

Resolution #80A-25-01

CWA UNBREAKABLE - Today, Tomorrow, and in the Future

Since the founding of our union nearly 80 years ago, CWA members have united to dedicate our time, our energy, and our financial resources to build a better future for ourselves and our families.

The Members' Relief Fund (MRF), the Strategic Industry Fund (SIF), and the Growth Fund strengthen our union and provide a critical foundation for our work. The Members' Relief Fund supports members and their families when it is necessary to strike to win a fair contract while the SIF and Growth Funds enable us to build our bargaining power and our union through innovative programs.

These funds have evolved over time in response to our union's changing needs and challenges. In the 1950s, Convention delegates established a special \$0.50 assessment to finance a strike fund and pay strike benefits. During the 17-week NYNEX strike in 1989 those strike resources were insufficient to meet the needs of the striking members. A loan of \$15 million from the Japanese telecommunications union enabled us to hold the line and win a fair contract.

In order to ensure that CWA did not find itself in such a position in the future, delegates to the 1990 Convention voted to increase dues ¼ hour to create the Members Relief Fund.

By 2006, even after numerous strikes resulting in payment of benefits to members, the MRF balance had grown to \$377 million. Convention delegates recognized that amount was more than enough to support any future strike activity and created the Strategic Industry Fund, reallocating the ¼ hour dues to better serve our members by funding projects designed to increase our bargaining power and carry out proactive campaigns.

In 2013 Convention delegates created the Growth Fund as a complement to the SIF, for projects designed to build our union through education, organizing, activism, and political action. The Growth Fund was funded through half of the MRF's annual investment earnings. As was famously said at the time, keeping funds locked in the MRF would turn it into a fur-lined golden casket in which CWA would be buried.

Convention delegates enhanced the funding stream for the SIF and Growth Fund in 2019 by combining the ¼ hour dues income and all of the investment earnings into a single funding flow that was then used to affiliate CWA annually with the AFL-CIO and the Canadian Labour Congress. Remaining funds were evenly divided between the SIF and Growth Fund. Further adjustments were made by Convention delegates in 2021 during the COVID-19 pandemic, allocating part of the SIF balance to hire regular, full-time staff representatives and organizing coordinators to better directly serve members.

When the SIF was created, Convention delegates set a floor for the MRF. If the MRF balance falls below this floor due to an extended strike, all contributions revert back to the MRF until it

reaches the floor once again. The floor established in 2006 was not based on an analysis of the amount of funds that would be needed to sustain potential strikes; rather it was equal to the balance of the MRF as of July 11, 2006: \$377 million.

When delegates balanced the SIF and Growth Fund funding streams in 2019, they established a “soft” floor. If the MRF falls below \$400 million, half of all investment earnings are retained in the MRF and the other half are used to cover the annual AFL-CIO and Canadian Labour Congress affiliations. Any remaining funds are equally split between the SIF and Growth Fund.

The number of CWA members eligible for MRF benefits has fallen from 396,900 in 2006 when the floor was established to 211,000 today. At the same time the size of our largest striking units has declined precipitously. Our largest strike since the SIF and Growth Funds were established was in 2016 when 36,500 members at Verizon received \$42 million in benefits. Today, those Verizon units are 55% of their previous size.

This year, following a \$25 million payout to 17,000 AT&T Southeast members who were on strike for a month, the MRF dipped below the “soft” floor of \$400 million. This means that SIF and Growth Funds will not be receiving any investment income from the MRF. This will have a direct negative impact on our programs and our employees working to build our union, even though the MRF’s strike support capacity stands strong.

Over the past twelve years, our SIF and Growth Fund projects have allowed our union to engage in robust mobilization for bargaining, expand into new industries, and pass legislation that increases job opportunities for our members, while maintaining our ability to strike. However, because the funding for those projects relies partially on the MRF’s investment earnings, it is highly variable, ranging from a high of \$52 million to \$0 in years where there was a net loss. This variability makes long-term strategic planning difficult. The high bar arbitrarily set by the hard and soft floors adds additional uncertainty.

