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PROCEEDINGS
- - - - -
of the
80th CONVENTION
COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO, CLC

David L. Lawrence Convention Center
Pittsburgh, Pennsylvania
August 11, 2025

1 CONVENTION ANNOUNCER: Good morning
2 delegates and guests. Can you please take your
3 seats? Thank you.

4 (Video presentation.)

5 (Whereupon, the 80th
6 Convention of the
7 Communications Workers of
8 America, AFL-CIO, CLC,
9 convened on Monday,
10 August 11, 2025, at
11 9:00 a.m., Temporary
12 Convention Chair Cindy
13 Neumeyer, President, CWA
14 Local 13500, presiding.)

15 TEMPORARY CONVENTION CHAIR NEUMEYER: Good
16 morning.

17 ("Good morning" from the delegation.)

18 (Applause.)

19 Good morning, CWA delegates, friends,
20 and family. Please take your seats.

21 The official clock here in Pittsburgh,
22 Pennsylvania, indicates that it's 9:05 a.m., and
23 that means it's time for us to begin our work.

24 I ask everyone to please be seated as

1 I call the 80th Convention of the Communications
2 Workers of America to order.

3 We have a lot of business to take up
4 over the next two days, so again, I ask that
5 everyone be seated so that we can get underway.

6 My name is Cindy Neumeyer, and I am
7 the current President of CWA Local 13500.

8 (Applause.)

9 I began my service in my Local 27
10 years ago, volunteering my time organizing, with
11 political campaigns, community service, moving on to
12 chief steward, vice president in 2011, and elected
13 President for my first term in 2023.

14 (Applause.)

15 It is my distinct honor to serve as
16 the temporary chair this morning. So on behalf of my
17 executive board, members of Local 13500, the
18 Pennsylvania Presidents and Locals, and on behalf of
19 all of Locals, leaders, and members of CWA District
20 2-13, I welcome you to Pittsburgh, known as the
21 Steel City, a city built by workers and strengthened
22 by solidarity.

23 To have you all gathered here feels
24 not just fitting, but powerful. You are in a city

1 that knows how to stand tall through hard times. A
2 city that honors its working-class roots and looks
3 ahead with courage.

4 On behalf of the people of
5 Pennsylvania, from Philadelphia to Pittsburgh,
6 welcome to the beautiful downtown area of Pittsburgh
7 and the 80th Convention of the Communications
8 Workers of America.

9 (Applause.)

10 We will open our Convention as we
11 traditionally do, with a prayer this morning. We
12 will be led by our Union Brother, John Lewis, Member
13 IUE-CWA Local 83761.

14 BROTHER LEWIS: Thank you, Cindy,
15 President Cummings and to the Executive Board, my
16 Brothers and Sisters.

17 Good morning, CWA.

18 ("Good morning" from the delegation.)

19 Let us pause and invite the presence
20 of our God as we begin the 80th CWA Convention.

21 As Cindy said, I'm John Lewis from
22 Local 83761 out of Louisville, Kentucky and I'm
23 honored to stand before you this morning.

24 I am privileged to pastor historic

1 Second Baptist Church in the rural community of
2 Taylorsville, Kentucky. It is a historic church
3 that was established in 1866. It is a church that
4 has a history, that has risen from the ashes of a
5 devastating fire, not once but twice.

6 There is a saying that the survivors
7 and overcomers of those times and events have said
8 to one another during those days, if we ever needed
9 the Lord before -- if we ever needed the Lord
10 before, we sure do need Him now.

11 (Applause.)

12 Brothers and Sisters, if our nation
13 ever needed the Lord before, if our unions ever
14 needed the Lord before, if our families, if you and
15 I ever needed the Lord, if the CWA ever needed the
16 Lord before, we sure do need him now.

17 Since we agree, do we agree with that?

18 (Affirmation from the delegation.)

19 (Applause.)

20 Since we agree with that, shall we
21 together invite the presence of the Lord to bless us
22 on this day in this week. Amen.

23 ("Amen" from the delegation.)

24 All mighty God, our heavenly dove, God

1 of peace, God of grace and Mercy, Lord, we invite
2 and pray for your divine presence this day.

3 Lord, come and be with us, be with us
4 what we can't be to ourselves. Come, Lord, and
5 bless this 80th Convention of the Communications
6 Workers of America. Bless all who participate.
7 Bless with your favor all that is said and done.

8 Father, in these difficult and tough
9 days, bless the leadership of this great union.
10 Bless to serve the people that we represent with
11 courage and wisdom.

12 Father, guide us today. We place this
13 meeting in Your hands. We place our hearts and our
14 minds in Your hands, so that you may direct us. We
15 come together as one, many parts, but one body; a
16 body that is united in a commitment to the
17 well-being of our members and communities.

18 God, grant us grace to listen to one
19 another, love and wisdom that seek to understand
20 diverse perspectives, and to seek and find common
21 ground.

22 May our collaboration be a source of
23 strength and inspiration leading to positive change,
24 leading to a more just and equitable society.

1 Lord, we give you thanks for the
2 contributions of all of our workers, all of our
3 members, we pray for them, for fair wages, safe
4 working conditions, and a right to organize and
5 bargain.

6 May we always be mindful of the
7 struggles of those who are marginalized and
8 overlooked and may we look toward a future where all
9 workers can experience the fullness of life.

10 We thank you, Father, for the
11 leadership of our great union and we pray for the
12 health and the strength, endurance and encouragement
13 for President Claude Cummings. We thank you for his
14 commitment and service.

15 We thank you for our
16 Secretary-Treasurer, Ameenah Salaam. We pray God
17 Your blessings upon her.

18 Bless all of our executive board, all
19 of our national and local officers, all of our
20 membership and families.

21 Father, bless our troubled nation.
22 And as we're taught, we pray for our president and
23 all elected officials of this nation.

24 We pray that you protect us from those

1 who would harm our nation and destroy our democracy.
2 May our leaders act with courage, strength and with
3 integrity to serve the common good.

4 Father, give us pride in our work.
5 Lord, give us a fair return for our labor. Then,
6 God, give us joy knowing that the work we find the
7 source from you, our provider.

8 Help us to overcome the challenges of
9 differences and disagreement. May we seek that of
10 our common good and interest.

11 Help us to approach this day, this
12 week with a positive spirit trusting that you would
13 guide our path. We thank this dedicated body, the
14 CWA.

15 And, Father, we pray for unity. We
16 pray for strength and power that we represent all
17 the workers across this land and nation.

18 Father, we pray for a unified body;
19 recognize that our collected strength lies in a
20 shared humanity and the commitment to support one
21 another. May those gathered today overcome
22 differences, may our actions be guided by love and
23 respect demonstrating the power of solidarity.

24 Help us to overcome the challenge and

1 the distinctions of color, creed and culture that we
2 may see our common destiny, that we may never lose
3 site of our common humanity.

4 And, Lord, even if we have differences
5 this day, even if we have differences of opinions
6 this week, even if our differences give in it, may
7 we have a spirit of unity. Help us to work as a
8 unified body in serving and meeting the challenges
9 and the threats ahead.

10 Lord, we thank you for keeping us.
11 Thank you for giving us traveling grace. We pray
12 for strength and comfort from pain and grief of
13 those among us in our nation and this world.

14 Father, we pray for your divine
15 comfort and strength from the families of our Union
16 brothers and sisters who are no longer with us. We
17 thank you for their work and their contributions.

18 And, God, the psalmists have said
19 weeping may endure for a night, but joy comes in the
20 morning. We seek your joy. We seek your presence
21 and your blessings this day. In your mighty name,
22 we pray. Amen.

23 ("Amen" from the delegation.)

24 (Applause.)

1 TEMPORARY CONVENTION CHAIR NEUMEYER: Thank
2 you, Brother Lewis.

3 Please remain standing for the
4 presentation of colors followed by the singing of
5 the National Anthem of Canada by Jeanette Spoor,
6 Local 1103, RMC Member, and then the Puerto Rico
7 National Anthem sung by 1st Lieutenant Luis
8 Benitez-Burgos, judge advocate, US Army Reserve 4th
9 Legal Operations Detachment followed by Jeanette
10 Spoor singing the United States National Anthem.

11 Presenting the American, Canadian and
12 Puerto Rican flags is the Pittsburgh Firefighters
13 Local 1 Honor Guard, accompanied by Matt Novotny,
14 with the Pittsburgh Firefighters Memorial Pipe Band.

15 If possible, please remain standing
16 until the colors are retired.

17 (Presentation of the guard.)

18 (National Anthems performed.)

19 (Applause.)

20 (Bag pipe presentation.)

21 (Applause.)

22 TEMPORARY CONVENTION CHAIR NEUMEYER:
23 Thank you to our Pittsburgh Firefighters Local 1
24 Honor Guard.

1 It is now my absolute honor to
2 introduce to you our speakers, starting with the
3 Congresswoman Summer Lee, Pennsylvania's 12th
4 Congressional District, who has been showing up in
5 the hallowed halls and picket lines supporting
6 strikers at the Post Gazette and rallying in for
7 workers' rights at the NLRB.

8 Immediately following Congresswoman
9 Lee, the next voices you will hear from will be
10 Congressman Christopher Deluzio representing
11 Pennsylvania's 17th Congressional District.

12 Last, but certainly not least,
13 Pennsylvania's very own Governor Josh Shapiro will
14 be addressing this Convention with a video address.

15 As to not delay you any longer from
16 this powerful lineup, I bring to you, without any
17 further ado, Congresswoman Summer Lee.

18 (Standing ovation.)

19 CONGRESSWOMAN LEE: Good morning. How you
20 all feeling today?

21 (Applause.)

22 Hold up now. We all woke up early for
23 this, so we want some energy. I know that you all
24 should be excited.

1 Welcome to Pittsburgh. It is such an
2 honor to have you here. It's such an honor to see
3 you all here bright and early in your red and ready
4 to go.

5 I'm Congresswoman Summer Lee. I
6 represent where you are right now, the City of
7 Pittsburgh. I have been honored to represent this
8 place for two years or for two terms now, and
9 hopefully into the future so we can continue our
10 fight together.

11 Now, I just want to say that when I
12 look around this room -- and I'm so happy to be
13 here -- when I'm looking around this room, I'm
14 looking at a wall of solidarity that no president,
15 no corporation and no billionaire is going to break.

16 This -- thank you.

17 (Applause.)

18 This right here, this labor movement
19 that is gathered here in Pittsburgh is a movement
20 that has transcended generations with its
21 revolutionary spirit and mind.

22 So let me start by giving big thanks
23 to Cindy Neumeyer for that warm welcome, to
24 President Claude Cummings for his leadership, to

1 Jason Pakech for helping make today happen.

2 I also want to give a special shout
3 out to the striking Post Gazette workers who have
4 been on the line for nearly three years making it
5 the longest current strike in the United States.

6 (Applause.)

7 Now, I hope that you -- I am here as a
8 Congressperson, but I hope that you see that I'm not
9 just here as your Congressperson. I want to be here
10 as your partner, as your sister in this fight
11 because right now we are absolutely in the fight of
12 our lives against authoritarianism, against fascism,
13 and has no place in our movements or in our country.

14 As y'all know, Donald Trump is no
15 friend to labor. And he didn't waste a minute to
16 prove it. Just months into his second term one of
17 his major moves was to go after our fellow workers.
18 He signed an executive order that stripped
19 collective bargaining rights from over a million
20 workers. That means more than a million public
21 servants, people who dedicate their lives to keeping
22 this country running, they were stripped of their
23 basic right to negotiate; no say in their working
24 conditions, no voice on the job, no power at the

1 table.

2 In case there was any doubt about how
3 far he'll go to lie about how disastrous his
4 economic policies are, Trump recently fired the top
5 federal official in charge of labor statistics hours
6 after new data showed that job growth had stalled
7 this summer. He didn't fix the problem; he
8 theoretically killed the messenger, fired for
9 telling the truth and for doing her job.

10 He also removed Gwynne Wilcox from the
11 National Labor Relations Board making her the first
12 NLRB member ever fired without cause, no scandal, no
13 misconduct, just a black woman standing up for
14 workers and the first black woman ever to hold this
15 position.

16 And just the other day the
17 administration announced that they're cancelling
18 most of his collective bargaining at the VA. That
19 is a violation of law and it's a direct attack on
20 all workers, all Veterans and Veterans care.

21 (Applause.)

22 Thank you.

23 We have to ask ourselves, if Trump can
24 silence a million public workers, unjustly fire

1 labor officials and remove anyone who defends
2 working people, how far will he go to crush the rest
3 of our unions?

4 So just really quickly if I could take
5 it back to where we've been to remind you that the
6 last time he was the president, he threatened to
7 veto the PRO Act and the Public Service Freedom to
8 Negotiate Act, two of the most important pro-worker
9 bills that we have ever seen in this generation,
10 gutted OSHA to cut safety inspections to an historic
11 low making it easier for bosses to retaliate against
12 workers who dare to speak up, stripped overtime pay
13 from eight million workers stealing over 1 billion a
14 year from working families, picked a union-busting
15 corporate lawyer as his Labor Secretary, someone who
16 literally defended the firing of 22 CWA members just
17 for trying to organize.

18 And he loves to talk a big game about
19 protecting American jobs, but what he really did was
20 hand out over 115 billion dollars in federal
21 contracts to companies that ship your jobs overseas.

22 And he had not one but two clear
23 chances to sign an executive order stopping federal
24 contracts from going to companies that ship call

1 center jobs overseas. Senators asked him, CWA's own
2 president asked him face to face in the Oval Office
3 and both times Trump ignored the needs of our
4 workers and dismissed CWA.

5 These issues are another reason to
6 pass the PRO Act that we helped introduce earlier
7 this year with our colleagues to remind you all this
8 is the Protecting the Right to Organize Act. It is
9 comprehensive. It's a proposal that would protect
10 workers' rights to bargain for higher wages, for
11 better benefits and safer workplaces. I think it's
12 something that we can all agree it's not just
13 commonsense, it's long past overdue.

14 (Applause.)

15 And don't worry, I'm going to wrap it
16 up, and I'm not going to stay on the negative
17 because we always have to end on our call and on
18 what we are and what we are up against. But I want
19 to be clear that none of this is happening by
20 chance. It is designed to work this way because
21 corporate money is flooding our political system.
22 Billionaires and CEOs are buying influence and
23 stacking the deck against working folks like you,
24 and they're trying to drown out your voices.

1 We have to recognize this as a
2 strategy because when our unions are weakened, when
3 workers are silenced, big businesses win. The 1
4 percent that Trump is riding for will win -- the big
5 CEOs who are bankrolling their campaigns will win.

6 We can't -- and we have to really
7 emphasize this -- we are not going to defeat MAGA or
8 fascism or antilabor sentiments by just showing up
9 on election day. But we can win if we show up for
10 each other each and every day.

11 The fight for our country is right
12 now. It's in this room at this table. So that's
13 why I said I need you all to have some energy
14 because we've got a big fight in front of us and we
15 can't afford to stay asleep for another second. We
16 can't afford to wake up on the next election day or
17 the one after that. We can't keep looking forward
18 to tomorrow because when we are facing fascism, we
19 know that for our democracy tomorrow might not work,
20 tomorrow might not exist.

21 Because even though Trump and his
22 office of oligarchs have the power of his
23 presidency, if we don't accept that the real power
24 lies with the people, they're counting on that one;

1 they're counting on that. So we have to remind them
2 who we are. They know and we know what we are up
3 against, but they don't know who they're up against
4 yet.

5 I don't know if they've met the mighty
6 labor movement. That's why I'm happy that you're
7 here in Pittsburgh. It's appropriate. This is the
8 town that went up against the biggest robber barons
9 in the world and we came out on the other end of
10 that with a 40-hour-work week and benefits for our
11 workers and --

12 (Applause.)

13 -- safe working conditions. This is
14 where we built America with the Union labor of our
15 working people, men and women every single day, so
16 we know what we are about, we know what we got, and
17 we need to make sure that they know what they're up
18 against.

19 (Applause.)

20 Because they are also in the battle of
21 their lives because if they think that we're going
22 to sleep through next two years, we need to remind
23 them that we don't sleep on the job, we don't sleep
24 on the clock.

1 (Applause.)

2 This is where the fight for America is

3 going to be born. So I hope that you're ready. I

4 hope you're ready to take this when you leave this

5 Convention -- this Convention to your shop floor. I

6 hope you're going to every organizing table in your

7 neighborhoods and in every space where decisions are

8 being made about you without you. We need you to

9 get up for those spaces. We need you to get into

10 them. We need you to make those people

11 uncomfortable every day. But we need you to bring

12 more people with you. That's how we win. That's

13 how we start to stack the deck in workers' favor.

14 So I thank you so much for everything

15 that you have done and for being here.

16 My ask is that you keep on organizing,

17 you keep on pushing, you keep showing up.

18 Stand with our Post Gazette workers.

19 That fight ain't over. We need your energy here.

20 (Applause.)

21 Stand up against corporate

22 billionaires. Stand up against oligarchy.

23 (Applause.)

24 And as long as I got the mic, a voice,

1 a vote, you will have it; no question, no doubt of
2 mind. I will be standing with you in the halls of
3 Congress, on the picket lines. Will stand with you
4 in every space in between.

5 So thanks for being with us and thanks
6 for having me today. And I'm gonna get out of your
7 way so you can get this on.

8 (Applause.)

9 CONGRESSMAN DELUZIO: All right. Let's
10 give it up for my colleague Congresswoman Summer
11 Lee. How about it?

12 (Applause.)

13 All right. Well, welcome again to
14 Western Pennsylvania. I'm Chris DeLuzio. I share
15 Allegheny County with Summer Lee and represent
16 Beaver County. You're in pretty sacred ground here
17 in Western Pennsylvania for the labor history.

18 (Applause.)

19 I've got some folks from Pittsburgh
20 who know that history around here?

21 (Applause.)

22 All right. All right. Look, this is
23 a special place. We talk a lot about hard work and
24 sacrifice. We also talk about solidarity. That is

1 the backbone of the labor movement. And I see it in
2 all of you.

3 Do you guys feel that solidarity and
4 that strength?

5 (Applause.)

6 All right. Look, I see right now a
7 fight between good and evil. We see it in
8 Washington. I see it all over the country. Whether
9 our sacred values are on the line, whether your hard
10 work is something that's going to be rewarded in
11 this country or whether corporate America is just
12 going to put their heel on the neck of workers. You
13 see it everyday. We know the American dream has
14 been ripped away for so many.

15 I'm 41 maybe that makes me young,
16 maybe old, I don't know, somewhere in the middle. I
17 will tell from you my generation, we're the
18 Americans in a long, long time who no longer expect
19 to be better off than their parents.

20 Is anybody okay with that?

21 ("No" from the delegation.)

22 Hell no. No one should be okay with
23 that. And there is a bad guy in this story. It is
24 the corporate power that's has corrupted our

1 politics, corrupted workplaces, corrupted our
2 country. And you guys know it. That is the central
3 conflict that I think we are all up against.

4 But worker power has something to say.
5 I think you guys have something to say.

6 Am I right?

7 (Affirmation and applause from the
8 delegation.)

9 I couldn't hear you. Do you have
10 something to say about this?

11 (Affirmation and applause from the
12 delegation.)

13 All right. Look, let's talk about
14 some of those conflicts. We still have workers
15 striking for more than 1,000 days at the Post
16 Gazette right here. 1,000 days. That's a picket
17 line the Congresswoman and I respect, we don't cross
18 that picket line. And that is about respecting
19 worker power.

20 And I will tell you it's not just
21 corporate power, it's the politicians who carry
22 their water down in Washington. I see it everyday
23 plundering our government for tax giveaways to
24 robber barons, saddling us with trillions in debt,

1 firing public servants, taking away healthcare and
2 food from hungry families. That's what's going on
3 in Washington. And it's also direct attacks on
4 workers.

5 Let's do some of the greatest hits.
6 What have we seen? We have seen VA workers have
7 their collective bargaining rights stripped away
8 within the last week. We've seen the president fire
9 the general counsel of the National Labor Relations
10 Board, who used to be a CWA attorney, Jennifer
11 Abruzzo. You guys know her.

12 (Applause.)

13 We have seen the president fire a
14 board member of the National Labor Relations Board
15 Gwynne Wilcox leaving the majority short, leaving
16 the board short of a majority to do the things that
17 we need to protect workers and file unfair labor
18 charges. And we know those attacks, they're not
19 going away.

20 Now, I also know that CWA members
21 secured wins in the Infrastructure Law like making
22 sure there are strong labor standards, a preference
23 for fiber. And what is this administration doing?
24 The Commerce Secretary, shocker, Wall Street CEO,

1 reversed those rules in favor of nonunion work,
2 satellite companies, low-road contractors to
3 undercut the solid work your members do. Those are
4 the stakes that we see.

5 Now they passed this big ugly bill. I
6 don't know whatever name they've got for it it. I
7 voted no. It's a massive tax scam. It's going to
8 make permanent tax breaks for companies that ship
9 jobs overseas. A story that we in Western
10 Pennsylvania know for a long time, whether it's the
11 glass manufacturing, steel manufacturing, I can go
12 on and on.

13 They put big constraints, big
14 constraints on getting tax credits for new
15 manufacturing facilities that can be real strong
16 union jobs and they're undercutting our healthcare
17 system and more.

18 And we know that CWA healthcare
19 professionals and others fought for safe staffing
20 ratios for a long time. A long time. And what does
21 this bill do? It pulls those back, delays them from
22 nursing homes for at least almost a decade. That
23 puts those jobs at risk, it puts patients on risk.

24 There is no lipstick on that pig.

1 That's an ugly bill that's gonna hurt a lot of us
2 for a long time. A lot of union workers will pay
3 for it.

4 Now, I also know that we're not alone
5 in the fight to turn back the clock on this. The
6 Trump Administration is doing this, why? To protect
7 and reward their corporate bosses who they're afraid
8 of. Let's be clear. It doesn't come from strength,
9 it comes from fear.

10 Are you, any of you afraid of your
11 strengths standing together?

12 ("No" from the delegation.)

13 Hell no. You shouldn't be.

14 Now, look, the stakes are high. I
15 laid out a bunch of them right there. I think what
16 we could lose if we give up and let these guys have
17 their way, are the hard earned pay and benefits that
18 you fight and bargain for all the time, your safety
19 on the job, healthcare that you earn that supports
20 you and your families.

21 Now this has all been some doom and
22 gloom, but I want to be sober and clear about what
23 we are all up against, labor has never had it easy
24 anywhere in this country and the history in this

1 place is all about our labor movement standing
2 strong in front of those threats.

3 From Frick throwing Pinkertons to kill
4 people at the Homestead strike, to workers at
5 Aliquippa who took their battle for jobs all the way
6 to the Supreme Court to recognize the right to
7 collectively bargain. That is the sacred ground
8 that you are on right now. They're willing to kill
9 people to prevent the rights that you have that are
10 under attack right now.

11 I know you're willing to fight for
12 them and you are not alone.

13 People in both parties -- let me be
14 clear -- have long done the work of weakening labor
15 rights in Washington. I see it still today. I
16 think it's a disgrace. I say hell no to that. And
17 you know you've got allies in Washington to stand up
18 for working people, to stand up for the Union way of
19 life. Because you need people down there to fight.

20 So let's talk about who some of those
21 villains and heroes are in that fight. I talked
22 about the striking workers of the Post Gazette. We
23 should honor workers who are willing to stand up and
24 demand more on the job.

1 (Applause.)

2 Heroes in this country are people who
3 work to power our economy. All of you, your
4 brothers and sisters, your work matters, keeping the
5 free press moving, getting people online taking care
6 of the sick and the elderly. I go on and on about
7 the work your members do.

8 You don't reward heroes with making
9 their job less safe, by taking away their dignity on
10 the job, putting healthcare at risk. That's not
11 what you do in my book. We have bills to tackle a
12 lot of this, and I know there are a lot of people
13 like me who support things like the public safety,
14 Public Sector Safety Worker Protection Act.

15 Because guess what? If you're in a
16 state that doesn't extend OSHA to public sector
17 workers, you don't have that protection.

18 I could talk about the PRO Act that I
19 know we have to pass. But you know what? It's not
20 one bill. This fight that you are in, that we are
21 in, is bigger than any piece of legislation. It's a
22 righteous fight, a righteous fight that we've got to
23 win.

24 I tell you I wake up with fire in my

1 belly about that fight knowing that I'm not alone,
2 knowing that I've got brothers and sisters in labor
3 who are willing to stand together and be strong.
4 When we fought to form our Union and won, the
5 steelworkers here at Pitt, we had brothers and
6 sisters in labor, we had elective officials, we had
7 community people stand with us.

8 You feel that strength?

9 (Applause.)

10 It is all of you.

11 (Applause.)

12 So I'll ask a simple question, you
13 look to the person to your left or your right, does
14 their dignity matter to you? Does their safety on
15 the job matter to you? Does their freedom matter to
16 you? Are you willing to do something about that?

17 (Affirmation from the delegation.)

18 That is your power. That is your
19 strength, and never give it up for one second. You
20 have have that solidarity. That's how we win. I'm
21 with that, and with you for as long as it takes to
22 win.

23 Let's go get 'em. Thank you, guys.

24 (Applause.)

1 (Video address.)

2 GOVERNOR SHAPIRO: Good morning and
3 welcome to Pittsburgh.

4 I want to thank President Neumeyer and
5 all the members of Local 13500, and I want to say
6 that I appreciate the great leadership you provide
7 for the Communication Workers of America. I'm
8 blessed that we have here the national leadership
9 including National President Claude Cummings,
10 Secretary-Treasurer Ameenah Salaam and Vice
11 President of District 2-13 Mike Davis.

12 I'm honored to welcome you to the
13 Steel City, a city built by the women and men of
14 organized labor to your 80th National Convention.
15 I'm glad you picked Pennsylvania because here in our
16 commonwealth and in my administration, we have a
17 great respect for the Union way of life.

18 We know the men and women of unions
19 form the backbone of our economy doing the kind of
20 work that powers our communities and keeps the
21 central services running.

22 CWA represents workers across a wide
23 range of industries each of whom does the critically
24 important work here in our commonwealth from the

1 members of the press who deliver the news and keep
2 us informed, to the flight attendants who make us
3 feel welcome and keep us safe as we fly, to the
4 nurses who save lives and care for the sick. Your
5 members' work is incredibly valuable.

6 As Governor of Pennsylvania, I want
7 you to know that I have your backs and we are
8 investing in your success from driving out funds to
9 help expand access to affordable high-speed
10 Internet, to investing in votechs, CTE and
11 apprenticeships to help grow your ranks.

12 We are putting our money where our
13 mouth is. Today our commonwealth invests 50 percent
14 more in workforce development than the day I took
15 office just two-and-a-half years ago. That's an
16 increase of almost 65 million dollars.

17 As a result, we have created more than
18 155 new pre-apprenticeships and registered
19 apprenticeships. And get this, we have trained
20 33,895 apprentices in all kinds of industries.

21 Look, I want our 9th and 10th and 11th
22 graders to see a future that runs right through a
23 CWA hall, a future of prosperity and opportunity.

24 Union membership here in Pennsylvania

1 has grown under my watch. Even at a time when the
2 right to collectively bargain is under attack across
3 this country.

4 I want to be clear about something, so
5 long as I'm governor, Pennsylvania will never be a
6 right-to-work state, never.

7 Our commonwealth will continue to
8 protect the union way of life by supporting your
9 right to organize, having the backs of your members
10 in good times and bad, and bringing forth creative,
11 innovative solutions that help grow your ranks and
12 support the Union way of life.

13 Have a great conference. Thank you
14 for being here.

15 (Applause.)

16 TEMPORARY CONVENTION CHAIR NEUMEYER:

17 Thank you very much Congresswoman Summer Lee and
18 Congressman Christopher Deluzio, and we wish he were
19 here in person, but we certainly appreciate Governor
20 Shapiro taking the time to send us his well wishes.

21 I now have the privilege of
22 introducing a dedicated leader and advocate for our
23 members and locals in District 2-13 and across all
24 of CWA, our very own District Vice President Mike

1 Davis.

2 (Applause.)

3 When Vice President Davis went to work
4 for Bell Atlantic-Pennsylvania - now Verizon - in
5 1997, he also went to work for the members of CWA.
6 He served in many roles in his home local, Local
7 13000, including Unit 33 president before taking his
8 hard work and determination to the District.

9 In July of 2023, Mike was elected to
10 lead District 2-13, representing workers in
11 Pennsylvania, Maryland, Delaware, Virginia, West
12 Virginia, and Washington, D.C. He has been a
13 powerful voice for fairness, workers' rights, and
14 solidarity. He brings not only deep knowledge of
15 labor issues, but also a genuine commitment to
16 empowering workers and building stronger, more just
17 communities. I've seen firsthand the heart he brings
18 to his work. He doesn't just talk about solidarity,
19 he lives it. Whether he's guiding a local through a
20 tough negotiation or checking in with a member going
21 through a hard time, Mike leads with compassion,
22 strength, and a sense of purpose that inspires all
23 of us. But beyond all of that, Mike is also a
24 dedicated father, a proud grandfather, and I'm

1 honored to say a dear friend of mine. It is my
2 privilege to introduce him today, District 2-13 Vice
3 President Mike Davis.

4 (Standing ovation.)

5 DISTRICT 2-13 VICE-PRESIDENT DAVIS: Thank
6 you, Cindy, and I want to thank her because she said
7 she was going to lower this so low that I had to get
8 up here and sit on my knees. So I appreciate her
9 not doing that.

10 Good morning delegates, families and
11 friends. Welcome to the commonwealth of
12 Pennsylvania and the city of Pittsburgh.

13 It's a city -- it's a place that
14 embodies history, resilience and a strong sense of
15 community. Here in the heart of Steel City you can
16 feel the energy of progress driven by the dedication
17 of our unions which tirelessly stand up for workers
18 rights and social justice, from our iconic steel
19 mills to the innovative tech hubs, Pittsburgh's
20 unions have built a legacy of solidarity and
21 empowerment we can all take pride in. And as you
22 know this spirit is alive in our own members.

23 We have a strike right now that is the
24 longest strike in America. We are part of something

1 right now that is something to be proud of, but also
2 something that is deplorable. We have members that
3 been on strike since 2022.

4 Back in October 2022, over 100
5 courageous workers from five different unions
6 including the CWA and the TNG CWA stood up against
7 injustice at the Post Gazette. They didn't just
8 take the stand for themselves. They did it for all
9 the workers, for their families, and for the
10 generations that follow in their footsteps.

11 As we come here together today, let's
12 remember that every moment we unite, every moment is
13 a history being made. Our presence here sends a
14 powerful message to the world, when workers join
15 forces, we cannot be overlooked.

16 (Applause.)

17 And together, we will stand strong,
18 support one another through others, and we keep
19 pushing forward. Our unity is our greatest
20 strength, our diversity is our super power, and it's
21 that collective spirit that will lead us to victory
22 here.

23 So let's lift up our spirits and
24 reignite the fight. Let's make sure our message

1 echos far and wide. We will not back down until
2 justice is served.

3 (Standing ovation.)

4 I have had a lot of people come up to
5 me and say, Hey, we saw that Post Gazette building,
6 is that the people you're striking against? And
7 there isn't many people in that building any more,
8 but that's them and if we can say it loud enough,
9 I'll bet they can hear us -- now when we fight, we
10 win, but together we fight, together we win.

11 Together we fight --

12 (Together we win.)

13 Together we fight.

14 (Together we win.)

15 I also heard there might be a scab
16 reporter somewhere around here trying to do some
17 work for them. We are not gonna let them in, but I
18 think we can let them hear it a little bit louder.

19 Together we fight.

20 (Together we win.)

21 Together we fight.

22 (Together we win.)

23 Thank you. And please support the
24 Post Gazette and the TNG. You will see some

1 paperwork being sent around, and you'll see some
2 shirts that are great. Please support them.

3 (Applause.)

4 I would now like to introduce
5 President Claude Cummings.

6 President Cummings is a prominent
7 leader in CWA whose enthusiasm for union is
8 infectious. Known for his unwavering dedication and
9 unique approach to leadership, Claude has the knack
10 of even the most mundane topics into passionate
11 discussions. Whether you agree with his methods or
12 not, you cannot help but admire his ability to rally
13 everybody and get the troops going.

14 Ladies and gentlemen, union brothers
15 and sisters, and family, please welcome our
16 President, Claude Cummings.

17 (Applause.)

18 (President Cummings video presented.)

19 (Applause.)

20 TEMPORARY CONVENTION CHAIR NEUMEYER:

21 Thank you again for the privilege and honor as
22 serving as your temporary chair. I now turn the
23 gavel over to President Cummings, who will assume
24 the position of permanent chair under the rules of

1 the Convention.

2 (Applause.)

3 PRESIDENT CUMMINGS: Thank you. Thank you.

4 Thank you so much. Thank you. Let's give her a

5 round of applause. Great work. Thank you so much.

6 (Applause.)

7 Good morning union family.

8 ("Good morning" from the delegation.)

9 And welcome to the 80th Convention of

10 the Communications Workers of America. It's great

11 to be here with you in Pittsburgh.

12 Thank you Vice President Davis for

13 that introduction and thank you Congresswoman Summer

14 Lee and Congressman Chris Deluzio for your remarks

15 and your steadfast support in Congress.

16 You know, it was great to hear from

17 Governor Shapiro, a true leader who is committed to

18 protecting and expanding the right of Pennsylvanians

19 to join unions and bargain fair contracts.

20 You know it's hard to believe it's

21 only been two years since we met in St. Louis and

22 you elected me president of this great union. The

23 love and constant support I have had from my wife

24 Ruth and our children and grandchildren and

1 great-grandchildren has sustained me as I have
2 navigated the challenges of this position.

3 Ruth has had to put up with a lot of
4 my travel and Zoom meetings, phone calls at all
5 hours of the day and night. I could not do this
6 work without her by my side and I'm truly grateful
7 to God for blessing us with our three children,
8 eight grandchildren, and four great-grandchildren,
9 including Milah, my official campaign manager.

10 (Applause.)

11 I also want to thank my senior staff,
12 Chief of Staff, Sylvia J. Ramos, Senior Director of
13 Government and International Affairs, Shane Lawson,
14 Senior Director of Organizing, Tom Smith and General
15 Counsel Matt Holder.

16 Please give them a round of applause
17 if you would please.

18 (Applause.)

19 You know I remember meeting with them
20 back stage right after the Convention adjourned in
21 St. Louis to set priorities and they have been
22 working hard for you every single day since then.

23 And I could not do my job without
24 Kelly Aiken, the Executive Office Manager for the

1 President's office. Please give Kelly -- Kelly
2 stand up. Please give Kelly a round of applause.

3 (Applause.)

4 You will be hearing directly from
5 Secretary-Treasurer Ameenah Salaam later in the
6 Convention, so much, so much of the work she and her
7 staff do happens behind the scenes, but I know you
8 appreciate the resources and support they provide.
9 Ameenah spends every minute of her time making sure
10 that your union dues are being used in the most
11 efficient and effective way possible to build our
12 power and strengthen our Union.

13 Stand up Ameenah. Thank you so much.
14 Give her a round of applause, our
15 Secretary-Treasurer Ameenah Salaam.

16 (Applause.)

17 Your Executive Board has been a
18 crucial part of our success over the past two years.
19 I don't think that there is a better Executive Board
20 in the labor movement than our Executive Board.

21 Executive Board, please stand. And
22 let's give them a round of applause. Please give
23 them a round of applause.

24 (Applause.)

1 You know we have a lot of tough issues
2 facing our Union. You can rest assured that every
3 member of this board is working together to find
4 solutions and move our Union forward. Thank all of
5 you for all of your hard work.

6 Will the retirees that are here today
7 stand up as you are able. Let's give our retirees a
8 round of applause.

9 (Applause.)

10 To every retiree here today, you have
11 my thanks for all you have done and for all you have
12 yet to do. I know our retirees are fired up and
13 still very active. Your knowledge and experience is
14 a resource, and we should all be making the most of
15 what you bring to the table. Let's give our
16 retirees and RMC leadership some applause.

17 (Applause.)

18 You know, I always acknowledge our
19 military currently serving, our veterans whenever I
20 can. So thank you so much for your dedication to
21 our country and your dedication to our Union.

22 Would you please stand if we have any
23 military retired or active duty in the audience.

24 Thank you so much for your service.

1 (Applause.)

2 Finally, thanks to all of you who have
3 assembled for this Convention. As our Constitution
4 states, the Convention is the highest governing body
5 of our Union, and I know you take this
6 responsibility seriously.

7 As we consider the business before us,
8 I know we will have differences of opinion, and
9 listen that's okay. I will always be honest with
10 you about where I stand and why. I absolutely
11 believe that everyone is entitled to have their say,
12 but we must also be respectful of one another.

13 Let me say that again. We must be
14 respectful of one another. Remember that we are all
15 here because we believe in our Union and want to do
16 what is best for our members.

17 When you elected me president of this
18 Union, I promised that I would not be sitting in my
19 office at Headquarters barking out directions.
20 That's just not me. That's not the kind of leader
21 that I am. I am a problem solver and I've learned
22 over the years that in order to solve problems you
23 need to hear directly from people about what is
24 going on and that's what I have had the pleasure of

1 doing these past two years. I have shown up to
2 rallies to walk picket lines, and to visit
3 workplaces, and every single time I have learned
4 something new. I haven't just been listening. I've
5 also been talking to everyone I can about the
6 incredible work our Union is doing and what they can
7 do to support us.

8 I was proud to address the Democratic
9 National Convention and to be the only CWA leader to
10 ever speak at the World Economic Forum.

11 (Applause.)

12 It was an honor to represent our great
13 union, but more importantly, it was a chance to
14 bring our issues and our perspective to a bigger
15 audience.

16 To have the power we need to stand up
17 to giant corporations, we need to work with our
18 allies across North America and across the world.
19 It's simple as that. I also promised you that I
20 would never back down from a fight. And we have not
21 backed down from a fight. What you and the members
22 and retirees of this Union have accomplished over
23 the past two years has been a remarkable testimony
24 to our strength and to our solidarity. CWA members

1 have never been afraid to strike when companies are
2 not showing us the respect at the bargaining table
3 that we deserve.

4 Our members at AT&T Southeast showed
5 incredible grit and determination last year when
6 they spent a month on the picket line.

7 (Applause.)

8 The company was determined to divide
9 us, but the strike only made us stronger. Our
10 members held the line. Non-members saw them
11 standing up for what they deserved, and joined the
12 Union and we won a historic contract, which actually
13 lowered the health care cost sharing percentage.

14 (Applause.)

15 AT&T Southeast members, please stand
16 up. Please stand up, and let's give them a round of
17 applause.

18 (Applause.)

19 Our Park City, Colorado Ski Patrol
20 members from Local 7781 built incredible community
21 support for their 12-day strike just after Christmas
22 last year. Resort visitors were captured on video
23 chanting "pay your workers, pay your workers" as
24 they stood in long lift lines due to the slope

1 closures. Let's give them a round of applause
2 District 7, Susan.

3 (Applause.)

4 Their groundbreaking contract is a
5 milestone in the fight for a fair and sustainable
6 ski industry.

7 Our New York Times tech guild members
8 from the NewsGuild of New York showed their power
9 during an eight-day strike with thousands of
10 supporters across the country breaking their Times
11 game streaks to avoid crossing the digital picket
12 line. They won a strong first contract that lays
13 the foundation, for tech workers not just at the
14 Times, but at other tech employers. These workers
15 walk the talk when it comes to solidarity. Let's
16 give them a round of applause.

17 (Applause.)

18 Listen, they also raised more than
19 what was needed for their strike fund, and they
20 donated -- listen to this -- they donated \$114,000
21 to our striking Pittsburgh, Post Gazette workers, as
22 they entered their third consecutive holiday season
23 on the picket line.

24 (Applause.)

1 Isn't that wonderful? Isn't that
2 unity?

3 (Applause.)

4 Isn't that support?

5 (Applause.)

6 Our members at UPTE-CWA Local 9119 at
7 the University of California have held several one-
8 and two-days strikes as they fight for a fair
9 contract, safe staffing and better care for
10 patients. While that fight is ongoing, they have
11 won some concessions and sent a clear message that
12 they won't back down. And of course no one --
13 that's right. Give them a round of applause.

14 (Applause.)

15 And of course no one, no one in our
16 Union has been stronger than our members at the
17 Pittsburgh Post Gazette. Would our Post Gazette
18 members please stand up. Stand up.

19 (Applause.)

20 Our production workers reached a
21 settlement a few months ago, but our NewsGuild CWA
22 members are still on strike. The longest running
23 active strike in the United States. Justice has
24 been delayed time and time again, but it will not be

1 denied, simple as that.

2 (Applause.)

3 Our Post Gazette workers are fighting
4 not just for themselves and their families, but the
5 respect that every single worker deserves. We have
6 won major victories at the bargaining table against
7 some of the biggest corporations in the world
8 including American Airlines, Alaska Airlines, GE
9 Appliances, GE Aerospace, NBC Universal, and at AT&T
10 Southeast, but also in the west and the southwest.

11 Let's give them a round of applause.

12 (Applause.)

13 Our Public Healthcare and Education
14 Workers sector is growing and thriving. In Hays
15 County Texas, EMS workers fought a union-busting
16 campaign and in the process set a new NLRB precedent
17 for similar workers who want to join unions.

18 When they ratified their first
19 contract at the beginning of this year,
20 representatives of the county hosted a ceremonial
21 signing with Local 6115 to signal their commitment
22 to working together for the betterment of EMS
23 workers in Hays County.

24 Just last month, CWA nurses from local

1 7181 fought off a decertification campaign supported
2 by the right-to-work foundation. They even added 13
3 new members as a result of their positive, proactive
4 one-on-one conversations.

5 Give them a round of applause.

6 (Applause.)

7 Our Florida locals have overcome
8 Governor Ron DeSantis' attempt to destroy public
9 sector unions in the state through remarkable
10 internal organizing. Many locals have signed up
11 record numbers of members after strengthening their
12 steward structure and raising awareness of the
13 benefits of union membership.

14 Although the national 2024 election
15 was a huge setback for working families in the
16 United States, public workers in Colorado notched a
17 major win with the passage of the ballot measure to
18 bring collective bargaining to all Denver city and
19 county workers.

20 Give them a round of applause, if you
21 would.

22 (Applause.)

23 Our Quad 7, Local 7799 and the Denver
24 Newspaper Guild initiated and led the effort,

1 collecting over 20,000 signatures and successfully
2 organized the entire Denver City Council to put the
3 matter to public vote.

4 We had other political wins in 2024.
5 We had more members participating in the AFL-CIO
6 Labor-to-Labor Program than any other union.

7 If you were one of them, thank you
8 very much.

9 Let's give everyone that volunteered a
10 round of applause.

11 (Applause.)

12 And Let me tell you something, we are
13 not the largest union in the AFL-CIO, but because of
14 the work that all of you do, we are one of the most
15 respected and influential.

16 I was recently appointed to the
17 Democratic National Committee's Executive Committee,
18 the first CWA President to ever serve in that role.
19 We now have a seat at that very important table
20 because of the many hours that you, our members and
21 our retirees have put in, knocking on doors, making
22 phone calls, and visiting elected officials. I am
23 there because CWA showed up.

24 Thank you so much for showing up.

1 Give yourself a round of applause.

2 (Applause.)

3 Several CWA members were elected or
4 re-elected to state legislatures in 2024, including
5 Erika White in Ohio, Chris Ryan in New York, Kaela
6 Berg in Minnesota, Priya Sundareshan and Lauren Kuby
7 in Arizona, Linda Foley in Maryland, and Nikki
8 Merritt in Georgia. We need more members to run for
9 office so we can take power back from the
10 corporations who control too many politicians from
11 both parties.

12 Earlier this year, CWA activists
13 knocked doors, phone banked, and text messaged our
14 members for our endorsed candidate in the Wisconsin
15 Supreme Court's race Susan Crawford. We beat the
16 millionaires and billionaires and won that race to
17 give us a pro-worker majority on the court.

18 (Applause.)

19 Linda, thank you for your great work
20 and your members there.

21 We played a key role in enacting the
22 Social Social Security Fairness Act, which ends
23 unfair provisions reducing the Social Security
24 benefits of many public sector workers. We secured

1 provisions in the FAA Reauthorization Act of 2024,
2 that strengthened protections against assaults on
3 passenger services agents, require a study and
4 governmental call to action to protect workers on
5 the tarmac. Our work on this bill -- understand this
6 clearly -- will save lives.

7 (Applause.)

8 In Canada, our members made funding
9 for the Canadian Broadcasting Corporation a key
10 issue in the 2025 federal elections. Pierre
11 Poillievre took a page from the MAGA playbook and ran
12 on promises of defunding the CBC with baseless
13 accusations of bias and propaganda.

14 Our Canadian locals launched a
15 comprehensive campaign to fight back building
16 support for local journalism, public broadcasting,
17 and a strong and free Canadian press. They reached
18 3.3 million Canadians in only 30 days and got 63,000
19 signatures in support of saving public broadcasting.

20 (Applause.)

21 They won, and secured a promise from
22 the new prime minister of better and sustainable
23 financing for the CBC which could impact more than
24 3,000 of our members.

1 Give them a round of applause if you
2 would.

3 (Applause.)

4 Carmel, stand up.

5 Give them a round of applause if you
6 would.

7 (Applause.)

8 Over 25,000 -- listen to this -- over
9 25,000 new members have joined our Union since our
10 last convention across every district and sector.

11 (Applause.)

12 The highest total year, the highest
13 total in over a decade. Think about that. In over a
14 decade.

15 We have welcomed thousands of video
16 game workers into CWA as a result of our neutrality
17 agreement with Microsoft.

18 (Applause.)

19 Quality assurance workers at
20 Microsoft's ZeniMax studios in Maryland and Texas,
21 and Raven studios in Wisconsin stayed strong at the
22 bargaining table and recently won standard-setting
23 first contracts.

24 We launched United Videogame Workers,

1 CWA Local 9433, with a direct-join model so that we
2 can build even more power for workers in the
3 industry.

4 Although we have long represented New
5 Flyer bus manufacturing workers in Minnesota, Carl,
6 other United States facilities remained non-union.

7 As a result of the neutrality
8 agreements we negotiated with the company in 2022,
9 workers at three additional plants organized to join
10 IUE-CWA and negotiated life-changing first contracts
11 last year.

12 (Applause.)

13 President Kennebrew, thank you so much
14 for the hard work your members are doing. Let's
15 give them a round of applause.

16 (Applause.)

17 Wells Fargo workers at 29 branches
18 have joined CWA, the first workers ever to organize
19 at a major U.S. bank. Now they are mobilizing for a
20 fair contract. A few weeks ago I joined them in
21 Charlotte, North Carolina to deliver petitions to
22 management demanding action.

23 In telecom, we are organizing IHX
24 workers at AT&T. A District 9 Strategic Industry

1 Fund project focused on developing local telecom
2 industry organizers has already produced results.

3 Local 9333 helped workers at broadband
4 provider UnWired win a tough election to join our
5 Union and I am sure there are more to come.

6 You know, we should all be proud of
7 the work we have done together. These wins have been
8 possible because we have the financial resources to
9 support our work. Our Members' Relief Fund,
10 Strategic Industry Fund, and Growth Fund support
11 members and their families when it is necessary to
12 strike to win a fair contract while enabling us to
13 build our bargaining power and our Union through
14 innovative programs.

15 The CWA Unbreakable Resolution that is
16 before this Convention makes adjustments to provide
17 more consistent funding for our Strategic Industry
18 and our Growth Funds so we can be prepared for all
19 of the challenges that we face.

20 I would like to thank the Defense Fund
21 Oversight Committee for providing feedback as the
22 Executive Board developed this resolution.

23 (Applause.)

24 Let's give the DFOC a round of

1 applause please. Let's give them a round of
2 applause.

3 (Applause.)

4 Their expertise and insight allowed us
5 to find a balanced solution that will keep our Union
6 strong today, tomorrow, and in their future.

7 So again, let's give them a round of
8 applause.

9 (Applause.)

10 You know, we gather today just seven
11 miles from the historic site of the Homestead Strike
12 where, in the summer of 1892, steelworkers fought
13 bravely for better pay and their share of the
14 incredible profits their work created. At the time,
15 their contract -- expiring contract had some of the
16 best wages and working conditions in the country.

17 Andrew Carnegie and his business
18 partner Henry Clay Frick looked at the expiring
19 contract at the Homestead mill and saw their chance
20 to wipe out the Union and keep more of the profits
21 for themselves.

22 Does that sound familiar?

23 When the workers wouldn't accept the
24 concessions, Frick laid them off, and an

1 overwhelming majority of the 3,800 workers voted to
2 strike.

3 When the company sent an armed private
4 police force, the Pinkertons, to break the strike,
5 they were met with a crowd of 10,000 strikers and
6 supporters. A gunfight broke out. Seven protesters
7 and three Pinkertons died.

8 Frick succeeded in breaking the Union.
9 In 1892, there was no right to organize and no
10 government agency to protect the rights of workers.

11 To make matters worse, starting in
12 1894, the Supreme Court issued a series of decisions
13 that outlawed strikes, boycotts and picketing. The
14 court held that most labor laws are unconstitutional
15 because they infringe on the rights of employers.
16 That's the same thing Musk, Bezos, and others are
17 attempting to do today.

18 But despite the lack of legal
19 protections, workers continued to organize and
20 engage in collective action to build power.

21 Forty years later, in 1934,
22 1.5 million workers went on strike, creating
23 pressure on congress to pass the Railway Labor Act
24 and the National Labor Relations Act, giving --

1 giving most private sector workers the right to join
2 unions and collectively bargain.

3 You know, I hear from members who
4 don't think we should have a legislative and
5 political program, that we shouldn't be involved in
6 the creation of the laws our Union depends on for
7 its very existence, that we should just cede the
8 fight in Congress and state capitols and local
9 governments all across the country to the army of
10 corporate interests and lobbyists pushing their
11 agendas.

12 If the founders of our Union had
13 adopted that narrow view, CWA would have never
14 survived for as long as it has. In fact, if it had
15 not been for the political engagement and struggle
16 that led to the Railway Labor Act and the National
17 Labor Relations Act, we might not have a union at
18 all.

19 We once again find ourselves in the
20 age of robber barons who have captured and corrupted
21 our government. As was the case during Carnegie and
22 Frick's time, the Roberts' Supreme Court has put
23 their thumb on the scale in favor of corporations.

24 In the 2010 Citizens United decision,

1 a narrow majority on the Court allowed a new
2 generation of oligarchs bent on seizing control of
3 our country to use their obscene wealth to take
4 control of our politics. And in decision after
5 decision, they have sided with corporations and
6 taken power away from the working class who make
7 this country run, which brings me to Donald Trump.

8 Donald Trump and the billionaires who
9 funded his campaign want to take control of our
10 lives and our futures. They are ransacking federal
11 programs, shutting down essential services to put
12 more money into their own pockets, throwing millions
13 of people out of work, including thousands of CWA
14 members.

15 One of the first things Donald Trump
16 did was illegally fire NLRB member Gwynne Wilcox,
17 leaving the Board without enough members to function
18 properly. He also issued an illegal executive order
19 terminating the Union contracts of nearly a million
20 federal workers. This is the single biggest
21 union-busting action in American history.

22 Donald Trump wants to ensure that any
23 boss can fire any worker for any reason or no reason
24 at all. He's making it clear that as long as he's in

1 charge, union contracts can be ignored and his
2 administration will have the boss' back. He's
3 saying that experience and competence don't matter.
4 His priority is to make sure that we are too scared
5 to demand what we're owed.

6 The unfettered power that Donald Trump
7 and his corporate backers are seeking is extremely
8 dangerous. Listen -- you all listen to me. It's
9 dangerous. It's dangerous. The rapid progress that
10 they have made rolling back the basic democratic
11 system we have spent almost 250 years trying to
12 protect is alarming.

13 The founders of our country
14 established a government of checks and balances so
15 that no one person could gain full control of the
16 levers of power. Now we are witnessing something
17 none of us, none of us, ever thought we'd see in the
18 United States, the rise of an authoritarian regime.

19 This regime is crossing red lines that
20 political scientists and historians who study
21 democracies recognize as steps toward a full
22 reversal -- a full reversal of our fundamental
23 rights. They include pardoning the violent January
24 6th insurrectionists who tried to halt our peaceful

1 transfer of power; issuing an executive order
2 stripping almost a million federal workers of their
3 collective bargaining rights; prioritizing political
4 loyalty over competence for federal nominees and
5 employees; seizing authority away from Congress by
6 abolishing government agencies like USAID and the
7 Department of Education, and shutting down Voice of
8 America; undermining the independent media by
9 defunding PBS and NPR and dismantling the remaining
10 restrictions on media consolidations.

11 Listen deploying the military
12 domestically; arresting and threatening to arrest
13 elected public officials; seizing and sending U.S.
14 citizens to overseas political prisons in violation
15 of due process; violating and ignoring federal court
16 orders; firing the head of the Bureau of Labor
17 Statistics because Donald Trump thought the jobs
18 report data made him look bad -- university
19 presidents, partners in big law firms, media moguls,
20 CEOs, and even some elected officials and heads of
21 state have been responding to Donald Trump's threats
22 by trying to appease him. But it doesn't work that
23 way.

24 Donald Trump is a bully. And if you

1 give a bully your lunch money on Monday, you better
2 damn believe he's gonna come for more on Tuesday.

3 (Affirmation from the delegation.)

4 Do you know who is not running scared?

5 Us.

6 (Applause.)

7 Us. Us. Us. Us.

8 (Applause.)

9 Our union and our labor movement. We
10 have a whole lot of experience standing up to
11 bullies, whether it is a manager who thinks the
12 contract doesn't apply to them or a hothead at the
13 bargaining table with a take-it-or-leave-it
14 attitude.

15 Yes, we have to take the threat to our
16 democracy seriously. But when the bullies come for
17 us, for our co-workers and our families, do we back
18 down? No, we don't. No, we don't.

19 ("No" from the delegation .)

20 Let me hear you say it. Do we back
21 down?

22 ("No" from the delegation .)

23 Political scientists and historians
24 also tell us when countries have successfully

1 prevented or reversed authoritarian -- hell with
2 that word -- control, unions have played a
3 critically important role.

4 Why? Because we don't back down. We
5 fight back. We're fighting in the courts, filing
6 suits to preserve the independence of the National
7 Labor Relations Board and to protect our members'
8 jobs. We're fighting in Congress, making sure our
9 representatives know where we stand.

10 We absolutely must take back Congress
11 from the MAGA Republicans in 2026. We must do that.
12 The vote on Trump's budget was truly a life or death
13 matter, and almost every single Republican chose
14 death.

15 Seventeen million people will lose
16 their healthcare. Millions more will see their
17 costs increase. Hospital and other healthcare
18 facilities, particularly in rural areas, will close.
19 Some have already closed. Millions of working
20 people, many of them CWA members, will lose their
21 jobs as essential programs are cut.

22 Listen, this is not what the majority
23 of Americans want. It is the opposite of what we
24 want.

1 Here's what we want. We want better,
2 cheaper healthcare. We want to improve Social
3 Security and Medicare, so they will be there when we
4 are ready to retire. We want to fix our tax system
5 so that the very rich people pay what they should
6 and corporations aren't rewarded for sending jobs
7 overseas. We want to be free to join unions and
8 bargain for fair wages and benefits that we deserve.

9 Members of this administration show no
10 sign of slowing down their attacks. Our union has
11 always been at the forefront of protecting our
12 democracy and we cannot let up now.

13 We cannot be afraid to challenge
14 incumbents who pay more attention to their donors
15 than to their voters, no matter what party they are
16 from. We will no longer direct our political
17 spending to ineffective third-party super PACs run
18 by consultants who are out of touch with the
19 realities of everyday Americans.

20 I believe that pro-worker candidates
21 can win in every state, city, county, and district.
22 Challenging the Trump administration in the courts
23 and winning in 2026 are critically important, but
24 they are not enough.

1 Everyone needs to understand clearly.

2 Everyone in this room hear me clearly, no one is
3 coming to save us. We must save ourselves.

4 (Applause.)

5 And we will save ourselves by using
6 our collective power to bargain strong contracts for
7 our members to protect every worker in our labor
8 movement. We stand shoulder to shoulder with allies
9 across the country and across the globe. We are all
10 in the same boat, all facing the same future and,
11 win or lose, we're all that we have.

12 During a time when public perception
13 of most institutions has declined, perception of
14 unions has gone up. Labor unions are viewed more
15 positively than big businesses by Americans right
16 now by the biggest margin on record. Working people
17 see us sticking to our values, standing up to
18 corporate power and it gives them hope. It gives
19 them hope.

20 When we put those values out front,
21 when we champion the rights and freedoms that truly
22 make this country great, that's when those without a
23 union see the true strength of our movement and want
24 to be part of it. They see solutions to their own

1 struggles, on the job and in their own lives, and
2 they want to be part of a winning team.

3 We are all we have, but, listen, we
4 are all that we need.

5 (Applause.)

6 The CWA of today is very different
7 from the Union my father joined when he started
8 working at AT&T as a janitor, the only position a
9 black man could hold at the company at that time in
10 1946.

11 In 1965, the CWA Convention adopted
12 CWA Growth Resolution No. 1, a program for
13 broadening the membership base and expanding CWA's
14 influence in the areas of politics, legislation, as
15 well as collective bargaining.

16 The same year 2,300 New York City
17 workers, Vice President Dennis, voted to join CWA,
18 in Local 1180, Dennis Trainor.

19 (Applause.)

20 And became CWA's first public sector
21 local.

22 Our public sector expanded in 1981,
23 when 34,000 New Jersey state workers organized to
24 join CWA.

1 (Applause.)

2 The International Typographical Union
3 merged with CWA in 1987. And in the 1990s, we
4 continued to expand beyond the telecommunications
5 sector organizing at college and university
6 campuses, welcoming UPTE into our Union, and merging
7 with NABET, and the Newspaper Guild.

8 The 1990's were a difficult time for
9 private sector organizing, but 10,000 Passenger
10 Service agents at US Airways overcame the challenges
11 and voted to join CWA in 1997.

12 (Applause.)

13 A few years later, IUE and AFA merged
14 with CWA, strengthening our Union further as we
15 entered the 21st century.

16 Our union leadership also changed to
17 better represent our members. Today 45 percent of
18 our executive board are women and 50 percent are
19 people of color.

20 (Applause.)

21 That didn't happen by accident. In
22 1973, we established a National Civil Rights and
23 Equity Committee and the National Women's Committee,
24 and in 1983, we held the first Minority Leadership

1 Institute.

2 In 2007, during our Convention in
3 Toronto, I was proud to second the resolution that
4 established our Executive Board Diversity Seats. We
5 have created leadership pathways to ensure that
6 everyone has a chance to contribute to our union's
7 success.

8 So, yes, we are a very different union
9 today. Fewer than half of our members work in
10 telecommunications. We work in different industries
11 and have different job titles. We live in rural
12 areas, in suburbs, and in cities. We are straight
13 and we are LGBTQ+. We are able-bodied and disabled.
14 We are of different races and genders, and, yes, we
15 hold different political views, but we are united by
16 our values and our visions for the future.

17 (Applause.)

18 We love our families and our
19 countries. We want everyone in our communities to
20 have the freedom to be themselves, pursue their
21 dreams, and have a good life. We believe in
22 prosperity, justice, and security for all, not just
23 the very rich.

24 Look around this room. Just look

1 around this room. Each one of us has a reason for
2 being here. The work we do is not easy. The hours
3 are long and the stakes are high. The history of our
4 Union is filled with stories of people just like you
5 who made sacrifices because they believed in the
6 promise of a better tomorrow.

7 We build the future we want, the
8 future we and our children and our grandchildren
9 deserve, we have to cultivate a mindset that an
10 attack on one of us is an attack on all of us.

11 (Applause.)

12 And that just doesn't hold true when
13 the person under attack is a member of our
14 workgroup, or our bargaining unit, or our local, or
15 our Union.

16 When any worker -- when any worker is
17 under attack, it is an attack on all of us.

18 When federal workers are under attack,
19 when they are being fired without cause, that is an
20 attack on all of us.

21 When immigrant workers are under
22 attack, when they are being abducted in the streets
23 and sent to prison in El Salvador, or a
24 concentration camp in Florida, that is an attack on

1 all of us.

2 Our momentum is strong. We will not
3 be stopped by bullies or billionaires.

4 If your local went on strike in the
5 past two years, stand up and remain standing. Stand
6 up and remain standing.

7 (Applause.)

8 If you are currently bargaining a
9 contract or will be bargaining soon, stand up.
10 Stand up right now.

11 (Applause.)

12 If your local is helping workers
13 organize to join CWA, stand up.

14 (Applause.)

15 If you are mobilizing to elect
16 pro-worker candidates, stand up.

17 (Applause.)

18 If you still believe in democracy,
19 that is your fight, stand up.

20 (Applause.)

21 If you still believe in the rule of
22 law, that is your fight, stand up.

23 (Applause.)

24 If you believe in the power of a

1 union, that is your fight, stand up.

2 (Applause.)

3 Are you ready to fight for each other?

4 (Affirmation from delegation.)

5 Are you ready to fight for our Union?

6 (Affirmation from delegation.)

7 Are you ready to fight for a better

8 tomorrow?

9 (Affirmation from delegation.)

10 Then say it with me. When we fight...

11 (We win.)

12 When we fight...

13 (We win.)

14 When we fight...

15 (We win.)

16 I thank all of ya. Let's go.

17 (Standing ovation.)

18 It is now my honor to introduce our

19 next speaker, Christy Hoffman, the General Secretary

20 of UNI Global Union, of which CWA is an affiliate.

21 In fact, in 1955, CWA was one of the

22 founders of the global labor federation that would

23 eventually grow into UNI. Our union has proudly

24 played an active role in this global affiliation

1 over all those decades.

2 Under Christy's leadership, UNI Global
3 Union brings together workers from over 150
4 different countries in the service economy to win
5 better jobs and better lives for all working people.

6 Christy was elected as UNI's General
7 Secretary in 2018, after having served as Deputy
8 General Secretary from 2010 to 2018.

9 Before her work on the global level,
10 she spent over 25 years in the United States labor
11 movement, beginning as an IAM shop steward in a jet
12 engine factory, then an organizer, and later as a
13 legal counsel to unions including the Mine Workers,
14 Teamsters and SEIU.

15 Christy has become a close friend over
16 the last two years as we've worked together to try
17 and replicate on a global level the successes CWA
18 has had in organizing the video game and tech
19 sectors. And she has been relentless in working to
20 get the massive global call center operator
21 Teleperformance to implement a neutrality and
22 organizing agreement here in the United States. CWA
23 could not ask for a better friend than our dear
24 sister, Christy Hoffman, to be leading the global

1 fight for workers rights during these challenging
2 times.

3 At this time, let's give her a round
4 of applause.

5 Christy, thank you so much for being
6 here today.

7 (Applause.)

8 UNI PRESIDENT HOFFMAN: Well, thank you,
9 President Cummings, my dear friend Claude for that
10 very warm introduction and I just want to say I was
11 very thrilled to be on the agenda this morning
12 because normally the international work is put to
13 the very end, and that is a great honor.

14 On the other hand, he is a very tough
15 act to follow.

16 (Laughter.)

17 So let's -- let me just first start by
18 saying good morning to CWA my family, friends. This
19 is an honor to be with you here today. I'm bringing
20 you solidarity and greetings from UNI Global Union
21 from your 20 million comrades from 150 countries
22 around the world.

23 (Applause.)

24 So I am especially happy to be here in

1 Pittsburgh. My parents are from Western
2 Pennsylvania, but more important, it's so central to
3 origin story of today's labor movement and I love to
4 be reminded of the great struggles of the coal
5 miners and steelworkers who built our labor
6 movement, who built the CIO and on whose shoulders
7 we stand today.

8 I'm the general-secretary, as Claude
9 said, of UNI Global Union and our mission is to win
10 fairness and dignities for workers through building
11 strong unions, and this means fighting to organize
12 more workers for a bigger share of the global
13 economic pie, for corporate accountability and to
14 change the rules of our global economy, which are
15 rigged against workers.

16 We've learned, as you have, when we
17 fight together, we win. Now, UNI was created
18 through a merger of four unions in 2000, so we are
19 celebrating 25 years this year, but as Claude said,
20 our roots go back a long way before that over 100
21 years. One of our founding organizations was
22 Communications International, which was established
23 in 1920. And the name was Postal Telegraph and
24 Telephone International, which the CWA, as Claude

1 said, joined in 1955, so I thank you for 70 years of
2 global solidarity.

3 That's a big achievement and you
4 should feel very proud about that. You are -- you
5 have been and you are still a leader in this global
6 struggle for power and unions everywhere look to you
7 as an example, as a beacon of innovation and
8 strength and a commitment to organizing.

9 Now, today, the Union -- the members
10 of UNI work in telecommunications companies, call
11 centers, banks, post offices, fashion, grocery
12 stores, they clean buildings, they secure the
13 airports, they print our newspapers, they are
14 software engineers, caregivers, and film makers. So
15 this is a very big patch that we have, but organized
16 into 10 sectors each one with their own priorities,
17 but all of them facing the challenges of corporate
18 power and the challenges of organizing more workers
19 into unions.

20 CWA is a leader in our ICTS sector and
21 one of the most exciting sectors because -- in UNI
22 because there is so much opportunity to grow. The
23 sector, of course, includes the telecommunications
24 workers and companies, but also call centers, BPOs,

1 tech and games, all areas in which you, CWA, show
2 leadership.

3 The TeleCo unions as with CWA, they
4 are the backbone of the sector, but the challenges
5 are hard, subcontracting, splintering off activity,
6 ending activity altogether, challenges to the terms
7 and conditions, so this is a day-to-day fight. And
8 like CWA, the unions and ICTS are mostly strong and
9 they have to strike when they need to to protect
10 their conditions.

11 We have global agreements with many of
12 the European telecommunication companies and
13 relations with many others around the world. And
14 over the long term as these companies are changing,
15 we too have to change. And the new frontier for
16 this sector is tech, which is rich in possibility
17 and essential for long-term economic power.

18 And in this area your work with
19 Microsoft and Alphabet through CODE-CWA has been
20 ground breaking and inspirational to many unions
21 around the world.

22 So I want to congratulate you on your
23 agreement with Microsoft and on achieving the first
24 CBA with ZeniMax and gaming.

1 (Applause.)

2 Thank you. You know, we at UNI, we
3 are hopeful that your agreement can go global
4 because around the world Microsoft is nonunion and
5 even an anti-union company and there are very, very
6 few unions representing Microsoft workers and our
7 ambition and our goal and we will change that.

8 And then you have Google, which is
9 another wow for unions around the world. History
10 will recognize the Alphabet workers union as the
11 first group of technology workers to come together
12 and build collective power in the United States.

13 We have a Google alliance at UNI. It
14 is growing and it will continue to grow.

15 Now, because these workers
16 increasingly recognize that whatever their
17 conditions they are a cog in the wheel of technology
18 without any voice. And you, CODE-CWA, the AWU,
19 you're on the cutting edge of this issue. Together,
20 we are going to spread the word to protect workers
21 far and wide that modern unions will welcome them.

22 I recently traveled to India to meet
23 with a group of tech workers there and they are so
24 in awe of the ability to even come together and --

1 because tech worker unions are illegal in many of
2 the states of India, but yet, they are determined
3 that they are going to win this fight over the long
4 term.

5 Now, when we think of tech, we can't
6 forget those in the digital supply chain, the
7 content moderators who often watch hours of
8 traumatic videos everyday to ensure our social media
9 is free of egregious content, the data annotators
10 who do that piece of work through a labor platform
11 and the tech companies that have contracted out
12 these functions who are washing their hands of
13 responsibility.

14 We've got a campaign to change this.
15 We just established a global alliance that includes
16 nine countries with organized content moderators and
17 we've got a plan to move forward.

18 Now, mostly this work is done through
19 BPOs, which also includes call centers, and after a
20 very big campaign, we did win a global organizing
21 agreement with Teleperformance, which is the world's
22 largest call center company. We're fighting right
23 now to apply this agreement in the U.S. We might go
24 to arbitration over this issue. We are not giving

1 up. This is an important agreement. It covers
2 again, workers in 80 countries working in these
3 modern-day sweatshops mainly spread across the
4 global south but not entirely. And we're very
5 committed to keep at it on this area of global
6 employment. We also appreciate your support for the
7 workers doing this -- taking on this fight in the
8 Philippines, and El Salvador, and without this
9 support these workers would not be able to move
10 forward with their organizing efforts, so thank you
11 CWA.

12 (Applause.)

13 Now, let me take a moment and speak
14 about AI where CWA is again in the leadership in the
15 global conversation on this issue. It's a big topic
16 for UNI. Our message is that bargaining on AI is
17 essential and we know how to do it. We have a long
18 history in bargaining around technology, not only
19 around AI, but we need the workplace power and the
20 opportunity.

