, ten employees at NEDA, and eight employees at IHX New York. (Applause)

Local 1104, Farmingdale, New York. 81 employees at SUNY College of Environmental Science and Forestry, and 360 grad students at Fordham University. (Applause)

Local 1123, Syracuse, New York. 246 eBay employees at TCGplayer and 46 CTNY, five employees at Audubon Upper Midwest, five employees at Audubon Vermont, 11 employees at Audubon New England,

18 employees at Audubon California, 24 workers at Caring Across Generations, 17 workers at Audubon Mid-Atlantic, three workers at Audubon Arkansas. Technical difficulty. Thank you, President Cummings.

Five employees at Audubon Washington, and five workers at Audubon North Carolina. (Applause)

Local 1400, Portsmouth, New Hampshire. 129 employees at America's Test Kitchen, 80 employees at ActBlue, and 12 customer service representatives at BDS Connected Solution.

By the way, this is the fifth time this local is receiving this award. (Applause)

Local 31002, New York, New York. 530 workers at Condé Nast. (Applause)

Local 31003, New York, New York, 600 tech workers at the New York Times, 47 employees at Asbury Park Press, Courier News, H&T, and 134 employees at Atlantic Business. They too -- this is the fifth time this local is receiving this award. (Applause)

Local 31222, New York, New York. 60 workers at Financial Times U.S., and 100 business and tech workers at The Atlantic. (Applause)

Local 2108, Beltsville, Maryland. 109 employees at ZeniMax. (Applause)

Local 32035, Washington, D.C. 250 staffers at Politico and E&E News, PEN Guild, 65 workers at Goethe-Institut, 13 workers at Local Progress, 15 workers at ACLU of Virginia United, 14 employees at ACLU Washington D.C., 19 employees at End Citizens United, 29 workers at Voter Registration Project, 24 employees at International Center for Journalists, 25 workers at MLex, 20 workers at Aveda, and 100 employees at The Hill, four employees at Concerted Action, 84 workers at Duke University, 60 workers at Common Cause, ten employees at Louisiana Budget Project, eight employees at Fairfax Teachers Union, and 38 workers at Charlotte Observer. You guys been busy. Congratulations. (Applause)

AFA-CWA Local 23001, Fort Lauderdale, Florida, and New York. 196 employees at Norse Atlantic Airlines. (Applause)

Local 4201, Rantoul, Illinois. 134 employees at AT&T Mobility IHX Indiana. Local 4320, Columbus, Ohio. Where are the Buckeyes in here? 135 workers at IHX Ohio. (Applause)

Local 6154 from Austin, from our President's great state of Texas. 965 mental health workers at Integral Care. (Applause)

Local 7055, Santa Fe, New Mexico. 205 workers at Meow Wolf Convergence Station in Denver, Colorado. (Applause)

Local 7211, 400 Division 1 employees and 600 championship employees at United

Soccer League Players Association. (Applause) Go Oakland Roots.

Local 7781, Greenwood Village, Colorado. Fifty ski patrol workers at Purgatory Pass. Whoo, that's a gnarly name. Fourteen workers at Purgatory Bike Patrollers, and 41 lift operators at Park City Mountain Resort.

Local 7799, Denver, Colorado. Three hundred workers at Colorado Public Defenders and 38 employees at Pikes Peak Library. (Applause)

West Coast, Local 7800, Burien, Washington. Fifty employees at United Bison Workers, 38 employees at Mox Boarding House, Bellevue, and 12 CSR workers at FirstMile. (Applause)

And, to the great Golden State of California, no bias, the Local 9510, Anaheim, California. The aforementioned Sonic the Hedgehog has a union badge. Sega Genesis USA and Tender Claws. (Applause)

Local 9415 from the town, 13 workers at GetThru, 30 workers at Trans Lifeline, 20 employees at Groundswell, 17 employees at Forward Together, 33 employees at Rainforest Action Network, and 34 workers at Mobi in Hawaii. This is the fifth time this local is receiving an award. (Applause)

AFA-CWA Local 29050, Burbank, California. 108 workers at Avelo Airlines (Applause)

Local 39521 from the City of Champions, San Francisco, California. Eleven workers at Cityside, 30 workers at Reveal from The Center for Investigative Reporting, 57 employees at Daily Costs, and 11 employees at Sonoma Media Investments Weekly. Thank you very much. (Applause)

Local 1168, Amherst, New York. Whoo. Eight workers at Millard Fillmore Suburban Social Workers, and 140 workers at Orchard Park Veterinary Hospital. (Applause)

Local 1180, from my dad's hometown, New York, New York. Three hundred fifty workers at the Trevor Project, 91 workers at Tutors Associates, 14 employees at Physicians for Human Rights, 11 employees at Audubon New Mexico/Arizona, 14 employees at Audubon Great Lakes, 26 workers at Audubon Connecticut and New York, five employees at Audubon Upper Midwest, five employees at Audubon Vermont, 11 employees at Audubon New England, 18 employees at Audubon California, 24 workers at Caring Across Generations, 17 workers at Audubon Mid-Atlantic, three workers at Audubon Arkansas, five employees at Audubon Washington, and five workers at Audubon North Carolina. I think we are complete now, right, My Brother? May the force be with you. Thank you all. God bless you. (Applause)

What about another great round of applause for these wonderful organizers. (Applause)

PRESIDENT CUMMINGS: Let's give them another round of applause. Let's give them another round of applause. Great organizing. (Applause)

Thank you, Vice President Arce, for that report. Now I would like to call on

Vice President Lisa Bolton to introduce the Retired Members Council.

VICE PRESIDENT BOLTON: Thank you. At this time, I would like the Retired Members Council to prepare for the presentation of their report. It is my honor and privilege to introduce the members of the Retired Members Council Executive Board. We know that we stand on their shoulders, and please show them the respect that they deserve and the thanks that they deserve for everything they've done in the past. (Applause)

Patrick Walsh, President of District 1 RMC (Applause)

Denise Hawley Vice President of the District 1 RMC. (Applause)

Jenny Sylvester, Secretary of the RMC Board and President of the District 2-13 RMC. (Applause)

Mark Boehmer, Vice President of the District 2-13 RMC. (Applause)

Dusty Winters, Executive Vice President of the RMC Board and President of the District 3 RMC. (Applause)

Gwendolyn Parker, Vice President of the District 3 RMC. (Applause)

Marcy Gregory, President of the District 4 RMC. (Applause)

Hetty Scofield, Vice President of the District 4 RMC. (Applause)

Ray Kramer, Executive President of the RMC Board and President of the District 6 RMC. (Applause)

Priscilla Brown, Vice President of the District 6 RMC. (Applause)

Judy Fries, President of the District 7 RMC. (Applause)

Mary E. Cooke, Vice President of the District 7 RMC. (Applause)

Addie Brinkley, Treasurer of the RMC Board and President of the District 9 RMC. (Applause)

Ronnie Kinney, Vice President of the District 9 RMC (Applause)

John Heisterman -- Jan Heisterman, sorry, President of the AFA RMC. (Applause)

Cicina Norton, Vice President of the AFA RMC. (Applause)

Mary Sue Davis, President of the IUE RMC. (Applause)

Adolphe Bernotas, President of the Media Sector RMC. (Applause)

Myra Kreiman, Vice President of the Media Sector RMC. (Applause)

I recognize Judy Fries, Executive Vice President of the RMC Board and

President of the District 7 RMC, for the purposes of presenting the report of the Retired Members Council. Take it away, Judy. No? That is what my paper says. What are we doing? Start over. So much for what your paper says. Anyway, Ray Kramer is going to be giving the report. He is the President of the RMC Board, so thank you, Ray, and thank you to our retirees.

RMC PRESIDENT KRAMER: Good morning to all of you future retirees or, as Adolphe Bernotas likes to call it, retirees in training. And thank you for your support of our -- for all our chapters and all our retirees. You have the Retired Members' Report in your packet. I won't ask you to read it.

Although, it is only two pages, but I will point out a few things to you. With your support, we continue to grow. If you can't hear what I say, let me know, and I -- I just recently had a stroke and it's affected my speech, so let me know.
(Applause)

Recently, we -- with your support, we continue to grow. We now have over 60,000 -- 60,000 members, an increase of more than 2,000 since our last Convention. (Applause)

Recently, CWA sent out 10,575 packages to newly retired union workers. From that mailing, we received applications from 1,426. Eight hundred ninety eight of them paid their own \$25 one-time fee, and locals paid the fee for the rest of them. That's not enough. That is only about 7 percent, and we could do better than that. This is an opportunity for locals to help us grow, when you give your new FAT&T. Retirees get the gift of a \$25 lifetime membership.

I report that the definition of retiree for most of you is that we are gone, we are history, but all of our history equates to experience. Speaking of history, I'm sure you have heard about all the anti-union sentiment in this country. If we keep electing these anti-union legislators and anti-union governors, we will all be history.
(Applause)

Okay. Brothers and Sisters, we must all stand up and fight back. The average lifespan has steadily increased during the last decade. Most in authority have finally realized that we are living too long, us old people. Longer and they have decided to do something about it. Corporations such as AT&T have dropped retiree healthcare or Congress is constantly jacking with Social Security, which is the money working people paid into. They were attempting to cap Medicare and Medicaid. The Supreme Court ruled long ago that corporations were not required to negotiate health care or anything else for retirees. They can reduce your pension after you have been receiving it. These are all of the things necessary for retirees and seniors to have and enjoy a longer life. We'll all have to stand up and fight back.

What are the retirees doing? We have held telephone town meetings to inform and mobilize retirees.

This helped us to be more involved in actions, and the critical fight that we

are in now to stop cuts to Social Security, medicine, Medicaid, we have called, sent letters and postcards, emailed. Yes, emailed. Most of our retirees have computers. We have paid pension visits to our Union members of Congress. We also -- we are also a very different part of what President Cohen called movement building. It's about increasing our power and building relationships with our allies, such as the ARA, American -- Alliance of American Retirees. Our chapter members play a large important role. They register new voters. They lock walk and knock on doors. They phone bank and work in their precincts. They are precinct Chairs and Election Judges.

We are making a difference, and we will continue to make a difference for ourselves, for you, and for future generations who deserve the same benefits and standards of living that we enjoyed. I thank all of you for your support.

Our movement has grown, and your locals are a big reason for our growth, especially those that support us financially. Every time you give a gift of a \$25 lifetime membership to a retiring CWA member, we grow bigger.

Let's see. Repeat after me. The RMC is about new or good business for all of our reported retirees. We lose a few every year. In the year of the pandemic, we loss a lot of members. We lost chapters. We have to start building again. We will and you are all going to retire one of these days and be retired and join a chapter, all 900 of you, belong to -- belong in a chapter that you can support. Thank you. (Applause)

RMC MEMBER WINTERS: I would just like to add something to Ray's report. I would ask all my fellow delegates that are present on the floor to please vote for our resolution to support the Retired Members' Council eligibility for the CWA Disaster Relief Fund. This will not only help our retirees, but it will help every one of you when you become a retiree. (Applause) Thank you.

VICE PRESIDENT BOLTON: Thank you, Retired Members Council. We really appreciate your great work, and we thank you for all your years of dedication, and we will be here to support you as you were here to support us. I now recognize President Cummings. Come on over here, Claude. There we go.

PRESIDENT CUMMINGS: Let's give the retirees a round of applause. Again, they built this Union, built a lot of these companies that we work for (Applause)

Now I'd like to give you the results of the Defense Fund Oversight Committee election results. In District 2-13, James Gardler, President of Local 13000 was elected by acclamation. Give him a round of applause. (Applause)

In the Airline Sector, AFA, Jeffrey Heisey, Secretary-Treasurer, United MEC. AFA was elected in his election. 4,579 votes to 29,013 votes. (Applause)

The Public Health Care Workers Sector, Robin Blair-Batte, Secretary-Treasurer Local 1180 by acclamation.

And, Bill O'Meara, member TNG-CWA 32035 won by acclamation also.

Congratulations to all. (Applause)

Now, just a couple of announcements before we go into the memoriam period. I want to recognize Sylvia Ramos. Sylvia is going to be our new Chief of Staff. Stand up, Sylvia. Sylvia was an assistant to CWA for me in District 6 (Applause)

She has done an excellent job. A lot of the victories that -- when I was campaigning, I sent out that list of items that we have been able to achieve for our members. I will tell you, Sylvia had a lot to do with all of that. I also know her family is in the back. If her family will please stand in the back, please. Give them a round of applause. They are waving back there. Thank you. (Applause)

Sylvia is an excellent -- just an excellent bargainer. If any of you need any advice on bargaining, she can give it to you, and I have watched her just bring company attorneys to their knees in negotiating sessions and others things that we are dealing with. So I'm happy that she has agreed to come on and be a part of the staff as the Chief of Staff. So thank you again, Sylvia, for that. We also have a member that wants to speak at the "Privileged" mic to talk about unity and bringing us together, and so I'm going to give him the right, right now, to talk about that as we move forward. And, listen, the election that took place was stressful for all of us, to be quite honest with you. So there's a lot of ugliness that is still taking place out in the news media and other places, and I will just say this to you, I am going to do everything that I can to address it in a way where it comes out as positive as possible, and I know that that's going to be tough.

But again, my desire is for all of us to leave here in unity and to do everything I can as President to address some of that stuff that's out there as quickly as possible and put it to rest. You know, my son on Father's Day -- my son is my pastor. I should have said that when he was here earlier today. I didn't. But on Father's Day, I think he gave me one of the greatest commitments. And, you know, you have to be real careful what you tell your children when they are young because you don't know what is going to stick with them. Right? Whether it's something bad or something good.

But my son said this. I gave him a truck when he was in high school, and about a year after him driving the truck, the truck broke down on him. And I came out of the house. I was on my way to work, and he had the hood up. He was just staring at the engine. And I said, Son, what's going on? He said, Well, Dad, it won't start. I think it's either the alternator or the battery. And I said, Okay, and he looked back into the motor and he just stood there for about ten seconds. And I tapped him on the shoulder and said this to him. I said, Son, one thing for sure, it ain't going to fix itself. Go get some tools. Right? (Laughter)

And so it's the same thing with situations that we run into on the job. One thing you'll find out about me as President, when there are things going on, I'm going to address them immediately. And I am going to take time and get all of the information I need to get, you know, do some background, but it's going to get handled, it's going to get handled. So just understand clearly that I don't believe in sweeping stuff under the rug. I'm not afraid to address issues.

I believe that issues need to be handled. Some of it may not come out like

some of you would like, but one thing for sure, you will not be able to say that it has not been handled, and that's the way I've done it in District 6 over these 12 years, and I'm going to do that as President of this Union. And I hope you appreciate that because I think that's what you want --(Applause)

Leaders are elected to lead. We're not elected for you to agree with us all the time, but we are elected to lead. So at this time I want to give James Gardler, President of 13000, an opportunity to speak. He wants to speak on unity.

DELEGATE GARDLER: Thank you, Mr. Chairman, and I appreciate the opportunity. This is no way directed towards you. As you know, me and you both shook hands and hugged this morning as I congratulated you on your victory becoming our next President of CWA. But for two days, I have listened to two different chairmen, President Shelton and yourself, talk about unifying the CWA following these elections. Less than 12 hours after the results of that election came out, an article was published in my local hometown newspaper, not highlighting your victory, but, rather, referring back to the self-created committee looking to destroy the reputation of a brother of this Union, after we've asked for unity, not once but twice.

There's participants in this room that would rather attack with unsubstantiated accusations things made up by this Committee. If the delegates in this room want true unity in CWA, then start acting like union members. (Applause) Thank you.

PRESIDENT CUMMINGS: Okay. Thank you. Let me just say this to you. I've had -- of course, this being a historic election with me being elected and Ameenah, I've had several members of the press reach out to me and they want me to address that. I have told them that I'm not going to do it. I'm just -- I mean, I'm just not going to do it.

We are going to handle what we need to handle inside of CWA. You know, I don't believe in airing our mess in the press. I just don't. (Applause)

So if they want to talk about how I want to move CWA forward, I'm going to talk to them about that. I'm going to talk about how we are going to leave here as a union unified, but when it comes to that, I am going to tell them that's something internally that we are going to deal with. I'm not going to deal with it in the press in any type of way, and that's my promise to you. Okay? All right. (Applause)

With that, is there any other announcements or anything before I go into -- okay. So now we are going into our In Memoriam. As we meet in St. Louis, Missouri, for the 79th Convention of the Communication Workers of America, we remember those who are no longer with us. We honor them and their contributions to building our Union.

VICE PRESIDENT HONEYCUTT: Noah Savant joined CWA when he began work as a coin telephone collector at Southern Central Bell in Lake Charles, Louisiana, and spent over 40 years as a member of CWA.

He served as a steward and as a Vice President in charge of organizing for Local

3407, and he was elected to four consecutive terms as President of the local. He took pride in the fact that under his leadership, his local had 100 percent participation in COPE and maintained an internal organizing record of at least 94 percent. Noah became a CWA Staff Representative in 1987, was appointed as an Administrative Assistant to the Vice President of District 3, then Assistant to the Vice President. In 2005, he was elected Vice President of the District. Noah retired in 2008. He died on June 4, 2022, at the age of 77.

VICE PRESIDENT McALLISTER: Vice President Sue Pisha began working as a long distance operator for Pacific Northwestern Bell in 1961 and joined Local 9201, which later became 7901. Sue served as a steward, chief steward, Traffic Vice President, and Community Services Chair, and won an election as the local's first women President in 1975. Sue had a passion for community service, adult education, and legislative advocacy. She was the founding board member of Labor's Community Service Agency, which provides referral and social service programs in Oregon and Southwest Washington, and she was the Vice President of the United Way of the Columbia-Willamette.

She was appointed by Oregon Governor Bob Straub to the Governor's Commission on Women, and won a seat in the Oregon State Legislature in 1978. Sue joined the District 7 staff as a CWA Representative in 1979, later becoming Area Director and Administrative Assistant to the Vice President of District 7 before winning an election as Vice President of the District in 1992. Sue retired in 1999 and returned to Oregon, where she was selected as a member of the Northwest Oregon Labor Hall of Fame. She died on June 29th, 2023, at the age of 80.

VICE PRESIDENT COOK: Connie Bryant began working in the training office of the New York City Department of Transportation in 1963, rising through the ranks to become a captain.

She helped bring Locals 1181 and 1182 into CWA and served as a steward, chief steward, Grievance Representative, Vice President, and President of Local 1181. Connie pioneered the position of Public Workers National Director, and in 1986, she was appointed CWA's first Vice President for public workers. Connie was active in the Coalition of Black Trade Unionists and the A. Philip Randolph Institute and worked as an instructor and coordinator for the Union Center For Labor Education and Advancement, training women at Summer Institutes. Connie retired in 1994. She died on September 23, 2022, at the age of 85.

VOG: Ronnie Crider IUE-CWA Staff Representative, October 25, 2021.

Lavern DePas, IUE-CWA Secretary, October 22, 2022.

John Edgington, TNG-CWA Secretary-Treasurer, November 14, 2021.

Danny Fetonte, Assistant to the Public Workers Vice President, October 23, 2022.

Martha Flagge, Telecommunications and Technologies Staff Representative, October 30, 2022.

Kathleen King, Staff Representative, District 1, April 29, 2022.

Jimmie Lamb, IUE-CWA Staff Representative, February 19, 2023.

Karen Lee, AFA-CWA Membership Services Coordinator, August 18, 2022.

Dan Mahoney, Assistant to the President NABET-CWA, March 31, 2023.