To address this situation the CWA Executive Board analyzed our MRF resources and potential strike activity and worked in conjunction with our elected Defense Fund Oversight Committee (DFOC) to review these ideas and discuss any concerns or suggested changes that the DFOC wished to share. As a result of these productive discussions and the extensive planning and research conducted by Executive Board and DFOC members, the Executive Board voted to propose two adjustments to the MRF rules.

The first adjustment will provide more consistent funding for the SIF and Growth Funds by lowering the MRF floor and adding predictability to the investment allocation. Based on the number of members currently eligible for strike benefits, we can safely lower the soft floor to \$350 million and the hard floor to \$325 million.

While the Executive Board had originally proposed a \$325 million soft floor and a \$300 million hard floor, during productive discussions between the Executive Board and the Defense Fund Oversight Committee (DFOC), DFOC members shared that they felt more comfortable with a

\$350 million soft floor and a \$325 million hard floor. Based on these discussions and the extensive research undertaken to study these issues, the Executive Board voted to propose lowering the soft floor to \$350 million and the hard floor to \$325 million in line with the recommendation from our CWA Defense Fund Oversight Committee.

In addition, instead of a variable annual investment allocation, SIF and Growth Funds will receive a combined allocation of \$14 million from the MRF's accumulated investment earnings each year. The average annual earnings have been slightly above \$15 million over the last ten years.

This does not mean we will move \$75 million from the MRF to the SIF and Growth Funds. We are adjusting the floor so that during challenging periods we will continue to be able to use investment income from the MRF to fund critical SIF and Growth Fund programs.

The second adjustment addresses strike benefits, which were last set in 2019 at \$300 per week beginning on the fifteenth day of a strike and \$400 per week beginning on the twenty-ninth day of a strike. The Executive Board proposes raising strike benefits to \$400 a week beginning on the fifteenth day of a strike and \$500 per week beginning on the twenty-ninth day of a strike.

Our outside financial consultants confirmed our internal analysis that the MRF is financially strong enough to incorporate these changes even in financial downturns, and their stress test confirms that we have sufficient resources to make these changes. Further, the Secretary-Treasurer has worked with the financial consultants to implement an investment approach designed to reliably generate the target investment income of \$14 million annually.

The Defense Fund Oversight Committee reviews and reports on the Members Relief Fund, SIF, and Growth Funds annually. The Executive Board will conduct a special review of the impact of these changes in four years.

These changes maintain a strong Members Relief Fund while better meeting striking members' financial needs. They also ensure a more consistent flow of resources to the Strategic Industry Fund and Growth Fund programs which allow us to grow and strengthen our union to be prepared for all the challenges that we will face in the future.

Resolved:

1. CWA will revise its funding streams for the Strategic Industry Fund and Growth Fund as follows:
 - a. Dues income and investment income from the Members Relief Fund will continue to be combined into a single funding stream. AFL-CIO and Canadian Labour Congress affiliation payments will be made from this stream and the remaining funds will be divided equally between the Strategic Industry Fund and the Growth Fund.

- b. Investment income will be set at \$14 million. In years when investment income is higher than \$14 million, any additional funds will remain in the MRF.
 - c. The “soft” floor of the MRF will be reset at \$350 million. Should this floor be breached, 50% of investment income will be retained in the MRF. The “hard” floor of the MRF will be reset at \$325 million. Should this floor be breached, 100% of investment income and dues income will be retained in the MRF.
- 2. On the fifteenth day of a strike, weekly benefits to strikers commence at \$400 per week and shall rise to \$500 per week beginning on the twenty-ninth day of the strike. Current policies on health care coverage shall not be changed.
- 3. The CWA Executive Board will review these policy changes in four years and make necessary recommendations to the Convention.
- 4. These policies will take effect on August 17, 2025

Resolution #80A-25-02

Ten-year Project to Unionize Our Fellow Telecommunications Workers

Together, we in the Communications Workers of America should take up the historic task to unionize our fellow frontline workers in telecommunications, regardless of technology or employer. This task is difficult; a decade would be a good start. Some campaigns will hit walls of union-busting, but even losses can be opportunities to learn and improve our plan to win.