21 The Techno optimists -- and I'm on a
22 lot of panels, you know, they say, well, there will
23 of course be some suffering from automation, but in
24 the long term, humanity is always improved by new

1 technology. Well, true, we do all appreciate
2 electricity, we don't debate about that. But the
3 long term can be very long indeed. English workers
4 did not recover their preindustrial revolution wages
5 until nearly a century later. We are not going to
6 wait a century to share in the gains of new
7 technology if there are any, and we are not going to
8 wait a century to recover employment opportunities
9 or dignity on the job.

10 We have to fight -- yeah, you can clap
11 for that.

12 (Applause.)

13 We are not waiting a century. We are
14 not waiting a decade. We are going to fight now.
15 We have to turn this moment of technological
16 transformation to our advantage and towards winning
17 justice.

18 And then let me finally turn to the
19 challenges of the U.S. today. I do have a long
20 history in the U.S. labor movement and I know that
21 organizing and bargaining have been difficult over
22 many decades, but we have now turned a new page on
23 the anti-union, anti-worker aggression and the
24 challenges of today are unprecedented.

1 We have a government which unashamedly
2 just cancelled the collective bargaining agreements
3 for a million workers. That is so hard for people
4 around the world to understand. How can that
5 happen? They have wiped out a big slice of
6 organized labor disregarding the rule of law, making
7 it according to the whims of the autocrat who is in
8 power.

9 This is not democracy. This is not
10 democracy. And it's going to take everybody
11 fighting together to resist this. And I just want
12 to share with you, you will have global support, not
13 least, because the U.S. is tearing down our global
14 institutions, destroying humanitarian aide agencies,
15 destroying the UN agencies that protect workers by
16 taking away their budget, but also because what
17 happens to U.S. workers and U.S. democracy matters
18 so much to the rest of the world. Workers around
19 the world, they see their own future in your
20 reality.

21 They know, for example, when Amazon
22 comes to Germany, union busting comes along with it.
23 They know that when the US government pledges no new
24 regulation on tech companies, which it has done,

1 then it also expects the European government to roll
2 back their regulations. And workers in the global
3 south, they know when US unions take a hit that
4 they're own road towards winning a union becomes
5 more difficult because we have so much influence in
6 the global divide, as you might want to say. And I
7 hear Peak Company say, Well, the vibe isn't really
8 in favor of this any more, and we're like, We don't
9 really care about your vibe, we care about the vibe
10 for justice.

11 But the point is when the U.S.
12 abandons democracy, the whole world is in trouble.

13 So I just want to say to you, we are
14 in this fight with you all the way and don't
15 hesitate to ask for global support for anything.

16 (Applause.)

17 Yeah. And I'm just going to turn to
18 one more thing, and that is, I know the hottest
19 tissue issue on the global agenda right now is the
20 horrific crisis in Gaza -- and I'm not going to get
21 into your resolution in great detail -- I just want
22 to be very brief -- I understand you are considering
23 a motion that among other things would call for the
24 recognition of Palestine as a state.

1 And the Israeli government has taken
2 the position that such recognition is only a
3 symbolic measure which does nothing to further peace
4 or justice. And this could not be further from the
5 truth. In my own discussions with Palestinian
6 unions and their government, they have said this is
7 one of the most important things they would like
8 international unions to do in solidarity. They do
9 not want Israel to have the power to decide whether
10 or not they are a state.

11 So I do urge you to take this
12 important step especially at this moment. There's
13 other things you could say and do, but this is an
14 important element in any policy.

15 (Applause.)

16 In closing, let me say UNI's message
17 is strong unions and collective bargaining are the
18 key to a world with social justice. It is on all of
19 our shoulders to safeguard democracy, to hold big
20 employers accountable, to win our fair share, to
21 change the rules of our global economy in order to
22 make the world a better place, and we can do it.

23 I know this is a union that has
24 self-confidence, but just let us remind ourselves

1 that the trade unions are the largest mass
2 organization on the planet. We can together change
3 the world.

4 So are you ready to do this?
5 (Affirmation from delegation.)
6 (Applause.)

7 Yeah. We know when we fight, we win,
8 so let's do it one more time.

9 When we fight...
10 (We win.)

11 A little louder. When we fight, we
12 win.

13 (We win.)

14 Okay. Thank you very much.
15 (Applause.)

16 PRESIDENT CUMMINGS: Let's give her
17 another round of applause. Thank you, Christy.

18 (Applause.)

19 And now, I would like to call on
20 Director Carmel Smyth to report on the Eduardo Diaz
21 International Solidarity Fund.

22 Give her a round of applause on her
23 way up.

24 (Applause.)

1 DIRECTOR CARMEL SMYTH: There's a lot of
2 acts around here that are very hard to follow.

3 Thank you, President Cummings.

4 As you all know, CWA has a long
5 history of standing with workers all around the
6 world and supporting efforts to organize and
7 strengthen labor unions. CWA President Joe Bierne
8 said in 1965 that for CWA, aiding other democratic
9 trade unions throughout the world is a fundamental
10 part of our commitment and that supporting them is a
11 goal as basic to CWA as the winning of better
12 working conditions for our members in the
13 communications industry in this country.

14 In 1998, the 60th CWA Convention
15 adopted a resolution creating the Union-to-Union
16 International Solidarity Fund. The fund is
17 supported voluntarily by CWA locals at a minimum of
18 10 cents per member per year. Funds are used to
19 support efforts by workers to form unions in
20 industries important to CWA members.

21 A special priority has been given to
22 assisting efforts to raise the living standards of
23 working women by supporting projects aimed at
24 organizing and empowering female workers.

1 In 2000, at the 62nd CWA Convention,
2 delegates approved a resolution renaming the
3 Union-to-Union International Solidarity Fund to the
4 Eduardo Diaz Union-to-Union Fund. Delegates took
5 this step to honor the life and legacy of CWA's
6 former Director of International Affairs.

7 Over the years, the Eduardo Diaz fund
8 has been able to support inspirational worker
9 organizing efforts in the Philippines and Mexico,
10 the Dominican Republic, and over the last two years
11 in El Salvador.

12 Due to the groundbreaking neutrality
13 and organizing agreement that UNI, the global
14 organized -- global labor federation of which CWA is
15 a leading affiliate reached with Teleperformance,
16 the world's largest operator of call centers,
17 workers handling AT&T accounts for Teleperformance
18 in El Salvador now have had an opportunity to
19 organize a union and fight for higher wages and
20 working conditions, raising the floor for all AT&T
21 call center workers.

22 CWA was the first union to step
23 forward to provide funding through the Eduardo Diaz
24 fund for these organizers in 2023, awarding them

1 approximately \$40,000.

2 The work of these union organizers has
3 been courageous. The organizing team hired with
4 these CWA funds secured a neutrality implementation
5 agreement with Teleperformance management, quickly
6 signing up 250 new members, conducting 112 site
7 visits and engaging with over 1,000 workers. All of
8 this was important work necessary to become a legal
9 union. They established a constitution and
10 executive board composed of seven workers. They
11 were subjected to a difficult process to achieve
12 recognition from the right wing government of El
13 Salvador, which required the Biden Administration to
14 engage. Through their hard and diligent organizing
15 work, they were able to establish the Industry Union
16 of Call Center Operators in El Salvador or "SITOES"
17 in Spanish, the first legal union for call center
18 workers in El Salvador.

19 Delegates, let's celebrate this
20 historic moment with a round of applause for our
21 colleagues in El Salvador.

22 (Applause.)

23 The union was able to leverage our
24 early support and their organizing success to obtain

1 support from the AFL-CIO's Solidarity Center through
2 funding from USAID. This support from USAID to the
3 Solidarity Center allowed for the hiring of four
4 full-time organizers to help build and grow the
5 Union. They were on the way to not only organizing
6 workers at Teleperformance, but other global call
7 center outsourcing companies as well, and building
8 some real power in yet another country in our
9 collective efforts to reverse a race to the bottom
10 for customer service workers globally.

11 Then on Friday, January the 24th of
12 this year, Donald Trump and Elon Musk decided that
13 USAID, the Congressionally mandated and funded
14 federal agency helping workers build collective
15 power globally, needed to be eliminated. All USAID
16 funding was frozen and all 4 organizers working for
17 the Union were immediately laid off. Later, it was
18 announced by the Trump Administration that USAID was
19 being totally eliminated ensuring that committed
20 funding would not return.

21 Now, our friends and union family at
22 SITOES have had to scramble to try and protect what
23 they've built. CWA believes that this organizing
24 work is important for lifting up the standards for

1 all workers in the call center industry because the
2 country has become a major hub for outsourced
3 customer service work. As such, the International
4 Committee of your executive board has chosen to
5 provide \$40,000 so that this critical union can
6 continue their efforts to build worker power in the
7 customer service industry in El Salvador. These
8 funds will allow for them to bring back two
9 full-time organizers for a year and grow beyond
10 their approximately 400 current members. They
11 recognize that this is hard work, but have proven
12 that it can be done and they are fighting to build
13 power for themselves and for all workers.

14 Finally, I want once again to thank
15 all the locals who support the Eduardo Diaz Fund.
16 You have the honor roll of locals that support this
17 vital work, and we've provided an opportunity for
18 all CWA members who support our global solidarity
19 work to support the Eduardo Diaz Fund directly.

20 In your electronic convention
21 materials, you will find a brochure with information
22 on the program and how to support it as an
23 individual through a one time or through a monthly
24 donation.

1 I would like to thank you in advance
2 for your compassion and your generosity.

3 Thank you.

4 (Applause.)

5 SITOES ORGANIZING SECRETARY SILVA: Hello.
6 I'm Monica Silva, Secretary of organizing for the
7 SITOES union in El Salvador.

8 Thank you CWA and the Eduardo Diaz
9 Fund for your solidarity in helping us build our
10 Union. Let's work together to raise standards for
11 call center workers in El Salvador, in the United
12 States and everywhere.

13 Our fight for respect at work is the
14 same fight wherever we are. However, we can help
15 you see the way. We are here for you.

16 (Video presentation)

17 (Applause.)

18 PRESIDENT CUMMINGS: Okay. Let me
19 describe for you the use of the microphones and how
20 you get recognized to speak to make motions or ask
21 questions.

22 Microphone No. 1 in front of me
23 labeled "Motions" is for delegates to make motions.
24 The telephone associated with this microphone is

1 connected directly to our parliamentarians who are
2 on the right side of me here on stage. Matt Holder,
3 general counsel is our chief parliamentarian.
4 Richard Rosenblatt, parliamentarian. Thank you both
5 for being here. Matt Harris, District 4 legal
6 counsel is our motions parliamentarian.

7 When you pick up the telephone, you're
8 to advise the parliamentarians of the motion you
9 wish to make. They will give you a preliminary
10 parliamentary ruling. If your motion is in order,
11 the Chair will advise and you will be recognized.

12 Just to remind you, any motion is only
13 in order during the report of the committee to which
14 the motion is related. For example, Resolutions can
15 only be received during the Resolutions Committee
16 Report. They come up several times.

17 Constitutional amendments can only be
18 received during the Constitution Committee report.
19 When the committee recommends a decision or moves
20 their report that is considered to be both the
21 motion and the second because the committee is made
22 up of more than one delegate.

23 If you disagree with the preliminary
24 ruling, advise the parliamentarians, they will then

1 bring the disagreement to the attention of the
2 Chair. The Chair will then make a ruling. After
3 which if there is still disagreement, the matter can
4 be placed before the Convention to determine whether
5 or not the ruling is proper by voting on whether or
6 not to sustain the Chair's ruling.

7 Robert Weaver, District 3 legal
8 counsel is our privileged parliamentarian. There is
9 a microphone designated as the "Privilege"
10 Microphone No. 2. Use it to raise a point of order
11 or raise a point of personal privilege. This will
12 put you in touch with the privilege parliamentarian.
13 You will be given a preliminary parliamentary
14 ruling.

15 If your point of order or personal
16 privilege is in order, the Chair will be advised and
17 you will be recognized.

18 If you disagree with the preliminary
19 ruling, advise the parliamentarians, they will bring
20 that disagreement to the attention of the Chair.
21 The Chair will then make a ruling after which if
22 there is still disagreement, the matter can be
23 placed before the delegates to determine whether or
24 not the ruling is proper by voting on whether or not

1 to sustain the Chair's ruling.

2 Microphone No. 3 is the "For"

3 microphone. Use it to be recognized to speak for

4 any motion or issue before the Convention.

5 Microphone No. 4 is the "Against"

6 microphone. Use it to be recognized to speak

7 against any motion or issue before the convention.

8 At the back of the hall, Microphone

9 No. 5 is designated "Questions." Use that phone and

10 microphone to be recognized for the purpose of

11 asking questions, to clarify an issue before the

12 Convention or to get information.

13 We rotate these microphones under our

14 rules. The maker of a motion may speak for their

15 motion from Microphone No. 1. Under our rules,

16 there is a 5-minute limit on any speech. There is a

17 digital clock in front of the platform that

18 indicates how much time you have. The microphone

19 automatically turns off at 5 minutes.

20 In rotation, the movement will be from

21 the "Motions" microphone to Microphone No. 4,

22 "Against" and to Microphone No. 3, "For." The

23 rotation also includes Microphone No. 5 for

24 questions.

1 The rotation continues until at least
2 two people have had an opportunity to speak for and
3 against after which a motion-to-close debate is in
4 order.

5 As you go to any of the microphones,
6 place the badge bar code under the scanner and wait
7 for a beep. Lift the telephone and tell the
8 attendant your name and local number. You will be
9 recognized in the order called for under our rules.
10 Start off speaking with your name, local number and
11 the state in which your local is located.

12 Let me introduce the people who will
13 be answering when you call from Microphones 3, 4 and
14 5. They advise the Chair to recognize you. They're
15 seated on my left and are Tonya Hodges --

16 (Applause.)

17 -- stand. All right. Interim Area
18 Director of District 1 and Chair Jon Remmington,
19 Staff Representative District 2-13. Okay. Jon.

20 (Applause.)

21 Kendall Bell, staff representative IUE
22 CWA.

23 (Applause.)

24 Jar'la Evans, staff representative

1 District 3.

2 (Applause.)

3 During the course of our Convention, a
4 verbatim record is kept, a complete set of
5 convention proceeding will be e-mailed to you. You
6 will have 30 days to review the record and report to
7 us any errors you may wish to have corrected.

8 To help us with who is to be
9 recognized and to be sure that we follow procedures
10 as provided in the Constitution, each day we will
11 have two delegates come from the floor.

12 For that purpose today we have two
13 delegates and I will introduce them at this time,
14 Debra Paylor Recording Secretary, CWA, Local 1180.

15 (Applause.)

16 And Jody Godoy. Is that right? Did I
17 get it right? Okay. First Vice President of TNG
18 Local 31003. Okay.

19 Are you one, too? I saw someone extra
20 on stage and, well, I'm missing somebody. He's a
21 back up.

22 Okay. Next, I would like to call on
23 Secretary-Treasurer Ameenah Salaam to introduce the
24 Credentials Committee.

1 Let's give Ameenah a round of
2 applause.
3 (Applause.)
4 SECRETARY-TREASURER SALAAM: Good morning.
5 ("Good morning" from the delegation.)
6 At this time, I would like to call on
7 the Credentials Committee to come to the platform.
8 We will use our one-clap tradition as each name is
9 called.
10 The members of the Credentials
11 Committee are Diane Bailey, Staff Representative,
12 District 4 and Chair.
13 (Clapp from floor.)
14 Tim Martell, Executive Director, CWA
15 Local 1096.
16 (Clapp from floor.)
17 Rebecca Greene, President, CWA Local
18 1181.
19 (Clapp from floor.)
20 Cindy Neumeyer, President, CWA Local
21 13500.
22 (Clapp from floor.)
23 Chad Merrick, Secretary-Treasurer, CWA
24 Local 4319.

1 (Clap from floor.)
2 Michelle Richardson, Executive
3 President CWA Local 7250.
4 (Clap from floor.)
5 Terri Jacketta, Secretary-Treasurer,
6 CWA Local 7704.
7 (Clap from floor.)
8 Art Behnam, Executive Vice President,
9 CWA Local 9412.
10 (Clap from floor.)
11 And Christina Christman, President of
12 IUE-CWA Local 81381.
13 (Clap from floor.)
14 I recognize the committee chair, Diane
15 Bailey, for the purposes of presenting the report of
16 the Credentials Committee.
17 COMMITTEE CHAIRPERSON BAILEY: Good
18 morning, Madam Chair, Madam Secretary-Treasurer
19 Salaam, President Cummings, delegates, alternates,
20 and guests.
21 I am pleased to announce on behalf of
22 the Credentials Committee that the committee has
23 registered 841 delegates to this Convention.
24 The committee appreciates the

1 assistance rendered by the Secretary-Treasurer's
2 Office, especially the help of the Membership and
3 Finance Department and Data and Information Systems
4 Department. With the assistance of these two
5 departments mentioned, we are continuing to improve
6 our delegates, and since our last President's
7 meeting, new locals have been added to our ranks
8 these locals are 3821.

9 (Clap from floor.)

10 3866.

11 (Clap from floor.)

12 9433.

13 (Clap from floor.)

14 27032.

15 (Clap from floor.)

16 83227.

17 (Clap from floor.)

18 83715.

19 (Clap from floor.)

20 Let us welcome them.

21 (Applause.)

22 We will be reporting on credentials in
23 the following categories: Category I, those
24 credentials properly executed and received on time.

1 Category 2, credentials properly executed but late.
2 Category 3, improperly executed. Category 4A, proxy
3 credentials properly executed but late. Category
4 4B, proxy credentials being properly executed, and
5 Category 5, unusual circumstances.

6 There are 841 credentials in
7 Category 1, that's credentials that are properly
8 executed on time.

9 The committee moves that these
10 delegates be seated.

11 SECRETARY-TREASURER SALAAM: The motion has
12 been made and seconded for the seating of the
13 delegates.

14 Seeing, there are no other folks
15 wishing to speak on the motion, all those in favor
16 of the seating of the delegates, please raise your
17 hands.

18 (Show of hands.)

19 Down hands. Opposed by like sign.

20 (No response.)

21 The delegates are seated.

22 (Applause.)

23 I recognize the Credentials Chair for
24 the rest of the committee's report.

1 (Applause.)

2 CHAIRWOMAN BAILEY: Okay. There are are no
3 credentials in Category 2, 3, 4A, 4B or 5.

4 Those delegates other than Category 1
5 who have not been seated by the action of this
6 Convention may present themselves to the committee
7 by meeting with the Credentials Committee, which is
8 located behind registration in the America Center,
9 Convention Hall 3 to register for admittance to this
10 Convention.

11 Madam Secretary-Treasurer,
12 Mr. President and delegates, this completes the
13 committee's report at this time and the committee
14 moves adoption of the Credentials Committee Report.

15 Thank you.

16 (Applause.)

17 SECRETARY-TREASURER SALAAM: What you have
18 before you is a motion that has been made and
19 seconded for the adoption of the Credentials Report.

20 Seeing there is no one wishing to
21 speak on the motion to adopt the committee's report,
22 all those in favor, please indicate by raising your
23 hands.

24 (Show of hands.)

1 Down hands.

2 Opposed, by like sign.

3 (No response.)

4 The report is adopted.

5 (Applause.)

6 The Credentials Committee will be open

7 for the next 30 minutes, and if, and only if it is

8 necessary, the Credentials Committee may be recalled

9 to provide a supplemental report.

10 Thank you Credentials Committee for

11 your hard work.

12 (Applause.)

13 I now call on the Chair, President

14 Cummings.

15 PRESIDENT CUMMINGS: Let's give them a

16 round of applause. Thank you, Secretary-Treasurer

17 Salaam.

18 (Applause.)

19 Before I call on TNG-CWA President Jon

20 Schleuss to introduce the Resolution and Rules

21 Committee, I would like to update the delegates on

22 the reports from the three temporary committees that

23 were formed as a result of resolutions past during

24 the 79th CWA Convention.

1 First, the Committee on Membership and
2 Office-Holding Eligibility that was Resolution
3 79A-23-6, the members of this committee were
4 Co-Chairs, Vice President Dennis Trainor and Derrick
5 Osobase, members of District 1, Adam Liebttag,
6 District 2-13, Brandon Simmons, District 3, Tammy
7 Scott, District 4, Jim Simmons, District 6, Mykolas
8 Gedutis and, District 7, Lisa Markegard. Is that
9 right? Did I get that right? Okay.

10 District 9, Kenny Williams, AFA-CWA,
11 Dante Harris, NewsGuild CWA, Susan DeCarava,
12 NABET-CWA Alex -- help me with this one -- Alex
13 Staherski. Okay. And then Rich -- T&T, Rich Marra.

14 The Committee on Membership and
15 Office-Holding Eligibility submitted a
16 Constitutional amendment for consideration and
17 approval by the Convention.

18 Next, the Committee on Ensuring
19 Accessibility at CWA Meetings for All, Resolution
20 79A-23-08. The members of this committee were
21 Co-Chairs, Vice President Richard Honeycutt and Vice
22 President Susan McAllister.

23 Members: District 1, Michelle
24 Greaves, District 3, Eric Gosnell, District 4, Ron

1 Gay, NewsGuild-CWA, Vicki Crosson and IUE-CWA, Debra
2 Fisher.

3 The Committee on Ensuring
4 Accessibility at CWA Meetings for All conducted a
5 survey of members and produced a report of their
6 findings. This report is available on the CWA
7 Convention Materials web page.

8 Finally, the committee on CWA
9 Resolutions on Mutual Respect, Resolution 79A-23-09.
10 The members of this committee were Co-Chairs
11 President Sara Nelson and Vice President Margaret
12 Cook. Members were from District 1, Kevin Sheil,
13 District 2-13, Letha Perry, District 3, Ed Barlow,
14 District 4, Kwami Barnes, District 6, Tanya Holmes,
15 District 7, Jade Kelly, District 9, T. Santora, and
16 AFA-CWA, Jen Sala, and the NewsGuild CWA, Andrew
17 Carillo, NABET-CWA, Dorothea Brown-Maxey, T&T,
18 Marlene Jimenez, BEST, Bera Donau, FGR, Carson
19 Brown, and Staff Union, Julian Brunner. The
20 committee on CWA Resolutions on Mutual Respect
21 submitted Constitutional amendments and approved by
22 this Convention.

23 Full reports from all three committees
24 are available on the CWA Convention materials web

1 page. I would like to take this opportunity to
2 thank the co-chairs and members of each of the
3 committees for their hard work, time and commitment
4 to the goals of these important resolutions. Thank
5 you so much.

6 Let's give them a round of applause.

7 (Applause.)

8 Now, I call on Jon TNG-CWA President
9 Jon Schleuss to introduce the Resolution and Rules
10 Committee.

11 (Applause.)

12 TNG-CWA PRESIDENT SCHLEUSS: Together, we
13 fight...

14 (Together We win.)

15 Together we fight...

16 (Together we win.)

17 It wasn't technically in my script,
18 but we need some good energy.

19 At this time, I would like to call on
20 the Resolution and Rules Committee to come up to the
21 platform. While they are coming up to the platform,
22 I would like to say that our normal procedure is to
23 report resolutions in numerical order. Although, it
24 may be necessary to rearrange the order in which

1 resolutions are reported out.

2 I especially want to acknowledge that
3 this committee has worked probably harder than any
4 committee in the last few days fielding many, many
5 questions and working their butts off late into the
6 night.

7 The members of the Resolution and
8 Rules Committee are Shawn Ludwig, President CWA
9 Local 1038, Chair.

10 (Clap from floor.)

11 Danny DeOsio, Executive Vice President
12 CWA Local 6143.

13 (Clap from floor.)

14 Belinda Aguilar, President, CWA Local
15 6222.

16 (Clap from floor.)

17 Madison Cassels, President, Denver
18 NewsGuild's TNG-CWA Local 37074.

19 (Clap from floor.)

20 Dorethea Brown-Maxey, President, NABET
21 Local 43.

22 (Clap from floor.)

23 I recognize the Chair, President
24 Cummings.

1 CHAIRMAN LUDWIG: Thank you.

2 Rule VI, hours of Convention. The
3 Permanent Rules Governing Conduct of CWA Conventions
4 provides that the hours of the Convention recesses
5 and other arrangements relating to the Convention
6 shall be established by resolutions or motions by
7 each Convention.

8 Resolved: That the regular sessions of
9 the 80th CWA Convention shall be as follows:

10 On Monday, August 11, 2025, the
11 Convention shall be called to order at 9:00 a.m.
12 The Convention shall be recessed for one and a half
13 hours beginning at approximately 1:00 p.m. and shall
14 continue until the business of the day has been
15 concluded.

16 On Tuesday, August 12, 2025, the
17 Convention shall be called to order at 9:00 a.m.
18 and the Convention will be in recess for one and
19 half hours beginning at approximately 12:00 p.m. and
20 shall continue until the business of the day has
21 been concluded.

22 Mr. President, the Resolutions and
23 Rules Committee moves adoption of the hours of the
24 Convention.

1 PRESIDENT CUMMINGS: Thank you.

2 A motion as been made and seconded to

3 adopt the Resolution and Rules Committee report on

4 the hours of Convention.

5 Do we have anyone at the mic?

6 (No response.)

7 Okay. Since there are no other

8 delegates wishing to speak on the motion to adopt

9 the report on the hours of the Convention, all those

10 in favor indicate by raising your hand, if you

11 would.

12 (Show of hands.)

13 Down hands?

14 (No response.)

15 Okay. Motion passes.

16 CHAIRMAN LUDWIG: Thank you.

17 Mr. President, I'd like to recognize

18 myself, along Belinda Aguilar, Dorethea

19 Brown-Maxey -- or as we call her Max -- Madison

20 Cassels, and Dan DeOsio. I would like to ask the

21 Convention delegates to refer to Resolution

22 80-A-25-03 entitled Fighting the Trump

23 Administration's Anti-Union Project 2025 Playbook

24 located in the Convention materials web page.

1 We will read the text of the
2 resolution together. As union members, we have
3 joined together to build a better future for
4 ourselves, our families and each other. Those that
5 came before us organized, mobilized and even gave
6 their lives to secure a right to collective action
7 to improve our working conditions.

8 While the struggle has been difficult
9 we have shown that our Union can overcome the greed
10 of those that want to exploit our labor to line
11 their own pockets. We once again, are at critical
12 point in that struggle.

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

24 As a result too many elected officials

1 on both sides of the aisle have been beholden to
2 their donors who fund their campaigns. Anti-union
3 politicians have captured Congress and Donald Trump
4 has appointed a record number of billionaires and
5 former hedge fund executives to keep the positions
6 in his administration.

7 These anti-union officials have worked
8 to implement numerous policies proposed in Project
9 '25. That undermines our jobs and our rights. They
10 have quickly acted to dismantle the agencies that
11 protect our rights starting with the National Labor
12 Relations Board.

13 COMMITTEE MEMBER DEOSIO: Donald Trump
14 fired NLRB General Counsel, Jennifer Abruzzo, who
15 was previously a CWA attorney and advocate. Her
16 replacement immediately began withdrawing the
17 policies she had put in place to level the playing
18 field for workers who are organizing and bargaining
19 contracts.

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

1 given corporations a green light to retaliate
2 against workers who are organizing, disrespect our
3 collective bargaining agreements, and delay
4 bargaining.

5 Donald Trump and his billionaire
6 backers are ransacking federal programs, finding
7 ways to redirect spending to benefit themselves and
8 eliminating programs in order to fund tax cuts for
9 corporations and the very rich. As a result,
10 thousands of CWA members will lose their jobs and
11 our communities will no longer benefit from the
12 important work that we do to improve people's lives.

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

24 When CWA and other unions face

1 resistance from employers in reaching their fair
2 contracts, we often make use of the Federal
3 Mediation and Conciliation Service, which helps
4 resolve challenging issues at the bargaining table.
5 But an executive order from President Trump almost
6 entirely eliminated the staff of the FMCS,
7 effectively stopping the operations of FMCS to help
8 workers secure contracts altogether.

9 COMMITTEE MEMBER AGUILAR: Members of
10 IUE-CWA Local 81206 and CWA Local 9413 support
11 programs to help at-risk young adults develop skills
12 and secure employment through the Job Corps Program.

13 In June, the Department of Labor
14 attempted to end these programs effective
15 immediately before being blocked by a court order.

16 In April, nearly 200 members of
17 IUE-CWA Local 83761 in Louisville, Kentucky, who
18 assemble dishwashers, refrigerators, washers and
19 dryers, and other home appliances at the GE Haier
20 Appliance Park facility received notices that they
21 have been targeted for deportation. These members
22 came to the country legally to find safety and a
23 better life. Now their lives are being endangered
24 and their families torn apart in order to meet

1 arbitrary and cruel deportation quotas set by
2 extremists who thrive on creating fear.

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

12 The massive budget bill that passed
13 Congress in July puts the jobs and livelihoods of
14 CWA members across the Union at risk. It has made
15 permanent tax breaks for companies that move jobs
16 and money overseas. It includes severe constraints
17 that will result in the cancellations of new
18 manufacturing facilities in green energy, and it
19 dramatically undermines our public sector and our
20 healthcare system.

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

1 COMMITTEE MEMBER CASSELS: CWA nurses and
2 healthcare professionals have fought for years for
3 safe staffing ratios to ensure that they can
4 properly care for their patients. Yet, the budget
5 bill delays a proposed rule enacting safe staffing
6 rules for nursing homes until at least 2034, putting
7 both the jobs of CWA nurses and support staff in
8 those facilities, as well as the health of retirees
9 who live in those nursing homes, at risk.

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

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

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

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

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

22 COMMITTEE MEMBER BROWN-MAXEY: Following an
23 intense pressure campaign, Congress passed and
24 President Trump signed into a law a bill eliminating

1 federal funding for the Corporation for Public
2 Broadcasting.

3 These funds have long supported the
4 jobs of NABET-CWA and NewsGuild-CWA members at local
5 public radio and television stations, so the total
6 elimination of federal funding puts hundreds of CWA
7 members' jobs at risk.

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

18 Homeland Security Secretary Kristi
19 Noem illegally cancelled the Union contracts
20 protecting the rights on the job of over 45,000
21 Transportation Security Administration employees,
22 TSA officers protect the safety and security of CWA
23 Passenger Service agents and AFA-CWA flight
24 attendants, so undermining the job security and

1 working conditions of those TSA agents in times puts
2 our members at risk.

3 Resolved: CWA stands united in support
4 of the jobs and rights of all working people. We
5 believe that the best way to improve our working
6 conditions is through collective actions. We will
7 oppose any policies that undermine our ability to
8 form unions and bargain contracts.

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

14 Resolved: CWA will mobilize to elect
15 candidates to share our vision for a better future
16 for ourselves, our families, and our communities.

17 We will hold politicians who support
18 policies benefiting corporations and the very rich
19 at our expense accountable by raising awareness of
20 their anti-worker positions and working to defeat
21 them at the polls.

22 Mr. President, the committee moves to
23 adopt the Resolution ADA-25-03 entitled Fighting the
24 Trump Administration's Anti-Union Project 2025

1 Playbook.

2 PRESIDENT CUMMINGS: Thank you.

3 A motion has been made and seconded
4 for the adoption of Resolution No. 3.

5 I recognize Delegate Olson from Local
6 4621 at the "Motions" mic.

7 Is that right? I'm sorry. At the
8 "For" mic. Okay. At the "For" mic.

9 DELEGATE LANGENDORFER: Hello, union
10 family. I'm Anne Langendorfer, President of United
11 Campus Workers Southeast, CWA Local 3821.

12 (Applause.)

13 I stand here today on behalf of my
14 nearly 5,000 work members and in solidarity with
15 millions of higher ed, non-profit, NewsGuild, flight
16 attendant and public sector workers across this
17 country who are facing the fight of our working
18 lives.

19 Higher ed workers build our democracy
20 by creating knowledge to power an informed citizenry
21 and an empowered workforce.

22 This administration's anti-union
23 legislation cuts hundreds of billions of dollars
24 from our higher ed industry. The bulk of these cuts

1 take away options for workers to repay student
2 loans. As a result, these cuts both risk jobs in
3 higher education and increase costs for CWA public
4 sector and non-profit workers.

5 CWA members across the country are
6 working at higher ed and medical research, including
7 my own members, and we have faced enormous cuts from
8 Federal grant funding that supports our research.
9 This puts at risk not just our jobs, but the
10 life-saving cures and scientific breakthroughs that
11 our work is designed to create. All of us here, our
12 family and our friends, benefit from this
13 life-saving research.

14 So we're here today to wholeheartedly
15 support this resolution and ask all of you, our
16 Union family, to join us in lining up behind the
17 "For" mic to support this resolution.

18 (Applause.)

19 PRESIDENT CUMMINGS: At the "For" mic. Is
20 this Olson?

21 DELEGATE OLSON: This is Joel Olson, 4621.

22 As the body of the resolution shows
23 CWA members across the Union from different
24 districts and different sectors no matter where

1 they're from are facing attacks on our jobs and our
2 rights. Any attack on any of us, is an attack on
3 all of us.

4 So whenever we see these attacks,
5 whether it directly impacts our locals or districts
6 or not, we need to stand united to fight back and
7 protect the jobs and the rights of all our members.

8 So I urge delegates to vote yes on
9 this resolution. Vote yes, please.

10 (Applause.)

11 PRESIDENT CUMMINGS: Thank you.

12 Is that it? All right. At the "For"
13 mic, member -- I'll try to get this name right --
14 Bjorn Westergard -- help me with it -- from Local
15 52031 speaking in favor of the motion.

16 DELEGATE WESTERGARD: Union brothers
17 sisters and family, my name is Bjorn Westergard,
18 Local 52031 and I am a software engineer at National
19 Public Radio Headquarters in Washington, D.C.

20 (Applause.)

21 We are proud to be part of NABET-CWA
22 representing the best broadcast technicians and
23 digital media workers in the country including those
24 at PBS and NPR stations in all 50 states.

1 (Applause.)

2 This president and this congress claim

3 to be the champions of working class and rural

4 Americans. And yet, they voted to gut the budgets

5 for central and trusted stations like WVLS in

6 Dunmore, West Virginia, WUVS in Muskegon, Michigan

7 and KYUK in Bethel, Alaska.

8 Fellow delegates, I urge you to pass

9 this resolution. With your solidarity, we are

10 defunded, but not defeated.

11 (Applause.)

12 PRESIDENT CUMMINGS: All right. All

13 right. There are no other speakers. So we are

14 ready for the motion?

15 All those in favor, raise your hands.

16 Raise your hands. All right.

17 (Show of hands.)

18 Those opposed?

19 (No response.)

20 Motion passes.

21 (Applause.)

22 At the "Motions" mic, Delegate Frank

23 Tallarine, Local 1106.

24 DELEGATE TALLARINE: Mr. President, I'd

1 like to make a motion that we just read the
2 Resolveds of the Resolution Committee Reports.
3 (Applause.)
4 PRESIDENT CUMMINGS: I will take the
5 applause as a second.
6 (Laughter.)
7 All those in favor, say aye.
8 (Chorus of ayes and show of hands.)
9 Those opposed.
10 (No response.)
11 The motion passes. Thank you,
12 delegate.
13 (Applause.)
14 Okay. I want to thank the committee.
15 We will be calling you up to report out more
16 Resolutions later in the Convention. Let's give the
17 committee a round of applause.
18 (Applause.)
19 And at this time, I'd like to bring up
20 our Secretary-Treasurer, Ameenah Salaam, to come to
21 the podium to address the delegates and introduce
22 the Finance Committee.
23 Give her a round of applause.
24 (Applause.)

1 SECRETARY-TREASURER SALAAM: Good morning.
2 I'm going to take a few moments to have a financial
3 review of the last fiscal year and the proposed
4 budget for the upcoming fiscal years for 2025 and
5 2027.

6 With our fund balances, as you can
7 see, the General Fund is at \$25,978,219.00, a
8 portion of that includes a pension set aside of
9 \$21,833,729.00. Our Members Relief Fund -- and
10 again, all of these numbers are as of the end of the
11 fiscal year May 31st of 2025 -- the Members' Relief
12 \$405,564,541.00. Our Strategic Industry Fund
13 \$43,147,107.00. Growth Fund \$26,577,124.00.
14 Building Fund \$77,515,558.00.

15 And grouped in the pension, we have
16 two pensions, a legacy pension, which is closed
17 \$127,947,886.00. And our APP, which is the open
18 pension plan \$31,347,467.00.

19 Looking at the SIF balances in
20 Telecom, we had \$10,619,040.00. Media SILO
21 \$1,390,839.00. Public Sector Healthcare,
22 \$1,380,763.00. Manufacturing, \$4,621,401.00.
23 Public Sector, No Right to Strike, \$700,397.00. AFA
24 \$206,995.00. Passenger Services, \$1,567,809.00.

1 Looking at the smart expenses and
2 that's for the hiring of the 28 full-time staff and
3 DOCs. In the Telecom Silo, their expenses as of
4 from October -- they're timing runs a little bit
5 different -- from October of '24 to May of 2025,
6 \$2,681,573.00. Media, \$140,223.00. Public
7 Healthcare, \$217,216.00. Manufacturing,
8 \$582,783.00. Public Sector, No Right to Strike,
9 \$32,866.00. Passenger Services, \$102,782.00.

10 The next slide shows the unspent smart
11 balances by Silo. I'm gonna save you and just let
12 you guys take a look at it. But this is what's
13 unspent.

14 To give you an update on the hiring,
15 these are our current SMART hires. We have one
16 vacancy for a District Organizing Coordinator in
17 District 3. But as you can see, all of the other 27
18 positions are filled and working hard out in the
19 field with locals.

20 So the original 28 SMART hires were
21 hired and on the job effective June 5 of 2023 that
22 consisted of 22 staff reps and 6 District Organizing
23 Coordinators.

24 Last year, we decided as a board that

1 in the SIF smart project, we would allocate two
2 years of expenses.

3 Again, we currently have one opening
4 in District 3, and all of the General Fund staff rep
5 and DOC positions are filled with the exception of
6 two. One in District 4 and one in District 6.

7 Our membership from last year to this
8 fiscal year is up by .3 percent, so our total
9 membership is at 367,025 members. Do not be
10 discouraged by that number. Every month I look at
11 constant downsizing and no backfills, so we are
12 doing well at maintaining the membership. Had we
13 not had such a robust organizing program, we would
14 be well below this number. So do not get
15 discouraged. Keep up the good work.

16 (Applause.)

17 So our membership by industry is
18 illustrated on this slide. I will show you what the
19 categories mean. So in the media section that
20 covers NABET, TNG and CWA Canada. And in the other
21 telecom, that includes the wireline, wireless, and
22 T&T units. The others are for some of the robust
23 organizing that we have been doing in industries
24 that are not listed ahead such as code workers and

1 the like.

2 Here are our numbers of members and
3 agency fee payers. As you can see, our membership
4 are up. Our agency fee payers are down. But in a
5 lot of right-to-work states folks have the right to
6 not have to belong to the Union even though they are
7 receiving the same benefits that we've had -- that
8 we struck for and we fight for and so that
9 difference in my calculation is due to folks
10 becoming non-members largely in those right-to-work
11 states.

12 Onto our spending from last fiscal
13 year. Our actual budgeted expenses are in that last
14 column. This is what we've budgeted. And what we
15 actually spent is in the first column. So for this
16 year, we went over-budget by about \$807,000 and
17 there were quite a few unexpected expenses; some
18 bargaining ran over. We did not have a contingency
19 fund to bill that to, but I think all in all folks
20 did try to stick within their budgets.

21 The next slide is downsizing in
22 Telecom. And this will explain exactly what I was
23 talking to you about our organizing.

24 So last fiscal year, we lost 3,195

1 members and this was in '23 to '24, those were our
2 losses. And then in this fiscal year, we continue
3 to lose both in AT&T and Verizon and in Lumen and in
4 Frontier. So even with these losses, we still
5 managed to gain members on the overall.

6 We've even seen some losses within the
7 public sector. From 2019, we were tracking and that
8 was during when Janus hit us to currently. And so
9 we have managed to build back over, over time and
10 even with it being challenging to do sign-ups,
11 locals are still making progress.

12 So to that, you're all to be
13 congratulated.

14 (Applause.)

15 So we are still continuing to feel the
16 impacts of COVID. Our pre-pandemic numbers were
17 419,000 members. Since then, we've lost about
18 38,000 members. Employers continue to not scale up
19 the workforces to their pre-pandemic levels with the
20 expansion of work-from-home, it's still continues to
21 make signing up members and keeping members engaged
22 challenging.

23 I'm gonna review some of the core
24 financial priorities; increasing our income,

1 managing our expenses, trying to find cost savings
2 and focusing on our debt reduction.

3 Under increasing our income -- I know
4 at the Presidents' Meeting we were still trying to
5 figure out this lease, but in September 13th of
6 2025, we received and were awarded the fully
7 executed lease with General Services Contracts.
8 This lease represents a 15-year guarantee of income
9 with a five year additional option. We will be
10 renting out all of the Headquarters building with
11 the exception of two floors, our concourse floor and
12 our 11th floor.

13 We will need to make an initial
14 investment to secure the lease through our listing
15 agent, and our procurement agent, and also making
16 changes within the actual structure of the building
17 to fit the needs of our tenants.

18 After we pay it back, those upfront
19 costs, our net income is averaging about \$5.9
20 million. Over the life of that 15-year lease,
21 that's about \$88 million.

22 We're expecting the occupancy some
23 time in the third quarter of 2027. Rents will begin
24 immediately. We were given the opportunity to

1 reduce the 24-months free month rent that was in the
2 initial proposal, so we did take that and now we
3 have 18 months. And in addition to that, we managed
4 to spread that over the first three years of the
5 lease. Typically, it's 12-months free up front and
6 I told them we can't afford that, so we managed to
7 negotiate that down.

8 So under Expense Management, we'll
9 focus on subtilizing our purchases making sure we
10 are being compliant to our expense budget. This is
11 going to be really crucial with this next new
12 budget.

13 With the rising cost of healthcare and
14 general inflation on goods and services, we'll need
15 to spend less than we budgeted to make up for those
16 rising costs each year.

17 Cost savings, I think we have probably
18 scraped every last penny out of the budget. Last
19 year, we were able to save over a million dollars
20 and so this year, we were still going through and
21 trying to find savings. On the General Fund side,
22 we were able to renegotiate laptops for the staff
23 that saved us about \$79,000. And then as far as our
24 real estate, we filed for them to review what we

1 were paying and it resulted in us getting two
2 rebates, one for the 2022 tax year and one for the
3 2023 tax year. We received those and it's a total
4 savings of \$184,000.

5 When we look at our debt, CWA has long
6 term debts to the MRF. Again, our first principal
7 payment was made the last fiscal year in May of
8 2024. In addition to that, we have 28 SMART hires
9 that are also being paid out of the MRF and this
10 continues under that resolution, the SMART
11 Resolution, until we reach 500,000 members. And
12 then the resolution can be reviewed to consider
13 moving these staff to the General Fund budget.

14 Our intention to reduce that debt is
15 with the rental of the HQ office. First and
16 foremost, we're going to pay the taxes and operating
17 costs for the building itself. That's costing us
18 right now because the building isn't being fully
19 occupied anywhere from 4-and-a-half to 5 million
20 dollars each year.

21 Secondly, we want to focus on paying
22 the funds back for that initial demo and preparation
23 of the building with this lease.

24 Third, is the focus on the repayment

1 of the MRF loan. And then, lastly, a gradual
2 reduction of SMART hires and transition them over to
3 the General Fund both through organizing and the
4 increased revenue received from that.

5 Our proposed 2025 and 2027 budget in
6 addition the projected income is \$86,718,368.00,
7 comparing that to our projections from the 2024-2025
8 budget year -- our income and investments grew
9 \$9,630,564.00.

10 Our projected income however does not
11 include any projected losses or increases in
12 membership. And we allocated a full 10 percent of
13 this budget for organizing as required by the
14 Constitution.

15 The fiscal year '25 to '27 budget
16 includes additional staffing of up to 13 positions
17 on the General Fund budget.

18 Additionally, four Growth Fund after
19 five project positions are budgeted in the General
20 Fund.

21 So since 2016 to 2017, CWA has cut
22 more than \$6.5 million in national spending. This
23 proposed budget relies on an infusion of
24 \$11.6 million in 2025 to '26 and another \$9.1

1 million from 2026 to '27 from the reserve funds to
2 balance this budget.

3 We're going to continue to review and
4 reduce office space and costs as we can. This
5 budget does account for known increases for retiree
6 healthcare, which is about \$1.1 million, increases
7 for the Convention costs, which we had previously
8 budgeted for \$300,000. Those costs are averaging
9 \$464,000 each year, and we have also included in
10 this budget the building operating costs.

11 The updated accounting for CWA shared
12 services used by AFA-CWA continues to be budgeted in
13 both years. These services are expected to reduce
14 in fiscal year '26, '27 as ASA transitions out of
15 Headquarters into their own building.

16 Rental income for '25 and '26 is near
17 zero for this cycle. And again, this is due to the
18 demolition and build out for the long-term lease
19 tenants. There will be a meager contingency in both
20 years of this budget for unforeseen expenses.
21 However, this -- neither contingency will definitely
22 be utilized as some expenses were unbudgeted, such
23 as outside legal counsel and professional services.
24 As CWA was notified on July 2025, it has been

1 selected to undergo a Department of Labor, OLMS
2 I-CAP audit. Our last I-CAP audit was in 1995.

3 In addition, in August of 2025, we
4 were also advised that we would be audited by D.C.
5 government, our payroll audit.

6 So you guys may not see me for quite
7 some time.

8 (Laughter.)

9 The way ahead: To avoid draining
10 pension reserves, we must have a viable plan to
11 create income equivalent to those deficits.

12 Additionally, we need to develop a way
13 to replenish the \$20 million from the reserve and
14 we're going do a strict adherence to our proposed
15 budgets.

16 With the uncertainty of the current
17 administration and its impact on labor, retirees,
18 working families and our communities, CWA must have
19 a strategic proactive discussion to address these
20 challenges. To do that, we must engage and
21 encourage our members, retirees, activists, and
22 ideologues to bring ideas. We need to create a
23 forum for meaningful discussion and create plans for
24 collective engagement.

1 The S-T office and staff will continue
2 being busy with processing dues timely, offering
3 locals local pay and advances when there are
4 employer-processing errors. We will continue our
5 education avenues through the S-T Talk, quarterly
6 S-T town halls, our Dues Coordinator calls and our
7 Finance Committee quarterly meetings.

8 We will continue to support locals
9 with Aptify training. We will continue to provide
10 compliance assistance with charters and LMs.

11 It's our pleasure as always to be
12 there for our members who are striking, such as the
13 Post Gazette, the AT&T Southeast members, and the
14 heroes of collective bargaining.

15 This Convention and Presidents'
16 Meetings are year-long planning processes. I want
17 to thank all of the staff in the districts, the
18 sectors, divisions and Headquarters for their
19 assistance in making this a successful event.

20 In addition, all of the local leaders
21 and delegates who have helped with committees they
22 are very integral to guiding and preparing this
23 Union to face the challenges ahead.

24 One other point I wanted to point out

1 is that the delegates spoke and we listened. You
2 will notice at this year's Convention many changes
3 that make this Convention more accessible and as
4 inclusive as possible.

5 Handicapped assessable rooms were in
6 our discounted hotel room block, closed captioning
7 and realtime for the Convention, handicap accessible
8 shuttle services, conveniently located accessible
9 entrances and exits off of the Convention floor, a
10 quiet room is located within the Convention Hall.
11 Friends of Bill information posted, and we also
12 hosted a fun, but dry, hospitality alternative last
13 night.

14 In closing, since beginning this role,
15 I spent time reviewing both the Finance Committee
16 and DFOC reports. I was amazed at how similar our
17 situation is today as it was going back as far as
18 1984, attacks on workers and families, attacks
19 politically, attacks on organizing with illegal
20 firings and violations of labor law, CWA facing
21 financial struggles due to the loss of members, the
22 economic uncertainty for working families.

23 I say all of this to say what we are
24 facing today is not new to us. We've weathered

1 these storms year after year after year. And guess
2 what? We're still here. CWA is still here. We are
3 not just surviving --
4 (Applause.)
5 -- but we are thriving.
6 (Applause.)
7 I'm going to leave you with this one
8 thought: Although these attacks are elevated, we
9 need to keep in mind what the young folks do, not
10 only do they match energy, but they level up. We
11 must remain dedicated and committed to pushing back
12 and leveling up.
13 Have a wonderful Convention.
14 (Applause.)
15 I forgot to bring up the Finance
16 Committee. So at this time, I'd like to call up the
17 Finance Committee and the members of the committee
18 are:
19 Frank Tallarine, Secretary-Treasurer
20 CWA Local 1106, Chair.
21 (Clapp from floor.)
22 Kristy Pham, Secretary-Treasurer
23 CWA Local 9510.
24 (Clapp from floor.)

1 Candance Reiley, President IUE-CWA
2 84802.
3 (Clapp from floor.)
4 And Christine Shaw,
5 Secretary-Treasurer, CWA Local 4100.
6 (Clapp from floor.)
7 At this time, I recognize the Chair,
8 Frank Tallarine.
9 COMMITTEE CHAIRPERSON TALLARINE: Thank,
10 you Secretary-Treasurer Ameenah.
11 Dear brothers and sisters, per the CWA
12 Constitution and various resolutions adopted by the
13 delegates, the Finance Committee shall meet prior to
14 the assembling of the regular convention at the call
15 of its chair and review the financial operations of
16 the Union for the preceding year, including the
17 audit of the books of the secretary-treasurer.
18 The committee shall make a report of
19 its findings to the Convention and make
20 recommendations to the Convention including a budget
21 for the succeeding years' operations.
22 The committee shall meet in
23 non-convention years and review the financial
24 operations of the Union for the preceding year,

1 including the audit of the books of the
2 secretary-treasurer.

3 The committee shall make the report of
4 its findings and make recommendations, which will be
5 distributed to the locals by the secretary-treasurer
6 of the Union.

7 The Finance Committee met in
8 Washington, D.C. on April 28 through May 1, 2025 to
9 review the 2024 through 2025 expenses and the 2025
10 through 2027 CWA operating budgets.

11 Throughout our visit, CWA staff and
12 leadership met with us and discussed various
13 information about the Union.

14 The Finance Committee was initially
15 presented with a deficit operating budget for fiscal
16 years 2025 through 2026 and 2026 through 2027.

17 We were informed that the Budget
18 Committee and the Executive Board were actively
19 working to produce a balanced operating budget.

20 In our efforts to provide a report to
21 the delegates of the CWA Convention and make
22 recommendation many documents were required.

23 Secretary-Treasurer Ameenah Salaam,
24 Director of Finance Beth Yeckley, CWA Finance and

1 Membership Administrator Susan Sumara,
2 Administrative Secretary, Torree Wade, Executive
3 Assistant, Kelly Cline, and Aptify data specialist,
4 Piper Serra all lent support with our requests.
5 They assisted us in providing updated budget
6 reports, historical reviews, documents related to
7 dues income and per capita affiliation agreements,
8 dues processing, expenses, financial analysis,
9 membership counts and much more.

10 The Finance Committee also met with
11 President Claude Cummings, Jr. He shared with us
12 his visions for creating a stronger future for CWA,
13 which included all sides of the CWA triangle.

14 On April 29th, the Finance Committee
15 met with John Marco and Pat O'Neill of Segal Marco
16 Advisors to explain the strategies used for all
17 current investments. These discussions provided a
18 clear understanding of the investment strategies and
19 decision-making used for CWA's various investments
20 funds, including the Members Relief Fund.

21 Pat O'Neill provided comparison charts
22 illustrating a new investment approach that allows
23 stable, consistent income to fund SMART hires, SIF
24 and Growth Fund projects to strengthen CWA.

1 In addition, we met with the Defense
2 Fund Oversight Committee to discuss areas of common
3 interest.

4 The Finance Committee shares a common
5 interest with the Executive Board, the delegates,
6 local leaders, and the membership in wanting to help
7 CWA thrive into the future. To do this, we need to
8 continue to have open and transparent discussions
9 about our financial stability.

10 Since the pandemic, CWA has lost close
11 to 40,000 members. We must structure staff,
12 organize and budget ourselves accordingly to
13 prioritize organizing to increase dues, income,
14 expense management, cost savings, and debt
15 reduction.

16 The Finance Committee met with
17 Headquarter Administrative Units and District and
18 Sector Vice Presidents who exceeded their budgets by
19 1 percent in the 2024 though 2025 fiscal year.

20 One vice president went over-budget by
21 1.33 percent, which was due to their bi-annual
22 conference and their three Unfair Labor Practice
23 strikes.

24 Another vice president went over by

1 11.22 percent due to costs associated with
2 bargaining. The bargaining costs were elevated
3 because of hotel and travel expenses for staff who
4 were unable to use the District's building that is
5 in the process of being repaired. Additionally,
6 there were costs associated with a 31-day strike.

7 Headquarters was over budget by 4.30
8 percent. The secretary-treasurer's office was
9 over-budget due to unexpected IT and software costs
10 due to the lease of the building. These unexpected
11 costs would normally be covered by contingency
12 funds.

13 The president's office was over budget
14 due to moving costs associated with a Human Rights
15 event for the Congressional Black Caucus into the
16 president's budget.

17 Additionally, there were no budgeted
18 administrative operations built into this budget;
19 however, past practices has been that all
20 administrative operations such as printing, office
21 supplies, phones, et cetera, be paid out of the
22 secretary-treasurer's budget, which they were for
23 this fiscal year.

24 The primary expense for the

1 president's office was due to travel; therefore, the
2 plan is to reduce travel going forward and keep
3 staff expenses within budget.

4 We currently have a loan balance of
5 \$39,683,674.00 on a \$40,000,000.00 loan.
6 Re-financed -- excuse me -- and funded from the MRF
7 in June of 2015. This existing loan is a
8 compilation of debt from 2006. Our current
9 repayment agreement is an interest only agreement;
10 however, Secretary-Treasurer Ameenah Salaam has
11 begun to make payments towards the principle.

12 Our current MRF loan agreement expires
13 next year on December 31, 2026, and needs to be
14 either paid in full or renegotiated. As a Union, we
15 have a responsibility to pay off this loan from the
16 Member's Relief Fund.

17 While researching avenues on ways to
18 increase revenue from within, outside of organizing
19 securing first contracts and cost cutting
20 strategies, the Finance Committee would like for the
21 secretary-treasurer's office to work with the
22 committee to review the applicable Aptify data and
23 per capita dues. The committee will ultimately
24 report back to the CWA Budget Committee our findings

1 and any proposed suggestions.

2 CWA has a long history spanning
3 decades in the labor movement on affiliating and
4 merging with other unions and in recent years of
5 organizing brand new industries in labor. There are
6 many valuable aspects to this added inclusion, such
7 as growth, geographic expansion, value to the
8 workforce, cost synergies, talent acquisition,
9 improved financial strength and diversification of
10 our Union. These affiliations have made us a
11 stronger Union.

12 CWA holds many affiliation agreements,
13 which may supersede the CWA Constitution and are
14 legally binding. The Finance Committee supports any
15 Local, District or Sector interested in revisiting
16 any past agreements for mutual benefit of the Union.

17 COMMITTEE MEMBER SHAW: Recent
18 administrative policies are having a negative impact
19 on the labor movement and workers' rights. The U.S.
20 is currently implementing a complex system of
21 tariffs, including baseline tariffs, reciprocal
22 tariffs, and industry-specific tariffs, with varying
23 rates and exemptions.

24 The tariffs have had a significant

1 impact on the U.S. economy affecting prices, trade
2 flows, and overall growth. These tariffs have led
3 to higher prices for consumers, especially on
4 imported goods like electronics, clothing and shoes.
5 The tariffs have also led to a decline in the US GDP
6 growth and an increase in unemployment.

7 The U.S. Trade Representative's office
8 is a key player in setting and implementing trade
9 policy. The Department of Commerce also plays a role
10 in regulating trade. The Court of International
11 Trade, also known as CIT, and other courts are
12 involved in resolving legal challenges to the
13 tariffs.

14 CWA membership must be involved in
15 electing representatives that are focused on an
16 economy that supports labor, retirees, and working
17 families. Unions remain at the forefront to fight
18 back against these attacks, so electing
19 representatives that value and support workers'
20 rights and the right to organize is imperative.

21 On March 27, 2025, an executive order
22 effectively stripped collective bargaining rights
23 from a large portion of the federal workforce. Over
24 one million federal workers lost their collective

1 bargaining rights.

2 The "not so" Big Beautiful Bill is a
3 complex piece of legislation with both potential
4 benefits and drawbacks for American workers. This
5 bill will impact union labor in many ways.

6 The North American Building Trades
7 Union, NABTU, is estimating potential losses of
8 approximately two million construction jobs and
9 billions of lost wages and benefits. There are
10 provisions in the bill allowing employees time off
11 instead of overtime pay, which will be devastating
12 to workers. Additionally, some union advocates are
13 concerned about provisions of the Big Beautiful Bill
14 that might repeal or weaken prevailing wage
15 requirements like the Davis-Bacon Act, which
16 protects wages on federally funded projects and are
17 a cornerstone of union contracts.

18 The recently passed Rescissions Act of
19 2025 rescinds nine billion in government funding.
20 This impacts our brothers and sisters in the
21 NABET-CWA Sector who are employed by NPR and PBS.
22 These funding cuts have a significant impact on
23 local stations that rely on federal funding to
24 survive, which will eventually cause job losses.

1 The labor movement won a huge victory
2 when President Biden took actions protecting
3 provision plans for tens-of-millions of union
4 members.

5 The American Rescue Plan Act of 2021
6 updated burdensome rules put in place under the Bush
7 Administration that forced pension plans to
8 calculate liabilities and funding levels in ways
9 that required some plans to require millions in
10 additional funding to remain at levels needed to
11 maintain full pension benefits. These new rules have
12 allowed the CWA Employee Legacy Pension Plan ,which
13 CWA has been required to contribute many millions
14 to, to see its funding levels stabilize. This legacy
15 plan is a closed plan, and with current funding and
16 recent market returns, it remains very strong to
17 ensure that all covered CWA employees will receive
18 their full benefits. Continuing the provisions of
19 ARPA is especially important for CWA and any of our
20 represented employers with a single employer defined
21 benefit pension plan.

22 In the Finance Committee's report to
23 the 2024 Presidents' Meeting, we collaborated our
24 Union organizing 5,600 additional workers in the

1 year. Since our 2023 Convention, already 51 percent
2 of those 5,600 are paying dues to CWA locals having
3 won first contracts. We are on track to see 75
4 percent more of these workers under contract and
5 paying dues within two years of initially
6 organizing.

7 Since our 2024 report, CWA's
8 Organizing Department has organized an additional
9 20,068 across every District, Sector, and Region of
10 our Union. The AFL-CIO has begun tracking the number
11 of new union members organized across the
12 federation. And In 2024, even though CWA's
13 membership makes up only 4 percent of total AFL-CIO
14 members, our organizing efforts made up 12 percent
15 of the 2024 wins across the entire Federation. We
16 are punching at a solid three times above our
17 weight. This is great work and we look forward to
18 the additional realized income within two years.

19 The Finance Committee is excited to
20 see the Organizing Department's renewed commitment
21 to making great strides in telecommunication
22 organizing. This continues the sentiment of our
23 beloved President Emeritus Morty Bahr, who stated,
24 "We broke new ground in winning organizing rights.

1 Most gratifying was the clear understanding among
2 our members that the future growth of our Union and
3 future career opportunities for them demanded that
4 we organize the company's wireless and broadband
5 businesses."

6 President Cummings has instructed
7 National Organizing Director Tim Dubnau to put
8 together a nationwide internal organizing blitz.
9 This blitz will focus on AT&T Mobility in
10 preparation for the Orange Bargaining, and we invite
11 all locals to participate and track new members'
12 sign-ups across all units. We are pleased that there
13 appears to be unity amongst our leadership in every
14 part of our Union that we must continue to organize
15 in the telecommunications industry. We are in
16 strong support of the proposed resolution entitled
17 "Ten-Year Project to Unionize Our Fellow
18 Telecommunications Workers."

19 In 2021, CWA delegates approved a
20 resolution to organize at the convergence of the
21 Tech-Media-Telecom super-sector also known as the
22 Information Industry. We have organized nearly
23 10,000 tech workers and 3,500 social media workers
24 since that resolution and have developed powerful,

1 creative strategies to break through in a previously
2 non-union sector.

3 The Organizing Department has worked
4 for many years organizing in telecom. Although
5 there have been some successes, the truth is the
6 industry is so fissured, it will take an enormous
7 effort to build power back for workers. We are in
8 support of the organizing department's efforts, and
9 further support the telecom resolution. We have the
10 resources, the expertise and the activists to
11 re-organize telecom.

12 COMMITTEE MEMBER PHAM: Operating Budget:
13 The Committee received on March 12, 2025, the first
14 draft of the 2025 through 2027 Budget. This year, we
15 worked in close collaboration with the CWA Budget
16 Committee and Executive Board as we constructed this
17 budget. After seven revisions, the Finance
18 Committee recommends this budget as it includes:

19 The approval of the President, the
20 CWA's Executive Board Budget Committee, and the
21 Executive Board.

22 Moving four staff from the Growth Fund
23 to the General Fund.

24 Additional general fund staffing

1 includes two District Organizers, eleven Staff
2 Representatives, and creating opportunities to
3 transition even more SIF/Growth Fund project staff
4 onto the General Fund.

5 Budgeted expenses based on actuarial
6 projections on current experience.

7 And budgeted initial expenses for the
8 Headquarters build-out in preparation of long-term
9 lease tenants.

10 Beginning with the 71st Convention,
11 the delegates have always approved the Finance
12 Committee's Financial State of the Union. We will
13 continue this tradition with this year's report.

14 Financial state of the Union:

15 This Committee realizes that with ever
16 increasing financial burdens -- burdens and with
17 causes needing the Union's attention, along with a
18 continued uncertain economy, we must be continuously
19 vigilant of cost overruns. This year each
20 administrative unit must operate costs not only
21 within their authorized budget, but also within the
22 dues income they generate as well as contributing to
23 the ongoing programs and expenses of the overall
24 Union. This budget represents the maximum spending

1 for fiscal years 2025 through 2027.

2 The Finance Committee makes the
3 following recommendations:

4 The Finance Committee recommends the
5 two-year budget approved by the Executive Board for
6 the fiscal years 2025 through 2026 and 2026 through
7 2027.

8 The Finance Committee recommends the
9 CWA Executive Board Budget Committee include in
10 their meetings a quarterly review across all of
11 CWA's finances regarding the impacts of legislation,
12 tariffs, interest rate, and the global economy and
13 financial markets.

14 Any District or Sector over budget in
15 their discretionary funds at the end of Fiscal Year
16 2025 through 2026 shall reduce expenses and
17 administrative operations by the same amount in
18 Fiscal Year 2026 through 2027.

19 The Executive Board has proactively
20 developed a framework to review contributions to
21 organizations that support and strengthen our power
22 at the bargaining table and the ballot box. These
23 guardrails work hand in hand with the Unbreakable
24 Resolution. The committee understands that policies

1 and limits have been developed to limit the amount
2 of money given to contributions to political
3 entities and allied organizations. These policies
4 along with greater oversight and approval by the
5 Executive Board are an important step in limiting
6 these sorts of expenditures. The Finance Committee
7 recommends the delegates support the CWA Unbreakable
8 Resolution.

9 All staff continue to evaluate the
10 necessity of travel to conduct short speeches that
11 can be otherwise provided via video.

12 Locals support recommended bills that
13 strengthen workers' rights and retirees.

14 All locals continue to make an earnest
15 attempt in internal organizing to reduce the number
16 of non-members that we represent.

17 COMMITTEE MEMBER REILEY: The Finance
18 Committee would like to thank all District and
19 Sector Vice Presidents who stayed within their
20 allotted budget. Many Districts and Sectors have
21 made amazing accomplishments in the last fiscal
22 budget such as:

23 Telecommunications and Technology
24 (T&T). Have organized new units in CBRE this past

1 year, and anticipate more CBRE members this year and
2 in the future.

3 Districts 3, 6, and 9, AT&T Units,
4 have ratified strong contracts with substantial wage
5 increases, thereby increasing current dues income.

6 District 4, Organizing gains, ratified
7 first negotiated contracts at Raven, Noble Knights,
8 and Geneseo Raven.

9 Currently Bargaining: Lakeside
10 Software, Wells Fargo, Complexly, and Generac, over
11 50 members through internal organizing.

12 Cost reduction Efforts:

13 Re-negotiated two office lease
14 agreements, one with zero increase and another with
15 a significant reduction in cost, approximately
16 \$15,000 less.

17 Staff and Administrative Staff
18 continue to curtail travel and meet virtually
19 whenever possible.

20 Canceled the scheduled in-person,
21 full-staff meeting for 2025.

22 Office supplies are ordered on an
23 as-needed basis.

24 Advised the District's phone system

1 will no longer be supported as equipment is
2 outdated, opted to continue using what we have
3 instead of replacing the handsets and systems
4 potentially saving at least \$10,000 to \$15,000.

5 District 7 money savings. In 2022,
6 District 7 downsized their Minnesota area office.
7 They are currently in the process of closing their
8 Phoenix, Arizona office and getting a storage unit.

9 They have switched from holding
10 District meetings every year to every other year
11 District meetings opposite years of Convention.

12 They critically analyze projects and
13 assess continuing projects based on results.

14 They are trying to limit travel and do
15 as much possible virtually. In lieu of our annual
16 Leadership School, they encourage Locals to attend
17 the AFL-CIO Grace Carroll Rocky Mountain Labor
18 School.

19 Victories and growth:

20 They led and got a ballot initiative
21 passed that granted collective bargaining rights in
22 Denver, Colorado for city workers.

23 They have an active organizing
24 campaign with the library workers in the city,

1 potentially 700 members.

2 They have organized 4,260 people at 57
3 employers in District 7 since our last Convention.
4 The largest groups are at the Activision Blizzard,
5 Boulder County, Meow Wolf, Alamo Drafthouse, the
6 University of Utah, Colorado State University, Ski
7 patrol at Five Mountain Resorts, TDS, University of
8 Colorado, Green Taxi and too many additional
9 employers to list.

10 District 9:

11 Organizing 6,788 new members, 3,188
12 new externally organized across all Units, 3,600 new
13 members through internal organizing across all
14 units.

15 Expense reductions and cost savings:

16 Office rental and storage. Sacramento
17 District 9 Headquarters moved out of existing office
18 space as rental renewal would have been \$27,000 plus
19 month. Securing a new location is paused to assist
20 the CWA budget.

21 Santa Fe Springs District Office moved
22 out of existing office space. Rental renewal would
23 have been \$23,000 plus a month. CWA District 9
24 Staff volunteered to move boxes to storage to reduce

1 moving fees.

2 Southern California office boxes
3 stored at no cost at a CWA Local's storage, so only
4 furniture and equipment required a secured storage
5 unit.

6 Office supplies. Utilizing vendors
7 that offer rewards points, accept coupons, and or
8 offer to buy something or get something free. Some
9 free items are utilized as prize giveaways for
10 District 9 conference and/or PAF Blitz.

11 District 9 Assistant to the Vice
12 President's utilized her personal Costco account to
13 purchase supplies for in-person meeting refreshments
14 to avoid membership fees and have the ability to
15 purchase in bulk.

16 District 9 Vice President, Assistant
17 to the Vice President and Area Director have
18 purchased office equipment and supplies utilizing
19 personal funds with no CWA reimbursement.

20 The Bargaining Committee, secured
21 housing utilizing discounted rates like, AT&T
22 corporate discount, AAA, etc., utilized most cost
23 efficient lodging with concurrence of the elected
24 bargaining committee.

1 Travel.

2 CWA Convention, reduced number of

3 staff assigned, advance purchase of airline tickets

4 to reduce cost.

5 District 9 conference, reduced the

6 number of staff assigned, advance purchase of

7 airline tickets to reduce cost, secure contracts to

8 provide free rooms for District 9 Staff, Headquarter

9 Staff, and Guest Speakers.

10 COMMITTEE CHAIRPERSON TALLARINE: AFA-CWA.

11 AFA-CWA represents 20 Airlines

12 including: Legacy Mainline Carriers, Low-Cost

13 Carriers, Charter Carriers, and Regional Carriers.

14 85 percent, which is 17 Airlines, of AFA-CWA

15 Carriers are currently in bargaining, many of which

16 have been negotiating for multiple years.

17 Alaska Airlines, 6,000 members,

18 ratified a tentative agreement with 25 percent pay

19 increases with retroactive pay and boarding pay.

20 Eastern Airlines ratified its first

21 contract.

22 (Applause.)