William McLeman, TNG-CWA Staff Representative, August 15, 2022.

Kenneth Moffett, Assistant to the President, NABET-CWA, October 28, 2022.

Kathy Mulvey Brennan, TNG-CWA, Director of Collective Bargaining and Guild Coordinator, December 20, 2021.

Bruce Nelson, TNG-CWA, Staff Representative, January 10, 2023.

La Rene Paul, Area Director, District 9, March 26, 2023.

Hannah Jo Rayl, TNG-CWA, Staff Representative, January 27, 2022.

Donald Rice, Staff Representative, District 1, October 18, 2022.

John "Jack" Shea, IUE-CWA Director of Organizing, August 19, 2022.

David Van Os, District 6 Legal Counsel, January 3, 2023.

Pat Warren, Staff Representative, District 3, May 27, 2022.

(In Memoriam video continued)

PRESIDENT CUMMINGS: I will now recess the Convention until 8:30 a.m. on Wednesday, July 12th.

(Gavel knock)

(Whereupon, the Convention was recessed until 8:30 a.m., July 12, 2023.)

WEDNESDAY MORNING SESSION July 12, 2023

(Whereupon, the 79th Convention of the Communications Workers of America, AFL-CIO, CLC, convened on July 12, 2023, at 8:45 a.m. Temporary Convention Chair Claude Cummings, President, presiding.)

(Whereupon, a video was presented)

PRESIDENT CUMMINGS: Good morning.

("Good morning" from the delegation)

I would like to call the 79th Convention of the Communication Workers of America for Wednesday, July 12, 2023. Brothers and Sisters, for the purposes of our invocation this morning, I would like to bring to the podium Reverend Dr. Teresa Danieleley, Priest Associate of St. Mark's Episcopal Church, St. Louis, Missouri, a champion organizer with Missouri Jobs with Justice, Missionary for Public Advocacy, Episcopal Diocese of Missouri, and member of TNG-CWA 36047. Please come lead us in prayer this morning. Give her a round of applause. (Applause)

REVEREND DR. DANIELEY: Good morning. Glad to see my TNG-CWA siblings right there. (Applause)

The theme of this Convention, as it should be every day in the labor movement, is When We Fight, We Win. When we fight, we win.

("We win" from the delegation)

When we fight, we win.

("We win" from the delegation)

And what do we want to win? Good wages and benefits, dignity and voice in our work, health care that is easy to use and inexpensive for everyone, affordable health -- excuse me -- affordable childcare and paid family leave. We fight so that when we win, all of us can thrive, so that no one is left to fight alone. That is what solidarity is -- (Applause) -- fighting together, winning together. And that's what we do here in Missouri Jobs With Justice, where all of the organizing staff are

members of Local 36047 of the NewsGuild. (Applause)

Here in Missouri we have a very tough fight for an economy and a democracy that works for everyone, and every day we make progress through deep canvassing conversations and through gathering signatures for earned sick leave and raising the minimum wage. We fight so that when we win, all of us can thrive so that no one fights alone.

In the book of the Prophet Isaiah, as Christians refer to it in Chapter 58:1-12, the prophet tells us what it means to live and worship so that everyone can thrive. Shout out. Do not hold back your ancient ruins shall be rebuilt, you shall -- I skipped a few verses. Shout out. Do not hold back. Lift up your voice like a trumpet. Announce to my people their rebellion to the House of Jacob their sins. Look, you serve your own interests on your fast day and oppress all your workers. Look, you fast only to quarrel and to fight and to strike with a wicked fist. Such fasting as you do today will not make your voice heard on high. Is not this the fast that I choose, to loose the bonds of injustice, to undo the thong of the yoke, to let the oppressed go free and to break every yoke. Is it not to share your bread with the hungry, to bring the homeless poor into your house. When you see the naked, you cover them, and not to hide yourself from your own kin. Then your light shall break forth like the dawn, your healing shall spring up quickly, your vindicator shall go before you.

The glory of the Lord shall be your rear guard. Your ancient ruins shall be rebuilt. You shall raise up the foundations of many generations. You shall be called the repairer of the breach, the restorer of streets to live in. Fighting for justice requires all of us to fight to loose the bonds of injustice that shackle everyone and anyone.

To let the oppressed go free, which usually means forcing governments, like the government of Missouri and others, to let the oppressed go free and to break every yoke.

Righteousness requires us to challenge the domination system, even when it makes us feel uncomfortable, afraid, or impolite. So my wonderful, beautiful CWA siblings, when you go forth from this place today, remember that you are called to fight and to win, so that all of us, all of us may thrive and win together. Shout out. Do not hold back. Lift up your voice like a trumpet. Loose the bonds of injustice. Let the oppressed go free, and break every yoke. Amen. (Applause)

PRESIDENT CUMMINGS: Good morning, and thank you Reverend Dr. Mitton -- Danieleley, I'm sorry -- for that invocation. I want to again thank yesterday's platform observers. Today's observers are Eric Gosnell President of CWA Local 3101. (Delegates clap) And Katie -- somebody help me with this one -- Poniatowski. Did I get it? Wonderful.

President of NABET-CWA Local 54046. (Delegates clap)

Let's give them a round of applause. Thank you. (Applause)

And then speaking of pronouncing names, I had a delegate come up to tell me yesterday, I think I pronounced SUNY University is actually SUNY University, right?

Did I get it right this time?

("Yes" from the delegation)

Wonderful, wonderful, wonderful. And, listen, let me just tell you all about me. If something like that happens, you all holler it out. I'm not embarrassed. It won't bother me at all. I don't want to mispronounce anybody's name or any institution. Okay? So just know I'm just like that, right, when it comes to that kind of stuff. It won't bother me at all. I want -- just a couple of special recognitions this morning before we get started. I want you all to give a round of applause to my secretary, my former administrative assistant, Angie Tumlinson. Angie. (Applause)

Angie has been with me for 12 years. She has seen me on my best days and my very worst days, so if you want to know how I operate on a daily basis, while she's here talk to her and she will tell you. I know that during the campaign, she sent out a letter. She did that on her own. I didn't pay her to do it. Okay? She did it on her own. And she has just been wonderful to work with. And I just wanted to recognize her because she was a really special person in my life that helped me get through the daily things that I have to go through. Sometimes I would land in a city and not know even where I was staying. I'd have to call her at 9:00 or 10:00 at night saying, Angie, I've landed. Where the hell am I supposed to be -- what hotel am I going in? And she's been just that kind of person, so give her another round of applause, if you would, please. (Applause)

Angie, thank you. I'm going to miss you. Love you. And then one other group I want to recognize. I meant to say something about them under my remarks yesterday. Retirees.... you know, retirees built this Union. They built most of the companies we work for. Retirees, if you're here in your section, stand up, please, and let us thank you. Thank you, thank you, thank you for all that you do. Thank you, thank you, thank you. (Standing ovation)

And, in District 6 at one time, I had funding for a person, it was a former President, Kevin Kujawa of St. Louis, that did nothing for me but handle retiree issues. That's all that he did. And after I got elected the Vice President, every day I was getting calls that retirees were having issues. Some retirees could not work on computers.

They couldn't do this, they couldn't do that, and I was able to put together -- I think it was a SIF, and all Kevin did for me, Kevin Kujawa, was take calls for retirees. And after I placed him in that position, I did not get one call from a retiree because he did a great job helping them. Because sometimes our retirees don't understand how to use computers, they don't understand these changes that take place, and so he -- his job was to communicate with them. He was my liaison to the retirees and the retiree group, retiree club in District 6. And my commitment is, I'm going to do something -- I don't know how, so you all just give me some time. But I'm going to do the same thing at HQ.

Our retirees need help, and it's -- the President of this Union -- (Applause) -- should do something more to make it easier for them, and my commitment is -- you know, I don't know how I'm going to do it, but, trust me, they are going to have someone that they can call on -- these retiree clubs can call on to get assistance when they need it. That we are going to do, so just give me some time. That's all I'm

asking for, and we are going to work through it for you. Trust me. So at this time, I would like to welcome the Appeals Committee to the stage. As the Appeals Committee comes to the stage, I will provide an update on the cases which the 2021 Convention ordered to be arbitrated.

First, the 2021 Convention ordered that the grievance of Fred Simposya, member of Local 7800, be arbitrated. Local 7800 President Arthur Clemens, appealed the decision of the CWA Executive Board not to arbitrate Member Simposya's grievance or did MV Transportation lack just cause to terminate the employment. MV Transportation terminated the member's employment on January 31, 2020. The company justified its decision on the grounds that Member Simposya had struck a pedestrian with his company vehicle while the pedestrian was in a crosswalk. The company considered this to be a preventable collision and added six safety points to his record, resulting in his discharge.

Article 13, Section 5 of the collective bargaining agreement states that in any rolling 18-month period of employment, accumulating six or more safety points will result in termination of employment. The same provision assigns six safety points to preventable collisions or incidents, causing \$25,000 or more in injuries and/or property damage. In Member Simposya's case, the company determined after an investigation that the collision was preventable and estimated damages at \$30,000. This resulted in six safety points being added to his record and caused his termination. The 2021 Convention overturned the Executive Board's decision not to arbitrate this case. Settlement discussions with the company are ongoing and as are discussions with the arbitrator about scheduling the grievance for arbitration within the next few months.

Second, the 2021 Convention directed the Union to arbitrate a grievance, challenging the discharge of another Local 7800 member and former MV Transportation employee, Ronald Reyes, Local 7800. President Arthur Clemens appealed the decision of the Executive Board not to arbitrate Member Reyes' grievance. Member Reyes was given the option of selecting a position with a different client of the company, and he declined. The company's position is that Member Reyes constructively resigned.

Pursuant to Article 23, Section 4, of the collective bargaining agreement, he received pay for unused time off. Employees who are terminated are not entitled to pay for unused time off under that provision.

The 2021 Convention disagreed with the decision of the Executive Board not to arbitrate Member Reyes' grievance. The Union and the company ultimately settled the dispute prior to arbitration. The company and Union agreed in July 2022 to reinstate Member Reyes and to pay him \$48,500 -- (Applause) -- which represents his lost wages.

This concludes the report on the overturned appeals, and I now call on Vice President of District 2-13, Mike Davis, to introduce the Appeals Committee. Let's give Vice President Davis a round of applause. (Applause)

VICE PRESIDENT DAVIS: At this time, I would like to introduce the Appeals

Committee. Please wave and say hello when I call your name.

Tom Antonio, President, CWA 1122, Chair.
(Delegates clap)

Brandon Simmons, President CWA 2105.
(Delegates clap)

Joe Snyder, President CWA Local 4302.
(Delegates clap)

Lisa Markegard, President CWA Local 7200.
(Delegates clap)

Cindy Neumeyer, Executive Vice President CWA 13500.
(Delegates clap)

I now turn the Committee over to President Cummings.

PRESIDENT CUMMINGS: Thank you, Vice President Davis.
I now recognize the Chair for the purposes of presenting the Appeals Committee Report.

COMMITTEE CHAIR ANTONIO: The Appeals Committee convened July 6th through July 9th, 2023, at the Marriott Grand St. Louis in St. Louis, Missouri, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and internal appeals procedures of the Union, as established by prior Conventions and the Executive Board.

The Committee was available to meet with interested parties on July 8th and July 9, 2023, between the hours of 2:00 p.m. and 6:00 p.m. Outside of these hours, the Committee was available by appointment.

We thank the Committee members:

Tom Antonio, President CWA Local 1122, Chair,

Brandon Simmons, President CWA, Local 2105,

Joe Snyder, President CWA Local 4302,

Lisa Markegard, President CWA Local 7200,

and, Cindy Neumeyer, Executive Vice President CWA Local 13500 for their hard work and the time they devoted to these appeals.

Also, the Committee thanks John Dempsey, CWA Staff District 1 Area Director, for his support and assistance. I now turn it over to Delegate Simmons to read our first appeal.

COMMITTEE MEMBER SIMMONS: Thank you. On December 6, 2022, CWA Local 4400 President, Pete Eversole appealed the decision of the CWA Executive Board not to arbitrate the local's grievance. President Eversole alleges Member John Kappen was bypassed for a promotion in January of 2021, in violation of the collective bargaining agreement with Cincinnati Bell Telephone Company. President Eversole's appeal is timely and properly before this Convention.

Member Kappen is currently employed as a Universal Technician with a Net Credit Service date of April 30, 2012. At the time this grievance was filed, on or about February 1, 2021, Member Kappen was employed as a Premise Technician, and he was subsequently promoted in January 2022. President Eversole argues seniority language in the CBA, specifically Article D-13.01, supported Member Kappen being promoted in January 2021. Article D-13.01 provides only that seniority "has application" in promotions and does not describe the precise nature or extent of how seniority applies to promotions. There's nothing in the CBA requiring the company to promote the most senior employee. The evidence in the file shows the company did not award Member Kappen the promotion in January 2021 based on his failure to meet two performance metrics. In 2017, when the Universal Technician title was established, the parties agree that the candidates for promotion to the new title would need to meet performance objectives. After thorough review of this case, the Appeals Committee recommends that the decision of the CWA Executive Board be upheld and the appeal of President Eversole be denied.

PRESIDENT CUMMINGS: Okay. Seeing no one approach the mic -- oh, I'm sorry. I was looking in the wrong place. Sorry. At the "Against" mic is Member Peter Eversole, Local 4400.

DELEGATE EVERSOLE: Thank you, Mr. President. My name is Peter Eversole, I'm President of Local 4400, and I'm speaking out against this. We feel very strongly that this man should have been promoted. We have a list of things here, and I've passed out the paperwork to everybody for a while. I don't think everybody got one, but it's basically off of seniority. And in our contract, there's ten things listed that the company will go by seniority when promotion. Out of them ten items, I had a meeting with the company, with managers, and I asked them and I went down the list on every one of them, his promotions, demotions, PTO, sick time, things of that nature. They agreed that they went by seniority on nine out of the ten items on that list, and I said to them, Why don't you go by seniority on the tenth? So what they're doing is basically doing whatever they want with it, and if we don't put a stop to it, what's next? They're going to say, well, we ain't going to give you raises this year. Yeah, we know it's in the contract, but we are going to skip it. It's bullshit.

Mr. Kappen, he had the best repeat rate numbers in the company. Out of all technicians, he had the best repeat rate numbers. I think they was 2.6 on installs, 2.8 on repairs. The criteria for the group of Premise Techs being promoted to universal was their repeat rate numbers. Well, they came back later and said they didn't give it to him because of his time on the job. They would give us five hours to do an internet job with video. He would take six hours and make damn sure it was good. The company always preached to us, every truck roll was \$150. Every boss I've ever worked with at that company always told us, Take your time on the job, we don't care how long it takes you. I guess they don't care how long it takes you until they have to give a man a \$15,000 a year promotion.

That was his only metrics that this man was battling. Everything else was great. (Applause)

So I think it's time we stand up. I seen a sign up front that said, Stop the bullying, we don't want bullies. And I said, The company is basically a bully. I was always taught if somebody bullies you, you punch them right in the fucking mouth until they quit, and by God, that is what we need to do here. (Applause)

We need to punch the company right in the mouth and tell them, We're not going to stand for this. We want you to go by the contract. When it says, Seniority will apply, apply the damn seniority. Now, they come back and they say, well, a different clause in the contract states that we will go by aptitude, time on title, seniority, and whether you can do the job or not. Well, the man already proved he can do the job. Aptitude is saying that you can learn the job. Look it up in the dictionary. That's all it means. You're able to learn the job. You're able to experience it.

Now, the topper of all of this, Mr. Shelton answered this grievance and denied it and said, Yeah, the company made a mistake, but they fixed it a year later. Well, what about that whole year that he lost on out on that money? This was an \$8 an hour raise, and this man averaged 21 hours of overtime per paycheck. What about that money that he missed? It's time we stand up and fight them and tell them we're not going to take this anymore. I'm asking you to overturn the Board's decision and send this to arbitration. As a matter of fact, we even offered to pay for the damn arbitration, and they still won't let us do it. It's time we fight back. You know, you hear, We fight, we win, we fight, we win. I hear that, I believe that, but by God if we don't fight, there's no freaking way we're going to win. So please send this grievance to arbitration.

Thank you very much. (Applause)

PRESIDENT CUMMINGS: Thank you. At the "Question" mic, we have Delegate James Joyce, 51016.

DELEGATE JOYCE: Thank you, President Cummings. Jim Joyce, NABET-CWA Local 51016. Let me state at the outset, I will be asking two questions, as I'm entitled to. The first question is, what do the Union's bargaining notes reflect about how – when Article D-31.1 was bargained into the contract about the meaning of "has application"?

COMMITTEE MEMBER SIMMONS: There were no bargaining notes in the file.

DELEGATE JOYCE: My second question is, what was the company's stated defense at grievance meetings regarding the interpretation of "has application"?

COMMITTEE MEMBER SIMMONS: In 2017, the company sent an email establishing the Universal Tech title, where they said performance objectives would apply.

DELEGATE JOYCE: Thank you.

PRESIDENT CUMMINGS: One thing is for sure, there's no one at the "For" mic. Member Eversole would like to respond to that question that was asked.

DELEGATE EVERSOLE: Yes, sir, I would like to respond to that second question. Brian answered it. In the email from the company in 2017, they did say metrics would be involved, but the only metrics they listed was satisfactory install and repeat rate. Mr. Kappen had a 2.6 repeat rate for installs, when the company wanted 14.5 percent, and he had a 2.8 percent repeat rate on repairs, when the company wanted 14 percent. That's the only two metrics that they listed in what Mr. Brian was referring to.

PRESIDENT CUMMINGS: Thank you. (Applause) Okay. Naomi Robertson at the "Question" mic.

DELEGATE ROBERTSON: Hello. Hi, I'm with Local 30213 from CBC Toronto, and I know that sometimes when we are looking at taking grievances -- I'm from Canada so there may be different rules at play here, which is why I'm asking the question. But I know that there's times when the company will, you know, push us on something, and when we go to grieve it, it could set a precedent if we were to take it to arbitration and lose. And so I'm wondering, in this case is there any possibility of setting a precedent or would there be -- is there a reason around not taking it to arbitration because of that outcome, that potential outcome that could harm others?

I know promotional grievances can be very tricky in that way. We have language that we have arbitrated, and the successful candidate has to be within 10 percent, you know, in the scoring, so I'm just wondering if you can answer that question, please?

COMMITTEE MEMBER SIMMONS: Yes, arbitration can set precedent.

PRESIDENT CUMMINGS: Okay. Delegate Eversole, do you want to make comments again on that? Or are you good?

DELEGATE EVERSOLE: Yes, sir.

PRESIDENT CUMMINGS: All right. Anything else? There are no other delegates wishing to speak on the motion to adopt the Committee's recommendation.

DELEGATE EVERSOLE: I do want to speak on that, on her question.

PRESIDENT CUMMINGS: Okay.

DELEGATE EVERSOLE: Thank you very much. To answer her question back there, yes, I do believe this would set a precedent, but by God I think a precedent on seniority would be pretty awesome right now. (Applause)

I had the Appeals Committee ask me -- and I want to say right now, I appreciate every one of you on that Appeals Committee.

They treated me with respect in that meeting and everything, but one of the members of the Appeals Committee said, Mr. Eversole, if we take this to arbitration, are you willing to accept the consequences if the arbitrator rules against you. And I said, well, what consequences would that be? The company gets to promote whoever the hell they want and not go by seniority, and he said, Yes, sir. And I said, Well, by God, that's what they are doing now. So what the hell am I going to lose?