We face a very different industry than our union did 50 years ago. Corporate greed has destroyed our jobs. The telecom industry was 60% union in 1980 with a single dominant employer, the regulated monopoly of the Bell System; now less than 15% union with mostly unregulated employers. A few huge corporations still capture most of the profits, with the top five internet service providers controlling more than 80 percent of broadband subscribers.

In 2021 CWA delegates approved a [resolution](#) to organize at the convergence of the Tech-Media-Telecom super-sector also known as the Information Industry. We have organized nearly 10,000 tech workers and 3,500 media workers since that resolution and have developed powerful, creative strategies to break through in a previously non-union sector.

Yet we continue to see dramatic losses in our telecom membership. Our employers are shedding jobs by the tens of thousands. The anti-union cable companies have busted so many unions there are only a handful of organized units left. Only one of the big three wireless carriers is union. But there is also cause for hope. We have organized over 2,500 telecom workers in Windstream, Frontier, AT&T, Verizon, TDS, Mobi Wireless and more in the last five years.

Telecommunications workers founded our union and we have a duty to organize our industry of origin. We can and must organize tens of thousands of telecommunications workers and regain leverage over our industry.

Resolved: We will promote a grounded understanding of the industry, as it is now, through mass education at every level of our union;

Resolved: We will commit significant, long-term financial resources to organizing the industry;

Resolved: We will organize new groups of telecom workers wherever possible by applying past organizing lessons, following the CWA Organizing Model, and developing new approaches; and

Resolved: We will build our national capacity towards increased leverage in the long term through campaigns to organize key workers, pressuring key employers, sectoral bargaining strategies, coordinated organizing and bargaining, and the re-regulation of telecommunications providers.

Resolution #80A-25-03

Fighting the Trump Administration's Anti-Union Project 2025 Playbook

As union members, we have joined together to build a better future for ourselves, our families, and each other. Those that came before us organized, mobilized, and even gave their lives to secure our right to take collective action to improve our working conditions. While the struggle has been difficult, we have shown that our unity can overcome the greed of those who want to exploit our labor to line their own pockets.

We are once again at a critical point in that struggle.

Each year corporations and wealthy individuals spend billions of dollars to elect politicians and hire lobbyists to enrich themselves at our expense. This spending accelerated after the 2010 Citizens United case, when a narrow majority of Supreme Court justices effectively ended limits on campaign donations. This was the first of many anti-democratic decisions by the Roberts Court that changed the fundamental rules governing American elections, concentrating even more power in the hands of a small group of monied elites.

As a result, too many elected officials on both sides of the aisle are beholden to the donors who fund their campaigns. Anti-union politicians have captured Congress, and Donald Trump has appointed a record number of billionaires and former hedge fund executives to key positions in his administration. These anti-union officials have worked to implement numerous policies proposed in Project 2025 that undermine our jobs and our rights.

They have acted quickly to dismantle the agencies that protect our rights, starting with the National Labor Relations Board.

Donald Trump fired NLRB General Counsel, Jennifer Abruzzo, who was previously a CWA attorney and advocate. Her replacement immediately began withdrawing the policies she had put in place to level the playing field for workers who are organizing and bargaining contracts.

He also fired NLRB Board Member Gwynne Wilcox, leaving the Board short of the majority it needs to make decisions. This situation left us unable to fully enforce our contracts in the face of corporate unfair labor practices.

These actions have given corporations a green light to retaliate against workers who are organizing, disrespect our collective bargaining agreements, and delay bargaining.

Donald Trump and his billionaire backers are ransacking federal programs, finding ways to redirect spending to benefit themselves and eliminating programs in order to fund tax cuts for corporations and the very rich. As a result, thousands of CWA members will lose their jobs and

our communities will no longer benefit from the important work that we do to improve people's lives.