23 AFA-CWA continues to work on first

24 contracts for Breeze and Avelo.

1 The Finance Committee would also like
2 to thank Secretary-Treasurer Ameenah Salaam,
3 President Claude Cummings, Jr., Headquarters staff
4 and the Executive Board for their assistance in
5 providing information for our report.

6 Thank you.

7 (Applause.)

8 PRESIDENT CUMMINGS: Thank you so much,
9 Mr. Chair.

10 Let's give this committee a round of
11 applause. They have done an excellent job.

12 (Applause.)

13 We do have some questions. At the
14 "Questions" mic, Susan Head from Local 7019.

15 DELEGATE HEAD: Hello and thank you.

16 To my union brothers and sisters, I
17 have a question for the committee. In your report
18 under the recommendations, the third bullet-point
19 says, "any District or Sector over budget in their
20 discretionary funds at the end of fiscal year 2025
21 to '26 shall reduce staff expenses and
22 administrative operations by the same amount in the
23 next fiscal year.

24 So what I'd like to know is what

1 percentage of a District or Sector's budget is
2 discretionary and why would a correction in the
3 second year come from the administrative operations
4 and staff expenses as this would most likely impact
5 the support they can give to the Locals?

6 PRESIDENT CUMMINGS: Okay. I'm going to
7 call the secretary-treasurer up to answer that
8 question.

9 DELEGATE HEAD: Thank you.

10 SECRETARY-TREASURER SALAAM: Delegate
11 Susan, if you would look at the report that actually
12 outlines the administrative budgets, there's a group
13 that kind of looks like this. And so this is a
14 total budget; some folks can go over in some areas
15 and come under in other areas. So that their entire
16 budget balances, so they may spend more in staff
17 expenses, but maybe not as much in office occupancy
18 so those two things balance out.

19 When it comes to administrative
20 operations, that's B3. And that's discretionary.
21 They can use that money for whatever the district
22 needs. Sometimes they use it for additional
23 part-time staffing, if someone is out. Sometimes
24 they can even use that to cover cost in bargaining

1 to pay their local officers who are off doing
2 bargaining at national tables. So, that pot of
3 money is just up to the District's Vice President's
4 discretion.

5 So what we are trying to do this time
6 is to make sure that everybody stays within those
7 budgetary requirements. And so they can kind of
8 offset that with staff expenses if they're staff
9 isn't traveling and so on and so forth, but they
10 could also cut down on their administrative
11 operations. It doesn't have to come out of there.
12 They have a lot of fluidity and a lot of decisions
13 on how they're money is being spent.

14 DELEGATE HEAD: Can I ask a clarifying
15 question?

16 SECRETARY-TREASURER SALAAM: Mm-hmm.

17 DELEGATE HEAD: So those two categories
18 the staff expenses and administrative operations are
19 the discretionary funds in their budget, correct?

20 SECRETARY-TREASURER SALAAM: We budgeted
21 for staff expenses; that includes their travel, per
22 diem, if they need that, cell phones, cars, all of
23 those things are considered under staff expenses.

24 The other administrative operations

1 are, again, the things that I mentioned as far as
2 paying for bargaining tables, those type of things.
3 But they can save anywhere in those two categories,
4 they could save somewhere else. But we are just
5 trying to make sure that folks come in within their
6 budget.

7 DELEGATE HEAD: Okay. Thank you.

8 SECRETARY-TREASURER SALAAM: Mm-hmm.

9 PRESIDENT CUMMINGS: I think at the
10 "Questions" mic, Andrew Carillo, Local 37074 with a
11 question, Secretary-Treasurer.

12 DELEGATE CARILLO: Yes, thank you,
13 Mr. Chair.

14 I think there's some general
15 uneasiness throughout the delegates about having a
16 lease with the Trump Administration. I mean, we've
17 watched this guy his entire life cancel leases,
18 break agreements, not pay his contractors. So my
19 question is: Have you shown or shared the lease
20 with the Executive Board? And if not, what is your
21 timeline to do that?

22 SECRETARY-TREASURER SALAAM: So we -- this
23 is a --

24 (Applause.)

1 So this contract is very like our
2 Department of Justice contract that we had. Trump
3 was in office then, too.

4 As far as sharing it with the Board,
5 we were asked to get one point of contact that would
6 be able to sign off and look at the lease. There
7 are several confidentiality clauses that are in
8 there. We went through our process within the
9 Constitution of having the Executive Board appoint
10 me as Secretary-Treasurer to be that signer.

11 And so we have talked about
12 generalities about the money and all of that stuff
13 on the Board, kind of broke down the funding. I
14 don't have a concern. There's no out-clause in this
15 so that they can back out.

16 We have a broker that has been
17 actually tracking all of the leases that the Trump
18 Administration have been backing out of. None of
19 those leases that they've backed out of have been
20 guaranteed leases. They have been leases that were
21 in a soft period. So for instance, we have a
22 15-year guarantee with a five-year option, that's
23 considered the soft period. So they have not broken
24 any leases that are guaranteed.

1 Is there a second question?

2 DELEGATE CARILLO: So my question is: At
3 what point in time are you going to share the lease
4 with the entire Executive Board?

5 SECRETARY-TREASURER SALAAM: I will be
6 willing to answer any questions that the Board has
7 as I have always been. Any questions they have
8 brought up, we have been answering, but I'm not at
9 liberty to share the lease.

10 DELEGATE CARILLO: I think that's
11 concerning.

12 (Applause.)

13 PRESIDENT CUMMINGS: Okay. At the mic, at
14 the "Questions" mic.

15 Thank you. Michael Mueller, Local
16 34071.

17 DELEGATE MUELLER: Yeah, my question is
18 still about this lease. General Services
19 Administration sounds vague. Who exactly is going
20 to be taking up ten floors of our 11-floor building
21 that we are paying \$26 million to renovate? Is it
22 going to be the parole board? Is it going to be
23 ICE? Who is going to be taking up our building?

24 (Applause.)

1 SECRETARY-TREASURER SALAAM: So the group
2 that's going to be renting the floors is the
3 administrative personnel for probation, so they're
4 dealing with folks that have served their time,
5 they're on probation, they will be coming in to
6 check in. So their parole officers and all of their
7 administrative services will be out of the building.
8 I can tell you a majority of those floors will be
9 office personnel that are doing the administrative
10 side of things.

11 And just for the record, we spent \$17
12 million, I think, just for the DOJ the last time.

13 DELEGATE MUELLER: Okay. My follow up is:
14 What guardrails do we have on the lease to ensure
15 that ICE will not occupy it? I mean I don't know if
16 anybody has been paying attention to the news but
17 D.C. has been turned into a police state this
18 weekend by Trump.

19 SECRETARY-TREASURER SALAAM: Can you repeat
20 the question.

21 DELEGATE MICHAEL MUELLER: What guardrails
22 do we have to ensure that agencies like ICE will not
23 be using our building?

24 SECRETARY-TREASURER SALAAM: The fact that

1 they told us it's going to be the parole and
2 administrative folks.

3 DELEGATE MUELLER: So we are trusting the
4 Trump Administration?

5 (Applause.)

6 PRESIDENT CUMMINGS: Okay. All right. I
7 don't see anyone else at the either mic.

8 So a motion has been made and seconded
9 for adoption of the Finance Committee report and
10 seconded.

11 All those in favor, raise your hand in
12 support of the Finance Committee report.

13 (Show of hands.)

14 Okay. Those against the report.

15 (Show of hands.)

16 All right. It passes.

17 Thank you so very much. Let me thank
18 the committee again for their help in working with
19 the Executive Board and bringing forth a budget that
20 you all have approved.

21 So thank you so much committee.

22 (Applause.)

23 COMMITTEE CHAIRPERSON TALLARINE: Thank
24 you, Mr. President.

1 (Applause.)

2 PRESIDENT CUMMINGS: Okay. All contested
3 Defense Fund Oversight Committee elections will be
4 held tomorrow, Tuesday, August 12th in Hall B in the
5 election area. Polls will open at 7:30 a.m. and
6 remain open for one hour. Results will be posted
7 and announced once tabulation is complete.

8 I will now recess the Convention for
9 lunch. We will reconvene in an hour and 30 minutes.
10 What is that? Okay. 2:15.

11 (Gavel knock.)

12 (WHEREUPON, the Convention
13 session recessed for lunch
14 at 12:57 p.m.)

15 (WHEREUPON, the Convention
16 session reconvened on
17 Monday, August 11, 2025, at
18 2:30 p.m.)

19 PRESIDENT CUMMINGS: I'd like to reconvene
20 the 80th Convention and call the meeting to order.
21 And I want to call up our General Counsel, Matt
22 Holder, to present the election procedures. But
23 also, I was just made aware that there has been an
24 explosion in a plant here. We have some steel

1 workers it appears that one has died and two remain
2 unaccounted for, so we need to be in prayer for
3 those who have been injured in the blast at this
4 Clairton plant.

5 So now, I would like to bring up Matt
6 Holder, General Counsel, to present the election
7 procedures.

8 GENERAL COUNSEL HOLDER: Delegates to the
9 Convention, the CWA Constitution sets forth a
10 provision in Article XV for the election of
11 International Officers, District Vice Presidents,
12 National Vice Presidents, and At-Large Diversity
13 Board Members. The term of office shall be for four
14 years or until their successors have been duly
15 elected and qualified.

16 The election will be conducted in
17 accordance with the following procedures:

18 At-large diversity board members shall
19 be elected by the delegates to the Convention today
20 beginning 45 minutes after we recess and continuing
21 for one hour.

22 Nominations for the position of the
23 Central Region At-Large diversity board member will
24 be conducted here in the Convention hall during the

1 Convention session.

2 Nominations for the Defense Fund
3 Oversight Committee and Trial panels will take place
4 fifteen minutes after the Convention recesses today
5 in the assigned District meeting rooms.

6 The sequence of nominations is as
7 follows: At-Large Diversity Board Member for the
8 Central Region and then, as I said earlier, 15
9 minutes after recess of Convention today, the DFOC
10 and Trial Panel.

11 The rules affecting the eligibility of
12 nominees and voters state that first only those
13 members of the Union in good standing who are not
14 barred by law shall be eligible to hold elected
15 office. Second, only delegates to the Convention
16 who have been elected by secret ballot by the
17 members of their local and who have been duly
18 certified by the Credentials Committee to be Judge
19 of Elections shall be eligible to vote.

20 Nominating speeches shall be limited
21 to three minutes in length and one seconding speech,
22 one minute in length.

23 A nominee will be considered nominated
24 only upon the acceptance of the nomination by the

1 nominee.

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

6 The following provisions apply to
7 voting procedures:

8 All voting shall be on a per-capita
9 basis as certified by the Credentials Committee to
10 the Judge of Elections.

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

16 Proxies may be voted only as they're
17 certified by the Credentials Committee to the Judge
18 of Elections.

19 Alternates who expect to vote in any
20 one of these elections must apply to the Credentials
21 Committee for certification to the Judge of
22 Elections for each of those elections.

23 The Credentials Committee will be
24 available in the designated voting area for that

1 purpose. All voting for national officers will take
2 place in Hall B of the convention center, which is
3 located near the vendors' area.

4 Delegates must identify themselves to
5 the Sergeant-at-Arms to enter the voting area. A
6 delegate's convention badge and photo identification
7 shall serve as sole verification of the voter's
8 identity for purposes of determining their right to
9 vote. Delegates are not permitted to use the badge
10 of another delegate.

11 The balloting is to be conducted
12 electronically. There will be 13 stations where
13 delegates can vote privately on their smart phone
14 and 10 stations with computers if a delegate is
15 unable to use their smart phone.

16 Delegates must present their badge at
17 the voting check-in station. The badge will be
18 scanned and voters will receive an access code to
19 vote electronically in a private voting booth. The
20 access code is unique to each delegate and can only
21 be used once.

22 Voters will affirm that they have
23 received the correct ballots with the correct voting
24 strength of per capita votes.

1 If a question arises as to the
2 delegate's identity or the number of votes they're
3 entitled to cast or any other matters, the delegate
4 shall be directed to the Judge of Elections who
5 shall consult with the Credentials Committee, if
6 necessary, before deciding the question.

7 I will serve as the Judge of Elections
8 for this Convention.

9 The delegate will then proceed to the
10 voting booth, scan the QR code with their smart
11 phone or enter their access code into the computer
12 and follow the instructions on the screen to
13 properly cast their ballot. Only one delegate will
14 be allowed in a voting booth at a time. Once a
15 ballot is cast, a confirmation screen will appear
16 indicating that the ballot has been submitted.

17 Delegates are reminded that the polls
18 will open 45 minutes after recess and close one hour
19 later.

20 Members of the Credentials Committee
21 who are assigned to the elections and designated
22 election observers will be allowed to vote first, so
23 those individuals should report to Hall B 10 minutes
24 before the polls are due to open. Any delegate

1 waiting in line at the time of the poll closure will
2 be permitted to vote.

3 The following provisions apply to the
4 use of observers by candidates:

5 The observers, who must be CWA members
6 and designated by the candidates will be permitted
7 to view the distribution of access codes, balloting
8 and tabulation.

9 A maximum of two observers per
10 candidate will be allowed in the voting area.
11 Observers will not be allowed to interfere in any
12 manner with the balloting or tallying process.

13 Observers and known candidates were
14 provided the opportunity and an explanation of the
15 balloting and tabulation process at a meeting held
16 yesterday. Observers must remain in the ballot
17 counting area until the count is completed.

18 No cellphone, laptop or iPad use will
19 be permitted in the tabulation area.

20 In order to be allowed into the
21 designated areas as an observer, individuals must
22 register with the Chair of the Credentials
23 Committee. Only individuals presenting evidence of
24 their registration with the Credentials Committee

1 will be allowed into the areas designated for
2 observers.

3 After the polls close, ballots will be
4 counted and the results of the election will be
5 posted outside the voting area and in the lobbies of
6 the Omni William Penn, the Westin Pittsburgh, Double
7 Tree by Hilton Hotel and Suites Downtown, and the
8 Wyndham Grand, Pittsburgh.

9 Results will also be texted to
10 delegates via the Convention alert system. The
11 results will also be announced by the Chair of the
12 Convention on Tuesday morning.

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

18 If no one nominee receives the
19 majority on the first ballot and there is a tie for
20 second place, the runoff election will be conducted,
21 and the nominee receiving the greatest number of
22 votes on the first ballot of the two nominees who
23 tied for second place shall be the nominees on the
24 second ballot.

1 If a runoff election is necessary, the
2 notice for the runoff will be posted with the
3 election results. The runoff will be conducted
4 starting 15 minutes after the results of the first
5 election are posted. The election will be then
6 conducted for the following hour. The balloting and
7 tabulation will be conducted in the same manner as
8 just described for any runoff election.

9 I will now turn the meeting back over
10 to the Chair.

11 Thank you.

12 (Applause.)

13 PRESIDENT CUMMINGS: Thank you, Matt, for
14 that.

15 The next order of business is the
16 election of the At-Large Diversity Executive Board
17 Member for the Central Region. For the purpose of
18 placing an individual in nomination, the Chair
19 recognizes Lamar Banks, Treasurer of 6215 at
20 Microphone 3.

21 DELEGATE BANKS: Good afternoon, union
22 family.

23 ("Good afternoon" from the
24 delegation.)

1 Okay. I'm going to start over. I
2 think I caught you off guard after lunch time.
3 Good afternoon, union family.
4 ("Good afternoon" from the
5 delegation.)
6 To President Cummings,
7 Secretary-Treasurer Salaam, Vice President Osobase,
8 CWA Executive Board, staff, and entire delegates of
9 the 80th convening of the CWA Workers of America. I
10 am Lamar Banks, Treasurer of CWA 6215.
11 I stand before you today to proudly
12 nominate for the Central Region Executive Board
13 At-Large seat, my brother, my friend, fellow laborer
14 in the movement, Reginald P. Small.
15 (Applause.)
16 Reginald Small embodies the
17 qualifications needed for this very important
18 position.
19 He is a 31-year union member. He is a
20 level-headed leader, a builder, and has a heart
21 required to serve the people. Reginald is very
22 passionate about the labor movement and human
23 rights.
24 He takes great pride in building and

1 maintaining relationships, will take on any worthy
2 cause and is dedicated to the membership.

3 Reginald is a worker in this movement.
4 He will never ask a member to do something that he
5 wouldn't do himself.

6 He will convert any 4-by-4 space into
7 a training room, and any conversation into an
8 educational session for betterment and expansion of
9 collective power.

10 Reginald believes and supports the
11 triangle in which the Union is built, organizing,
12 movement building, and representation. He believes
13 in creating a safe space necessary so that the
14 voices can be heard and not less shared.

15 Most importantly, Reginald has
16 invested in this great union and has determination
17 to participate in its future.

18 Reginald has come through the ranks of
19 union serving as a job steward, Community Service
20 Director, local Civil Rights and Equity Chair, Human
21 Rights activity, and is currently Secretary at CWA
22 Local 6215.

23 Now, you all know him as Reggie, the
24 one that has a birthday almost everyday.

1 (Laughter.)

2 But it is my honor today to nominate
3 Reginald P. Small for the Central Region Executive
4 Board At-large position.

5 (Applause.)

6 PRESIDENT CUMMINGS: Thank you.

7 There has been placed in nomination
8 the name of Reginald Small for At-Large Diversity
9 Executive Board, Central Region.

10 To second that nomination, the Chair
11 recognizes Kwami Barnes, Secretary-Treasurer, CWA
12 Local 4603 at Microphone No. 3.

13 DELEGATE BARNES: President Cummings, Vice
14 President Hinton, Executive Board, Staff and
15 Delegations.

16 I'm Kwami Barnes, Secretary-Treasurer
17 for Local 4603 of Milwaukee, Wisconsin.

18 I proudly stand to echo the sentiments
19 of my Brother Banks of Dallas and second the
20 nomination of my brother, Reginald Small, for
21 Central Region Diversity At-large position.

22 (Applause.)

23 I too believe that Reginald Small is
24 an excellent candidate to represent our District 4

1 and 6 Central Region Executive Board Diversity seat
2 At-Large. This brings -- he brings the passion,
3 leadership and commitment necessary to help move
4 this great union forward.

5 I have served alongside Reginald as a
6 Human Rights activist and personally witnessed this
7 man's dedication to movement building within this
8 Union.

9 This is a time that we need the kind
10 of dedication that Reginald brings to the table.
11 For this reason, I stand before the delegation to
12 second the nomination of Reginald P. Small as
13 Central Region Executive Board At-Large seat.

14 (Applause.)

15 PRESIDENT CUMMINGS: All right. Thank you
16 so much.

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

20 There being only one candidate for the
21 office of At-Large Diversity Executive Board Member
22 for the Central Region, the Chair declares that
23 Reginald Small is therefore elected.

24 (Applause.)

1 Okay. Is there a motion from the
2 floor to elect Reginald Small by acclamation?
3 All right. At the mic, David
4 Marshall, Local 6215.
5 DELEGATE MARSHALL: Good afternoon, union
6 family. I'm David Marshall the Executive Vice
7 President of Local 2615 and I'm going to echo
8 President Cummings' sentiments seeing that there's
9 no other nominations for Diversity At-large
10 Executive Board Central Region position, I move that
11 we elect Reginald Small by acclamation.
12 (Applause.)
13 PRESIDENT CUMMINGS: All right.
14 I have a move. Can I get a second?
15 (Seconds from the delegation.)
16 All right. It has been moved and
17 seconded that Reginald Small be elected by
18 acclamation.
19 All those in favor, say aye.
20 (Chorus of ayes.)
21 Those opposed.
22 (No response.)
23 All right. It is with great pride and
24 honor that as Chair, I'm privileged to declare that

1 Reginald Small is elected At-Large Diversity
2 Executive Board Member for the Central Region of the
3 Communication Workers of America.
4 (Applause.)
5 Congratulations, Reggie.
6 Okay. At this time, I would like to
7 call on Vice President Richard Honeycutt to
8 introduce the Constitution Committee.
9 VICE PRESIDENT RICHARD HONEYCUTT: Good
10 afternoon, CWA.
11 ("Good afternoon" from the
12 delegation.)
13 I have the privilege of introducing
14 our next Committee. If we could have the
15 Constitution Committee please come up to the stage.
16 The members of the Constitution
17 Committee are Tom Antonio, President CWA Local 1122
18 Chair.
19 (Clap from floor.)
20 Chad Leggett, President CWA Local
21 2009.
22 (Clap from floor.)
23 Sylvia Chapman, President, CWA Local
24 4250.

1 (Clap from floor.)
2 Laura Cox, President, CWA Local 6313.
3 (Clap from floor.)
4 David Sada, President, Local 9423.
5 I now recognize the Chair.
6 CHAIRMAN ANTONIO: Thank you, Vice
7 President Honeycutt.
8 The Constitution Committee met in the
9 city of Washington, D.C. beginning in June 16, 2025,
10 to review and consider proposed amendments to the
11 CWA Constitution.
12 The Constitution provides under
13 Article XVI, Section II that the Constitution
14 Committee is charged with the duty of considering
15 and reporting to the Convention and to the Executive
16 Board on proposals to change the Constitution.
17 Article 28, Section II and III
18 provides that amendments submitted to the
19 Constitution Committee 60 days or more in advance of
20 the Convention will require a majority vote of the
21 delegates present to be enacted.
22 All other amendments to the
23 Constitution proposed at the Convention shall
24 require three-fourths vote of those voting to

1 effectuate such proposed amendments, but in no event
2 shall the three-fourths vote of those voting
3 thereupon be less than a majority vote of the
4 approved delegates at the Convention.

5 This report sets forth all proposed
6 amendments that have been received by the committee
7 as of 11:59 p.m. on June 12, 2025.

8 A strike out denotes deletion of
9 language, bold face and underlined type denote
10 insertion of new language. Each proposal in this
11 final report will require a majority vote of the
12 delegates at the Convention to be enacted.

13 As the Committee considered the T&T
14 proposed Constitutional amendment, it was noted that
15 a similar proposal had been presented to the 2019
16 Convention where a motion to postpone indefinitely
17 was made and adopted by the delegates.

18 Motions to postpone indefinitely kill
19 a motion for the duration of the session or meeting.
20 It does not prohibit the same or similar motion from
21 being raised in a subsequent meeting or session.

22 Roberts Rules of Order, 12th Edition,
23 Subsection 11.1.11.3. This means proposed
24 amendments for consideration at the 2025 Convention

1 are properly before this Committee.

2 A 5th and 6th amendment were included
3 in the Committee's preliminary report and this final
4 report regarding the public healthcare and education
5 workers and membership eligibility. Both of those
6 amendments have been since withdrawn by their
7 makers.

8 I would now like to introduce Chad
9 Leggett, President CWA 2009 to read our first
10 amendment.

11 COMMITTEE MEMBER LEGGETT: Article IX,
12 Executive Board, Section 1, the Vice President
13 District Public Healthcare, Education Workers,
14 TNG-CWA Sector, NABET CWA Sector, IUE-CWA Division
15 and AFA-CWA Sector.

16 Article XII, Duties of Officers and
17 Other Executive Board Members. Section 3, Vice
18 Presidents, District; Public Healthcare and
19 Education Workers, TNG-CWA, NABET-CWA, IUE-CWA and
20 AFA-CWA Sectors.

21 Section 4, Vice Presidents, District
22 and Article XV, Elections.

23 Section 2, Vice Presidents. District
24 Vice Presidents shall be elected by a secret ballot

1 after nominations from the floor at a meeting of the
2 delegates from the District.

3 Public healthcare and education
4 workers' vice president shall be elected by secret
5 ballot after nominations from the floor meetings of
6 delegates representing members of public healthcare
7 and education workers units respectively.

8 In the event a vacancy occurs in the
9 office of Telecom and Technology Vice President
10 during the 2023-2027 term for any reason, the
11 president and executive board will oversee the
12 transition of that Sector and to the Districts for
13 the unexpired term.

14 Article XVII, Collective Bargaining.
15 Section 3, Bargaining Councils and Telecom.

16 The Convention of the Executive Board
17 shall establish bargaining councils. Bargaining
18 councils will formulate bargaining programs and
19 agendas to apply to a single employer with
20 bargaining units that cross District lines.

21 Associated employers or a number of
22 employers, but limited to those agendas and programs
23 affecting bargaining units represented on a
24 bargaining council. The Executive Board shall be

1 responsible for the development of the bargaining
2 programs for those units or groups for which
3 bargaining councils have not been established.

4 Bargaining councils shall comprise one
5 representative from each local having members in the
6 bargaining units of the bargaining council and they
7 shall be certified to the president of the Union.

8 The bargaining councils will designate
9 certain issues as national issues. To be designated
10 an issue must affect CWA represented workers in
11 multiple CWA Districts.

12 The bargaining resolution of a
13 national issue requires the agreement of all
14 District Vice Presidents of CWA Districts with at
15 least one constituent local with a representative on
16 the bargaining council. National issues shall
17 remain so designated unless all District Vice
18 Presidents of all Districts with at least one
19 constituent local with a representative on the
20 bargaining council decide otherwise. No District
21 Vice President may unilaterally accept change and/or
22 delete any proposal issue and/or agenda items
23 designated a national issue by the bargaining
24 council unless all District Vice Presidents so agree

1 or the president of the Union overrules the Vice
2 Presidents and so agrees.

3 District Vice Presidents may not
4 authorize or approve a collective bargaining
5 agreement containing a national issue, if the
6 resolution of that national issue has not been
7 agreed to by the District Vice Presidents with at
8 least one constituent local with a representative on
9 the bargaining council.

10 If the relevant District Vice
11 Presidents are unable to reach agreement on the
12 resolution of a national issue only the president of
13 the CWA can end that impasse and decide how to deal
14 with this issue.

15 The elected members of the single
16 employer national bargaining committee, the regional
17 bargaining committee members who have been selected
18 to negotiate at a national bargaining table shall
19 also be participants in the determinations described
20 in the Sections D through H above.

21 At meetings of the bargaining council,
22 local representatives shall vote by show of hands
23 except that upon the request of 20 percent of the
24 delegates the votes shall be per capita based on the

1 number of members of the local and the bargaining
2 units or of the bargaining council.

3 All necessary expenses for the locals
4 bargaining council members shall be done by the
5 local.

6 The officers of the Union and members
7 of the Executive Board may be appointed members of a
8 bargaining council as determined by the Convention
9 or the Executive Board. Bargaining councils shall
10 meet at the call of the president of the Union. The
11 president may with the approval the Executive Board
12 designate a person to work with the bargaining
13 council and the president or the president's
14 designee shall be chair of the bargaining council
15 meetings.

16 Article XXII, Referendum and Recall.
17 A Vice President of a District may be recalled by
18 the delegates from that District at any
19 International Convention by two-thirds vote of those
20 voting on the question or by referendum among the
21 members of the Union in Districts if two-thirds of
22 the votes cast in such referendum favor recall.

23 The Public Healthcare and Education
24 Workers Vice President, the TNG-CWA Sector Vice

1 President, the NABET-CWA Sector Vice President and
2 IUE-CWA Division Vice President may be recalled by
3 delegates at an International Convention who
4 represent the membership of their respective units
5 by a two-thirds vote of those voting on the question
6 or by referendum among the members of the Union and
7 the units the affected vice president if two-thirds
8 of the votes cast in such a referendum favor recall.

9 The AFA-CWA Sector Vice President may
10 be recalled by delegates at an International
11 Convention who represent the membership of the
12 AFA-CWA Sector by majority vote of those voting on
13 the question or by referendum among the members of
14 the Union and the AFA-CWA Sector if two-thirds of
15 the votes cast in such referendum favor recall.

16 The director of CWA-SCA Canada may be
17 recalled by the delegates from that region at an
18 International Convention by two-thirds vote of those
19 voting on the question or by referendum among the
20 members of the Union and the region if two-thirds of
21 the votes cast in such referendum favor recall.

22 Article XXVIII, Amendments.

23 Amendments adopted in the Convention shall be
24 effective on the 30th day following the adjournment

1 of the Convention provided the Convention does not
2 specify a later date or unless within 30 days a
3 referendum vote on the amendment or repeal is
4 initiated, in which event the amendment or repeal
5 shall not become effective unless it is sustained by
6 such referendum. Amendments or appeals adopted or
7 sustained by the referendum procedures shall become
8 effective on the 30th day following each action or
9 on a later day if so specified.

10 Amendments adopted at the 2025
11 Convention with the regards to the Telecom and
12 Technology Sector shall become effective during the
13 four-year term of office of the Telecom and
14 Technology Vice President. The president of the
15 Union will decide the timeline for the transition
16 and completion. The president and executive board
17 will work with the Telecom and Technology Vice
18 President and the District Vice Presidents on a
19 smooth transition. The Telecom and Technology Vice
20 President will work with the District Vice
21 Presidents during and after this transition until
22 their present terms of office have expired in 2027.

23 This was submitted by Keith Purce, CWA
24 President, Local 1101, Jim Gardler, CWA President,

1 Local 13000 and Maurice Mo Washington, CWA,
2 President of Local 9400.

3 The submitted amendments to various
4 provisions of the Constitution are proposed as a
5 single amendment and they are all related.

6 The purpose of this amendment is to
7 consolidate the Telecom and Technology Sector into
8 CWA Districts' administration structures.

9 The consolidation is not just a change
10 but a strategic move that aligns with CWA's
11 long-term goals. The Telecom and Technology Sector
12 would no longer function as a separate stand-alone
13 Sector.

14 In 2006, at the CWA Convention, the
15 delegates passed a resolution entitled CWA Ready for
16 the Future 10 Steps to Strengthen Bargaining Power.

17 Step 10 called for right sizing the
18 Board. The Ready for the Future Resolution went on
19 to state the Board is confident that in the next
20 five years through combinations and additions the
21 Board's composition will be right sized and
22 balanced. The facts are that the Union has
23 struggled for almost 19 years to resolve the issue.

24 The Committee believes that the

1 proposed amendment furthers the purpose of the
2 "Ready For The Future" Resolution.

3 CWA with the entire labor movement has
4 been under attack for decades. For CWA Districts
5 and Sectors to survive, we must adapt and we must do
6 things more efficiently than ever before.

7 After an extensive review of the
8 proposed amendment, the Committee found that over 75
9 percent of the bargaining representation is actually
10 handled by the Districts rather than the T&T Sector.

11 This proposal builds on the commitment
12 made as part of the "Ready For the Future" by
13 merging the T&T Sector and transitioning its
14 functions into the Districts.

15 The Vice President of Telecom will
16 remain in office for the remainder of their current
17 term the 2023-2027 to facilitate the transition and
18 ensure continuity and leadership. This is
19 challenging, but after thorough discussion, the
20 Committee believes moving forward with this
21 amendment will strengthen the foundation for the
22 future of our Union.

23 The Committee does recommend the
24 adoption of this proposal and it is so moved.

1 PRESIDENT CUMMINGS: Okay. There has
2 been --

3 (Disruption from the delegation.)

4 Wait a minute.

5 (Gavel knock.)

6 We have to have some order, please.

7 Let's have some order. Let's have some order.

8 At the "Motions" mic, Travis Pirotte,
9 President of Local 6171.

10 DELEGATE PIROTTE: Travis Pirotte,
11 President of CWA Local 6171 out of Krum, Texas.

12 I move that we postpone this
13 Constitutional Amendment indefinitely. If my motion
14 is duly seconded, I'd like to speak on it.

15 PRESIDENT CUMMINGS: Is there a second?

16 (Second from the delegation.)

17 Okay. There is a second.

18 DELEGATE PIROTTE: President Cummings
19 executive board members and distinguished delegates,
20 in 2006, we were told that consolidating our
21 executive board was the path to the future. Two
22 Districts and two Sectors were merged into one
23 office each and four new Board seats were added. We
24 were promised that part of our dues money would be

1 returned and resolution passed.

2 Now, 19 years later, here we are
3 again. Today the focus is the T&T office. But I
4 ask everybody in this room, what Sector is it going
5 to be in two years?

6 (Applause.)

7 An attack on one of us is an attack on
8 all of us.

9 (Applause.)

10 For locals like mine, the great CWA
11 Local 6171 made up entirely of independents, the T&T
12 office is often our last line of defense. It's
13 where we get the support and the coordination to
14 face these corporate giants. Frontier, my members
15 at Windstream, Frontier, Brightspeed, and Johnson
16 Controls, the Telecommunications and Technology
17 office is not just a name, it's where we collaborate
18 weekly on bargaining strategies, mobilization
19 efforts, training ideas, and the handling of
20 grievances and arbitrations.

21 Together we fight with a united front.
22 And when we fight, we win.

23 ("We win" from floor.)

24 Before we dismantle a structure that

1 works for many of us, where is the plan? Where is
2 the strategy for transferring this work?

3 (Cheers from the delegation.)

4 We need to see it. We need to review
5 it and we need to discuss it, so that when the
6 change actually comes we are prepared and we are not
7 scrambling.

8 I urge all the delegates in this room,
9 let's not act blindly. Support postponing this
10 constitutional amendment indefinitely.

11 (Applause.)

12 PRESIDENT CUMMINGS: Thank you. Is anyone
13 speaking against it?

14 (Chanting "T&T" from the delegation.)

15 Okay. At the "Against" mic, we have
16 Kevin Sheil from 1103.

17 DELEGATE SHEIL: So I think we are all on
18 different sides now because the motion to suspend
19 indefinitely is in order and I'm against that
20 motion.

21 So my name is Kevin Sheil, Local 1103,
22 New York.

23 Sisters and Brothers, good afternoon.
24 I want to respectfully respond to the concerns

1 raised by our fellow delegates who oppose the
2 amendment to eliminate the T&T Sector.

3 I've heard the word "fragmentation"
4 used a bit today, but let's be clear fragmentation
5 isn't caused by structure changes, it's caused by a
6 lack of coordination, which is a function of
7 leadership.

8 This amendment doesn't destroy
9 coordination, it moves it into the places where the
10 real work is already being done, the Districts.

11 Over 75 percent of Telecom
12 representation is already handled there. If we keep
13 a redundant structure just to say we have a Sector,
14 we are spending our members' dues monies on
15 bureaucracy instead of bargaining and
16 representation.

17 This amendment is a strategic-oriented
18 move. This is not an attack on any group and it's
19 not a slippery slope for other Sectors. Other
20 Sectors have merger protections in place and do work
21 unique to their industries that Districts cannot
22 replicate.

23 This amendment is about the future of
24 bargaining power, not the past of an outdated silo.

1 T&T members deserve strong representation and they
2 will have it through District structures that are
3 already handling most of their needs.

4 A separate Sector in today's Telecom
5 environment often means duplication, confusion,
6 resource competition, especially when Locals work
7 across District and Sector lines. By aligning
8 Telecom work including the T&T staff into Districts
9 we integrate representation, organizing and
10 bargaining. This means less fragmentation, faster
11 decisions and more accountability.

12 Now, some say we are weakening
13 national unity. Let's remember we are still one
14 union. The president, the Executive Board and our
15 Constitution will still guide national policy and
16 industry-wide strategy.

17 Consolidating structure doesn't mean
18 surrendering strategy or unity, it means
19 strengthening both through integration.

20 And I want to address the emotional
21 weight behind this conversation. I respect the
22 history of the T&T Sector, it has served our members
23 well. But honoring the past doesn't mean freezing
24 the present.

1 Telecom has changed. Our Union has
2 changed. Our structure must change too or we risk
3 becoming a legacy organization in a forward-moving
4 world.

5 And let's not ignore that this isn't
6 sudden. This idea was seeded in 2006 passed by this
7 very body in their "Ready For the Future"
8 Resolution, which included right sizing the
9 Executive Board. And now 19 years later, almost two
10 decades, we are finally doing the hard work to
11 fulfill that vision and obligation.

12 Let's also not buy that there is no
13 plan. This amendment already includes a transition
14 plan; specifically, the current T&T Vice President
15 will remain through 2027 to ensure continuity and
16 coordination.

17 The work of transition belongs to
18 leadership, not constitutional micromanagement. We
19 are not eliminating voice, we are placing power
20 where it can be most effective. This isn't about
21 less representation, it's about better more relevant
22 representation.

23 (Applause.)

24 So I ask you, what makes us stronger,

1 holding onto structure for tradition sake or
2 aligning our Union with how we actually do the work
3 today?

4 (Booing from delegation.)

5 Let's not confuse sentiment -- let's
6 not confuse sentiment with strategy. Let's vote
7 with courage, clarity and with the future of all our
8 members in mind.

9 I urge you to vote yes on the
10 amendment. Let's move forward together.

11 Thank you for the time.

12 (Disruption from the delegation.)

13 (Gavel knock.)

14 PRESIDENT CUMMINGS: Okay. Let's have
15 some order. Let's have some order. Let's have some
16 order.

17 At the "For" mic, Barbara Tolbert of
18 Local 3250.

19 DELEGATE TOLBERT: Yes, President
20 Cummings, your speech was mainly about bullying. I
21 feel that this resolution is bullying. It's
22 bullying the T&T office.

23 (Applause.)

24 You're making it seem like they do

1 nothing, they do a great deal. They represent every
2 member of the T&T Sector.

3 This has got to stop. I made the
4 original motion in 2019, and I still stand behind it
5 today. Please stop the eating of each other. We've
6 got to act like family and stop acting like the
7 company.

8 (Applause.)

9 PRESIDENT CUMMINGS: I want to make clear
10 that this is a motion to postpone indefinitely.
11 Okay?

12 (Applause.)

13 Is there anyone else willing to speak?

14 (No response.)

15 Okay. If there is no one else willing
16 to speak. I just want to remind everyone this is
17 not amenable, so it can't be amended and it's going
18 to take a majority vote to pass or fail.

19 So with that, we're gonna need you to
20 sit down because we'll never be able to see exactly
21 where we are as far as voting.

22 And I'm going to give the observers an
23 opportunity to help me decide where we are on this.
24 Okay? I just want to remind everyone on your way to

1 your seats, that if the motion passes, that ends
2 debate on it. If -- I'm sorry? Yeah, it ends
3 consideration, right. If it fails, then the issue
4 is over. Simple as that. Okay?

5 No questions? No one at the
6 "Questions" mic? Okay.

7 Okay. All of those in favor to
8 postpone indefinitely, raise your hands, please.
9 Raise your hands.

10 (Show of hands.)

11 (Cheers and applause.)

12 Okay. Down hands.

13 Those opposed.

14 (Show of hands.)

15 (Cheering and applause.)

16 Motion passes. The motion passes.

17 So our next report is from the
18 Constitution Committee.

19 CHAIRMAN ANTONIO: I'll now ask Laura Cox
20 President, Local 6313 to read our next amendment.

21 (Disruption from the floor.)

22 PRESIDENT CUMMINGS: There is nothing to
23 vote on the motion failed. No, it was tabled. It
24 was tabled. I'm sorry. It was postponed. I'm

1 sorry. It was postponed indefinitely, and so that
2 killed the debate. That's what I said. It's
3 postponed indefinitely.

4 (Cheering and applause.)

5 All right. Can you all hear me out
6 there okay? Because I said that clearly I thought
7 the first time.

8 All right. So now we are on the
9 Constitution reports.

10 CHAIRMAN ANTONIO: I will now ask Laura
11 Cox, President, 6313 to read our next amendment.

12 COMMITTEE MEMBER COX: Article XIX,
13 Charges Against Members. Section 1, Specifications
14 of Offenses, Locals. Members maybe fined, suspended
15 and/or expelled by locals in the manner provided in
16 the Constitution for any of the following acts:
17 Making false material statements or withholding
18 material when applying for membership, willfully
19 refusing to pay dues or assessments properly
20 established or fines properly imposed or other valid
21 financial obligations to the Union or the local,
22 willfully violating the Constitution of the Union
23 Local Bylaws or rules, disobeying or willfully
24 failing to comply with any lawful decision or order

1 of the Union or local, working without proper union
2 authorization during the period of a properly
3 approved strike in or for an establishment which is
4 being struck by the Union or local, instigating or
5 knowingly participating in an unauthorized strike or
6 slow down, willfully violating the adopted standards
7 as to wages, hours, or working conditions,
8 misappropriating money or property of the Union or
9 local, violating the CWA policy on mutual respect by
10 acting in a discriminatory or harassing way.

11 For such other offenses equally
12 serious which tend to bring the Union or local
13 thereof into disrepute.

14 Section 2, Specifications of Offenses,
15 Union. Members may be suspended or expelled by
16 trial court selected by the Executive Board of the
17 Union in the manner provided in the Constitution for
18 acts described in Paragraphs A and B below and
19 members may be fined, suspended, expelled and/or
20 required to take training approved by the Executive
21 Board for acts described in Paragraph C.

22 A, willfully supporting or assisting
23 any other labor organization in connection with a
24 claim of jurisdiction in conflict with the

1 jurisdiction of the Union.

2 B, willfully supporting or assisting
3 any person, group of persons or organization in any
4 act or activities for the purpose of seeking or
5 obtaining the replacement of the Union as collective
6 bargaining representative.

7 And, C, violations of the CWA policy
8 on mutual respect that constitute harassment
9 discrimination and/or retaliation.

10 An officer of the member, member of
11 the Executive Board local officer or other elected
12 official against whom charges have been filed for
13 conduct set forth in Paragraphs A, B and C of
14 Section 2 of this article may be suspended from
15 office by two-thirds vote of the Executive Board
16 pending final determination of the charges by a
17 trial court or any appeal resulting from such trial
18 where such suspension is determined by the Executive
19 Board to be in the best interest of the Union.

20 Section 4, Non-immunity. No member of
21 the Union shall be immune from penalty for
22 committing any of the offenses set forth in this
23 article by reasons of the position or office that
24 the member may hold in the Union or any local

1 thereof.

2 This was submitted by Tanya Holmes,
3 CWA President, Local 6327.

4 After thorough discussions regarding
5 the proposed amendments the committee believes that
6 any charges filed against a member or an officer of
7 the same local should be heard outside of that
8 local. This approach would eliminate any potential
9 conflicts of interest and ensure that a neutral
10 party handles the case.

11 The amendment to Article XIX empowers
12 our members by allowing them to file charges with
13 the National union for violations of the policy on
14 mutual respect specifically in cases of harassment,
15 discrimination or retaliation.

16 The amendment to Article XX may
17 benefit members, locals, districts, sectors,
18 divisions, and the CWA as a whole by reducing the
19 costs associated with national trials.

20 Expenses for travel, lodging and meals
21 would no longer need to be covered by the trial
22 panel when hearing cases. This adjustment would
23 lower costs for the Union and align our trial
24 practices with standard procedures used in

1 arbitration before the National Labor Relations
2 Board and in courts.

3 The committee recommends adoption of
4 this proposal and so moved.

5 PRESIDENT CUMMINGS: At the "For" mic, we
6 have Andrew Carillo, Local 37074.

7 DELEGATE CARILLO: Thank you, Mr. Chair.
8 My name is Andrew Carillo out of the Denver
9 NewsGuild.

10 I was the Guild representative for
11 this Committee. So I just wanted to give some
12 background.

13 At the 79th delegation, you remember
14 we had quite a bit activity going on in St. Louis,
15 but the delegation ordered that a committee be
16 convened to look at both Article XIX, and Article XX
17 of the Constitution.

18 Previously, Article XIX was somewhat
19 vague as to how you would deal with potential
20 violations under the policy of mutual respect if you
21 didn't share membership in the same local, so we met
22 several times under the leadership of PHEW VP
23 Margaret Cook and AFA President Sara Nelson and
24 tried to hammer out some things that made Article

1 XIX and Article XX a little clearer and created a
2 process where if you violated the policy of mutual
3 respect from Local 7 but you resided in Local 9, you
4 could now go to the National office and have a
5 videoconference version of a trial and a hearing and
6 all that stuff.

7 We also updated some of the procedures
8 of the Union Operating Procedure Manual and we also
9 outlined a pretty extensive training for locals and
10 members to better understand the Policy of Mutual
11 Respect.

12 So pretty simple. You can look on the
13 Convention website and see all our changes there in
14 red. But I think it's pretty straightforward. I
15 think it just adds some clarity on how we handle and
16 interact with each other, so I strongly urge a "Yes"
17 vote.

18 Thank you.

19 (Applause.)

20 PRESIDENT CUMMINGS: Thank you. At the
21 "Against" mic, we have Michael Mueller from Local
22 34071.

23 DELEGATE MUELLER: Hi. I wasn't really
24 sure what this was about, but it seemed like wildcat

1 strikes would get us kicked out of this Union.

2 What happens when the NLRB completely
3 disappears and what happens when all strikes become
4 illegal? Do we then get kicked out for doing a
5 wildcat strike? If we need to do a general strike,
6 do we get kicked out for that?

7 If we got rid of that part of it, I
8 would be okay with this, but seeing as how this
9 basically gets us kicked out for doing wildcat
10 strikes, and the probability of us having to at some
11 point do a wildcat strike because of this
12 administration, I cannot support this.

13 PRESIDENT CUMMINGS: Okay. At the "For"
14 mic, Jade Kelly from Local 7799.

15 DELEGATE KELLY: Thank you, Mr. President
16 and delegates.

17 Please listen, read this Resolution,
18 mutual respect is more important than ever and
19 that's what this resolution does. Make sure that
20 every single one of us is treated with respect,
21 every voice is listened to, that we hold in our body
22 that an injury to one is an injury to all.

23 We need to recognize that this moment
24 is serious. This moment is heavy. If you are

1 scared, please know that you are not alone. I am
2 scared too. Our bosses are using AI to write their
3 propaganda and determine which jobs to cut, which
4 people to arrest, which rights are inalienable, and
5 which ones are the most profitable to exploit. We
6 have something they will never code, never compute,
7 and never conquer, our humanity.

8 (Applause.)

9 When we lead with vulnerability, when
10 we showed up scared but we still show up standing
11 shoulder to shoulder with our Union siblings that's
12 real courage. That's solidarity.

13 Losing our fear does not mean
14 pretending everything is fine, it isn't adopting
15 trad-wife toxic positivity.

16 Solidarity means that we as unionists,
17 as workers, as human beings, we stop protecting
18 ourselves and we start struggling together, and to
19 do that requires mutual respect.

20 (Applause.)

21 I was proud to serve on this
22 committee. I was proud to discuss how do we
23 meaningfully make sure that any member can file a
24 complaint, seek justice, that justice is fair, that

1 a trial happens, that you can be able to present
2 evidence whether if you're a rank-and-file member or
3 if you are a member of the Executive Board. It is
4 so important that we treat this moment seriously and
5 that we vote yes on this resolution.

6 Please stand in solidarity with us and
7 vote yes.

8 (Applause.)

9 PRESIDENT CUMMINGS: All right. It's been
10 moved and seconded.

11 On this report, is there anyone at the
12 "Questions" mic? Okay.

13 (No response.)

14 All those in favor?

15 Okay. Delegate Johnny Brown from 2108
16 at the "Questions" mic.

17 DELEGATE BROWN: Thank you. My question
18 is, is there any change to the language on Article
19 XX of the Constitution?

20 PRESIDENT CUMMINGS: To the Constitution
21 Committee.

22 COMMITTEE CHAIRPERSON ANTONIO: Yes. And
23 the Committee realizes that in our final report we
24 did leave that out. It was in the preliminary

1 report, so let me -- the changes to Article XX.
2 Article XX, Trials and Appeals,
3 General Membership and Officers of Locals.
4 Section 1, Person Subject to Trial.
5 The change is under Section 8, 4, of Article
6 XXIII -- I apologize.
7 The trial shall be held speedily with
8 due notice to the accused at a time and place
9 determined by the trial court to be fair and
10 reasonable to the accused and the trial may be --
11 this is bold and underlined because it is a
12 change -- and the trial may be by videoconferenced
13 in cases where travel is in excess of 100 miles or
14 overnight accommodations would be required for any
15 member of the trial court if mutually agreed upon by
16 all parties.
17 That's the change to Article XX.
18 DELEGATE BROWN: Thank you.
19 PRESIDENT CUMMINGS: All right. That
20 being the case, all those in favor of the
21 Constitution Committee's report, say aye.
22 (Chorus of ayes.)
23 Those opposed?
24 (No response.)

1 (Gavel knock.)

2 It passes.

3 Thank you.

4 Listen, I have been told we're getting

5 all types of calls up here that a call for a roll

6 call vote has been made -- was made during the vote

7 on postponing the Telephone and Technologies vote.

8 So what we are going to do here is, we are going to

9 vote. It requires 20 percent of the delegates to

10 support a vote for a roll call. So that will be

11 placed before you.

12 Are you ready for the question?

13 (No response.)

14 Okay. All those in favor of a roll

15 call vote on the Telephone and Technologies

16 Constitutional amendment, say aye.

17 (Chorus of ayes.)

18 Those opposed?

19 (Chorus of nays.)

20 Okay. All right. We will do it by

21 hands again.

22 All those in favor, raise your hands.

23 (Show of hands.)

24 All in favor of having a roll call,

1 raise your hands.

2 (Show of hands.)

3 We need everyone to sit down. Please,

4 everyone sit down. We want to make sure we do this

5 fairly. Okay?

6 This was on the motion to postpone

7 indefinitely, so --

8 (Disruption from the floor.)

9 (Gavel knock.)

10 Let's have order, please. Let's have

11 order. You know I have parliamentarians and others

12 up here that said they heard it. I did not hear it,

13 so I want to be fair. Okay.

14 (Disruption from the floor.)

15 All right. So again it takes 20

16 percent of the delegates to support a vote for the

17 roll call.

18 All those in favor of having a roll

19 call, raise your hands.

20 (Disruption from the floor.)

21 Listen, delegates, listen I want to be

22 fair.

23 (Disruption from the floor.)

24 Listen, don't go there. Okay? Don't

1 go there. Okay? I have parliamentarians up here
2 that are telling me I need to do this, so I'm going
3 to follow what the parliamentarians are telling me.
4 Simple as that.

5 (Applause.)

6 So be fair. Don't shout up here at
7 me.

8 (Gavel knock.)

9 We just ain't going to have that.
10 You're not going to shout up here with me. You're
11 just not going to do that. We are just not gonna do
12 that. We are going to run this Convention fairly in
13 a fair democratic way. Okay?

14 (Applause.)

15 And I'm gonna chair this in a way
16 that's going to be fair to everybody. Okay?

17 So, all right, we are going to do this
18 again because we have people out there that are
19 raising two hands. That's the problem. All right.
20 And I'm being told that was the problem in the first
21 vote.

22 So here's how we're gonna do it.
23 Here's how we're gonna handle it. Those in favor of
24 the recall stand, damn it. You don't have two

1 bodies, so we don't have to worry about that.

2 (Laughter.)

3 All those in favor -- again, this

4 requires 20 percent of the delegates to support a

5 vote for a roll call.

6 So those who are in favor of the roll

7 call, stand.

8 (Delegates rise.)

9 You all go out there and count. Just

10 go and count them. Okay? I want to make sure we

11 got it right.

12 Okay. It has been determined that we

13 have more than 20 percent, so there will be a roll

14 call vote.

15 (Applause.)

16 Okay. A roll call vote requires

17 support of 20 percent of the delegates.

18 So I'm going to turn it over to the

19 Secretary-Treasurer. While we are waiting for the

20 roll call computers to be set up, she will explain

21 to you the general procedure. Okay?

22 Secretary-Treasurer Salaam.

23 SECRETARY-TREASURER SALAAM: Okay. While

24 we are waiting for the roll call computers to be set

1 up, let me explain to you the general procedures.
2 We will be using our computers to conduct the roll
3 call simultaneously at two separate locations in
4 front of the platform. You will be using the bar
5 code on the back of your delegate badge to cast your
6 roll call vote. Please remove your badge from the
7 plastic holder. Removing your badge from the
8 plastic holder will help move along the voting
9 process.

10 During the roll call, Sergeant-at-Arms
11 will be assisting you. If you have any questions
12 regarding your voting strength or have problems
13 voting, the Credentials Committee Chair is standing
14 by my -- where is she at? Credentials? Okay. I
15 see them. On this side over here. (Gesturing.)

16 A full audit record of each vote cast
17 will be made and a printout will be included in the
18 Convention Proceedings.

19 The procedures are as follows, number
20 one, you will present your delegate badge and photo
21 ID to the Sergeant-at-Arms for verification. The
22 Sergeant-at-Arms is responsible for verifying the
23 photo ID and the name on your badge. The
24 Sergeant-at-Arms will then direct you to the next

1 available voting terminal. If you do not have a
2 photo ID, please see the Credentials Committee
3 Chair.

4 Number 2, after swiping your badge
5 through the card reader, your name and local number
6 will be displayed on the computer screen. You may
7 then cast your vote by pressing the "Y" key for yes
8 or the "N" key for no.

9 Number 3, once you have made your vote
10 selection, you will have the opportunity to review
11 your vote before it is final. You may cancel or
12 change your vote prior to confirming it.

13 Number 4, you must confirm your vote
14 by touching okay. After you have confirmed your
15 vote, it is finalized and you will not be permitted
16 to change or vote again.

17 Number 5, if an alternate is voting on
18 a delegate's behalf, the alternate must go to the
19 Credentials Committee Chair at the side the podium
20 and present both the delegate and the alternate
21 badges. The voting stations will remain open 2
22 minutes after the last delegate in line has stepped
23 forward to vote. Voting stations will then be
24 closed.

1 The results will be announced from the
2 podium.

3 You will form two lines in front of
4 each voting machine. The Sergeant-at-Arms will
5 direct you. And then once the voting is done,
6 please exit the voting area by using the outer
7 aisles of the delegate seating area.

8 If you look on the monitors, you
9 should see that you all will come down the center
10 aisle, have your IDs and badges checked, you will
11 then be directed to go to one of the stations and
12 then you will exit the voting area by the outer
13 aisles.

14 Voting should take approximately --
15 excuse me. Everybody that's voting, you need to be
16 in the center aisle. It will take approximately 15
17 minutes to set up. I think we're almost there. Are
18 we set up? Okay.

19 Now we will conduct the roll call
20 voting as described. The motion before you is
21 whether to have a roll call vote.

22 PRESIDENT CUMMINGS: What you're voting
23 on, right, a "Yes" vote means you're in favor of
24 indefinitely postponing. Yes. And a "No" vote

1 means you don't support postponement. Okay. All
2 right. So that's it, that's what you're voting on.
3 You agree to postpone or you don't agree to
4 postpone.

5 For the last time, you're voting a
6 "Yes" vote means you agree that you want to
7 indefinitely postpone. And a "No" vote means you're
8 against, against indefinitely postponing.

9 Voting is going to be 2 more minutes.
10 Okay. 2 minute countdown.

11 The votes are in. This is again a
12 roll call vote was conducted on the motion to
13 postpone indefinitely the T&T amendment.

14 The results are this: 172,587, yes
15 votes. 114,484, no votes. It passes.

16 (Cheering from the delegation.)

17 Don't you all feel better that we had
18 that vote and did it that way? Yes. I know you do.
19 I know you do.

20 But anyway, we are going to allow the
21 Constitution report.

22 And just listen, again, as I went
23 through the different sectors yesterday, what I said
24 is we just need to be respectful when we are dealing

1 with each other. You know, I'm chairing the
2 meeting. It's my duty to make sure that we handle
3 everything in the order. And I believe in the
4 democratic process and giving everyone a fair chance
5 to have their say, but also have that right vote.

6 These parliamentarians, they are not
7 just sitting there looking good, they're here to
8 make sure that we run an orderly meeting. So don't
9 get upset with me when they give me rules and they
10 give me duties and they give me orders and say
11 "Claude, this is the way it's got to be done."
12 Right? Because that's what we have them there for.
13 Okay.

14 So with that, we'll turn it back over
15 to the Constitution Committee for their report.

16 Thank you. Okay.

17 Committee, you all going to report?
18 Okay.

19 COMMITTEE CHAIRPERSON ANTONIO: That
20 concludes the Constitution Committee's report. We
21 would like to thank Jane Phillips from District 4
22 for her guidance this week. Thank you.

23 Tammy Scott, Local 3642.

24 (Applause.)

1 DELEGATE SCOTT: Yes, we would like to put
2 a motion on the floor to have the delegates hear our
3 amendment that the Committee had rejected. We
4 deserve to have our voices heard.

5 PRESIDENT CUMMINGS: What's your motion?

6 DELEGATE SCOTT: Our motion is to add a
7 seat to the Defense Fund over our silo for Passenger
8 Service. We deserve to be a part of this Union and
9 have a seat at the table.

10 (Applause.)

11 PRESIDENT CUMMINGS: Okay. There is a
12 motion. Can I get a second?

13 (Seconds from the delegation.)

14 You can speak on it, ma'am.

15 DELEGATE SCOTT: Thank you.

16 Oh, I'm sorry. Thank you.

17 Good afternoon, brothers and sisters,
18 my name is Tammy Scott, President of Local 3642.

19 I speak representing the 20,000 plus
20 Passenger Service unit of CWA.

21 (Applause.)

22 We work for American Airlines and its
23 subsidiaries. We are Reservation Agents, Ticket
24 Agents, Club Agents, Customer Assistant Reps and

1 Ramp Workers that help get you to travel to your
2 destination.

3 We fought to organize our bargaining
4 units in American, Piedmont, and Envoy with CWA to
5 have a voice at work and to help determine our
6 working conditions.

7 In many several elections we are
8 asking our brothers and sisters to help us have a
9 voice in our Union and feel included. We are not
10 the forgotten members of CWA. We are not flight
11 attendants. We are Passenger Service. And we are
12 tired of being misidentified, overlooked and
13 excluded.

14 We are excluded from airline-related
15 decisions. There are no reports about our Sector in
16 the national meetings. We have no representation on
17 any national CWA committees. We have been without a
18 Director for six months and most assigned staff come
19 from other Sectors who lack understanding of the
20 Railroad Labor Act and our specific challenges.

21 CWA has not provided any training or
22 education to support our Sector's legal and
23 structure uniqueness.

24 Let me be clear, we are not asking for

1 special treatment, we are demanding fair inclusion
2 despite being in the same Industry Silo, Passenger
3 Service has no seat at the table while AFA flight
4 attendants, not even a part of our silo, get a say
5 in how to manage our silo. This is unacceptable.

6 We feel like we have a checkbook, but
7 somebody else has control of the checkbook, and we
8 were told how to spend it.

9 Our members contribute 100 percent to
10 our silo including our agency fee payers.

11 Under the RLA our ability to strike is
12 limited making strong union representation even more
13 essential. The industry language in our
14 Constitution is outdated, written before Passenger
15 Service unions were organized or merged with CWA.

16 AFA holds voting control due to their
17 size effectively blocking possibility for Passenger
18 Service to gain representation of our own affairs.
19 We are the only Sector in this Union without a
20 voice; no seat, no vote, no recognition.

21 Yes, we contribute, we organize and we
22 serve on the front lines of this airline. Since the
23 original Constitution language was drafted, three
24 more Passenger Service bargaining units have joined,

1 but our structure has not evolved to include us.

2 We are not asking, we are demanding
3 for a seat at the table that we've earned and been
4 denied.

5 (Applause.)

6 We, again, are not flight attendants.
7 We are Passenger Service, and we deserve to be seen,
8 heard, and included.

9 Brothers and sisters, support us in
10 securing rightful representation of our Union.
11 Thank you.

12 (Applause.)

13 PRESIDENT CUMMINGS: Thank you. All
14 right.

15 All right. There is a motion in front
16 of you. I don't see anyone else --

17 At the "For" mic, Thomas Gunning,
18 Local 1171.

19 (Applause.)

20 DELEGATE GUNNING: Hey, Greetings, CWA.

21 This all started in the late 90's for
22 U.S. Airways. And we organized and signed our first
23 contract with the CWA, but our group has grown
24 exponentially between mergers with America West,

1 more than doubled our size with the merger with
2 American Airlines, adding Piedmont Airlines, and
3 Envoy Airlines. So we're a fast-growing group.

4 And the problem is we have been around
5 a long time, but it seems like we are always on the
6 outside looking in. And we are not looking for a
7 vice president, we are not looking for a Sector.
8 We're looking for a seat on the DFOC Committee.

9 Why? Because we contribute to a SIF
10 fund and we have no oversight or no say on what
11 happens with that money. It's simple. Not looking
12 for anything huge, we just want a seat at the table
13 just like everybody else.

14 Thank you.

15 (Applause.)

16 (Chants of "We want a seat" from the
17 delegation.)

18 PRESIDENT CUMMINGS: All right. I don't
19 see anyone at the "Against" mic, or "Questions" mic
20 or any of the other mics.

21 So the question before you and this
22 will be a majority vote for the -- for a person or a
23 member from the airline industry be added to the
24 DFOC.

1 That's the way I understand it, right?

2 Let's take a vote. Airline, right.

3 From the airline. Airline. Passenger services.

4 Passenger services. Passenger services.

5 So all those in favor, say aye.

6 (Chorus of ayes.)

7 Those opposed?

8 (No response.)

9 PRESIDENT CUMMINGS: The motion passes.

10 (Gavel knock.)

11 (Standing ovation.)

12 And while you're going back to your

13 seats, know that I'm hopeful within the next week or

14 so that I will be promoting someone into the

15 leadership position from Passenger Services as a

16 Director of Passenger Services from that Sector.

17 Okay.

18 We have Eric Gosnell, Local 3101 at

19 the "Motions" mic.

20 DELEGATE GOSNELL: Thank you, President

21 Cummings. I come to you to put my amendment to the

22 delegates for consideration also. There is a lot of

23 work put into it. Mine is a simple amendment, just

24 asking for an annual budget meeting to be added to

1 our National Presidents' Meeting. Nobody operates
2 on a biannual budget. We should have this
3 discussion every year.

4 (Applause.)

5 PRESIDENT CUMMINGS: Can I get a second on
6 that motion? I'll take the hand claps as a second.

7 All right. You can speak on the
8 motion.

9 DELEGATE GOSNELL: Brothers, sisters,
10 delegates and executive board, our Union doesn't run
11 on a two-year clock. We don't bargain contracts
12 every other year. We don't collect dues every other
13 year. We don't pay bills, fight fights or win
14 campaigns every other year. We run on a yearly
15 budget cycle 12 months at a time and that means our
16 financial oversight should run on this exact same
17 clock.

18 Right now, the Finance Committee still
19 does their work on non-convention years, but we, the
20 elected leaders never get the chance to debate it,
21 change it and approve it. We just get a report and
22 ask a couple questions. That's not accountability,
23 that's an empty formality.

24 This amendment changes that; it

1 requires the Finance Committee to present their
2 report at the National Presidents' Meeting every
3 single year with the same ability to challenge and
4 change it as we do on convention years. It's a
5 meeting we already have, we are already there, it
6 costs nothing. It changes nothing except giving us
7 the voice we should have had all along.

8 And here's the truth, if the local's
9 budget is annual, the National budget should be
10 annual.

11 (Applause.)

12 If our members trust us to protect our
13 money, we can't sit silent half the time. If we can
14 fight every year, we can ask questions every year.
15 This isn't just about numbers, it's about power.
16 It's about keeping the leadership of this Union in
17 step with the financial heartbeat of the Union.
18 It's about refusing to let decisions be made without
19 the voices of the people elected who represent our
20 members.

21 We don't let management make plans
22 without us. We shouldn't let a single budget cycle
23 go by without putting our eyes, ears and voices on
24 it.

1 Our Union's work moves fast. Let's
2 make sure our financial oversight moves with it.
3 Vote yes and let's bring our budget review back in
4 sync with the life of our Union every single year.

5 Thank you.

6 PRESIDENT CUMMINGS: Thank you.

7 (Applause.)

8 On the "For" mic, we have Ed Barlow,
9 delegate from -- President of Local 3204.

10 DELEGATE BARLOW: Thank you, President
11 Cummings.

12 Sisters and brothers, this isn't
13 complicated. The Union finances run on an annual
14 cycle, so our oversight should be too.

15 Every year the Finance Committee
16 review our books, but if it's not a convention year,
17 the review never sees the light of real discussion;
18 the report is given and we move on. That's not
19 leadership. That's rubber stamping.

20 This amendment says no more silence in
21 off years. No more waiting 24 months for a
22 convention that should happen every 12 months. It
23 puts the report right where the leaders are already
24 gathered, and that's at the Presidents' Meeting.

1 So we hear it. We are able to
2 challenge it and make sure next year's plan reflects
3 reality.

4 Our campaigns don't wait. Our
5 bargaining doesn't wait. Our members' bills don't
6 wait, and our financial review shouldn't either.

7 Let's match our oversight to pace our
8 Union's work. Vote yes and let's make this annual
9 fight an annual budget.

10 Thank you.

11 (Applause.)

12 PRESIDENT CUMMINGS: All right. Thank
13 you, Ed.

14 It's been moved and seconded then on
15 this motion to have financial reports at the
16 Presidents' Meetings.

17 All those in favor, say aye.

18 (Chorus of ayes.)

19 Those opposed?

20 (No response.)

21 Motion passes.

22 (Gavel knock.)

23 Okay. I want to thank the
24 Constitution Committee for their great work.

1 Let's give them a round of applause,
2 please.
3 (Applause.)
4 All right. I would like to call on
5 Vice President Dennis Trainor to introduce the
6 Defense Fund Oversight Committee.
7 Give Dennis a round of applause. Give
8 our Vice President a round of applause.
9 (Applause.)
10 VICE PRESIDENT DENNIS TRAINOR: Thank you,
11 Claude.
12 At this time, I would like to call on
13 the Defense Fund Oversight Committee to come up to
14 the platform. You can stroll up. You can walk or
15 you can run.
16 (Laughter.)
17 The members of the Defense Fund
18 Oversight Committee are Cecilia Valdez, member, CWA
19 Local 7026 the Chair.
20 (Clap from floor.)
21 John Lewis, member, IUE-CWA 83761
22 Co-Chair.
23 (Clap from floor.)
24 Ken McNamara, President, CWA Local

1 1037.
2 (Clap from floor.)
3 James Gardler, President of CWA Local
4 13000.
5 (Clap from floor.)
6 Al Guillory, President, CWA Local
7 4407.
8 (Clap from floor.)
9 Gary Kundrat, President of CWA Local
10 4340.
11 (Clap from floor.)
12 Nancy Brown, member of CWA Local 6215.
13 (Clap from floor.)
14 Monica Alvarado, Secretary-Treasurer,
15 CWA Local 9423.
16 (Clap from floor.)
17 Jeffrey Heisey, Secretary-Treasurer,
18 United MEC-AFA.
19 (Clap from floor.)
20 Robin Blair-Batte, Secretary-Treasurer
21 of CWA Local 1180.
22 (Clap from floor.)
23 And Bill O'Meara, President, member of
24 TNG-CWA 32035.

1 (Clap from floor.)

2 Mr. President, I recognize the Chair.
3 Mr. Cummings -- President Cummings.

4 CHAIRWOMAN VALDEZ: Thank you. Before we
5 start I'd like to wish our Brother John Lewis a very
6 happy birthday.

7 Can you help me?

8 (Applause.)

9 Now, to start the report, I pass the
10 mic to my Brother Ken McNamara out of District 1.

11 COMMITTEE MEMBER MCNAMARA: Report of the
12 Defense Fund Oversight Committee August 2025.

13 Through resolutions and rules adopted
14 by various CWA Conventions, the Defense Fund
15 Oversight Committee is charged with the
16 responsibility to review activities associated with
17 the Robert Lilja members' Relief Fund (RLMRF), the
18 Strategic Industry Fund (SIF), and the Growth Fund
19 (GF).

20 The DFOC is authorized to examine
21 receipts, disbursements, investments, and the
22 administrative policies associated with the funds.
23 The DFOC may also, with a two-thirds vote affirm CWA
24 executive board actions that are consistent with the

1 rules governing those funds.

2 The DFOC is required to report its
3 findings to each CWA Convention and make
4 recommendations to the Convention where appropriate.

5 The DFOC also issues a report at the
6 Biennial Presidents' Meeting.

7 The DFOC met November 18 through 20,
8 2024 and April 28 through 30, 2025, in Washington,
9 D.C.

10 The DFOC reviewed new grant requests
11 approved by the Executive Board as well as
12 reallocations, extensions, evaluations, and other
13 emergent issues during our regularly scheduled
14 meetings held every Friday.

15 The committee also reviewed activities
16 associated with the Robert Lilja Members' Relief
17 Fund, Strategic Industry Fund, and Growth Fund.

18 On April 29, 2025, John Marco from the
19 Segal-Marco Consulting Group met with us to review
20 his report on investments for the period ending
21 March 31, 2025.

22 According to rules established at the
23 2019 CWA Convention, all earnings of the the Robert
24 Lilja Members' Relief Fund are moved and split

1 equally between the SIF and Growth Fund. Under the
2 prior rules one-half of the earnings in the Robert
3 Lilja Members' Relief Fund were moved to the Growth
4 Fund. The distribution of \$13,500,000 was made for
5 the 2023 investment returns in early 2024, and
6 distributed according to the directives in
7 Resolution 1 of the 77th Convention. The
8 distribution of \$7,500,000, which is half of the
9 2024 investment returns, was delayed in order to
10 preserve the soft floor of the MRF.