So we need to send this one to arbitration. We need to set a precedent, telling these companies that people that's been here for five, ten, 20, 30 years, they are the backbone of this Union. Seniority is one of the major backbones of this Union. I went to my first union meeting when I was six years old with my father, with Ford Motor Company, and, by golly, they went by seniority and we should not stop going by seniority. We have earned that right. Thank you very much. (Applause)

PRESIDENT CUMMINGS: Thank you. Okay. Delegate Proctor again at the "Questions" mic.

DELEGATE PROCTOR: Amory Proctor, CWA Local 2108, Beltsville, Maryland. What were his production numbers when he was promoted? I mean, if they happen to be identical, that's going to be a little weird.

PRESIDENT CUMMINGS: Okay. We'll allow you, Delegate Proctor.

DELEGATE EVERSOLE: Thank you. To answer this gentleman's question, at the time he was bypassed on that promotion, he didn't meet one metric -- I'm sorry -- two metrics, time it took him to do the job.

On an internet with video job, they'd give us five hours to do it. He would do it in six. Internet without video, they gave us three hours. He did it in four. Every one of his numbers were good. Them numbers are good now. As a matter of fact, he was promoted in January of 2022, and we started hiring people. We hired over 250 Premise Technicians, and within three months of him getting that promotion, the company came to him and said, We would like you to train our people. We want you to train our new guys to do it exactly how you do it. Now he has three trainers working underneath him, training all the new techs. So by God, if his numbers wasn't no good, why in the hell would they do that?

PRESIDENT CUMMINGS: Okay. So let's let the Committee answer that question.

COMMITTEE MEMBER SIMMONS: I believe the question was, what were his numbers at the time of promotion, and that was not in the file.

PRESIDENT CUMMINGS: All right. Great.

DELEGATE PROCTOR: Does he know?

PRESIDENT CUMMINGS: No, we are not -- I'm sorry?

DELEGATE PROCTOR: Do you know?

DELEGATE EVERSOLE: Yes, I know.

DELEGATE PROCTOR: What were they when he was promoted?

DELEGATE EVERSOLE: When he was promoted, every one of his numbers were excellent.

DELEGATE PROCTOR: So he made the numbers when he was promoted?

DELEGATE EVERSOLE: When he was promoted. Now, when he was bypassed, like I said, only two of his numbers were bad, and that was the time on the job, how long it took him to do the job, and it took him longer to do the job because he wanted to make damn sure nobody had to go back.

PRESIDENT CUMMINGS: All right. Seeing no one else approaching the mic to speak, the Committee's report is before you. All those in favor of the Committee's report, raise your hands, please.

(Show of hands)

I kind of figured that.

(Laughter)

All those against the report, raise your hands.

(Show of hands)

All right.

(Gavel knock)

We're going to arbitrate the case. (Applause)

Thank you. Okay. Next report.

COMMITTEE CHAIR ANTONIO: We now call on Delegate Snyder to read our second appeal.

COMMITTEE MEMBER SNYDER: On February 9, 2022, CWA Local 7777 Executive Vice President Laurie Griffith appealed the CWA Executive Board's decision, upholding the recommendation of Prosecutor Paul Castaneda not to prosecute charges she filed against local President, Debbie Medina, and local Secretary-Treasurer, Dale Feller. No specific provisions of either the CWA Constitution or the Local 7777 bylaws were cited in the charges. Executive Vice President Griffith's appeal is timely and properly before this Convention. President Medina was laid off by Lumen in 2021. Thereafter, she continued to receive the same hourly rate in lost wages from the local that she had been paid by Lumen.

District 7 Vice President Brenda Roberts became aware of complaints regarding President Medina's pay and consulted with CWA headquarters.

As a result, a Guidance Memorandum was provided to President Medina that substantiated her pay was appropriate, given that the membership had approved the local's budget for that fiscal year beginning October 1, 2020, and the budget provided for such pay. Beginning in the following fiscal year, because there was no approved budget to pay officers at that time, President Medina began paying herself \$15 per hour, based on a motion adopted by the local's Executive Board in 2018 concerning work performed for the local by retirees. Prosecutor Castaneda determined that while President Medina did violate the local's pay policy, prosecution would not be appropriate because the violation was not willful, and President Medina repaid the local in full. Prosecutor Castaneda determined that Secretary-Treasurer Feller did not violate local policies or rules when he attended a meeting of the Colorado State AFL-CIO because the local had budgeted for conference attendance and he had paid for his own personal expenses. Furthermore, he had not withheld financial documents related to the 2021-2022 fiscal year budget, and all materials needed to create and approve that budget had been presented.

After a thorough review of this case, the Appeals Committee recommends that the decision of the CWA Executive Board be upheld and the appeal of Executive President Griffith be denied.

PRESIDENT CUMMINGS: Thank you. Delegate Michael Salazar from Local 7037 is at the "Against" mic.

DELEGATE SALAZAR: Yes. Thank you. As he said, I am Michael Salazar, I'm Local 7037, out of Santa Fe, New Mexico, and I'm here against this recommendation by the Appeals Committee. And the reason is, transparency, for one thing, and the care of our assets in the local and those of the members. If they do not get -- there's many more questions that need to be answered. I'm here speaking for friends that I have at Quad 7 as members, but I'm speaking in overall membership.

We, as officers of the Union, are entrusted with many, many assets for the members, and if we start taking those assets and misusing them, that causes a rift in the local and not only that, it's illegal. Okay?

This local has been having trouble settling their issues, and it's because of this. I would like to read to you what the actual letter sent to the Appeals Committee from Laurie Griffith. Okay? And here we are, it says, The investigation conducted by Prosecutor Paul Castaneda did not include interviews with the current and previous bookkeepers, any members of the Executive Board, the Finance Committee, or the audit committee.

None of the Zoom meeting recordings were pulled, and it does not appear that some of the allegations were even examined. The report didn't even mention that we exceeded our executive officer payroll line item for 2020 and 2021 fiscal year by \$17,468.24. I feel that a lot of relevant information was not considered in the investigation.

During the month of November 2021, the Department of Labor also conducted an audit of

our local. They found several violations of the Labor Management Reporting and Disclosure Act of 1959. I have included the closing letter provided to the local by the Office of Management -- Labor Management Standards.

Since filing these charges against President Medina and Secretary-Treasurer Feller, they have overtly retaliated against me. They have purposely scheduled meetings when I'm not available. They will not share any information regarding local issues and events that affect our members. They will not provide member information. All of these things greatly impede my ability to represent our members to the best of my ability.

The Finance Committee is still being denied relevant information regarding our finances and bank accounts. At our first Finance Committee meeting following the audits, President Medina and Secretary-Treasurer Feller flat out refused to provide a consolidated financial report, which is generally provided to the Committee members. Also at the same meeting, Secretary-Treasurer Feller announced that he received in email encouraging our local to separate some money from the account holding the proceeds from the sale of the building. There was a lot of confusion about the request and the members -- and a member of the Finance Committee requested a copy of the letter. Secretary-Treasurer Feller promised to email the letter to the members of the Committee.

That meeting was held three weeks ago and still have not received the documents President Medina has a proven history of violating bylaws, the CWA Constitution, the LRMDA, and CWA's union operating procedures. In addition to that, the local's general investment and savings account has diminished from \$95,000 in December of 2017, when President Medina first took office, to \$16,738.52 in December of 2022. If this trend continues, the results will be financial devastation. Secretary-Treasurer Feller believes his job responsibility is just to work at the direction of the President. While generally true, he's also an elected official and needs to use his own judgment when the President directs him to do anything that is illegal or unconscionable. I'm thankful that President Medina has paid back \$12,785.40 for the overpayments she received. That will help our local considerably. However, I'm not convinced that this issue has been resolved. President Medina and Secretary-Treasurer Feller still have unrestricted access to the financials with very few checks and balances.

Allowing President Medina and Secretary-Treasurer Feller to sustain the positions of power already causing a disruptive -- causing disrepute among the members, this decision can be a local and many --

PRESIDENT CUMMINGS: I'm sorry. Your time has run out, Delegate. At the "Questions" mic, we have Delegate Thomas Denos, 7704.

DELEGATE DENOS: Thank you. Thomas Denos of Local 7704. So in the report from the Appeals Committee, it states that the bylaws were not violated. Were the local laws or the lot laws, were they violated?

COMMITTEE MEMBER SNYDER: In that report, it cites only that a local pay policy was what was violated, and the outcome was that it was violated. The money was paid back and it was because of a conflict between two guidance's, a conflict between the pay policy and the memorandum of understanding.

DELEGATE DENOS: Thank you.

PRESIDENT CUMMINGS: Okay. At the "For" mic, we have Delegate Debbie Medina, Local 7777.

DELEGATE MEDINA: Good morning, my Union Siblings. I want to ask you to please vote for the recommendation of the Appeals Committee. I didn't write a speech or anything. I just wanted to talk to you from the heart and from what's really going on here, and I apologize that my EVP feels that she needs to bring our laundry to Convention, dirty laundry to Convention. We've had issues in Quad 7, and I won't bother you with all of that, but I have personally, and Dale Feller, been under attack by Laurie Griffith and others in the local since taking my President seat six years ago. So this is a vendetta. I apologize. The whole issue here is when I got laid off from Lumen, we did not have a pay policy in place. In 2018, a pay policy for retired officers. In 2018, there was a motion put on the books that if retirees came in to help, say, do filing or making solidarity chains or whatever need we might have for them, I didn't feel it right or fair that they should have to volunteer their time all of the time. So we had a motion made that retirees that came in to help would be paid \$15 an hour.

And us as unionists, we fight every day so that our members are paid a fair wage when they go to work, for the work that they do. And in my heart, and I still believe it, that the work of a local officer, whether you are a President, Secretary-Treasurer, EVP, whatever that might be, should be paid appropriately for the work and responsibilities that you carry, and \$15 an hour in Denver, Colorado, is really nothing. So there was a member that turned us in to the DOL for an audit. We do have an internal Audit Committee. We audit our own books every year. The District comes in and audits our books and have found nothing. I mean, we make minor mistakes, but nothing. There's no money missing, nobody ever took any money, nobody has ever done anything inappropriate. When the DOL came in, it was shortly after the time that we had returned to work from working from home, and we did have some receipts that were missing. Those have been found and reported back.

They didn't like the way that we took care of the money that came in on a pop machine that we have, so we corrected that, made a spreadsheet to better document that. And then when D7 did the investigation of the charges and Paul said, Well, really because of that \$15 an hour motion, not a pay policy, you probably should have been paid the \$15 an hour. And I said, If that is your ruling, because I believe in this great Union and I believe in the democracy and the rules that we set forth, and if that's the way that I should be paid, then that's not a problem for me. So I paid back the difference in the pay. And again, my wages were in the budget for the year. I wasn't planning on getting laid off. We even had a midyear budget review, and no one made a motion to change what I was getting paid. So it's just been an ongoing fight, ordeal, and I apologize. But there's no wrongdoing going on.

I hope you uphold the Appeals Committee ruling. Retribution has been paid, so I don't know how many times you got to pay for what I thought was, again, trying to establish a pay policy. We do now have one on the books. Retired officers or retirees get paid according to Denver's minimum wage, and that's what our members wanted. They did cut my hours. I was a full-time President, so I can only work up to 960 hours a year. And that's all being followed and monitored.

Again, we have a Finance Committee, internal Audit Committee.
There's no wrongdoing. Nothing is missing. This is just a witch hunt. Thank you.
(Applause)

PRESIDENT CUMMINGS: At the "Question" mic, we have Delegate Susan Head, Local 7019.

DELEGATE HEAD: Thank you again. I'm Susan Head, Secretary-Treasurer of Local 7019 in Phoenix, Arizona. I have a question. If President Medina's pay was determined to be appropriate for the current budget, and then it says in the following fiscal year because there was no approved budget, she was paid at the \$15 an hour, why did any money need to be paid back and how much was that money that had to be paid back? Thank you.

COMMITTEE MEMBER SNYDER: That was based on the determination of the prosecutor that the overriding piece in there was the motion made by the membership, that limited retiree pay to \$15 per hour.

DELEGATE HEAD: So did it retro back into the budget that had been deemed appropriate?

COMMITTEE MEMBER SNYDER: Yes.

DELEGATE HEAD: Okay. Thank you. And how much was that amount?

COMMITTEE MEMBER SNYDER: \$12,784.30.

DELEGATE HEAD: Thank you.

COMMITTEE MEMBER SNYDER: Or thereabouts.

PRESIDENT CUMMINGS: Okay. At the "Questions" mic, we also have Delegate Alex Hawkins, Local 3265.

DELEGATE HAWKINS: Thank you. I'm Axel Hawkins, Local 3265.

PRESIDENT CUMMINGS: Axel.

DELEGATE HAWKINS: I just want to be clear. The Committee is recommending that we do not prosecute in this case, correct?

COMMITTEE MEMBER SNYDER: The recommendation --I'll read it again at the end here, just to make sure it's very clear. The Appeals Committee recommends that the decision of the CWA Executive Board be upheld and the appeal of Executive Vice President Griffith be denied.

DELEGATE HAWKINS: All right. And I just want to be clear. The financial misdeed alleged is that the wages were paid before there was a budget for the fiscal year, but all of that money has been returned retroactively?

COMMITTEE MEMBER SNYDER: That's correct. The overpayment based on the prosecutor's report had been repaid in full.

DELEGATE HAWKINS: Okay. Thank you.

PRESIDENT CUMMINGS: At the "Question" mic. Marilyn Irwin, Local 2108.

DELEGATE IRWIN: Good morning. I have two questions. Number one, we're talking about laid off, but then we are talking about retiree. Was she a retiree when she got laid off? Did she have enough service to be a retiree or was she laid off? That's the first question.

COMMITTEE MEMBER SNYDER: That was clarified through some guidance from the President there. There was confusion over the status because there was not a voluntary retirement. It was a retirement due to layoff, and there hadn't been annuity payments. So they reached out for clarity, and it was determined at that point that the status would be retiree.

DELEGATE IRWIN: She was considered a retiree; is that what you said?

COMMITTEE MEMBER SNYDER: Correct.

DELEGATE IRWIN: Okay. Number two, no one is talking about the definition of lost wages. I'm concerned about that. We understand the budget, but we have a very clear definition of lost wages that we're trained in in an initial officer's training, and no one is talking about that, you know, being paid lost wages when you have no lost wages. Can you speak to that?

COMMITTEE MEMBER SNYDER: I didn't hear a question, Delegate. I'm sorry.

DELEGATE IRWIN: No one is talking about the fact -- the definition of lost wages and in officer's training they teach us what lost wages are. We don't get paid when we don't have lost wages. So they're talking about there was money allocated in the budget. I understand that. But no one is talking about the fact that she had no lost wages, but was claiming lost wages. I'm surprised that's not part of the conversation.

COMMITTEE MEMBER SNYDER: Again, the local's pay policy has been determined at this point, and the discussion around lost wages, I still again don't hear a question.

DELEGATE IRWIN: How do you define lost wages in this Union?

COMMITTEE MEMBER SNYDER: They didn't pay lost wages. They had a pay policy, and per President Medina's response too, that has been changed.

DELEGATE IRWIN: That's not what it said in your report.

COMMITTEE MEMBER SNYDER: The pay policy was determined after the initial outreach to determine whether the pay was appropriate or not, and it was a determined pay policy for retirees doing work for the local. It didn't specify officers, and the budget was already approved.

PRESIDENT CUMMINGS: Okay. At the "Questions" mic, Delegate Donald Trementozzi, Local 1400.

DELEGATE TREMENTOZZI: Good morning, Brothers and Sisters. The question is, as most of us in this room are up for reelection this year, is this local and all of its officers up for reelection in a month and a half?

COMMITTEE MEMBER SNYDER: Yes.

DELEGATE TREMENTOZZI: Thank you.

PRESIDENT CUMMINGS: At the "Questions" mic, Delegate Chad Perkins, Local 7250.

DELEGATE PERKINS: Yes. My question is for the Appeals Committee. I understand they determined this was not a willful violation. Was the Appeals Committee also considering that there were three membership meetings in which this overpayment was challenged?

COMMITTEE MEMBER SNYDER: The Appeals Committee made no determination. That was from the prosecutor's report, that there was no willful act.

DELEGATE TREMENTOZZI: Is the prosecutor a person here to answer these questions?

COMMITTEE MEMBER SNYDER: No, not at this time.

PRESIDENT CUMMINGS: At the "Questions" mic, we have Art Clemens, Local 7800.

DELEGATE CLEMENS: Good morning. Can you tell us what the memorandum from President -- or Vice President Brenda Roberts said? Is that something that is short enough that you can read to us?

COMMITTEE MEMBER SNYDER: Sorry. So the memorandum came from General Counsel Pat Shea at the behest of President Roberts. In a nutshell, it just said that the pay was appropriate at the time.

DELEGATE CLEMENS: Thank you.

PRESIDENT CUMMINGS: Okay. At the "Questions" mic, Delegate John Richie, Local 6200.

DELEGATE RICHIE: Thank you, Mr. President. The only question I have is is that there was an LMS report that was put forward after an audit

investigation evidently leading from this complaint. And I was just curious if the Committee had access to that report at the time that they made their decision? Thank you.

PRESIDENT CUMMINGS: Okay. Seeing no one else approach the mic -- oh.

COMMITTEE MEMBER SNYDER: It wasn't part of the file at the time.

PRESIDENT CUMMINGS: I thought it was answered. I'm sorry.

COMMITTEE MEMBER SNYDER: It was not part of the file.

PRESIDENT CUMMINGS: Okay. Seeing no one else approach the mic, the report is before you from the Committee. All those in favor of the report, say aye or raise your hands at least. Raise your hands. (Show of hands)

All those against.

(Show of hands)

It passes.

(Applause)

COMMITTEE CHAIR ANTONIO: I'll call on Delegate Neumeyer to read our third appeal. (Applause)

COMMITTEE CHAIR NEUMEYER: On September 28, 2022, CWA Local 4527 Vice President Marya McClelland appealed the decision of the CWA Executive Board not to arbitrate the local's grievance regarding Member Dana Chubarov. Vice President McClelland's appeal is timely and properly before this Convention. Vice President McClelland alleges Member Chubarov was intentionally passed over by the Jefferson County Engineering Department for two separate overtime call-out assignments on February 27, 2022, in violation of the collective bargaining agreement. The CBA establishes a roster for assigning overtime on a rotational basis that was not adhered to in this instance.

However, the CBA additionally states, Should the employer determine that overtime is necessary, overtime work shall be distributed as equally as practicable among qualified employees in the same garage. The remedy the local was seeking is for Member Chubarov to work one hour and 42 minutes and receive eight hours of overtime pay, which is the amount of time worked and pay received by the individual who was called out on February 27, 2022. Based on the remedy sought by the local, the language in the CBA, and the lack of evidence supporting the local's position that the employer's actions were intentional, especially in light of the practicable standard in the CBA, the Union would be extremely unlikely to convince an arbitrator to award the remedy the local was seeking. After a thorough review of this case, the Appeals Committee recommends that the decision of the CWA Executive Board be upheld and the appeal of Vice President McClelland be denied.

PRESIDENT CUMMINGS: At the "Against" mic, Delegate Marya McClelland, Local 4527.

DELEGATE McCLELLAND: Good morning.

PRESIDENT CUMMINGS: Good morning.

DELEGATE McCLELLAND: Congratulations, President Cummings.

PRESIDENT CUMMINGS: Thank you.