CWA members have worked tirelessly for years to ensure that federal spending on building high-speed internet supports good jobs and reliable connectivity, and successfully secured strong labor standards and a preference for fiber under the Bipartisan Infrastructure Law. Yet, in June, Donald Trump's Commerce Secretary, a billionaire Wall Street CEO, reversed those rules in favor of non-union satellite companies and low-road contractors after those companies lobbied hard for changes.

When CWA and other unions face resistance from employers in reaching fair contracts, we often make use of the Federal Mediation and Conciliation Service, which helps resolve challenging issues at the bargaining table. But an executive order from President Trump almost entirely eliminated the staff of the FMCS, effectively stopping the operations of FMCS to help workers secure contracts altogether.

Members of IUE-CWA Local 81206 and CWA Local 9413 support programs to help at-risk young adults develop skills and secure employment through the Job Corps program. In June, the Department of Labor attempted to end these programs effective immediately before being blocked by a court order.

In April, nearly 200 members of IUE-CWA Local 83761 in Louisville, Kentucky who assemble dishwashers, refrigerators, washers and dryers, and other home appliances at the GE/Haier Appliance Park facility received notices that they have been targeted for deportation. These members came to the country legally, to find safety and a better life. Now their lives are being endangered and their families torn apart in order to meet arbitrary and cruel deportation quotas set by extremists who thrive on creating fear.

IUE-CWA members who perform work on military contracts have had their work protected for years through a federal requirement under the Service Contract Act that, if a new contractor takes over a contract, the existing workers have the right to continue on the job if they so choose. But a new executive order issued in January eliminates those protections and puts their work at risk.

The massive budget bill that passed Congress in July put the jobs and livelihoods of CWA members across the union at risk. It made permanent tax breaks for companies that move jobs and money overseas, it includes severe constraints that will result in the cancellation of new manufacturing facilities in green energy, and it dramatically undermines our public sector and our health care system.

By shifting hundreds of billions of dollars in costs to state and local governments, the bill puts at risk the jobs of CWA members across the public sector.

CWA nurses and health care professionals have fought for years for safe staffing ratios to ensure that they can properly care for their patients. Yet, the budget bill delays a proposed rule enacting safe staffing rules for nursing homes until at least 2034, putting both the jobs of CWA nurses and support staff in those facilities, as well as the health of retirees who live in those nursing homes, at risk.

The legislation also cuts hundreds of billions of dollars from our higher education system. The bulk of those cuts involve taking away options for workers to repay student loans affordably. As a result, these cuts both risk jobs in higher education and also increase costs for CWA members in the public sector and working at non-profit organizations,

CWA members across the country working in higher education or medical research have faced delays and cuts to the federal grant funding supporting their research. This puts at risk not just their jobs, but the life-saving cures and scientific breakthroughs their work is designed to find.

CWA members in numerous states who work for state employment services offices have been fighting for years to protect their jobs and the quality of services that they deliver to the people of their states from the threat of privatization to low-road companies that underpay their workers and provide low-quality services. But in June, the Department of Labor issued a proposed rule that would eliminate the merit staffing requirements attached to federal workforce funding.

Members of the NewsGuild-CWA who work at Radio Free Asia, providing the only accurate news coverage available to many living in totalitarian dictatorships, saw funding for their work cut off by the U.S. Agency for Global Media in March.

The cancellation of specialized suicide hotline services for LGBTQ+ youth and young adults by the Substance Abuse and Mental Health Services Administration resulted in the layoffs of over 100 members of CWA Local 1180 working for the Trevor Project.

Following an intense pressure campaign, Congress passed and President Trump signed into a law a bill eliminating federal funding for the Corporation for Public Broadcasting. These funds have long supported the jobs of NABET-CWA and NewsGuild-CWA members at local public radio and television stations, so the total elimination of federal funding puts hundreds of CWA members' jobs at risk.