11 And for the purposes of continuing
12 this report, I'll turn to my brother from District
13 213, James Gardler.

14 COMMITTEE MEMBER GARDLER: Thank you, Ken.

15 According to Members' Relief Fund
16 guidelines, when the Members' Relief Fund's assets
17 fall below \$400 million, one half of the investment
18 earnings are retained in the Members' Relief Fund.
19 When the fund's assets fall below the floor of
20 \$377,484,108, the quarter hour of dues that would
21 otherwise be sent to the SIF and Growth Fund is
22 retained in the Members' Relief Fund. Once the
23 target floor balance is achieved, the quarter hour
24 of dues is redirected to the SIF and Growth Funds,

1 and the Robert Lilja Members' Relief Fund growth is
2 fueled by investment returns and asset appreciation.
3 When the Members' Relief Fund's reserves reach
4 \$500,000,000, that floor will be raised to
5 \$400,000,000.

6 Robert Lilja Members' Relief Fund.
7 Loans. The balance of the Members'
8 Relief Fund loan to the CWA General Fund stands at
9 \$39,763,646.30 as of February 25, 2025, with all
10 payments current to date. While there are no
11 provisions in the loan agreement requiring the
12 repayment of the principal balance. Payments have
13 been made to reduce the principal by \$504,390.65.

14 Mortgage loans to locals. The the
15 Defense Fund Oversight Committee reviewed the
16 current mortgage loans to Locals held by the
17 Members' Relief Fund. All mortgages are current. The
18 fund is the first lien holder. Loans may be up to 80
19 percent of current appraised value with a clear
20 title.

21 The current balance of of loans to
22 Locals is \$2,733,744.04. The original loan amount
23 that was granted was a total of \$5,161,024.63.

24 Expenditures from the period of

1 March 1, 2024 through February 28th, 2025.
2 Strike heroes of collective
3 bargaining. During this period, there were four
4 strikes and four heroes of collective bargaining
5 collective bargaining allocations, strike related
6 expenditures and the employer of AT&T had various
7 locals on strike. The total amount for that strike
8 was \$14,512,371.54. Pittsburgh Post Gazette Local
9 14827, total amount \$216,105.84, Pittsburgh Post
10 Gazette Local 14842 \$381,829.80, Pittsburgh Post
11 Gazette Local 38061, \$880,964.91, and HOCB Distrokid
12 Local 51016, \$234,000, HOCB Nexstar Media, Local
13 54047, \$14,000, Gray Media, WNEM-TV Media, Local
14 54048, \$14,000, and Nexstar Media KDVR Local 57052,
15 \$46,000. The balance in the Members' Relief Fund as
16 of February 28th was \$400,518,029.

17 And for the purposes of continuing
18 this report, I turn it over to my brother from
19 District 3, Al Guillory.

20 DELEGATE GUILLORY: Thank you, Jim.

21 Strategic Industry Fund. The
22 Strategic Industry Fund campaigns approved by the
23 Executive Board and the DFOC continue to increase
24 our leverage at the bargaining table and advance our

1 major policy initiatives. Since we began approving
2 SIF allocations in 2006, we have funded many
3 successful projects and continue to incorporate
4 insights from each project into our project
5 management practices.

6 The campaigns operate with specific
7 budgets and clear measurable benchmarks with 6 month
8 evaluations.

9 We currently as of February 8, 2025,
10 have 74 active SIF campaigns. The SIF also provides
11 funds for the Smart Program discussed later in this
12 report.

13 SIF income and expenses as of
14 February 28, 2025 total income since inception
15 \$422,134,312.00. Total expenses \$376,472,435.00.

16 The allocated SIF balance is
17 \$20,114,200.00. The Smart balance is \$8,759,706.00.
18 And the SIF balance is \$16,787,972.00.

19 The balance for the strategic industry
20 fund as of February was \$46,501,496.00.

21 And to continue with this report, I'm
22 going to pass the mic to my brother Gary Kundrat
23 from District 4.

24 COMMITTEE MEMBER KUNDRAT: Thank you, Al.

1 The Growth Fund. At the 74th CWA
2 Convention held in April 2013, the delegates
3 approved this Committee's recommendation for the
4 establishment of the Growth Fund, which allocated
5 one half of the RLMRF's annual return -- I'm
6 sorry -- annual earnings to invest in campaigns that
7 have the potential to growth -- to change the course
8 of our movement and our nation with the
9 establishment of the Growth Fund.

10 The Defense Fund Oversight Committee's
11 responsibilities were expanded to include
12 participation with the Executive Board, in the
13 approval and evaluation of Growth Fund requests.

14 The Growth Fund supports and enhances
15 the union's movement building, organizing,
16 leadership development, research, industry analysis,
17 and efforts to achieve economic justice.

18 The growth fund can be used to hire
19 staff needed today; launch new campaigns, and
20 support existing efforts.

21 The campaigns operate with specific
22 budgets and clear measurable benchmarks with
23 six-month evaluations. We currently have 31 active
24 growth fund campaigns. Note: Any member wishing to

1 review growth report should contact the
2 secretary-treasurer's office.

3 Growth Fund income and expenses as of
4 February 8, 2025, total income \$165,725,496.00.
5 Total allocated, \$160,022,682.00. Total
6 unallocated, \$5,702,815.00. The balance of the
7 growth fund as of February 28, 2025, \$28,265,572.00.

8 And now, I will pass the mic to
9 District Representative Nancy Brown.

10 COMMITTEE MEMBER BROWN: Support Members
11 and Rebuild Together SMART Resolution.

12 At the 2021 Convention, delegates
13 passed the SMART Resolution to hire 28 staff using
14 the member's dues and investment income to serve us
15 at the front lines in contract negotiations,
16 administering contracts, and organizing to achieve
17 our goals. Twenty eight staff members have been
18 hired and are serving our members. The funding of
19 the 28 positions requires semiannual reporting to
20 the DFOC and the review and reauthorization to
21 continue and modify funding from the SIF by the CWA
22 Convention the year after the membership target of
23 500,000 is achieved.

24 Our mission: The DFOC was created to

1 oversee the Robert Lilja Members' Relief Fund and
2 later assumed oversight responsibility for the
3 Strategic Industry Fund, SIF, and the Growth Fund,
4 GF.

5 The delegates elected by the members
6 through Convention action having entrusted us to
7 support our collective goal of achieving better
8 contracts. In the past, that meant striking.

9 The MRF was designed to support
10 strikers by minimizing the hardships placed on our
11 members. We soon realized that we could achieve our
12 goals without a strike if we acted smarter by acting
13 strategically.

14 This led to the establishment of the
15 SIF to fund strategic organizing, membership
16 mobilization, and political leverage to achieve good
17 results at the bargaining table without striking,
18 and the Growth Fund for building a better bargaining
19 climate by promoting innovative approaches in
20 building a movement for economic justice and
21 democracy that supports growth in our Union and the
22 labor movement.

23 In addition, this investment in growth
24 is designed to find organizing targets in an

1 ever-changing economy our members and union must
2 adapt to it.

3 We understand that the goal of all
4 these funds is to get the best contracts we can for
5 our members. A strike is not an end; it is a means
6 to an end. Our goal is great contracts that offer
7 our members the economic security they deserve for
8 the contributions they make to the enterprises that
9 employ them.

10 To continue the report, I will pass it
11 to my sister from District 9, Monica Alvarado.

12 COMMITTEE MEMBER ALVARADO: Thank you,
13 Nancy.

14 Accomplishments. SIF E35: District 3
15 AT&T Contract Negotiations.

16 The SIF provided support to 15,000
17 AT&T wireline workers in District 3 who entered into
18 contract negotiations in 2024. The SIF project
19 supported building a district-wide mobilization
20 structure across nine states, all right-to-work
21 states, with state, local, and worksite coordinators
22 to implement a strategic internal education program
23 with documented mobilization objectives. These
24 efforts garnered community support, local media

1 attention, and regional press coverage which
2 strengthened broad-based support from allied
3 organizations.

4 Coordination of efforts with District
5 6 created opportunities for informational picketing
6 at AT&T Headquarters. All of these coordinated
7 efforts resulted in sustaining a ULP strike for 31
8 days with 95 percent participation through the end
9 of the strike.

10 (Applause.)

11 The end result was a strong tentative
12 agreement for a five-year contract providing a 19.33
13 percent compounded wage increase for employees at
14 every job site, while lowering medical costs and
15 accomplishing numerous contract improvements.

16 Specific upfront wage increases for
17 machine operators and wire technicians were
18 additional accomplishments. The tentative agreement
19 was ratified within 81 percent approval rating
20 overall.

21 For the purposes of continuing my
22 report -- our report, I will pass it over to the
23 public sector representative Robin Blair-Batte.

24 (SIF LEAN Manufacturing Video

1 Presentation.)

2 (Applause.)

3 COMMITTEE MEMBER BLAIR-BATTE: The IUE-CWA
4 LEAN High-Performance SIF Program is designed to
5 protect and grow employment at our represented
6 manufacturers by enabling them to compete in an
7 increasingly global market. Unlike corporate-side
8 LEAN programs, which are done at the expense of
9 workers, our unique approach utilizes the strengths
10 and experience of our members to increase efficiency
11 and reduce waste, without sacrificing health and
12 safety.

13 Our initial classes at each facility
14 focus on buy-in and culture change, empowering our
15 members to take ownership of the process. Our LEAN
16 experts then do workshops with members on the
17 factory floor to "Lean out" the processes.

18 Management teams sign agreements that
19 the LEAN process will not result in the loss of any
20 union jobs. In fact, in most facilities, the program
21 results in higher employment levels and new lines of
22 work.

23 (Applause.)

24 Over the phases of this SIF program,

1 the IUE-CWA Lean Team has worked with over 40
2 represented employers at over 45 locations, training
3 thousands of members and completing hundreds of
4 floor-level workshops and new product line
5 deployments. At every location, our team has found
6 significant savings, which translates into power at
7 the bargaining table and often expansion of the
8 bargaining unit.

9 From Lockheed Martin to Trane, from
10 Mahle Behr to Siemens, our LEAN Program has made a
11 tremendous difference. One of our most successful
12 locations to date has been GE Haier Appliance Park,
13 in Louisville, Kentucky. When they agreed to our
14 LEAN program terms, the site was down to 1,500
15 employees and had been slated for possible closure.
16 Now that site has over 5,000 employees and continues
17 to expand.

18 (Applause.)

19 You can clap for that.

20 (Applause.)

21 Management openly credits the IUE-CWA
22 LEAN Program with the turnaround success.

23 Thousands of IUE-CWA members would not
24 be employed today without the IUE-CWA LEAN Program.

1 Senior campaign lead Mike Mays and his team of local
2 member technicians work everyday to empower our
3 membership and protect our future.

4 (Applause.)

5 For the purposes of continuing our
6 report, I turn it over to my brother, Bill O'Meara.

7 (Applause.)

8 COMMITTEE MEMBER O'MEARA: Thank you,
9 Robin.

10 SIF No. 290, Building NewsGuild Local
11 Capacity.

12 Focusing exclusively on the work done
13 by the people whose wages were made possible via
14 reimbursement under this project, the impact is most
15 clearly seen across the Guild, collectively, since
16 January of 2021. We have brought in 4,257 new
17 members across 117 shops under contract and they pay
18 per capitas.

19 (Applause.)

20 An additional fifteen contracts have
21 recently been settled and we will soon add another
22 1,000 members to the dues-paying ranks. All of
23 these accomplishments, for which we are very
24 grateful, reflect the success of this investment.

1 Way to go NewsGuild.

2 (Applause.)

3 And now, here's my friend, Jeff Heisey
4 from the AFA.

5 COMMITTEE MEMBER HEISEY: This is SIF 726,
6 which is the AFA-CWA Bargaining and Organizing
7 Campaign Research SIF.

8 Through the resources provided by this
9 SIF, our AFA-CWA members have gained immensely from
10 the contributions of a corporate campaign researcher
11 to supplement our internal and external organizing.
12 These resources have allowed us to respond with
13 rapid-fire pressure on the airlines, which has
14 significantly helped us to create the leverage
15 needed to get airlines like United Airlines to
16 seriously bargain.

17 Further, this effort has assisted in
18 not only building the case for Delta workers to
19 organize, but has forced the regional industry to
20 put money on the table for boarding pay, which is a
21 significant step in raising standards and chipping
22 away at the tiers within the industry.

23 (Applause.)

24 This kicked in with the Alaska

1 Airlines' contract and we are but weeks away from
2 others due to the new and now serious engagement of
3 management at the bargaining table.

4 (Applause.)

5 And I will now turn over for the
6 purposes of continuing the report to John Lewis from
7 IUE.

8 COMMITTEE MEMBER LEWIS: Proposal to
9 Modify Distribution of Earnings and the MRL Floor.

10 The CWA Executive Board approached the
11 DFOC with a proposal to lower the MRL floor --
12 floors and modify the distribution of earnings with
13 the intent to provide a more consistent revenue
14 stream to the SIF and Growth Funds. The proposals
15 would also allow an increase in strike benefits.

16 The DFOC did not agree with the
17 initial proposal of the Executive Board; however,
18 discussion with and action by the DFOC brought
19 forward an acceptable compromise change, which is
20 accurately represented by the CWA Unbreakable
21 Resolution before you at this Convention.

22 Specifically, the DFOC suggests that
23 the new floor be set at \$350 million, the soft
24 floor, and the hard floor be \$325 million rather

1 than the \$325 and \$300 million contained in the
2 Executive Board's original proposal.

3 The DFOC believed this more
4 conservative approach will allow the CWA to continue
5 the vital work being done by SIF and Growth Fund
6 projects while helping to preserve the original
7 purpose of the MRL which is to provide strike
8 benefits. Projections by our financial advisor
9 showed this approach to be appropriate.

10 The Executive Board also agreed to
11 provide the DFOC with a budget showing how the
12 annual contributions to the SIF and Growth Funds
13 will be allocated for projects each year.

14 Additionally, the DFOC requested
15 additional opportunities for oversight and the
16 Executive Board agreed to this oversight. As a
17 result of these changes by a two-thirds majority,
18 the DFOC voted to support the Executive Board's
19 proposal to lower MRL floors and to increase strike
20 benefits, which is possible largely because we have
21 fewer members eligible to receive strike pay.

22 For conclusion of our report, I return
23 it to my friend and colleague and our Chair Cecilia
24 Valdez.

1 COMMITTEE CHAIRPERSON VALDEZ: The Defense
2 Fund Oversight Committee would like to thank Mary
3 Catucci and acknowledge her and her staff for all
4 the work they do for us during the support and
5 conducting the actual business of the Defense Fund
6 Oversight Committee throughout the year.

7 Respectfully submitted, the Defense
8 Fund Oversight Committee. Thank you.

9 (Applause.)

10 PRESIDENT CUMMINGS: So a motion has been
11 made and seconded for the adoption of the Defense
12 Fund Oversight Committee report.

13 At the "For" microphone, I recognize
14 Delegate Luther Land from Local 3908.

15 DELEGATE LAND: Thank you, President
16 Cummings.

17 Good afternoon, Brothers and Sisters,
18 I'm Luther Land, President of 3908 and I rise in
19 support for the DFOC's report.

20 I do so with sincere appreciation for
21 the work that this committee has done over the last
22 two years since the 2023 CWA Convention. Over those
23 two years the DFOC has shown tremendous support for
24 our members in District 3; possibly the most

1 memorable was the DFOC was there to support us
2 through a 31-day strike against AT&T.

3 (Applause.)

4 The DFOC has also approved various SIF
5 and Growth Fund projects in our District that have
6 led to numerous organizing victories one of them in
7 my own local in Montgomery, Alabama as we
8 successfully organized the first Alliance Mobile
9 retail store in the country.

10 We were able to successfully organize
11 them when their company couldn't find the budget to
12 pay them livable wages but found the budget to fly
13 in HR workers from out of state in an effort to
14 intimidate the workers during the voting process.

15 I will add that the Alliance store is
16 the one located in Selma, Alabama and the workers
17 there had the pleasure of meeting President Claude
18 Cummings when he graciously took the time to stop in
19 to encourage them during a visit from out of town
20 for a family member's funeral.

21 Thank you, President Cummings, for
22 that.

23 PRESIDENT CUMMINGS: You're quite welcome.

24 (Applause.)

1 DELEGATE LAND: Then the DFOC has made a
2 difference for our families -- I'm sorry -- for our
3 members, our local members through legislative and
4 political victories also enabling us to better serve
5 the members of CWA.

6 An example of this is where we were
7 able to use the LPAT SIF to get the Call Center Bill
8 passed in Alabama, which is a Republican-controlled
9 state. So the SIF has made with what was thought to
10 be the impossible very possible.

11 I ask you, Brothers and Sisters, to
12 join me in support for the DFOC's report.

13 Thank you.

14 PRESIDENT CUMMINGS: Thank you.

15 (Applause.)

16 There are no other delegates wishing
17 to speak on the motion to adopt the Defense Fund
18 Oversight Committee report.

19 So all those in favor, indicate by
20 raising your hands, please.

21 (Show of hands.)

22 Those opposed.

23 (No response.)

24 Thank you. The motion passes.

1 (Gavel knock.)

2 I want to thank you DFOC for their
3 support working with the Executive Board, working
4 with us to get this done. You will never know how
5 much I appreciate your help and what this is going
6 to do to help us protect our Union, give us the
7 resources we need for the fights ahead.

8 Let's give the committee a round of
9 applause, please.

10 (Applause.)

11 At this time, I would like to call on
12 the Resolution and Rules Committee to come up to the
13 platform.

14 While they're coming to the platform,
15 I just wanted to say again that our normal procedure
16 is to report resolutions in numerical order,
17 although it may be necessary to rearrange the order
18 in which resolutions are reported out.

19 I recognize the Chair of the
20 Resolution and Rules Committee for the reading of a
21 special resolution. Please read when they come up.

22 COMMITTEE CHAIRPERSON LUDWIG: Thank you,
23 Mr. President. The Chair recognizes Madison
24 Cassels.

1 (Applause.)

2 COMMITTEE MEMBER CASSELS: All right,
3 y'all. I would like to ask convention delegates to
4 refer to Resolution 80-A-25-01, entitled CWA
5 Unbreakable, Today, Tomorrow and in the Future
6 located on the Convention materials web page.

7 Resolution #80A-25-01.

8 CWA UNBREAKABLE - Today, Tomorrow, and
9 in the Future

10 Since the founding of our Union nearly
11 80 years ago, CWA members have united to dedicate
12 our time, our energy, and our financial resources to
13 build a better future for ourselves and our
14 families.

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

24 These funds have evolved over time in

1 response to our union's changing needs and
2 challenges. In the 1950s, Convention delegates
3 established a special \$0.50 assessment to finance a
4 strike to fund and pay strike benefits. During the
5 17-week NYNEX strike in 1989, those strike resources
6 were insufficient to meet the needs of the striking
7 members. A loan of \$15 million from the Japanese
8 Telecommunications Union enabled us to hold the line
9 and win a fair contract.

10 In order to ensure that CWA did not
11 find itself in such a position in the future,
12 delegates to the 1990 Convention voted to increase
13 dues one-quarter hour to create the Members Relief
14 Fund.

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

24 In 2013, Convention delegates created

1 the Growth Fund as a complement to the SIF, for
2 projects designed to build our Union through
3 education, organizing, activism, and political
4 action. The Growth Fund was funded through half of
5 the MRF's annual investment earnings. As was
6 famously said at the time, keeping funds locked in
7 the MRF would turn it into a fur-lined golden
8 casket in which CWA would be buried.

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

22 When the SIF was created, Convention
23 delegates set a floor for the MRF. If the MRF
24 balance falls below this floor due to an extended

1 strike, all contributions revert back to the MRF
2 until it reaches the floor once again. The floor
3 established in 2006 was not based on an analysis of
4 the amount of funds that would be needed to sustain
5 potential strikes; rather it was equal to the
6 balance of the MRF as of July 11, 2006: \$377
7 million.

8 When delegates balanced the SIF and
9 Growth Fund funding streams in 2019, they
10 established a "soft" floor. If the MRF falls below
11 \$400 million, half of all investment earnings are
12 retained in the MRF and the other half are used to
13 cover the annual AFL-CIO and Canadian Labour
14 Congress affiliations. Any remaining funds are
15 equally split between the SIF and Growth Fund.

16 The number of CWA members eligible for
17 MRF benefits has fallen from 396,900 in 2006 when
18 the floor was established to 211,000 today. At the
19 same time the size of our largest striking units
20 has declined precipitously. Our largest strike since
21 the SIF and Growth Funds were established was in
22 2016, when 36,500 members at Verizon received \$42
23 million in benefits. Today, those Verizon units are
24 55 percent of their previous size.

1 This year, following a \$25 million
2 payout to 17,000 AT&T Southeast members who were on
3 strike for a month, the MRF dipped below the "soft"
4 floor of \$400 million. This means that SIF and
5 Growth Funds will not be receiving any investment
6 income from the MRF. This will have a direct
7 negative impact on our programs and our employees
8 working to build our Union, even though the MRF's
9 strike support capacity stands strong.

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

23 To address this situation the CWA
24 Executive Board analyzed our MRF resources and

1 potential strike activity and worked in conjunction
2 with our elected Defense Fund Oversight Committee
3 (DFOC) to review these ideas and discuss any
4 concerns or suggested changes that the DFOC wished
5 to share. As a result of these productive
6 discussions and the extensive planning and research
7 conducted by the Executive Board and DFOC members,
8 the Executive Board voted to propose two adjustments
9 to the MRF rules.

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

17 While the Executive Board had
18 originally proposed a \$325 million soft floor and a
19 \$300 million hard floor, during productive
20 discussions between the Executive Board and the
21 Defense Fund Oversight Committee (DFOC), DFOC
22 members shared that they felt more comfortable with
23 a \$350 million soft floor and a \$325 million hard
24 floor. Based on these discussions and the extensive

1 research undertaken to study these issues, the
2 Executive Board voted to propose lowering the soft
3 floor to \$350 million and the hard floor to \$325
4 million in line with the recommendation from our CWA
5 Defense Fund Oversight Committee.

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

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

18 The second adjustment addresses strike
19 benefits, which were last set in 2019, at \$300 per
20 week beginning on the fifteenth day of a strike and
21 \$400 per week beginning on the twenty-ninth day of a
22 strike. The executive board proposes raising strike
23 benefits to \$400 a week beginning on the fifteenth
24 day of a strike and \$500 per week beginning on the

1 twenty-ninth day of a strike.

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

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

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

1 I will just read the resolved.

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

11 Investment income will be set at \$14
12 million. In years when investment income is higher
13 than \$14 million, any additional funds will remain
14 in the MRF.

15 The soft floor of the MRF will be
16 reset at \$350 million. Should this floor be
17 breached, 50 percent of investment income will be
18 retained in the MRF. The hard floor of the MRF will
19 be reset at \$325 million. Should this floor be
20 breached, 100 percent of investment income and dues
21 income will be retained in the MRF.

22 On the fifteenth day of a strike,
23 weekly benefits to strikers commence at \$400 per
24 week and shall rise to \$500 per week beginning on

1 the twenty-ninth day of the strike.

2 Current policies on healthcare
3 coverage shall not be changed.

4 The CWA Executive Board will review
5 these policy changes in four years and make
6 necessary recommendations to the Convention. These
7 policies will take effect on August 17, 2025.

8 Mr. President, the committee moves the
9 adoption of the Resolution No. 80-A-25-01 entitled
10 CWA Unbreakable Today, Tomorrow and in the Future.

11 (Applause.)

12 PRESIDENT CUMMINGS: Thank you.

13 A motion has been made and seconded
14 for the adoption of Resolution No. 3.

15 At the "For" mic, I recognize Keith
16 Purce -- Delegate Keith Purce from Local 1101.

17 DELEGATE PURCE: Good afternoon, Brothers
18 and Sisters. My name is Keith Purce, President CWA
19 local 1101. I rise in support of Unbreakable.

20 This resolution is a no-brainer. In
21 my local and in my District we have used these funds
22 to strengthen every leg of the CWA triangle;
23 organizing, representation and political engagement.

24 Our SIF and Growth Funds are essential

1 to CWA. My local has added hundreds of new members
2 thanks to the hard work of our SIF staff and local
3 organizers.

4 When we have a contract fight, we have
5 used these funds to mobilize our members and prepare
6 for a strike.

7 We have also used these funds to
8 educate our members and get them ready to engage in
9 political action.

10 I have seen the SIF staff work hard to
11 organize. They have organized thousands of workers
12 to join CWA, and due to that work and with that work
13 and that success would be impossible without these
14 resources.

15 I support this proposal, but I must
16 say going forward that everyone here, all the
17 delegates and everyone on the stage, have a fiscal
18 responsibility to our members to stop subsidizing
19 the budget with the Members' Relief Fund.

20 Throughout my 38-year career, I have
21 been on strike five times, when added up it's more
22 than 7 months.

23 This proposal increases strike
24 benefits which is a lifeline to our members who walk

1 the line. We have the ability and resources to keep
2 fighting for our members, and when this modest
3 proposal passes, it will allow us to stabilize the
4 funds and keep doing what we do best; standing
5 together, fighting together, and now, we will be
6 unbreakable.

7 Thank you.

8 PRESIDENT CUMMINGS: Thank you.

9 At the "For" mic, we have Delegate
10 Mike Davis, 31003.

11 (Applause.)

12 DELEGATE DAVIS: Hello, CWA Brethren, just
13 to clear the record, no relation to my union friend
14 Mike Davis from 2-13 up there, just a common name.

15 I'm thrilled to be here as a delegate
16 and a dues-paying member of this great union after
17 my shop won a great first contract earlier this year
18 against one of the biggest union-busting hedge-fund
19 worshiping AI-obsessed newspaper chains in this
20 country.

21 (Applause.)

22 And we never would have done it
23 without programs exactly like the ones that are
24 supported through the CWA Unbreakable.

1 President Cummings, earlier today you
2 mentioned a lot of the terrible realities we're
3 facing here in this country; the rise of fascism and
4 authoritarianism, an administration that would
5 rather see this whole body outlawed than honor even
6 the most basic ironclad union contracts and a
7 judicial system that seems intent on letting all of
8 that happen. But we are CWA, we don't take that
9 lying down. We fight back. When they come at one
10 of us, they come at all of us.

11 (Applause.)

12 Unbreakable ensures that this great
13 union will keep doing just that. We are going to
14 keep fighting and fighting and fighting until they
15 drag us kicking and screaming, and we are going to
16 keep fighting then. But every fight in the history
17 of this great union and our movement at large has
18 come through organizing, and CWA Unbreakable ensures
19 that we will always be exactly that, unbreakable.

20 Solidarity with the Pittsburgh Post
21 Gazette strikers.

22 (Applause.)

23 Solidarity with my great CWA and TNG
24 colleagues and solidarity forever. Thank you.

1 (Applause.)

2 PRESIDENT CUMMINGS: Thank you.

3 Okay. At the "Against" mic, we have
4 Tony Thornburg, Delegate Tony Thornburg from
5 Local 6132.

6 DELEGATE THORNBURG: Thank you,
7 Mr. President. I see there is a pretty short line
8 over here on the Against. I at least want to give
9 you an idea of what I'm thinking.

10 So that Strike Fund was set up at that
11 hard floor of \$377 million. I'm assuming that at
12 that time the delegates wanted to make sure that old
13 money was not being used to continue funding for the
14 other programs for the National.

15 So over the years we've made some
16 adjustment to that MRF, we started -- we created
17 that soft floor always using new money coming in.

18 So with this resolution right now, the
19 problem that I have with it is that you're not using
20 any new money. You're about to lower that hard
21 floor and that soft floor and you're dipping into
22 money that was only ever earmarked to be used for
23 strike.

24 I'm not against growing the Union,

1 trust me. I just think that there has to be some
2 other way before taking money that was put in there
3 by roughly 30 percent if -- my math might be a
4 little fuzzy, I'm not sure -- but I'm thinking a
5 smaller percentage of people are putting into that
6 strike fund and a smaller percentage is able to use
7 that fund. And that number according to the numbers
8 given to us is shrinking year by year.

9 So the contributions to the MRF will
10 decrease over time unless that can grow, which I
11 haven't seen that since 2006 to currently I think,
12 what, 185,000 people are gone from that.

13 So, I think the bigger issue is that
14 we're looking for a solution short term and not
15 looking at the long term because this fund with that
16 shrinking percentage there is just going to get
17 lower and lower and lower while we continue to try
18 to pass these resolutions to take a little bit more,
19 a little bit more to use for these other programs.

20 I just want you to consider that. At
21 least consider what I'm saying. I know a lot of you
22 are in support of it. And I understand your
23 position. And I just think that's all I have to
24 say.

1 And thank you very much for your time.
2 I appreciate it.

3 (Applause.)

4 PRESIDENT CUMMINGS: Thank you.

5 At the "For" mic, Delegate Ron
6 Swaggerty from Local 6215.

7 DELEGATE SWAGGERTY: Union family, my name
8 is Ron Swaggerty, President of Local 6215. I am in
9 strong support of the Unbreakable Resolution.

10 I have 663 reasons why I support this
11 commonsense resolution. Thanks to the support we
12 received from these funds, our local has an
13 additional 663 new members. Each member makes our
14 local stronger. We welcome these 663 new members
15 and know full well that this growth could not have
16 happened without these resources. It really is that
17 simple. The SIF and Growth Fund are working.

18 Unbreakable will stabilize the fund to
19 ensure that we can continue to keep our hard-working
20 staff employed, to continue to wage a fence in
21 mobilizing and growing, and continue to have funds
22 which are critical in fighting for the contracts and
23 for the building up our political program in these
24 perilous times.

1 Unbreakable will also increase strike
2 pay, which is critical for the battles to come.

3 Please join me and a majority of the
4 delegates in proving that at CWA, we are
5 unbreakable. Thank you.

6 (Applause.)

7 PRESIDENT CUMMINGS: Thank you, Ron.

8 (Applause.)

9 At the "Motions" mic, John Richie from
10 Local 6200.

11 DELEGATE RICHIE: Mr. President, I call
12 the question.

13 PRESIDENT CUMMINGS: The question has been
14 called for.

15 (Applause.)

16 That is not debatable.

17 All of those in favor -- Oh, I thought
18 I got a second. I took the applause as a second.

19 Can I get a second on the motion.

20 (Seconds from the delegation.)

21 All right. We've got a second.

22 All those in favor to close the
23 debate, say aye.

24 (Chorus of ayes.)

1 Those opposed.

2 (No response.)

3 Thank you.

4 So the motion is before you. All of

5 those in favor of the resolution from the Defense

6 Fund Oversight Committee, say aye.

7 (Chorus of ayes.)

8 Those opposed?

9 (A few noes.)

10 Motion passes.

11 COMMITTEE CHAIRPERSON LUDWIG:

12 Mr. President, the Chair recognizes Danny Deosio.

13 DELEGATE: I would like to ask

14 Convention --

15 PRESIDENT CUMMINGS: Wait just a second.

16 Okay. Wait just a second. Okay. I need to

17 recognize you. Okay. He's withdrawing. Okay. All

18 right. Very good.

19 I recognize the Chair of the

20 Resolution Committee now reading a resolution.

21 That's correct. Thank you. I think it's 80A-25-02.

22 Is that correct?

23 COMMITTEE CHAIRPERSON LUDWIG: That's

24 correct. Thank you.

1 Danny.

2 COMMITTEE MEMBER DEOSIO: Okay. I would
3 like to ask Convention delegates to refer to
4 Resolution 80A-25-02 entitled Ten Year Project To
5 Unionize our Fellow Telecommunication Workers
6 located on the Convention materials web page.

7 Resolution #80A-25-02.

8 Ten-year Project to Unionize Our
9 Fellow Telecommunications Workers

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

18 We face a very different industry than
19 our Union did 50 years ago. Corporate greed has
20 destroyed our jobs. The telecom industry was 60%
21 union in 1980, with a single dominant employer, the
22 regulated monopoly of the Bell System; now less than
23 15percent union with mostly unregulated employers. A
24 few huge corporations still capture most of the

1 profits, with the top five internet service
2 providers controlling more than 80 percent of
3 broadband subscribers.

4 In 2021, CWA delegates approved a
5 resolution to organize at the convergence of the
6 Tech-Media-Telecom super-sector also known as the
7 Information Industry. We have organized nearly
8 10,000 tech workers and 3,500 media workers since
9 that resolution and have developed powerful,
10 creative strategies to break through in a previously
11 non-union sector.

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

22 Telecommunications workers founded our
23 Union and we have a duty to organize our industry of
24 origin. We can and must organize tens of thousands

1 of telecommunications workers and regain leverage
2 over our industry.

3 I will read just the resolves.

4 Resolved: We will promote a grounded
5 understanding of the industry as it is now through
6 mass education at every level of our Union.

7 Resolved: We will commit significant
8 long-term financial resources to organizing the
9 industry.

10 Resolved: We will organize new groups
11 of telecom workers wherever possible by applying
12 past organizing lessons, following the CWA
13 organizing model and developing -- sorry --
14 developing new approaches; and.

15 Resolved: We will build our national
16 capacity towards increase leverage in the long term
17 through campaigns to organize key workers pressuring
18 key employers, sectoral bargaining strategies,
19 coordinating organizing and bargaining and the
20 re-regulation of telecommunications providers.

21 Mr. President, the committee moves the
22 adoption of Resolution 80A-25-02 entitled, Ten Year
23 Project to Unionize our fellow Telecommunications
24 Workers.

1 PRESIDENT CUMMINGS: Okay. There's been a
2 motion and a second from the committee. All those
3 in favor say -- oh, we have someone? Okay.

4 On the "For" microphone, Valerie
5 Packer -- Delegate Valerie Packer from Local 7621.

6 DELEGATE PACKER: Good afternoon, Brothers
7 and Sisters. As he said, my name is Valerie Packer.
8 I am the president of Local CWA 7621 in Idaho Falls.

9 I started with Qwest, also known as
10 Mountain Bell or US West in 2003.

11 I started my career as a sales
12 representative working in the customer service call
13 center for 13 years. After that, I became a
14 technician and have been so for the last nine years.

15 I ask you all to support this
16 resolution because our future depends on it.

17 There was at one time a
18 telecommunication industry workforce that was 60
19 percent union in this country. That was in 1979.
20 Now, we are under 14 percent in the telecom. While
21 CEOs, executives and shareholders have gotten
22 wealthy, workers and consumers have gotten screwed.

23 The Communication Act of 1934 promised
24 that all Americans would have phone service to

1 connect people to each other. The Universal Service
2 Pact was a three part -- excuse me -- a three-part
3 guarantee; phone service would be affordable, high
4 quality and accessible to all. We are coming up on
5 the 100-year anniversary of this landmark bill, and
6 the Universal Service Promise has been broken --
7 actually, destroyed by greedy corporations, more
8 threatened in making money -- more interested in
9 making money than helping people connect to one
10 another.

11 They have eliminated tens of thousands
12 of great jobs and replaced it with contractors and
13 subcontractors and more subcontractors. It's time
14 to be organizing our industry and take back from the
15 executive suite and put it back in the hands of the
16 people and the consumers who are users of the
17 service and the workers who make it run. It is
18 going to be -- not going to be easy, but nothing
19 worth doing is.

20 Please stand with me as we need to
21 organize in the decades to come restoring
22 telecommunications as a unionized industry for you,
23 for me, for the consumers we serve. Thank you.

24 PRESIDENT CUMMINGS: Thank you, Delegate.

1 At the "For" mic, delegate Luis
2 Gutierrez from Local 7026.

3 DELEGATE GUTIERREZ: Hello, everybody.

4 As a proud third-generation union
5 member, and current President of CWA 7026 in Tucson,
6 I started working for US West as a net tech in 1999.
7 Through multiple sales, multiple re-brandings, the
8 name on my shirt has changed multiple times, but I'm
9 still there everyday showing up for work.

10 I know what it means to be a union
11 worker. I know the race to the bottom for the
12 telecom worker is being pushed and forced by
13 corporate greed, union busting and low-road
14 subcontractors. We have to turn it around now.

15 In May, we learned my employer Lumen,
16 Quantum or whatever we are calling ourselves today
17 is selling its fiber internet markets to AT&T in
18 District 7. They are denying and side stepping our
19 successorship language and planning to hire a few
20 100 of us, not as AT&T workers, but as employees of
21 a low-road subsidiary partner with a private equity
22 currently called Network Co.

23 Our Lumen CEO Kate Johnson who came
24 from Microsoft says AI is her business plan.

1 Meanwhile, AT&T CEO John Stankey recently announced
2 loyalty to the employee is no longer a corporate
3 value and both companies are abandoning their
4 service in rural areas. They're telling us the road
5 they are on. They are telling us where we are
6 going. Who's going to stop them? We are.

7 I'm asking all delegates to vote in
8 favor of this brief and powerful resolution to
9 commit our Union to organize our fellow telecom
10 workers, all of them. Together we will win this and
11 we will be stronger.

12 Thank you.

13 (Applause.)

14 PRESIDENT CUMMINGS: Thank you, Delegate
15 Gutierrez.

16 At the "For" mic, Delegate Carrie
17 Biggs-Adams.

18 DELEGATE BIGGS-ADAMS: Thank you,
19 Mr. President. I rise as a member of the
20 broadcasting sector to say we're all in this
21 together. We've got to commit to organizing. We've
22 got to support organizing. We've got to use SIF
23 money to organize. Please join me in voting yes on
24 this resolution.

1 (Applause.)

2 PRESIDENT CUMMINGS: Thank you.

3 If there are no other -- I don't see

4 anyone at the "Against" mic. There are no other

5 delegates wishing to speak on the motion to adopt

6 Resolution 2.

7 So at this time, all in favor of

8 Resolution 2, raise your hands, please.

9 (Show of hands.)

10 All those opposed?

11 (No response.)

12 Thank you. The resolution passes.

13 (Gavel knock.)

14 (Applause.)

15 I think committee's going to read

16 Resolution 4 now.

17 COMMITTEE CHAIRPERSON LUDWIG: Thank you,

18 President Cummings.

19 I recognize myself. I'd like to ask

20 the Convention delegates to read the Resolution

21 80A-25-04, entitled Protecting our Public Services

22 located in the Convention materials web page.

23 Resolution #80A-25-04.

24 Protecting Our Public Services

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

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

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

21 Corporate executives often present
22 unrealistic projections of costs, resulting in
23 little or no savings, and in many cases actually
24 higher costs to operate those services. Moreover,

1 even those often-unrealistic projections usually
2 only project savings as a result of paying workers
3 less, providing fewer benefits, and cutting jobs.
4 Privatizing public services is a way of busting
5 unions and executives profiting on the backs of the
6 working class.

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

22 Pressure to privatize public services
23 will very likely increase in the near future. The
24 recently passed federal budget bill will blow a hole

1 in the budgets of state governments, likely leaving
2 many governments desperate to save money, no matter
3 the impacts on workers or public services. The
4 Trump White House and the Department of Labor have
5 also issued policies this year that would weaken
6 merit staffing protections for many public services
7 funded in part by money from the federal government.
8 Increasingly, tech companies are pushing for the use
9 of artificial intelligence to replace customer
10 service, public reporting and other functions, so
11 they will likely push to secure government contracts
12 for themselves as these technologies advance.

13 Sound public policy would ensure
14 genuine transparency and accountability in the
15 privatization process to protect quality jobs and
16 services. Governments should categorically not enter
17 into privatization agreements without securing
18 meaningful protections for good jobs, service
19 quality and significant financial savings that do
20 not result simply from laying off and underpaying
21 workers. Nor should they enter into contracts with
22 companies with records of abusing workers and
23 violating the law, or that do not respect the rights
24 of workers to organize. Governments should hold

1 companies to high standards of transparency and
2 accountability.

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

8 Resolved: CWA will educate, advocate
9 and build coalitions to help a wide audience of
10 policy makers and working people to understand the
11 valuable role of public service.

12 Mr. President, the committee moves the
13 adoption of this resolution 80A-25-04 entitled
14 Protecting Our Public Services.

15 PRESIDENT CUMMINGS: Okay. It's been
16 moved and seconded by the committee on Resolution 1.

17 Do we have anyone speaking on the
18 motion from the committee?

19 (No response.)

20 At the "For" microphone, we have Megan
21 Greene, Delegate Megan Greene from Local 7076.

22 DELEGATE GREENE: Good evening, union
23 siblings. I promise I'll keep this brief.

24 7076 is a Public Sector local

1 representing over 3,000 workers across the State of
2 New Mexico. As public servants, we take pride in
3 serving our constituents everyday; however, even in
4 a largely Democratic state such as New Mexico, we
5 are fighting off efforts from our employers to
6 contract out our bargaining unit work even more so
7 now with the uncertainty of the federal budget.

8 We are seeing our employers, like the
9 Department of Health preemptively contract out our
10 jobs before they even know the status of funding
11 simply because it would be easier to lay off a
12 contractor than one of our Union members. The
13 Environment Department is contracting out
14 engineering jobs because they don't pay enough to
15 recruit qualified candidates for these specialized
16 roles. Instead of giving our workers raises, they
17 contract out the job for double and even triple the
18 cost to taxpayers.

19 As a union, we must stand together and
20 fight against privatization and attacks on our Union
21 jobs. That's why we are standing for this
22 resolution.

23 Thank you.

24 (Applause.)

1 PRESIDENT CUMMINGS: Okay. Anyone else
2 wishing to speak? I see no one at any of the mics.
3 Okay.

4 Resolution 4, all those in favor, say
5 aye.

6 (Chorus of ayes.)

7 Those opposed?

8 (No response.)

9 Thank you.

10 (Gavel knock.)

11 Motion passes.

12 (Applause.)

13 I now recognize the Chair of the
14 Resolution and Rules Committee for the reading of
15 Resolution No. 5.

16 COMMITTEE CHAIRPERSON LUDWIG: Thank you,
17 Mr. President.

18 The Chair recognizes Belinda Aguilar.

19 COMMITTEE MEMBER AGUILAR: I would like to
20 ask the Convention delegates to refer to Resolution
21 No. 80A-25-50 entitled, Trans Rights Are Workers'
22 Rights, located on the Convention material web page.

23 Resolution #80A-25-05.

24 Trans Rights are Worker's Rights

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

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

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

18 I will read just the resolves.

19 Resolved: CWA reaffirms our
20 organizational support for our trans siblings.

21 Resolved: CWA will continue to
22 bargain for trans-inclusive contract language and
23 protections to respect the expressed gender
24 identities of our members.

1 Resolved: CWA will continue to stand
2 up for the civil rights of our trans siblings both
3 in principle and by utilizing the power of our
4 members to enshrine those policies -- principles
5 into strong enforceable contract language.

6 Mr. President, the committee moves
7 adoption of Resolution No. 80A-25-05, entitled Trans
8 Rights are Workers' Rights.

9 PRESIDENT CUMMINGS: Okay. Thank you.

10 The committee has moved and seconded
11 on Resolution No. 5.

12 At the "For" mic, is Delegate Desi
13 Navarro from Local 7000.

14 DELEGATE NAVARRO: Hello, union family.

15 (Applause.)

16 Yeah, you can say hi, it's cool, you
17 all know me.

18 I am speaking to you right now because
19 members of my community and all our community are
20 under attack.

21 Trans workers are workers. They pay
22 their dues. Some of them are some of the most
23 devoted activists because they know what it's like
24 to live a life of attack and oppression just for

1 being born and being who they are.

2 Now, people will say our union's
3 already progressive, we already said we'll support
4 trans rights. Why is this necessary?

5 Look around. Trans people are under
6 attack right now by state-sponsored aggressions.
7 Laws and protections are being repealed. Workplace
8 protections are being repealed. Their healthcare is
9 under attack. And in no way should any union member
10 be comfortable letting an employer decide what is
11 valid healthcare for a worker. That is not their
12 place. First, it's them, then it's you.

13 So in this time where trans rights are
14 under attack so vehemently in popular culture and
15 when certain people are allowing trans community
16 members to be the sacrificial lamb to keep people
17 happy to avoid conflict or get some sort of middle
18 ground. There is no middle ground on human dignity.

19 (Applause.)

20 Other unions and other bodies are also
21 recognizing this moment for what it is, attack where
22 somebody needs to stand up for what's right and to
23 allow people to work, live, and exist with dignity
24 and self-respect, and at the end of the day just to

1 be left alone. It's not that much to ask.

2 So with that, I ask you to please

3 support this, support this resolution because your

4 siblings are your siblings. They will stand next to

5 you and support you for what you need and you can't

6 do any less than the same.

7 PRESIDENT CUMMINGS: Thank you.

8 (Applause.)

9 At the "For" mic, Tayqwoiseceyon

10 Akins.

11 DELEGATE AKINS: My name is Tayqwoiseceyon

12 Akins. I'm the president of Local 7050 and I'm

13 standing here to support my trans siblings.

14 We know what's going on. We see

15 what's going on. And understand this: As we've

16 said so many times today, when we make it okay to

17 attack one, we definitely make it okay to attack

18 all.

19 Do we not stand for women's equality?

20 (Applause.)

21 Do we not stand for veterans' rights?

22 (Applause.)

23 Do we not stand for working people?

24 (Applause.)

1 Do we not stand for religious freedom?
2 (Applause.)
3 Do we not stand for human rights?
4 (Applause.)
5 Well, the time is here and the time is
6 now. The time that we fight for the freedom of
7 identity.
8 I'm standing next to my trans siblings
9 when they speak. I'm standing in front of them when
10 they're under attack. And I'll continue to stand
11 with them when they feel alone because at the CWA
12 when our trans siblings are under attack, what are
13 we supposed to do?
14 ("Stand up, fight back" from the
15 delegation.)
16 DELEGATE AKINS: Thank you.
17 (Applause.)
18 PRESIDENT CUMMINGS: Thank you.
19 At the "Motions" mic, we have Joe
20 Snyder, Delegate Joe Snyder from Local 4302.
21 DELEGATE SNYDER: Thank you, Mr. Chair. I
22 call the question.
23 PRESIDENT CUMMINGS: Okay. Motion has
24 been called for to end debate.

1 All those in favor, say aye.
2 (Chorus of ayes.)
3 Those opposed?
4 (No response.)
5 Thank you.
6 All of those in favor of Resolution
7 No. 5, raise your hands.
8 (Show of hands.)
9 Those opposed?
10 (No response.)
11 Resolution passes.
12 (Gavel knock.)
13 (Applause.)
14 Okay. It's been a long day, but a
15 good day. And as we prepare to recess for the day,
16 remember that 15 minutes after the Convention
17 recesses meetings will be held for the purpose of
18 nominations for the Trial Panel and the DFOC
19 elections.
20 The election for the Passenger
21 Services Representative to the DFOC as was approved
22 earlier today will also be conducted during the
23 Passenger Services meeting this evening in Room 407
24 here at the Convention center 90 minutes after we

1 adjourn.

2 In accordance with the Constitution,
3 amendments become effective 30 days after the
4 Convention so that -- a member that's elected to the
5 committee, you know, with her term or his term will
6 not become effective until 30 days after the
7 Convention.

8 All bus service to the hotels have
9 been extended until 8:00 p.m. Lost and found items
10 are at the credentials registration. If you've lost
11 a phone or anything else, it's at the credentials
12 registration.

13 The Convention -- wait a minute before
14 I recess the Convention, yes, let me thank the
15 Resolutions Committee. Please, let's give them a
16 round of applause for their great work. They've
17 done great work today. Thank you very much,
18 committee, for everything.

19 (Applause.)

20 The Convention is now in recess until
21 9:00 a.m. on Tuesday morning, August 12th.

22 (Gavel knock.)

23 Have a great evening.

24

1 (Whereupon, the Convention
2 recessed until 9:00 a.m. on
3 August 12, 2025.)
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PROCEEDINGS
- - - - -
of the
80th CONVENTION
COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO, CLC

David L. Lawrence Convention Center
Pittsburgh, Pennsylvania
August 12, 2025

1 (Whereupon, the 80th
2 Convention of the
3 Communications Workers of
4 America, AFL-CIO, CLC,
5 convened on Tuesday,
6 August 12, 2025, at
7 9:06 a.m., Convention Chair
8 Claude Cummings, President
9 CWA, presiding.)
10 (Gavel knock.)

11 PRESIDENT CUMMINGS: Good morning.

12 Y'all have a great time last night?

13 (Applause.)

14 I would like to bring to order the
15 80th Convention again of the Communication Workers
16 of America would now come to order.

17 I would like to bring to the podium
18 for our invocation today Father Matthew Hawkins,
19 St. Benedict the Moor, located in
20 Pittsburgh, Pennsylvania.

21 Let's give him a round of applause on
22 his way up, please, for the prayer.

23 (Applause.)

24 FATHER HAWKINS: Let us gather in

1 solidarity and reflection.

2 We come together from across this
3 great land from call centers and cable lines, from
4 broadcast studios to news rooms, from
5 telecommunications towers and fiber networks. You
6 are the voices that connect communities, the hands
7 that build infrastructure of communication, the
8 hearts that understand that your work serves
9 something greater than yourselves.

10 We give thanks to the Lord for the
11 dignity inherent in all labor and especially for the
12 sacred trust placed in you as communications
13 workers.

14 Through your efforts, families stay
15 connected across vast distances; emergency calls
16 reach those who can help; news travels to inform our
17 democracy. The threads of human connection are
18 strengthened by the work you do with your hands,
19 your minds and your dedication.

20 We remember those who came before us;
21 the workers who built the first telephone lines who
22 fought for fair wages and safe working conditions
23 and who understood that when we stand together, we
24 stand stronger.

1 Their courage paved the way for the
2 rights and protections we have today. And in this
3 city of Pittsburgh built by the strength of working
4 people, we recommit ourselves to the values that
5 unite us, fairness in the workplace, dignity for all
6 workers, and the power of collective action to
7 create positive change. May we work not just for
8 our own benefit, but for justice and opportunity for
9 all working families.

10 Lord, grant us wisdom in our
11 deliberations, courage in our advocacy and
12 compassion in our dealings with one another, and may
13 the work of these days honor our proud heritage and
14 our bright future with solidarity and hope.

15 We pray this through, our Lord. Amen.

16 ("Amen" from the delegation.)

17 PRESIDENT CUMMINGS: Okay. Again, thank
18 you Father Hawkins for that prayer. I want to again
19 thank yesterday's platform observers.

20 Give them a round of applause, if you
21 would, those that were on the platform yesterday.
22 Give them a round of applause.

23 (Applause.)

24 I will try to get these names right.

1 James Simons, President CWA Local 4009 and
2 Diogenes -- that's right, give them a round of
3 applause.

4 (Applause.)

5 And Diogenes Miller, President of CWA
6 Local 3310. Let's give them a round of applause.

7 (Applause.)

8 And then I'm now going to give you the
9 results of the election -- in the uncontested
10 elections At-Large Diversity Executive Board Member
11 for the Central Region, Reginald Small was elected
12 by acclamation.

13 (Applause.)

14 So we will now install the new CWA
15 Executive Board member.

16 Come on up, Reggie.

17 (Standing ovation.)

18 You don't know what to do with the
19 Bible?

20 Father, you may have to come on over
21 and pray again for this here brother.

22 (Laughter.)

23 We, the Communications Workers of
24 America have built out of our own experience an

1 organization which today stands as a great
2 institution for justice. We have fashioned that
3 organization, our Union, the Communications Workers
4 of America according to the dictates of democratic
5 tradition.

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

10 In keeping with this tradition, we
11 have held truly democratic elections an action by
12 which we have chosen our leadership.

13 We have chosen leaders who throughout
14 the years have demonstrated by their ability,
15 courage and devotion that they are well-qualified to
16 fill the sacred trust we have placed upon them.

17 They have as their creed our common
18 faith and devout belief in the essential dignity of
19 all.

20 This cause throughout the Free World
21 finds its finest expression in unions of working men
22 and women. Those whom we have elected and dedicated
23 to guiding us in the never-ending struggle for
24 industrial, social, and political democracy. Our

1 freely chosen officers will speak and act in our
2 name. It is up to us, individually and
3 collectively, the members of the Communications
4 Workers of America, to see that these actions are
5 not hollow.

6 Theirs will be wise decisions made in
7 the name of the best interests of our membership and
8 for our fellow working men and women in the entire
9 Free World.

10 Their work of service for us and all
11 people will be consecrated since it is godly work to
12 bring justice and equity here upon this earth. In
13 that spirit, we ask that they demonstrate all
14 humility in assumption of their duties and
15 obligations it is then in the name of the membership
16 and of the sacred cause of free labor that I
17 administer this oath of office to our elected
18 officers reverently asking our Creator to look after
19 them and care for them in this execution of their
20 solemn obligations.

21 Will the At-Large -- you're already
22 here.

23 Do you, on your honor, accept the
24 office of At-Large Diversity Executive Board member

1 and hereby the trust of the Communication Workers of
2 America.

3 AT-LARGE DIVERSITY EXECUTIVE BOARD MEMBER
4 ELECT SMALL: I do.

5 PRESIDENT CUMMINGS: Do you solemnly swear
6 that you will faithfully fulfill the
7 responsibilities of your office, and carry out
8 decisions, orders, and regulations of the duly
9 constituted authorities of the Communications
10 Workers of America?

11 AT-LARGE DIVERSITY EXECUTIVE BOARD MEMBER
12 ELECT SMALL: I do.

13 PRESIDENT CUMMINGS: Do you hereby pledge
14 yourself to assist your fellow officers who comprise
15 the Executive Board of the Union to uphold the
16 Constitution of the Communications Workers of
17 America at any and at all times?

18 AT-LARGE DIVERSITY EXECUTIVE BOARD MEMBER
19 ELECT SMALL: I do.

20 PRESIDENT CUMMINGS: Do you solemnly swear
21 to work tirelessly to build our Union by organizing
22 the unorganized?

23 AT-LARGE DIVERSITY EXECUTIVE BOARD MEMBER
24 ELECT SMALL: I do.

1 PRESIDENT CUMMINGS: Do you swear that you
2 will faithfully preserve the fundamental principles
3 and traditions of a free and independent labor
4 movement, and pledge yourself to defend our nations
5 and their constitutions?

6 AT-LARGE DIVERSITY EXECUTIVE BOARD MEMBER
7 ELECT SMALL: I do.

8 PRESIDENT CUMMINGS: Will you, step
9 forward, place your left hand upon the Bible, raise
10 your right hand, and then pledge yourself to the
11 oath and sign the CWA Constitution, which is beside
12 the Bible, thus symbolizing your conviction of your
13 oath.

14 Do you solemnly swear?

15 AT-LARGE DIVERSITY EXECUTIVE BOARD MEMBER
16 ELECT SMALL: To this, I, Reginald Small, Diversity
17 Board Member of the Central Region do solemnly
18 swear, so help me God.

19 (Applause.)

20 PRESIDENT CUMMINGS: Congratulations.

21 Have you signed? You've got to sign.

22 Great. This elected leader of the
23 Communications Workers of America has been duly
24 installed in the name of the membership. Thank you

1 so very much. I look forward to working with you on
2 our Board.

3 AT-LARGE DIVERSITY EXECUTIVE BOARD MEMBER
4 ELECT SMALL: Thank you.

5 PRESIDENT CUMMINGS: Give him a round of
6 applause.

7 (Applause.)

8 Before I bring up the Retired Members
9 Council -- let's get this congratulations out of the
10 way.

11 I'd like to recognize Jennifer
12 Abruzzo. Jennifer stand, if you would.

13 (Applause.)

14 Jennifer worked for CWA and then was
15 appointed to the National Labor Relations Board.

16 (Standing ovation.)

17 So she was special counsel for
18 strategic initiatives when she worked for CWA and
19 before she went to work for the NLRB. And after
20 Trump got elected, you know what he did.

21 And so I saw an opportunity to bring
22 her back with the fights that we have ahead, the
23 craziness that we have going on, I hired her back as
24 the Senior Advisor to the president to help us with

1 the fights that I'm sure that we're going to have to
2 deal with ahead.

3 And, you know, in my notes -- that's
4 right. Give a round of applause, please. We are
5 happy to have her.

6 (Applause.)

7 I've also made her available not just
8 to CWA, but to other unions, because again, all of
9 us are in this fight to protect our democracy, to
10 protect our unions, and so it is really a blessing
11 to have her back. There's so much craziness going
12 on in Washington, D.C.

13 You all heard my speech on yesterday.
14 I don't know how many of you saw the announcement
15 that the president now has taken over the police
16 department in Washington, D.C. It's absolutely
17 insane. Insane. It is.

18 So I'm grateful to have Jennifer back
19 and she's going to help us as well as other labor
20 unions in the fights that we have ahead.

21 Now, I would like to call on Vice
22 President Lisa Bolton to introduce the Retired
23 Members Council.

24 (Applause.)

1 And do you all have an extra t-shirt?
2 I was supposed to wear a t-shirt this morning with
3 the RMC. So if you guys have one, I'll grab it and
4 put it on.

5 VICE PRESIDENT BOLTON: Thank you.

6 At this time -- well, first good
7 morning.

8 ("Good morning" from the delegation.)

9 At this time, I would like the Retired
10 Members Council to prepare for the presentation of
11 their report. The members of the Retired Members
12 Council Executive Board as of June 24th are Patrick
13 Walsh, President of the District 1 RMC.

14 (Clapp from floor.)

15 Denise Hawley, Vice President of the
16 District 1 RMC.

17 (Clapp from floor.)

18 Jennifer Sylvester,
19 Secretary-Treasurer of the RMC Board and President
20 of the District 2-13 RMC.

21 (Clapp from floor.)

22 Mark Boehmer, Vice President District
23 2-13 RMC.

24 (Clapp from floor.)

1 Our very own Gwen Parker, Executive
2 President of the RMC Board and President of the
3 District 3 RMC.
4 (Clapp from floor.)
5 Dusty Winters, Vice President of the
6 District 3 RMC.
7 (Clapp from floor.)
8 Marcy Gregory, President of the
9 District 4 RMC.
10 (Clapp from floor.)
11 Hetty Scofield, Vice President of the
12 District 4 RMC.
13 (Clapp from floor.)
14 Earline Jones, President of the
15 District 6 RMC.
16 (Clapp from floor.)
17 Priscilla Brown, Vice President of the
18 District 6 RMC.
19 (Clapp from floor.)
20 Judy Fries from my District, Vice
21 President of the RMC Board and President of the
22 District 7 RMC.
23 (Clapp from floor.)
24 Mary E. Cooke, Vice President of the

1 District 7 RMC.

2 (Clap from floor.)

3 Peggy Bissell, President of the

4 District 9 RMC.

5 (Clap from floor.)

6 Foxyne Hinton, Vice President of the

7 District 9 RMC.

8 (Clap from floor.)

9 Jan Heistermann, President of the

10 AFA-RMC.

11 (Clap from floor.)

12 Cicina Norton, Vice President of the

13 AFA-RMC.

14 (Clap from floor.)

15 Mary Sue Davis, President of the

16 IUE-RMC.

17 (Clap from floor.)

18 Penny Franklin, Vice President of the

19 IUE-RMC

20 (Clap from floor.)

21 Myra Kreiman, President of the Media

22 Sector RMC.

23 (Clap from floor.)

24 Mark Pattison, Vice President of the

1 Media Center RMC.

2 (Cl原因 from floor.)

3 Lisa Kermish, President of the Public

4 Workers Sector RMC.

5 (Cl原因 from floor.)

6 Mable Thomas, Vice President of the

7 Public Worker Sector RMC.

8 (Cl原因 from floor.)

9 I recognize Gwen Parker, President of

10 the RMC Board and President of the District 3 RMC

11 for the purposes of presenting the report of the

12 Retired Members Council.

13 (Applause.)

14 RMC EXECUTIVE PRESIDENT PARKER: To

15 President Cummings, Executive Board Members,

16 Brothers and Sisters, this morning we come before

17 you with great appreciation and gratitude for all of

18 your continued support, but before we go any

19 further, we would ask for all of our retirees to

20 please stand.

21 (Applause.)

22 There were several more that was here,

23 but have traveled so far that they had to take their

24 journey back home, but we would like for you to

1 recognize them. Thank you all for all of your
2 continued support with the RMC.

3 RMC BOARD MEMBER: With your support,
4 we have grown over 1,314 members since our last
5 Convention. We now have over 61,000 lifetime
6 members and we are growing with your continuous
7 support. We welcome two new public sector chapters,
8 1033 and 1037, and more are in the works as we
9 speak.

10 (Applause.)

11 RMC BOARD MEMBER: When members retire, we
12 ask you to encourage them to join the Retired
13 Members Council and tell them why it is so important
14 to continue to stay together even during our
15 retirement. We cannot just put away our Union card,
16 sit back and reap the rewards and benefits of a long
17 career because the companies continue to find ways
18 to take those benefits away, as history has shown.

19 RMC BOARD MEMBER: We want all CWA
20 retirees to join as RMC lifetime council members so
21 we can communicate with them, and make sure they are
22 getting accurate information that keeps them better
23 informed to make proper decisions about their
24 benefits they have worked so hard to deserve. We

1 want all retirees to get the facts directly from the
2 CWA Retirees and not other sources that do not have
3 their best interest in mind.

4 RMC BOARD MEMBER: Let's try that again.

5 Over these past two years, the Board
6 has traveled to your District State Meetings
7 advocating about the importance for all active
8 locals to start an RMC Chapter. If you don't
9 already have one or you can join with another local
10 Chapter nearby, here're three ways that you can do
11 that.

12 One, give the gift of a lifetime
13 membership to a retiring member. It's a one-time
14 fee of \$25 per retiree.

15 Number two, you can create a retiree
16 chapter in your local if you do not already have
17 one.

18 And, number three, simple ask, add a
19 link on your local website to the retirees.

20 RMC BOARD MEMBER: We want to extend and
21 energize CWA retiree power throughout our
22 communities. Retiree chapters are a way to stay
23 connected to the Union for social, political and
24 mobilization purposes thus giving retirees a voice

1 in matters that affect them.

2 You have everything to gain and
3 nothing to lose with retirees involved in your
4 locals. Remember, we are some of the most
5 resourceful, experienced, trained, informative
6 reliable, effective, energetic, and successful
7 people that have worked for CWA.

8 Our brochure for CWA retirees is When
9 We Fight, We Win. I'm hoping all locals will order
10 them to take to their union meetings and hand out to
11 their members.

12 Thank you.

13 RMC BOARD MEMBER: Also, since our last
14 Convention, we have all had a tragedy that hit our
15 Board with the passing of both of our District 9
16 officers, Addie Brinkley and Ronnie Kinney, who were
17 dear and very instrumental on this Board.

18 Addie, as most of you know, was little
19 in size, but a fireball you didn't want to cross or
20 mess with. I'm honored to announce the Addie
21 Brinkley National Memorial Scholarship that will be
22 awarded to an RMC lifetime member, their spouse or
23 their grandchildren that you all contributed to
24 this -- during this Convention.

1 We thank you for all of your support,
2 your help and your continuous support in whatever
3 endeavor that we are challenging.

4 And at this time, we will ask our
5 President to draw two winners of the baskets that we
6 had on display that you all contributed to.

7 Thank you very much.

8 (Applause.)

9 VICE PRESIDENT BOLTON: Thank you retired
10 members. If it wasn't for the people who came
11 before us, we wouldn't have what we have today. We
12 have deep gratitude and much appreciation for each
13 and every one of you. Let's give them a big round
14 of applause. Great work.

15 (Applause.)

16 RMC BOARD MEMBER BOEHMER: Our first
17 winner -- I'm going to read the ticket number, if I
18 can read the name. I can't even read the name. I
19 can read the phone number, but I don't want to do
20 that.

21 (Laughter.)

22 705515 -- maybe it's 708515? I'd
23 start looking at your tickets right now, because I
24 want to see a few excited hands. Oh, that's me.

1 RMC BOARD MEMBER: The first ticket drawn
2 the name is just Paul on it. The phone number is
3 4 --
4 RMC BOARD MEMBER BOEHMER: No.
5 (Laughter.)
6 Okay. Our second is G. Balzen
7 perhaps? And the number is -- oh, man. I have to
8 get glasses.
9 (Laughter.)
10 I have vision, but I don't have sight.
11 708627 -- 637.
12 RMC BOARD PRESIDENT PARKER: The second
13 one, the Ticket No. is 708637 and the name on it is
14 G. Balzer. The second ticket was G. Balzer. And
15 the first ticket was Paul and his ticket number is
16 708515. Those baskets we will have at the table.
17 We are sitting over in the back at the Retired
18 Members Council table. You can pick those baskets
19 up over there with us. We will call them.
20 VICE PRESIDENT BOLTON: Again, thank you
21 so much retirees.
22 (Applause.)
23 I now turn the meeting over to
24 President Cummings.

1 PRESIDENT CUMMINGS: Let's give our
2 retirees a round of applause. They're doing a great
3 job.

4 (Applause.)

5 Every meeting I go to, District
6 meeting, Gwen is there talking to the retirees and
7 they're really building that chapter up, so I'm just
8 really, really proud of the work they're doing under
9 Gwen's leadership.

10 So thank you, retirees. Let's give
11 them another round of applause.

12 (Applause.)

13 Now, I'd like to call on Executive
14 Board Member Gloria Middleton to introduce the
15 National Committee on Civil Rights and Equity.

16 Let's give Gloria a round of applause
17 as she comes up.

18 (Applause.)

19 EXECUTIVE BOARD MEMBER MIDDLETON: Good
20 morning, Brothers and Sisters and Siblings.

21 ("Good morning" from the delegation.)

22 At this time, I would like to call on
23 the National Committee on Civil Rights and Equity to
24 come to the platform.

1 (Video presentation.)
2 (Applause.)
3 As a former member of the CRE, I'm
4 extremely proud of this committee. The members of
5 the National Committee on Civil Rights and Equity
6 are Reginald Small, Secretary, CWA Local 1180-6215,
7 Chair.
8 (Clap from floor.)
9 Reginald Pierre-Louis, Business Agent
10 CWA, Local 1106.
11 (Clap from floor.)
12 And my girl, Teesha Foreman, Vice
13 President CWA Local 1180.
14 (Clap from floor.)
15 Nikki Robinson, Vice President,
16 Central Inside Operations.
17 (Clap from floor.)
18 CWA Local 2201.
19 Errol Minor, Interconnect Departmental
20 Vice President, CWA Local 3902.
21 (Clap from floor.)
22 Kwami Barnes, Secretary-Treasurer, CWA
23 Local 4603.
24 (Clap from floor.)

1 Vonda Wilkins, Area Vice President,
2 CWA local 7019.
3 (Clapp from floor.)
4 Sheila Bordeaux, executive board
5 Member, CWA Local 9003.
6 (Clapp from floor.)
7 Kimberly Johnson, Grievance Chair,
8 AFA-CWA Local 29011.
9 (Clapp from floor.)
10 Timetheous Fitzgerald, member, TNG-CWA
11 Local 32035.
12 (Clapp from floor.)
13 I recognize the Chair, President
14 Cummings.
15 PRESIDENT CUMMINGS: Thank you. Thank
16 you, Gloria. We'll have the committee read their
17 report.
18 COMMITTEE CHAIRPERSON SMALL: Establishing
19 Effective Human Rights Committees Through
20 Collaboration With Constituency Groups.
21 Partnerships with constituency groups
22 play a vital role in the effectiveness and success
23 of the Communications Workers of America's (CWA)
24 Human Rights Committees. These collaborations with

1 organizations aligned in mission and values enable
2 us to confront systemic inequalities, elevate the
3 voices of marginalized communities, and cultivate a
4 collective sense of power across a wide range of
5 diverse groups.

6 The constituency groups supported by
7 the AFL-CIO, American Federation of Labor and
8 Congress of Industrial Organizations, are inclusive
9 of a variety of organizations that represent
10 different demographics, such as the Coalition of
11 Black Trade Unionists, the Coalition of Labor Union
12 Women, Pride at Work, the Union Veterans Council,
13 and the A. Philip Randolph Institute, the Asian
14 Pacific American Labor Alliance, the Labor Council
15 for Latin American Advancement, and the Alliance for
16 Retired Americans. The overarching goal of these
17 constituency organizations is to promote organizing
18 efforts specifically among communities of color,
19 women, and individuals who identify as lesbian, gay,
20 transgender, bisexual, or queer. Through these
21 efforts, they strive to create a more inclusive and
22 equitable environment within their respective unions
23 and the labor movement at large.

24 Active human rights committees play a

1 crucial role in ensuring the survival and growth of
2 the Communications Workers of America and all unions
3 in the increasingly diverse social landscape that we
4 encounter today. It is absolutely imperative that
5 we continuously raise awareness among our members
6 regarding the critical issues not limited to such as
7 gender bias, gender equity, and the rights of
8 LGBTQIA+ individuals.