DELEGATE McCLELLAND: Good morning, Fellow Delegates, My Brothers and My Sisters. My name is Marya McClelland, Vice President of Local 4527. This is my first Convention, and what a Convention it has been. Thank you. I respectfully rise in opposition to the Appeals Committee's decision to deny the grievant arbitration and ask my brothers and sisters to send this grievance to arbitration. I am here representing the grievant in her fight for her rights. The grievant works for the Jefferson County Engineering Department. The Engineering Department services roads of Jefferson County for maintenance and repairs to various roadways and, during the winter months, for snow removal. They also provide emergency services for any issue that would render the roads in Jefferson County unpassable, such as downed trees or objects in the road that need to be removed.

The Engineering Department has three garages to service the entire county. The northern end of the county is serviced by the Irondale garage, the southern end by the Smithfield garage, and the middle of the county is serviced by the Complex Garage, which is also known as Wintersville and Steubenville. This garage is located outside of Wintersville and has a Steubenville address, which is why they call it all of the above. The Wolf Run location is a satellite office of the complex and is only used in the winter months to store salt and vehicles to maintain the roads in that part of the county. During the winter months, this location has two specific employees who are assigned there for roadway snow removal. The reason these employees are assigned there is for expedience of getting the roads clear during the winter snowfall, and for anybody that lives in the mountains, we get a lot of snow sometimes. The salt for the roads is stocked from the Complex Garage, and when the employees must report for snow emergencies, they have to call in their clock-in time to the Complex superintendent. That shows me that it is only a satellite office.

On February 27, 2022, there were two road emergencies that required emergency call-outs. The call-out report clearly indicates that each employee on the roster, which includes all Complex employees, were contacted for the call-out, with the sole exception of the grievant. The grievant, who is the only woman on the roster and only person not called out. The employer claims that there are two separate lists, when, in fact, there are not. The list in question includes the two employees who are designated to the Wolf Run satellite location. In fact, the individual employee that ended up taking both of the call-outs is the second employee assigned to the Wolf Run satellite location in the winter months. He worked a total of one hour and 42 minutes for both call-outs. One call-out was for one hour and one minute. The other was for 41 minutes. He was paid overtime earnings for four hours for each call-out pursuant to the collective bargaining agreement.

The employer intentionally excluded the grievant from the ability to work the overtime call. If she had been given the opportunity to work on the call-out, when the emergency happened, she would not have worked longer than the hour and 42 minutes for both call-outs that the other employee worked. The employer habitually disregards the collective bargaining agreement.

In 2019, there were two grievances filed over three separate incidences of how the employer was making call-outs. As a resolution in Step 1 of that grievance process, the employer indicated, in part, also the crew leader will call out garage employees for all call-outs according to the overtime roster. That was their own agreement. Now they are back to calling out whoever is convenient for them, instead of calling out the appropriate worker pursuant to the list provided in the collective bargaining agreement. It has, unfortunately, over the past few years become common practice for the employer to disregard and disrespect the collective bargaining agreement. We cannot continue to give free passes to employers for violating the collective bargaining agreements. It can happen to all of us. We need to fight to win, starting at the local level. The local is doing its part. We are filing grievances. In fact, we've already filed two grievances against this same employer so far this year.

Brothers and Sisters, we are only halfway through the year. Please take a moment to put in perspective just how often this happens with this employer. There are not hundreds of employees. There's less than 30. This request for arbitration from the grievant is what collective bargaining was intended to protect. The employer's habitual blatant disrespect for the CBA must stop. Otherwise, our Union brothers and sisters will lose the rights that have been fought for by generations of union workers. Since the employer has shown over the last several years that they have no concern for their obligation to follow the CBA that they themselves agreed to and which was negotiated in good faith, I suspect they will continue to blatantly disregard the CBA until forced to stop. We must correct the injustice and discrimination against the grievant. If there's one thing that I've learned today, when we fight, we win. (Applause)

PRESIDENT CUMMINGS: Sorry, Delegate, your time is up. Time has expired. I think we have someone at the "Questions" mic. At the "Questions" mic, Delegate Robert Gonzalez, Local 7011.

DELEGATE GONZALEZ: Good morning, my Brothers and Sisters. This is Robert Gonzalez, President of Local 7011 in Albuquerque, New Mexico. My question, in the CBA is there separate language for call-out overtime versus any other overtime?

COMMITTEE MEMBER NEUMEYER: Yes.

DELEGATE GONZALEZ: Thank you.

PRESIDENT CUMMINGS: At the "Questions" mic, we have Delegate Julia Daloisio -- I'll try to get it right -- Local 13500.

DELEGATE DALOISIO: Thank you. Julia Daloisio, President CWA Local 13500. My question is whether the Committee has a report on the number of times this individual has been bypassed for overtime assignments.

COMMITTEE MEMBER NEUMEYER: There was nothing in the file.

DELEGATE DALOISIO: Thank you.

PRESIDENT CUMMINGS: Okay. At the "Against" mic, we have Delegate Marya McClelland, Local 4527.

DELEGATE McCLELLAND: Again, Marya McClelland, Vice President, Local 4527. I would like to respond to the question. It has not been established from a pattern of a specific employee. The employer does this to all of the employees. That is why we continue to file grievances. We are doing our part as best we can. Thank you.

PRESIDENT CUMMINGS: At the "Question" mic, Delegate Mericle Long, Local 4501.

DELEGATE LONG: Hi, Brothers and Sisters. My name is Mericle Long. I'm the President of CWA Local 4501. My question is, did the Committee have the information that this young lady was the only one that was not given the opportunity to have that overtime?

COMMITTEE MEMBER NEUMEYER: Yes.

PRESIDENT CUMMINGS: Okay. All right. There are no other delegates wishing to speak on the motion to adopt the Committee's recommendations on this appeal. All of those in favor of the report,

Raise your hands.

(Show of hands)

Those opposed.

(Show of hands)

Okay. It failed.

(Applause)

COMMITTEE CHAIR ANTONIO: We now call on Delegate Markegard to read our fourth appeal.

COMMITTEE MEMBER MARKEGARD: Thank you. On June 22, 2022, Member Jamie McDole appealed the decision of the CWA Executive Board to uphold Prosecutor Lynn Johnson's recommendation not to prosecute charges filed against the UPTE-CWA Local 9119 Executive Board. Although no specific provisions of either the CWA Constitution or the UPTE Constitution were cited in her charges, Member McDole alleges violations of Article XIX, Section 1(b), 1(c), and 1(d) of the CWA Constitution.

The appeal is timely and properly before this Convention. Member McDole's charges are primarily related to their handling of the employment of Paul Harris, the local former systemwide director. Mr. Harris had written an employment agreement with the local covering the time frame between June 1, 2021, and May 31, 2022, that stated he shall not be terminated during the term of his agreement other than for

gross misconduct. Member McDole charges that the local Executive Board violated UPTE-CWA Local 9119 personnel policy and placed the local at risk of litigation, when he was terminated in violation of his employment agreement.

Member McDole's argument is not factual. Mr. Harris voluntarily entered into a mutual separation agreement and release, which provided him pay relief for approximately three months and ended his employment at the conclusion of his leave. Member McDole also charges the local officers did not meet their fiduciary responsibilities when they replaced Mr. Harris without specific authorization from the Executive Board. Prosecutor Johnson reasonably determined that the local officers did not violate their fiduciary responsibilities because the local's budget had an approved allocation for Mr. Harris' position when he was replaced. Additionally, Prosecutor Johnson determined they did not violate their fiduciary responsibilities when they agreed to pay Mr. Harris beyond his employment. Mr. Harris' employment agreement entered into by Member McDole when she was the local President included a penalty of three months' pay and benefits in the event the local provided late notice to Mr. Harris concerning its intention to extend or not to extend his employment, and he was required to remain available to local officers and staff during his leave.

After a thorough review of this case, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal of Member McDole be denied.

PRESIDENT CUMMINGS: Okay. Seeing no one approach the mic, it appears that there are no other delegates wishing to speak on the motion to adopt the Committee's recommendation on this appeal.

All those in favor of this appeal, of the report, raise your hands.

(Show of hands)

Those opposed.

(No response)

It passes.

(Gavel knock)

(Applause)

I want to thank the Committee for their report. Give them a round of applause. I know it's not easy. I've served on the Appeals Committee before, so I appreciate the work that you put into it.

(Applause)

Now, at this time I would like to bring up Vice President Derrick Osobase to present the Political Action Fund's awards for today. Vice President Osobase.

(Applause)

VICE PRESIDENT OSOBASE: Good morning, Delegates.

("Good morning" from the delegation)

How are you all doing this morning? So good to see you all and so good to be up here. Hello to my District 6. How are you all doing?

(Cheers from District 6 delegation)

All right. All right. You know, I want to thank President Cummings. Oh, gosh. I love you, Claude. Thanks to all our CWA PAF fundraising efforts, our political has been a beacon and strength of force across America. Using contributions from you, your members, we took back the Senate by electing two pro-union senators in Georgia in 2021. Clap for yourselves. That's right. (Applause)

And we kept control of the Senate in 2022. We also defied history by heading off what is normally a major loss in the House of Representatives in a presidential midterm. Yeah, clap for yourselves. (Applause)

In the House of Representatives, we passed the PRO Act and For the People's Act. We worked closely with six states to pass laws with bipartisan support to support corporations from sending call center bills back home -- bringing our call centers back home. And this year because of our support for pro-union politicians, we repealed right-to-work for less in Michigan. (Applause)

Good job, VP Henny. We enacted bans that would force anti-union -- I'm sorry -- that would force companies to not hold anti-union meetings in Minnesota and New York, and we passed legislation in Maryland that will allow union members to deduct their union dues from their state taxes. (Applause)

To continue this work into 2024 elections, we need a new and innovative way to increase our Political Action Fund. I want to highlight one of our members that has done amazing work with PAF fundraising, Ashley Snider. Where is she at? Where are you at? Stand up, wave. (Applause)

Ashley is a member from IUE-CWA Local 761 in Louisville, Kentucky. Earlier this year, Ashley became a Senior Campaign Lead. Good job. Good job, Ashley. In the fall of 2022, she led an effort at Local 761 that resulted in more than 400 PAF cards collected over the course of just a few weeks. Good work. Good job. (Applause)

That effort helped IUE-CWA meet their 2022 PAF goals by collecting over 611 PAF cards, with an average of contributions at \$13.35 per pay period. Our members are giving when they're asked. And within the first four hours of kicking off that PAF drive, they signed up 100 new PAF contributors -- I'm sorry -- 140 new PAF contributors. Thank you, Ashley. Thank you, IUE-CWA President Carl Kennebrew for prioritizing PAF fundraising, and everyone with boots on the ground, thanks you so much for the work that you do and the hard work of asking people to join PAF. We need PAF contributors.

We are -- also, I'm sorry -- we've incorporated a list of CWA political Action Honor Locals in the official Convention Proceedings.

Join me in acknowledging this great work with a round of applause for the job well done to those folks. (Applause) This year's awards, I want to recognize some outstanding achievements in political action during the combined year of 2021 and 2022. Beginning with the Presidential Achievement Award, once again there are two districts that stand out from the rest. Between the two districts, they raised over \$3.5 million, which is almost half of the total PAF contributions made. Give them a hand. (Applause)

Those two districts, with no surprise, are District 1 and District 6. Give yourself a hand, District 1 and District 6. (Applause) We're coming after you, VP Trainor. VP Trainor, your District has won one local award and two District awards. Let's start with the local award. Local Executive VP Al Russo, for the second time your local has won the highest number of members contributing to CWA PAF at \$1 or more per week with the average members of 1,085. (Applause) Great job. Now, on the two District awards won by District 1, District 1 raised the most PAF dollar during 2021 and 2022. They've raised over, again, \$2.1 million. District 1 also has the most members contributing to PAF at \$1 or more per week with an average member count of 7,324 contributors. Let's express our appreciation and congratulations to Dennis and all of the staff, officers, and members. Great work. Great work. (Applause)

Now for District 6, my District. We have had -- we have had always a long history of maintaining great PAF fundraising efforts. Over the last two years, District 1 has won two local awards and one District award. Give yourself a hand District 1 -- District 6. I'm sorry. District 6. (Applause)

I'd like to congratulate Local President Lisa Foster. Your local had the highest percentage of PAF members contributing to CWA PAF at \$1 or more per week at an incredible 100 percent rate. (Applause)

I'd like to also congratulate 6215 President Nancy Brown as well. (Applause) Your local has contributed the most to CWA PAF during 2021 and 2022, with a total of over \$244,000. All right. (Applause) And once again, District 6 has won the award for the highest percentage of member contributing to PAF at \$1 or higher per week with an average of \$13.80. Stand up District 6. (Applause)

Let's congratulate -- I want to congratulate staff, locals, and members in District for a job well done. In concluding, once again, we have to take our political program -- that is true. I did work for you when that happened. Keep up the good fight. Keep on raising PAF dollars. I'll see you at next Convention. Thank you. (Applause)

PRESIDENT CUMMINGS: All right. I would like to -- I'm going to make some remarks after -- at the end on our political work. I want to thank Derrick, Vice President Osobase, and all of the PAF winners. I guess I'll just make those remarks right here. Let me make sure you all understand this clearly. We are going to really step up our political program, especially as it pertains to our GOTV efforts. In Harris County, we won the county judge race.

The Republicans spent \$50 million on that one race, and we beat them simply because we turned out to vote through our independent expenditures. And we just didn't use CWA's money.

Derrick has a relationship with the Soros Group. We used some of their money. We have rich trial attorneys that paid into IE's, I mean wrote million dollar checks into our IE's. We had other rich donors that spent money into our IE's, and we used it strictly for -- we didn't give it to the Democratic party. We didn't give it to any party. We were our own consultants. We poured that money into independent expenditures, and we used it strictly for our GOTV. No consultants got money, and we used it to pay retirees and others to GOTV and the phone bank. And we are going to do that in other places across this country. We are going to work with the districts on it, but we are going to get out the vote.

In Houston, the Mayor of Houston is elected today. You look -- Derrick Osobase and elected the Mayor of Houston, and whenever he speaks and he sees either me or Derrick in someplace, he'll recognize us and say, I'm the mayor of Houston today because of Claude Cummings, because he was going to lose his race. But what we did is, we put together an IE that we put money in. As a matter of fact, two days before it was predicted that he was going to win by a percentage point or two, and I was -- I called Shane. We wired, I think, \$25,000 into the NAACP. I got some other donors to spend some money. We ran an aggressive GOTV program the day of the election. We even cleaned up some homeless people, and this is just the truth, and had them door knock in an area in Harris County where voters had not gotten out to vote. Okay? We had them door knock. We kept it strictly nonpartisan. We knocked on the door and said, Listen, you haven't voted. You need to get out and vote. We put them in vans, took them to the voting booths, and they voted. Again, we kept it nonpartisan because we had to. We couldn't tell them who to vote for. And the night of the election, I think we -- what was it, Derrick, I think 400 doors we knocked. The night of the election, he won by 403 votes. He won because of us. He won because of us. (Applause)

And so we are going to run programs like that. One of the things that I plan to do is bring in every civil rights organization president into my office to talk to them about how we put aggressive GOTV programs in communities of color to get out to vote. And I'm not talking about just writing a big check. All right? I'm talking about a well-designed plan put together, not just with CWA money, but other donors, strictly into GOTV. And we're going to work through the District so they can give us members that they might want to get involved in that, but we're going to win and we are going to win because we're just not going to give money to organizations and walk away. We're going to plan GOTV efforts with them. We are going to get money from other donors, and we are going to run aggressive, independent expenditure programs run by us so we can win in the next election cycle. That's going to happen. (Applause)

So stay tuned. That's all I can tell you. Stay tuned. We are going to put together a machine like never before to get out to vote. Okay. I would like to call on NABET-CWA President Charlie Braico to present the 30 years of service awards. Charlie (Applause)

VICE PRESIDENT BRAICO: Thank you, President Cummings.

Good morning, Sisters and Brothers. At this time the 79th CWA Convention will honor those local union officers who have reached or surpassed 30 years of service since our last Convention.

John Pusloskie, President CWA Local 12 1170.
(Delegates clap)

Thomas Lane, President CWA Local 1365.
(Delegates clap)

Stanley C. Long, President CWA Local 18 3205.
(Delegates clap)

Patty McLeroy, President CWA Local 21 3710.
(Delegates clap)

Tina Culver, President CWA Local 4009.
(Delegates clap)

Susan Ayers-McCravey, Secretary-Treasurer CWA Local 6218.
(Delegates clap)

And, Michael Frost, Executive Vice President CWA Local 9003.
(Delegates clap)

Let's give them all a round of applause and thanks. (Applause)

We are so proud to recognize these outstanding CWA leaders who have devoted so much of their time and energy building our Union and serving our members over the years. Your dedication and your commitment to our members is CWA strong. Each of these officers were presented with certificates of appreciation during their District or sector meetings immediately before the Convention, and again, let's please thank them for their service. (Applause)

PRESIDENT CUMMINGS: Thank you, Vice President Braico. At the "Privilege" mic, we have Delegate Adam Heenan of Local 34071.

DELEGATE HEENAN: Good morning, Siblings, and to the point that President Cummings was making earlier around the Political Action Fund. I just want to say thank you from the bottom of our heart over at our local. Local 34071 is the Chicago NewsGuild, but our unit is organized with the statewide fed staff union for the Illinois Federation of Teachers. Many of you know that the Chicago Teachers Union is one of our affiliates. The movement to elect Brandon Johnson this past year had CWA's support, and it was very -- we're very grateful for that, but the movement began more than 12 years ago under what some of us were calling the House of Karen. That's Karen Jennings Lewis, as many of you know, the champion for our movement to reclaim public education. (Applause)

Brandon and I came up through the caucus of rank and file educators. We talked to our members in buildings, building by building across the city about the harm that too much testing, that terrible housing policy, that the health conditions in our schools, how those things were harming our kids and making our working conditions untenable. Under the House of Karen, we did a lot of member-to-member engagement, and this is something that I think we have a lot of lessons to learn from the Brandon Johnson campaign.

In every opportunity that we had, we worked to change the culture in Chicago, whereby the concepts of economic populism would outweigh those of political populism, and it's in these spaces where we started to see so many of the people say, That resonates with me. I'm not only gonna vote, I'm gonna do some volunteering in the field for Brandon because this is the work and the city that we deserve and we are going to build together. Organized people can defeat organized money.

PRESIDENT CUMMINGS: That's right.

DELEGATE HEENAN: Let me repeat, organized people, our people, our working people can defeat the mountains of money that is against us in our movement.
(Applause)

So I rise without a motion just to say thank you to my siblings at CWA for joining us in the fight to elect Brandon Johnson, and I look forward to taking every other city back for us and the working people alongside you all. Thank you.