Attorney General Pam Bondi made it more difficult for NewsGuild-CWA and NABET-CWA members to do their jobs reporting independently by making it easier for the Department to subpoena journalists to obtain confidential information about their sources and potentially harass journalists. Meanwhile, Department of Homeland Security agents have repeatedly pepper sprayed, tear gassed and harassed NewsGuild journalists covering public events.

Homeland Security Secretary Kristi Noem illegally cancelled the union contract protecting the rights on the job of over 45,000 Transportation Security Administration (TSA) employees. TSA officers protect the safety and security of CWA passenger service agents and AFA-CWA flight

attendants, so undermining the job security and working conditions of those TSA agents in turn puts our members at risk.

RESOLVED: CWA stands united in support of the jobs and rights of all working people. We believe that the best way to improve our working conditions is through collective action. We will oppose any policies that undermine our ability to form unions and bargain contracts.

RESOLVED: CWA will join with allies to resist any and all attempts by politicians to hand more power to corporations by taking away our freedom to vote, to make our voices heard, and to have a say over the decisions that impact our lives.

RESOLVED: CWA will mobilize to elect candidates who share our vision for a better future for ourselves, our families, and our communities. We will hold politicians who support policies that benefit corporations and the very rich at our expense accountable by raising awareness of their anti-worker positions and working to defeat them at the polls.

Resolution #80A-25-04

Protecting Our Public Services

CWA members have organized and mobilized for many years to build political power to help secure a government that genuinely serves and represents the interests of working people. We have worked to advance stronger rights to organize and bargain, for higher wages, better health care and a secure retirement, and a better future for the working class.

CWA members in education, health care, public safety, and other core public functions have organized their workplaces to both build better lives for themselves and their co-workers, and also to ensure that working people across their states receive the high quality services that they deserve.

Low-road contractors and anti-union politicians have worked for many years to privatize vital services. Privatization of core public services presents many problems for both public employees and all working people who depend on those services.

Corporate executives often present unrealistic projections of costs, resulting in little or no savings, and in many cases actually higher costs to operate those services. Moreover, even those often-unrealistic projections usually only project savings as a result of paying workers less, providing fewer benefits, and cutting jobs. Privatizing public services is a way of busting unions and executives profiting on the backs of the working class.

Service quality also routinely declines when services are privatized. Corporate executives don't share the same commitment to the common good and providing services to all that public service workers do, and tend simply to prioritize the corporate bottom line. There is a long record of state and local governments privatizing public services, only to see outcomes like poor performance, longer wait times for residents, higher user fees, and failure to complete tasks. Furthermore, because private companies are often exempt from government transparency rules, it is all the more difficult for the public to hold companies accountable for these sorts of failures with public dollars.

Pressure to privatize public services will very likely increase in the near future. The recently passed federal budget bill will blow a hole in the budgets of state governments, likely leaving many governments desperate to save money, no matter the impacts on workers or public services. The Trump White House and the Department of Labor have also issued policies this year that would weaken merit staffing protections for many public services funded in part by money from the federal government. Increasingly, tech companies are pushing for the use of artificial intelligence to replace customer service, public reporting and other functions, so they will likely push to secure government contracts for themselves as these technologies advance.

Sound public policy would ensure genuine transparency and accountability in the privatization process to protect quality jobs and services. Governments should categorically not enter into

privatization agreements without securing meaningful protections for good jobs, service quality and significant financial savings that do not result simply from laying off and underpaying workers. Nor should they enter into contracts with companies with records of abusing workers and violating the law, or that do not respect the rights of workers to organize. Governments should hold companies to high standards of transparency and accountability.

RESOLVED: CWA will organize and mobilize to protect high-quality public services and good union jobs. We will fight to defeat anti-worker, pro-corporate policies and we will proactively seek to put in place protections for public services.

RESOLVED: CWA will educate, advocate and build coalitions to help a wide audience of policymakers and working people understand the valuable role of public services.

Resolution #80A-25-05

Trans Rights are Worker's Rights

The civil rights of Trans people are currently being eroded by targeted legislation on local and federal levels and the legal protections of Trans workers are systematically being redefined and removed not only in our workplaces, but in our greater society.