9 To effectively strengthen labor
10 movements it is essential that we draw support and
11 participation from all sectors of society including
12 marginalized communities and various professional
13 fields. An inclusive labor movement cannot thrive if
14 we continue to allow the divisive tactics used by
15 the wealthiest one percent to undermine our unity.

16 To build a robust and unified movement
17 we must actively engage in dialogue that honors and
18 respects these differences ensuring that all voices
19 are heard and valued. To mobilize effectively we
20 will establish a strong human rights presence at all
21 conferences, all conventions and district meetings.
22 We will highlight the importance of having active
23 human rights committees and provide resources and
24 trainings to support Local leaders in forming these

1 ever important committees.

2 Together these committees can create
3 sustainable change and foster a culture of respect
4 and fairness for all.

5 COMMITTEE MEMBER PIERRE-LOUIS: Coded
6 Language and its Effect on Labor and Work Place
7 Policies.

8 The 2016 U.S. Presidential Election
9 helped to cement "dog whistle" or coded language as
10 a political tactic from which it will seemingly be
11 difficult to escape. Within the past decade, we
12 have seen an increase of covert or coded language,
13 which has the effect of triggering a specific
14 demographics' racial anxiety around political,
15 social, and economic issues. We have seen the
16 conservative right use this playbook to reestablish
17 their hold on the executive and legislative branches
18 of our government and quite possibly a stronghold on
19 the judicial branch going forward.

20 Not only has our political landscape
21 changed, we now see those very policies affecting
22 workplace policy, with many corporations reversing
23 many of the progressive initiatives started in the
24 wake of the George Floyd murder. In this case,

1 language literally has power.

2 Coded language is defined as a way of
3 communicating that uses words or phrases to convey a
4 hidden meaning. It can be used to manipulate
5 policies and public opinion or to get people to
6 support things they would typically be opposed to. A
7 modern-day example of this can be the use of the
8 term "Obamacare" when discussing the Affordable Care
9 Act.

10 The use of coded language also exists
11 in marginalized communities to express resistance,
12 share information, and communicate dissent without
13 drawing unwanted attention from oppressive systems.
14 An example of this would be the use of the phrase
15 "sundown town" when describing cities and towns
16 where African Americans would face potential issues
17 of discrimination if caught there after sunset.

18 Given the rhetoric in today's
19 political climate, coded language has begun
20 reestablishing regressive xenophobic, racist,
21 misogynistic, and homophobic ideologies. Project
22 2025 exposed many of the conservative's goals for
23 America and they are poised to act on reinstituting
24 a very aggressive ideology which is anti racial

1 harmony, anti woman, anti gay, and most certainly
2 anti labor.

3 Diversity, equity and inclusion has
4 been a sore subject for the staunchest of
5 conservatives. It is a prime target as there are
6 more than 30 bills in state houses across the
7 nation currently that take aim at DEI funding
8 practices and promotion in schools.

9 COMMITTEE MEMBER BORDEAUX: Labor has been
10 at the forefront of many social and economic issues
11 in our country. By understanding the impact that
12 divisive rhetoric and language can cause, we will be
13 well positioned to inform our members, our
14 communities, as well as our constituency partners
15 about facts, not fears that potential legislation
16 will have on our society. We must continue to
17 educate our members regarding upcoming legislation
18 designed to erode our power to collectively bargain
19 for workers, for safety, and just economic and
20 social equity throughout our nation.

21 CWA must utilize our Human Rights and
22 legislative committee to help sift through
23 legislation and policies that directly affect our
24 members and their families. This will be of utmost

1 importance in the current climate. CWA must
2 continue to work to address the root cause of
3 disparities, not just the symptoms. There must be an
4 ongoing effort to ensure everyone, regardless of
5 background, identity, abilities, and experience feel
6 welcomed, valued, listened to, respected, supported
7 and encouraged to participate fully in all aspects
8 in our unions, workplaces, and institutions. We must
9 continue to promulgate a human rights legislative
10 agenda.

11 Each District must mobilize to
12 increase the number of CWA members who belong to and
13 work with constituency groups in their legislative
14 political action committees. CWA must have boots on
15 the ground to help defeat any further erosion of our
16 human rights and focus on working to get Congress to
17 pass the following bills:

18 The John R. Lewis Voting Rights
19 Advancement Act, this bill will strengthen voting
20 rights by expanding and strengthening the
21 government's ability to respond to voting
22 discrimination.

23 The Equality Act will provide
24 long overdue civil rights protections based on

1 sexual orientation and gender identity. The LGBTQ+
2 community still lacks full non discrimination
3 protection in 29 states.

4 The Dream Act of 2023, is a bipartisan
5 effort to provide dreamers with protections from
6 deportation and an opportunity to obtain legal
7 status in America. All three current versions of
8 the Dream Act would provide current, former and
9 future undocumented high school graduates and GED
10 recipients a pathway to U.S. citizenship through,
11 college, work or the armed services.

12 The U.S. Citizenship Act, establishes
13 a path to citizenship for certain undocumented
14 individuals. This bill also replaces the term
15 "aliens" with "noncitizens" in the immigrations
16 statutes and addresses other related issues.

17 Labor must continue using its platform
18 legislatively to fight against deteriorating,
19 regressive legislation and policies in the workplace
20 and our communities. We must work closely with
21 constituency groups to continue equality in all
22 labor markets.

23 COMMITTEE MEMBER ROBINSON: Wrongful
24 Convictions: A Critical Issue Today.

1 Imagine hearing the word guilty
2 knowing in your heart you're innocent. That single
3 word has cost thousands of people their freedom,
4 their families and their careers. Since 1989, more
5 than 3,200 people have been exonerated in the United
6 States. Over half were black. That's not just a
7 statistic, it's a damning reflection of systemic
8 bias.

9 Unjust convictions are not just a
10 criminal criminal justice issue, they're a labor
11 issue. When innocent people are locked away they
12 lose their jobs, their livelihoods, and their
13 dignity. Even after exoneration, the journey back
14 to society is filled with barriers; limited job
15 prospects, economic instability, and emotional
16 trauma.

17 This injustice affects working
18 families and that makes it our fight. Labor unions,
19 especially CWA, we have a responsibility and an
20 opportunity to lead by forming a task force,
21 expanding antiracism training and partnering with
22 advocacy organizations like the Innocence Project,
23 the Exoneration Project, and the Innocence Network.
24 We've done it before.

1 Rubin "Hurricane" Carter, a union
2 brother and boxer who was wrongfully convicted and
3 became a powerful symbol of solidarity. His case
4 united labor and civil rights activists in a
5 movement for justice.

6 The Innocence Project has helped
7 exonerate over 375 individuals including 21 who had
8 been sentenced to death. These aren't just mistakes
9 these almost cost people their lives. Let's build
10 on that legacy. Let's educate, advocate and
11 organize. Through rallies, workshops, public
12 engagement and direct support, we must make wrongful
13 convictions not just rare but unthinkable.

14 Justice doesn't end at the courthouse,
15 it lives in our workplaces, our communities, and our
16 Union halls. Together we can be the voice of those
17 that are silenced and help create a society where
18 freedom isn't just a promise, but a guarantee.

19 So here's the call to action.
20 Mobilize your local, share this message, invite
21 exonerees to speak, push for policy change, get
22 trained, get engaged, get loud because when unions
23 speak to power, justice listens.

24 "If not us, then who? If not now,

1 then when?" John Lewis.

2 COMMITTEE MEMBER FITZGERALD: Striking
3 down mental health stigma. "Mental health issues
4 are a sign of a weak person." This is just one of
5 the countless false beliefs held by millions of
6 people. These negative notions, based on
7 misunderstanding, ignorance, and often fear, are
8 commonly referred to as stigma. Mental health
9 stigma is characterized by negative attitudes and
10 discrimination against individuals with mental
11 health challenges. It remains a significant barrier
12 to seeking help and achieving workplace inclusion.
13 In many industries, employees hesitate to disclose
14 mental health issues due to fear of judgment or
15 repercussions. CWA is a collective representatives
16 of workers, has the potential to lead transformative
17 change in how mental health is perceived and
18 supported in the workplace.

19 Mental health conditions are prevalent
20 in the workplace. According to the National Council
21 for Behavioral Health, more than one in five people
22 in the workplace experience a mental health
23 condition. Why is it essential to change the stigma
24 that others hold about mental health? When people

1 feel strongly about an issue, they set out to push
2 their beliefs onto others. Misconceptions, in
3 general, can lead to disastrous actions. Left
4 uncorrected, false notions will spread throughout
5 the country faster than a forest fire. When you
6 compound that spread rate with the acceleration of
7 the growing number of mental health stigmas, we have
8 an exponentially growing catastrophe in our country.

9 Mental health stigma is pervasive and
10 entrenched in our society and, therefore, must be
11 aggressively addressed. It manifests itself
12 primarily in three distinct forms. First, there's
13 public stigma. Public stigma is widespread notions
14 that maintain stereotypes about mental health
15 illness. Second, there's self-stigma. That is the
16 internalized shame and guilt experienced by
17 individuals with very real mental health challenges.
18 This leads to fear of being judged or labeled,
19 preventing people from seeking professional help for
20 their mental health issues. The Center for Disease
21 Control reports that nearly 60 percent of people
22 with mental illness are untreated. Lastly,
23 structural stigma represents the systemic barriers
24 within institutions like healthcare or workplaces

1 that limit access to mental health services for
2 people with mental illness and prohibit
3 inclusiveness in our environment. All forms
4 negatively affect employee engagement, including
5 lowered workplace morale, decreased productivity,
6 and strained workplace relationships.

7 COMMITTEE MEMBER FOREMAN: The widespread
8 impact of mental health stigma may never be
9 accurately measured because many of the numerous
10 effects on workers are not reported. As we just
11 stated, stigma discourages workers from seeking
12 professional help, which leads to untreated or
13 worsened conditions. Untreated mental health
14 conditions, over time, result in higher health care
15 costs overall. Fear of disclosure may result in
16 affected people withdrawing from social and
17 professional networks, creating social isolation.
18 That invariably leads to absenteeism and lower job
19 performance, causing a decrease in workplace
20 productivity and employee engagement.

21 Workers with mental illness also face
22 workplace discrimination because of the negative
23 perceptions of their abilities.

24 There has also been legislation passed

1 to aid in the fight against mental health stigma.
2 For example, in New York, Governor Kathy Hochul
3 signed legislation to support the working people who
4 are facing job mental health crises. This law will
5 allow for any worker to file for worker's
6 compensation for specific types of mental injury
7 premised on extraordinary work-related stress.

8 CWA has always lead the way and
9 advocated for workers' rights, equitable treatment,
10 and safe working conditions. Attacking mental health
11 stigma aligns with these core values. Therefore, our
12 mission is to address the problem from angles.

13 We must change workplace policies by
14 negotiating for mental health coverage and
15 anti-discrimination clauses which specifically
16 address mental health. We must organize workshops
17 and training sessions to educate members about
18 mental health issues while collaborating with mental
19 health organizations to provide resources and
20 expert-led discussions. Establish peer-led support
21 groups while creating confidential avenues for
22 members to seek help without fear of stigma. And we
23 must advocate for flexible work arrangements and
24 reasonable accommodations for employees managing

1 mental health challenges while ensuring compliance
2 with legal protections, such as the Americans with
3 Disabilities Act.

4 By directly addressing mental health
5 stigma, CWA not only will enhance the lives of their
6 members but also contribute to healthier, more
7 inclusive work environments.

8 As stated by President Bill Clinton,
9 "Mental illness is nothing to be ashamed of, but
10 stigma and bias shames us all."

11 COMMITTEE MEMBER WILKINS: Unnecessary
12 Force on Defenseless Civilians.

13 "You were put here to protect us. But
14 who protects us from you?" KRS-One, Lyric Poet.

15 The ongoing issue of excessive force
16 by law enforcement and continues necessitates
17 immediate and urgent focus. It's troubling history
18 rooted in the 1700s slave patrol and continuing
19 through discriminatory eras like Jim Crow tragically
20 persist against defenseless civilians today.

21 Consider these facts in one year, more
22 over 50 million Americans will make contact with law
23 enforcement. Disturbingly, about one million
24 experience police threats or force with an estimated

1 250,000 injured. Many miscalculate the hidden
2 disability community's true extent this includes
3 over 61 million people touching one in three U.S.
4 households, and are widely misunderstood and under
5 represented. Uniting together, we can advocate for
6 policies and trainings that promote de-escalation
7 and reduce the use of excessive force. This
8 collaboration is essential for fostering mutual
9 understanding and trust between law enforcement and
10 communities. We can create a society where all feel
11 safe and protected, regardless of race, ethnicity,
12 or disabilities. As accepting unnecessary force is
13 not an option.

14 Advocating for "Eric's ID Law" in
15 states where it's not yet implemented is crucial for
16 protecting individuals with hidden disabilities. The
17 voluntarily option to identify a hidden disability
18 on one's ID could significantly prevent
19 misunderstandings during these encounters. Our
20 National Human Rights Joint Committee efforts
21 including signatures collected during the
22 interactive activist mall at the 2024 Human Rights
23 Conference significantly contributed to Maryland's
24 unanimous passage of Eric's ID Law Bill, which was

1 signed into law on May 13, 2025.

2 (Applause.)

3 Arizona plans to present that same
4 bill in 2026 marrying efforts in Alabama,
5 California, Georgia and New York. By signing and
6 sharing Eric's ID Law petition we can help educate
7 the public, communities, and our Union on excessive
8 force thereby cultivating a safe interaction for
9 everyone.

10 Let us work together to ensure the
11 oath taken by law enforcement officers is a guiding
12 principle that shapes the actions and truly protects
13 the rights of all. The time for change is now.

14 (Applause.)

15 COMMITTEE MEMBER MINOR: The Intersection
16 of Poverty, Education, and Exploitation: Underserved
17 Schools and Child Trafficking.

18 The state of our public schools in
19 marginalized communities reflects broader societal
20 inequities. Funding disparities are not just
21 numbers, they represent opportunities denied,
22 futures jeopardized and communities undermined.
23 Underfunded schools result in overcrowded
24 classrooms, underpaid teachers, and a shortage of

1 essential resources.

2 These schools often lack health
3 programs, counselors and trained educators leaving
4 children at a heightened risk of falling through the
5 cracks, and this is more than just about test scores
6 or textbooks. Globally an estimated 12 million
7 children are involved in human trafficking. Up to
8 90 percent of youth involved in commercial sexual
9 exploitation have histories of neglect, abuse or
10 homelessness issues that schools could help prevent
11 with the right support.

12 This is a crisis, poverty emotional
13 distress, systematic neglect create the conditions
14 that traffickers prey upon. In the U.S., children
15 in underfunded schools, especially those already
16 dealing with homelessness or abuse are particularly
17 vulnerable.

18 COMMITTEE MEMBER JOHNSON: CWA has a role
19 to play. Why? Because these schools shape the
20 future of our workforce. These children are the
21 sons, daughters, nieces, nephews, and neighbors of
22 our Union family and because fighting for safe,
23 well-funded schools is fighting for labor, justice
24 and our communities.

1 CWA's influence in the legislative
2 arena positions it as a powerful advocate for
3 policies aimed at reducing school funding
4 disparities, and implementing robust
5 anti-trafficking measures.

6 As a union with a strong commitment to
7 strong social and economic justice, we must advocate
8 for increased funding for schools in underserved
9 areas, training for educators to identify
10 trafficking signs, stronger mental health, and
11 prevention services.

12 One solution already underway is CWA
13 partnering with NOBLE, The National Organization of
14 Black Law Enforcement Executives. Their Child ID
15 Program distributes kits that contain vital
16 identifying information that help law enforcement
17 locate missing children faster. These kids are
18 especially critical in communities where minority
19 children are disproportionately targeted by
20 traffickers.

21 As union members, this is our moment
22 to lead. This is about more than education. It's
23 about economic and social justice, it's about we
24 must demand equitable school funding, advocate for

1 higher teacher pay and support programs like NOBLE's
2 Child ID Initiative.

3 We must to ensure that no child's
4 future is dictated by their ZIP code, that no child
5 falls victim to preventable vulnerabilities, and
6 that every child in America has the opportunity to
7 learn, thrive and be safe.

8 CWA has a long standing history of
9 advocating for equity and fairness. Addressing the
10 link between public school funding disparities and
11 child trafficking aligns with the union's mission to
12 fight for justice and human rights.

13 The time to act is now. This is our
14 fight. This is our responsibility.

15 Former President Barak Obama said
16 "Change will not come if we wait for some other
17 person or some other time. We are the ones we have
18 been waiting for, we are the change we seek."

19 (Applause.)

20 COMMITTEE MEMBER BARNES: Homelessness
21 in America. Addressing a persistent challenge.
22 Homelessness remains a pressing concern in the
23 United States impacting individuals and families
24 across the nation. Despite ongoing efforts, the

1 number of people without stable housing continues to
2 climb.

3 In 2023, approximately 653,104
4 Americans experienced homelessness an increase of 12
5 percent over the previous years. Of these, 256,610
6 were unsheltered, residing in places unfit for human
7 habitation. This crisis disproportionately affects
8 racial and ethnic minorities, veterans and people
9 living with disabilities or mental health
10 challenges.

11 At the heart of this issue lies a
12 critical shortage of affordable housing, escalating
13 rent, stagnant wages make it increasingly difficult
14 for low-income households to secure and maintain
15 safe housing. Economic instability including job
16 loss, persistent poverty and limited access to
17 opportunities further exacerbate the problem.

18 Health challenges such as mental
19 illness, substance abuse and chronic medical
20 conditions can both lead to and worsen homelessness.
21 Compounding these are systemic issues racism,
22 discrimination, and barriers to healthcare and
23 essential social services.

24 Effectively addressing homelessness

1 demands a bold comprehensive solution increasing the
2 supply of affordable housing is paramount,
3 achievable through government investment, incentives
4 for developers and thoughtful zoning reforms.

5 Policies that raise wages strengthen
6 job training and expanded employment opportunities
7 can help prevent homelessness before it starts.
8 Improving access to mentally healthcare, addiction
9 treatment, affordable medical services can support
10 individuals in achieving long-term stability.

11 Supportive services such as case
12 management, counseling, and help securing benefits
13 are vital to helping people transition to and remain
14 in stable housing.

15 Finally, investing in preventative
16 programs including early intervention for at-risk
17 youth and families can significantly reduce the
18 number of people who experience homelessness.

19 Homelessness is a complex multifaceted
20 crisis that defies simple answers. To create real
21 and lasting change, we must adopt a holistic
22 approach expanding affordable housing, addressing
23 economics inequalities, improving healthcare access,
24 and prioritizing prevention. By working

1 collectively and compassionately, CWA has partnered
2 with the Poor People's Campaign and labor councils
3 across America.

4 Together, we can build a society where
5 everyone has a safe and stable place to call home.

6 We built it. We run it. We are
7 taking it back.

8 Who built it?

9 (We did.)

10 Who built it?

11 (We did.)

12 Who runs it?

13 (We do.)

14 Who runs it?

15 (We do.)

16 What are we doing?

17 (We taking it back.)

18 What are we doing?

19 (We are taking it back.)

20 (Applause.)

21 COMMITTEE CHAIRPERSON SMALL:

22 Mr. President, I move that the submitted reports of
23 the National Committee on Civil Rights and Equity be
24 accepted before the delegation.

1 PRESIDENT CUMMINGS: Thank you.

2 The National Committee on Civil Rights
3 and Equity moves acceptance of this report.

4 A motion has been made and seconded
5 for acceptance of the committee report.

6 I recognize at the "For" microphone,
7 Delegate Maurice Washington from Local 9400.

8 (Applause.)

9 DELEGATE WASHINGTON: Good morning, my
10 name is Maurice Washington, the president of Local
11 9400.

12 Brothers and sisters, today as we
13 gather to confront some most pressing issues facing
14 our workforce and our communities, I want to take a
15 moment to acknowledge outstanding individuals'
16 insight and dedication that have shaped the
17 conversation before us, the Civil Rights and Equity
18 Committee.

19 It is essential to acknowledge the
20 depth of the research, commitment, and insight
21 reflected in this report. Let's us begin by
22 acknowledging an eccentric public force coded
23 language in our public and professional discourse.
24 A force that manipulates divides and undermines an

1 inclusive progress we have fought so hard to
2 achieve.

3 In recent years coded language often
4 disguised within political rhetoric and workplace
5 policies has threatened our efforts to build
6 diversity, equity and true belongings in every
7 corner of our labor movement.

8 It is our responsibility to build
9 responsible -- to expose and educate, champion
10 transparency and to protect the rights and dignity
11 of every worker regardless of background.

12 The shadow of a wrongful conviction
13 looms large over the nation. The numbers are
14 staggering. The stories are heartbreaking.
15 Thousands exonerated yet countless lives irreparably
16 altered, black and Latino Americans in particular.
17 Those disproportionately affected by these
18 miscarriages in justice.

19 A reality that violates the very
20 principle in fairness and equity for which labor has
21 always stood. Our unions must be a refuge and
22 resource providing support, legal aid, and pathways
23 to recovery for those wronged by the system. We
24 must demand reform and ensure no worker, no family,

1 no community is left to bear the burden of injustice
2 and isolation.

3 There is an undeniable intersection
4 between poverty, education and exploitation, a
5 crossroads where society's failures become the
6 vulnerabilities of our most precious resource, our
7 children. Underfunded schools, overcrowded
8 classrooms, and insufficient mental health support
9 leave children exposed to the dangers of
10 trafficking, exploitation.

11 (Applause.)

12 Up to 90 percent of youth involved in
13 the commercial sex exploitation have endured prior
14 trauma, neglect or homelessness. These are not just
15 statistics, they're urgent calls to action. We must
16 advocate for the increased funding, better
17 resources, comprehensive training for educators to
18 identify and protect children at risk.

19 Labor unions have always been at the
20 forefront leading the charge for socioeconomic
21 justice, fighting for fair wages, safe workplaces,
22 and promise of a better tomorrow. Today, the
23 responsibility is greater than ever, we must
24 continue to build partnerships such as those with

1 organizations like NOBLE whose child ID initiative
2 is saving the lives and restoring hope in
3 marginalized communities.

4 We must use our legislative influence
5 to demand equitable school funding to fight
6 regressive policies and to defend every worker's
7 right to organize and thrive. This is our
8 responsibility, our moment to lead. Together we can
9 dismantle the system of coded oppression, rectify
10 wrongful convictions, and create safe and nurturing
11 environments for every child.

12 Let us unite our voices. Our
13 expertise is unwavering, our commitment to justice,
14 let's us ensure that no child's future is determined
15 by their ZIP Code and no worker's fate is sealed by
16 prejudice or poverty.

17 Let us be change. Let us demand
18 change. Let us create a future where every
19 individual regardless of race, background,
20 circumstances, can lead, grow, work, and live with
21 dignity and hope.

22 Thank you.

23 (Applause.)

24 PRESIDENT CUMMINGS: At the "For" mic,

1 Delegate David Marshall from Local 6215.

2 DELEGATE MARSHALL: All right. Good
3 morning, everyone. I'm David Marshall, the
4 Executive Vice President of CWA Local 6215 and the
5 District 6 representative for the CWA Minority
6 Caucus.

7 I stand in support of the report of
8 the CWA National Civil Rights and Equity Committee.

9 Coretta Scott King said it best,
10 "Struggle is a never-ending process, freedom is
11 never really won; you earn it, you win it in every
12 generation."

13 Well, Brothers and Sisters, it's our
14 generation's turn. Throughout most of my life I've
15 witnessed rights expanded and for the first time in
16 my 50 plus years on the planet, I'm now seeing
17 rights taken away. From elected officials to the
18 Supreme Court, they are systematically attacking the
19 rights of historically marginalized groups in this
20 country.

21 It started with voting rights based on
22 the lies that the vote was rigged or stolen, which
23 led to restrictions making it harder for Americans
24 to vote. Then they proceeded to women's

1 reproductive rights striking down what was already
2 decided in a longstanding precedent.

3 But it didn't stop there. They
4 expanded it to affirmative action, a once again
5 longstanding already decided precedent that even
6 benefited those paramount in striking it down. They
7 even made words like "woke" and acronyms like "DEI,"
8 something bad. How is that possible?

9 Let's start with the term "woke." If
10 you ask folks that use that term negatively, ten
11 times out of ten they can't even tell you what it
12 means. Well, let me help you out. "Woke" signifies
13 an awareness of social injustice particularly to
14 those related to race, gender, and other forms of
15 discrimination. But I'm sure they would rather have
16 us all sleep.

17 (Applause.)

18 So they can see us continue to line
19 their pockets keeping us divided while they steal
20 everything, every right, every benefit that we have.

21 Now, let's talk about DEI. "DEI"
22 stands for diversity, equity and inclusion. So
23 let's start off by thinking what's the opposite of
24 those things? The opposite of diversity is

1 uniformity. The opposite of equity is inequity, and
2 the opposite of inclusion is exclusion. I don't
3 think any of us in here believe that we would be
4 better off in our lives if we had a little more
5 uniformity, inequity and exclusion.

6 (Applause.)

7 But what I think the part of people
8 who all have questions about it, we're talking
9 half-ass understand is that they're worried about
10 fairness. So when you talk about some of these
11 policies, the idea is to make sure everyone gets a
12 fair shake and a seat at the table, especially if
13 you know there has been symptomatic ways of keeping
14 people from having that over the years usually based
15 on their race, religion, income and sexuality. It's
16 about making sure that what we do going forward is
17 fair.

18 Part of the idea is that some of these
19 things may have started a long time ago and maybe
20 there is not a lot of people alive today responsible
21 for the injustice in this country right now. But
22 all of us, all of us are responsible for doing
23 something about it.

24 (Applause.)

1 So keep that in mind, when the powers
2 that be try to divide us with trigger words and
3 social issues.

4 (Applause.)

5 That's all meant to keep us fighting
6 while they steal everything from us making it harder
7 for minorities, immigrants, the poor and working
8 people. It's by design that the middle class is
9 shrinking and the rich are getting richer.

10 Let's not get caught on those things
11 that separate us, but focus on what we have in
12 common. To pave the way forward so that the next
13 generation remembers us as a generation that united
14 these United States and restored the middle class to
15 make sure everyone can achieve the American dream.

16 (Standing ovation.)

17 PRESIDENT CUMMINGS: Thank you, David.

18 DELEGATE MARSHALL: So thank you, Civil
19 Rights and Equity Committee for all the hard work,
20 long hours, continuing the legacy fighting for
21 equality and promoting civil rights and human
22 rights.

23 So union family, please join me in
24 supporting the report of the CWA National Civil

1 Rights and Equity Committee.

2 Thank you.

3 (Standing ovation.)

4 PRESIDENT CUMMINGS: Thank you.

5 There are no other delegates wishing

6 to speak on the motion to accept the committee's

7 report.

8 So all those in favor, indicate by

9 raising your hands.

10 (Show of hands.)

11 PRESIDENT CUMMINGS: I'm sorry. I'm

12 sorry. I missed one.

13 Delegate Gloria Middleton from Local

14 1180. How did you get on the floor?

15 (Laughter.)

16 Gloria Middleton from Local 1180.

17 DELEGATE MIDDLETON: Good morning, again,

18 Brothers and Sisters and Siblings, Gloria Middleton,

19 President and Diversity Member At-large. I'm from

20 CWA Local 1180.

21 CWA, we are in trouble. CWA our

22 democracy is in trouble. What this current

23 administration is doing to workers and families all

24 across America, the policies and the diminishing of

1 our rights has got to stop.

2 Today -- they are pulling mothers and
3 fathers off their jobs, their schools and off the
4 streets.

5 Diversity, equity and inclusion is a
6 good thing. The person in the White House has made
7 it a bad phrase, DEI.

8 My Local experienced 200 of our
9 members from the Trevor Project, which are workers
10 of the LGBTQ+ community. They are the suicide
11 hotline. That particular hotline is federally
12 funded, so that LGBTQ+ children who are facing
13 problems in their lives and have the thoughts of
14 committing suicide, they can speak to one of their
15 own. 200 of those workers, that whole call center
16 has died, so they want our children to die.

17 We have to fight back. We cannot let
18 this continue. We support the work of the CRE. We
19 support the work that they have done and ask that
20 this delegation to unanimously support the report of
21 this committee.

22 Thank you.

23 (Applause.)

24 PRESIDENT CUMMINGS: Okay. Any other

1 delegates?

2 (No response.)

3 Seeing that there are no other

4 delegates wishing to speak on the motion to accept

5 the committee's report, all those in favor, indicate

6 by saying aye.

7 (Chorus of ayes.)

8 Those opposed?

9 (No response.)

10 The report is accepted.

11 (Gavel knock.)

12 Thank you.

13 I want to sign -- let's see if we can

14 get the Executive Board to hold the sign up and,

15 Ameenah, come down here with me and let's get a

16 photographer to take a picture of us. Okay?

17 (Picture taken.)

18 I would like to thank this committee

19 they have done great work, and I don't think that

20 there is a better Human Rights Committee to be quite

21 honest with you in the labor movement.

22 (Applause.)

23 Whenever AFL-CIO has their annual

24 Human Rights Conference, normally our committee

1 usually goes in and just takes over to be quite
2 honest with you. They're so well-organized, so
3 well-trained. So give them a round of applause, if
4 you would please. They're doing great, great,
5 great, great work.

6 (Applause.)

7 So again, I would like to thank this
8 National Committee on Civil Rights and Equity.

9 And at this time, I would like to call
10 or At-Large Diversity Board member Vera Mikell to
11 introduce the National Women's Committee.

12 (Applause.)

13 EXECUTIVE BOARD MEMBER MIKELL: Good
14 morning. Good morning. I have the distinguished
15 pleasure to introduce the Women's Committee. Can
16 they please come up to the platform? Okay.

17 (Applause.)

18 Okay. And the members of the Women's
19 Committee are Executive Vice President, CWA Local
20 3204, Chair, Yolanda Pearson.

21 (Clap from floor.)

22 Staff Representative, Local 1101
23 Elizabeth Mercado.

24 (Clap from floor.)

1 Area Vice President, CWA Local 2009,
2 Ann Vogler.
3 (Cl原因 from floor.)
4 Executive board member and Human
5 Rights Co-Chair, CWA Local 4502 Cindy Krebs.
6 (Cl原因 from floor.)
7 Vice President CWA Local 7000, Desi
8 Navarro.
9 (Cl原因 from floor.)
10 President, CWA Local 7050,
11 Tayqwoiseceyon Akins. I knew I was going to mess it
12 up. I'm sorry. I apologize. I practiced. I
13 practiced. I apologize.
14 Tay Akins.
15 (Applause.)
16 There you go. Thank you.
17 (Cl原因 from floor.)
18 Steward, CWA Local 9586, Esthela
19 Hernandez.
20 (Cl原因 from floor.)
21 Human Rights Committee Chair, AFA-CWA
22 27019, Yan Yan Teague.
23 (Cl原因 from floor.)
24 Vice President, IUE-CWA Local 83701,

1 Bridgett Jones.

2 (Clap from floor.)

3 And with those introductions,
4 President Cummings, I turn the committee over to its
5 Chair.

6 PRESIDENT CUMMINGS: Okay. We are ready
7 for the committee's report.

8 COMMITTEE CHAIRPERSON PEARSON: Good
9 morning union family. Before we dive into today's
10 Women's Committee presentation, I want to take a
11 moment to express deep and genuine gratitude because
12 none of what we do, none of the progress we fight
13 for, none of the victories we celebrate happens in
14 isolation. It happens because of people, real
15 people, dedicated people.

16 Thank you to our CWA President Claude
17 Cummings, Jr., our CWA Secretary-Treasurer Ameenah
18 Salaam, CWA Vice President Carl Kennebrew, Director
19 of CWA Human Rights Department Angie Wells, her
20 dedicated team and our retirees.

21 Let's get something straight, we are
22 not here for business as usual. We are here because
23 women are still being paid less for the same work.
24 We are here because too many caregivers, especially

1 daughters, are forced to choose between keeping
2 their job or caring for their aging parents simply
3 because their country refuses to guarantee paid
4 family leave.

5 We are here because Project 2025 is
6 knocking on the door with an agenda to roll back our
7 rights, erase protection, silence LGBTQ+ voices, and
8 shut down everything we have fought to build.

9 But they have underestimated something
10 powerful, us. Because union levels the playing
11 field; we bargain for dignity, we organize for
12 justice, we fight for our transgender siblings, we
13 defend DEI, not as a buzzword but as a lifeline, and
14 we won't let it die not on our watch.

15 Women's equality is not negotiable,
16 not in this country and not in our unions. So if
17 you came here to sit quietly, I hope you brought
18 your earplugs because we are loud, we are proud and
19 we are done being patient. This is the moment to
20 rise to roar to remind every lawmaker, every boss
21 and every doubter that the future is inclusive,
22 equal and union strong. It's time for us to fight
23 back.

24 Will you?

1 (Applause.)

2 (Video presented.)

3 (Applause.)

4 COMMITTEE MEMBER NAVARRO: Diversity,
5 equity and inclusion. DEI, don't let DEI D-I-E.

6 DEI has been part of workplace culture
7 since the 1960's. Over the decades especially in
8 the 1980s and 1990s, the concept originally focused
9 on race and gender evolved to encompass a broader
10 vision of inclusion across various identities
11 including sexual orientation gender expression and
12 ability.

13 DEI initiatives help businesses
14 attract diverse talent and create more inclusive
15 work environments, which in turn contributes to
16 corporate success.

17 However, we are now witnessing a
18 significant rollback, large corporations like
19 McDonalds, Target, Walmart, John Deere, Harley
20 Davidson, and Lowes are dismantling their DEI
21 programs often to appeal to customer bases perceived
22 to be hostile to progressive change.

23 These moves are seen not just as
24 strategic reversals, but as betrayals of the very

1 workers DEI programs were meant support.

2 The Communication Workers of America
3 is calling attention to this regression and urging
4 the labor movement to respond not passively but
5 actively and vocally.

6 The backlash is not occurring in a
7 vacuum and a 2024 PBS News hour interview
8 Bloomberg's Simone Foxman highlighted how the 2020
9 murder of George Floyd and the 2023 Supreme Court
10 Decision against affirmative action have fueled a
11 conservative response aimed at undoing progress made
12 by DEI efforts. When high-profile companies step
13 back from social progress, others follow,
14 undermining workplace equity and harming
15 marginalized employees.

16 DEI programs are more than a moral
17 imperative, they are vital to health and the future
18 of the labor movement.

19 COMMITTEE MEMBER AKINS: A 2023 Bureau of
20 Labor Statistic report found that only 10 percent of
21 American workers are union members. Black workers
22 have the highest union membership rate at 11.8
23 percent, conversely Hispanic workers have the lowest
24 at 9 percent. This shows where diversity, equity,

1 and inclusion guides union outreach.

2 Additionally, while current data on
3 LGBTQIA+ workers is limited due to recent changes in
4 federal data collection laws, earlier research
5 estimates 8.1 million LGBTQIA+ workers in the U.S. a
6 significant segment of the workforce unions needs to
7 be reached.

8 Unions have embraced diversity equity
9 and inclusions -- diversity equity and inclusion are
10 seeing strong support from their members.

11 A 2020 UCLA Labor Center survey found
12 that 87 percent of union members surveyed believed
13 that LGBTQIA+ workers should be protected by union
14 contracts, and 83 percent support union leaders
15 advocating for LGBTQIA+ issues.

16 Internal union initiatives like the
17 Dennis Serrette Minority Leadership Institute have
18 demonstrated the success of cultivating diverse
19 leadership and show how diversity equity and
20 inclusion is already strengthening the labor
21 movement from within.

22 We are calling on the CWA and other
23 unions to reaffirm their commitment to diversity
24 equity and inclusion, not just as a principle but

1 through action. This includes advocating for
2 inclusive contract language, supporting caucuses
3 like the Minority Caucus, and the Pride Caucus,
4 promoting leadership that reflects the diversity of
5 the workforce and collecting internal demographic
6 data to better understand and serve union members.

7 In short, diversity, equity and
8 inclusion is not an optional add on, it is
9 foundational to build a strong, unified labor
10 movement. As some corporations step away from these
11 values, it is our responsibility of the Union to
12 lead the way ensuring every worker knows they belong
13 in the fight for dignity, equity and power at work.

14 COMMITTEE MEMBER PEARSON: The Importance
15 of Protecting the Transgender Community.

16 The transgender community has long
17 faced discrimination, violence, and a lack of
18 recognition making them one of the most marginalized
19 groups in society. From early pioneers like
20 Christine Jorgensen in the 1950s, to modern legal
21 victories like Supreme Court's 2020 ruling that
22 protects transgender workers under Title VII the
23 fight for transgender rights has seen progress but
24 major challenges persist.

1 Visibility is key. It not only
2 fosters understanding and acceptance, but also
3 improves mental health outcomes within the
4 community. Media representation, political
5 advocacy, and public education campaigns such as
6 those offered by the Communications Workers of
7 America, CWA, are vital to tools in shifting public
8 perception and influencing policy.

9 Despite progress, transgender people,
10 especially black trans women, continue to face
11 higher rates of violence, unemployment,
12 homelessness, and discrimination. Transgender youth,
13 are particularly vulnerable experiencing higher
14 rates of bullying, depression, and suicide.

15 The Trump administration rollbacks
16 including banning trans military service, removing
17 student protections, and attempting to redefine
18 gender represented significant setbacks. These
19 actions increase risks for transgender individuals
20 and stripped away hard fought rights.

21 Organizations like CWA and the
22 National Human Rights Department are essential in
23 reversing this damage. Through public policy
24 advocacy, education and direct support services they

1 can help create a safer more equitable society.

2 Protecting transgender rights is not
3 just about law. It's about dignity, inclusion and
4 human decency.

5 We must all take part in ensuring that
6 transgender individuals are recognized, respected,
7 and supported in every aspect of life.

8 COMMITTEE MEMBER MERCADO: Project 2025
9 and its Impact on Civil Rights, Women's Rights,
10 Healthcare and and Labor Unions.

11 Project 2025 poses a real and urgent
12 threat to everything we fight for as unions members
13 civil rights, women's rights, healthcare and labor
14 protections. And make no mistake the impacts are
15 already happening. While it may only look like a
16 political blueprint, we're already seeing the
17 administration implement pieces of it. Executive
18 orders attacking diversity, equity and inclusion
19 programs, rollbacks on Title IX that weaken
20 protections for LGBTQ+ students and growing efforts
21 to restrict access to reproductive healthcare and
22 these aren't off moves, they're part of a calculated
23 strategy.

24 This Project seeks to strip terms like

1 sexual orientation, gender identity, and
2 reproductive from all federal policies. It guts
3 civil rights enforcement, undermines protections in
4 housing and education, and promotes voter
5 suppression.

6 For working people the stakes couldn't
7 be higher, this plan would expand right to work
8 laws, cripple collective bargaining and weaken
9 protections for safety, wages and benefits. It's a
10 direct attack on union power.

11 And we've already seen the signs.
12 Healthcare is also in the cross hairs. Proposals to
13 privatize medicare and medicaid and slash Affordable
14 Care Act funding and defunds programs like Planned
15 Parenthood will hit working families the hardest
16 especially women, people of color, and low income
17 communities.

18 We can't afford to wait to see what
19 happens. CWA, all of us must act now. That means
20 educating our members, organizing across locals
21 building alliances with groups like CLUW, LACLA, and
22 the NAACP, and holding elected officials
23 accountable.

24 This isn't a warning of what might

1 happen. It is happening right now. And if we want
2 to protect our rights, our jobs and our future, we
3 need to stand up and fight back together because in
4 unity there is strength.

5 COMMITTEE MEMBER HERNANDEZ: The United
6 States of America a patriarchal country known for
7 its freedom and equality, has been at a snails pace
8 to lead the race for women in the highest position.
9 While many consider the United States a country
10 ahead of it's time, they have not elected a woman to
11 the highest position. Other countries have already
12 elected women as prime ministers and presidents.
13 American women have taken a back seat to men since
14 this country was formed and if anyone is keeping
15 score that is 0 and 47. Yet this patriarchal
16 country still has its reservations on letting a
17 woman sit in the highest position.

18 Yes, we have broken boundaries, but
19 when it comes to being elected as the Commander in
20 Chief America's biases come to light.

21 The similarities are no different when
22 it comes to nonunion workers, especially for women,
23 who have been affected by workplace discrimination.
24 The gender wage gap has negatively affected women's

1 earnings, opportunities and attributed to the lack
2 of women in leadership compared to men. This has
3 led to workplace discrimination that has contributed
4 to women's lower socioeconomic status.

5 However, I am proud to say that union
6 membership for women is at its highest. Today 6.5
7 million women represent labor union, which is
8 currently the largest organization for working
9 women. Though women make up close to half of union
10 workers. Women only make up 19.1 percent of
11 leadership in the AFL-CIO and 38.1 percent of women
12 in leadership roles in CWA.

13 With that said, I'm proud to say that
14 women have gained ground on achieving top positions
15 in some of the biggest unions in the United States.
16 In the AFL-CIO, we have President Liz Shuler.

17 In CWA, we have Chief of Staff, Sylvia
18 J. Ramos.

19 (Clapp from floor.)

20 Secretary-Treasurer Ameenah Salaam.

21 (Clapp from floor.)

22 Director of Human Rights and Health
23 and Safety Angie Wells.

24 (Clapp from floor.)

1 District 4 Vice President Linda
2 Hinton.
3 (Clap from floor.)
4 District 7 Vice President Susie
5 McAllister.
6 (Clap from floor.)
7 Sector Vice Presidents:
8 Telecommunications and Technologies, Lisa Bolton.
9 (Clap from floor.)
10 Public Healthcare and Education
11 Workers Margaret Cook.
12 (Clap from floor.)
13 AFA-CWA President Sara Nelson.
14 (Clap from floor.)
15 And, Director CWA-SCA Canada, Carmel
16 Smyth.
17 (Clap from floor.)
18 These women are true examples of
19 leadership and have been instrumental in creating a
20 pathway that we truly appreciate.
21 COMMITTEE MEMBER JONES: That has
22 translated into wins at the bargaining table that
23 focus more attention on family friendly benefits
24 like parental leave and healthcare coverage as well

1 as protections against sexual harassment.

2 To break these barriers unions must
3 take deliberate steps to mobilize around the issue.
4 Encouraging women to step into leadership roles is
5 essential and this can be achieved through
6 leadership training programs like those offered by
7 the IUE-CWA Mentorship Program, the CWA Next Gen
8 program, as well as, CLUW and the AFL-CIO Women's
9 Global Leadership Initiative.

10 Raising awareness about the importance
11 of women's voices in union leadership can also help
12 dismantle biases and promote equality. Advocacy for
13 inclusive practices, such as transparent promotion
14 processes, gender quotas, and equitable access to
15 opportunities, is necessary to create sustainable
16 pathways for women in leadership.

17 We all must actively encourage and
18 empower women to take on leadership roles by
19 creating supportive environments where they can
20 thrive. Achieving equality requires collective
21 effort. All union members benefit from dismantling
22 barriers and enjoying a future where every voice is
23 valued.

24 Women's place is not only in their

1 unions, but also at the decision-making tables. By
2 championing women's equality in leadership, unions
3 can fulfill their mission of representing all
4 workers and creating a fairer, stronger labor
5 movement.

6 The time to act is now.

7 COMMITTEE MEMBER VOGLER: Pay Disparities
8 for Women.

9 Pay Disparities for Women: How Unions
10 Level the Playing Field. Women have historically
11 occupied lower paying jobs in various sectors
12 including retail, healthcare and service industries.
13 These jobs notably lack wages -- adequate wages,
14 strong benefits and safe working conditions. Since
15 entering the workforce in large numbers, women have
16 consistently faced gender wage gap. Wage
17 disparities are even more significant for women of
18 color particularly black and Hispanic women that
19 have historically and continually experienced the
20 widest disparities compared to their white
21 counterparts. These wage disparities begin as soon
22 as women enter the workforce and the gap continues
23 to widen over the span of their careers ultimately
24 leading to lower lifetime earnings and reduced

1 retirement income.

2 The gender wage gap between men and
3 women differs in jobs in all fields. In 2023,
4 full-time women made 86 cents on the dollar men made
5 a wage gap of 17.5 percent. These wage gaps can
6 amount to an annual loss of \$30,000 for women.

7 While the Equal Pay Act of 1963 marked
8 an important milestone, unions, especially the
9 Communication Workers of America, have played a
10 pivotal role in closing these gaps. CWA helps women
11 secure fair pay, demand safer working conditions,
12 win stronger benefits and enforce workplace and anti
13 discrimination protections. CWA's efforts are
14 essential to advancing economics justice and
15 workplace equity for women, especially those in
16 marginalized communities.

17 By continuing to organize, educate,
18 and negotiate, CWA remains at the forefront of the
19 fight to eliminate wage disparities and create safer
20 more equitable jobs for all.

21 COMMITTEE MEMBER TEAGUE: Since women have
22 entered the workforce, they have consistently faced
23 a gender wage gap. These wage disparities become
24 more prevalent when women and women of color are

1 promoted with female managers making historically 30
2 percent less than their male counterparts. Unions
3 not only ensure that all workers have equal pay, but
4 also equal opportunity for advancements.

5 Additionally, women in unions are far
6 more likely to have paid leave and stronger
7 protection against discrimination and sexual
8 harassment in the workplace. This is important for
9 not only wage equality but ensuring that women have
10 protection when going on leave and are also able to
11 have a job waiting for them once they return from
12 leave.

13 Having equal pay and stronger leave
14 protection also benefits those who are not in a
15 union. By having higher equitable wages, safer
16 working conditions and better benefits, other
17 businesses are forced to match wages, provide better
18 working conditions and benefits in order to retain
19 their employees.

20 COMMITTEE MEMBER KREBBS: Paid family
21 leave a caregiver's lifeline. Life is full of
22 unspecified situations. What happens when you're
23 faced with an urgent need to care for your spouse,
24 child or aging parent but still have to work

1 full-time as well? The Family and Medical Leave Act
2 of 1993, provides unpaid job protected leave for
3 workers at companies with 50 or more employees.
4 Many of the 53 million adults to step up to care for
5 a family member are unable to qualify for this.
6 Even if they do have access to FMLA benefits, they
7 likely can't afford to go out on unpaid leave.

8 The Family Act would provide a
9 national paid family leave program for all workers.
10 This program would be funded by a small payroll
11 deduction. It would give workers 12 to 16 weeks of
12 paid leave at up to 85 percent of their normal
13 wages. Currently, only 13 states and the District
14 of Columbia have private sector paid family leave
15 programs. Paid family leave provides caregivers
16 with a financial cushion, improved health outcomes,
17 and fairness in equity. Women, especially women of
18 color, are more likely to take on the burden of care
19 giving. They're also more likely to work in jobs
20 that do not provide paid family leave.

21 The Family Act would create a more
22 inclusive definition of family to also benefit the
23 LGBTQIA+ community as well who in many cases don't
24 qualify for paid leave or are afraid to use it. The

1 impact of paid family leave extends far beyond the
2 individual workers, it leads to higher job
3 satisfaction, increased retention and improved
4 productivity across the workforce. Happy healthy
5 employees are more likely to stay with their
6 employers, work harder and contribute to a more
7 stable economy.

8 Union and politicians must unite to
9 get this bill approved. It is a lifeline for
10 workers. All workers deserve the right to care for
11 their families without sacrificing their jobs, their
12 health, their homes, and their futures.

13 COMMITTEE CHAIRPERSON PEARSON: The 2025
14 National Women Committee leaves you with this. They
15 want us quiet, but we were born to make noise. They
16 want us divided, but together we are unstoppable.
17 We are no longer asking for permission, we are
18 taking our place, demanding our power, and
19 protecting every hard won right that built this
20 movement, equal pay, we are not asking, we are
21 taking it.

22 (Applause.)

23 Respect on the job, we demand it.

24 (Applause.)

1 Justice for all union women, we are
2 leading it.

3 So I ask you when they take away our
4 reproductive rights, will you stand and fight back?

5 (Cheers and applause.)

6 When they deny equal pay for equal
7 work, will you stand and fight back?

8 (Cheers and applause.)

9 When they attack our trans sisters and
10 strip away LGBTQIA+ protections, will you stand and
11 fight back?

12 (Cheers and applause.)

13 When paid family leave is treated like
14 a luxury, will you stand and fight back?

15 (Cheers and applause.)

16 When women are kept out of rooms where
17 decisions are made about our lives, will you stand
18 and fight back?

19 (Cheers and applause.)

20 When they try to erase our voices from
21 history, policy and power, will you stand and fight
22 back?

23 (Cheers and applause.)

24 Then stand up right here, right now.

1 (Delegates rise.)
2 Stand if you believe women's rights
3 are human rights.
4 (Cheers and applause.)
5 Stand if you're ready to fight for
6 justice, for freedom for equality because we are not
7 done, we are just getting started. We are rising;
8 we are powerful. We are fighting back. Will you?
9 (Standing ovation.)
10 President Cummings, I move the
11 acceptance of the 2025 CWA Women's Committee Report.
12 PRESIDENT CUMMINGS: Thank you. A motion
13 has been made and seconded for acceptance of the
14 committee's report.
15 I recognize Delegate Teesha Foreman
16 from Local 1180.
17 (Applause.)
18 DELEGATE FOREMAN: Morning, I don't know
19 if it's morning or afternoon, delegates. Teesha
20 Foreman, 2nd Vice President of CWA Local 1180,
21 Representing PHEW in District 1.
22 Brothers, Sisters and Siblings, it is
23 an honor to stand with you today and speak in full
24 support of the resolutions brought forward by our

1 Women's Committee.

2 Resolutions that reflect not only the
3 values of our Union, but the struggles and demands
4 of working people everywhere.

5 Unions are built on the principles of
6 fairness, dignity, and solidarity. And today we
7 reaffirm those principles by standing behind these
8 resolutions on pay equity, diversity, inclusion,
9 trans rights, workplace equality and paid family
10 leave.

11 Let's be clear, pay equity for women
12 is a union issue, when women are paid less for the
13 same work, it drags down wages and standards for
14 everyone. Equal pay is a matter of justice together
15 for strong contracts and that fight must be included
16 in enforceable language on pay equity.

17 On DEI, diversity, equity and
18 inclusion, our Union has always believed in lifting
19 every worker up. That means making sure all of our
20 members, black, brown, indigenous, immigrant
21 disabled, LBGTQIA+ and more feel safe, respected and
22 represented. Inclusion isn't nice to have, it's a
23 necessity.

24 This resolution moves us forward. Let

1 me say it clearly: Trans rights are labor rights.

2 (Applause.)

3 Trans and nonbinary workers face real
4 discrimination, violence and exclusion on the job.
5 As a union, we can and we must be a shield for every
6 worker, standing up for the gender affirming
7 protections in our contract, in our workplaces and
8 in our communities.

9 Workplace equality for women is not
10 optional, it's fundamental to the Union movement.
11 We must challenge outdated power struggles, demand
12 fair promotions, and ensure women have real pathways
13 to leadership at every level on the job and in our
14 Union Halls.

15 And, finally, paid family leave.

16 (Cheers from the floor.)

17 Thank you, girl. Thank you. On these
18 damn phones.

19 And finally, paid family leave is a
20 matter for survival for working families. No one
21 should be forced to choose between their paycheck
22 and their loved ones. Our contracts -- that's why I
23 don't do this on phones, I do paper. Sorry, guys.

24 No one should be forced to choose

1 between their paychecks and their loved ones. Our
2 contracts must reflect the truth. We know that when
3 workers have time to care for their family, their
4 health improves, their children thrive, and their
5 workplaces are stronger.

6 These resolutions aren't just words on
7 paper, they are a road map for the kind of union and
8 the kind of world we are building together.

9 (Applause.)

10 So I say this, let's not only support
11 these resolutions, let's live them, let's organize
12 around them, let's negotiate for them, and let's
13 fight for them in every workplace, in every
14 bargaining session, and every community we serve.

15 (Applause.)

16 An injury to one is an injury to all,
17 and that includes gender based discrimination, pay
18 gaps, transphobia, racism and economic injustice.
19 Let's keep fighting the good fight together.

20 Thank you and in solidarity.

21 (Applause.)

22 PRESIDENT CUMMINGS: Thank you.

23 At the "For" mic, Gwedlyn Parker,

24 Local 16300. 16300.

1 DELEGATE PARKER: Good morning, again,
2 Brothers and Sisters. I am so proud to be able to
3 stand here at the "For" mic to hear resolution from
4 the Women's Committee.

5 I stand here proudly as a retiree, as
6 a mother of four grandchildren that are women, three
7 daughters that are women, and a great grandchild
8 that is going to be a women and to say that because
9 of the Family Medical Leave Act, that my three
10 daughters have thrived because I was able to work,
11 but had that in place when I needed to take off, I
12 was able to do it. And all of my children are
13 thriving and are grown, strong women.

14 So I thank you that I'm able to hear
15 today that this Union is putting this resolution
16 into place so that women that are coming along today
17 will be able to have that in place as well.

18 Thank you, CWA for putting that in
19 place and I am so proud to stand here and say thank
20 you CWA and the Women's Committee.

21 (Applause.)

22 PRESIDENT CUMMINGS: Thank you, Gwen.

23 At the "For" mic, Delegate Maurice
24 Washington Local 9400.

1 DELEGATE WASHINGTON: Good morning,
2 everyone. Today I rise on behalf of all the men in
3 this great union. We are supporting our women.
4 (Applause.)
5 We know without a woman, we wouldn't
6 be here today.
7 So today I stand before you to speak
8 on two critical issues that continue to shape lives
9 of women across this nation; economic inequality and
10 reproductive rights. Despite decades of progress,
11 women still earn significantly less than men doing
12 the same work. This isn't just a statistic, it's a
13 reality that affects families' futures, and the
14 fabric of the economy.
15 Women especially of color are
16 disproportionately impacted by wage gaps that limit
17 their ability to build wealth, invest in education
18 and secure financial independence. Equal pay isn't
19 a privilege, it's a right, and it's long past times
20 that we've made it a reality.
21 The overturning of Roe versus Wade.
22 ("Boo" from the delegation.)
23 I can't believe that a man should have
24 the ability to make a decision for a women. It has

1 added a layer of struggle, it has stripped away the
2 fundamental freedom, the rights to make a decision
3 about one's own body. This decision not only
4 endangered reproductive health, but has also
5 deepened economic and social disparities.

6 When women lose access to safe and
7 legal reproductive care, they lose control over
8 their futures. And when we silence women's
9 autonomy, we silence their potential.

10 These issues are not separate, they
11 are deeply connected. Economic objectives and
12 reproductive freedoms are both essential to gender
13 equality. We must fight for policies that every
14 woman regardless of race, income or geographically
15 has the power to thrive.

16 (Applause.)

17 Let us be whole. Let us be united,
18 and let us not stop fighting for our women in our
19 great union.

20 (Standing ovation.)

21 PRESIDENT CUMMINGS: Thank you, Delegate
22 Washington.

23 Let's see, anything else?

24 (No response.)

1 All right. There are no other
2 delegates wishing to speak on the motion to accept
3 the committee's report.

4 All those in favor, indicate by saying
5 aye.

6 (Chorus of ayes.)

7 Those opposed?

8 (No response.)

9 Report passes.

10 (Gavel knock.)

11 (Applause.)

12 All right. We need the cameras, the
13 photographers to take another picture.

14 And while you're coming up, I would
15 like to thank, President Carl Kennebrew of IUE. He
16 leads the Human Rights Department. Let's give him a
17 round of applause. He has done a great job with his
18 committee.

19 (Applause.)

20 (Picture taken.)

21 Again, I want to thank the National
22 Women's Committee. Let's give them a round of
23 applause.

24 (Applause.)

1 And at this time, I would like to call
2 on Vice President Margaret Cook to introduce the
3 Elizabeth Glaser Pediatric AIDS Foundation
4 presentation and awards.

5 Let's give her a round of applause.

6 (Applause.)

7 VICE PRESIDENT COOK: Good morning union
8 family. My name is Margaret Cook and I am your Vice
9 President of the Public Healthcare and Education
10 Worker Sector. If you're part of that sector, would
11 you please stand up.

12 (Delegates rise.)

13 I want to personally thank you for all
14 the love and care and service that you give not only
15 to this Union, but to communities across the
16 country.

17 (Applause.)

18 Thank you, President Cummings. And
19 before we begin with the awards, we would like to
20 show a video created specifically for our Convention
21 from the Elizabeth Glaser Pediatric AIDS Foundation.

22 (Video presentation.)

23 (Applause.)

24 Sisters, Brothers, Siblings, it is

1 with my great pleasure to present the Elizabeth
2 Glaser Pediatric AIDS Foundation awards.

3 Over the past two years, CWA members,
4 together with your leadership have been extremely
5 generous and raised over \$9 million on behalf of the
6 foundation.

7 Give yourselves a round of applause.

8 (Applause.)

9 This money has been used to advance
10 the foundation's research, training, and advocacy
11 programs around the world. Because 2024 was an off
12 year for Convention, we will be presenting awards
13 for both the 2023 and the 2024 award years.

14 In 2023, we had 262 locals that
15 participated in our Charity of Choice Program
16 contributing \$146,674.

17 (Applause.)

18 In 2024, we had 172 locals that
19 participated in our Charity of Choice Program
20 contributing \$92,791. This is still an amazing
21 achievement considering the challenges that we are
22 all currently facing and how busy we have really
23 been. Thank you so much for your ongoing support
24 and generosity.

1 I want to take a moment to acknowledge
2 a special group of locals before we give out the
3 official awards. Each of these locals contributed
4 at least 200 percent of their quota of a dollar per
5 member per year in the year 2023 and/or 2024. Many
6 of these locals do an amazing job fundraising so
7 they don't put pressure on their already stretched
8 treasuries. I would like to congratulate the
9 following locals for their contributions of 200
10 percent or more.

11 We are going to do a union clap for
12 this one.

13 For 2023, President Andrew Halpin from
14 Local 51017.

15 (Clasp from floor.)

16 President Mark Kavanaugh from Local
17 4025.

18 (Clasp from floor.)

19 President Luis Guttierrez from Local
20 7026.

21 (Clasp from floor.)

22 President Jeremiah Davis from Local
23 7050.

24 (Clasp from floor.)

1 President Christopher Anderson from
2 7272.
3 (Clap from floor.)
4 And, President Kenneth Harding from
5 Local 7812.
6 (Clap from floor.)
7 For the year 2024, we have President
8 Kenneth Harding from 7812.
9 (Clap from floor.)
10 And, President Leslie Green from 7076.
11 (Clap from floor.)
12 I would also like to highlight one
13 local who managed to contribute 200 percent or more
14 for both 2023 and 2024, President Kenneth Harding
15 from 7812.
16 (Clap from floor.)
17 Let's give them all a round of
18 applause, please.
19 (Applause.)
20 And now on to the official awards.
21 The Ariel Glaser Award and the Hope ward. In
22 keeping with the percentages, the Hope Award is
23 presented to the locals who achieved the highest
24 percentage of their quota each year.

1 And finally, in the categories of
2 locals with greater than 500 members, the Hope Award
3 goes to Local 1170 which raised 112 percent of their
4 local quota for 2023 and Local 7076 which raised 752
5 percent of their local quota for 2024.

6 (Applause.)

7 Thank you President John Pusloskie and
8 President Megan Green for your support.

9 Our next award in the same category
10 that reached the highest percentage of their local
11 quota in 2024 will go to President Megan Green,
12 Local 7076.

13 (Applause.)

14 They raised 752 percent of their quota
15 in 2024. Thank you, President Megan Green for your
16 local's tremendous dedication to supporting this
17 cause.

18 Our thanks and congratulations go out
19 to all the members of these locals for their
20 support.

21 Next the Ariel Glaser Award is in
22 honor of Elizabeth Glaser's daughter who died from
23 complications of the AIDS virus at the young tender
24 age of 7 years old in 1988. The Ariel Glaser Award

1 is presented to the local that raised the most money
2 in a given award year. The Ariel Glaser award is
3 presented to Local 1037 for --

4 (Applause.)

5 -- for raising an astounding \$8,604 in
6 2023, and also to Local 7076 for raising an
7 astounding \$7,787 in 2024.

8 Thank you President Ken McNamara and
9 President Megan Green for your local's amazing
10 accomplishment and continued dedication to this
11 worthy cause.

12 Please come to the stage, President
13 Ken McNamara and President Megan Green.

14 (Applause.)

15 All merits and awards will be mailed
16 out to each local following the Convention. If you
17 have a particular address you would like your boxes
18 shipped to other than your local address, please
19 reach out to ST office at CWA-union.org with the
20 preferred address information.

21 And just a personal note, I am 52
22 years old and I don't remember a world where we did
23 not have the scourge of the AIDS virus, and so I
24 thank all of you, for continuing to donate so that

1 we can fight this deadly disease. Please give all
2 of our locals a round of applause.

3 (Applause.)

4 And I turn it back over to you,
5 President Cummings.

6 PRESIDENT CUMMINGS: Thank you Vice
7 President Cook.

8 As the Resolution and Rule Committee
9 comes to the platform, I will provide the results of
10 the DFOC elections.

11 I'm now going to give you the results
12 of the uncontested Defense Fund Oversight elections.

13 District 1, Ken McNamara.

14 (Clapp from floor.)

15 District 3, Al Guillory.

16 (Clapp from floor.)

17 District 4, Gary Kundrat.

18 (Clapp from floor.)

19 District 7, Cecilia Valdez.

20 (Clapp from floor.)

21 District 9, Monica Alvarado.

22 (Clapp from floor.)

23 IUE, John Lewis, all by acclamation.

24 (Clapp from floor.)

1 I'm now going to give you the results
2 of the contested Defense Fund Oversight Committee
3 elections.

4 District 6, Nancy Brown, 17,250 votes.
5 Tanya Holmes, 14,836. Nancy Brown is the winner.

6 (Applause.)

7 Passenger Services, Tammy Scott,
8 16,425 votes. Jane Compton, 8,508 votes. Tammy
9 Scott is the winner.

10 Let's give them a round of applause.

11 (Applause.)

12 Now, I do believe that we have the
13 Rules and Resolutions Committee ready to report, but
14 before we start, let me just say this, I know that,
15 you know, in some of these resolutions, we are going
16 to have our debate, and I'm sure there will be
17 spirited debate. And what I've ask throughout this
18 entire Convention is that we are just respectful of
19 each other, right? Just respectful of each other.
20 And I want to remind you that we have a
21 parliamentary -- and you parliamentarians and
22 attorneys stand. You all stand. I want you all to
23 see them. They're helping me with the rulings. Give
24 them a round of applause.

1 (Applause.)

2 They're helping me make the decisions
3 on how I rule here. So hollering at me will get you
4 nothing but me hollering back. Okay? And I would
5 much rather not do that, right, have that type of
6 exchange with any of the members because I'm getting
7 my suggestions, I'm getting my rulings from them.
8 All right? Are we okay with that? Everybody all
9 right with that?

10 (Applause.)

11 Okay. Great. So at this time, will
12 the committee please read your report.

13 CHAIRPERSON LUDWIG: Thank you,
14 Mr. President. The Chair recognizes Dorethea
15 Brown-Maxey.

16 COMMITTEE MEMBER BROWN-MAXEY: I would
17 like to ask Convention delegates to refer to
18 Resolution 80A-25-08, entitled, International
19 Solidarity located on your conventions material
20 website.

21 Resolution #80A-25-08.

22 International Solidarity

23 CWA has a long standing commitment to
24 global labor solidarity, supporting and fighting for

1 the dignity and respect of workers both at home and
2 abroad. Our commitment has been more than symbolic;
3 it's been concrete and strategic.

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

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

22 According to the International Trade
23 Union Confederation (ITUC), 2025 was one of the
24 worst years on record for labor rights. The ITUC's

1 human rights index showed declining conditions in
2 most regions, with Europe and the Americas recording
3 their worst scores since the Index began in 2014.
4 Across the globe, authoritarian, right-wing
5 governments have escalated their attacks on labor by
6 criminalizing union activity and restricting civil
7 society. These governments recognize that in their
8 efforts to trample on the civil and human rights of
9 marginalized and persecuted people and to violently
10 silence dissent to their racist and pro-corporate
11 policies, that labor unions are often a pillar in
12 efforts to fight back and stop those attacks.

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

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

23 In particular, the dismantling of
24 USAID has weakened the international labor movement

1 by cutting off support for unions in developing
2 countries and removing a key player in the fight for
3 international solidarity and accountability. Gutting
4 these resources has emboldened authoritarian
5 regimes, weakened unions, and left workers more
6 vulnerable to exploitation and violence.

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

1 delivery of much needed humanitarian aid into Gaza.

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

10 I will read just the resolves.

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

20 Resolved: CWA recognizes the vital
21 role that USAID and similar agencies play in
22 promoting global labor solidarity and advancing the
23 interest of the US labor movement and will work to
24 ensure the full restoration of USAID and all

1 international labor rights programs, institutions,
2 and independent agencies that defend workers'
3 rights, investigate labor and human rights abuses
4 and lift up international labor standards.

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

10 Resolved: CWA again demands an
11 immediate and permanent ceasefire in Gaza, the
12 return of all hostages and that all steps are taken
13 for the immediate and unhindered delivery of
14 critical humanitarian aid to Gaza.

15 In addition, we join the calls for a
16 permanent two state solution for the regime and as
17 such demand that the U.S. Government join the list
18 of countries that have formally recognized a
19 Palestinian state.

20 Resolved: CWA Locals recognize the
21 need to support global organizing efforts and again
22 commit to supporting the Eduardo Diaz Union-to-Union
23 International Solidarity Fund through voluntary
24 funding at a minimum of \$0.10 per member per year as

1 outlined in the resolution adopted by the 62nd CWA
2 Convention.

3 Mr. President, the committee moves to
4 adopt the Resolution 80A-25-08 entitled
5 International Solidarity.

6 PRESIDENT CUMMINGS: Thank you. The
7 committee has moved this resolution.

8 At the "For" mic, we have Delegate Amy
9 Blaisdell, Local 4202 at the "For" mic.

10 DELEGATE BLAISDELL: Good morning CWA
11 Family. My name is Amy Blaisdell, CWA Local 4202
12 out of Illinois.

13 CWA members who work in call centers
14 face the constant threat of offshoring our jobs to
15 low-wage countries where workers are unable to
16 exercise their rights to organize and bargain for
17 fair wages and benefits. The main reason why
18 companies move our jobs is due to how much money
19 they can save based on those low wages, so that
20 means that when we act to protect workers' rights
21 globally that helps not only the workers in our
22 other countries, but it helps level the playing
23 field for all of us also.

24 I urge delegates to vote yes on this

1 resolution.

2 Thank you.

3 PRESIDENT CUMMINGS: Thank you.

4 (Applause.)

5 At the "For" mic, is delegate Michael
6 Ippoliti local 1104.

7 DELEGATE IPPOLITI: Thank you, President
8 Cummings.

9 Union siblings my name is Mike
10 Ippoliti President of CWA Local 1104. I rise in
11 strong support of this International Solidarity
12 Resolution.

13 First, let me say that I'm especially
14 in support of this resolution because my local is
15 proud to represent thousands of international
16 workers at the State University of New York,
17 including the recently organized research
18 assistants, most of whom are international workers
19 on work visas.

20 Our bosses are global actors.
21 Oftentimes, multinational corporations with hundreds
22 of thousands of workers in dozens of countries. Too
23 many of these employers have tried hard to pit
24 workers against each other. If we allow ourselves

1 to be divided in any way, we are playing the bosses'
2 game and it makes us all weaker whether it be
3 between race, gender, ethnicity, sexual orientation,
4 gender identity or even country, when we are
5 divided, we lose.

6 The bosses know what we know, that a
7 unified working class across the globe has more
8 power to fight back against their unending greed.

9 When 40,000 CWA members were on strike
10 against Verizon in 2016, call center workers in the
11 Philippines showed up on picket lines across lines
12 outside of Verizon call centers in Manila. This was
13 thanks to the solidarity from the KMU union and the
14 BIEN union in the Philippines, an International
15 Union we are all affiliated with.

16 UNI global union Filipino workers
17 welcomed CWA strikers from New York city and New
18 England to their country to walk those picket lines.
19 That was solidarity. But solidarity is a two-way
20 street. We must be firm and clear that we are more
21 committed to global solidarity than ever before.

22 We must urge this Trump Administration
23 to prioritize strengthening workers' rights through
24 trade and foreign policy.

1 We must demand immediate and permanent
2 ceasefire in Gaza, the return of hostages, and we
3 must flood Gaza with humanitarian aid and we must
4 demand the United States join the growing list of
5 countries that recognize the Palestinian state.

6 And, finally, we must continue to
7 support global organizing through voluntary
8 contributions to the Edward Diaz Union to Union
9 International Solidarity Fund.

10 Solidarity forever. Thank you.

11 (Applause.)