PRESIDENT CUMMINGS: Thank you. (Applause)

I appreciate that, and well-taken, what you have said. We have to build infrastructure, and I'm tired of giving resources to party politics that don't do anything but pay consultants. Those days are over. I mean, done. They're done.
(Applause)

We are going to put independent expenditures together, we are going to put money into them, and then we are going to get out our vote. I did mention in that race in Harris County, where the Republicans spent \$50 million on the one county judge race, that as a result of her winning, us being able to almost organize over 3,000 healthcare workers. That the African-American turnout under the IE program that we ran, African-American turnout was, like, 20 percent, historic numbers in Harris County because we built infrastructure, and that's what we've got to do in other places in order to win. You know, we've got our communities of color and progressive thinking Democrats and that's where our money is going to be spent. So, thank you for that. I really do appreciate it. At this time I'd like to bring up, Vice President Margaret Cook to introduce the Elizabeth Glaser Pediatric Aids Foundation presentation and awards. Vice President Cook. (Applause)

(Whereupon, a video was presented)

VICE PRESIDENT COOK: Good morning, CWA and good morning to our new President, President Claude Cummings. (Applause)

Sisters and Brothers, Union Siblings, it is my pleasure to present the Elizabeth Glaser Pediatric Aids Foundation Awards. Over the past 27 years, CWA members together with your leadership have been extremely generous and have raised over \$9 million on behalf of the foundation. Please give yourselves a round of applause.
(Applause)

This money has been used to advance the foundation's research, training, and advocacy programs around the world. Because 2022 was an off year for Convention, we will be presenting awards for both the 2021 and 2022 award years.

In 2021, we had 267 locals that participated in our Charity of Choice Program, contributing \$152,693. It's been a long time since I've read numbers. In 2022, we had 268 locals that participated in our Charity of Choice Program, contributing \$146,844. This is still an amazing achievement, considering the challenges that we are all currently facing and how busy we really have been. Thank you so much for your ongoing support and generosity. I want to take a moment to acknowledge a special group of locals before we give out the official awards.

Each of these locals contributed at least 200 percent of their quota of a dollar per member per year in 2021 and/or in 2022. Many of these locals do an amazing job fundraising so they don't put pressure on their already stretched treasuries.

I would like to congratulate the following locals for their contributions of 200 percent or more. For 2021, we have:

Local 1060 President Brian Reilly.
(Delegates clap)

Local 4025 President Mark Kavanaugh.
(Delegates clap)

Local 6206 President Roy Agee.
(Delegates clap)

Local 7026, President Shad Ercanbrack.
(Delegates clap)

Local 7601, President Michael Rea.
(Delegates clap)

Local 7812 President Kenneth Harding.
(Delegates clap)

Local 13100 President Diana Markowski.
(Delegates clap)

Local 13572, President Todd Trotter.
(Delegates clap.)

Local 81250, President Earl King.
(Delegates clap)

For 2022, Local 1088 President Patricia Self.
(Delegates clap)

Local 3310 President Diogenes Miller.
(Delegates clap)

President -- Local 7026, President 1 Shad Ercanbrack.
(Delegates clap)

Local 7601, President Michael Rea.
(Delegates clap)

Local 7812, President Kenneth Harding.
(Delegates clap)

Local 13572, President Todd Trotter.
(Delegates clap)
Local 51014, President Joe Daddese.
(Delegates clap)

Local 51017, President Andrew Halpin.
(Delegates clap)

Local 88389, President Tina Krass.
(Delegates clap)

I would also like to highlight four locals who managed to contribute 200 percent or more for both 2021 and 2022.

Local 7026, President Shad Ercanbrack.
(Delegates clap)

Local 7601, President Michael Rea.
(Delegates clap)

Local 7812, President Kenneth Harding.
(Delegates clap)

And, Local 13572, President Todd Trotter
(Delegates clap)

Let's please all give them a round of applause. (Applause)

Now on to the official awards, the Ariel Glaser Award and the Hope Award. In keeping with the percentages, the Hope Award is presented to the locals that achieve the highest percentage of their quota each year. This year we will be honoring two locals that not only achieved at least 200 percent of their quota but also reached the highest percentage for their local size in 2021 and in 2022. In the category of locals with less than 100 members, the Hope Award for 2021 and 2022 will go to Local 13572. (Applause)

They raised an amazing 7,692 percent of their quota in 2021 and 7,692 percent of their quota in 2022. Congratulations, President Todd Trotter. (Applause)

In the category of locals between 100 and 500 members, we again have one local that raised the highest percentage for both 2021 and 2022 award years. The award goes to President Shad Ercanbrack, Local 7026, for raising 279 percent of their quota in 2021, and 3,209 percent of their quota in 2022. Thank you, President Shad Ercanbrack and Local 7026 for your commitment to the foundation's efforts and your local's commitment as well. (Applause)

And, finally, in the category of locals with members more than 500, the Hope Award goes to Local 4319 that raised 114 percent of their local quota for 2021. Thank you, President Erika White, and Local 4319 for your support. Our next award in the same category that reached the highest percentage of their local quota in 2022 will go to President Diogenes Miller, Local 3310. They raised 200 percent of their quota in 2022. Thank you, President Miller, for your local's tremendous dedication for supporting the cause. (Applause)

Our thanks and congratulations go out to all of the members of these locals for their support. Great job. And next, the Ariel Glaser Award is in honor of Elizabeth Glaser's daughter who died from complications from the AIDS virus at the young age of seven years old in 1988. The Ariel Glaser Award is presented to the local that raised the most money in a given award year.

This year there is one local in particular who has reached this accomplishment for both award years. They achieved it in 2017 and in 2018 and again in 2019 and 2020, and now we are honoring them once again for 2021 and 2022. The Ariel Glaser Award is presented to, you guessed it, Local 1037 for raising an astounding \$9,107 in 2021 and \$8,598 in 2022. (Applause)

Thank you, President Ken McNamara, for you and your local's amazing accomplishment and continued dedication to this worthy cause. (Applause)

All pyramids and awards will be mailed out to each local following the Convention. If you have a particular address you'd like your boxes shipped to, other than your local address, please reach out to the Secretary-Treasurer's office at SToffice@CWA-union.org with the preferred address information. Please give all of our locals a very big round of applause. (Applause)

PRESIDENT CUMMINGS: Thank you, Vice President Cook.

Now I'd like to call on Vice President Linda Hinton to report on the Eduardo Diaz International Solidarity Fund. (Applause)

VICE PRESIDENT HINTON: Good morning. Thank you, President Cummings. CWA has a long history of standing with workers all around the world and supporting efforts to organize and strengthen labor unions. CWA President Joe Beirne said in 1965 that for CWA aiding our democratic trade unions throughout the world is a fundamental part of our commitment and that supporting them is a goal as basic to CWA as winning of better working conditions for our members in the communications industries in the country. In 1998, the 60th CWA Convention adopted a resolution creating the Union-to-Union International Solidarity Fund. The fund is supported voluntarily by CWA locals at a minimum of ten cents per member per year. Funds are used to support efforts by workers to form unions in industries important to CWA members.

A special priority has been given to assisting efforts to raise the living standards of working women by supporting projects aimed at organizing and empowering women workers. In 2000, at the 62nd CWA Convention, delegates approved a resolution renaming the Union-to-Union International Solidarity Fund to the Eduardo Diaz Union-to-Union Fund.

Delegates took this step to honor the life and legacy of CWA's former Director of International Affairs. Over the last two years, the Eduardo Diaz Fund has been able to support inspirational workers' organizing efforts in the Philippines, Mexico, and just this year in El Salvador.

Due to the groundbreaking neutrality and organizing agreement that UNI, the global labor federation of which CWA is a leading affiliate, reached with the Teleperformance, the world's largest operators of call centers, workers handling AT&T accounts for Teleperformance in El Salvador will have an opportunity to organize a union and fight for higher wages and working conditions, raising the floor for all AT&T call center workers. CWA was the first union to step forward to provide funding to these organizers. Another group that we've supported is one that I've personally had the privilege to meet with, and that's RED in Mexico. RED is a group of young, dedicated organizers working to organize call center workers at AT&T call centers in Mexico City.

They have been successful in mapping out work at several AT&T call centers and identifying some that serve the U.S. market. Our support of RED has allowed organizers to research if and where fake management-run unions exist at AT&T call centers in Mexico and to make contacts with workers who want an independent and real union. Our early investment in the work of RED and now with the additional resources from the U.S. government, we were hopeful that call center workers in Mexico will have a chance to organize a free and democratic union that allows the workers to negotiate contracts that benefit Mexican call center workers, again, raising the floor for all call center workers at AT&T. The third group that has received support from the Eduardo Diaz Fund over the last two years is the BPO industry employee network or BIEN in the Philippines.

CWA first started working with BIEN in 2016, when their leadership reached out to CWA during the Verizon strike to ask how they could help in the fight against Verizon's management. A delegation of striking Verizon members went to the Philippines to hold a joint action at a call center taking struck customer service calls. Since then another delegation of CWA members, led by former District 7 Vice President Brenda Roberts, visited the BIEN leaders and activists in 2019. BIEN is attempting to organize workers in what has been classified by the Human Rights Watch as one of the most dangerous places in the world for union organizers. BIEN leaders being tagged on social media and in public as communist terrorists, this designation is basically an open license for them to be killed by the right wing vigilantes.

Earlier this year we learned just how dangerous this work is. One of the organizers supported by Eduardo Diaz Fund, Alex Dolorosa, was found brutally murdered after missing for several days. Alex was a call center worker, organizer, and paralegal for BIEN. He also helped form the first LGBTQ+ call center worker organization in the Philippines. Before going missing, Alex had won several grievances for call center workers earlier that week. An autopsy revealed that Alex had been bound and tortured on his knees for hours before being brutally stabbed to death with a pickaxe. Alex had at least 31 stab wounds. Police initially said Alex was murdered from a robbery that went bad, but it's clear now that Alex was targeted and brutally murdered for his union activism.

Sisters and Brothers, as part of our bigger CWA family, he was brutally murdered simply for fighting for a better life for himself and his coworkers. We will not remain silent in light of this murder and have demanded that the U.S. Government insist that the Philippines government pursue justice for Alex. At this point, I would ask all of you to join me in just a moment of silent prayer for Brother Alex Dolorosa.

(Moment of silence)

Thank you. Lastly, we've provided an opportunity for all CWA members who support our global solidarity work to support the Eduardo Diaz Fund besides the support of the voluntary contributions from locals. In your electronic Convention materials, you will find a brochure with information on the program and how to support it as an individual through a one-time monthly donation. I hope you will be able to participate in that. Thank you very much, in solidarity. (Applause)

PRESIDENT CUMMINGS: Okay. Thank you, Linda for that. (Applause)| So I'd like to call the Resolutions Committee back up, please, for their report. While they are coming to the platform, I just want to remind and say again that our normal procedure is to report resolutions in numerical order, although it may be necessary to rearrange the order in which resolutions are reported out. At the "Motions" mic, Delegate Art Behnam, Local 9412.

DELEGATE BEHNAM: Good morning, Mr. President.

PRESIDENT CUMMINGS: Good morning.

DELEGATE BEHNAM: Art Behnam, Executive Vice President, Local 9412. I move that the Resolutions Committee only read the resolves of the resolutions. (Seconds from the delegation)

PRESIDENT CUMMINGS: Okay. It's been moved and seconded that the Resolution Committee only reads the resolves. All those in favor, say aye?

(Chorus of ayes)

Those opposed.

(No response)

Thank you. It passes. I would like to ask the Committee to read Resolution No. 3.

COMMITTEE CHAIR GONZALEZ: Thank you, President Cummings. I'd like to ask the Convention delegates to refer to Resolution 79A-23-03 entitled

Reforming Our Federal Tax Codes to Support Worker Organizing and Collective Bargaining, located in your convention delegate folders. I will read just the resolves.

Resolution 79A-23-03
Reforming Our Federal Tax Codes to Support Worker
Organizing and Collective Bargaining

The National Labor Relations Act (NLRA) of 1935, still the law today, made clear that “It is declared to be the policy of the United States to...encourage the practice and procedure of collective bargaining and by protecting the exercise by workers of full freedom of association, self-organization, and designation of representatives of their own choosing, for the purpose of negotiating the terms and conditions of their employment or other mutual aid or protection.” However, despite the NLRA’s clear directive for the United States government to encourage the practice and procedure of collective bargaining and to enable workers to join unions, corporate interests have worked to undermine the law through weakening legislation, lawsuits before pro-corporate conservative judges and creating regulatory loopholes,

One other technique corporations have utilized to undermine the NLRA’s pro-labor intent has been to use the tax code and tax law to reward anti-union behavior. In recent decades, as union busting activity has exploded, corporations have profited by deducting the ever increasing expenses of union busting from their federal taxes. Employers now collectively spend over \$430 million per year on “union avoidance” consultants alone—not counting untold millions more on anti-union advertising campaigns and mandatory “captive audience” meetings where workers are forced to listen to anti-union propaganda. Despite this activity being directly opposed to the stated purpose of the NLRA, companies are allowed to deduct all of these expenses from their federal taxes just like any ordinary business expenses. Companies have also long received tax breaks for offshoring jobs. In 2017, this dynamic was made worse by the federal tax law championed by President Trump and passed by the U.S. Congress with only Republican votes. That law slashed the tax rate on corporate profits earned overseas to half the tax rate on profits earned in the U.S. In addition, it created loopholes so that some investments that companies make overseas are exempted from U.S. taxes entirely. These changes gave companies tax breaks for moving money and jobs out of the country, making it more profitable for companies to eliminate union jobs and American jobs more broadly.

The 2017 Trump tax law also eliminated the ability of union members to deduct union dues, as well as other unreimbursed work related expenses, like out-of-pocket costs for uniforms or tools, from their taxes. It makes no sense that companies can get tax breaks for shameful acts like union busting or outsourcing jobs, while workers are not supported for helping create good family supporting jobs in their communities through unionizing and collective bargaining. Our tax code should follow through on the plainly stated intent of the NLRA and “encourage the practice and procedure of collective bargaining and by protecting the exercise by workers of full freedom of association” by supporting workers who want to organize and join unions. It should also penalize companies for union busting and shipping union jobs out of the country.

Resolved: CWA demands changes to our tax code so that it protects union members and the right to organize, bargain and strike, by ending deductions for companies engaged in union busting or shipping jobs overseas, and by ensuring that all workers have the right to deduct union dues and work related expenses from their taxes.

Resolved: CWA will educate members of the general public, and policymakers on the harmful, anti-worker provisions of the tax code and the urgent need for a pro-worker tax code.

Resolved: CWA will work to convince lawmakers to ensure that the tax code rewards workers and encourages union organizing, by passing pro-union tax legislation.

Resolved: CWA will work to build support for pro-worker, pro-union tax policies ahead of the expiration of many pieces of the federal 2017 Trump tax law in 2025, to ensure that there is broad support for enacting those pro-worker, pro-union policies as Congress debates tax reforms.

Mr. President, the Committee moves the adoption of Resolution 79A-23-03 entitled Reforming Our Federal Tax Code to Support Worker Organizing and Collective Bargaining. (Seconds from the delegation)

PRESIDENT CUMMINGS: It has been moved and seconded that this resolution be moved. Do we have anybody at the "For" mic? Okay. All right. No delegate wants to speak on this resolution. All those in favor, raise your hands, please.

(Show of hands)

All those opposed.

(No response)

The resolution passes.

(Applause)

At this time I would like for the Committee to read Resolution 79A-23-02.

COMMITTEE CHAIR GONZALEZ: Thank you, President Cummings. The Chair recognizes Amy Blaisdell.

79A-23-02

Building Worker Power by Fighting for Pro-Worker and Pro-Union Laws in the United States

COMMITTEE MEMBER BLAISDELL: I would like to ask the Convention delegates to refer to Resolution 79A-23-02 entitled Building Worker Power by Fighting for Pro-Worker and Pro-Union Laws in the United States, located in the Convention delegates materials folder.

I will read just the resolveds. Workers all across the country are standing up to demand power in their workplaces, but current labor laws in the United States are not up to the task of protecting the right to organize, bargain, and strike. At the national level, the National Labor Relations Act was intended to protect private sector workers' rights, but it has been undermined since its passage in ways that make it ineffectual.

The 1947 passage of the Taft-Hartley Act by corporate-backed politicians made solidarity strikes and secondary boycotts illegal, established a “free speech clause” so that employers can force workers to attend anti-union propaganda sessions on work time, and allowed states to pass so-called “right-to-work” laws that allow workers to enjoy the benefits of a union without contributing dues. Subsequent regulatory and legal efforts by pro-corporate appointees to the National Labor Relations Board and the Supreme Court have watered down protections for workers even further. Federal law does not provide any protections for the right of state, local and municipal workers to organize and bargain. As a result, in a number of states, public sector workers have limited or no rights to organize. Pro-corporate judges made things even worse by adopting a ruling in *Janus vs. AFSCME*, which had no basis in the Constitution or precedent that established a so-called “right-to-work” law for all public sector workers who have bargaining rights.

CWA has long been a leader in addressing this lack of protections at the federal level, including by fighting for the Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act. We have made important progress in that effort, as we have secured passage of the PRO Act through the House of Representatives twice and have established an understanding among candidates and elected officials that they need to support both bills in order to be considered a friend of labor. However, we have run into challenges in actually seeing these provisions enacted into law due to the anti-democratic, anti-civil rights, anti-worker filibuster rule in the Senate that requires a supermajority to pass most pro-labor policies. While we remain fully committed to enacting labor law reform at the federal level, the urgency of establishing a legal framework that meets the demands of workers today cannot wait until we have a pro-worker majority in the House and a pro-worker supermajority in the Senate. State and local governments have substantial power to enact policies that can strengthen workers’ right to organize, bargain, and strike. Some of the most promising areas are:

Improving Public Sector Collective Bargaining Rights Even in states that nominally provide collective bargaining rights for public sector workers, severe limitations, such as tight restrictions on which terms and conditions of employment are subject to bargaining, the lack of a right to strike, or onerous conditions for workers to maintain their unions mean that workers can’t effectively protect their rights. **Ending “Captive Audience” Meetings.** Many employers force workers to attend not only “captive audience” anti-union propaganda meetings, but a wide range of meetings on other political and religious topics. States have the ability to protect the free speech rights of workers by ensuring that workers do not have to attend these meetings and cannot be punished for choosing not to attend.

Protecting Striking Workers: States can provide important protections for workers who go on strike. States can prevent employers from starving workers back to work even while employers fail to address their concerns by ensuring that strikers are eligible for unemployment benefits. States can also provide important certainty for workers on strike by establishing legal protections to avoid nuisance lawsuits by corporations upset that strikes are interfering with their profits. **Bringing Fairness to the Tax Code** States should allow workers to deduct their union dues from their taxes in order to encourage workers to exercise their right to join unions.

They should also eliminate the ability of companies to deduct the costs of anti-union campaigns from their taxes.

Repealing So-Called "Right-to-Work" States are permitted to pass fair share laws to repeal so-called "right-to-work" laws for private sector workers. This is a key tool to strengthen worker solidarity and stop companies from pitting workers against each other.

Ensuring Safe Workplaces: States should also enable workers to keep themselves safe on the job. Laws like New York's HERO Act require employers to establish joint worker-management safety committees and ensure that the worker representatives on those committees are chosen by workers, not by management.

Banning Mandatory Overtime: Companies often use mandatory overtime as a way of shrinking the workforce, even while mandatory overtime harms workers' work-life balance and can result in lower quality work for customers. States and localities should enact policies to ban mandatory overtime.

Stopping Worker Misclassification Companies in many industries: Misclassify workers as independent contractors, which limits their rights. Properly classifying employees under state laws and regulations can protect workers' wage and hour protections, anti-discrimination protections, workers' compensation and unemployment benefits. By taking action on these policies, state and local governments have the opportunity to genuinely protect workers' right to organize, bargain, and strike. We have the opportunity to make a huge difference in providing a legal framework that supports the demands of the working class for fair pay and benefits and respect on the job.

Resolved: CWA commits to prioritizing state level advocacy and legislative efforts to repeal bans on collective bargaining and enact laws, which would strengthen organizing and collective bargaining protections and build worker power for CWA members at the state and local level.