CWA has a strong history of supporting our Trans siblings, having submitted an amendment to the AFL-CIO constitution (ratified in 2013) to explicitly state in the constitution that the federation encourage transgender workers 'to share equally in the full benefits of union organization.'

Several of the constituency groups that share members with CWA (such as CBTU and NAACP) are also recognizing the need to re-affirm commitment to the human rights of our Trans siblings in this time of open hostility and oppression.

RESOLVED: CWA re-affirms our organizational support for our Trans siblings.

RESOLVED: CWA will continue to bargain for trans-inclusive contract language and protections to respect the expressed gender identities of our members.

RESOLVED: CWA will continue to stand up for the civil rights of our trans siblings both in principle and by utilizing the power of our members to enshrine those principles into strong, enforceable contract language.

Resolution #80A-25-06

A Generational Fight for Our Freedoms

American democracy is cracking under intense attack from authoritarian forces. The authoritarian right is attempting to repeal the advances made in our democracy throughout the 20th century and – with it – all of our victories for organized labor, the civil rights movement, women, the LGBTQ+ community, immigrants, the poor, the elderly, and people with disabilities.

There is a growing authoritarian social movement of millions of people united on the basis of revenge, resentment and turning back the clock supported by the wealthiest people in the world, which has now secured a controlling role in the federal government.

Part of the authoritarian plan involves destroying labor unions. Labor unions are a proven instrument for stopping authoritarian efforts. In a highly segregated society, the labor movement is a place where people come together across otherwise often impenetrable barriers to work together. Workers unite across societal differences to fight corporate greed. Union members understand that bad bosses must be fought and that a dictator is a bad boss with way too much power.

For all these reasons, authoritarians have to break unions in order to succeed in their project. They will come for us in many ways: direct attack, co-optation, destroying labor rights, cutting off dues, even jailing our leaders. We see all of these attacks underway today, with presidential actions that eliminated collective bargaining rights altogether for nearly a million workers, unilaterally ended dues deduction, and severely limited the ability of federal employee unions to fulfill their representational duties. Shockingly, David Huerta, the President of SEIU California and SEIU-United Service Workers West, was wrongfully arrested while protecting the rights of his members.

Breaking unions is just one part of the playbook that includes dividing Americans, weakening our grassroots-led institutions, demonizing vulnerable communities, spreading disinformation, attacking the press, destroying checks and balances, abusing executive power, stoking violence, corrupting elections and squashing dissent. Where immigrants are not safe, workers cannot be safe. Where trans rights are under attack, labor rights will follow.

We are here because of failed neoliberal economic models, corporate greed and the fifty-year class war. Our economic and political systems are rigged by the wealthy. Even as CWA's political action has made a difference in advancing the interests of the working class on countless occasions, the corruption enabled by the massive corporate money that dominates politics has prevented sustained progress for worker interests, in Washington, D.C., state capitols and cities across the country. We must hold the line.

We must educate our members, increase our union membership, grow our independent political strength, and take an active part in building the broad multiracial working class resistance to authoritarianism. We cannot put our heads in the sand and hope that this authoritarian movement just blows over in the next few years. Previous generations fought too hard for American democracy –

against British monarchy, chattel slavery and European fascism – to have our country fall to authoritarianism now. CWA members must do our part in the coalition to stop authoritarianism.

Resolved: CWA commits to resist authoritarian rule and the destruction of our American democracy.

Resolved: CWA recognizes that defeating authoritarianism must be a primary objective of our union.

Resolved: CWA will take action to create a bold, proactive and aggressive anti-authoritarian program in our union. We will lead, not just wait for others to do so.

Resolved: We will institute widespread popular education of our members on how to recognize authoritarianism and how to fight it, and work with other unions and partner organizations to expand the reach of this critical information.

Resolved: We will encourage all our members to join the fight to defend the First Amendment Constitutional right to a free press, the right of media workers to report, and the freedoms of speech and assembly.