12 PRESIDENT CUMMINGS: Okay. At the
13 "Motions" microphone, the Chair recognizes Kieran
14 Knutson from Local 7250.

15 DELEGATE KNUTSON: Thank you, President
16 Cummings. I appreciate all that you do for our
17 Union. I appreciate the Executive Board and all
18 that they do for our Union and I want to thank the
19 Resolutions Committee for talking with us over this
20 Convention.

21 Myself and a number of rank-and-file
22 members and officers and staff believe that the
23 International Solidarity Resolution is inadequate to
24 the moment. Right now, the people of Gaza are

1 facing a genocidal war.

2 PRESIDENT CUMMINGS: Kieran.

3 DELEGATE KNUTSON: Yes, sir?

4 PRESIDENT CUMMINGS: You need to make your

5 motion first, okay, then you can speak on it.

6 DELEGATE KNUTSON: As I described, I'm

7 making a motion to amend the resolution.

8 PRESIDENT CUMMINGS: Okay. What's the

9 amendment though?

10 DELEGATE KNUTSON: Okay. I've presented

11 the amendment to your staff, President Cummings.

12 And I can read it now if you like.

13 PRESIDENT CUMMINGS: Well, you need to read

14 it to the delegates.

15 DELEGATE KNUTSON: I'm prepared to.

16 PRESIDENT CUMMINGS: Okay. Then read it.

17 DELEGATE KNUTSON: All right. We would

18 like to add the following text:

19 The U.S. government has also actively

20 supported the Israeli genocide of Palestinians in

21 Gaza both financially and diplomatically.

22 Israel has killed more than 57,000

23 people in Gaza as reported by the Palestinian Health

24 Ministry with other estimates putting the total as

1 high as 186,000 people killed as of June of 2024.

2 In this accelerated stage of genocide
3 in Gaza with full United States support, Israel has
4 systematically targeted and killed Palestinian
5 workers in the same sector CWA represents, including
6 more than 200 journalists and at least 1,400
7 healthcare workers while systematically destroying
8 healthcare, telecommunications and educational
9 infrastructure.

10 We would also add that in the resolve
11 section, we would also --

12 PRESIDENT CUMMINGS: Kieran. Let me just
13 ask you. Are you striking anything? We need you to
14 write what you want struck from it.

15 DELEGATE KNUTSON: I've presented it to
16 you. I will do it. If I could read the changes,
17 I'd like to do that. And I can go over what's being
18 struck as well.

19 PRESIDENT CUMMINGS: All right. That's
20 great.

21 DELEGATE KNUTSON: Thank you. In the
22 resolve we would put -- we would add that CWA
23 reaffirms its commitment to global labor solidarity
24 including with the Palestinian General Federation of

1 Trade Unions in Gaza.

2 We would add another resolve that the
3 Communications Workers of America calls for an arms
4 embargo and the halting of all U.S. military aid to
5 Isreal. The Communications Workers of America will
6 publicize this call including language referring to
7 Isreal's assaults on Gaza as a genocide and will
8 encourage other unions in the AFL-CIO to take
9 similar action.

10 So making these changes to this Gaza
11 section requires some cleaning up and I apologize
12 that this will get into the weeds a little bit. Our
13 committee did try and work with the Resolutions
14 Committee. We were unable to come up with a
15 consensus though.

16 I have presented the changes including
17 the strike throughs and the bold change to the
18 leadership, the Resolutions Committee and the
19 president.

20 To go through the strikethroughs, I
21 would have to refer to the number of paragraphs. In
22 the ninth paragraph, we would strike "following the
23 horrific October 7th attacks," starting there and we
24 would strike the fourth, five, sixth sentence -- I'm

1 sorry -- 6th line from that paragraph.

2 We would also strike in the resolve
3 section, we would also strike "CWA again demands an
4 immediate and permanent ceasefire," that sentence
5 and the following sentence around the two-state
6 solution, we would strike those because we believe
7 that it's dealt with in the bulk of our alternative.

8 And if I may, I would like to argue
9 for -- if I may, I would like to present my reasons
10 for these changes.

11 PRESIDENT CUMMINGS: Yeah, I need to get a
12 second first. Is there a second?

13 (Secods from the floor.)

14 PRESIDENT CUMMINGS: All right. Now you
15 can go into it.

16 DELEGATE KNUTSON: Thank you, President
17 Cummings. I know we have all been through a long
18 Convention. I know people are tired and want to get
19 through things quickly. I would just ask us for a
20 moment to consider how hard we work everyday, the
21 problems and troubles that we have at work, the
22 issues that we have to do to defend our coworkers,
23 all the things that we do at home with our family in
24 our communities, all the trials and tribulations

1 that we have. And then I would like you to imagine
2 if that also included bombs falling on your
3 neighborhood, if that included bombs falling on your
4 union hall, if that would include, as my friend
5 Jihad Awad who is a union nurse in Minneapolis
6 between him and his wife they've lost 50 family
7 members in Palestine.

8 If you could just think for a moment
9 what it would be like for your family if you lost 50
10 family members in the last two years to bombs that
11 were paid for by the United States falling on your
12 homes?

13 And I would like to say, what would
14 you hope people would do for you? If you were in
15 that situation, if you put out an SOS, if you asked
16 unions that say solidarity is forever and forever
17 and an injury to one is an injury to all, and you
18 would hope that they meant that? What would you
19 want them to do?

20 Our resolution asks us to do a couple
21 of things. The first one is to name it. Let's cut
22 the bullshit.

23 (Applause.)

24 There is a genocide happening and none

1 of us are safe if there is a government that
2 believes it can get away with it.

3 (Applause.)

4 And the second thing we need to do is
5 we need to take action. It's not enough to name it.
6 Words aren't enough.

7 (Applause.)

8 We do have some say in this society
9 and we should use it and we should use it by
10 demanding like Senator Sanders and a majority of the
11 Democratic senators in Congress did by cutting off
12 military aid to Israel in a total arms embargo on
13 that genocide.

14 (Applause.)

15 I respect everybody in this hall so
16 much. I love CWA. And I hope that we can do the
17 right thing.

18 Thank you, President Cummings.

19 (Applause.)

20 PRESIDENT CUMMINGS: Thank you, Kieran.

21 At the "Against" mic, we have Delegate
22 Jefferson Cruz 81201.

23 DELEGATE CRUZ: Thank you, Mr. President.

24 Good morning, Brothers and Sisters, Sisters and

1 Brothers. My name is Jeff Cruz. I'm a veteran of
2 the United States Marine Corp. And I am the
3 Business Agent of IUE-CWA Local 81201 Lynn,
4 Massachusetts.

5 We represent 1,100 GE Aerospace
6 workers that manufacture, assemble and test several
7 engines used in military aircraft.

8 I want to express my concern regarding
9 the proposed amendment. Local 201 is a historical
10 local, an organizing local, a politically active
11 local, and above all, a principled local.

12 Beyond our leadership or our
13 membership, we govern ourselves by our Constitution
14 which enshrines in its preamble the ongoing struggle
15 to protect ourselves collectively against the
16 organized forces of the employer. It also states
17 that we shall steadfastly oppose all policies and
18 activities which aid the program or purposes of any
19 totalitarian or fascist organization.

20 The atrocities that are taking place
21 at the hands of the Israeli state against the people
22 of Palestine are undeniable. And all acts big or
23 small to stand in solidarity against the
24 ethnocentric and fascist administration of the State

1 of Israel are warranted and past due.

2 But before we take this bold stance
3 that the amendment states, we should position
4 ourselves in a place to produce maximum effect.

5 It is our responsibility as union
6 members and it is the CWA's responsibility as our
7 Union to make that stand, and to make it loud and
8 public.

9 This resolution as it was originally
10 presented accomplishes all of that.

11 The presented amendment, however,
12 falls short in conception, planning, and execution.

13 For one, it has not taken into
14 consideration nor does it come from dialogue or
15 participation from major stakeholders and subject
16 expert matters such as RIUE union brothers and
17 sisters from GE Aerospace Lockheed Martin and other
18 defense industry employers. We have deep knowledge
19 of the industry and have leveraged it to better the
20 lives of our Union members, their families and their
21 communities. We are also leveraging disposition to
22 organize new members to rebuild and grow our Union
23 after decades of plant closings, layoffs, and
24 attrition.

1 The proposed amendment would be a
2 toothless and self-defeating action that would go
3 against our shared goal to organize the unorganized
4 and gain even more strength at each employer in the
5 entire industry. It would be an exercise in
6 futility and self-harm to ourselves.

7 Allow me to share some of my knowledge
8 of this industry. A U.S. embargo would not stop
9 these weapons and military components from being
10 delivered to the state of Israel, it would just
11 allow the companies that produce them to take that
12 work and put it in one of several other countries in
13 which our work has already been shipped out to.

14 These companies have the capabilities
15 to manufacture anywhere in the world in dozens of
16 friendly, non-aligned, and even hostile countries.

17 The amendment is the perfect
18 short-sighted decision that would finally give these
19 companies the opportunity to dismantle it all here
20 and take it somewhere else.

21 Local 201 has struggled for decades to
22 prevent our work and our influence with these
23 companies from evaporating into the international
24 market and to keep the work in the U.S. and to keep

1 these defense industries accountable to the people
2 of the U.S.

3 This is where we need to start. We
4 need to -- we must first prepare ourselves by
5 building up our ranks among the arms and defense
6 industry. We must pursue a policy of diversification
7 of work away from military and into commercial and
8 civilian. We need to build solidarity at home by
9 building up a strong coalition with other unions
10 that would be impacted or have sway over the rest of
11 the defense industry.

12 Without this preparation, the
13 amendment would destroy all our work. It would
14 destroy the lives of our members and unfortunately
15 not stop the arms from reaching the state of Israel.

16 I encourage you all not to support
17 this reactionary and poorly planned amendment, not
18 only because it would be have a negative impact on
19 our Union, but because in the end it would make us
20 an even smaller ally to the people of Palestine.

21 As a veteran and as a --

22 PRESIDENT CUMMINGS: You have one minute.
23 Just one minute warning. Okay.

24 DELEGATE CRUZ: Thank you, Chairman.

1 As a veteran and as a union member, I
2 can only speak for myself and my local, but I am
3 certain that any of the other defense industry
4 locals will tell you there is a better approach to
5 all of this rather than burying us with clichés.

6 I ask all of those who would support
7 the amendment to take a critical look at it.

8 That is all I have.

9 Free Palestine and solidarity forever.

10 (Applause.)

11 PRESIDENT CUMMINGS: Thank you.

12 At the "Questions" mic, I have Bjorn
13 Westergard, Local 52031.

14 DELEGATE WESTERGARD: I rise to ask, does
15 the Resolutions Committee have a response to the
16 proposed amendment?

17 COMMITTEE CHAIRPERSON LUDWIG: Yes, I do.

18 So the committee took these
19 considerations in when these people came in to talk
20 to us, but one of the things that started off with
21 it, we found out that the IUE was going to be losing
22 jobs. That's the first thing we found out. We
23 didn't know how real it was, so we asked and they
24 came in and they talked about it with us.

1 We are not Middle East -- (Visibly
2 moved.)

3 (Applause.)

4 We are not Middle East specialists, we
5 are the Resolution Committee. And what happened
6 here and people running around in your texts and
7 your values, we understand that. Our job was to
8 protect our Union members, that was one of our jobs.

9 (Applause.)

10 We also understand that this
11 resolution was about making sure that people of
12 Palestine were taken care of. And then I think
13 everyone in here can agree, there should be no
14 hostages, no one should agree to that. And, that's
15 what's in this resolution.

16 I understand where my brother's coming
17 from and he has got a lot of passion and him and I
18 have been spending a lot of time with each other for
19 the last 24 hours and it's been good conversations.

20 But this resolution and what they're
21 asking for does not solve the problem in the Middle
22 East and it hurts CWA. It also hurts IUE when they
23 go to organize because somebody could say, Hey,
24 they're taking your jobs and they're organizing,

1 they passed a resolution about this. That's not
2 okay. And God knows it's not for the Resolutions
3 Committee to have that conversation. We are working
4 people just like the rest of you and we see the
5 genocide and we see all that as well. But we also
6 see a need to protect what we know is right, which
7 are our members.

8 And I think everyone in this place can
9 understand that. Am I wrong?

10 (Applause.)

11 Should we not be protecting our
12 members?

13 (Applause.)

14 We are able to do two things in this
15 resolution, we go farther than any other union has,
16 and we should be proud of that, absolutely proud of
17 that.

18 The woman was here yesterday from the
19 UN Secretary actually talking about how much CWA is
20 going to take this and we can do these things
21 without hurting our own.

22 So, Mr. President, I would request
23 that you do not support this -- do not take his
24 motion and it gets voted down.

1 Please, for not just the Resolution
2 Committee, but for the people that work at the IUE.

3 (Applause.)

4 PRESIDENT CUMMINGS: Thank you.

5 At the "For" mic Nadia Taha, Local
6 39213.

7 (Applause.)

8 DELEGATE TAHA: Thank you, President
9 Cummings.

10 I've heard a lot of people who aren't
11 Palestinians and are not actually talking to any
12 Palestinians to report on what they think
13 Palestinians want. So I represent a journalism
14 union, so why don't we go straight to the source.

15 In April, the Federation of
16 Palestinian Trade Unions spoke directly to us in a
17 letter to labor unions in the United States and they
18 said quote: "We call on you, the American labor
19 unions, to translate your solidarity into effective
20 actions that go beyond statements and speeches and
21 create real pressure to stop this dirty war."

22 Now, as a Palestinian -- Palestinians,
23 we have a reputation among other Arabic speakers for
24 being very polite. And that gene seems to have

1 skipped me, so I'm going to translate what they said
2 into plain English. "You can keep your mealy
3 mouthed thoughts, and prayers, and sympathy
4 statements. We are dying over here."

5 (Applause.)

6 So, since I'm a member of the
7 NewsGuild, I'm going to speak specifically about the
8 plight of our sibling media workers in Palestine.
9 Two days ago Sunday, August 10th was the single
10 bloodiest day for Palestinian journalists yet.

11 Israel acknowledges openly that it
12 assassinated six television journalists that day,
13 three camera operators, two correspondents, a
14 producer, and a writer. Another camera operator and
15 a correspondent for another network were maimed in
16 this attack, which was a bombing of the media tent
17 outside what remains of a hospital in Gaza.

18 In a separate attack, yet another
19 journalist was severely injured in the fire bombing
20 of his family home.

21 The intended target of this attack was
22 a young man named Anas Al-Sharif. Anas was 28 years
23 old. He had become a household name among Arabic
24 language news consumers, his was a trusted voice

1 that seemed to outlast those of his fallen
2 colleagues. Israel killed him just as he was
3 focused on reporting about the intensification of
4 their campaign of mass-forced starvation.

5 While Palestinians in Gaza and people
6 of conscience worldwide are mourning Anas, Israel
7 calls him a terrorist to justify murdering him and
8 his colleagues.

9 You don't have to take my word for it.
10 The committee to protect journalists will tell you
11 they have a long history of making similar claims in
12 order to facilitate war crimes and silence the
13 journalist who dare to report on occupation and
14 genocide.

15 (Applause.)

16 In April, Anas posted a statement
17 online in anticipation of his own death, so let's
18 listen to what a Palestinian has to say, a worker.

19 "If these words of mine reach you,
20 know that Israel has succeeded in killing me and
21 silencing my voice. God knows that I have exerted
22 all my effort and strength to be a support and voice
23 for my people ever since I opened my eyes to life in
24 the alleys and neighborhoods of the refugee camp. I

1 have lived pain in all its varieties and I have
2 tasted loss repeatedly. Despite this, I have never
3 hesitated to convey the truth as it is without
4 distortion or falsification.

5 May God be a witness to those who
6 remain silent and accepted our killing and to those
7 whose hearts were not moved by the remains of our
8 children and women, who failed to stop the massacre
9 our people have been subjected to for more than a
10 year-and-a-half.

11 I advise you not to be silenced by
12 restrictions nor to be paralyzed by borders. Be
13 bridges towards the truth and liberation of the
14 country --

15 PRESIDENT CUMMINGS: One minute left.

16 DELEGATE TAHA: " -- so the sun of freedom
17 is shined upon our usurped homeland."

18 At the NewsGuild, we have a common
19 chant that we recite at our pickets. Y'all have
20 heard it at our rallies here in Pittsburgh, when
21 journalists are under attack, what do we do?

22 (Stand up, fight back.)

23 It is our beloved parent union, our
24 siblings here from the CWA cross-sectors, that make

1 us proud in every struggle for justice to say when
2 workers are under attack, what do we do?
3 (Stand up, fight back.)
4 And that is what our siblings in the
5 Palestinian trade unions, including the journalists
6 who remain are calling us to do; stand up on their
7 behalf, fight back against the tyranny of a cruel
8 and racist regime that has operated with impunity
9 for decades by manipulating our perspective,
10 censoring the press, barring freedom of journalism.
11 (Applause.)
12 Statements of solidarity won't
13 obstruct the path of weapons -- (microphone
14 silenced.)
15 (Applause.)
16 PRESIDENT CUMMINGS: At the "Motions" mic,
17 Delegate Joseph Snyder from Local 4302.
18 DELEGATE SNYDER: Thank you,
19 Mr. President. I call the question.
20 PRESIDENT CUMMINGS: The question has been
21 called for. That is nondebatable.
22 All right. We need a two-thirds vote,
23 in order to end debate on the amendment, so I am
24 going to ask everyone to please take your seat, so

1 we can be fair and make sure we get -- that's all
2 right. I got it. Please take your seat.

3 So, it takes a two-thirds vote on this
4 amendment to call the question. I want to remind
5 all the delegates to please just use one hand while
6 voting okay. All right. This is going to take a
7 two-thirds vote to close the debate.

8 So all those in favor, please raise
9 your hand, one hand. All right.

10 (Show of hands.)

11 Those against.

12 (Show of hands.)

13 It passes.

14 (Gavel knock.)

15 Now we are going to vote on the motion
16 to amend, okay, as stated.

17 So all of those in favor of the
18 amendment, raise your hands, please.

19 (Show of hands.)

20 Those opposed?

21 (Show of hands.)

22 The amendment fails.

23 (Gavel knock.)

24 (Applause.)

1 So we are going back to the main
2 motion as proposed by the committee.

3 All right. At the "Motions" mic, hey,
4 Delegate Snyder, just make your motion. We got you.
5 Okay.

6 DELEGATE SNYDER: Okay. I call the
7 question, Mr. President.

8 PRESIDENT CUMMINGS: Okay. The question
9 has been called for on the original resolution from
10 the committee.

11 Is there a second?

12 (Secods from the delegation.)

13 All right. We need a two-thirds vote
14 so all of those in favor of the resolution as
15 presented -- on closing the debate, raise your
16 hands. Raise your hand, please.

17 (Show of hands.)

18 Okay. Those opposed?

19 (Show of hands.)

20 Okay. Debate is closed.

21 So, now we are going to vote on the
22 original resolution recommended by the Resolutions
23 Committee.

24 All those in favor, raise your hands

1 please.

2 (Show of hands.)

3 Those opposed?

4 (Show of hands.)

5 Resolution passes.

6 (Gavel knock.)

7 (Applause.)

8 The committee can continue with your

9 report.

10 CHAIRPERSON LUDWIG: Thank you, President

11 Cummings.

12 The Chair recognizes Madison Cassels.

13 COMMITTEE MEMBER CASSELS: I would like to

14 ask convention delegates to refer to Resolution

15 80A-25-06 entitled A Generational Fight For Our

16 Freedoms located on the Convention materials web

17 page.

18 Resolution #80A-25-06.

19 A Generational Fight for Our Freedoms

20 American democracy is cracking under

21 intense attack from authoritarian forces. The

22 authoritarian right is attempting to repeal the

23 advances made in our democracy throughout the 20th

24 century and - with it - all of our victories for

1 organized labor, the civil rights movement, women,
2 the LGBTQ+ community, immigrants, the poor, the
3 elderly, and people with disabilities.

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

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

20 For all these reasons, authoritarians
21 have to break unions in order to succeed in their
22 project. They will come for us in many ways: Direct
23 attack, co-optation, destroying labor rights,
24 cutting off dues, even jailing our leaders. We see

1 all of these attacks underway today, with
2 presidential actions that eliminated collective
3 bargaining rights altogether for nearly a million
4 workers, unilaterally ended dues deduction, and
5 severely limited the ability of federal employee
6 unions to fulfill their representational duties.
7 Shockingly, David Huerta, the president of SEIU
8 California and SEIU-United Service Workers West, was
9 wrongfully arrested while protecting the rights of
10 his members.

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

21 We are here because of failed
22 neoliberal economic models, corporate greed and the
23 fifty-year class war. Our economic and political
24 systems are rigged by the wealthy. Even as CWA's

1 political action has made a difference in advancing
2 the interests of the working class on countless
3 occasions, the corruption enabled by the massive
4 corporate money that dominates politics has
5 prevented sustained progress for worker interests,
6 in Washington, D.C., state capitols and cities
7 across the country. We must hold the line.

8 We must educate our members, increase
9 our Union membership, grow our independent political
10 strength, and take an active part in building the
11 broad multiracial working class resistance to
12 authoritarianism. We cannot put our heads in the
13 sand and hope that this authoritarian movement just
14 blows over in the next few years. Previous
15 generations fought too hard for American democracy -
16 against British monarchy, chattel slavery, and
17 European fascism - to have our country fall to
18 authoritarianism now. CWA members must do our part
19 in the coalition to stop authoritarianism.

20 And I will just read the resolves.

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

24 Resolved: CWA recognizes that

1 defeating authoritarianism must be a primary
2 objective of our Union.

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

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

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

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

20 Resolved: CWA will uphold our
21 commitments to defend human rights for all in the
22 workplace and the world. We pledge to protect the
23 first targets of human rights attacks - including
24 trans people and immigrants - as we know these

1 attacks are integrally linked to attacks on our
2 labor rights.

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

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

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

13 Mr. President, the committee moves the
14 adoption of 80A-25-06, entitled, A Generational
15 Fight for our Freedoms.

16 PRESIDENT CUMMINGS: Okay. The committee
17 has moved and seconded adoption of resolution No. 6.

18 At the "For" mic, is Niki Yemi from
19 Local 4320.

20 DELEGATE YEMI: Thank you. Niki Yemi,
21 4320 District 4.

22 I think that everyone in here
23 recognizes that labor unions are one of the
24 strongest voices not just for rights, wages and

1 benefits on the job, but for real voices for real
2 working people in our democracy.

3 We are not alone in this thought. The
4 authoritarians, they know. And they know that we
5 will fight tooth and nail for our rights to protect
6 them.

7 This also means that these are the
8 people that will come for us. They will come for us
9 because they know our power, and they know they want
10 nothing more than to take away our power as well as
11 the power of anyone who will stand in their way. So
12 we need to be ready to get to work and we need to
13 fight back.

14 I strongly urge that all delegates
15 support this resolution. Thank you.

16 (Applause.)

17 PRESIDENT CUMMINGS: Thank you.

18 Seeing that there is no one who wishes
19 to speak on this resolution, all of those in favor,
20 say aye.

21 (Chorus of ayes.)

22 Those opposed?

23 (No response.)

24 Resolution passes.

1 (Gavel knock.)

2 (Applause.)

3 All right. This is on the "Questions"
4 mic, Andrew Carillo, 37074.

5 DELEGATE CARILLO: Thank you, Mr. Chair.

6 I had a question how many other
7 resolutions did the Shawn Ludwig Resolution
8 Committee kill, and I would like to know what they
9 were about, please?

10 COMMITTEE CHAIRPERSON LUDWIG:

11 Mr. President, can I answer that?

12 PRESIDENT CUMMINGS: Yes, you can answer.

13 COMMITTEE CHAIRPERSON LUDWIG: Well, it
14 wasn't Shawn Ludwig that killed it, Andrew, but
15 thank you for making that a big deal.

16 (Applause.)

17 PRESIDENT CUMMINGS: I don't know that
18 "kill" was the right terminology. The committee
19 just didn't recommend it.

20 COMMITTEE CHAIRPERSON LUDWIG: Some of the
21 resolutions that came in -- I'm trying to think of
22 the exact number it may have been 4, some were due
23 to the fact that, you know, what they were asking
24 for was in contrast to some of the stuff that CWA

1 already has, some of the stuff that we have. But
2 I'm listening to your point, I think it was maybe
3 four, possibly maybe five.

4 And also, we have given back some
5 resolutions to people. Even in the last resolutions
6 we were working with people trying to resolve an
7 issue and go from there. So, I think it was like
8 four or five. I hope that answers your question.

9 PRESIDENT CUMMINGS: Okay. Thank you.

10 The committee can continue with their
11 report out to the delegates.

12 You can continue.

13 COMMITTEE CHAIRPERSON LUDWIG: Sorry about
14 that. The Chair recognizes Dory Brown-Maxey.

15 COMMITTEE MEMBER BROWN-MAXEY: I would
16 like to ask convention delegates to refer to
17 Resolution 80A-25-07, entitled, Restoring Federal
18 Funding for the Corporation for Public Broadcasting
19 and Local Public Media located on the Convention
20 material website.

21 Resolution #80A-25-07

22 Restoring Federal Funding for the
23 Corporation for Public Broadcasting and Local Public
24 Media

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

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

24 For decades, federal investment in

1 public broadcasting has been a small but critical
2 part of the federal budget, returning enormous value
3 to the public. Yet, the Trump administration
4 proposed rescinding all federal funding for CPB
5 and, by extension, local PBS and NPR stations.
6 Congress then voted to approve this rescission,
7 jeopardizing a key source of stability for hundreds
8 of public radio and television stations,
9 particularly those serving rural and underserved
10 communities.

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

20 This attack on public broadcasting is
21 part of a broader effort to dismantle public
22 institutions that serve the common good. It comes
23 alongside direct threats from FCC Chairman
24 Brendan Carr, who, in January 2025, ordered an

1 enforcement investigation into NPR and PBS member
2 stations over alleged violations in on-air
3 sponsorships, known as "underwriting." Carr
4 suggested some stations may be illegally running
5 commercials, potentially providing justification for
6 further congressional defunding. Critics note that
7 these investigations serve to stoke political
8 pressure and undermine public media independence.

9 I will read the resolves.

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

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

23 Resolved: CWA reaffirms its commitment
24 to defending public broadcasting as an essential

1 institution that informs, educates, and connects
2 communities across the nation.

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

9 Resolved: CWA will hold accountable
10 any elected officials who vote to defund public
11 broadcasting or misuse regulatory power to undermine
12 it, and we will work to elect candidates who support
13 strong, stable funding for public media and the
14 Union jobs it sustains.

15 Mr. President, the committee moves to
16 adopt the Resolution 80A-27-07, entitled, Restoring
17 Federal Funding for the Corporation of Public
18 Broadcasting and Local Public Media.

19 PRESIDENT CUMMINGS: A motion has been
20 made. Thank you.

21 The motion has been made and seconded
22 for adoption of Resolution 8.

23 At the "For" microphone, we have
24 Delegate Mike Wilkins from local 51018.

1 DELEGATE WILKINS: Thank you, President
2 Cummings, executive board members, revered retirees,
3 and my hard-working union family. I'm Mike Wilkins,
4 President of CWA 51018 and I strongly support this
5 resolution calling for the restoration of Federal
6 funding for the Corporation For Public Broadcasting
7 and local media, and I ask you to stand with me.

8 Last month, no doubt you know,
9 Congress and the president rescinded nearly \$1.2
10 billion in funding for local PBS and NPR stations
11 across the country, money that had already been
12 allocated and approved, many stations were counting
13 on keeping it to serve their communities, our
14 communities.

15 The cut is immediate. In fact, I can
16 actually tell you that several of our NABET siblings
17 have already been out of a job because of it.

18 It's devastating for local stations.
19 It's devastating for communities across the United
20 States, particularly those in rural areas and it's
21 devastating for the NABET NewsGuild and CWA members
22 whose jobs are in jeopardy.

23 Here in the home of Mr. Rogers, we are
24 reminded of his belief that "All of us at some time

1 or another needs help."

2 (Applause.)

3 Well, public media is one of those
4 helpers, providing trusted local journalism that
5 keeps communities informed, educational children's
6 programming that inspires lifeline learning and
7 vital emergency information that helps keep people
8 safe when disaster strikes. Ask the people in
9 Michigan, ask the people in Alaska, ask the people
10 in West Virginia. We were there when the commercial
11 stations weren't.

12 This funding cut is not just a line
13 item in a budget, it was a dishonoring of a
14 commitment and it's a blow to the people, our
15 communities again, who depend on us everyday.

16 While the recision has been enacted,
17 the battle is actually not over. The federal budget
18 has yet to be approved, so we must unite and demand
19 of Congress, our legislators, reverse this decision
20 and fully restore CPB funding. It can be done. Our
21 members, our stations, and our communities deserve
22 nothing less.

23 You've heard all this the past two
24 days, the committee reports, the resolutions. This

1 isn't written down, this is from the heart right
2 now. I want you to know we are in a fight. It's
3 not when we fight, we win. It's we fight, we win.
4 The fight begins now for everybody.

5 (Applause.)

6 And I hope that you would stand with
7 me, NABET-CWA, the NewsGuild, and our CWA siblings
8 in supporting this resolution and everything else
9 that is going on this week.

10 Thank you.

11 (Applause.)

12 PRESIDENT CUMMINGS: Thank you.

13 At the "For" mic, Delegate Dustin Roy.
14 Is it Roy, from Local 2276?

15 I'm sorry, Delegate. Dustin Croy from
16 Local 2276.

17 DELEGATE CROY: Thank you.

18 My name name is Dustin Croy. I'm
19 President of Local 2276. And I come from Mercer in
20 McDonough County in southern West Virginia. I'm
21 also a lieutenant with the Athens Volunteer Fire
22 Department.

23 (Applause.)

24 Being a first responder, I know the

1 importance of the NPR, it plays a crucial role in
2 the National Public Warning System and the Emergency
3 Alert System. I was on the front lines down there
4 when we had the floodings in Mercer McDonough
5 County, most of these areas have little to no
6 cellphone signal. When the natural disaster
7 occurred, we lost two main COs down there, so these
8 people had no communication whatsoever.

9 The residents of these counties, they
10 relied on news and the Emergency Response System for
11 emergency updates. Without it, these rural areas
12 and the volunteer services that protect it could
13 lose a vital lifeline to its community.

14 So, I urge you to vote yes on this
15 resolution. Not only can you save jobs, but you can
16 save lives.

17 Thank you.

18 (Applause.)

19 PRESIDENT CUMMINGS: All right. Do we
20 have anyone else speaking? I don't see anyone
21 speaking against.

22 So all those in favor of Resolution 8,
23 raise your hands.

24 (Show of hands.)

1 Those opposed?

2 (No response.)

3 Thank you.

4 (Gavel knock.)

5 The resolution passes.

6 The committee can continue their

7 report, if Dan will let them.

8 We don't have any other resolutions to

9 report?

10 COMMITTEE CHAIRPERSON LUDWIG: No.

11 PRESIDENT CUMMINGS: Okay. We'll release

12 your committee. Thank you so much.

13 Let's give them a round of applause.

14 (Applause.)

15 I'm sorry. You're not dismissed. I'm

16 sorry. You're not dismissed. I'm sorry. We'll

17 bring you back -- what do we have?

18 Okay. What mic? Mic 1, at the

19 "Motions" mic.

20 DELEGATE PIERCY: I apologize. Lanell

21 Piercy, Local 4252.

22 PRESIDENT CUMMINGS: I'm sorry. Lanell

23 from Local 4752.

24 DELEGATE PIERCY: 4252.

1 PRESIDENT CUMMINGS: 4252. I have got to
2 get some better writers up here, Lanell. I'm sorry.

3 DELEGATE PIERCY: That's okay. I'm sorry?

4 PRESIDENT CUMMINGS: Go on with your
5 motion.

6 DELEGATE PIERCY: My motion is to have the
7 resolution stated Office Workers Demand Clean and
8 Healthy Workplace read to the body, so that we can
9 vote on it. It was rejected by the Resolutions
10 Committee.

11 PRESIDENT CUMMINGS: You want the resolves
12 read again? Is that it? Is that what I heard?

13 DELEGATE PIERCY: Well, we changed
14 language and resubmitted from my understanding had
15 some conversations with the Resolution Committee
16 last night and some language was changed because
17 they were concerned by some of the language that was
18 in the resolved and we have changed that.

19 My understanding was it was given to
20 the Resolution Committee and I did not hear that it
21 was accepted. It has not been read out. So I would
22 like the motion to have it read on the floor.

23 PRESIDENT CUMMINGS: Okay. It's been
24 moved -- yeah, so let me get a second on that

1 motion.

2 (Second from the floor.)

3 All right. Let me ask the committee,
4 do you all have the renewed information? I'm sorry?
5 You don't have it. Okay. Lanell, why don't you
6 read out then what you want the committee to have.

7 DELEGATE PIERCY: Okay. On the part -- it
8 was on the first page the last paragraph, strike
9 "janitorial" and then on the second page at the top,
10 "continuing services not only keep the floors clean
11 and dry, but also ensure that hazardous materials
12 are properly disposed of reducing workplace
13 accidents," and then under the resolved, the very
14 last "CWA will strike publicized," and continue with
15 "expose employers with consistent unsanitary
16 conditions through" strike "social and public
17 media," continue on with "mobilization, actions, and
18 other protected concerted activities if remedial
19 actions are not taken to ensure our member's health
20 and safety on the job."

21 PRESIDENT CUMMINGS: All right. So I'm
22 clear --

23 DELEGATE PIERCY: Yes.

24 PRESIDENT CUMMINGS: -- this is what you

1 want added or struck?

2 DELEGATE PIERCY: The ones where I said
3 struck, it's strike. And then we had the underline.
4 I don't have the original with me, I have the
5 corrected copy. I'm sorry.

6 PRESIDENT CUMMINGS: That's okay. All
7 right.

8 DELEGATE PIERCY: They told me that they
9 would have the original and they could put the
10 original up on the screen yesterday, but I don't
11 know if that's possible now.

12 COMMITTEE MEMBER DEOSIO: Okay. So, to
13 explain I mean we don't have the resolution here as
14 it was declined.

15 DELEGATE PIERCY: Okay.

16 COMMITTEE MEMBER DEOSIO: We didn't have
17 the updated information stating the changes. It is
18 somewhat of the changes that we requested to be
19 done, just an explanation. First off, the implied
20 janitorial services should include proper disposing
21 of hazardous materials, the health and safety
22 experts we talked to noted that because disposing of
23 hazardous materials is dangerous for both the person
24 doing it and the people around, that that should be

1 included alongside regular janitorial services.
2 There should be a properly trained person with PPE
3 and all of the necessary equipment who is disposing
4 of hazardous material, so by you Xing that, that
5 takes care of that issue.

6 DELEGATE PIERCY: Okay.

7 COMMITTEE MEMBER DEOSIO: The secondary
8 issue was the to for CWA -- and take note of this --
9 for CWA so that means that us as CWA and employees
10 to publicize the concerns about unsanitary working
11 conditions and to do that in a way of social media
12 or, you know, posting it in ways that could harm
13 employees, you know, or implicate employees if that
14 was to be done with certain work groups, so if
15 you're Xing that as well, I mean that was two of the
16 requests that we had requested.

17 DELEGATE PIERCY: Correct, we struck
18 social and public media, and then added I believe
19 "mobilization actions and other protected concerted
20 activities."

21 COMMITTEE CHAIRPERSON LUDWIG: The
22 language that you're talking about because we spoke
23 to Tony about it and when we explained to him the
24 concern when he was in there, he understood it. I'd

1 have to see because I'm trying to keep up and I do
2 appreciate you doing this, but we didn't end up
3 having it because we were dealing with other issues,
4 you know, and we also didn't get it in time, which
5 is another reason that was a part of it. I know the
6 person's not here, but I tried to explain that to
7 him. But, you know, they're not here and didn't --
8 and we didn't get it on time.

9 DELEGATE PIERCY: So it's a motion ruled
10 out of order? Are we voting on the motion? I'm
11 confused.

12 PRESIDENT CUMMINGS: No, so I think,
13 Lanell, it would be best, just in my opinion -- and
14 I've got the parliamentarian behind me -- is that,
15 if you just read the resolves with the changes you
16 want in them, right, so everyone will know what you
17 want changed, and then the whole resolve, you know,
18 because you said a number of things there. So, I
19 think we need the whole resolve read. And then I
20 can call for a vote on whether or not the delegates
21 accept it. That's what I think. Okay?

22 DELEGATE PIERCY: I can do that.

23 PRESIDENT CUMMINGS: Okay.

24 DELEGATE PIERCY: So resolved: CWA demands

1 a clean and healthy workplace for all of our
2 members.

3 Resolved: Where employees fail or
4 refuse to maintain clean and healthy workplaces, CWA
5 will use all regulatory, legislative, and legal
6 means to protect our members on the job.

7 Resolved: CWA will expose employers
8 with consistent unsanitary conditions through
9 mobilization actions and other protected concerted
10 activities if remedial actions are not taken to
11 ensure our members' health and safety on the job.

12 PRESIDENT CUMMINGS: Okay. No one at the
13 "Against" mic. Okay. Not for this. Okay.

14 Are you on the "Against" mic for this?
15 Have you called in yet? Is this on this issue or
16 another issue?

17 DELEGATE SNYDER: On this issue.

18 PRESIDENT CUMMINGS: Okay. All right.
19 Joe Snyder from Local 4302.

20 DELEGATE SNYDER: So, Sister Piercy, I
21 can't disagree with anything that you just said, but
22 I want to voice my concerns with us trying to adjust
23 things like this on the fly.

24 I have been a committee member myself.

1 I respect everything that committees go through.
2 And I'm a 51-year-old guy and my brain ain't that
3 great. So a lot of times when I'm sitting out here
4 trying to decide whether or not to vote on an issue,
5 I have to put my faith in the people that have sat
6 and vetted things against our Constitution and have
7 taken the time to do the research and to put things
8 in writing for my review before I can sit down here
9 and make my decision.

10 (Applause.)

11 Thank you.

12 We've had a couple of very, very, very
13 important things come up here today and we have had
14 people speak their minds. And that's what we do
15 here, everyone of us everyday, myself included. You
16 just saw me be an incredible jerk like 10 minutes
17 ago here. But I thought it needed to be done and I
18 think it has to be done here.

19 When it's your job to take input from
20 this body, things that matter, that change people's
21 lives and you spend five, six days shackled up in a
22 hotel, eating crappy food, reviewing every piece of
23 documentation -- and I was Appeals, and it's a
24 nightmare -- we have to have the time to actually

1 make real decisions, because again, I'm not going to
2 argue that we need clean, safe workplaces and that
3 these employers need to be smacked in the mouth
4 every time they try to screw that up for us. But I
5 can't comfortably vote and say, Yeah, I agree that
6 that's what the writing should be because I need
7 time. And that's what you guys have spent your time
8 doing.

9 So I can't support us reinitializing
10 and trying to put resolutions that were rejected
11 back out here on the floor willy-nilly that we are
12 all going to be held accountable for in perpetuity.

13 Thank you for your time.

14 (Applause.)

15 PRESIDENT CUMMINGS: Okay. No one else
16 wishing to speak on this issue.

17 So all of those in favor of the
18 amendments to that resolution, say aye.

19 (Chorus of ayes.)

20 Those opposed?

21 (Chorus of noes.)

22 Okay. Well, let's do it this way:

23 All those in favor, raise your hands.

24 (Show of hands.)

1 All those opposed, raise your hands.
2 (Show of hands.)
3 Amendment fails.
4 (Gavel knock.)
5 Thank you.
6 On the "Motions" mic, Edward -- oh,
7 you guys have to start writing better up there --
8 Maresca, Local 3603.
9 DELEGATE MARESCA: Thank you, President
10 Cummings. Eddie Maresca, Local 3603, Charlotte,
11 North Carolina.
12 I'm here to make a motion for CWA to
13 begin collecting dues on an actual basis rather than
14 an anticipated basis. That's my motion.
15 PRESIDENT CUMMINGS: Okay. You can speak
16 on it. Let us get a second. Can we get a second on
17 that motion.
18 (Second from the floor.)
19 Okay.
20 DELEGATE MARESCA: Thank you.
21 Over the last two years, our local has
22 been working with the District and the National to
23 address the return of dues taken by CWA, but not
24 collected by the local.

1 The local noticed through the dues
2 summary report in Aptify that the 60/40 split was
3 not accurate, this prompted the local to start
4 reviewing the detailed report in Aptify.

5 We discovered that members who were on
6 leave, mostly in mobility, were having dues taken,
7 but no actual dues were being collected. This meant
8 the National and the MRF were receiving their shares
9 from the local's portion, putting us into a deficit
10 since no dues were collected from the member.

11 The local began scrubbing the list in
12 Aptify each month to identify members who were not
13 paying dues but still showing the National taking
14 their portion. This allowed us to request refunds.

15 Initially, we were referred to AT&T,
16 but we did not have a contact in payroll. We then
17 started sending these requests to Susan Sumara at
18 National and we now send them to Raina at the
19 District, who has since established a contact at
20 AT&T to work with directly.

21 When accessing Aptify, you can see all
22 the information related to dues. Often we would see
23 that a member has not paid dues for two or three
24 months before the company reported their leave

1 accurately. This meant that the local went into the
2 red each month as the National and the MRF continued
3 to be funded based on the anticipated dues, not
4 actual collections.

5 For example, if Member A pays 50 bucks
6 in dues each month, but goes on short-term
7 disability for six months, the company might take
8 three months before officially reporting the leave.
9 During that time the National and MRF continue to
10 receive their portions even though the member has
11 not paid any dues. The local's share is used to
12 cover that gap.

13 We have encountered cases where
14 members have been in and out of benefits for a year
15 or more without paying dues and yet their dues were
16 still processed as if they had been collected. This
17 issue would not occur if CWA collected based on
18 actual dues rather than anticipated dues.

19 In February of 2024, we met via Zoom
20 with Susan Sumara, Madam Secretary Ameenah Salaam,
21 Vice President Richard Honeycutt, and others to
22 discuss these issues with Aptify. We identified
23 several concerns from dues not being -- from dues
24 being taken, but not collected to issues with CAPU,

1 part-time and full-time status for mobility retail
2 workers and the use of dummy locals, which are
3 essentially place holders until members are assigned
4 to the correct building location or address.

5 During our discussion, it was made
6 known that any changes to the Aptify system or dues
7 collection processes would be time consuming, costly
8 and could bog down current systems.

9 Our local has invested a significant
10 amount of time and money to address this issue and
11 recover funds owed to us. The National will only
12 process refunds requests that locals submit going
13 back 18 months. This time limit forces locals to
14 stay constantly vigilant or risk losing those funds.

15 It is our hope that we will ultimately
16 be successful in shifting from an anticipated dues
17 model to an actual dues model.

18 While we may never recover --

19 PRESIDENT CUMMINGS: Delegate, I'm going
20 to have to interrupt you. I've got a point of order
21 at the "Privilege" mic.

22 James Joyce.

23 DELEGATE JOYCE: Thank you, President
24 Cummings. Jim Joyce, NABET-CWA Local 51016.

1 I'd like to raise a point of order. I
2 believe out of order. This is a matter for the
3 Constitution Committee because it's a discussion of
4 Article VI of the Constitution. It's not a matter
5 for the Resolutions Committee.

6 PRESIDENT CUMMINGS: Well, the
7 Constitution Committee decides amendments, but
8 Member Joyce, under dues, fines, and assessments,
9 Section 1, membership dues and this is at the
10 Convention, each member of the Union shall pay the
11 membership dues established by the member's local,
12 membership dues shall be collected in a manner
13 determined by the Convention or Executive Board.

14 So the Convention may establish
15 minimum membership dues. So it's proper before us.

16 (Applause.)

17 DELEGATE JOYCE: Thank you.

18 PRESIDENT CUMMINGS: Properly before us.

19 DELEGATE JOYCE: Thank you.

20 PRESIDENT CUMMINGS: Okay. You can
21 continue at the "Motions" mic.

22 DELEGATE MARESCA: Thank you, President
23 Cummings.

24 It is our hope that we will ultimately

1 be successful in shifting from an anticipated dues
2 model to an actual dues model.

3 While we may never recover what we've
4 already spent and while locals will always carry
5 this undue burden to request refunds for these types
6 of issues, a fundamental change to the dues
7 collection process could relieve this burden.
8 Smaller locals in particular are at a disadvantage
9 as they may lack the resources and manpower to
10 routinely scrub Aptify and file timely refund
11 requests. This could be the difference of a local
12 attending a District or National meeting or not.

13 While this change would be
14 significant, I truly believe that the locals will
15 benefit in the long run.

16 Thank you, Mr. President.

17 (Applause.)

18 PRESIDENT CUMMINGS: Thank you.

19 (Applause.)

20 At the "For" mic, from Local 3603,
21 Chad Gragg.

22 DELEGATE GRAGG: Good morning. Chad
23 Gragg, Secretary-Treasurer, 3603 in Charlotte, North
24 Carolina. I'm here to speak in favor on the

1 resolution we are trying to get passed on how dues
2 are collected.

3 Today, as Eddie said, we collect dues
4 on an anticipated basis instead of actual dues paid
5 in. This means the calculations are based on what
6 the member's expected to pay if they work their
7 normal schedules for that given month. So, if a
8 person is out on benefits, they aren't paying any
9 dues until the dues file is updated by that members'
10 company. The National will still collect dues based
11 on what was expected for them to pay in for that
12 month.

13 If no money is paid in, then the money
14 is deducted from the deposit to their local. If a
15 person doesn't pay in the full amount expected, the
16 MRF and National amounts are taken first. And if
17 any is left over, it's given to the local. If the
18 person did not pay in enough to cover that MRF, the
19 National's part, then the difference is deducted
20 from the local dues deposit.

21 So basically, the local pays that
22 person's dues in full or in part to the National.
23 Right now it's up to the local's Treasurer to comb
24 through the monthly dues report to find these

1 discrepancies and contact a District staff rep and
2 then if that doesn't work contact the National rep
3 to try to get this resolved.

4 The District rep will contact their
5 counterpart at the HR to the company to check the
6 member status and see why they are not paying any
7 dues. This is a slow process that can take from
8 several weeks up to in some cases over a year. Dues
9 are usually at least one month behind and for some
10 of these companies are several months behind, which
11 puts the local even further behind on making that
12 deadline.

13 The National will only refund up to 18
14 months of the dues, which means the local treasurer
15 has to spend a great deal of time researching this
16 and keeping up with the District and National
17 contacts to see where we are at on getting these
18 monies paid back.

19 Smaller locals cannot afford to pay
20 the Secretary-Treasurer constantly to research this
21 and just miss out on the monies that are due to
22 them.

23 We have tried to resolve these issues
24 with many phone calls and e-mails with Susan Sumara

1 and Ameenah Salaam over the last couple of years.
2 We were told by Ameenah that as soon as Aptify got
3 switched over from using Social Security numbers to
4 using the UIDs that this would be looked into. So
5 far nothing has been resolved, the locals are still
6 missing out on money owed to them.

7 It is time to resolve this and
8 strengthen our locals by processing dues that are
9 actual dues paid instead of anticipated dues, and
10 get the locals the correct portions of monies that
11 are owed to them.

12 Thank you.

13 (Applause.)

14 PRESIDENT CUMMINGS: Thank you. I want to
15 give the committee -- "Question" mic, Jim Joyce,
16 51016, your question?

17 DELEGATE JOYCE: Thank you, President
18 Cummings.

19 I'd like to ask Secretary-Treasurer
20 Salaam her opinion on this resolution.

21 PRESIDENT CUMMINGS: That's exactly what I
22 was about to do.

23 DELEGATE JOYCE: Great minds think alike.

24 PRESIDENT CUMMINGS: Yes, they do.

1 SECRETARY-TREASURER SALAAM: Good
2 afternoon. Thank you for the opportunity to address
3 this.

4 I will give the delegates some
5 background. I did meet with the two gentlemen
6 delegates that spoke on this on Sunday. I think we
7 had quite a lengthy conversation. I think there is
8 a misnomer here.

9 We collect -- the locals according to
10 the Constitution are to pay the International per
11 capita dues on members.

12 How locals collect those dues and get
13 them to the International vary in different ways.
14 Some units are bottom up where the local directly
15 gets the money from either their employer or from
16 the members, they keep their portion and return the
17 National they're per caps.

18 There is another arrangement which
19 quite a few of you are probably familiar with called
20 top down. And these are for particularly really
21 large groups like our AT&Ts, our Verizons, a lot of
22 our airlines where they collect the dues from the
23 members and turn over the dues to the National along
24 with a report that we go through and make sure that

1 the money adds up with what the records say. We
2 keep our per capita and return the rest to the
3 locals.

4 In some instances on this top down
5 version, they may not collect dues from the member,
6 the member might not be there, the member may be out
7 on disability, but in some arrangements like AT&T,
8 Verizon, when that member returns, they start paying
9 dues and they double up on their membership dues in
10 which we take per capita out of that.

11 I think the misnomer here is that
12 locals are believing that if a member doesn't pay,
13 it nullifies the obligation of per caps. The only
14 thing that triggers whether or not you pay per
15 capita dues to the International is whether or not
16 you are a member. It's not what your work schedule
17 is, it's not what the company captures for the
18 local, it's whether or not you are a member.

19 And so when those members come back,
20 if there's a make up clause, then they make up those
21 dues and the local gets those extra per capita
22 payments back. If there is no make up clause, those
23 members are still obligated to pay and it's up to
24 the local to collect those fees.

1 So, I would recommend that we not
2 support this resolution. I, too, was a small local.
3 My job in there was to scrub what was known as the
4 H166 report and I got on the phone every week and
5 called members who didn't pay and I called employers
6 who didn't send us the money.

7 Unfortunately, I think fortunately,
8 this is good, there's a report in Aptify, you push
9 one button, you put in the dates to and from, and it
10 will tell you every member that you did not get dues
11 for. It was a lot quicker than what I had to do
12 going through lists, and lists, and lists.

13 In addition, we have dues specialists
14 assigned to each Division, each Sector, and each
15 District that will help locals that need help with
16 collecting those monies and getting in contact with
17 the employer.

18 Thank you.

19 (Applause.)

20 PRESIDENT CUMMINGS: All right.

21 Well, you have the motion before you.
22 All in favor of the amendment to that report by the
23 Resolutions Committee, raise your hands, please.
24 All in favor?

1 (Show of hands.)
2 All opposed?
3 (No response.)
4 (Gavel knock.)
5 It passes.
6 (Applause.)
7 Okay. At the "Motions" mic, we have
8 Andrew Carillo, Local 37074 with a motion.
9 DELEGATE CARILLO: Thank you,
10 Mr. Chairman. I'd like to make a motion and speak
11 on it.
12 PRESIDENT CUMMINGS: Yes.
13 DELEGATE CARILLO: I'd like to make a
14 motion for all the received resolutions that went to
15 the Resolutions Committee be published in full on
16 the website. And I have two reasons for that.
17 PRESIDENT CUMMINGS: Can I get a second?
18 (Seconded from the floor.)
19 Okay.
20 DELEGATE CARILLO: Thank you, Mr. Chair.
21 So overall, I just have some uneasiness about
22 resolutions going to -- and I know it's their job to
23 review the resolutions and recommend them or not. I
24 think, you know, ultimately this is a supreme

1 authority of the Union and we should know what was
2 submitted and should know the reasons why the
3 committee did not recommend them.

4 But then two is just a practicality,
5 like we've had two motions that were just
6 resubmitted, and they're not up on the screen and we
7 couldn't go to our phones and look at them, and so
8 it made it difficult as the brother mentioned like
9 we can't make a snap decision without reading it. I
10 think it's just a technicality, if they were all
11 published, then if they were resubmitted for
12 reconsideration, we could look at them again. So I
13 think we should just publish them whether they're
14 put towards the body or not.

15 Thank you.

16 PRESIDENT CUMMINGS: Okay. So this is all
17 resolutions whether they were supported or rejected
18 by the committee?

19 DELEGATE CARILLO: Correct.

20 PRESIDENT CUMMINGS: Okay.

21 At the "For" mic, Delegate Jim Joyce.

22 DELEGATE JOYCE: That was fast. Jim
23 Joyce, NABET- CWA Local 51016.

24 I rise in support of the motion that

1 was just made. It's extremely difficult for us to
2 give due consideration to things as complicated as
3 rebates on dues and other complicated resolutions
4 without seeing them in writing.

5 I think that the Resolutions Committee
6 should do what the Appeals Committee does and report
7 everything out with or without a recommendation, so
8 we know where they stood. They may not have to
9 provide detail on the reasoning, but at least we
10 know what was submitted in total and the delegates,
11 which are the final authority for this Union, have
12 the final decision to make on any resolution
13 submitted just like we do with Appeals and
14 Constitutional amendments.

15 Thank you.

16 PRESIDENT CUMMINGS: Thank you.

17 Okay. At the "For" mic, Keegan Brooks
18 Local 3821.

19 DELEGATE BROOKS: Hi. My name is Keegan
20 Brooks, delegate from 3821. I'm here to speak in
21 favor of the motion that Drew just made.

22 I think this sort of transparency in
23 terms of publishing all of the resolutions submitted
24 by rank-and-file members and delegates is essential

1 to the internal democracy and the democratic union
2 that CWA prides itself on being.

3 And in terms of delegates being
4 well-informed, this sort of information about what
5 is being shared is essential for us to have these
6 conversations in our locals, in our Districts, and
7 in our larger International as a whole about what
8 members and what locals, what types of issues
9 they're submitting, and how the Rules and
10 Resolutions Committee makes these processes and how
11 they make their decisions and what factors go into
12 that.

13 Because as of now for the rejected
14 resolutions, there is not a whole lot of
15 transparency for the International as a whole about
16 why they were rejected by the committee on a variety
17 of issues. I think for any resolution this is
18 important and they should be published on the
19 website.

20 That's why I'm in support of Drew's
21 motion. Thank you.

22 (Applause.)

23 PRESIDENT CUMMINGS: Okay. You can speak
24 to the Chair. He's a delegate, so he can speak.

1 COMMITTEE CHAIRPERSON LUDWIG: My concern
2 about this question that's coming up about the
3 resolutions is a couple things. You know delegates
4 give stuff at the last minute. They're working,
5 we're all working hard and stuff like that, so
6 that's what happens. But another thing is we could
7 now have delegates that hate a president or hate a
8 vice president and that's a resolution and then all
9 of a sudden it turns into a Zoom meeting where bad
10 things are being said about the Union and because,
11 you know, people are upset at this moment right now
12 for whatever reason that now gets put on CWA's
13 public website and we end up hurting ourselves.

14 You know, our business -- this type of
15 business is supposed to stay in here. From my
16 perspective, this only weakens us. I am not saying
17 about honesty or any of that type of stuff, but
18 there are people out there and you all know that
19 would just play a game that, I'm writing a
20 resolution to say this, something negative about the
21 Union, and it would now have to be published.
22 That's not how we build a strong union. That's not
23 how we take care of each other. That's not what
24 it's supposed to be. Right?

1 If Andrew had a concern about his
2 resolution that didn't get passed, he should have
3 came and talked to us because there is a lot of
4 others that did and we are still trying to help
5 them. Right?

6 This is our Union. It's not for the
7 dirty business to be put out there. I would
8 heavily -- I have been on this committee, I would
9 heavily support not supporting this resolution. It
10 makes no sense and only weakens the Union.

11 (Applause.)

12 PRESIDENT CUMMINGS: Okay. At -- Delegate
13 Cody Rickey from Local 6171. We don't have anyone
14 else speaking, right?

15 PRESIDENT CUMMINGS: I'm sorry?

16 DELEGATE RICKEY: I call for the question.

17 PRESIDENT CUMMINGS: I'm sorry?

18 DELEGATE RICKEY: Call for the question.

19 PRESIDENT CUMMINGS: Okay. Question has
20 been called for. That's non debatable. So we are
21 on the motion now.

22 So all those in favor of the motion,
23 raise your hands, if you would please.

24 (Show of hands.)

1 Those opposed?

2 (Show of hands.)

3 Motion fails.

4 (Gavel knock.)

5 Okay. Now we are voting on the

6 motion. Okay. I'm sorry.

7 All of those in favor of the motion

8 that came from the delegate to publish the rejected

9 resolutions, please raise your hands.

10 (Show of hands.)

11 Those opposed?

12 (Show of hands.)

13 It fails.

14 (Gavel knock.)

15 Thank you.

16 All right. Now, the Resolutions

17 Committee can be dismissed. Thank you so much.

18 Let's give them a round of applause for their work.

19 (Applause.)

20 You know as we meet in Pittsburgh,

21 Pennsylvania for the 80th Convention of the

22 Communications Workers of America. We remember

23 those who are no longer with us. We honor them and

24 their contributions to building our Union.

1 At this time, I bring up board member
2 Dennis Trainor.

3 VICE PRESIDENT TRAINOR: Jan Pierce joined
4 CWA in 1956, when he began work at Ohio Bell in
5 Columbus, Ohio. He became actively involved in the
6 Union as a shop steward and as an organizer and was
7 later elected President of Local 4320. He joined the
8 CWA District 1 Staff in 1965, as a Staff
9 Representative in Buffalo, New York, served as area
10 director for Upstate New York and New England then
11 as Assistant to the Vice President of District 1
12 starting in 1973. He became Vice President of
13 District 1 in 1985, and led the historic four-month
14 strike against NYNEX in 1989.

15 Jan had a passion for social justice
16 and union solidarity. Jan retired in 1996, and
17 returned to his beloved farm in Quaker City, Ohio.
18 He died on July 16, 2024, at the age of 87.

19 VICE PRESIDENT HONEYCUTT: Gene Russo
20 began working as a PBX installation repair
21 technician at Southern Bell in Miami, Florida in
22 1953, and served Local 3107 as a steward and Vice
23 President before being elected Local President in
24 1967. During his five years as President, Gene built

1 Local 3107 into one of the largest in the Union,
2 more than doubling its membership.

3 Gene became a Staff Representative in
4 1972, and was promoted to Central Georgia Director
5 later that year. He also served as South Georgia
6 Director and as Administrative Assistant to District
7 3 Vice President Ben Porch.

8 As Administrative Assistant, Gene
9 revitalized District 3's COPE program and was
10 recognized at the 1986 Convention, with the Maxine
11 Lee Award for his outstanding service to CWA's COPE
12 and political action programs.

13 Gene was elected Vice President of
14 District 3 in 1987, and passionately believed in the
15 importance of political engagement and in the
16 potential for union organizing in the South.

17 Gene retired in 1996. He died on
18 November 24, 2024, at the age of 89.

19 VICE PRESIDENT GIBBS: A lifelong
20 Californian, Jim Weitkamp's first job during high
21 school was at the original In-N-Out Burger in
22 Baldwin Park.

23 After serving in the Air Force, Jim
24 began working at Pacific Telephone as a lineman in

1 1977. He joined CWA on his second day on the job and
2 immediately volunteered to be a steward.

3 Jim was elected to Local 9505's
4 executive board in 1980, and he joined CWA's staff
5 as Southern California Director in 1988.

6 He was promoted to Administrative
7 Assistant to District 9's Vice President Tony Bixler
8 in 2004.

9 Jim was enthusiastic about bringing
10 members from new industries into our Union and
11 bargained contracts in almost every CWA sector.

12 When he became Vice President of
13 District 9 in 2009, Jim put priorities on building
14 solidarity and trust across the district.

15 Jim retired in 2014. He died on April
16 11, 2025.

17 (Video presentation.)

18 Florine Anderson, Staff
19 Representative, CWA District 4, June 4, 2023.

20 Edward Baxter, Staff Representative,
21 CWA District 1, June 28, 2025.

22 Leroy A. Christensen, Assistant to the
23 Vice President CWA District 7, December 5, 2024.

24 Joseph Diesso, Staff Representative,

1 CWA District 1, August 1, 2023.

2 Carol Gay, Area Director, CWA District
3 1, August 29, 2024.

4 Edward Gilmartin, General Counsel,
5 AFA-CWA, November 7, 2024.

6 Michael Grieco, Staff Representative,
7 CWA District 3, April 12, 2023.

8 Rhoda Hailey, Staff Representative,
9 CWA District 7, February 11, 2025.

10 Jeff Hayes, Campaign Lead, CWA
11 District 6, April 20, 2023.

12 Michael Horvath, Jr., Staff
13 Representative, IUE-CWA, November 5, 2023.

14 Fay A. Marsh, Assistant to the Vice
15 President, CWA District 7, March 8, 2024.

16 Gary McGuire, Staff Representative,
17 IUE-CWA, July 23, 2023

18 David Palmer, Area Director, CWA
19 District 1, July 13, 2023.

20 Kenneth Peres, Research Economist,
21 October 14, 2024.

22 Bill Rainwater, Assistant
23 Secretary-Treasurer, PPMWS-CWA, December 30, 2024

24 Dennis L. Serrette, Staff

1 Representative, CWA District 2-13, March 7, 2024

2 Hall Sisson, Administrative Assistant
3 to the CWA Secretary-Treasurer, June 16, 2024.

4 We remember the CWA Local Officers who
5 have passed away between April 1, 2023, and April
6 30, 2025.

7 DISTRICT 1

8 Anthony Tallarico, Vice President, Local 1032.

9 Carolyn C. Wade, President, Local 1040

10 John Grasso, Vice President, Local 1060

11 Dolores Phillips, President, Local 1089

12 Martin (Marty) Shannon, Northern Business Agent,

13 Local 1101

14 George K. Bloom, President, Local 1104

15 Anthony Caudullo, President, Local 1106

16 Maryann F. Reardon, Executive Vice President, Local 1126

17 DISTRICT 2-13

18 John Edward Petronchak, President, Local 13302

19 Carol Coultas, Vice President, Local 13500

20 Edward R. Friedel, President, Local 14815

21 Peter Vizza, President, Local 14815

22 James C. "Jim" Lowen, President, Local 14827

23 DISTRICT 3

24 Cheryl Comeau, Secretary, Local 3101

1 Denny Salkeld, Executive Vice President, Local 3106
2 Mary "Elise" Maloof, Executive Vice President, Local 3204
3 William Ray "Billy" Powell, President, Local 3204
4 Morgon Jay McMullin, Active Secretary, Local 3317
5 Debra "Debbie" Bays, Secretary-Treasurer, Local 3372
6 Corey McLamb, Area Vice President, Local 3642
7 DISTRICT 6
8 JD Williams, President, Local 6215
9 Steve White, President, Local 6314
10 Kenneth Ploch, Treasurer, Local 6350
11 Bryan Harrel, Vice President, Local 6360
12 Joe Rice, President, Local 6391
13 Becky Flores, Secretary-Treasurer, Local 7000
14 Tim Lovaasen, President, Local 7200
15 Chester "Chet" Nettestad, President, Local 7219
16 Rozanne Dubois, President, Local 7500
17 Gregg Sherwood, President, Local 7804
18 Bill Jenkins, President, Local 7810
19 DISTRICT 9
20 Anthony Tallarico, Vice President, Local 1032
21 Carolyn C. Wade, President, Local 1040
22 John Grasso, Vice President, Local 1060
23 Dolores Phillips, President, Local 1089
24 Martin (Marty) Shannon, Northern Business Agent,

1 Local 1101
2 George K. Bloom, President, Local 1104
3 Anthony Caudullo, President, Local 1106
4 Maryann F. Reardon, Executive Vice President, Local 1126
5 Addie Brinkley, Retired Members Council President,
6 Local 9333
7 Frank Cross, Vice President, Local 9402
8 Jay Ingraca, Secretary-Treasurer, Local 9412
9 Ray Cordova, President, CWA Local 9571
10 DISTRICT 2-13
11 NABET-CWA
12 Richard L. Gelber, Vice President, Executive Council
13 Region 1, Local 51016
14 Robert "Bobby" Williams, President, Local 52031
15 Raymond W. Taylor, President, Local 54041
16 NewsGuild-CWA
17 Dena Bunis, Local Officer, Local 31017
18 John Funiciello, President, Local 31034
19 Richard Agajanian, President, Local 31041
20 Patricia Kissell, President, Local 31167
21 Guy Nadeau, Vice President, Local 31167
22 Frederick Hanson, Local Officer, Local 31245
23 Otlida Byrne, Secretary, Local 36047
24 John J. Clarke, President, Local 38177

1 Carol Ann Przybyszewski, Vice President, Region 1,
2 Local 38187

3 Lynne Dennis, President, Local 39098.

4 We remember their dedication to
5 the members of our Union, and we honor them by
6 continuing the fight for workers' rights for all.

7 AFA-CWA PRESIDENT NELSON: The great union
8 organizer and activist Mother Jones gave us the
9 rallying slogan "mourn for the dead and fight like
10 hell for the living."

11 Workplace safety is personal to all of
12 us. Workplace safety is at the heart of the work
13 our Union does.

14 We honor the ramp workers killed on
15 the job due to corporate greed that produces unsafe
16 staffing and scheduling, the journalists hunted and
17 killed while doing their job in Gaza who are
18 bringing truth to the world no matter what the
19 risks.

20 We honor those in manufacturing who
21 are hurt while pressured to turn out product at the
22 expense of worker safety.

23 We honor the nurses who try to save
24 lives while risking their own without safe staffing

1 ratios.

2 We honor the educators across primary,
3 secondary, and higher education who face the
4 epidemic of gun violence unchecked due to the
5 relentless greed of the NRA.

6 We honor aviations' first responders
7 who comforted the passengers to the moment of their
8 death.

9 We honor the telecom technicians who
10 face bullying and violence while trying to provide
11 connectivity for our communities.

12 And we honor Jerry Horgan and all
13 striking workers killed in the line of duty
14 alongside their union siblings fighting for the good
15 jobs we all deserve.

16 In the wake of tragic moments, we make
17 the solemn promise to the memory of those we've lost
18 and families with whom we grieve that it will never
19 happen again.

20 As we honor CWA lives lost in the line
21 of duty, we must recognize that our promise to honor
22 them is more urgent than ever.

23 The dismantling of OSHA, NIOSH, EPA,
24 FDA, the NLRA, the rollback of child labor laws,

1 erosion of our healthcare and social services,
2 workers taking off from one state where bodily
3 autonomy is respected and landing in another state
4 where a complication with a reproductive organ can
5 be a death sentence.

6 The obliteration of free speech, due
7 process, a military state in our cities commanded by
8 a convicted felon.

9 Increased prisons and prison labor,
10 reduction of F.A.A. safety inspectors, the
11 obliteration of collective bargaining rights, the
12 dehumanization of immigrant, trans, women, black and
13 brown workers is a clarion call to honor the lives
14 of those lost and fight like hell for those who are
15 living.

16 (Applause.)

17 In 2024, we honored the memory of:

18 Jeffrey James Allen III, IUE-CWA Local
19 84755.

20 (Clap from floor.)

21 Keyshawn Gault, CWA Local 1186.

22 (Clap from floor.)

23 Sergeant Cory Maynard, CWA Local 2019.

24 (Clap from floor.)

1 Keith Munro, CWA Local 3176.
2 (Clapp from floor.)
3 In 2025, we honored the memory of:
4 Osmar Chavarria, CWA Local 2018.
5 (Clapp from floor.)
6 Danasia Elder, AFA-CWA Local 23075.
7 (Clapp from floor.)
8 Ian Epstein, AFA-CWA Local 23075.
9 (Clapp from floor.)
10 Rodney Smith, IUE-CWA Local 83799
11 (Clapp from floor.)
12 Ian Epstein AFA-CWA local 02075.
13 Rodney Smith IUE-CWA local 83799.
14 (Clapp from floor.)
15 In honor of these CWA members lost in
16 the line of duty, we commit to organize the entire
17 working class and set the political agenda that
18 ensures the world belongs to the people who make it
19 turn.
20 We will do whatever it takes including
21 withholding our labor to lead our country forward in
22 the names of these workers and all other workers
23 lost in the line of duty.
24 We will never forget.

1 (Applause.)

2 PRESIDENT CUMMINGS: We remember these
3 members, activists, and leaders who came before us,
4 their legacy is the Union that we work to build
5 everyday.

6 And we honor them by continuing the
7 fight for workers' rights and justice for all.

8 The memorial service is now concluded.

9 Let me announce that the CWA store
10 will close at the end of lunch.

11 We are now in recess until 2:30 p.m.
12 for lunch.

13 (WHEREUPON, the Convention
14 session recessed for lunch
15 at 12:57 p.m.)

16 (WHEREUPON, the Convention
17 session reconvened on
18 Tuesday, August 12, 2025,
19 at 2:41 p.m.)

20 (Video presentation.)

21 PRESIDENT CUMMINGS: When we fight?

22 (We win.)

23 When we fight?

24 (We win.)

1 We don't fight?

2 (We don't win.)