Resolved: CWA will educate and mobilize members, policymakers and the general public, and work to elect pro-labor candidates for state and local office, to help us enact pro-labor policies at the state and local level.

Resolved: CWA will continue our efforts to educate, mobilize and advocate for passage of the PRO Act and the Public Service Freedom to Negotiate Act to ensure that all workers across the country, regardless of where they live or in what industry they work, will have their rights to organize, bargain, and strike protected.

Mr. President, the Committee moves the adoption of Resolution 79A-23-02 entitled Building Worker Power by Fighting for Pro-Worker and Pro-Union Laws in the United States. (Seconds from the delegation)

PRESIDENT CUMMINGS: Thank you. At the "Motions" mic, we have Delegate Harry Szabo from Local 2265.

DELEGATE SZABO: Thank you, Mr. President. My union Brothers and Sisters, CWA Local 2265 is heartened to see a resolution addressing the obstacles to good faith collective bargaining in the public sector.

We take the spirit of the title, Improving Public Sector Collective Bargaining Rights to include those locals like mine who are unjustly prohibited from collective bargaining. Therefore, I would like to propose a friendly amendment to Resolution 79A-23-02 by inserting the words, Repealing bans on collective bargaining, after the words, CWA commits to prioritizing state level advocacy and legislative efforts to and before enact laws. Thanks guys. (Applause)

PRESIDENT CUMMINGS: Thank you.

DELEGATE SZABO: States including North Carolina, Colorado, Tennessee, and Virginia all have bans in place on public sector collective bargaining, and as we have heard from several locals, in Texas, Florida, and Iowa, public sector collective bargaining rights are under attack. The public sector is growing fast and collective bargaining bans in the public sector represent a credible threat to our growth and to our ability to protect workers. Our public sector workers in states with collective bargaining right -- or collective bargaining bans want the same thing that all union members want, to bargain a good contract. Right now we cannot bargain any contract. We ask CWA to make it a priority to win public sector collective bargaining in states where it is banned. Thank you.

PRESIDENT CUMMINGS: Thank you. (Applause) And I did not say it, but just for the record, I took the applause as a second when she made the motion. Okay? All righty. Any other speakers? We have to do the amendment first, so all of those in favor of the amendment, would you -- well, I'm not going to have all of you sit down. I think it's going to pass, so rather than having you go back to your seat. All those in favor of the amendment, say aye. Or raise your hands, I'm sorry. (Show of hands)

Those opposed.

(Show of hands)

The ayes have it, and the noes know it. Okay. So the motion passes. (Applause)

All right. Now we are back on the main motion. We have at the "For" mic Jeremy Bain, and I think this is 4108, Local 4108. Thank you.

DELEGATE BAIN: Hello, Union Brothers and Sisters. My name is Jeremy Bain, and I am President of Local 4108 out of Saginaw, Michigan. In 2012, Republican legislatures in our state used tear gas and sketchy politics to pass an unpopular right-to-work law. They chose to side with corporate special interests over the hard working people in our state. It's been ten years of collective, concerted, relentless union activity to restore workers' rights in Michigan, but we did it. (Applause)

In March, Michigan became the first state in 58 years to overturn a so-called right-to-work law. (Applause) From ballot initiatives to create fair maps, to door knocking for our political allies, it's been a fight every step of the way. If we can repeal right-to-work in Michigan, we can repeal it everywhere. (Applause)

And that is why I'm rising today to express my deepest support for this resolution. Because we fought, we won, but the fight isn't over and passing this

resolution will help build on that momentum and reach our goal of eliminating right-to-work for less in every state. Thank you. (Applause)

PRESIDENT CUMMINGS: Thank you. At the "For" mic, we have Delegate Dre Davis, Local 4100.

DELEGATE DAVIS: Good morning, Union Family. My name is Dre Davis. I am Vice President of CWA Local 4100, and I have never been more proud to stand here and represent District 4 by way of the great fighting city of Detroit, Michigan. Repealing right-to-work was huge, but we didn't stop there. We got a bill passed to help our sisters and brothers in the public sector organize. We were able to help our building trades by reinstating prevailing wage. Last but not least, we took care of our women by passing Proposal 3, which reinstates the protections under Roe v. Wade. (Applause)

We could not have achieved any of this without the support from our elected officials, support from our leaders in District 4, and the unwavering support of our CWA family across the country. As a token of our appreciation, we would like to present these framed copies of our historic victories to repair the so-called right-to-work and to protect the public sector workers to the new national leadership. We cannot stop with Michigan. We need these victories in 27 other states across our country. (Applause)

I don't want anybody to forget that everything we won was something that we lost. I want everybody to keep their eyes on the ball, so we urge all of you to vote in favor of this resolution. Thank you.

PRESIDENT CUMMINGS: Thank you. Okay. Seeing no other delegates wanting to speak, the Resolution 79A-23-02 is before you. All those in favor of this resolution, raise your hands.

(Show of hands)

All those opposed.

(No response)

It passes unanimously.

(Applause)

Thank you and congratulations, Linda, again and those of you in District 4 for your great work. Let's give it up for them. That is just wonderful. Great, great, great. (Applause)

Okay. At this time I would like the Resolution Committee to read Resolution 79A-23-04.

Resolution 79A-23-04

Fighting for the News our Communities and Members Deserve

COMMITTEE CHAIR GONZALEZ: Thank you, President Cummings. The Chair recognizes, Melinda Beal.

COMMITTEE MEMBER BEAL: I would like to ask the Convention delegates to refer to Resolution 79A-23-04 entitled Fighting for the News our Communities and Members Deserve located in Convention delegates materials folder. I will just read the resolveds.

Local news is facing a crisis. Since 2004, over 2,800 newspapers have closed their doors in the United States, and overall newspaper employment has fallen by over 57percent. Consequently, hundreds of areas now lack access to credible news that is necessary for a democracy to thrive. These “news deserts” have developed in poorer and frequently rural regions, creating a divide between those who have access to local news and those who do not.

This decline of local news leads to identifiable losses for communities. The actions of government officials are not covered. Budgets and contracts are approved with little outside scrutiny. Political corruption, corporate greed and private wrongdoing increase in the absence of local news. As news outlets close or cut jobs, residents rely more on cable television and the internet for their political coverage, and both sources focus on national issues. As a news source, social media is self-selective and reinforces ideological silos and partisanship. With less news coverage comes less civic engagement. Voter turnout declines. Fewer residents attend public meetings or volunteer for local charities.

Two culprits share responsibility for this news industry crisis: The stranglehold that giant tech platforms have on advertising and the Wall Street driven consolidation of news ownership. Meta (Facebook) and Alphabet (Google) have grabbed the lion’s share of digital advertising over the last two decades, depriving news companies of an important revenue stream. News industry advertising revenues have declined 80percent since 2004. The reasons behind this migration are evident. Due to the size and reach of the platforms, they can garner more attention at substantially lower costs. The comparative pricing is due not to better business practices, but instead to scale, monopolization, and predatory business practices. Facebook and Google together capture about half of all digital advertising revenue.

Meanwhile, the financialization of news has aggravated the local news crisis. Private equity (PE) now controls four of the five largest news chains and half of all daily news circulation. PE loads companies with debt, while selling off assets and reducing costs (primarily staffing) to increase its cash extraction. PE has led the way in industry consolidation, hollowing out local news rooms while filling local news outlets with regional and national content using labor-saving regional hubs. These financial players have largely strip-mined their news business by selling off real estate, drastically slashing staff levels, and often raising advertising rates and subscription pricing. PE-owned news outlets have the highest profit margins in the industry, but spend their outsize returns paying out dividends or bankrolling investments in their sectors.

These PE-owned news outlets have a pernicious effect on competitors whose management might be inclined to be more socially responsible or give consideration to the long-term health of their business; their shareholders may demand the returns of PE-fund dominated peers. Fighting against private equity and hedge funds is hard, but when we fight, we win. Recently, our efforts to halt the consolidation of ownership of local news under private equity achieved a major victory.

The hedge fund Standard General attempted to buy the broadcast media company TEGNA with debt financing provided by Apollo Global Management. The NewsGuild-CWA and NABET-CWA were concerned that the purchase would result in cost-cutting regional hubs and the destruction of local television news. The Federal Communications Commission (FCC), under the leadership of Chair Jessica Rosenworcel, referred the acquisition to an Administrative Law Judge for further review. In making the decision, the FCC cited planned job cuts of local journalist jobs as negatively impacting localism and therefore counters to the public interest. This is a major precedent which CWA has sought for decades - a recognition by the FCC that job losses in media and/or telecom is detrimental to the public interest. The deal is now dead.

CWA supports efforts to level the playing field of digital advertising to ensure revenues are shared fairly.

Resolved: CWA recognizes that the decimation and consolidation of local journalism has had a negative impact on our democracy and must be reversed.

Resolved: CWA supports the Journalism Competition and Preservation Act as a way for the news companies to negotiate with online content distribution platforms, but only if the legislation mandates:

- 1) that any revenue received by the news companies is disclosed to workers and the public, and
- 2) that 70 percent of the revenue received by the companies is dedicated to employment.

Resolved: CWA supports the California Journalism Preservation Act, which forces the internet platforms to pay news companies a “usage fee” – a percentage of its digital advertising – for the news that appears on its services and directs the news companies to use the revenues to support newsroom employment. CWA supports similar legislation in other states.

Resolved: CWA supports legislation – such as the Local Journalism Sustainability Act, introduced in Congress in 2021 – that provides tax credits for companies that hire and retain local news journalists.

Resolved: CWA supports efforts, such as the Stop Wall Street Looting Act, to limit the power and unfair advantages of private equity. The legislation would ban dividends to private equity companies for two years after they acquire a portfolio company. It would force private equity companies and their investors to share responsibilities for the liabilities of the portfolio companies. It would close the carried interest loophole by which private equity executives pay lower tax on the cash extracted from their companies.

Resolved: CWA supports efforts by the Securities and Exchange Commission to strengthen the regulation of private equity, including its proposed rule to require transparency of expenses, return assumptions, and existence of side letters. CWA further recommends the Commission require private equity companies to be transparent about their foreign subsidiaries, many of which are based in tax-haven countries. Mr. President, the company – the Committee moves the adoption of Resolution 79A-23-04 entitled Fighting for the News our Communities and Members Deserve.”

PRESIDENT CUMMINGS: Okay. Thank you. At the "For" mic, Delegate Patricia Doxsey, Local 31180.

DELEGATE DOXSEY: Good morning, Brothers and Sisters. Local 31180, the Newspaper Guild in Kingston, New York. I rise to urge you to support this important resolution. Newspapers are the lifeblood of a community, whether they are reporting the news of your child's football team state championship win, publishing the obituary of a loved one, informing taxpayers of planned increases in property taxes or ferreting out corruption in local government. Newspapers and the reporters who work for them play an integral role in not just keeping a community informed, but keeping government officials honest. Yet, now more than ever, community newspapers are under attack by both big tech, which is syphoning away desperately needed advertising dollars, and by hedge funds and corporations intent on draining these papers white and then shutting them down and walking away without any regard for the impact to the community.

Since 2004, over 2,000 newspapers across the country have closed their doors and newspaper employment has dropped by 57 percent. As a result, thousands of people are in the dark about the goings on in their community. News deserts have been created across the country and leading to less civic engagement and an environment where corruption can and will flourish. We have to stop this madness. The unfettered greed by both these giant tech platforms and the hedge funds that own most newspapers across this country has got to stop. It won't be easy. It's a hard fight, and it's going to be a hard fight, but we know that when we fight --

("We win" from the delegation)

-- we win, and we will win this fight.

We have got bills pending on both sides of the country. The New York State Local Journalism Sustainability Act is now in the state legislature. That would provide tax credits for working journalists, and in California the proposed California Journalism Competition and Preservation Act -- I'm sorry if I screwed that up -- would make big tech pay its fair share for using our work. We need to see this happening in all of the states across the country so that we can continue to fight this fight to keep community newspapers and local news a vibrant and important part of the community. And when you go home today after we leave here, please, please subscribe to your local newspaper for the sake of your community and for the sake of our democracy. Thank you. (Applause)

PRESIDENT CUMMINGS: Thank you. We have Delegate Matt Pearce from 39213 at the "For" mic.

DELEGATE PEARCE: Hello. Good morning, CWA 19 Family. I am Matt Pearce, President of TNG-CWA Local 39213. (Applause)

Jon Schleuss is my member in my local. You may have heard me mention from the floor yesterday that I am a reporter for the Los Angeles Times. I was part of the team of NewsGuild members at the Los Angeles Times, who won the Pulitzer Prize this year, for exposing the leaked recordings -- (Applause) -- for exposing the leaked recordings of Los Angeles City Council members making racist remarks inside the Los Angeles Federation of Labor. (Applause)

Finding the truth, including in our house of labor, is hard. Finding the truth can be uncomfortable. Finding the truth takes time, but, most importantly, finding the truth takes work. Journalists do that work. That's why the NewsGuild's logo is the eye that never blinks. By the way, a lot of our delegation here got NewsGuild tattoos last night, in case you were wondering how much we love our Union. (Applause)

But outside this Convention, the workers like us who are supposed to find the truth are under attack from every direction. We have to fight the hedge funds that hate when we have strong unions, and when we fight...

("We win" from the delegation)

We have to fight the politicians and businesspeople who hate that we ask questions. And when we fight...

("We win" from the delegation)

And this is the new part. We have to fight the big tech companies that hate the idea of paying us for profiting from our labor. And when we fight...

("We win" from the delegation)

Right now Google and Meta are threatening to block our Canadian members' journalism in response to a new law that requires big tech to give a cut of their advertising profits to the Canadian news rooms they are profiting from. Meta, which owns Facebook and Instagram, has threatened to do the same thing in the United States and in my home state of California. They want to stop you from seeing our work. It's a corporate bargaining tactic to get our governments to back down from regulating big tech, and big tech needs regulation, just like tech workers need to unionize with CWA. (Applause)

Probably most of us use Google and Meta services every day. They're monopolies. They control what we see and when we see it, and they make billions of dollars selling digital ads against our journalism. Our local newsrooms don't get that money, and our local newsrooms are dying. Now, as a union, we can't bargain for money that isn't there.

We can try to hold a hedge fund accountable at the bargaining table and on the picket line and we do, but Google and Meta don't have to come to our bargaining tables. Google and Meta don't have to hear our members' stories about how \$35,000 a year isn't enough to live on.

Google and Meta have no reason to fear us going on strike.

The system is broken, and every time a local newsroom shuts down or goes through another layoff, the truth gets harder to find and our democracies suffer. We still have a lot of work to do, holding our own newsroom bosses and our greedy hedge fund owners accountable, but we've got every problem in the world right now and we do not need Mark Zuckerberg's boot on our necks. CWA Family, I ask you to support this resolution and stand with local journalists, like you always have and help us fight against all the bullies who want to shut us down. And when we fight...

("We win" from the delegation) Thank you so much. (Applause)

PRESIDENT CUMMINGS: All right. Seeing no one else wishing to speak on this resolution, we now want to vote on Resolution 79A-23-04.

All of those in favor, raise your hands.

(Show of hands)

Those opposed.

(Show of hands)

Thank you. The resolution passes. (Applause)

At this time I would like the Committee to read Resolution 79A-23-06, Committee on Membership and Office Holding Eligibility.

Resolution 79A-23-06 Committee on Membership and Office Holding Eligibility

COMMITTEE CHAIR GONZALEZ: Thank you, President Cummings. The Chair recognizes Amy Blaisdell.

COMMITTEE MEMBER BLAISDELL: I'd like the Convention delegates to turn to Resolution 79A-23-06 entitled Committee on Membership and Office Holding Eligibility located in the Convention delegates' materials folder. I will read just the resolves. A question has been raised about whether Local or International Union staff should be permitted to join the Union by virtue of their employment by the Union, not only to continue pre-existing membership.

Resolved: The CWA President shall, by September 1, 2023, appoint a diverse committee, representative of the various industries of the Union, of at least nine (9) members in good standing, selected in consultation with the CWA Executive Board, to discuss and report to the Executive Board by June 1, 2024, or one month before the start of the 2024 Presidents' Meeting, whichever is earlier, on the following questions:

1. Whether the rules for membership and office-holding eligibility are sufficiently

clear to Locals, and, to the extent that they are not, what are any of the varied understandings of those rules;

2. Whether the rules (including their implementation and how they are communicated) should be further clarified or changed and how;

3. If the rules were to be changed to permit staff to join CWA as members in good standing with rights under the Constitution to run for office and otherwise participate in the Union's democratic processes, what issues such a change might raise with respect to other aspects of the Union's operations and the rights of existing members, including:

- a. Hiring decisions and the makeup of the Union's workforce,
- b. Labor relations between the various staff unions and the Union,
- c. Local jurisdiction and potential choice of Locals,
- d. The extent to which a Local or the National president's authority to hire and fire may implicate such members' rights or the fairness of union elections, if their only connection to membership is through their employment by the Union;
- e. What CWA or a Local is or may be to such individuals if neither has ever served or may serve as their bargaining representative or workplace advocate but is their employer,
- f. Whether there is any basis for drawing lines between which employees of a Local or the National Union may join, whether based on job title, years of service, or full-time or part-time status, and whether similar eligibility restrictions on all other members would have to be imposed,
- g. Whether such restrictions could be imposed on eligibility to run for office even if they are not imposed on eligibility to become a member,
- h. Whether and how the Union may change for the better or worse or not at all if elected leaders governing the Union have not worked in any of the Union's bargaining, represented, or organizing units.

Resolved: The Committee shall seek out the expertise and opinions of members, officers, and staff from all levels of CWA and from a range of perspectives, including legal advice on any of the above issues.

Resolved: The Executive Board shall inform the 2024 Presidents' Meeting of the results of the Committee's report in order to provide time for the delegates at the 2025 Convention to consider whether any amendments to the Constitution are warranted.

Mr. President, the Committee moves the adoption of Resolution 79A-23-06 entitled Committee on Membership and Office Holding Eligibility.

PRESIDENT CUMMINGS: Thank you. At the "For" mic, we have Delegate

Marisa Remski from Local 9003.

DELEGATE REMSKI: Good morning. Marisa Remski, President CWA Local 9003. Brothers and Sisters, I rise in support of this resolution. When CWA members decide to serve an elected office within our Union, they do so because they care so deeply about our collective mission. We know that our elections generally run well and smoothly because we have built our Union with integrity, and everyone is here for the right reasons. We have had a small number of elections in recent years in which there was debate and confusion about membership and eligibility to run for office. These instances illustrated the need for greater clarity.

Looking at the resolution, I believe the proposed committee will help us examine this issue from all angles. That includes soliciting the perspectives of members in different parts of the Union and getting legal advice. I believe this is a positive action that will strengthen our Union for the future by ensuring that we have unity around our membership and election processes. Join me in supporting this resolution.

PRESIDENT CUMMINGS: Thank you, Delegate. (Applause)
At the "For" mic, Delegate Adam Liebttag, Local 1036.

DELEGATE LIEBTAG: Good morning and thank you, President.

On Resolution 6, this is a proposal that makes sense because it sets up a process to collect the necessary input from locals, from staff and at all levels of the Union and then make recommendations back to the delegates. Our CWA Constitution requires that in order to run for office, you must be a member in good standing of a chartered local, and, obviously, this provision reflects the important shared belief in self-governance that we all hold. However, multiple situations have arisen in recent years that reveal a lack of clarity and how to enforce and interpret that provision of the Constitution.