Resolved: We will prepare our union to respond to any attacks on our basic rights that threaten our union and the labor movement.

Resolved: CWA will uphold our commitments to defend human rights for all in the workplace and the world. We pledge to protect the first targets of human rights attacks – including trans people and immigrants – as we know these attacks are integrally linked to attacks on our labor rights.

Resolved: CWA will live our commitment to movement building and actively participate in pro-democracy coalition building and anti-authoritarian organizing in our communities.

Resolved: We will continue to build independent political power for working people and we will defend fair and free elections from interference.

Resolved: We will prepare to use every necessary tool to fight authoritarianism.

Resolution #80A-25-07

Restoring Federal Funding for the Corporation for Public Broadcasting and Local Public Media

As union members, we have fought for decades to protect good jobs, strengthen our communities, and ensure that working people have access to information they can trust. Public broadcasting has been a cornerstone of that mission for more than half a century. Established by Congress in 1967, the Corporation for Public Broadcasting (CPB) has provided stable, noncommercial funding for local PBS and NPR stations, ensuring that educational, cultural, and fact-based programming reaches every corner of our nation—urban, rural, and tribal alike.

CPB funding supports the work of CWA, NABET-CWA and NewsGuild-CWA members who produce award-winning journalism, educational children's programming, and community-focused content that commercial media often ignores. These programs strengthen civic engagement, provide a platform for diverse voices, and serve as a trusted source of information in times of crisis. From live coverage of elections to emergency broadcasting during natural disasters, public media plays a vital role in sustaining our democracy.

For decades, federal investment in public broadcasting has been a small but critical part of the federal budget, returning enormous value to the public. Yet the Trump administration proposed rescinding all federal funding for CPB and, by extension, local PBS and NPR stations. Congress then voted to approve this rescission, jeopardizing a key source of stability for hundreds of public radio and television stations, particularly those serving rural and underserved communities.

The elimination of CPB funding directly threatens the jobs of CWA members who work in public broadcasting. Without this support, many stations will be forced to cut staff, reduce local programming, and, in some cases, shut down entirely. The loss of these jobs will have ripple effects in the communities they serve, weakening access to educational content, cultural programming, and fact-based journalism.

This attack on public broadcasting is part of a broader effort to dismantle public institutions that serve the common good. It comes alongside direct threats from FCC Chairman Brendan Carr, who, in January 2025, ordered an enforcement investigation into NPR and PBS member stations over alleged violations in on-air sponsorships, known as "underwriting." Carr suggested some stations may be illegally running commercials, potentially providing justification for further congressional defunding. Critics note that these investigations serve to stoke political pressure and undermine public media independence.

RESOLVED: CWA condemns the Trump administration's decision to request, and Congress's decision to approve, the rescission of federal funding for the Corporation for Public Broadcasting, which jeopardizes the jobs of CWA members, undermines access to trusted information, and erodes a vital public service.

RESOLVED: CWA condemns FCC Chairman Brendan Carr's investigation into public media underwriting as a politically motivated tactic designed to delegitimize public broadcasting and justify further defunding of local PBS and NPR stations.

RESOLVED: CWA reaffirms its commitment to defending public broadcasting as an essential institution that informs, educates, and connects communities across the nation.

RESOLVED: CWA will mobilize our members, allies, and the public to call on Congress to fully restore CPB funding in the federal budget, ensuring that local PBS and NPR stations can continue to serve their communities with integrity and independence.

RESOLVED: CWA will hold accountable any elected officials who vote to defund public broadcasting or misuse regulatory power to undermine it, and we will work to elect candidates who support strong, stable funding for public media and the union jobs it sustains.

Resolution #80A-25-08

International Solidarity

CWA has a long standing commitment to global labor solidarity, supporting and fighting for the dignity and respect of workers both at home and abroad. Our commitment has been more than symbolic; it's been concrete and strategic.