3 I would like to reconvene the 80th

4 Convention and call the meeting to order for the

5 retirees. Where are the retirees sitting? Where

6 are the retirees sitting?

7 I went back to the hotel room to get

8 my shirt, so I'm ready to get my picture out there

9 for the Convention. Okay.

10 Let's please welcome to the podium Tim

11 Dubnau, the Director of Organizing.

12 Since I have been President in 2023,

13 we have organized 25,000 new members at the CWA, so

14 let's give him a round of applause.

15 (Applause.)

16 ORGANIZING DIRECTOR DUBNAU: Thank you,

17 President Cummings, Delegates, Guests, Union Family.

18 I promise you this will be an

19 optimistic speech about all the inspiring organizing

20 we are seeing across our great union. It will be a

21 speech of winning and of hope. But I must also talk

22 about the fear spreading across our land, and the

23 dangerous moment we are in.

24 Let me address the fear first, and I

1 promise we will get to the hope.

2 We are seven months into this new
3 administration and they have unleashed a nasty,
4 ugly, dark storm on our country, a storm that is
5 right now hurting working people from all walks of
6 life.

7 After Trump won, like many of you I am
8 sure, I felt beaten down. I couldn't stop
9 doom-scrolling. I couldn't stop thinking about all
10 the Union busting coming our way, and all the hate
11 unleashed and all the hurt that working people would
12 soon face.

13 You want to know how I responded to
14 the election, honestly? Well, my daughter got me a
15 guitar. I started practicing every day, partially
16 to stop doom-scrolling, but also to find art and
17 beauty in these scary times -- and don't get me
18 wrong, I totally suck, but I still practice every
19 single day.

20 (Applause.)

21 I think we all need art right now, and
22 maybe especially great music. Great music can teach
23 us that when we feel beaten down, when we feel
24 hopeless, we can still organize and fight for a

1 world we want.

2 I think of the great Sam Cooke, who in
3 1963 sang, "I was born by the river, in a little
4 tent" and then he gave us hope with, "It's been a
5 long time coming, but I know a change is gonna
6 come."

7 (Applause.)

8 I think of the legendary musician
9 Mavis Staples, who taught us how to stand up to the
10 reactionary forces that have beat us down, and how
11 courage and solidarity can help us win. She sang
12 "The union is behind us, we shall not be moved."

13 (Applause.)

14 They were singing about hope. We see
15 the seeds of this hope every day. Workers are
16 calling CWA every day wanting change, demanding
17 change. And CWA's commitment to organizing these
18 workers will bring about this change that Mavis
19 Staples and Sam Cooke promised.

20 Our organizing staff is the best in
21 the labor movement, from activists in our locals, to
22 our campaign leads and senior campaign leads, to our
23 organizing coordinators. Thank you for the
24 dedication, creativity, and smart organizing. Can

1 we please give them a round of applause.

2 (Applause.)

3 And a special shout out to our former

4 Organizing Director, Tom Smith.

5 (Applause.)

6 Tom, you worked so hard for your

7 leadership and for your solidarity over these years.

8 I also want to thank our assistant organizing

9 directors, who are probably over there, you work so

10 hard with so much talent 24/7 building power for our

11 great union.

12 Erin Mahoney, Gail Tyree, Yonah

13 Camacho-Diamond, thank you, thank you, thank you.

14 (Applause.)

15 And, finally, I want to acknowledge my

16 home district, District 1. Is District 1 still

17 here?

18 (Applause.)

19 There you are.

20 I have learned and continue to learn

21 so much from Vice President Dennis Trainor, from so

22 many activists and stewards, and from the hundreds

23 of battles we have fought together against the

24 bosses in every corner of that District.

1 Delegates and Guests, now let me get
2 down to it. I am beyond thrilled to report our
3 organizing gains because the numbers are phenomenal.

4 In the past two years, we have
5 welcomed over 25,698 new members into our Union.

6 (Applause.)

7 This is more than double the growth
8 from the last Convention's report. More than 25,000
9 workers overcame fear in order to choose hope.

10 In our campaign to Organize Digital
11 Employees, what we call CODE, we have grown by
12 thousands of new members.

13 Under our CODE banner, we have broken
14 through in this mostly non-union industry with a
15 first-of-its-kind neutrality agreement with
16 Microsoft, which owns the giant gaming company
17 Activision-Blizzard.

18 Anyone play World of Warcraft? The
19 Elder Scrolls? Fallout? Diablo? Doom? Call of
20 Duty?

21 Well, tell your kids that the games
22 they enjoy are now union-made by CWA members.

23 (Applause.)

24 Over 3,000 game workers at Activision

1 have joined CWA. And, I am thrilled to announce
2 that just yesterday we learned of another 180
3 workers in California who voted to join CWA at
4 Blizzard's SFD, Story and Franchise Department --
5 (Applause.)
6 -- which is the premier world-class
7 animation and video production studio for World of
8 Warcraft, Diablo, Rumble, Hearthstone. Hope winning
9 over fear.
10 Congratulations, SFD.
11 (Applause.)
12 SEGA workers beat back an anti-union
13 campaign and secured a first contract with CWA.
14 Sonic the Hedgehog is running now with the Union.
15 Hope over fear.
16 And recently, over 500 game workers
17 across this country have joined together to start
18 their brand-new non-majority union called United
19 Videogame Workers, CWA.
20 (Applause.)
21 These game workers are shouting their
22 slogan -- their amazing slogan from the rooftops,
23 We're done playing.
24 (Applause.)

1 Get it?

2 Our CODE campaign is growing in the
3 tech world, too.

4 At the Washington Post, the
5 NewsGuild-CWA helped workers fight back against an
6 anti-union campaign to win an election for software
7 engineers, joining the newly organized engineers at
8 the NY Times.

9 NABET-CWA organized software engineers
10 at NPR. The list goes on and on. The breakthroughs
11 keep coming. Beyond our CODE campaign, hope keeps
12 beating fear.

13 IUE-CWA spent years working with Jobs
14 to Move America on securing a neutrality agreement
15 at the bus manufacturing company, New Flyer.

16 After years facing an intense
17 anti-union campaign, we secured perhaps the best
18 neutrality agreement we have ever seen, which ends
19 in binding arbitration for a first contract. Once
20 we secured this neutrality agreement, our organizers
21 and activists had thousands of conversations with
22 workers, built strong organizing committees, and won
23 union recognition in Anniston, Alabama, and those
24 members are now in our Union, alongside New Flyer

1 workers in Minnesota, New York, and Kentucky.

2 (Applause.)

3 These workers secured life-changing
4 raises and real job security. Again, hope over
5 fear.

6 In telecom, we have made
7 breakthroughs, too. AT&T insisted for years that
8 the IHX workers were simply not eligible for
9 representation. After years of fighting, we agreed
10 to an unusual but creative policy to canvas their
11 employees to see who wanted to be bargained for.

12 The Organizing Department worked
13 closely with every district and had thousands of
14 conversations with IHX workers across the country.
15 Over 1,500 workers are now added to the orange,
16 purple, and black contracts, and these numbers grow
17 every week.

18 (Applause.)

19 In District 9, techs at the broadband
20 company UnWired won an election, overcoming an ugly
21 anti-union campaign, which, get this, included
22 managers attempting to run over some of our
23 organizers with their trucks.

24 (Boos from the delegation.)

1 In District 7, we won a broadband
2 election at TDS. In District 6, several Windstream
3 units are now CWA conquering fear, embracing hope.
4 And there are more wins coming out of the districts
5 that need to be highlighted, too.

6 In District 1, teaching assistants at
7 Alfred University joined CWA, and we recently won an
8 election to represent several hundred research
9 assistants at the State University of New York at
10 Binghamton.

11 In District 7, after lots of hard
12 work, public sector workers in Boulder County,
13 Colorado voted overwhelmingly to join our Union.

14 (Applause.)

15 And let's talk about internal
16 organizing. In internal organizing we have grown by
17 thousands in the Texas State Employee's Union.

18 Is TSEU here? Maybe they're not here.

19 New Jersey Public Sector, too. Our
20 AFA sector won an election at Breeze Airlines. More
21 hope.

22 (Applause.)

23 Now, Let me also highlight an
24 important organizing campaign that we think of as

1 our organizing moonshot. In the grand tradition of
2 our labor movement, here in CWA we're not afraid to
3 think big and swing for the rafters. We have been
4 working with bank workers for many years now through
5 our Committee for Better Banks. We've won elections
6 at 29 Wells Fargo branches in every single district.

7 (Applause.)

8 And there's more on the way.

9 (Applause.)

10 If someone told me five years ago that
11 this would be a thing, I would have dismissed it.
12 Bank workers organized? It's impossible, but here
13 we are.

14 Now, I have no crystal ball. I don't
15 know how the Wells Fargo story will end. But I do
16 know that the history of our entire labor movement
17 is that we only win big when we dream big.

18 We know that in the 1930's, auto
19 workers were told over and over again that only
20 skilled craftspeople could be in unions, that
21 unskilled labor did not have the leverage to win
22 anything. Thank goodness the activists on the shop
23 floor then ignored these naysayers and dreamed big.

24 Those militant autoworkers in Flint

1 ignored the do-nothing crowd, and their dreams were
2 realized as they built the UAW into a powerhouse
3 union out of nothing.

4 The banking industry is unionized
5 throughout most of the world, but not here in the
6 United States of America. If we can break through
7 here, if we learn from labor history, maybe we can
8 build something in the banking industry too out of
9 nothing.

10 Now, winning union elections at the
11 Labor Board is how I cut my teeth as an organizer.
12 It's what I know personally best.

13 But, in my work I have learned that
14 there are many ways for workers to build power and
15 hope through collective action and solidarity.

16 (Applause.)

17 Right now in CWA, we have thousands,
18 yes, thousands of members who don't have the right
19 to collectively bargain. They dream -- they demand
20 to have power at work.

21 Every two weeks, thousands of our
22 members voluntarily pay dues through bank draft. And
23 they are winning improvements at work every day
24 through this direct-join model. We have experienced

1 significant growth from our non-majority units to
2 the tune of 2,845 new members since our last
3 convention.

4 (Applause.)

5 It's a story we don't tell nearly
6 enough. Through this direct-join formulation, we
7 now represent over 20,000 dues-paying members on
8 college campuses, at Alphabet, Denver Health, Texas
9 public sector, and in the gaming industry.

10 We can't stop and we will not stop.

11 (Applause.)

12 Now, you may ask, why would anyone
13 join a union without the ability to get a collective
14 agreement? Because before 1935, before we even had
15 the right to organize under law, that's what workers
16 did. And it takes guts to fight the boss like this,
17 with so few legal protections.

18 But rather than talk to you about the
19 courage it takes, I would like to invite onto the
20 stage Anne Langendorfer.

21 Anne is the President of Local 3821,
22 and a leader in the direct-join campaign at the fast
23 growing United Campus Workers throughout the
24 Southeast.

1 (Applause.)

2 Please listen to her story, because in
3 CWA we have hundreds of these stories.

4 (Applause.)

5 LOCAL 3821 PRESIDENT LANGENDORFER: First,
6 I want to say thanks so much to Tim Dubnau for
7 inviting me to give a little bit of my story and the
8 story of United Campus Workers.

9 My name is Anne Langendorfer. I'm
10 President the United Campus Workers Southeast, CWA
11 Local 3821, and I want to tell you a story.

12 It's a little embarrassing to say
13 this, but I knew I wasn't stupid, but my department
14 administrator called me to offer me my first
15 full-time job in higher ed, and she told me that the
16 salary was \$38,000. And, honestly, I've never felt
17 more like an idiot. I really truly felt that wash
18 of shame. The number hit me like a slap in the
19 face. The stinging feeling worsened when I called
20 later to tell my mom only to hear her pointed
21 silence on the other end of the line, "Did you ask
22 for more?" Of course I had.

23 But she knew what I knew, the higher
24 education industry is broken. I'd spent a decade in

1 graduate school and that's the average number of
2 years for people like me who pursue the Ph.D.

3 And I had that degree now, but the
4 whole university system filtered through my
5 administrator was telling me this degree was
6 worthless, something in the system was worthless and
7 maybe I was worthless. University administrators
8 have adopted the same model as major corporations
9 and the end result is that the bosses make millions
10 of dollars while workers like me barely scrape by.

11 And honestly, I consider myself
12 incredibly lucky because I don't have any student
13 loan debt, which is basically a miracle among
14 generation Xers and those after me.

15 So I just want to make sure that you
16 understand that I'm lucky in another way, too. The
17 very same year that I was offered the job with the
18 insulting salary, I started to get to know some
19 amazing United Campus Workers, CWA members and
20 organizers. And I want to give a big shout out to
21 Tom Smith and the whole CWA Organizing Department
22 because those organizers wouldn't have been there
23 without them.

24 (Applause.)

1 I also want to say a huge thank you to
2 District 3 leaders and all of the District 3 unions
3 that have made us feel at home in CWA. Everyone
4 involved in CWA helped me see that not only am I not
5 stupid, but I could help solve some of the problems
6 that were happening in higher ed.

7 I started to organize with my
8 coworkers and we set our sights on the kinds of wins
9 that most people think you need a contract to
10 achieve; higher pay, stable contracts, more dignity
11 at work. We drafted and circulated petitions,
12 called our coworkers, spoke out at campus meetings,
13 held rallies, talked to the press, marched on our
14 bosses, and endlessly strategized.

15 And in 2020, in the middle of the
16 pandemic, we started winning. It for me was a pay
17 raise. A base pay raise of nearly \$10,000. We have
18 continued to win despite the fact that we don't have
19 contracts and we live in a right-to-work state where
20 public sector workers aren't allowed to enter into
21 contract bargaining.

22 My paycheck and my coworkers'
23 paychecks don't yet match our years of experience
24 and our professional responsibilities, but thanks to

1 all of you here, all of us here at CWA, we won't
2 stop organizing, because I know what you told me
3 years ago. We're not stupid. We're a union.

4 (Applause.)

5 And it's important for me to share
6 with you today that we here at UCW, United Campus
7 Workers, we are a direct-join wall-to-wall fighting
8 union. And we are that because of you. We are
9 United Campus Workers Southeast, CWA Local 2831. We
10 are CWA. Thank you.

11 (Standing ovation.)

12 ORGANIZING DIRECTOR DUBNAU: Thank you,
13 Anne.

14 Give it up for Anne.

15 (Applause.)

16 Winning a \$10,000 dollar pay hike
17 without a union contract shows just how effective
18 the direct-join union can be, and just how tough
19 your members are in UCW.

20 Union family, this amazing growth we
21 have seen across our great union didn't fall from
22 the sky. Each win took careful planning. It took
23 experienced organizers helping workers form
24 unbreakable committees -- see what I did with the

1 word "Unbreakable" there? Get it?

2 Unbreakable committees willing to
3 stand together to win. It took resources, too.

4 At CWA, we put our money where our
5 mouth is. To be clear, funding we secure from our
6 SIF and Growth Funds makes these wins possible.
7 Without these resources, our organizing would be
8 nothing but a trickle.

9 Although, I am so proud of our work
10 these past two years, I also know that our country
11 is in trouble and our Union is under threat. What
12 is driving so many workers to join unions I think is
13 a deep anxiety and legitimate fear about their
14 future.

15 I think we can all agree that our
16 economy doesn't work for the 99 percent. Rents keep
17 going up. Groceries keep going up, and people lack
18 job security. Healthcare, not affordable. College,
19 out of reach. But too many Americans are blaming
20 trans people, people of color, Muslims, Jews, gay
21 people, and undocumented workers for the problems,
22 instead of the rich pricks who think they own this
23 country.

24 (Applause.)

1 Union family, this anger is misplaced.
2 Trans kids aren't raising our rent. Our
3 undocumented neighbors didn't jack up our healthcare
4 costs. None of these people made groceries more
5 expensive, created climate disasters or made college
6 impossible to afford. It's the rich owners of this
7 country, whose greed has no limit. They are the
8 problem, union family.

9 While too many people are fighting the
10 wrong enemy, the owning class keeps taking our
11 money, keeps giving themselves huge tax cuts,
12 getting richer and richer. And now we have a
13 government that is stripping away our rights one by
14 one.

15 The Trump administration has illegally
16 ripped up the Union agreements for 45,000 TSA
17 agents. DOGE fired tens of thousands -- actually
18 maybe now hundreds of thousands, of federal union
19 members. Hundreds of our own CWA members have had
20 their jobs killed by this administration.

21 This dangerous administration fired
22 our own Jen Abruzzo and NLRB Chair Gwynn Wilcox,
23 replacing them with anti-union corporate lawyers.
24 Many of Trump's allies are now claiming that the

1 entire National Labor Relations Board is
2 unconstitutional. Think about that.

3 The cruelty, distractions, and fear
4 continue. Every day we witness armed-masked gunmen
5 kidnapping members of our communities. Free speech
6 rights are being dismantled on college campuses,
7 especially when it comes to protesting the genocide
8 in Gaza. We have a President who now threatens to
9 deport American citizens just because he doesn't
10 like them. Trump toys with ignoring the
11 Constitution to run for a third term. The
12 authoritarianism is getting worse. They want us to
13 be afraid.

14 But our labor movement is our hope,
15 raging against this fear. In the coming months, we
16 need to have our eyes open. We need to be in the
17 streets more and more to save our country. We need
18 to join with our allies and organize like never
19 before.

20 The courts wont save us, and I'm
21 afraid our elected officials might not either.

22 We need to look out for one another.
23 We need to remember that solidarity is a verb. We
24 need to act together with courage to save our unions

1 and to save our democracy.

2 Together, we can stand shoulder to
3 shoulder and fight back in this darkest hour and
4 bring on the new dawn, where we build a world that
5 works for all of us, not just the one percent.

6 It will be a fight. It will be hard.
7 It will demand solidarity and courage, but I think
8 we're up for it.

9 Do you think we're up for it?

10 (Cheers and applause.)

11 Because I know, union family, that
12 when we organize together, when we struggle
13 together, we will beat back the angry tides of
14 authoritarianism. We will replace fear with hope.

15 And even during these scary times,
16 workers keep organizing, CWA keeps winning. We keep
17 growing. So despite the dark times, union siblings,
18 I am actually feeling optimistic.

19 Let me get back to music. Bob Dylan,
20 a proud member of the Musicians' Union, sings, The
21 Darkest Hour is Right Before the Dawn.

22 Let's fight together against this
23 darkest hour. Because, when we fight?

24 (We win.)

1 When we fight?
2 (We win.)
3 When we fight?
4 (We win.)
5 Solidarity forever. Thank you.
6 (Applause.)
7 I now call on my union brother,
8 President Cummings, to give the Morton Bahr CWA
9 STRONG Awards.
10 (Applause.)
11 PRESIDENT CUMMINGS: Thank you, Tim, so
12 much for that. And thank you for the great work you
13 and the organizers are doing, just great 25,000 new
14 members in two years. Absolutely fantastic.
15 Give him another round of applause, if
16 you would.
17 (Applause.)
18 You know, I am so proud of the
19 incredible work each and every sector and district
20 has done with the help of our Organizing Department
21 to grow our Union.
22 At our 2019 Convention in Las Vegas,
23 we celebrated a new organizing award, the president
24 Morton Bahr CWA STRONG Award. We presented the

1 first President Morton Bahr CWA STRONG awards on the
2 afternoon of July 30, 2019. Morty passed away later
3 that very same night.

4 We named this award in his honor for
5 the vision, the tenacity Morty brought to union
6 building.

7 This year, we are presenting the award
8 to two locals who faced extinction from the right
9 wing onslaught they faced from the governor, from
10 their governor and legislature.

11 Our first CWA STRONG Award goes to
12 Local 3180 and President Laurie Taylor. Florida
13 Senate Bill 256 signed into law by Governor DeSantis
14 seeks to destroy public sector unions in Florida.
15 Among other things, this anti union law ends payroll
16 deductions and decertifies all unions unless they
17 maintain over 60 percent membership threshold. Local
18 3180 leadership has a deep history of having an
19 active membership, but knew immediately that to keep
20 their union, they had to internally organize like
21 never before.

22 Thanks to a SIF and support from
23 District 3 and the National Organizing Department,
24 the local immediately started to have hundreds of

1 one-on-one conversations with their members and got
2 most of their members to sign up to on bank-draft
3 and direct dues.

4 They also spent a lot of time and
5 energy on building out their steward structure
6 greatly expanding how many stewards they have. The
7 local also ran steward trainings, and with the
8 greatly expanded steward base, they have greater
9 representation than ever before.

10 And thanks to this expanded leadership
11 of rank and file members, they easily exceeded the
12 60 percent threshold to keep their union. They are
13 stronger now than before the poison pill they were
14 forced to swallow by the right wing anti-union
15 leaders in Florida.

16 (Applause.)

17 Give them a round of applause.

18 (Applause.)

19 Another local that I am proud to
20 present this award to is West Palm Beach, Florida
21 Local 3181, and their President, Dylan Owens. Under
22 Dylan's leadership, they were not only CWA STRONG,
23 they became CWA UnBreakable. 3181 has two big units,
24 Palm Beach County and St. Lucie Schools support

1 staff.

2 After the anti-worker bill was passed,
3 the local snapped into action. The leadership
4 worked closely with our Organizing Department and
5 had so many one-on-one conversations about how they
6 had to save their union, that a remarkable thing
7 happened, both these unions have more members now
8 than before the legislation was enacted.

9 Let me be clear: The governor tried
10 to destroy us. And instead, they made us stronger.

11 (Applause.)

12 In the summer of 2023, the Palm Beach
13 County unit had only two active stewards plus the
14 three the Executive Board Members the St. Lucie unit
15 had -- they also had four active stewards.

16 The local held three steward trainings
17 and now boasts eight new stewards in St. Lucie
18 schools and 12 new stewards in Palm Beach.
19 St. Lucie schools hit their 60 percent the first
20 year. Palm Beach fell a little short, so they had
21 to have a recertification election. They crushed
22 their election, winning 493 votes -- yes votes to 24
23 no votes.

24 Both Locals --

1 (Applause.)
2 That's right. Give them a round of
3 applause.
4 (Applause.)
5 Both locals 3180 and -- I've got 3180
6 twice -- and 3181 deserve this award in Florida.
7 CWA has proven that when we go out and
8 we speak with our members and invite more people to
9 be stewards, we aren't just CWA STRONG, we are
10 unbreakable.
11 (Applause.)
12 Okay. We need those locals to come up
13 to the stage that I mentioned, please. Come up to
14 the stage 3180 and 3181. 3180 and 3181.
15 (Applause.)
16 (Awards presented to locals.)
17 Let's give them another round of
18 applause.
19 (Applause.)
20 We will now be recognizing a group of
21 locals for their special success in external
22 organizing.
23 Since our last Convention, each of
24 these locals were able to support over 100 workers

1 in gaining formal recognition for a voice at work.
2 CWA's organizing program is built on locals like
3 this.

4 It is now my honor to hand the mic to
5 my brother, IUE-CWA President Carl Kennebrew, to
6 present these awards.

7 Carl.

8 (Applause.)

9 Oh, that's right. I forgot we have
10 the dynamic duo here, and Susan McCallister,
11 District 7 Vice President.

12 (Applause.)

13 IUE-CWA PRESIDENT KENNEBREW: Thank you,
14 President Cummings.

15 Let me start by saying that normally
16 Vice President Arce, my brother from District 9, the
17 Chair of the Executive Board Organizing Committee,
18 would be giving this report, but he is a bit under
19 the weather, please keep him in your prayers. So me
20 and my sister, District 7 Vice President Susie
21 McAllister, will be taking the mic in Frank's place.

22 Since our last Convention, CWA locals
23 from around the country have brought in as you've
24 heard over 25,000 new members through organizing.

1 (Applause.)

2 This is more than twice the amount we

3 reported at our last Convention.

4 We will now be recognizing a group of

5 locals for their special success in organizing. In

6 either one or both of the past two years, these

7 locals were able to support over 100 workers in

8 gaining formal recognition for a voice at work.

9 It is these locals, and hundreds of

10 others we won't be officially acknowledging up here,

11 who keep the spirit of our founding leaders alive in

12 communities across the United States and Canada.

13 Each local will receive a \$1,000

14 organizing subsidy as well as a plaque for the

15 current year. Locals who have won this award 5, 10

16 and 15 times will receive \$5,000.

17 (Applause.)

18 Yeah, that's something to clap for.

19 (Applause.)

20 We have been so successful at

21 organizing since the last Convention, this is gonna

22 be one hell of a long list, but that's a good thing.

23 So please join me as we congratulate

24 these locals.

1 Local 1101 has organized a total of
2 300 workers.
3 (Applause.)
4 13 workers in IATSE, Local 162. 22
5 from BallotReady, BerlinRosen. 130, Sanky
6 Communication Workers; 29 workers, MFOL; 15, Calyx
7 Institute; 25, Columbia University Fire and Safety;
8 25, Barton Network; 5, Wallace Williams and 12, RC
9 Technologies.
10 1101 has now won this award 10 times.
11 (Applause.)
12 Congratulations.
13 Local 1104 has organized 339 workers,
14 including 47 at Alfred University, 292 at the
15 Research Foundation at SUNY Binghamton.
16 (Applause.)
17 Local 1133 has organized 113 workers
18 at Kenmore-Mercy Hospital in Buffalo, New York.
19 Local 1133 has now won this award 5
20 times.
21 (Applause.)
22 Local 1180 has organized 177 workers,
23 including 111 at Human Rights Watch, 10 at The
24 Century Foundation, and 56 at the LGBT Center.

1 (Applause.)

2 Local 2100 organized 388 workers

3 including 38 at ZeniMax Customer Support and User

4 Research, 18 QA workers at ZeniMax, and 332 at

5 ZeniMax Online Studios.

6 (Applause.)

7 Local 2108 has organized 254 workers,

8 including 59 at ZeniMax, 131 developers at Bethesda

9 Game Studios, and 64 at ZeniMax Content, Tech & Ops

10 Group.

11 Local 2108 has now won this award 5

12 times.

13 (Applause.)

14 Local 2336 has organized 158 at

15 Mission Wired.

16 (Applause.)

17 Local 3122 organized workers,

18 including 21 IHX workers in Miami and 119 at Florida

19 Keys Aqueduct.

20 Local 3122 has won this award 5 times.

21 (Applause.)

22 Local 3180 proved unbreakable when

23 they organized 431 people in two units of white and

24 blue collar workers at the Indian River Schools.

1 (Applause.)

2 Local 3181 also proved to be

3 unbreakable when they organized 599 at St. Lucie

4 County Schools.

5 (Applause.)

6 Local 3866 organized 327 people in

7 Shelby County Health Department and the Sheriff's

8 Office.

9 (Applause.)

10 Local 4202 organized 151 IHX workers

11 in Illinois.

12 (Applause.)

13 Local 4320 organized 114 IHX workers

14 in Ohio.

15 (Applause.)

16 Local 6154 organized 2,600 workers in

17 Harris Center for Mental Health/IDD.

18 (Applause.)

19 Local 6215 organized 663 workers,

20 including 154 at Bethesda Game Studios, 58 in

21 Blizzard Austin, 35 in World of Warcraft, 64 IHX

22 workers at AT&T, 5 bank workers at Ceder Hill Wells

23 Fargo, 220 quality assurance workers at Activision

24 Blizzard, 129 at ZeniMax Online Studios, 6 Wells

1 Fargos in Fort Worth, Texas, and 22 workers at
2 Common Defense.

3 (Applause.)

4 Local 6222 organized 350 workers,
5 including 22 at Night Owls Print Shop and 328 IHX
6 AT&T workers in South Texas.

7 (Applause.)

8 Local 6222 has now won this award five
9 times.

10 (Applause.)

11 That's also President Cummings' local,
12 so I've heard.

13 (Applause.)

14 It is now with great pleasure that I
15 turn this podium over to Vice President Susie
16 McAllister to continue the awards.

17 Please give her a hand.

18 (Applause.)

19 VICE PRESIDENT MCALLISTER. Thank you,
20 Vice President Kennenbrew.

21 I am pleased to begin just as we are
22 getting to District 7.

23 Local 7055 organized 338 workers
24 including 200 at Meow Wolf Las Vegas, 90 Meow Wolf

1 Dallas, 21 Meow Wolf Production and Engineers, 20
2 security guards Meow Wolf Santa Fe, and 7 in the
3 Center for Contemporary Arts.

4 (Applause.)

5 Local 7065 organized 285 workers,
6 including 81 at Northern Arizona University, 113 at
7 University of Arizona, and 91 at Arizona State
8 University.

9 (Applause.)

10 Local 7211 organized 190 soccer
11 players at the Women's Super League, USLPA.

12 (Applause.)

13 Local 7250 has organized 362 workers,
14 including 334 workers at Quality Assurance
15 Activision Blizzard in Minnesota, 22 ADT techs, and
16 6 at Rove Pest Control.

17 (Applause.)

18 Local 7765 organized 497 workers at
19 Utah Health Workers United and United Campus Workers
20 Utah.

21 (Applause.)

22 Local 7777 organized 348 workers
23 including 223 at Alamo Draft House, 55 at Green Taxi
24 Cooperative, 4 at Moonshell Pizza Cooperative, 15 at

1 Jet Print and Mail, 10 at Mercury Cafe, 16 at Open
2 Air Academy, 3 at Fire Companies, and 8 at IGT
3 Global Solutions.

4 (Applause.)

5 Local 7781, the United Mountain
6 workers organized 243 workers, including 37 at
7 Eldora Ski Patrol, 34 at Solitude Ski Patrol, 25 at
8 White Fish Ski Resort, 57 at Arapahoe Basin Ski
9 Patrol, and 90 at Keystone Ski Patrol.

10 (Applause.)

11 Local 7799 organized 1766 workers,
12 including 105 at United Campus Workers, 241 at
13 Colorado State University, and 1,420 workers at
14 Boulder County.

15 (Applause.)

16 Local 9119, UPTE, organized 709 new
17 workers in the following units: 97 Pharmacist
18 Specialists, 10 Dietician Specialists, 90 Education
19 Tech Specialists, 463 Research & Development
20 Engineers, 15 Counseling Psychologists, and 34
21 Museum Educators.

22 (Applause.)

23 Local 9400 organized 209 workers,
24 including 24 Activision User Research Union, 28 at

1 Quality Assurance Activision Blizzard workers, 32
2 AT&T IHX workers in Paramount, California, and 147
3 AT&T IHX workers in Southern, California.
4 Local 9400 has won this award 16
5 times.
6 (Applause.)
7 Local 9433, a brand-new local, they
8 organized 511 game workers.
9 (Applause.)
10 Local 9505 organized 102 workers,
11 including 63 AT&T IHX workers from Southern
12 California, and 39 at Grindr.
13 (Applause.)
14 Local 9510 organized 687 workers,
15 including 75 AT&T IHX workers from Southern
16 California, 417 World of Warcraft workers in Irvine,
17 and 195 workers at Overwatch Gamemakers.
18 Local 9510 has now won this award five
19 times.
20 (Applause.)
21 AFA-CWA Local 27032 organized 800
22 Flight Attendants at Breeze Airlines.
23 (Applause.)
24 We're getting close. We're getting

1 caught up here.

2 Canadian Sector, Local 30111 organized
3 119 workers at Bethesda Game Studio.

4 (Applause.)

5 TNG-CWA Local 31003 organized 302
6 workers, including 119 at Hearst Connecticut Media
7 Group, 48 at The Marshall Project, and 135 at
8 ProPublica.

9 (Applause.)

10 TNG-CWA Local 32035 organized 1,376
11 workers, including 273 tech workers at the
12 Washington Post/Arc, 44 at Repair the World, 55 at
13 Education Week, 50 at the Center for International
14 Environmental Law, 27 at Science News, 30 at
15 Everyone Votes, 262 at 1199 SEIU Staff, 375 at
16 Natural Resources Defense Council, 50 at CQ Roll
17 Call, 18 at Rising For Justice, 37 at NASTAD, 54 at
18 Elevate, 20 at Asian Americans Advancing Justice, 14
19 at Military.com, 28 at UNITE HERE Local 25, 30 at
20 Sightline Media Group, 21 workers at Equis Research
21 and 22 workers at Riverside Organizing.

22 (Applause.)

23 TNG-CWA Local 36047 organized 108
24 workers, including 87 workers of Legal Services of

1 Eastern, Missouri, 6 at St. Louis Queer Support &
2 Healing, 9 at Missouri Workers Center, and 6 workers
3 at Votes for All.

4 (Applause.)

5 TNG-CWA Local 37074 organized 130
6 workers, including 10 at Denver Urban Gardens, 18 at
7 ACLU Colorado, 20 at Wild Earth Guardians, 21 at
8 High Country News, 42 at Salt Lake Tribune, 17 at
9 Cobalt, and 23 at Metro Caring.

10 (Applause.)

11 TNG-CWA Local 38010 organized 155
12 workers, including 57 journalists at LancasterOnline
13 WITF Public Radio, 24 at the Philadelphia Inquirer
14 Production Engineering and Design, 15 at Quirk
15 Books, 12 at Workers United New York, New Jersey
16 Joint Board, 30 at Workers United, and 17 at
17 Spotlight PA.

18 (Applause.)

19 TNG-CWA Local 39213 organized 101
20 workers, including 21 at Houston Landing, 4 at Long
21 Beach Post, 53 at Texas Tribune, 10 at Snopes, 8 at
22 Los Angeles Public Press, and 5 at San Antonio
23 Report.

24 (Applause.)

1 TNG-CWA Local 39521, organized 310
2 workers, including 41 at CALMatters, 83 at IGN
3 Creators Guild, 13 at Prism Reports, 77 at Public
4 Library of Science, 14 at Autistic Self-Advocacy
5 Network, 14 at EdSource, 6 at Liberation in a
6 Generation, 45 at SEIU Education and Support Fund,
7 and 17 at Embarcadero Press.

8 (Applause.)

9 IUE-CWA Local 83700 organized 588
10 workers at New Flyer in Anniston, Alabama.

11 (Applause.)

12 IUE-CWA Local 84707 organized 112
13 workers at Momentive Technologies.

14 (Applause.)

15 IUE-CWA Local 88502 organized 221
16 workers, including 112 MPP Manufacturing workers,
17 and 60 Mersen workers from Columbia, Tennessee.

18 (Applause.)

19 Once again, congratulations to all of
20 these locals who are building our great union.

21 (Applause.)

22 UNIDENTIFIED DELEGATE: When we fight?

23 (We win.)

24 When we fight?

1 (We win.)

2 PRESIDENT CUMMINGS: Let's give everyone a
3 round of applause.

4 (Applause.)

5 Our Union from its founding has been a
6 fighting union, a militant union, an organizing
7 union. Our delegates know that when we organize, we
8 build power for our members. In fact, organizing is
9 critical to our survival as a union.

10 When we organize tech workers, we help
11 out AT&T members. When we organize in
12 manufacturing, our flight attendants gain power.

13 When we organize campus workers that
14 helps our NABET-CWA members, and on and on and on
15 and on.

16 I'm sure there is no one in this room
17 who thinks it's a wise strategy to stop growing to
18 throw up our hands and just circle our wagons around
19 a smaller and smaller pool of members and hope for
20 the best. It gives me great pleasure to report that
21 our proud tradition of organizing continues and is
22 growing.

23 CWA's organizers are the best, are the
24 best, are the best in the labor movement and their

1 tireless efforts have helped more workers join our
2 Union in the past two years than at any time that I
3 can remember. Simple as that.

4 (Applause.)

5 I believe many of you already know the
6 story about how our organizing award became known as
7 the Hat Award, but it's worth repeating.

8 At our 1972 Convention, Joe Beirne
9 would give the first of what has become the most
10 important award in the Union, the President's
11 Organizing Award. Joe understood that it was
12 critically important that each generation of union
13 leaders learn how best to grow this great union.

14 Organizing now is arguably harder than
15 ever before. We have a business community who by
16 and large is out to destroy unions.

17 We have a labor board who actively
18 work to weaken unions on the shop floor while dining
19 with their allies who work in C-suites across
20 America.

21 We have a president who laughs about
22 firing striking workers and applauds when his rich
23 cronies hire scabs. In many ways this hostility
24 against working people is nothing new, yet despite

1 the powerful lining up against workers, we know the
2 only answer we have to fight organized greed is
3 organized labor. When a bigger share of the working
4 class is organized, we can check the power of the
5 owning class. Organizing is the only way to
6 succeed.

7 It's the only way for workers to have
8 a dignified life where we can do more than just work
9 everyday to enrich the one percent. And simply
10 stated, organizing our workplace is critical if we
11 are to restore democracy in America.

12 For our newest delegates, let me take
13 a moment to explain why we call this award the Hat
14 Award. It's a compelling story that tells us a lot
15 about the tenancy of our founding members and how we
16 have always been an organizing union.

17 This award is in the shape of the hat
18 Joe would often wear. The reason we call it the Hat
19 Award is that at each organizing meeting, Joe would
20 pass around his hat to collect funds and the amount
21 collected would determine just how far down the road
22 he would go.

23 That's right. Our Union did not start
24 with dues deductions, it started with workers

1 directly joining our Union just like so many of us
2 still do to this day. This is the spirit we need to
3 build unity with and power for not-yet organized
4 workers.

5 Over the years this award has gone to
6 individuals, locals or CWA Districts that have
7 worked together to build our Union.

8 This year, I am proud to present this
9 award to locals that have helped lead the way in
10 organizing thousands of new members at Microsoft, a
11 growing group of game workers at Activision
12 Blizzard, a subsidiary of Microsoft that are now
13 proud CWA members joining Locals 1118, 1400, 2100,
14 2108, 4652, 6215, 7250, 9400, and 9510.

15 Organizing game workers was dreamed up
16 by our Organizing Department under the leadership of
17 then Organizing Director Tom Smith who dared to
18 dream big. Like most break-through organizing, the
19 idea on paper seemed absolutely crazy. Organizing
20 video game workers, not possible. Pie in the sky.
21 It was and is indeed a crazy notion. It was crazy
22 until we started winning.

23 When Microsoft decided to purchase
24 Activision Blizzard, CWA already knew many game

1 workers who had been active and building power at
2 work long before anyone knew of this merger. When
3 Microsoft began to seek regulatory approval for the
4 merger, CWA made it clear to the company that we
5 would welcome any merger so long as there was a fair
6 path for workers to organize.

7 After lots of negotiations, our Union
8 reached agreement with the company to win organizing
9 rights for their employees, the agreement called for
10 complete neutrality, reasonable access, and a
11 process for quick voting. Over 3,000 workers so far
12 have joined our Union as a result.

13 (Applause.)

14 Over 3,000.

15 (Applause.)

16 And I can promise you that more are on
17 the way.

18 And before CWA stepped up, the video
19 games industry was about zero percent organized.
20 You heard me. Zero percent organized. This
21 organizing started with a small group of brave
22 workers who led the way. Activism workers at Raven
23 Software in Wisconsin won a NLRB election before we
24 ever won neutrality, as did a group of Blizzard

1 workers in Albany, New York. They were the tip of
2 the spear, and they showed thousands of workers that
3 winning is possible.

4 And it gives me enormous pleasure to
5 report that we have now a first contract at Raven.
6 The tip of our spear burst through.

7 (Applause.)

8 In May of 2023, CWA and Microsoft
9 signed an agreement to provide a path for organizing
10 with neutrality, access and a mixed card check and
11 election process.

12 In late June, we announced jointly
13 with the company that if the deal to buy Activision
14 Blizzard closed, the official neutrality agreement
15 would begin in January of 2024.

16 But get this, in August, hundreds of
17 quality assurance workers at ZeniMax Online Studios
18 or ZOS in Maryland and Texas decided they simply
19 couldn't wait to join our Union. And even though
20 those workers were not initially covered by the
21 neutrality agreement, Microsoft agreed to expand the
22 deal to these workers.

23 Two months later, hundreds of workers
24 joined our Union, we were on our way. And, yes, we

1 now have our first agreement with them, too.

2 Give them a round of applause.

3 (Applause.)

4 Right after that breakthrough, our

5 hard working Organizing Department recruited

6 activists for almost every district and sector and

7 after concluding an organizing training descended on

8 the giant Irvine, California campus of Activision

9 Blizzard, and with resources from our growth fund

10 launched a huge blitz of workers there educating

11 hundreds about our breakthrough organizing

12 agreement.

13 Soon after the ink dried on our

14 neutrality agreement, hundreds more Quality

15 Assurance workers in Minneapolis, Minnesota, Austin,

16 Texas, and Santa Monica, California at Activision

17 Games joined together and won their union.

18 The wins keep coming. Our momentum's

19 continued, and what started as a trickle became a

20 movement.

21 Next to join CWA, World of Warcraft

22 workers, and also Blizzard Central QA from Texas,

23 Southern California, and Montreal, Canada. These

24 big wins were soon followed by wins at Overwatch in

1 California, ZeniMax Customer Services in Maryland
2 and Texas.

3 And just yesterday, hundreds more
4 joined our Union at the Story and Franchise
5 Development Department in both Irvine, California
6 and Austin, Texas.

7 And I certainly don't want to jinx
8 anything, but more wins are coming up with Diablo
9 workers in Albany, New York, Austin, Texas, and
10 Irvine in California.

11 I'm so very proud of our locals who
12 are winning the Joe Beirne Hat Award, specifically
13 Locals 1118, 1400, 2100, 2108, 4652, 6215, 7250,
14 9400, and 9510.

15 I also want to thank the vision of
16 Senior Director Tom Smith who was a key player in
17 dreaming up this crazy idea.

18 This award is for you, too, Tom.
19 Where are you? Stand up, Tom. Just stand up. Give
20 him a round of applause.

21 (Applause.)

22 So congratulations. Congratulations.
23 Congratulations. Organize. Organize. Organize.

24 And do we have those awards coming up?

1 Yeah, where are they?

2 Okay. Okay. We need members from

3 Local 1118. I understand they might have been a

4 little shocked that they're getting this award.

5 So 1118, 1400, 2100, 2108, 4652, 6215,

6 7250, 9400, and 9510. We need those locals,

7 representatives from those local to please come up

8 to the podium.

9 (Applause.)

10 We want all of you to come up at the

11 same time.

12 (Award presentation.)

13 Okay. Let's give everyone a round of

14 applause again.

15 (Applause.)

16 Great, great job.

17 At this time, I's like to call on Vice

18 President Hinton to present the Political Action

19 Fund Awards.

20 Give her a round of applause.

21 (Applause.)

22 VICE PRESIDENT HINTON: Thank you.

23 Good afternoon. Thank you, President

24 Cummings.

1 Well, hello, CWA Family. People still
2 awake out there?

3 (Applause.)

4 Okay. Thanks to all of our CWA PAF
5 fundraising efforts, we have been able to continue
6 building political power even through tough
7 environment.

8 Last year, these PAF contributions
9 helped us elect four pro-labor U.S. Senators in very
10 close elections, including two in my own home
11 district of District 4, Tammy Baldwin in Wisconsin
12 and Elissa Slotkin in Michigan.

13 They also helped us lead the way in
14 winning numerous close races for U.S. House,
15 especially in New York, where CWA was a leading
16 force in winning five different competitive races
17 for pro-labor candidates. And make no mistake, even
18 in the current climate, we are still turning that
19 political power into real policy victories for CWA
20 members.

21 Last year, we secured provisions in
22 the FAA bill to help keep our flight attendants and
23 Passenger Service agents safe on the job.

24 At the beginning of this year, we

1 helped pass the Social Security Fairness Act to
2 ensure that our public sector retirees all receive
3 the retirement benefits that they've earned.

4 (Applause.)

5 We've also secured numerous wins at
6 the state level, from banning mandatory anti-union
7 captive audience meetings to making striking workers
8 eligible for unemployment benefits to incentivizing
9 the hiring of local journalists to protecting call
10 center jobs, and the list just goes on.

11 And again, none of this would be
12 possible without the incredible work that all of you
13 do in supporting our PAF program.

14 The list of CWA Political Fund Honor
15 Locals is listed online with the Convention
16 materials and will be incorporated in the official
17 Convention proceedings.

18 CWA'S 80th CONVENTION 2024 CWA-POLITICAL ACTION

19 PROGRAM HONOR LOCALS

20 LOCAL PRESIDENT

21 1000 Amy Lafferty

22 1060 Brian Reilly

23 1080 Kimberly Johnson

24 1084 Stephen Johnson

1	1101	Keith J. Purce
2	1103	Kevin Sheil
3	1106	Robert Smith
4	1107	Todd Kelsey
5	1109	Anthony Spina
6	1115	Philip Rudnick
7	1118	John B. Vandenberg III
8	1120	James Gescheidle
9	1122	Thomas Antonio
10	1123	James Leone, Jr.
11	1124	David Wilson
12	1168	Cori Gambini
13	1170	John P. Pusloskie
14	1180	Gloria Middleton
15	1400	Don Trementozi
16	81101	Joseph Audino
17	81201	Adam Kaszynski
18	81232	Christian Ramirez
19	81381	Christina Christman
20	81455	Matthew Young
21	2001	James Thompson
22	2007	Richard McKinney, Jr.
23	2009	Chad Leggett
24	2010	Jennifer Anderson

1	2011	Amy Renquest
2	2106	James Cutter
3	2107	Shannon Opfer
4	2108	Johnny Brown
5	2205	Vera Mikell
6	2222	Jeremy C. French
7	2385	Donald Boyte
8	82160	Penny Franklin
9	82670	Billy Spaulding
10	3101	Eric Gosnell
11	3102	David Stidham
12	3106	Andrew Tice
13	3108	Steven M. Wisniewski
14	3112	Johnny Hernandez
15	3120	Dennis M. Kitchens
16	3121	Johnny Motisi
17	3122	Christopher Walterson
18	3201	Steven Meggs
19	3204	Edmund Barlow
20	3205	Darren Williams
21	3207	Harold Altman
22	3212	William Newsome
23	3215	Ronald Miley
24	3218	Robert Tucker

1	3220	Robert H. Fordham
2	3250	Barbara Tolbert
3	3301	Shane Ellison
4	3310	Diogenes Miller
5	3312	Norman Franklin
6	3317	Joseph Fields
7	3371	Robert Wright
8	3403	Lyndell Henderson
9	3404	Shawn Jones
10	3407	Alfred Guillory
11	3410	Stephen Edler
12	3411	McMarshall Whitaker
13	3412	David King
14	3414	William Pilgreen
15	3504	William Johnston
16	3509	Michael Hodges
17	3510	William Pickle
18	3514	William Lewis
19	3516	Ricky L. Brown
20	3517	Michael Scruggs
21	3518	Alphonso Moore
22	3519	William Drinkard
23	3601	Curtis Shew
24	3603	Edward Maresca

1	3605	Curtis Mitchell
2	3606	Christopher Jones
3	3607	Rodney Hughes
4	3608	Jonathan Bumgarner
5	3611	Timothy Hicks
6	3615	Clinton Collins
7	3616	Christopher Bonnema
8	3685	Matthew Morris
9	3704	Matthew Helms
10	3710	Kelvin Miller
11	3716	Gail Shewalter
12	3802	Bill Slack
13	3804	Charles Dees
14	3806	Marshall Boswell
15	3808	David Foster
16	3904	Charles Peterson
17	3905	Mustafa Hassan
18	3909	Bruce Hembree
19	23001	Katarzyna Mroczek
20	83761	Dino Driskell
21	4008	Darrell Davison
22	4009	James Simons
23	4025	Mark Kavanaugh
24	4032	Shane Roman

1	4034	Charles Johnson
2	4035	Michael Lowry
3	4050	David M. Skotarczyk
4	4100	Gerald Sommerville
5	4108	Jeremy Bain
6	4123	Phillip Hallam
7	4202	Dea Polchow
8	4300	Jeremy Burgess
9	4302	Joseph Synder
10	4320	James Walther
11	4326	Derek Rohrer
12	4371	Ronald Gay
13	4378	Corey Weber
14	4484	Robert Gilbert
15	4603	Gregory Tennyson
16	4611	Charles Geyer
17	4621	Joseph Olson
18	4652	Robert Boelk
19	4700	David Filbert
20	4703	David Dunn Jr.
21	4818	Richard Spires
22	4900	Tim Strong
23	84078	Vincennes Smith
24	84716	Robert Stephens

1	84725	Mary Arce
2	84755	Michael Gross
3	84775	Samuel Sanders
4	84913	Andrew Bowen
5	6012	Dustin Martin
6	6016	Robert Grant
7	6110	Rigoberto Villarreal
8	6118	Bradley Hodges
9	6127	Timothy Judd
10	6132	Anthony Thornburg
11	6137	Stacey Gilmore
12	6143	Christopher Morales
13	6150	Stephen Wilson
14	6186	Ilesa F. Daniels Ross
15	6200	Paul Laughlin
16	6201	Loren Williams
17	6202	Harold Edmondson
18	6203	Shelia Clark
19	6206	Roy R. Agee
20	6210	James Winsett
21	6215	Ronald Swaggerty
22	6218	Belinda Davis
23	6222	Belinda Aguilar
24	6225	William Blackmon

1	6228	Ronald Gray
2	6229	Phillip A. Ramirez
3	6300	Floyd Bell
4	6311	Kelli Teel
5	6313	Laura Cox
6	6314	Jonathan Fleming
7	6316	Crystal Parks
8	6327	Tanya Holmes
9	6350	Ronald Gompers
10	6360	Tom Gebken
11	6402	Carol L. Russell
12	6411	Tad Musselwhite
13	6450	Kimberly Humphrey
14	6503	Michael Deatherage
15	6505	Peter Richmond
16	6507	Carolyn Williams
17	6733	Jason Parrott
18	7011	Robert Gonzales
19	7026	Luis Gutierrez
20	7050	Tayqwoiseceyon Akins
21	7076	Leslie Green
22	7103	Davis Corey
23	7110	Rosa Wilson
24	7171	Joseph Sheeder

1	7200	Lisa Markegard
2	7201	Christy Kuehn
3	7250	Kieran Knutson
4	7270	Carson Turnquist
5	7471	Robert Jones
6	7500	Cartier Walker
7	7603	Melanie Weeks
8	7621	Valerie Packer
9	7702	Beverly Shelton
10	7704	Thomas Denos
11	7707	Driel Van
12	7708	Daniel Adams
13	7750	Robert Roth
14	7765	Jessica Stauffer
15	7799	Jade Kelly
16	7800	Arthur Clemens
17	7803	Darrin Hartman
18	7804	Jeffrey Carter
19	7812	Kenneth Harding
20	7818	Steven Roberts
21	7901	Meg Ward
22	37083	Carissa Hahn
23	9333	Elaine Savaiki
24	9404	Mark Bautista

1 9408 Jason Orozco
2 9410 Orange Richardson
3 9413 Richard Ellis
4 9416 David Martinez
5 9419 Toby Berens
6 9421 John Miller
7 9432 David Sada
8 9449 Austin Lackey
9 9504 Corey Nichols
10 9505 Omar Cervantes
11 9509 Abigail Becker
12 9510 Jason Justice
13 9511 Arturo Gonzalez
14 9586 Ricardo Ibarra
15 29047 Joshua Aoki
16 89850 Carlos Menjivar
17 13100 Patrice Mears-Swift
18 13101 Michael Watson
19 13500 Cindy Neumeyer
20 13552 Richard Marra
21 VICE PRESIDENT HINTON: Let's give these
22 folks a round -- a hand for their great work.
23 (Applause.)
24 I'm also excited to announce the

1 winners of our Political Achievement and President's
2 Award. District 1 has won two local awards and two
3 district awards.

4 Congratulations to Vice President
5 Trainor and your local leaders for these awards.

6 (Applause.)

7 Let's start with the local awards.

8 Local 1101 has the highest number of members
9 contributing with over 1,000 members giving to PAF.

10 (Applause.)

11 Great work by President Keith Purce
12 and your team. That's fantastic.

13 Local 1180, led by President Gloria
14 Middleton, who is also of course an At-Large Board
15 Member, had the most dollars contributed, at a total
16 of well over \$200,000.

17 So congratulations to Gloria and her
18 team.

19 (Applause.)

20 And to continue, then in District 1
21 had the highest number of members contributing, with
22 over 6,700 members.

23 District 1 also had the most total
24 dollars raised, with \$1.96 million.

1 (Applause.)

2 A really tremendous amount. So

3 congratulations again, Dennis.

4 And then we had one Local award and

5 one District award won by District 6.

6 Local 6327 had an average of 51

7 percent of your members contributing to PAF.

8 (Applause.)

9 Great work by President Tanya Holmes

10 and your team getting a majority of members

11 contributing.

12 Let's give them a round of applause.

13 (Applause.)

14 Overall, District 6 had the highest

15 average of members contributing with 15.8 percent.

16 Congratulations to Vice President

17 Osobase.

18 (Applause.)

19 Now, I'd like to present two other

20 awards to recognize some tremendous work in

21 political action. The Paul Wellstone Award was

22 established in 2004, in memory of CWA's special

23 relationship with U.S. Senator Paul Wellstone.

24 This award is to recognize the

1 individual, group of individuals, Local, District or
2 Sector that use political action to further the
3 union's collective bargaining, organizing, and
4 legislative goals.

5 Paul Wellstone said, "The future will
6 belong to those who have passion and are willing to
7 work hard to make our country better." And that is
8 exactly what our award recipients did.

9 This year, we would like to present
10 the Wellstone Award to CWA Local 7799, CWA Local
11 7777, and the Denver Newspaper Guild Local 37074.

12 (Applause.)

13 What these locals did was truly an
14 amazing example of putting the CWA triangle into
15 action to use our political power to build our power
16 in the workplace.

17 They spearheaded a ballot initiative
18 to establish collective bargaining rights for city
19 and county employees in Denver. They then ran a
20 tremendous campaign and the initiative won with
21 nearly two-thirds of voters supporting it.

22 So now, they're hard at work helping
23 workers organize to have their unions organize and
24 to get fair contracts.

1 Congratulations to these three Locals.

2 (Applause.)

3 The Maxine Lee Award was established
4 in March of 1985, in honor of Maxine Lee who was a
5 Pioneer in CWA's Political Action fundraising and
6 her many years of outstanding service to the CWA
7 Political Action Fund and CWA political action
8 programs. This award is presented to the
9 individuals who have a record of pioneer efforts in
10 CWA's political action fundraising and political
11 action.

12 The Board and I are proud to present
13 this award, the Maxine Lee Award to the Michigan
14 Legislative Political Action Team locals and
15 activists. These leaders have done a tremendous job
16 in raising PAF and hit 198 percent of their annual
17 goal last year, with new cards averaging \$15.86 per
18 period.

19 That hard work in raising PAF has
20 helped build our political power in Michigan, which
21 played a big role in enabling us to repeal the
22 anti-union so-called right-to-work law.

23 (Applause.)

24 Let's thank those locals in Michigan.

1 You need to come up.

2 Congratulations to all of you in
3 Michigan for all of the work that you did in making
4 that happen.

5 (Applause.)

6 PRESIDENT CUMMINGS: Okay. Let's thank
7 all of the PAF winners. Give them a round of
8 applause.

9 (Applause.)

10 At this time, I would like to welcome
11 the Appeals Committee to the stage. Appeals
12 Committee.

13 And as the Appeals Committee comes to
14 the stage, I will provide an update on the case the
15 2023 Convention ordered to be arbitrated.

16 This case was reported as pending
17 before the arbitrator last year at the Presidents'
18 Meeting and now we have a decision from the
19 arbitrator to report.

20 CWA Local 4527 Vice President Marya
21 McClelland appealed the decision of the CWA
22 Executive Board not to arbitrate the grievance filed
23 on behalf of Member Dana Chubarov against her
24 employer, the Jefferson County Ohio Engineers.

1 Before the Convention body, Vice
2 President McClelland argued the applicable CBA
3 established a roster and order of operations for
4 assigning emergency call-in opportunities. And,
5 Two, Member Chubarov was intentionally passed over
6 by her employer for two such call-in opportunities
7 on February 27, 2022.

8 The 2023 Convention overturned the
9 Executive Board's decision not to arbitrate this
10 case. The case was returned to the district and
11 arbitrated on May 22, 2024.

12 At the hearing, the parties stipulated
13 that the employer violated the collective bargaining
14 agreement by bypassing the grievant for the two
15 emergency call-in opportunities. The parties could
16 not agree, however, on the appropriate remedy and
17 the matter was submitted to the arbitrator for
18 resolution.

19 The arbitrator found that the
20 employer's requested remedies either violated the
21 CBA or inappropriately disadvantaged other
22 bargaining unit employees. Therefore, the
23 arbitrator ordered that the employer either allow
24 Member Chubarov to work the same amount of time at

1 the applicable contractual rate or simply pay Member
2 Chubarov the lost wages associated with the
3 employer's violation of the CBA. The award
4 represents a union win.

5 (Applause.)

6 This concludes the update on
7 overturned appeals.

8 And at this time, I would like to call
9 on Vice President Derrick Osobase to introduce the
10 Appeals Committee.

11 VICE PRESIDENT OSOBASE: Good afternoon.

12 ("Good afternoon" from the
13 delegation.)

14 Good afternoon.

15 ("Good afternoon" from the
16 delegation.)

17 All right. Well, I now would like to
18 introduce the Appeals Committee.

19 Can we get a union clap as we go
20 through their names.

21 Rodney Hughes, President of Local 3607
22 Chair.

23 (Clapp from floor.)

24 Nicole Adams, President of CWA Local

1 1111.

2 (Clap from floor.)

3 Charles Craddock, President of CWA

4 Local 2201.

5 (Clap from floor.)

6 Megan Green, President of CWA Local

7 7076.

8 (Clap from floor.)

9 Stephen Griswold, President of

10 NABET-CWA Local 54041.

11 (Clap from floor.)

12 Mr. Vice President, I now turn it over

13 to the committee on appeals.

14 COMMITTEE CHAIRPERSON HUGHES: Greetings,

15 Delegates.

16 The Appeals Committee convened from

17 August the 7th to August the 10th, 2025, for the

18 purpose of receiving and disposing of appeals in

19 accordance with the CWA Constitution and the Union's

20 Internal Appeals Procedures.

21 As established by prior Conventions

22 and the Executive Board, the committee was available

23 to meet with interested parties on August the 9th

24 and 10th from 2:00 p.m. to 6:00 p.m. The committee

1 was also available by appointment between August the
2 7th and August 11th outside of these hours.

3 I would like to thank the Committee
4 members: Rodney Hughes, President, CWA Local 3607,
5 Chair; Nicole Adams, President of CWA Local 1111;
6 Charles "Bubba" Craddock, President of CWA Local
7 2201; Megan Green, President of CWA Local 7076; and
8 Stephen Griswold, President of NABET-CWA Local
9 54041. The committee also thanks Mike Handley CWA
10 District 4, Administrative Director, for his support
11 and assistance.

12 The Chair now recognizes President
13 Megan Green CWA Local 7076.

14 COMMITTEE MEMBER GREEN: By letter dated
15 July 24, 2024, Josue Zavala appealed the decision of
16 the CWA Executive Board to uphold the verdict of a
17 local trial court, which suspended him from
18 membership for a period of one year. Zavala's
19 appeal is timely and properly before the 2025
20 Convention.

21 At a March 2023 membership meeting of
22 Local 6201, Zavala proposed a motion to organize
23 Premises Technicians who were not members of the
24 Union. The motion passed, and the Local authorized

1 the use of SIF funds to cover both lost time for
2 Zavala and a breakfast for employees who were in
3 attendance.

4 Between April and July 2023, Zavala
5 attended eight meetings with Prem Techs across eight
6 garages throughout the local's jurisdiction. During
7 the course of these meetings, Zavala collected
8 numerous names and e-mail addresses from Prem Techs.
9 Using the information he gathered while on union
10 business during these meetings, Zavala created an
11 e-mail list, which he used to boost his personal
12 campaign for Secretary-Treasurer of Local 6201.

13 During the course of the election, in
14 October 2023, the Local Election Committee learned
15 of the existence of the e-mail list Zavala had
16 compiled using union funds.

17 On three occasions the Local Election
18 Committee requested that Zavala turn the e-mail list
19 over to the local and each time Zavala refused.
20 Zavala won his race for the Secretary-Treasurer
21 position by seven votes.

22 Shortly thereafter, the Local Election
23 Committee found merit in a challenge based upon
24 Zavala's use of the e-mail list, to the exclusion of

1 other candidates, and ordered a rerun election.

2 Toia Russell then filed timely and
3 procedurally appropriate charges concerning the
4 e-mail list against Zavala. The charges were
5 adjudicated by a Local Trial Court, which suspended
6 Zavala from membership for one year.

7 At previous stages of his appeal,
8 Zavala raised numerous objections to the charges,
9 the trial, and his sentence.

10 The Committee found none of these
11 arguments persuasive, and it found the allegations
12 against him to be well-supported. Accordingly, the
13 Committee recommends upholding the suspension
14 imposed by the Local Trial Court and upheld by the
15 CWA Executive Board.

16 PRESIDENT CUMMINGS: Okay. A motion has
17 been made and seconded for adoption of the
18 committee's recommendation on this appeal.

19 Do we have anyone that wishes to
20 speak?

21 (No response.)

22 No speakers. Okay.

23 All those in favor of the committee's
24 report, say aye.

1 (Chorus of ayes.)
2 Those opposed?
3 (No response.)
4 It's accepted.
5 COMMITTEE CHAIRPERSON HUGHES: Thank you,
6 President Cummings.
7 The Chair now recognizes Charles
8 "Bubba" Craddock, President of Local 2201.
9 COMMITTEE MEMBER CRADDOCK: Thank you.
10 On June 24, 2024, Anthony Scorzo
11 appealed the decision of the CWA Executive Board to
12 rerun the local Quad-7 election to the 2025 CWA
13 Convention. Scorzo's appeal is timely and properly
14 before the Convention.
15 On or about November 10, 2023, the
16 votes were counted, and the members of the United
17 Forward Slate, including Scorzo, received the
18 majority of the votes in each of their respective
19 races.
20 By letter dated November 19, 2023,
21 Audrey Deguo filed a challenge with the Local
22 Election Committee on behalf of the Clear Choice
23 Slate alleging fourteen separate violations, mostly
24 concerning DOL regulations. The Local Election

1 Committee declined to set aside the results of the
2 election.

3 On or about January 18, 2024,
4 following an appeal, the Local Executive Board
5 upheld the decision of the Local Election Committee.

6 On January 19, 2024, Deguio filed an
7 appeal on behalf of the Clear Choice Slate with
8 District 7 Vice President Susie McAllister.

9 On February 16, 2024, Vice President
10 McAllister upheld the appeal, finding that Scorzo's
11 use of the Microsoft Teams platform used by Lumen,
12 his employer, constituted unlawful company support
13 for him and his slate. Specifically, Scorzo placed
14 a QR code in a ribbon reading, "United Forward
15 Slate" in his avatar and work profile on Microsoft
16 Teams. The QR code linked to the United Forward
17 Slate website. Vice President McAllister concluded
18 that this was effectively the use of company
19 resources to support candidates for office which
20 could have impacted the election outcome and
21 directed a rerun. Scorzo appealed, and the results
22 and reasoning relied upon by Vice President
23 McAllister were also relied upon by President
24 Cummings and by the CWA Executive Board.

1 The Appeals Committee found the
2 analysis of Vice President McAllister, President
3 Cummings, and the CWA Executive Board to be
4 persuasive. The law is clear that the use of
5 company resources in support of candidacy for union
6 office is illegal, and that this is what had
7 occurred here. The use of the ribbon and QR code on
8 the company platform and work profile could have
9 been used -- could given the United Forward Slate
10 more attention, visibility, and support than it
11 would have received otherwise, particularly among
12 Lumen membership, which make up a plurality of the
13 membership of Local Quad-7.

14 Because the Appeals Committee believes
15 that what occurred here is a clear violation of the
16 LMRDA's prohibition on the use of company resources
17 to support candidacy for union office, it must
18 recommend upholding the decision of the CWA
19 Executive Board.

20 PRESIDENT CUMMINGS: At the "Against" mic
21 Anthony Scorzo from Local 7777.

22 DELEGATE SCORZO: Thank you, President
23 Cummings. Hello, Union Family. My name is Anthony
24 Scorzo and I serve as the President of Local 7777 in

1 Colorado.

2 I'm speaking in opposition to the
3 Appeal Committee's recommendation to rerun our local
4 union election from 2023.

5 The challenge to the election stems
6 from my slate, the United Forward Slate, using a
7 campaign website QR code as my company's Microsoft
8 Teams profile picture.

9 Prior to posting this QR code, I
10 received permission to do so on October 12, 2023,
11 from our Local Elections Committee. Embarrassingly,
12 once the QR Code was posted to Microsoft Teams, the
13 image appeared so small that it was un-scannable and
14 did not work rendering it useless.

15 On October 19th, the Local Election
16 Committee Chairperson asked me to remove the QR code
17 stating that they were wrong to allow me to use it.
18 It was taken down immediately.

19 During the seven days the QR code was
20 posted as the Microsoft Teams profile picture our
21 slate visited six work sites to campaign. Our QR
22 code was on all of our campaign materials, which
23 members were able to scan driving them to our slate
24 website. Within those seven days, 24 people visited

1 the web site either through clicking a link or QR
2 code. Those 24 visits were directly from our
3 campaign events, not the Microsoft Teams profile
4 picture.

5 We contacted local union members in my
6 work group who would have been able to vote in the
7 election. Of 15 people, only one person says they
8 saw the QR code and that they did not vote for me,
9 they voted for my opponent.

10 This raises concerns about how
11 effective the Microsoft Teams QR code would have
12 been even if had worked, which it did not.

13 Because of these facts, I don't
14 believe posting the QR code had any effect on the
15 outcome of the election.

16 Our local's previous bookkeeper states
17 the rerun of the local election will cost over
18 \$8,000. We believe rerunning an election is
19 prohibitive and a drain to union members resources
20 and ultimately nonsensical.

21 As I stand here before you today, the
22 United Forward Slate's term is halfway over with a
23 regular union election scheduled for 2026. Should
24 this challenge stand, we would have to run an

1 election this year and next. Allowing a rerun
2 halfway through a term could set a troubling
3 precedent; any dispute or challenge might lead to
4 repeated calls for reelections undermining the
5 legitimacy of elected bodies.

6 What's more, is there wasn't a
7 thorough investigation that the Department of Labor
8 would have expected. They did not thoroughly
9 interview the United Forward Slate about
10 allegations. We have ample evidence that in no way
11 did the QR Code on Microsoft Teams effect the
12 outcome of the election.

13 I ask the delegates here to look at
14 the facts. We had permission to use the QR code
15 from our Election Committee. The QR code was
16 un-scannable and did not work. And also consider
17 our slate's term is halfway over. Rerunning an
18 election in the middle of our term is a waste of
19 union members' dues and could set a dangerous
20 precedent.

21 For all the reasons above, we ask the
22 delegates to vote no on this and sustain our appeal
23 of the election results.

24 As delegates, we have spent the last

1 two days debating and voting on the use of union
2 resources and changing the rules on the use of
3 Members' Relief Fund. And why do we do that?
4 Because our national union is at a crossroads
5 financially and we are fighting for our survival.

6 The locals here are no different. At
7 a time when we should be unifying and fighting
8 together during this tumultuous period, we don't
9 have the time or the resources to administer an
10 election over the next few months only to do it
11 again next year.

12 We hope the delegates of the
13 Convention will support our position. As delegates,
14 we are the final step and the ultimate governing
15 authority of our great union. We have the right and
16 the means to fix this. I urge the delegates to
17 oppose the Appeal Committee's recommendation to
18 rerun our local union election and vote no.

19 Thank you for your time.

20 (Applause.)

21 PRESIDENT CUMMINGS: Thank you, Delegate.

22 At the -- we have a question at the
23 "Questions" mic, Madison Cassels.

24 DELEGATE CASSELS: Hi, y'all.

1 Madison Cassels, Local 37074. Under
2 Article XV, Section 4B, it says that appeals go to
3 the governing body and to the membership of the
4 local. It doesn't look like that happened here.

5 So did I guess the Clear Choice Slate
6 follow the Constitution and file their appeal
7 challenge to the general membership or was that
8 considered?

9 PRESIDENT CUMMINGS: I'm going to call the
10 General Counsel Matt Holder up to answer that
11 question.

12 GENERAL COUNSEL MATT HOLDER: Thank you,
13 Delegates.

14 So going to Article XV, Section 4B it
15 says: If the appellant has attempted to exhaust
16 such remedies without obtaining a final decision
17 within 60 days of the tentative certification of
18 results and the appellant wishes further appeal, the
19 appellant must file an appeal in writing with the
20 appropriate geographical Vice President.

21 So it looks like within the 60-day
22 window the membership had not acted on the issue.
23 And at that point, the moving party had the right to
24 go to the Vice President. So, therefore, the matter

1 is properly before the delegates here today.

2 (Applause.)