The Executive Board has referred this issue to the delegates proposing this committee to study the matter and report back, and as you can see in the resolution text, it would collaborate with locals to determine whether rules regarding eligibility for membership and office holding are sufficiently clear and whether those rules should be changed in any way and what implications those changes would have for our self-governance. Our great Union is strong because of democratic debate and acting to make the best possible outcome based on information. It's a sensible process to resolve a potentially fructuous issue, and I would urge our delegates to support this resolution. Thank you.

PRESIDENT CUMMINGS: Thank you. (Applause.)
All right. Seeing no one else approach the mic, a motion has been made and seconded for adoption of Resolution No. 6. All those in favor, raise your hands, please.

(Show of hands)

All those opposed.

(Show of hands)

Thank you. The resolution passes. At this time I'd like for the Resolutions Committee to read Resolution No. 79A-23-07, Committee on Membership -- that's another one -- Committee on Membership and Office Holding Eligibility. Okay. Evidently there was just a mistake. I've got a 6 and 7 over here. I thought it was a different resolution, but evidently it's the same and they just got numbered differently. Okay?

So we're on then Resolution 79A-23-08. All right. Put it up. I'll just read it from here because it's just wrong. Okay. We are going to put it on the screen so I can read it because I don't have it. Oh, hell, I can't read that. (Laughter)

There it is right there. Okay. Retired CWA members who have paid their dues to the CWA Retired Members' Council, RMC, will be included in eligibility for support through the Disaster Relief Fund. All right. We got it.

Resolution 79A-23-07 Retired Members' Council Eligibility for CWA Disaster Relief Fund

COMMITTEE CHAIR GONZALEZ: Thank you, President Cummings. The Chair recognizes Amy Blaisdell.

COMMITTEE MEMBER BLAISDELL: I would like to ask the Convention delegates to refer to Resolution 79A-23-07 entitled Retired Member Council Member Eligibility for CWA Disaster Relief Fund located in the Convention delegates materials folder or on the screen. I'll read just the resolved.

The CWA Disaster Relief Fund is a compassion fund and its sole purpose is to assist members who experience financial hardship due to a natural disaster as declared by FEMA. The Fund awards the member with a grant based on their essential losses and damages associated with their primary home. This program is a benefit of being a CWA member.

The Disaster Relief Fund is funded through the Member Relief Fund. It is supervised by the CWA Disaster Relief Fund Committee which is composed of the CWA President, Secretary-Treasurer and a staff member. Benefits are awarded in the range of \$500 - \$1,000. Final disbursement of funds is approved by the CWA Disaster Relief Fund Committee. Eligibility for support through the Disaster Relief Fund is currently limited to active members and retirees paying full dues to a CWA local. CWA Retired Members Council (RMC) is a long-standing part of CWA composed of retirees who have remained committed to the work of the Union. There isn't a picket line they don't march on, a phone bank they don't participate in or mobilization they turn out for when called upon. In addition, many RMC members support our Political Action Fund (PAF) through contributions.

RMC members have demonstrated commitment by paying dues to the RMC and becoming Lifetime Members of CWA in good standing by paying membership fees directly or through their Locals. Approximately 60,000 CWA retirees are RMC

members. These members of the RMC have demonstrated their commitment to supporting all members and retirees of CWA financially and through their engagement in our Union's many fights. As active and engaged former members of CWA, they are a valued part of our CWA family.

Resolved: Retired CWA members who are dues paying CWA Retired Member Council (RMC) members be included in eligibility for support through the Disaster Relief Fund. Mr. President, the Committee moves the adoption of Resolution 79A-23-07 entitled Retired Members' Council Member Eligibility for CWA Disaster Relief Fund.

PRESIDENT CUMMINGS: Thank you. At the "For" mic, we have Delegate Dusty Winters, District 3, Retired Members' Council President. Give him a round of applause. Dusty. (Applause)

RMC MEMBER WINTERS: Good afternoon, Brothers and Sisters and my Fellow Retirees. I'm Dusty Winters, President of the District 3 Retired Members' Council. And I rise in support of this resolution today, and I would ask all of my fellow delegates that are here on the floor of the Convention to rise with me in support of this resolution. Our retirees as well as you all are the backbone of this fine organization, CWA. We paid into this fund when we were working, and what we're asking from you now is to give us an equal opportunity, meeting the same requirements and guidelines that you have to meet to apply for monies out of this fund. Disasters do not discriminate between active and retiree members. Our retirees are on limited incomes.

Every little bit we can get in times of a disaster helps out greatly and is much appreciated. This is a way to show our retirees that CWA cares about them, that their fellow brothers and sisters care about them. (Applause) Remember, hopefully all of y'all will become one of us some day. Think about yourselves as well, not just us. (Applause) I want to thank all of the districts that helped support this resolution and put in all the work. This resolution originated in District 3, but all retirees in all districts contributed in some way, shape, or form. It was sincerely a joint effort, and we received a lot of support on it. And now, we're asking for your support one more time. Thank you very much. (Applause)

PRESIDENT CUMMINGS: Okay. Seeing no one else wishing to speak, you have before you 79A-23-07 on the eligibility of retirees because we had two of them that were titled the same. I don't know if we are going to just name it A, B, but we'll get that fixed. So all of those in favor of the resolution, raise your hands.

(Show of hands)

Those opposed

Applause.

(No response)

Wonderful. Let's give them a round of applause. This is one that needed to be fixed, and I'm glad that it is.

It needed to be fixed, it needed to be resolved, and I'm glad that it has been. Okay. Now I would like the Committee to read -- let me get the number here -- Resolution No. 9. This is 79A -- I'm sorry. 8? I don't have 8? I don't have 8 up here, do I? Maybe that was supposed to be 8. It wasn't? Well, I don't have 8 up here, do I?

Ensuring Accessibility at CWA Meetings. Okay. 79A-23-08, Ensuring Accessibility at CWA Meetings for All. Committee, please read that resolution, if you would, please.

Resolution 79A-23-08 Ensuring Accessibility at CWA Meetings for All

COMMITTEE CHAIR GONZALEZ: Thank you, President Cummings. I'd like to ask the Convention delegates to refer to Resolution 79A-23-08 entitled Ensuring Accessibility at CWA Meetings for All, located in your delegates material folder. I will read just the resolveds.

The Communications Workers of America has long led the way for diversity and inclusion for people of different races, national origin, religious beliefs, gender and sexual orientation. The Communications Workers of America is likewise conscious to the needs of those who have a mental or physical disability. Some CWA members may not be able to participate fully in all of CWA's meetings without accommodations, such as those with disabilities or people with neuro-divergence. For example, neuro-diverse people with conditions such as attention deficit disorder, attention deficit hyperactivity disorder or autism may need accommodations addressing issues such as light or sound input, fragrances that trigger sensory overload, or closed captions to participate fully.

Resolved: CWA will establish a committee of members and staff who will work to develop suggestions for policies and practices to enable future meetings to be as accessible as possible for all of our members.

Resolved: CWA will conduct a survey of members guided by input from that committee to identify different challenges that members face in participating fully in our meetings and potential solutions.

Resolved: The committee will produce a report making recommendations for best practices to make meetings as accessible as possible.

Resolved: CWA will strive to make future conventions and other national meetings as accessible as possible for all of our members. (Applause)

Mr. President, the Committee moves the adoption of Resolution 79A-23-08 entitled Ensuring Accessibility at CWA Meetings for All.

PRESIDENT CUMMINGS: Thank you. We have moved and seconded. At the "Questions" mic, we have Delegate Lanell Piercy at Local 4252.

DELEGATE PIERCY: Good morning. My question is, does this resolution

include handicap accessible doors to shorten the distance to enter a meeting for retirees and those with physical limitations and health conditions that make mobility difficult? (Applause)

COMMITTEE CHAIR GONZALEZ: Yes, it does.

DELEGATE PIERCY: Thank you very much.

PRESIDENT CUMMINGS: Okay. At the "For" mic, Delegate Eric Gosnell, Local 3101.

DELEGATE GOSNELL: Thank you, President Cummings, Executive Board, Delegates, Retirees, and Guests. I rise today to support this resolution. CWA has always been a leader in promoting inclusion, regardless of race, religion, gender identification, sexual orientation. Well, we have not addressed the accessibility to our neurodiverse members.

For those who are unfamiliar with neurodivergence, it encompasses conditions such as the autism spectrum, attention deficit disorder, hyperactivity, dyslexia, pathological demand avoidance, Tourette's, and many others.

This cause is personal to me, as both my children and their mother have been diagnosed with attention deficit disorder. I have witnessed the challenges they face and the impact it's had on their lives. Before their diagnosis, my girls struggled in school and had difficulty prioritizing tasks and lacked organization in their personal lives. Even with the proper medical supervision, it was the environmental adjustments and the changes in mind set that made the greatest improvements. By understanding how their brain worked differently than mine has helped me help them.

They are now enrolled in advanced classes and have significantly improved their grade point averages. The struggles faced by their mother throughout her life have also made me acutely aware of the importance of creating a neurodiverse friendly environment. Although she has excelled at a job, she has faced many challenges with her image, self-confidence, but in her industry, which focuses on business and business tradeshows, there's been a recent push for this neurodiverse friendly environment at some of the largest tradeshows of North America. These changes have made a positive impact on the attendee experience.

Being neurodiverse is not a passing trend nor a mere buzz word. It is a genuine and often challenging way that people function neurologically. The demands of daily life and social interactions can be overwhelming. One coping skill used is called masking. Masking is putting on that happy face and trying to appease everybody and make sure everyone is happy. That always ends in a terrible crash of physical and mental exhaustion. This exhaustion is often misdiagnosed as anxiety, depression, or other mood-related issues.

By working together to create inclusive environments, we can prevent neurodivergent individuals from feeling alienated. Simple changes or additions can enable them to excel and contribute significantly to our Union.

Neurodiverse individuals possess unique perspectives and abilities. Their natural intolerance for injustice is a driving force that brings them to our Union as active members. Unfortunately, their potential remains largely untapped, due to an environment created by non-neurodiverse leadership. I have observed my children's growth and self-confidence, increasing contributions to society both in the community and at work. Their different way of looking at situations makes them invaluable in problem-solving and addressing challenges from an out-of-the-box perspective.

I wholeheartedly encourage everyone to support and pass this resolution which aims to create an accessible meeting space that will allow our fellow neurodiverse members and leaders to contribute fully to the labor movement. Recognizing the importance of diversity, we must include neurodivergence and harness the unique strings that neurodiverse individuals bring to the table. Education is the first step to better understanding this diverse group. This resolution begins that process. Please take the surveys, talk to your members, and provide the feedback. My hope the next national conference will be instituting some of the changes that will make a difference. Together, we can create a labor movement that truly represents and uplifts all of its members.

As I have a little more time, I'd like to impress the importance of the education part of this. What we learn through this process will help members and their families. The Women's Committee reported the other day the scary number of women being diagnosed with anxiety and depression. It is a fact that most neurodiverse tests are based on the studies of males with ADHD. A male and a female can both take the same test, and nine times out of ten it will diagnose the male as having ADHD, while the female will be diagnosed as depressed, anxious, or other mood-related issues. My wife was being prescribed an antidepressant for years. It was only after her diagnosis of ADD and the change in prescriptions that I have now seen the best version of her I have ever seen. (Applause) Thank you.

The potential is there for our members. Let's get working on unleashing it. Thank you for supporting this resolution. I'm always available to speak to those and let you know what I do know and what I have experienced with it, but I'm more wanting to speak to those that actually are dealing with it to help us help you. Thank you very much. (Applause)

PRESIDENT CUMMINGS: Thank you. At the "Questions" mic, we have Delegate Susan Head, Local 7019.

DELEGATE HEAD: Thank you. I think it's very uplifting that we are going to consider the needs of our members so that everybody can be included. As a recovering alcoholic, I find it disheartening we do not address the needs of our members touched by alcoholism and addiction at our CWA Conventions and conferences. Will the Committee be including consideration of the needs of our members recovering from addictions, including scheduling friends of Bill W. meetings, and alcohol-free hospitality areas? (Applause)

COMMITTEE CHAIR GONZALEZ: That wasn't discussed, but the Committee can make recommendations.

DELEGATE HEAD: Thank you.

PRESIDENT CUMMINGS: At the "For" mic, we have Michele Greaves, Local 1033.

DELEGATE GREAVES: Hello, everybody. My name is Michele Greaves. I'm Executive Vice President of Local 1033 in Trenton, New Jersey, and I'm proud to be here as the EVP and as a member for over 30 years. I have had multiple sclerosis since I have been 20 years old. I wasn't diagnosed until 2010. In 2017, coming out of a work site meeting, I took a fall on uneven pavement and found cancer in my lung when I went to the Emergency Room. It took a third of my lung. Coming to these Conventions is exciting. It's the work that we need to do every day for all of our members, but accessibility for somebody like me is difficult. For me to have to go past all of these doors to go down to the last door to walk back across the room to come back down into here to sit my ass down is hard, and it shouldn't be. (Applause)

The ADA law was passed in 1990, and here we are in 2023 at Convention with some of the best technicians, IT people from all over the country, and we can't find a better way to do this? We need to be proactive so everybody can have accessibility and comfort at these Conventions, and I first and foremost volunteer to be on this committee. Thank you very much. (Applause)

PRESIDENT CUMMINGS: Thank you. Well, make sure we get her name. We are going to put her on the Committee. Simple as that. We will because we do want to make it easier. It should not be difficult, right? So we will work on it. Okay. So I understand that there was an error on the resolved for this. It should say -- this is for Retired Members' Council Eligibility for CWA Disaster Relief Fund. That resolved should have read, Retired CWA members can -- is that can? Retired CWA members who are dues paying CWA Retired Members' Councils will be included in eligibility for support through the Disaster Relief Fund, so we'll make that correction. Okay? All right. What's next? Resolution No. 9 -- no, we need to vote on this one. All those in favor of the Resolution 8.

(Show of hands)

Thank you.

Those opposed, like sign.

(No response)

The resolution passes. Thank you. (Applause)

Okay. Now we have Resolution No. 9, 79A-23-09 CWA Resolution on Mutual Respect. I would like the Committee to read that No. 9, Resolution No. 9.

Resolution 79A-23-09 CWA Resolution on Mutual Respect

COMMITTEE CHAIR GONZALEZ: Thank you, President Cummings. The Chair recognizes Melinda Beal.

COMMITTEE MEMBER BEAL: I would like to ask the Convention delegates to refer to Resolution 79A-23-09 entitled CWA Resolution on Mutual Respect located in the Convention delegates materials folder. I will read just the resolveds. To overcome the great challenges we face in building better workplaces and putting an end to the class war that threatens our families and communities, CWA members and leaders must uphold the principle of mutual respect.

There is no unity without mutual respect. Uniting across our many differences is the source of our power. We do not have to look alike or think alike to take on the shared fights in our workplace and beyond, but we do need to build power together and that requires mutual respect. When we fail to uphold mutual respect, our Union suffers. Members of our own Union family who experience fear of harassment or discrimination inside our Union will be less likely to be active.

A divided, inactive Union membership would make us weaker and means we would pose no real threat to corporate greed. For that reason, bosses have always used our differences to divide us.

Mutual respect ensures an engaged membership and a member-led Union. Mutual respect ensures Union democracy and encourages the participation of all members. Active members are the base of our power. A culture of mutual respect gives members and leaders the courage to honestly face the mistakes of the past and learn from them while keeping the best of our proud traditions. The reality is that people serving in Union offices tend to follow the rules, cultural norms and practices of the system they inherit. Many of those rules, norms and practices are good and should be maintained. Others must be changed. CWA members must have the courage to make the changes needed in our own house. Dissent, along with mutual respect, is a pillar of Union democracy. Strong and principled disagreements are both inevitable and necessary to our Union. We can passionately disagree and still maintain mutual respect.

We can fight internally and object strenuously while still treating each other as equals in our Union. Mutual respect supports a strong Union with competent and accountable leaders and an active membership with real unity of all workers. Union leaders have extra authority and with that comes extra responsibility. Our current Union structure does not provide a meaningful and effective mechanism to address allegations of violations of the policy outside of the Local Union process. A downside of this is to shield top leaders from accountability to all the members they represent. The highest authority in CWA lies in our membership and the CWA Convention is the highest governing body of our Union. Therefore, our Convention delegates must take up the task of ensuring mutual respect.

Resolved: We commit and recommit to ensuring mutual respect in CWA and affirm that mutual respect must be a foundation and guiding principle of our Union.

Resolved: We affirm the principle that no individual member is of more value than another and recognize that mutual respect is a key tool in building a member-led Union.

Resolved: We reject a culture of secrecy and support a balanced system of appropriate confidentiality for the parties involved in mutual respect issues, while keeping the membership broadly informed of actions taken on complaints.

Resolved: Greater transparency will enable members to fully participate in our Union and promote inclusion.

Resolved: We call for strengthened protections for those who report, in good faith, violations of mutual respect.

Resolved: We champion that upholding mutual respect is a job for everyone in our Union. That means all of us.

Resolved: The Executive Board shall establish a diverse temporary committee composed of national leaders, local leaders, and other active members assigned to analyze the CWA Constitution, internal structures, rules, policies, trainings and practices and make recommendations of any needed changes to the Executive Board, at any point. The committee shall issue a final report including recommendations prior to the next Convention to ensure we are upholding our principle of mutual respect.

Resolved: The temporary committee shall also be assigned to consider offering a Constitutional Amendment incorporating the recommendations and if so, to provide language for that amendment to the constitutional committee prior to the next convention.

Mr. President, the Committee moves the adoption of Resolution 79A-23-09 entitled CWA Resolution on Mutual Respect.

PRESIDENT CUMMINGS: Thank you. That has been moved and seconded. At the "For" mic, we have Jade Kelly, Delegate, 7799.

DELEGATE KELLY: Hello. (Applause)

My name is Jade Kelly, and for the past two years, I have proudly served as President of CWA Local 7799, your favorite local's favorite local. Yeah. We are a new but quickly growing local of public sector workers across the State of Colorado, including UCW Colorado, Denver Health Workers United, UC Health Workers United, Denver Public Library Workers United, Pike's Peak Library Workers United, and the Defenders Union of Colorado for workers in the state public defender system. (Applause)

I'm speaking today to plead with my fellow union siblings and deeply urge every local leader to support the mutual respect resolution and to share with all of you as a worker, as a trans woman, and as a labor leader in Colorado what has given me hope in, honestly, these ominous, ominous days where we have seen an unprecedented attack on the LGBTQ community.

My 7799 siblings know this too well, as we have seen in Colorado Springs, where our safe space, Club Q, was violently shot up and the blood of my queer siblings was spilt on the floor. Daniel David Aston, Kelly Loving, Ashley Paugh, Derrick Rump, and Raymond Green Vance lost their lives and their blood painted the sacred queer spaces. Their murder motivated by hate, propagated by the billionaires and hate groups, like Focus on the Family that spread homophobic, transphobic, misogynistic, and fascist rhetoric and pump hundreds of millions of dollars into spreading their propaganda and propping up fascist candidates, where we have seen over 500 anti-trans pieces of legislation in an unprecedented attack on trans life. We need to stand up as CWA and say trans rights are workers' rights. (Applause)

We have seen an unprecedented attack. We have seen, as queer workers, our health, our civil rights, and our workplace protections be dismissed in board rooms without us, debated as necessary austerity cuts without regard for our humanity, and ultimately sacrificed as our public institutions have been pushed to privatization at the peril of everyone in our community by these same billionaires and oligarchs who are coming for all of us and working to erase trans and queer people from our society. That's why we need this resolution. We need to standing together right now as a union on this issue and fight back because when we fight... ("We win" from the delegation)

Because when we fight...