Through joint organizing efforts, information sharing and partnership with unions and global labor federations, we are building a united front to resist the global race to the bottom. We share intelligence, coordinate campaigns and amplify each other's struggles. CWA fully embraces that we are stronger when we as workers stand in solidarity across borders.

Now more than ever, global labor and worker solidarity must be central to our movement. Corporations continue to outsource to countries with weaker labor protections, creating a "race to the bottom" in labor standards, wages, and working conditions, all while aggressively suppressing international workers' rights to organize and collectively bargain. This global corporate strategy directly impacts CWA members through job offshoring, erosion of benefits, and downward pressure on wages.

According to the International Trade Union Confederation (ITUC), 2025 was one of the worst years on record for labor rights. The ITUC's human rights index showed declining conditions in most regions, with Europe and the Americas recording their worst scores since the Index began in 2014. Across the globe, authoritarian, right-wing governments have escalated their attacks on labor by criminalizing union activity and restricting civil society. These governments recognize that in their efforts to trample on the civil and human rights of marginalized and persecuted people and to violently silence dissent to their racist and pro-corporate policies, that labor unions are often a pillar in efforts to fight back and stop those attacks.

And our international trade agreements continue to prioritize corporate profits over worker fundamental rights.

Under the Trump Administration, the United States abandoned international forums that protect worker interests and slashed funding for global labor rights programs, including cuts to the International Labor Affairs Bureau (ILAB), the Department of State's human rights initiatives, and the National Endowment for Democracy.

In particular, the dismantling of USAID has weakened the international labor movement by cutting off support for unions in developing countries and removing a key player in the fight for international solidarity and accountability. Gutting these resources has emboldened authoritarian regimes, weakened unions, and left workers more vulnerable to exploitation and violence.

The Trump Administration has also turned a blind eye to abuses of human and labor rights by regimes engaged in deadly wars in which they have violated basic humanitarian protections, including Russia's attack on Ukraine and Israel's war in Gaza following the horrific October 7th attacks. As countless civilians have died in Gaza as a result of these attacks, our government has failed to act to protect human life or to ensure that journalists have access to safely do their jobs providing information on the humanitarian situation. Instead, the Trump Administration has cracked down on freedom of speech and has pushed employers, including universities, tech companies and media organizations to do the same and undermine our rights on the job in the process. CWA has called for an end to the siege in Gaza, demanded a cease fire, release of all hostages and unhindered delivery of much needed humanitarian aid into Gaza.

CWA's legacy is built upon the belief that when one group of workers is attacked and human rights are violated anywhere in the world, all workers are threatened. The struggles workers face require a united global response. By strengthening our international labor ties and defending programs that support worker rights worldwide, we can build a world where no worker is left behind.

Resolved: CWA reaffirms its commitment to global labor solidarity and will continue to support the work of our international labor federations like UNI Global, IndustriALL, International Federation of Journalists, the International Transport Workers Federation and others to coordinate the fights for our common goals and to create a global economy that helps lift up all workers.

Resolved: CWA recognizes the vital role that USAID and similar agencies play in promoting global labor solidarity and advancing the interest of the US labor movement and will work to ensure the full restoration of USAID and all international labor rights programs, institutions, and independent agencies that defend workers' rights, investigate labor and human rights abuses and lift up international labor standards.

Resolved: CWA urges the Trump Administration to prioritize the strengthening of workers' rights through trade and foreign policy and oppose any effort that seeks to rollback protections for workers worldwide.

Resolved: CWA again demands an immediate and permanent ceasefire in Gaza, the return of all hostages and that all steps are taken for the immediate and unhindered delivery of critical humanitarian aid to Gaza. In addition, we join the calls for a permanent two state solution for the region and as such demand that the U.S. Government join the list of countries that have formally recognized a Palestinian state.

Resolved: CWA Locals recognize the need to support global organizing efforts and again commit to supporting the Eduardo Diaz Union-to-Union International Solidarity Fund through voluntary funding at a minimum of \$0.10 per member per year as outlined in the resolution adopted by the 62nd CWA convention.