("We win" from the delegation)

Now, despite these enormous difficulties, seemingly unending and interwoven systemic issues, I promise you, Union Siblings, there is hope. I have seen it. I have found an endless pool of hope in the new revitalized growing labor movement in Colorado. And with my fellow public sector workers, we have found powerful ways to stand in solidarity with each other. Workers who frankly I have nothing in common with, but we know that solidarity works from different jobs, different institutions, different generations, different backgrounds, all united to demand -- not beg, to demand a better world and fight for the public good because liberation cannot wait one more fucking day. (Applause)

Because when we fight...

("We win" from the delegation)

Because when we fight...

("We win" from the delegation)

Because when we fight...

("We win" from the delegation)

Now, I know -- I know we know when an injury happens to one of us, an injury happens to all of us, and mutual respect means standing in solidarity with each other during hard times and moving past these arbitrary job classifications,

the countless reasons we have been given to divide us. And, instead, recognize the power we have together when we unite in a union, recognize our common plights, recognize our common enemies, and to move past disagreements with each other and stand with each other to fight this hate because when we fight...

("We win" from the delegation)

When we fight...

("We win" from the delegation.)

When we fight...

("We win" from the delegation.) Thank you.

PRESIDENT CUMMINGS: Thank you. (Applause)
At the "For" mic, we have Delegate Jerome Morrison, Local 7055.

DELEGATE MORRISON: Thank you. Jerome Morrison, Local 7055, part of Meow Wolf Workers Collective in Santa Fe, New Mexico. Fellow Delegates, our collective motto at Meow Wolf is, when we work together, we build worlds, and we will build a world that is inclusive, filled with love and founded on the cornerstone of mutual respect. We stand as a proud progressive workforce deeply rooted in the freedom of creative expression. Our team is a rich tapestry woven from all walks of life with the strong representation of the LGBTQ community resonating through every level of our organization.

We are youthful, expressive, and determined, especially within our exhibitions where the average age is around the mid-20s. This week we're taking a bold step forward and unveiling our newest exhibition in Grapevine, Texas, inside the Dallas Fort Worth area, a place where the local government hasn't exactly rolled out the red carpet for people who identify like us. Despite our concerns about that reception, we remain resolute in creating a space that is safe for people in a state where the people are scared because there are people actively working to erase us from existence.

We stand with our identity and we stand up for our identity, for those of our friends, our families, our loved ones, and our communities that we are a part of. In 2020, as we mobilized to form our own local union, we faced opposition. Detractors dredged up the unsavory parts of our Union's history in America, using instances of racism, sexism, and other forms of discrimination to argue against aligning with CWA. The question here before us today is whether we will allow those moments to define who we are. The negative stereotypes and prejudiced history often portrayed in media should remain where that is, in fiction. We must ensure that these do not define our reality or influence our ability to protect the next generation of workers.

The bosses will not hesitate to exploit these weaknesses, convincing the youth that we can't protect them.

We have to work together, all of us. We must unite across demographics, gender identities, races, cultures, and languages to be inclusive and accommodating to a diverse range of people. As we aim next to organize our exhibit in Las Vegas and again opening this week in Texas and other regions yet unannounced, we cannot foster an environment where members or leaders show hostility towards those who are different from them or come from different backgrounds.

The next generation of labor is passionate, open-minded, and accepting of all peoples. They are ready to be a part of this labor movement, and we risk losing them if we fail to uphold these ideals. I would love to return to my local and tell them that our Union is actively in support of a progressive movement that is set to move forward with or without us.

I stand here today urging my union siblings to pass this resolution on mutual respect. By doing so, we not only affirm our commitment to ensuring -- sorry. I stand here today urging my union siblings to pass our resolution on mutual respect. By doing so, we not only affirm to commit on ensuring mutual respect within CWA, but also send a powerful message to the world that we are a union of the present and ready for the future. Let's make it clear that every member is of equal value, and mutual respect is a key tool in building a member-led union. Let's champion transparency and provide protections for those reporting violations. Let's reject a culture of secrecy and instead foster a community of trust, respect, and inclusivity. We are all a part of the job of upholding mutual respect, every single one of us. So let's pass this resolution and let's show the world that the highest authority in CWA is its members and that our Convention is a beacon of mutual respect, unity, and inclusivity. Thank you. (Applause)

PRESIDENT CUMMINGS: Seeing no one at any mic wishing to speak on this resolution, all those in favor, say aye.

(Chorus of ayes)

Those opposed.

(No response)

I think the ayes know it, have it, and the noes know it, so it passes. (Gavel knock)

(Applause)

I want to thank the Committee. Let's give them a round of applause please for their hard work. (Applause)

I think someone is going to make a motion that we adjourn, so I'm waiting for that motion to take place. Wait a minute. I got it. All right. I got it. At the "Motions" mic, Delegate Cindy Neumeyer, Local 13500.

DELEGATE NEUMEYER: President Cummings, Secretary-Treasurer Salaam, Members of the Executive Board, and my Fellow Delegates, I am Delegate

Cindy Neumeyer, Vice President, Western Division CWA Local 13500. It is my honor to make a motion to adjourn the 79th CWA National Convention. Before I do, it would be my privilege to invite all delegates, guests, and retirees to Pittsburgh, Pennsylvania, for the 80th CWA National Convention, August 11th through the 12th, 2025. I'm extending a black and gold invitation from the City of Champions, home of the Pittsburgh Steelers, Penguins, and Pirates, each with their history of world championships.

The Steel City, famous for its 446 bridges, and our dominant role in the U.S. Steel Industry. Our city is magnificent, surrounded by three rivers, beautiful and diverse landscape, and a phenomenal skyline. On behalf of my fellow Pittsburgh Presidents, we look forward to seeing you there. President Cummings, I move to adjourn the 79th National Convention. Thank you.

PRESIDENT CUMMINGS: Thank you. We have a motion to adjourn.

(Seconds from the floor)

But it does not take 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 in order to recognize some of the delegates who have something to share with this Convention. Is that okay?
("Yes" from the delegation)

Wonderful. All right. These are not motions. They are privileges. If that's okay, I will recognize them without objection. First we have Jim Joyce, Delegate Jim Joyce, 51016.

DELEGATE JOYCE: Thank you, President Cummings. Jim Joyce, NABET-CWA Local 51016, New York City.

I'd like the delegates to help me acknowledge someone whose work on this Convention may not have been recognized. While we've all been here doing the work representing our members, someone has been dutifully showing us doing the work to the members, and that's our camera operator, Steve Hoss, who is back in the back of the room. (Applause)

Steve is a longtime member of NABET-CWA Local 54041, and Steve is not just any camera operator. He's an Emmy award winning sports camera operator and who most recently won an Emmy for Super Bowl LV, when the Kansas City Chiefs played the Tampa Bay Buccaneers. So, please, everybody line up, rise up, and let's give Steve a big round of applause for gracing us with his talents at this Convention. (Applause)

PRESIDENT CUMMINGS: Anyone else? Anyone else? Okay. All right. At the mic, okay, we have Kim Montgomery from AFA at the "Privilege" mic.

DELEGATE MONTGOMERY: Thank you, President Cummings. My name is Kim Montgomery.

I am the local President of CWA 21006. I'd like to ask the Executive Board to consider including the flags of Guam and the United Kingdom in our Convention

presentation of the colors. It's wonderful that we have such a broad reach in this Union, and we want that represented in every way at our Conventions too with recognition and deep respect for our CWA members in Guam and the UK.
(Applause)

PRESIDENT CUMMINGS: Okay. Thank you. Anyone else wishing to speak? Anyone else? Okay. Why don't you just tell us who you are, Delegate, because we are not getting anything up here.

DELEGATE PEARCE: All right. Matt Pearce, Local 39213. I want to recognize our guild brother, still photographer, David Carson, who has been photographing this Convention. (Standing ovation)

David is Vice President of the United Media Guild out of right here in St. Louis. I met David on the streets of Ferguson, Missouri, in 2014 during the uprising there. Many journalists came to St. Louis here to document an event. It was very dangerous. David Carson won a Pulitzer Prize, and we have a Pulitzer Prize winning photographer who has been documenting our democracy right here. So I just want to say thank you, David. Those photos better make me look good.
(Applause)

PRESIDENT CUMMINGS: Thank you. Anyone else? Anyone else wishing to speak? Okay. Just tell us who you are, just tell us who you are. We are good.

DELEGATE GRIMM: Andy Grimm, President of Chicago NewsGuild, Local 34071.

PRESIDENT CUMMINGS: Thank you.

DELEGATE GRIMM: I wanted to recognize the hard work of some of our Chicago Guild members and, I believe, members of some other locals who are court interpreters, Fadia Tamer and Raphael Berrios from the Chicago NewsGuild have been providing interpretation services, so they have been talking this entire event. These folks have worked long hours to make sure that our members, who are here speaking Spanish, were able to participate in our Union democracy. They are essential workers at home in Cook County, where they allow them to have access to the courts and their civil rights, and I just wanted to recognize their very hard work at this Convention. (Standing ovation)

PRESIDENT CUMMINGS: Thank you. Anyone else? Anyone else? No one else. Okay. Before I move forward with the motion to adjourn, just a few comments. First of all, I want to recognize Jody Calemene. Jody has decided to retire, so he will not be back. He's not here today because I think he had to take his daughter – I believe his daughter to some event. I didn't know he was going to leave, I thought he'd be here for at least part of this. But Jody worked hard. He worked extremely hard, and I just want you to give him a round of applause and recognize him for his hard work as the Chief of Staff. (Applause)

I got a lot of advice from Jody, when he was a General Counsel. I got advice from him. He kept me out of trouble, and I had Sylvia sitting next to him. I said, Jody, just dump on her.

Tell her everything you are doing because I know it's going to be a job to be the Chief of Staff in this Union. If we come back next year or two years from now, and Sylvia does not have all of that hair on her head and stuff, then we'll know that it's true, that she just worked her hair off. (Laughter)

But, listen, Sylvia is some type of worker. She is. She knows most of the bargaining committees, most of the assistants, and very well-respected, and she's going to do a great job. So give her a round of applause because she's going to be great. (Applause)

As I said earlier, most of those victories on that information that I sent out, when I was campaigning, Sylvia was really involved in all of that, right, and I'm the type of leader that gives my staff -- and I'll do the same thing here -- my vision and then I get the hell out of the way. And I think it's my job to remove road blocks, and that's what I'm going to do for all of the Executive Board members, if they need me, and I'll do it for anyone else.

Now, just a few things about me. Don't lie to me. I don't care whether it's an Executive Board member or a local President or some staff, don't lie to me. I don't care how bad a situation is, just don't lie to me, and we will do whatever we can. God -- and let me just thank God for even giving me this opportunity to be in this position. (Applause) I do. I thank God because it's only a God that can move like he has moved to make sure that I am here in this position.

But he's given me a unique ability to resolve problems, a unique -- and Sylvia will tell you, there have been some things I have been able to resolve in District 6 that some of you will never know, that some of District 6 members will never know, but it worked out to their benefit. And I'm going to do that and use that wisdom and knowledge and experience that I have had to do that and my relationships with these different companies to do the same thing for all of you. That will happen. Trust me, that will happen. I am one that believes and respects District and sector lines. I will not do anything in the District. I will not do anything in the sector. The staff is not going to do anything in the District or sector without involving the Vice Presidents or the sector leaders first. (Applause)

That's going to happen first. Now, understand clearly -- and I am saying this to the Convention and I am saying it to all the -- so you all can hear this. We are going to organize in every District, so don't tell me you are not going to do that. Okay? We are going to do political work in every District. That's going to be done, you know, but I want to respect the District and organizing lines first. And we'll have those conversations about that. And the next thing about me is, my demeanor is not going to change.

I think those of you who have been to my different parties and things of that nature, I have stopped to take pictures and talk to people. I don't care how tired I was, I took that time. If you need me for something, if you need me for something, know that I'll be there. You ain't got to work through your District Vice Presidents and the sectors. And I don't care if it's a local of ten people or a local of 10,000 people, I will be there for you because, again, I work for you. You don't work for me, right, and so I will be there for you. (Applause)

Then, finally -- yeah, I'm not going to read all of this. I don't need to read all of this. I'm telling them what I want them to know now. I don't want a scripted report. I don't want a scripted report. You are going to see more of me in different places, right? I'm on the national board of the NAACP Board of Directors. I am on the board of A. Philip Institute, Coalition of Black Trade Unionists. Just about every board you can think about in the civil rights movement, I'm involved in, so I'm going to be some of everywhere. I cannot sit at headquarters in the office and just give people direction. I just can't do it. I just can't. It will kill me to do that, so I'm going to be out speaking. I already just told Beth, you know, I know -- I think at one time this past year, there was an attempt to try to add some more people. You got to add another speech writer because I'm going to be making speeches everywhere and talking about CWA and the work that we are doing.

We are going to build a better, stronger union that I plan to talk more about. My mother used to say -- and I think I've said this before -- it's a pretty poor dog to go wag his own tail every now and then, and I think that we don't do enough to brag about the kind of things that we do in CWA. This is a great union that has done great work. We have over the years. We have. (Applause) And that is because not only do we have some good leaders, but we have some great staff, so I want you all to thank this staff again that works behind the scenes to make these Conventions and others things move smoothly, smoothly, smoothly for all of us. Right? I mean, smoothly for all of us. They do great work. (Applause)

And, you know, I commit to you that Ameenah and I, which is different -- different leadership than this Union has had before. We look different, right? But we're going to give you some tremendous leadership tips. Ameenah and I are going to work together to make this a stronger union, to make sure that we are financially stable, and we're going to do everything that we can to show you that we can be the most powerful union, most active union in this country. We are going to do that. That's going to happen.

Now, listen, we can talk about unity, but we have to be unified leaving out of here. But understand this clearly, we have been in an election, and we can talk about unity, but there are people who need to heal because of what we've been through. In 2-13, with Ed losing, we got to heal. And so, Mike, I'm just offering to you that whatever it takes for me to help 2-13 heal -- I am saying to the members of 2-13, whatever it takes for me to help you heal, a healing process, I want to do that because that's just the kind of guy that I am. I want to do that. (Applause) Whatever that means. Whatever that means and whatever that takes, I want to really do that, and we are going to do it. I have reached out to Sara because she's hurting too. Right?

So I have reached out to her because I want to help her transition into whatever it is she thinks she would like to transition to. I've got -- listen, I've got contacts everywhere. I've got contacts at the White House. Cedric Richmond, who was the Chief of Staff or whatever for President Biden, is my best friend. I know people all over the place, so I want to try to help her heal and move forward because, again, my mouth and my feet -- you all have to see that my mouth and my feet move in the same direction. If I tell you something, I want you to know that I'm going to try my best to do it. Right? (Applause)

Now, with me saying that, people have to meet me halfway. I can't do it all by myself. 2-13 has to meet me halfway. Sara has to meet me halfway, but I will do what I can to help the healing process because, in reality, that's the only way that we can really move forward, in unity, and I have to show that as a leader, that I'm willing to do that. (Applause)

So with that -- sometimes I don't need prepared remarks, I just need to talk to folk. You know what I mean? So that's it for me. That is it. We'll work with our allies. We'll do whatever we need to do to move this Union forward. We are going to work like hell to have good contracts. We are going to mobilize all over this country. We are not going to have just one District, one District organizing and everybody else sitting on their ass. That ain't going to happen. We're going to put together a Mobilization Committee so when whatever unit is bargaining, we are going to be able to send them in and this whole country is going to organize and we are going to mobilize behind that group that's bargaining. We are going to have nationwide mobilization. I don't care what District, what sector is bargaining, nationwide we are going to support each other. We are going to do that. We are going to do that. (Applause)

It doesn't make sense to have one District bargaining and all of the rest of the districts looking. What kind of sense does that make? What kind of sense does that make? So we are going to mobilize in this country. You want to shake AT&T and Verizon up, let there be nationwide mobilization when there are sectors that are out there bargaining, when NABET has something going on. We need to support them. Just because they are in a different sector, we need to be supporting them. T&T has something going on, like this strike, I am going to get involved in that. We need nationwide mobilization to support them. Yeah, they need money, but they need mobilization. (Applause)

We have to bring it to their attention what is going on. So that's it. I mean, that's it or me. And the Executive Board is probably shocked because they haven't heard me speak like this, you know, many times, but that is just the kind of leader I am. We have got to do something. We can't just talk about something. We have to do something. And so just know that I'm going to address the issues as they come up, but also know that I'm not going to be sitting at headquarters the whole time. I am going to be out talking about CWA.

Already I have got five different invitations. NAACP National Convention wants me to speak there. Public groups want me to speak. I am going to be there, and I'm going to speak and I'm going to be talking about CWA and the great union we are and the great members that we have. And so that's it. I'm done. (Applause)

Ameenah. Come on up, Ameenah. I want Ameenah to say a few words to you. And, listen, Ameenah and I are going to have a great relationship. We are going to have a good relationship, and we are going to do great things for this Union. Come on, Ameenah.

SECRETARY-TREASURER SALAAM: Good morning, good morning, good morning. (Standing ovation)

I want to thank all of the delegates for your patience. There were some snafus that happened yesterday that delayed us. I just want to really sincerely thank you all for your patience. I'm looking forward to stepping into this new role. One thing I learned through the process of campaigning is that we need to update our website with your information. So the first thing I'm going to do is to send out an email to each one of you asking you to provide us with your office number, your website, and your leaders because I know that we can do much better as a communications union to be able to communicate with each other. So that's my first order of business. (Applause)

I will be reaching out to the various leaders, especially the S-Ts, to introduce myself, and I want to get us all on one accord. I would like to conduct monthly meetings so that we can get together and talk about the finances of this Union, the finances of your local, what it is that you actually need from the S-T's office, and I'm here to deliver. So with that, I will turn it back to over to our President. Thank you all. (Standing ovation)

PRESIDENT CUMMINGS: Thank you. And the last thing I'll say – and Patty said, Claude, you need to move the motion, and I am. I am going to brush up on my parliamentary skills. It's been a while since I led a membership meeting, huh? That's okay. I would like to have -- and I have not told the E-board this, but I will just say, I would like to have maybe twice-a-year nationwide town hall calls with me and the sector Vice Presidents and the Vice Presidents, just to talk to the Union members. Right? We'll design it in a way where we will only be on a short period of time, but just for them to give updates to the entire country about what we are doing as a union. I think it will energize our membership.

They won't feel disconnected. Some of the things that I heard when I was campaigning is, the locals feel disconnected from us. They feel disconnected. And my thoughts are if we have a town hall, just two a year, town hall calls to talk about our initiatives, our organizing, our political work, things that are going on in the workplace, give members an opportunity for a short period of time to directly email us some questions. I think it will make them feel more connected and feel like them paying their dues is more than about being an insurance policy to make sure we represent them if they get in trouble, right? How do you all feel about that? What do you think about that? Do you think that will work? (Applause) Yeah. Okay. So with that, let me move the motion, before I get in trouble here with the parliamentarian and others.

So, all those in favor of adjourning, say aye.

(Chorus of ayes)

Those that are opposed.

(No response)

Well, I think the ayes have it and the noes know it. So at this time, we are adjourned. God bless all of you. Drive safely home.

(Whereupon, the 79th Convention of the Communications Workers of America, AFL-CIO, CLC, adjourned sine die.)