3 PRESIDENT CUMMINGS: Thank you, Matt.

4 At the "Against" mic, we have Jade
5 Kelly, Local 7799.

6 DELEGATE KELLY: Hello, my name is Jade
7 Kelly, President of Local 7799, your favorite
8 union's favorite union, for any those of you with
9 taste.

10 As many of you know, my union journey
11 has been a roller coaster from fighting union
12 busting to taking swings at billionaires and winning
13 sometimes to shouting truth into megaphones with
14 lipstick that cracks, it has been a wild, difficult,
15 exhausting, emotional fight and there have been
16 dozens of times I have been ready to give up. But
17 like all of us, this journey has not been alone. We
18 have our champions in our corner to remind of our
19 resiliency and that safety comes with solidarity.

20 Those of us who show up with kindness
21 who remind us that our vulnerability is not a
22 weakness and our humanity is how we defeat our
23 bosses gross hubris and how we connect to our fellow
24 workers. Anthony Scorzo is my brother and he is all

1 of our brother, too.

2 (Applause.)

3 From being on every picket line to
4 yelling at politicians' lap dogs to giving hugs
5 generously to my 7799 siblings, Anthony Scorzio
6 always been a man of impeccable honesty, unbreakable
7 integrity ensuring that every single worker in his
8 local whether they have been there 30 years or
9 joined yesterday is welcomed, embraced, empowered,
10 and responsible for governing and growing our Union
11 together as a mass movement of workers who know our
12 power and know what's at stake and have a real path
13 to building a better world.

14 I know I have a reputation for being
15 the sweetheart of CWA.

16 (Laughter.)

17 But those who actually know me know
18 that title is far from the truth. I haven't always
19 been the nicest or the most patient president. I've
20 often been called in the news a gorgeous mix between
21 Jimmy Hoffa and Mother Jones, but the true
22 sweetheart of CWA, the sweetheart of Colorado has
23 always been President Anthony Scorzio. He is
24 everyone's dad, everyone's bother. He is my friend.

1 He is a fierce fighter for his local on every picket
2 line and believes to his core in whole person
3 organizing, meeting members where they're at and not
4 leaving them there.

5 Anthony will be the first to sign to
6 give my sick cats IV when I can't take off of the
7 picket line. And the charge of the temporary QR
8 code in his Microsoft Teams profile picture, which
9 was originally approved by the Election Committee
10 should not be the reason we lose this lion of labor.

11 (Applause.)

12 We should not allow a small
13 technicality overturn a Democrat vote. I urge the
14 delegation to look at the appeal with a critical
15 eye. Imagine if this happened in your local or
16 District. Imagine if happened to you. Hear my
17 voice and vote no.

18 (Applause.)

19 PRESIDENT CUMMINGS: Thank you.

20 At the "Motions" mic, we have Chad
21 Merrick from Local 4319.

22 DELEGATE MERRICK: Thank you,
23 Mr. President. Chad Merrick, Local 4319. I call
24 the question.

1 PRESIDENT CUMMINGS: The question has been
2 called for. It's non debatable.
3 All those in favor of closing debate,
4 say aye.
5 (Chorus of ayes.)
6 Those opposed?
7 (No response.)
8 Thank you. We will vote now on the
9 recommendation from the committee.
10 All of those in favor of supporting
11 the committee's report, say aye.
12 (Chorus of ayes.)
13 Those opposed?
14 (Chorus of no.)
15 PRESIDENT CUMMINGS: It failed.
16 (Gavel knock.)
17 (Cheers and applause.)
18 Thank you.
19 All right. I want to thank you the
20 Appeals Committee. Thank you so much for your hard
21 work. Let's give them a round of applause.
22 (Applause.)
23 PRESIDENT CUMMINGS: At the "Motions" mic.
24 DELEGATE GRISWOLD: Mr. President

1 Cummings, Secretary-Treasurer Salaam, members of the
2 Executive Board, and my Fellow Delegates.

3 DELEGATE CHAPMAN: I am delegate Sylvia
4 Chapman President.

5 STEPHEN GRISWOLD: And I am Delegate
6 Stephen Griswold, President NABET-CWA Local 54041.
7 And it is our honor to make a motion to adjourn the
8 80th CWA National Convention.

9 (Applause.)

10 DELEGATE CHAPMAN: Before we do, it is our
11 privilege to invite all delegates, Guests and
12 Retirees to Chicago, Illinois for the 81st CWA
13 Convention August 16 through the 18th, 2027.

14 DELEGATE GRISWOLD: We extend our
15 invitation from the City of Big Shoulders, home of
16 the Chicago Bears, the Cubs, the White Sox, Chicago
17 Bulls, and the Blackhawks.

18 DELEGATE CHAPMAN: Renowned for its
19 richest history in the labor movement, Chicago was
20 the epicenter of the movement to create the 8-hour
21 workday, which led to the infamous Haymarket Square
22 incident in 1886.

23 DELEGATE GRISWOLD: Chicago is a strong
24 union city and was the birthplace of the first all

1 black labor union the Pullman Porters.

2 (Applause.)

3 And this year 2025 marks the 100-year
4 anniversary of the Brotherhood of Sleeping Car
5 Porters.

6 (Applause.)

7 DELEGATE CHAPMAN: The Windy City is
8 famous for its breathtakingly beautiful lakefront,
9 amazing pizza, and the best Italian beef sandwiches
10 in the world.

11 DELEGATE GRISWOLD: We look forward to
12 seeing all of you in Chicago in August 2027.

13 (Applause.)

14 PRESIDENT CUMMINGS: Thank you.

15 All right. I have a motion to
16 adjourn. It does take precedence, but there are a
17 number of people at the "Privilege" mic.

18 And with consent of the Convention, I
19 would like to hold the motion in order to recognize
20 some of the delegates who have something to share
21 with the Convention.

22 At this time at the "Privilege" mic.

23 DELEGATE JOYCE: Jim Joyce, NABET-CWA
24 Local 51016. I'd like to take a point of privilege

1 to recognize two people who did astounding work at
2 this Convention. First of all, I would like us to
3 recognize our camera operator Lou Yellen, who has
4 been tirelessly working to provide coverage of our
5 great Convention.

6 (Applause.)

7 He is a member of my local, Local 16
8 even though he works here locally in Pittsburgh and
9 he's been in the business for decades. His talents
10 are in great demand. In fact, yesterday when that
11 news story broke up in Claremont 12 miles from here,
12 networks were trying to call him to get him to go to
13 cover that for them. And that just goes to show how
14 much in demand he is.

15 And just a few weeks ago, Lou joined
16 me and many other NABET-CWA members in receiving an
17 Emmy for our coverage of Hurricane Milton for World
18 News Tonight with David Muir. So let's please give
19 Lou a big hand in appreciation for his outstanding
20 work.

21 (Applause.)

22 Secondly, but certainly not least, I
23 would like to make the Convention delegates aware
24 that this Convention marks the 20th consecutive year

1 that Melissa Ferguson has been the Convention
2 coordinator. None of this, the meeting hall, the
3 hotel blocks, the buses, anything would happen
4 without Melissa doing this hard work. So let's give
5 her a really big CWA thank you.

6 (Applause.)

7 PRESIDENT CUMMINGS: Thank you. Thank you
8 so much for that, Jim.

9 And you kind of got out in front of me
10 because one of the things I wanted to do was just
11 thank all of the staff.

12 You know, this is my first, first time
13 watching behind the scenes as president of the Union
14 everything that takes place putting this Convention
15 together. And to be quite honest with you, it's
16 absolutely amazing to me. You know, as a District
17 Vice President, I saw the work from a distance that
18 HQ does, but when you're actually involved in it and
19 you see the things that are taking place from the
20 president's office to the secretary-treasurer's
21 office, all of the staff, the directors that are
22 involved, it's absolutely amazing to me how this is
23 done.

24 So I would like for all of you to just

1 give all of the directors, the staff, and everyone
2 else a round of applause for the work that they have
3 done to make this a good Convention.

4 (Standing ovation.)

5 And also before I get to the next
6 speaker at the "Privilege" mic, you know, the
7 Pittsburgh Gazette workers have been on strike for
8 1,029 days. They've sacrificed -- let me see, I
9 know that one of the camera individuals that was
10 here -- any of the Pittsburgh strikers here?

11 If so, could you come up front for a
12 minute. If you're here, could you come up front for
13 just a second. What I would like to ask is we pass
14 the hat to give them a donation to help them --

15 (Applause.)

16 -- as they continue their strike.

17 I would like some of the staff -- we
18 have boxes. Where are the boxes? I think the boxes
19 are already out. If you all would make a
20 contribution, please, to assist them as they
21 continue to strike.

22 Hopefully, we will get a resolution
23 soon, but they need to know that this Executive
24 Board stands fully behind you in your attempt to

1 find some type of resolution and we will do
2 everything we can to support. So thank you for
3 hanging in there like you have. It's been
4 absolutely great to witness.

5 Here they are. Take a picture, if you
6 would of them. Let's give them a round of applause.

7 (Applause.)

8 I also want to remind everyone that
9 tonight the strikers at the Pittsburgh Post Gazette
10 have asked us to join them outside the publishers'
11 house at 7:00 p.m. for a picket as they head to
12 mediation soon, so swing by the strikers table in
13 the vendor hall for more information. And I will be
14 a part of that tonight. Okay.

15 All right. At the "Privilege" mic.

16 DELEGATE CARILLO: Thank you, Mr. Chair.
17 Andrew Carillo, Local 30374.

18 I just wanted to -- I made a mistake
19 today. I made some comments earlier directed
20 towards the Rules and Resolutions Committee that
21 were hurtful and disrespectful and especially to
22 Shawn.

23 (Applause.)

24 So I would like to come up here and

1 publically apologize. I know they got put on the
2 hardest/worst committee. I know that they worked
3 very long hours. So again, I apologize for being a
4 dick.

5 And, Shawn, I hope you let me buy you
6 a beer later. I think the Resolutions and Rules
7 Committee should get one more round of applause.

8 (Applause.)

9 PRESIDENT CUMMINGS: All right. Thank
10 you. It's kind of you to do that.

11 These committees work hard. Y'all
12 have no idea. Sometimes they work 7:00 to 8:00 to
13 9:00 o'clock at night going over these appeals and
14 resolutions and things of that nature. So thank you
15 so much for that.

16 At the mic.

17 DELEGATE SUVARNAKAR: Thank you,
18 Mr. Chair.

19 Point of privilege, Nish Suvarnakar,
20 Local 31003, NewsGuild of New York.

21 (Applause.)

22 And I ask this delegation to support
23 the members of the New York Daily NewsGuild and
24 their three-year campaign for a fair first contract.

1 The members of the New York City's hometown paper
2 have been bargaining for their life and livelihood
3 with Bolter Hedge Fund Alden Global Capital.

4 (Chorus of boos.)

5 Passed massive layoffs, shrinking
6 budgets, and the selling off of their printing plant
7 all to line the pockets of Alden's owner Keith
8 Freeman, but our members are unbreakable.

9 Local news is worker news and we're
10 grateful for the continued support of District 1,
11 but the fight for protecting local news is a
12 national one and requires a national response.

13 That is why I'm asking delegates
14 across CWA to use the QR code on the screens to
15 support the fight for a fair first contract and the
16 fight for local news in solidarity.

17 (Applause.)

18 PRESIDENT CUMMINGS: Thank you. Okay.
19 There is no one else asking to speak at the
20 "Privilege" mic.

21 Again, I want to thank you those who
22 volunteered. Let's give them a round of applause.

23 (Applause.)

24 Everyone on the podium, the attorneys,

1 our parliamentarian. Thank him. He's on his way to
2 the airport I think. Thank him so much for his
3 help.

4 And in closing, I want to thank this
5 executive board. I believe the CWA Executive Board
6 is the best executive board in the labor movement.
7 And I have been to other conventions. I have sat at
8 the AFL-CIO meetings and, you know, heard comments
9 that take place sometimes about things that are
10 going on in other unions.

11 And let me just say this, you know, do
12 we agree on everything all the time? No, we don't.
13 But this board is very transparent, they're very
14 opinionated. And in the end when we get through
15 with our debates, we come out united to move
16 forward. I think you saw that in this Convention.

17 So please give them all a round of
18 applause.

19 (Applause.)

20 In closing, you know, it is time for
21 me to give my closing remarks. I will say this: I
22 hope you all taped my speech on Monday, because that
23 is it. It is time to get out of here and go have a
24 drink or whatever you do in the evening.

1 So with that, the motion has already
2 been made and seconded to adjourn.

3 All those in favor, say aye.
4 (Chorus of ayes.)

5 Those opposed?
6 (No response.)

7 Thank you for a great opinion. The
8 ayes have it and noes know it.

9 (Gavel knock.)

10 (Whereupon, Convention was
11 adjourned.)

12 DELEGATE LIST

District	Local No.	Type	First	Last
CWA Canada	30111	Delegate	RONALD	CARROLL
CWA Canada	30205	Delegate	LOIS	KIRKUP
CWA Canada	30213	Delegate	ANNICK	FOREST
CWA Canada	30213	Alternate	JORDAN	ABRAHAM
CWA Canada	30213	Delegate	JON	AZPIRI
CWA Canada	30213	Delegate	NATASHA	BULOWSKI
CWA Canada	30213	Delegate	JUSTIN	CHANDLER
CWA Canada	30213	Delegate	DAVID	FRIEND
CWA Canada	30213	Delegate	JODI	HILMOE
CWA Canada	30213	Delegate	KAT	MCMORROW
CWA Canada	30213	Delegate	KIMBERLEY	MOLINA FAIRHOLM

1 CWA Canada 30213 Delegate ELIZABETH WITHEY
2 CWA Canada 30213 Alternate BRIAN ZAJAC
3 District 1 1000 Delegate AMY LAFFERTY
4 District 1 1000 Delegate LOIS EELLEN
5 District 1 1000 Alternate DANA HAZZARD
6 District 1 1000 Delegate JOY VAN PELT
7 District 1 1014 Delegate GARREN STEINER
8 District 1 1014 Delegate BRYAN BURNS
9 District 1 1031 Delegate KATHLEEN HERNANDEZ
10 District 1 1032 Delegate MIGDALIA SANTIAGO
11 District 1 1033 Delegate GAYE PALMER
12 District 1 1033 Delegate MICHELE GREAVES
13 District 1 1036 Delegate ADAM LIEBTAG
14 District 1 1036 Delegate LAUREN YOUNG-BOUKEMA
15 District 1 1037 Delegate KENNETH MCNAMARA
16 District 1 1037 Delegate EMMA CLAROS
17 District 1 1038 Delegate SHAWN LUDWIG
18 District 1 1040 Delegate MICHELE LONG VICKERS
19 District 1 1040 Delegate EVELYN BOYD
20 District 1 1040 Delegate DUWAINE WALKER
21 District 1 1045 Delegate OLGA PRATEEP
22 District 1 1045 Delegate MARILEIDYS BALDEO
23 District 1 1058 Delegate HYRON NISBETT
24 District 1 1058 Alternate TIMOTHY MITCHELL

1 District 1 1060 Delegate BRIAN REILLY
2 District 1 1065 Delegate NOVELETTE WILSON-CISSE
3 District 1 1065 Alternate ABBEY BROWN
4 District 1 1077 Delegate BENNIE BRANTLEY
5 District 1 1077 Alternate SAFIYY BRITTON
6 District 1 1077 Delegate JOHN GUIDO
7 District 1 1081 Delegate DAVID WEINER
8 District 1 1081 Delegate JOANNE BENNETT
9 District 1 1081 Delegate SURAYYAH MUHAMMAD
10 District 1 1084 Delegate STEPHEN JOHNSON
11 District 1 1084 Alternate TAMILA CARR
12 District 1 1085 Delegate MICHAEL BLASZCZYK
13 District 1 1085 Delegate JAMES O'CONNOR
14 District 1 1085 Delegate BRIAN O'DONNELL
15 District 1 1085 Delegate PAUL WATKINS
16 District 1 1087 Delegate JOANNE MCWILLIAMS
17 District 1 1087 Alternate SHONA FATTA
18 District 1 1088 Delegate DIANA LEON
19 District 1 1088 Delegate CHERISSE DEW
20 District 1 1089 Delegate CHRISTINE MURPHY
21 District 1 1089 Alternate ANDREW MOHAN
22 District 1 1091 Delegate SHANNON GOMES
23 District 1 1091 Delegate SUSAN JACOB
24 District 1 1091 Delegate TRACEY MORALES-WRIGHT

1 District 1 1091 Delegate ANTONINA O'LEARY
2 District 1 1091 Delegate MARY SZATKOWSKI
3 District 1 1096 Delegate JODI GREEN
4 District 1 1096 Delegate TIMOTHY MARTELL
5 District 1 1101 Delegate KEITH PURCE
6 District 1 1101 Delegate AFORI BOBB
7 District 1 1101 Delegate KEVIN CONDY
8 District 1 1101 Delegate JOANN DIOMEDE
9 District 1 1101 Delegate KEITH HOGARTY
10 District 1 1101 Delegate HEATHER LAWNE
11 District 1 1101 Delegate JEROME PAREDES
12 District 1 1101 Delegate ALPHONSE RUSSO
13 District 1 1101 Delegate KENNETH SPATTA JR
14 District 1 1101 Delegate WILLIAM STEFANDEL JR
15 District 1 1103 Delegate KEVIN SHEIL
16 District 1 1103 Alternate CHRISTOPHER CALABRESE
17 District 1 1103 Alternate KEVIN CAMPO
18 District 1 1103 Alternate THOMAS GRIECO
19 District 1 1103 Delegate JOSEPH MAYHEW
20 District 1 1103 Delegate ANTHONY PUGLIESE JR
21 District 1 1104 Delegate MICHAEL IPPOLITI
22 District 1 1104 Delegate CHRISTOPHER BLOM
23 District 1 1104 Delegate ANDREW DOBBYN
24 District 1 1104 Delegate RICHARD O'NEILL

1 District 1 1106 Delegate ROBERT SMITH
2 District 1 1106 Delegate FREDERICK BRID
3 District 1 1106 Alternate REGINALD PIERRE-LOUIS
4 District 1 1106 Alternate WILLIAM PODMORE
5 District 1 1106 Delegate FRANK TALLARINE
6 District 1 1109 Delegate ANTHONY SPINA
7 District 1 1109 Delegate ANTHONY BARONE
8 District 1 1109 Alternate ALEXANDRA CAMACHO
9 District 1 1109 Delegate DONALD DUNN
10 District 1 1109 Delegate MICHAEL GALLO
11 District 1 1109 Alternate MICHAEL GENDRON
12 District 1 1109 Delegate JOSEPH IORIO JR
13 District 1 1109 Alternate STEPHEN MOSER
14 District 1 1109 Alternate LISAANN QUARANTO
15 District 1 1109 Alternate ROGER YOUNG
16 District 1 1111 Delegate NICOLE ADAMS
17 District 1 1111 Delegate KAREN JUDSON
18 District 1 1111 Delegate JOHN MIDDAUGH
19 District 1 1115 Delegate THOMAS OAKLEY
20 District 1 1118 Delegate JOHN VANDENBURGH III
21 District 1 1118 Alternate CHRISTOPHER HOOPER
22 District 1 1118 Delegate CARL KAKULE
23 District 1 1118 Alternate DEBORAH LAMOUNTAIN
24 District 1 1118 Delegate MICHAEL PANZARINO

1 District 1 1118 Alternate JASON PREST
2 District 1 1120 Delegate JAMES GESCHEIDLE
3 District 1 1120 Delegate JAMES GESCHEIDLE
4 District 1 1120 Alternate JON LINDGREN
5 District 1 1120 Alternate MICHAEL LUTFRING
6 District 1 1120 Delegate SEAN WISER
7 District 1 1120 Delegate JOHN ZEOLLA JR
8 District 1 1122 Delegate THOMAS ANTONIO
9 District 1 1122 Delegate KELLY WLODARCZYK
10 District 1 1123 Delegate JAMES LEONE JR
11 District 1 1123 Alternate ROBERT BRONNER
12 District 1 1123 Delegate DARRYL FLEMING
13 District 1 1123 Delegate ERIN ZAIKA
14 District 1 1124 Delegate DAVID WILSON
15 District 1 1124 Alternate MARK COLEMAN
16 District 1 1126 Delegate LAINE MADISON
17 District 1 1126 Delegate ALEXANDER LYNCH
18 District 1 1133 Delegate BRIAN MAGNER
19 District 1 1133 Delegate DIANE BARTH
20 District 1 1133 Delegate KAREN ENRIGHT
21 District 1 1133 Delegate ANN HOFFMAN
22 District 1 1133 Delegate MARCY KORNOWICZ
23 District 1 1133 Delegate KEVONNA NEELY
24 District 1 1133 Alternate VANESSA QUINN

1	District	1	1133	Delegate	SHARON SCIME
2	District	1	1141	Delegate	PRANVERA SYLA
3	District	1	1150	Delegate	WILLIAM NAVEIRA
4	District	1	1150	Alternate	YVONNE PACHECO
5	District	1	1168	Delegate	CORI GAMBINI
6	District	1	1168	Delegate	ROBERT ANDRUSZKO
7	District	1	1168	Delegate	ULANDA FRANK
8	District	1	1168	Delegate	JENNIFER HOGUE
9	District	1	1168	Delegate	KIMBERLY KORNOWSKI
10	District	1	1168	Delegate	ELAINE MORLEY
11	District	1	1168	Delegate	CURTIS PAINE
12	District	1	1168	Delegate	PATRICK WEISANSAL II
13	District	1	1170	Delegate	JOHN PUSLOSKIE
14	District	1	1170	Delegate	DIANE PAPAS
15	District	1	1170	Alternate	SUSAN PHILLIPS
16	District	1	1170	Delegate	RICHARD WINTER
17	District	1	1171	Delegate	THOMAS GUNNING
18	District	1	1171	Delegate	JANE CROMPTON
19	District	1	1171	Delegate	GINA RICCI
20	District	1	1171	Delegate	MAHLON ROBINSON
21	District	1	1180	Delegate	GLORIA MIDDLETON
22	District	1	1180	Delegate	AMICA BENJAMIN
23	District	1	1180	Delegate	ROBIN BLAIR-BATTE
24	District	1	1180	Delegate	GERALD BROWN

1	District	1	1180	Delegate	TEESHA FOREMAN
2	District	1	1180	Delegate	CAROL GRIFFITH
3	District	1	1180	Delegate	SHAKIMA IVORY
4	District	1	1180	Delegate	HELEN JARRETT
5	District	1	1180	Delegate	GEORGE JOHNSON
6	District	1	1180	Delegate	DEBRA PAYLOR
7	District	1	1180	Delegate	ROSARIO ROMAN
8	District	1	1180	Delegate	GREGORY SMITH
9	District	1	1180	Delegate	DENNIS VARGAS
10	District	1	1181	Delegate	REBECCA GREENE
11	District	1	1181	Alternate	KATRINA JOHNSON-AIKEN
12	District	1	1181	Delegate	SARAH MUHAMMAD
13	District	1	1182	Delegate	ALEXANDER SADIK
14	District	1	1182	Delegate	SYED ISLAM
15	District	1	1182	Delegate	OLUFEMI SOKUNBI
16	District	1	1183	Delegate	SYEDA HOSSAIN
17	District	1	1186	Delegate	SALVATORE FALZONE
18	District	1	1298	Delegate	DAVID WEIDLICH JR
19	District	1	1298	Delegate	ESTHER ALMODOVAR
20	District	1	1298	Delegate	LOUISE GIBSON
21	District	1	1298	Delegate	RAYMOND LUCARELLI JR
22	District	1	1400	Delegate	KERI EVINSON-CIMINERA
23	District	1	14156	Delegate	ARTHUR DEIANNI
24	District	1	14170	Delegate	EDWARD STENBORG

1	District 1	16100	Delegate	PATRICK WELSH
2	District 1	16100	Alternate	DENISE HAWLEY
3	District 1	16101	Delegate	MARK PATTISON
4	District 1	21006	Delegate	KIM MONTGOMERY
5	District 1	21045	Delegate	JUDY MCPARLAND
6	District 1	21085	Delegate	MICHAEL RICE JR
7	District 1	31003	Delegate	SUSAN DECARAVA
8	District 1	31003	Delegate	MARY AIZENMAN
9	District 1	31003	Delegate	WILLIAM BAKER
10	District 1	31003	Delegate	STACY COWLEY
11	District 1	31003	Delegate	MIKE DAVIS
12	District 1	31003	Delegate	JODY GODOY
13	District 1	31003	Delegate	HAILEY KONNATH
14	District 1	31003	Delegate	NASTARAN MOHIT
15	District 1	31003	Delegate	ANTHONY NAPOLI
16	District 1	31003	Delegate	NISH SUVARNAKAR
17	District 1	31003	Delegate	BILL ZODA
18	District 1	31026	Delegate	JONATHAN HARRIS
19	District 1	31034	Delegate	KENNETH CROWE
20	District 1	31041	Delegate	NORMAN WELSH
21	District 1	31041	Delegate	NORMAN WELSH
22	District 1	31180	Delegate	PATRICIA DOXSEY
23	District 1	31222	Delegate	VINAY CHERWOO
24	District 1	31245	Delegate	SCOTT STEEVES

1 District 1 31245 Alternate KATHERINE MCCABE
2 District 1 51011 Delegate LOUIS MARINARO
3 District 1 51011 Delegate GILBERT MURO
4 District 1 51014 Delegate JOHN COLEMAN
5 District 1 51014 Alternate BARRY PAPISH
6 District 1 51016 Delegate JAMES JOYCE
7 District 1 51017 Delegate JEFFREY KOLAN
8 District 1 51018 Delegate MIKE WILKINS
9 District 1 51021 Delegate JOHN CONLON
10 District 1 51021 Delegate JOHN CONLON
11 District 1 51021 Alternate FREDERICK BRUINS
12 District 1 51022 Delegate ROBERT PASTECKI
13 District 1 51022 Alternate JOHN NIXON
14 District 1 51025 Delegate ROY SCHRODT
15 District 1 51025 Delegate ROY SCHRODT
16 District 1 51025 Delegate RICHARD ERSING
17 District 1 81102 Delegate STEVEN PABON
18 District 1 81106 Delegate MARTIN SANGER
19 District 1 81106 Alternate MICHAEL BENNETT
20 District 1 81106 Alternate CASSIE CONKLIN
21 District 1 81106 Delegate MICHELE ISAKSEN
22 District 1 81134 Delegate CHARLES DUPPER II
23 District 1 81134 Delegate EARL BARR
24 District 1 81134 Alternate GREGORY STRAILE

1 District 1 81134 Alternate MICHAEL THOMAS
2 District 1 81201 Delegate ADAM KASZYNSKI
3 District 1 81201 Delegate JEFFERSON CRUZ RUALES
4 District 1 81201 Delegate VASILIOS STEPHANIDES
5 District 1 81206 Delegate WAYA BEY
6 District 1 81255 Delegate ROBERT BAREIS
7 District 1 81266 Delegate AERIDIUS MARSHALL
8 District 1 81266 Alternate DAVID COLBOURNE
9 District 1 81288 Delegate CHARLES SCOTT
10 District 1 81301 Delegate TAMMY HOKE
11 District 1 81320 Delegate BRIAN STEPHENS
12 District 1 81320 Delegate JAMES DEMARIO
13 District 1 81320 Delegate RUSSELL MOREY
14 District 1 81359 Delegate ANTHONY DECRESCENZO IV
15 District 1 81381 Delegate CHRISTINA CHRISTMAN
16 District 1 81381 Alternate KYLIE CIUFO
17 District 1 81381 Delegate BRITTANY EVERETT
18 District 1 81381 Alternate DENIELLE FISHER
19 District 1 81381 Delegate RAYENDA LENNON
20 District 1 81381 Alternate FREDERICK MCALLISTER
21 District 1 81381 Delegate LAWANDA SHIPMAN
22 District 1 81381 Alternate LASONIA SIMMONS
23 District 1 81408 Delegate JASON JOHNSON
24 District 1 81408 Delegate JASON DORNFORD

1 District 1 81408 Delegate KIM IDZINSKI
2 District 1 81455 Delegate MATTHEW YOUNG
3 District 1 81455 Delegate TRACY GREEN
4 District 1 81463 Delegate KENNETH IRVING
5 District 1 81463 Delegate JOHN ALTOONIAN
6 District 1 81463 Delegate CHRISTOPHER IRVING
7 District 1 81463 Alternate ROBERTO VILLALTA
8 District 1 81485 Delegate LOUIE LUCIANI
9 District 1 81495 Delegate THOMAS THOMAS
10 District 1 81500 Delegate ERICA ERICSON
11 District 2-13 2001 Delegate JAMES THOMPSON
12 District 2-13 2001 Delegate JAMES THOMPSON
13 District 2-13 2001 Delegate ANGELA CUNNINGHAM
14 District 2-13 2001 Delegate SHANNON SOBLIT
15 District 2-13 2007 Delegate RICHARD MCKINNEY JR
16 District 2-13 2007 Alternate BRIAN BOLEY
17 District 2-13 2009 Delegate CHAD LEGGETT
18 District 2-13 2009 Delegate CHAD LEGGETT
19 District 2-13 2009 Alternate CHARLES DAVIS
20 District 2-13 2009 Delegate MARK GABBERT
21 District 2-13 2009 Delegate DALLAS MORGAN
22 District 2-13 2010 Delegate JEFFREY ANDERSON
23 District 2-13 2010 Alternate BRIAN STEVENS
24 District 2-13 2011 Delegate AMY RENQUEST

1	District	2-13	2011	Alternate	BOBBY WILSON JR
2	District	2-13	2100	Delegate	DUANE RIDDLE
3	District	2-13	2100	Delegate	VERNON CONSTANTINE
4	District	2-13	2100	Delegate	MARY JENKINS
5	District	2-13	2106	Delegate	JAMES CUTTER
6	District	2-13	2107	Delegate	SHANNON OPFER
7	District	2-13	2108	Delegate	JOHNNY BROWN
8	District	2-13	2108	Delegate	LATASHA CARPENTER
9	District	2-13	2108	Delegate	TAMERA NELSON
10	District	2-13	2108	Delegate	AMORY PROCTOR
11	District	2-13	2201	Delegate	CHARLES CRADDOCK
12	District	2-13	2201	Delegate	RHONDA FOSSE
13	District	2-13	2201	Delegate	WALLACE HIGH
14	District	2-13	2201	Delegate	KENNETH JOHNSON
15	District	2-13	2201	Delegate	ERIC PARNELL
16	District	2-13	2201	Delegate	PAUL SHAFFAR
17	District	2-13	2204	Delegate	WILLARD SIMPSON
18	District	2-13	2204	Delegate	KIMBERLY FIFE
19	District	2-13	2204	Delegate	HANNAH LONG
20	District	2-13	2204	Alternate	JOSHUA MAGEE
21	District	2-13	2205	Delegate	VERA MIKELL
22	District	2-13	2205	Delegate	LEIGH BARRETT
23	District	2-13	2205	Delegate	ANTOINETTE CORSE
24	District	2-13	2222	Delegate	JEREMY FRENCH

1 District 2-13 2222 Alternate SILAS JENKINS II
2 District 2-13 2222 Delegate FRANKLIN WOODRUFF
3 District 2-13 2252 Delegate MERRICK COSEY
4 District 2-13 2252 Delegate JAMAAL DIXON
5 District 2-13 2252 Delegate JANETTE HARE
6 District 2-13 2252 Delegate STANYA TAYLOR
7 District 2-13 2252 Delegate JULIUS WIGGINS
8 District 2-13 2265 Delegate HARRY SZABO
9 District 2-13 2276 Delegate DUSTIN CROY
10 District 2-13 2276 Alternate PHILLIP NELSON
11 District 2-13 2336 Delegate MELISSA SMITH-KUPIHEA
12 District 2-13 2336 Delegate BRANDON HENRY
13 District 2-13 2336 Delegate JOSEPH MULLIKIN
14 District 2-13 13000 Delegate JAMES GARDLER
15 District 2-13 13000 Delegate JAMES GARDLER
16 District 2-13 13000 Delegate DAVID BAKER
17 District 2-13 13000 Alternate GEORGE BALZER III
18 District 2-13 13000 Alternate DANA BIALEK
19 District 2-13 13000 Delegate GREGORY BIALEK
20 District 2-13 13000 Delegate CHARLES BUTZ
21 District 2-13 13000 Alternate PATRICK CATALANO
22 District 2-13 13000 Delegate RICHARD DEZZI
23 District 2-13 13000 Alternate DAISY ELLERBEE
24 District 2-13 13000 Delegate JUSTIN FELT

1	District	2-13	13000	Alternate	DAVID GAIN
2	District	2-13	13000	Delegate	ROBERT GOURDIE
3	District	2-13	13000	Alternate	ANDREW MILLER
4	District	2-13	13000	Alternate	DANIEL MURPHY
5	District	2-13	13000	Alternate	JOSEPH PERUGGIA
6	District	2-13	13000	Delegate	JEFF REAMER
7	District	2-13	13000	Alternate	MICHAEL REEDER
8	District	2-13	13000	Delegate	JAIME SCHOOLS
9	District	2-13	13000	Delegate	JOSEPH SMOLCZYNSKI JR
10	District	2-13	13000	Alternate	LAWRENCE WINDSTEIN III
11	District	2-13	13100	Delegate	STEPHANIE DAVIS
12	District	2-13	13101	Delegate	MICHAEL WATSON
13	District	2-13	13101	Delegate	DARLENE RENTZ
14	District	2-13	13301	Delegate	BARBARA TOBIN
15	District	2-13	13301	Delegate	KAOMI FRAGER
16	District	2-13	13301	Delegate	DONALD FULKERSIN
17	District	2-13	13301	Delegate	BRENDA SNYDER
18	District	2-13	13301	Delegate	DEBORAH WEISCHEDEL
19	District	2-13	13302	Delegate	JOHN BASILONE
20	District	2-13	13302	Alternate	MARK DAMRON
21	District	2-13	13500	Delegate	CINDY NEUMEYER
22	District	2-13	13500	Delegate	MICHAEL AHERN
23	District	2-13	13500	Delegate	KATHLEEN SHORT
24	District	2-13	13500	Delegate	JENNIFER SZPARa

1 District 2-13 13552 Delegate RICHARD MARRA
2 District 2-13 14815 Delegate MICHAEL MASTOVICH JR
3 District 2-13 16200 Delegate JENNY SYLVESTER
4 District 2-13 16200 Alternate MARK BOEHMER
5 District 2-13 22021 Delegate LOIS BREECE
6 District 2-13 22021 Delegate TIMOTHY LOWE
7 District 2-13 22054 Delegate MARY GUERRERO
8 District 2-13 22061 Delegate JENNIFER BLAKE
9 District 2-13 22061 Delegate SHERI CRAIN
10 District 2-13 22088 Delegate TRENACE HAGANS
11 District 2-13 32035 Delegate DANIEL GABOR
12 District 2-13 32035 Alternate ERIC GEIST
13 District 2-13 32035 Alternate KALLIE GREGG
14 District 2-13 32035 Alternate MARISSA LANG
15 District 2-13 32035 Delegate CHRIS MILLS RODRIGO
16 District 2-13 32035 Delegate CETEWAYO PARKS
17 District 2-13 32035 Alternate SAMANTHA TRUEBLOOD
18 District 2-13 32035 Delegate AMBER VIESCAS
19 District 2-13 38010 Delegate WILLIAM ROSS
20 District 2-13 38010 Delegate DIANE MASTRULL
21 District 2-13 38061 Delegate ZACHARY TANNER
22 District 2-13 38061 Alternate ANDREW GOLDSTEIN
23 District 2-13 52031 Delegate BANTU' OPIOTENNIONE
24 District 2-13 52031 Delegate RICHARD STAHERSKI

1 District 2-13 52031 Delegate BJORN WESTERGARD
2 District 2-13 58028 Delegate ERIC SEGGI
3 District 2-13 82160 Delegate PENNY FRANKLIN
4 District 2-13 82162 Delegate ROBERT KEENER
5 District 2-13 82162 Delegate ANTHONY DILLON
6 District 2-13 82167 Delegate JUSTIN BRUNER
7 District 2-13 82173 Delegate TIMOTHY CURRY
8 District 2-13 82173 Delegate TIMOTHY CURRY
9 District 2-13 82173 Alternate KAMDEN LOSH
10 District 2-13 88022 Delegate WILLIAM PALMER
11 District 2-13 88022 Alternate DALE LOHR
12 District 2-13 88064 Delegate DEREK HESS
13 District 2-13 88144 Delegate STEPHEN TULENKO
14 District 2-13 88502 Delegate KELVIN TORRES
15 District 2-13 88502 Delegate JESSE MERAT
16 District 2-13 88612 Delegate STEPHEN KELLY
17 District 2-13 88643 Delegate BRIAN MITCHELL
18 District 2-13 88648 Delegate TRENT TOY
19 District 3 3010 Delegate ARAMIS CRUZ DOMINGUEZ
20 District 3 3010 Delegate MALTBELLE ORTIZ-ORTIZ
21 District 3 3101 Delegate ERIC GOSNELL
22 District 3 3104 Delegate MICHAEL DEVANE
23 District 3 3104 Delegate SCOTT SIMMER
24 District 3 3105 Delegate SHAWN TODD

1	District	3	3106	Delegate	JOSHUA DENMARK
2	District	3	3106	Delegate	JOHN RICE
3	District	3	3108	Delegate	STEVEN WISNIEWSKI
4	District	3	3109	Delegate	CHARLENE HEARD
5	District	3	3111	Delegate	PEGGY WARD
6	District	3	3112	Delegate	JOHNNY HERNANDEZ
7	District	3	3122	Delegate	CHRISTOPHER WALTERSON
8	District	3	3122	Alternate	ROBERTO DECAMINO
9	District	3	3140	Delegate	MARILYN CAMPOS
10	District	3	3140	Delegate	LISA BLANCO
11	District	3	3140	Delegate	SHAKIA DEHANEY
12	District	3	3140	Delegate	JESSICA IRIZARRY
13	District	3	3140	Delegate	RHOCHANDA MCADAMS
14	District	3	3140	Delegate	EDMUNDO SILVA ORTIZ
15	District	3	3146	Delegate	LILLIAN HAGEN
16	District	3	3146	Delegate	ANGELA BROWN
17	District	3	3146	Delegate	DORA FALCON
18	District	3	3170	Delegate	FIONA LAMA
19	District	3	3174	Delegate	BRANDON COE
20	District	3	3180	Delegate	BARRY DEEM
21	District	3	3181	Delegate	MARK WARME
22	District	3	3201	Delegate	STEVEN MEGGS
23	District	3	3201	Delegate	STEVEN MEGGS
24	District	3	3201	Alternate	MICHAEL EDMUNDS

1	District	3	3204	Delegate	EDMUND BARLOW
2	District	3	3204	Delegate	ANTONIO BARLOW
3	District	3	3204	Delegate	KASHIMIRA BROWN
4	District	3	3204	Delegate	KAREN NAGJEE
5	District	3	3204	Delegate	VANESSA WARE
6	District	3	3205	Delegate	ERIC ADAMS
7	District	3	3205	Delegate	ERIC ADAMS
8	District	3	3205	Delegate	MARVA GARDNER
9	District	3	3215	Delegate	RONALD MILEY
10	District	3	3218	Delegate	ROBERT TUCKER
11	District	3	3218	Delegate	JOSHUA LADE
12	District	3	3220	Delegate	ROBERT FORDHAM
13	District	3	3220	Delegate	ROBERT FORDHAM
14	District	3	3220	Alternate	J. MCNEAL
15	District	3	3250	Delegate	BARBARA TOLBERT
16	District	3	3263	Delegate	BRIAN PAPROSKI
17	District	3	3263	Alternate	SCOTT HAZELWOOD
18	District	3	3301	Delegate	SHANE ELLISON
19	District	3	3310	Delegate	DIOGENES MILLER
20	District	3	3310	Alternate	BRADLEY BACK
21	District	3	3310	Alternate	CAROLYN CAIN
22	District	3	3310	Delegate	TIMOTHY HORINE
23	District	3	3315	Delegate	CHARLES CATES
24	District	3	3317	Delegate	JOSEPH FIELDS

1 District 3 3321 Delegate JONATHAN CAMPBELL
2 District 3 3371 Delegate JONATHAN MCCLURE
3 District 3 3371 Alternate MELISSA CRABTREE
4 District 3 3371 Delegate RYAN FRAME
5 District 3 3371 Alternate BRYAN VALLANDINGHAM
6 District 3 3402 Delegate TROY BALLARD
7 District 3 3403 Delegate LYNDELL HENDERSON
8 District 3 3403 Delegate MICHAEL RICHE
9 District 3 3404 Delegate SHAWN JONES
10 District 3 3404 Alternate JOHN NEYREY
11 District 3 3406 Delegate TAMMY HARMON
12 District 3 3407 Delegate ALFRED GUILLORY
13 District 3 3410 Delegate STEPHEN EDLER
14 District 3 3410 Delegate DONALD RAUBER
15 District 3 3411 Delegate MCMARSHALL WHITAKER
16 District 3 3412 Delegate DAVID KING
17 District 3 3414 Delegate WILLIAM PILGREEN
18 District 3 3509 Delegate MICHAEL HODGES
19 District 3 3510 Delegate WILLIAM PICKLE
20 District 3 3510 Delegate WILLIAM PICKLE
21 District 3 3511 Delegate JERMAINE TRAVIS
22 District 3 3513 Delegate HAROLD CLEMENTS
23 District 3 3514 Delegate WILLIAM LEWIS
24 District 3 3514 Delegate WILLIAM LEWIS

1 District 3 3518 Delegate ALPHONSO MOORE
2 District 3 3519 Delegate WILLIAM DRINKARD
3 District 3 3519 Delegate NICHOLAS YOUNG
4 District 3 3601 Delegate CURTIS SHEW
5 District 3 3601 Alternate KEVIN DOANE
6 District 3 3603 Delegate EDWARD MARESCA
7 District 3 3603 Delegate CHAD GRAGG
8 District 3 3603 Delegate MATTHEW HURLEY
9 District 3 3605 Delegate CURTIS MITCHELL
10 District 3 3606 Delegate CHRISTOPHER JONES
11 District 3 3607 Delegate RODNEY HUGHES
12 District 3 3608 Delegate JONATHAN BUMGARNER
13 District 3 3608 Alternate JONATHAN JOHNSON
14 District 3 3609 Delegate JEFFREY HUNT
15 District 3 3611 Delegate TIMOTHY HICKS
16 District 3 3642 Delegate TAMMY SCOTT
17 District 3 3642 Delegate TAMMY HUX
18 District 3 3642 Delegate DERON JOHNSON
19 District 3 3645 Delegate DONIELLE PROPHETE
20 District 3 3645 Delegate SHAQUELLE BAKER
21 District 3 3645 Delegate DOUGLAS CHRISTIAN
22 District 3 3645 Delegate DARRYL WILLIAMS-JONES
23 District 3 3676 Delegate THOMAS BRYANT
24 District 3 3676 Alternate HOWARD SANDRES

1	District	3	3680	Delegate	YVONNE KINSTON
2	District	3	3680	Delegate	YVONNE KINSTON
3	District	3	3682	Delegate	SCOTT BUTLER
4	District	3	3682	Alternate	BRIAN SMITH
5	District	3	3683	Delegate	ROBERT HEIM
6	District	3	3704	Delegate	MATTHEW HELMS
7	District	3	3704	Alternate	JOSHUA GATES
8	District	3	3710	Delegate	KELVIN MILLER
9	District	3	3802	Delegate	BILL SLACK
10	District	3	3802	Alternate	JACK MOONEYHAM
11	District	3	3803	Delegate	TODD HEARD
12	District	3	3805	Delegate	SCOTT HUTCHISON
13	District	3	3805	Delegate	CHARLES MORRIS
14	District	3	3806	Delegate	MARSHALL BOSWELL
15	District	3	3806	Delegate	CHRISTOPHER GLASCO
16	District	3	3806	Delegate	ROBERT PACE
17	District	3	3808	Delegate	DAVID FOSTER
18	District	3	3808	Delegate	YOLANDA CUNNINGHAM
19	District	3	3808	Delegate	CLINT WOODY
20	District	3	3821	Delegate	ANNE LANGENDORFER
21	District	3	3821	Delegate	KEEGAN BROOKS
22	District	3	3821	Delegate	WENDY GOLDBERG
23	District	3	3821	Delegate	MAX KROCHMAL
24	District	3	3821	Delegate	KENDALL KROGER

1	District 3	3821	Delegate	WILLIAM MATCHIN
2	District 3	3821	Delegate	MIA ROMANO
3	District 3	3821	Delegate	BRANDON WARD
4	District 3	3871	Delegate	MEGAN MITNAUL
5	District 3	3902	Delegate	EDWARD BRAZIER
6	District 3	3902	Delegate	EDWARD BRAZIER
7	District 3	3902	Delegate	CLAUDE PERRY
8	District 3	3902	Delegate	TERRELL SHORTER
9	District 3	3905	Delegate	MUSTAFA HASSAN
10	District 3	3905	Delegate	MUSTAFA HASSAN
11	District 3	3905	Delegate	MELISSA BELL
12	District 3	3905	Delegate	BRYANT STONE
13	District 3	3907	Delegate	RA-AMON TA-NETER
14	District 3	3907	Delegate	RA-AMON TA-NETER
15	District 3	3908	Delegate	LUTHER LAND
16	District 3	3908	Delegate	LUTHER LAND
17	District 3	3908	Alternate	KEITH PATTERSON
18	District 3	16300	Delegate	GWENDOLYN PARKER
19	District 3	16300	Alternate	JORGE WINTERS
20	District 3	23049	Delegate	ELIZABETH MULLINS
21	District 3	23059	Delegate	DERMALY FLORES
22	District 3	23075	Delegate	DANA SWEAT
23	District 3	23078	Delegate	GENA GAMBUTO
24	District 3	33225	Delegate	DAGMAR SANTANA

1 District 3 33225 Delegate NESTOR SOTO LOPEZ
2 District 3 83222 Delegate RAVEN MCCARTER
3 District 3 83222 Alternate ANGELA MITCHELL
4 District 3 83224 Delegate WILLIAM HILLIARD
5 District 3 83226 Delegate ROBERT LANE
6 District 3 83226 Delegate ROBERT LANE
7 District 3 83600 Delegate BRENDA YATES
8 District 3 83700 Delegate MARCUS KING
9 District 3 83700 Delegate CALE HILBURN
10 District 3 83701 Delegate KEVIN CHRISTIAN
11 District 3 83701 Delegate BRIDGETT JONES
12 District 3 83711 Delegate BETTY CHENEY
13 District 3 83718 Delegate ROBERT ROBINSON
14 District 3 83718 Alternate JEANET BROWN
15 District 3 83718 Alternate SHUNG BROWN
16 District 3 83718 Delegate PORTIA MILLER
17 District 3 83761 Delegate DINO DRISKELL
18 District 3 83761 Delegate MICHAEL BANNON
19 District 3 83761 Alternate STACEY
20 BRECKENRIDGE-WILLIAMS
21 District 3 83761 Alternate BRADLEY GILBERT
22 District 3 83770 Delegate PHILESA DESMIDT
23 District 4 4008 Delegate DARRELL DAVISON
24 District 4 4008 Alternate COREY BOULDREY

1	District 4	4009	Delegate	JAMES SIMONS
2	District 4	4009	Delegate	SHAWN BANKS
3	District 4	4025	Delegate	MARK KAVANAUGH
4	District 4	4032	Delegate	SHANE ROMAN
5	District 4	4034	Delegate	CHARLES JOHNSON
6	District 4	4034	Delegate	KIMBERLY LAUNER
7	District 4	4035	Delegate	MICHAEL GUMMERE
8	District 4	4050	Delegate	MICHAEL MCLEOD
9	District 4	4070	Delegate	JASON ELLENSON
10	District 4	4070	Alternate	DARREN SKINNER
11	District 4	4100	Delegate	GERALD SOMMERVILLE
12	District 4	4100	Delegate	ANTHONY IDHE
13	District 4	4100	Alternate	CHRISTINE SHAW
14	District 4	4108	Delegate	CRYSTAL JACKSON
15	District 4	4108	Delegate	MARTIN SZELIGA
16	District 4	4123	Delegate	PHILLIP HALLAM
17	District 4	4201	Delegate	ANITA PEARSON
18	District 4	4201	Delegate	ANNA CREA
19	District 4	4201	Delegate	MARILYN CRUZ-HARPER
20	District 4	4201	Delegate	NATALIA DUQUE
21	District 4	4202	Delegate	DEA POLCHOW
22	District 4	4202	Delegate	AMY BLAISDELL
23	District 4	4202	Delegate	PEGGY VERMILLION
24	District 4	4217	Delegate	MATTHEW WRIGHT

1	District 4	4250	Delegate	SYLVIA CHAPMAN
2	District 4	4250	Alternate	MICHELLE TOVO
3	District 4	4252	Delegate	LANELL PIERCY
4	District 4	4260	Delegate	HARRY STEVENSON
5	District 4	4299	Delegate	WAYNE HERRING
6	District 4	4299	Delegate	KISHONA BROWN
7	District 4	4299	Delegate	DELVORIE MEIGHAN
8	District 4	4300	Delegate	KEITH BAGLAMA
9	District 4	4300	Delegate	ROBERT LEVONYAK
10	District 4	4302	Delegate	JOSEPH SNYDER
11	District 4	4302	Delegate	SHEILA BALLWAY
12	District 4	4319	Delegate	DANIEL LUDWIG
13	District 4	4319	Delegate	CHAD MERRICK
14	District 4	4319	Delegate	KATHY SULLIVAN
15	District 4	4320	Delegate	JAMES WALTHER
16	District 4	4320	Delegate	ROBERT ODORCIC
17	District 4	4320	Delegate	EWUNIKI YEMI
18	District 4	4322	Delegate	DANIEL FRAZIER
19	District 4	4322	Delegate	MICHAEL MAHLE
20	District 4	4322	Delegate	ERIN WALLING
21	District 4	4324	Delegate	CHAD CLARK
22	District 4	4324	Alternate	BARRETT TAMASOVICH
23	District 4	4326	Delegate	DEREK ROHRER
24	District 4	4326	Alternate	RYAN ROHRER

1	District 4	4340	Delegate	GARY KUNDRAT
2	District 4	4340	Delegate	PHILLIP NAPLES
3	District 4	4340	Delegate	SERENA SALEEM
4	District 4	4372	Delegate	JACQUELINE ALLEN
5	District 4	4379	Delegate	DON CAREY
6	District 4	4379	Delegate	DON CAREY
7	District 4	4400	Delegate	JASON BALLMAN
8	District 4	4400	Delegate	STEVEN ELMORE
9	District 4	4400	Alternate	JOSEPH GIBSON
10	District 4	4400	Delegate	ROBERT HARRIS
11	District 4	4470	Delegate	ADRIAN SMITH
12	District 4	4470	Delegate	ADRIAN SMITH
13	District 4	4484	Delegate	ROBERT GILBERT
14	District 4	4501	Delegate	MERICLE LONG
15	District 4	4502	Delegate	HUGH WILLIAMS
16	District 4	4502	Delegate	ERIC CUNNINGHAM
17	District 4	4502	Delegate	NATHAN HALL
18	District 4	4502	Delegate	SUSAN OEHLER
19	District 4	4527	Delegate	MARYA MCCLELLAND
20	District 4	4527	Alternate	RICHARD SMATHERS
21	District 4	4603	Delegate	GREGORY TENNYSON
22	District 4	4603	Delegate	KWAMI BARNES
23	District 4	4603	Alternate	CARRIE DERCOLA
24	District 4	4603	Delegate	ADAM SCHELSKE

1 District 4 4611 Delegate CHARLES GEYER
2 District 4 4611 Alternate DOUGLAS WEBER
3 District 4 4621 Delegate JOSEPH OLSON
4 District 4 4621 Delegate JOSEPH OLSON
5 District 4 4652 Delegate ROBERT BOELK
6 District 4 4652 Delegate ROBERT BOELK
7 District 4 4652 Delegate CRAIG SMITH
8 District 4 4700 Delegate DAVID FILBERT
9 District 4 4700 Alternate DAVID REDDICK
10 District 4 4703 Delegate DAVID DUNN
11 District 4 4703 Alternate DANNY DONAWAY
12 District 4 4773 Delegate BRIAN DOUGLASS
13 District 4 4773 Alternate THOMAS GOLIA
14 District 4 4818 Delegate STEPHEN FRAZO
15 District 4 4900 Delegate TIM STRONG
16 District 4 4900 Delegate YOLANDA MASON
17 District 4 4998 Delegate KIMBERLY HOLLAND
18 District 4 14430 Delegate GERARD DAVID
19 District 4 16400 Delegate MARCELENE GREGORY
20 District 4 16400 Alternate HETTY SCOFIELD
21 District 4 16401 Delegate MARY SUE DAVIS
22 District 4 24008 Delegate HEIDI SPINNER
23 District 4 24051 Delegate SHANE SPILLMAN
24 District 4 24057 Delegate FRANCIE GILLIS

1 District 4 24063 Delegate HOPE CERVANTES
2 District 4 34022 Delegate TAMAR SAMIR
3 District 4 34071 Delegate GRACE CATANIA
4 District 4 34071 Delegate AMBAR COLON
5 District 4 34071 Alternate ANDREW GRIMM
6 District 4 34071 Delegate EMILY STEELHAMMER
7 District 4 54041 Delegate STEPHEN GRISWOLD
8 District 4 54041 Delegate RYAN FARNHAM
9 District 4 54042 Delegate ROBIN GUBANICH
10 District 4 54042 Alternate GEORGE PAYAMGIS
11 District 4 54043 Delegate DORETHEA BROWN-MAXEY
12 District 4 54044 Delegate CORY COLEMAN
13 District 4 54046 Delegate KACIE LOVE
14 District 4 54047 Delegate JEFFREY NECKO
15 District 4 54048 Delegate BRIAN DONALDSON
16 District 4 54048 Alternate PAUL LEVASSEUR
17 District 4 54412 Delegate MICHAEL HORACE
18 District 4 84078 Delegate VINCENNES SMITH
19 District 4 84707 Delegate STEVEN HOY
20 District 4 84716 Delegate BOB STEPHENS
21 District 4 84717 Delegate JOSEPH FERRADINO
22 District 4 84717 Delegate MICHAEL KISH
23 District 4 84725 Delegate MARY ARCE
24 District 4 84755 Delegate MICHAEL GROSS

1 District 4 84755 Delegate TYRONE MCGUFFEY
2 District 4 84755 Delegate JASON SCHIELY
3 District 4 84757 Delegate LEONARD HASTING
4 District 4 84757 Delegate JOSEPH BROOKBANK
5 District 4 84765 Delegate VICTOR HENDERSON
6 District 4 84775 Delegate SAMUEL SANDERS
7 District 4 84800 Delegate NATHAN MEYER
8 District 4 84800 Delegate SUZANNE GIERACH
9 District 4 84800 Delegate JEFFREY LONDRE'
10 District 4 84800 Delegate ADAM TAYLOE
11 District 4 84802 Delegate CANDANCE REILEY
12 District 4 84802 Alternate SPENCER HARRIS
13 District 4 84809 Delegate GABRIEL BALDERAS
14 District 4 84901 Delegate GARY MCAULEY
15 District 4 84950 Delegate SCOTT WALKER
16 District 6 6001 Delegate DEBORAH JOHNSON
17 District 6 6001 Delegate DEBBIE AMARO
18 District 6 6001 Delegate KAREN DE LA GARZA
19 District 6 6001 Delegate ALISHA MOORE
20 District 6 6001 Delegate CARLOS WEATHERS
21 District 6 6002 Delegate MARIA POWELL
22 District 6 6002 Delegate KIMESHIA CARRINGTON DIXON
23 District 6 6002 Delegate ROBERT GEBHARD
24 District 6 6009 Delegate DOUGLAS BAKKE

1 District 6 6009 Alternate JOHN BOHANAN
2 District 6 6012 Delegate DUSTIN MARTIN
3 District 6 6016 Delegate ROBERT GRANT
4 District 6 6016 Delegate SANDRA STRAIN
5 District 6 6110 Delegate RIGOBERTO VILLARREAL JR
6 District 6 6115 Delegate ZACHERY PHILLIPS
7 District 6 6127 Delegate TIMOTHY JUDD
8 District 6 6128 Delegate JASON DAWSON
9 District 6 6132 Delegate ANTHONY THORNBURG
10 District 6 6132 Delegate AUDRY HAWKES
11 District 6 6132 Delegate NEIL HAWKES
12 District 6 6132 Alternate SONIA LOPEZ
13 District 6 6137 Delegate JOSHUA MARTINEZ
14 District 6 6137 Delegate BIANCA PUENTE-GUTIERREZ
15 District 6 6143 Delegate CHRISTOPHER MORALES
16 District 6 6143 Alternate JOANGELA BARROSO
17 District 6 6143 Delegate DANIEL DEOSIO
18 District 6 6143 Alternate JESSE ESPINOSA
19 District 6 6143 Delegate JEREMY GARCIA
20 District 6 6143 Delegate TAREA SMITH
21 District 6 6150 Delegate STEPHEN WILSON
22 District 6 6150 Alternate ANNA URBAN-CHASE
23 District 6 6154 Delegate ARNOLD ZIMMERMAN
24 District 6 6171 Delegate TRAVIS PIROTTE

1	District 6 6171 Delegate TRAVIS PIROTTE
2	District 6 6171 Delegate JOHN RICKEY
3	District 6 6171 Delegate ALLEN WHITAKER
4	District 6 6182 Delegate KIAH DEBOLT
5	District 6 6186 Delegate ILESA DANIELS ROSS
6	District 6 6186 Delegate JOANNE DAY
7	District 6 6186 Delegate MYKOLAS GEDUTIS
8	District 6 6200 Delegate JOHN RICHIE
9	District 6 6201 Delegate LOREN WILLIAMS
10	District 6 6201 Delegate MICHAEL DUPREE
11	District 6 6201 Delegate MONICA GIPSON
12	District 6 6201 Alternate AMANDA MORRIS
13	District 6 6203 Delegate SHELIA CLARK
14	District 6 6203 Delegate JANICE BELL
15	District 6 6203 Alternate JERL HARRIS
16	District 6 6203 Delegate TY SELLERS
17	District 6 6206 Delegate ROY AGEE
18	District 6 6206 Delegate ROY AGEE
19	District 6 6210 Delegate JAMES WINSETT
20	District 6 6210 Alternate JAMES BRYANT
21	District 6 6210 Delegate JOHN BUTTON
22	District 6 6215 Delegate RONALD SWAGGERTY
23	District 6 6215 Delegate RONALD SWAGGERTY
24	District 6 6215 Delegate LAMAR BANKS

1	District 6 6215 Delegate ALEXANDRO DOBLADO
2	District 6 6215 Delegate DAVID MARSHALL
3	District 6 6215 Delegate REGINALD SMALL
4	District 6 6218 Delegate BELINDA DAVIS
5	District 6 6218 Delegate BELINDA DAVIS
6	District 6 6218 Alternate TROY HOLEMAN
7	District 6 6222 Delegate BELINDA AGUILAR
8	District 6 6222 Delegate HOYT BASCUS
9	District 6 6222 Delegate LAQUINTHIA COLEMAN
10	District 6 6222 Delegate ALEXIS HOLLY
11	District 6 6222 Delegate EDGAR OLIVO
12	District 6 6222 Delegate CEDRIC RABOTTE
13	District 6 6225 Delegate WILLIAM BLACKMON
14	District 6 6225 Alternate JONATHAN SABORI
15	District 6 6229 Delegate RUDY CORONA
16	District 6 6300 Delegate FLOYD BELL
17	District 6 6300 Delegate VICKIE LEE JORDAN
18	District 6 6300 Delegate JOSEPH KLENC
19	District 6 6313 Delegate LAURA COX
20	District 6 6316 Delegate CRYSTAL PARKS
21	District 6 6316 Delegate JENNIFER BROOKS
22	District 6 6327 Delegate TANYA HOLMES
23	District 6 6327 Alternate NEESHA EWELL
24	District 6 6327 Delegate BYRON HOSKINS

1 District 6 6350 Delegate RONALD GOMPERS
2 District 6 6360 Delegate TOM GEBKEN
3 District 6 6360 Delegate TOM GEBKEN
4 District 6 6360 Delegate DARRICK INSCHO
5 District 6 6374 Delegate JOSEPH MCFEE
6 District 6 6374 Alternate LANCE WILSON
7 District 6 6400 Delegate NATASHIA PICKENS
8 District 6 6450 Delegate KIMBERLY HUMPHREY
9 District 6 6450 Alternate STAN MOLL
10 District 6 6502 Delegate MARY ANN HOPKINS
11 District 6 6502 Delegate MARY ANN HOPKINS
12 District 6 6503 Delegate MICHAEL DEATHERAGE
13 District 6 6503 Alternate CHAD ZUBER
14 District 6 6505 Delegate PETER RICHMOND
15 District 6 6505 Delegate PETER RICHMOND
16 District 6 6507 Delegate CAROLYN WILLIAMS
17 District 6 6507 Alternate DEVIN
18 MUSSELWHITE-BRANCH
19 District 6 6508 Delegate STEVE CLARK
20 District 6 6733 Delegate JASON PARROTT
21 District 6 6733 Alternate DAVID MULLER
22 District 6 14620 Delegate RODNEY BRYANT
23 District 6 16600 Delegate EARLINE JONES
24 District 6 16600 Alternate PRISCILLA BROWN

1 District 6 26044 Delegate SHANNON HARRIS
2 District 6 26052 Delegate TERESA CHUCK
3 District 6 36047 Delegate SHANNON DUFFY
4 District 6 86004 Delegate SAMMY CRABTREE
5 District 6 86116 Delegate ADAM BOOTH
6 District 6 86116 Delegate LISA COLLINS
7 District 6 86116 Delegate JAMES KERNS III
8 District 6 86782 Delegate KEVIN TURNER
9 District 6 86782 Delegate BRADLY JOHNSON
10 District 6 86782 Delegate KENYATTA JONES
11 District 6 86782 Delegate REGINALD LYLES
12 District 6 86787 Delegate CORNE JONES
13 District 7 7000 Delegate DESI NAVARRO
14 District 7 7011 Delegate ROBERT GONZALES
15 District 7 7011 Delegate STEVEN HENSON
16 District 7 7019 Delegate SUSAN HEAD
17 District 7 7019 Alternate RONALD FAGAN
18 District 7 7026 Delegate LUIS GUTIERREZ
19 District 7 7026 Delegate LUIS GUTIERREZ
20 District 7 7026 Alternate ADAN HERNANDEZ
21 District 7 7050 Delegate TAYQWOISECEYON AKINS
22 District 7 7050 Delegate ZACHARY LIPINSKI
23 District 7 7055 Delegate MATT ROSVOLD
24 District 7 7055 Alternate GARRETT EDQUIST

1 District 7 7055 Delegate MICHAEL WILSON
2 District 7 7065 Delegate MARCOS ESPARZA
3 District 7 7065 Delegate JUSTINE HECHT
4 District 7 7065 Delegate MIRANDA LOPEZ
5 District 7 7070 Delegate JOHNNY AGUILAR
6 District 7 7070 Alternate MICHAEL MORELAND
7 District 7 7070 Delegate ALVARO RIVERA
8 District 7 7070 Delegate PHILLIP SERNA
9 District 7 7076 Delegate LESLIE GREEN
10 District 7 7076 Delegate LINSEY HURST
11 District 7 7076 Delegate ANNE KELLER
12 District 7 7076 Delegate DYLAN PELL
13 District 7 7101 Delegate SCOTT COURTNEY
14 District 7 7101 Alternate MATT JANSSEN
15 District 7 7102 Delegate MICHAEL THOMPSON
16 District 7 7102 Alternate MARK ROCHA
17 District 7 7103 Delegate COREY DAVIS
18 District 7 7103 Alternate PHILLIP HASCALL
19 District 7 7110 Delegate ROSA WILSON
20 District 7 7172 Delegate CURTIS FAUL
21 District 7 7181 Delegate LIZ DAVES
22 District 7 7200 Delegate LISA MARKEGARD
23 District 7 7200 Delegate SUNDEE SEVERSON
24 District 7 7200 Delegate RICHARD WEBER

1 District 7 7201 Delegate CHRISTY KUEHN
2 District 7 7201 Delegate BRIAN TYLER
3 District 7 7203 Delegate TONY STROM
4 District 7 7203 Alternate PATRICK ELLINGHUYSEN
5 District 7 7211 Delegate CONNOR TOBIN
6 District 7 7211 Delegate ROBBIE MERTZ
7 District 7 7212 Delegate FRANKLIN HARDEE
8 District 7 7250 Delegate KIERAN KNUTSON
9 District 7 7250 Delegate CHAD PERKINS
10 District 7 7270 Delegate CARSON TURNQUIST
11 District 7 7270 Delegate CARSON TURNQUIST
12 District 7 7272 Delegate CHRISTOPHER ANDERSON
13 District 7 7272 Alternate TREY VOLK
14 District 7 7301 Delegate CASEY BLOHM
15 District 7 7301 Alternate TIMOTHY FREDERICK
16 District 7 7303 Delegate MICHAEL NYGAARD
17 District 7 7304 Delegate MATTHEW LELOU
18 District 7 7304 Delegate JOSHUA EASTIN
19 District 7 7304 Delegate VERONICA PUENTES
20 District 7 7400 Delegate RANDY TEUNISSEN
21 District 7 7470 Delegate DARREN DONOVAN
22 District 7 7470 Alternate SHANE HATCH
23 District 7 7500 Delegate CARTIER WALKER
24 District 7 7601 Delegate MICHAEL REA

1 District 7 7601 Delegate MICHAEL REA
2 District 7 7603 Delegate MELANIE WEEKS
3 District 7 7603 Alternate JESSICA HAMMER
4 District 7 7603 Delegate CURTIS JONES
5 District 7 7621 Delegate VALERIE PACKER
6 District 7 7621 Alternate MARCIANO PEREZ
7 District 7 7670 Delegate MATT GUSTAFSON
8 District 7 7670 Alternate DALE CRABB
9 District 7 7702 Delegate SHANE CARVER
10 District 7 7704 Delegate THOMAS DENOS
11 District 7 7704 Delegate TERRI JACKETTA
12 District 7 7750 Delegate ROBERT ROTH
13 District 7 7750 Delegate JONATHAN GREENE
14 District 7 7765 Delegate JESSICA STAUFFER
15 District 7 7765 Delegate TALMAGE NELSON
16 District 7 7765 Delegate SOPHIE STEPHENS
17 District 7 7777 Delegate ANTHONY SCORZO
18 District 7 7777 Alternate ANNA GUERRERO
19 District 7 7777 Alternate TIMOTHY HEALY
20 District 7 7777 Delegate MARLENE JIMENEZ
21 District 7 7777 Delegate SANDRA PARKER-MURRAY
22 District 7 7777 Delegate BRIAN WINKLER
23 District 7 7781 Delegate MAXWELL MAGILL
24 District 7 7781 Delegate RYAN DINEEN

1 District 7 7799 Delegate JADE KELLY
2 District 7 7799 Delegate KIYOMI BOLICK
3 District 7 7799 Delegate AARON KOPIC
4 District 7 7799 Delegate LAUREN SEEGMILLER
5 District 7 7799 Delegate JACOB WARD
6 District 7 7800 Delegate ARTHUR CLEMENS
7 District 7 7800 Delegate STEVEN JOHNSON
8 District 7 7800 Delegate RYAN PAULSON
9 District 7 7803 Delegate ADRIAN CHAVARRIA
10 District 7 7804 Delegate JEFFREY CARTER
11 District 7 7812 Delegate ARIC ODEM
12 District 7 7901 Delegate MEG WARD
13 District 7 7901 Delegate KERI FERRARO
14 District 7 7901 Alternate DANA LOPEZ
15 District 7 7901 Delegate ANTHONY MORAN
16 District 7 7906 Delegate PATRICK MCMAHON
17 District 7 7906 Alternate BRIAN MOORE
18 District 7 16700 Delegate JUDY FRIES
19 District 7 16700 Alternate MARY COOKE
20 District 7 27009 Delegate CHRISTOPHER BRUTON
21 District 7 27016 Delegate JAMIE MOORE
22 District 7 27019 Delegate PAULA ISLA-MCGILL
23 District 7 27030 Delegate LEILAUNI SCHEIDEMAN
24 District 7 27039 Delegate STEVEN MALLER

1 District 7 27048 Delegate NATHANAEL HEIDE
2 District 7 27071 Delegate WILLIAM ILSLEY
3 District 7 37002 Delegate NICK WOLTMAN
4 District 7 37002 Delegate ALLANA OLSON
5 District 7 37074 Delegate MADISON CASSELS
6 District 7 37074 Alternate ISABEL ARIES
7 District 7 37074 Alternate SOPHIA BRAMAN-SICKLING
8 District 7 37074 Delegate ANDREW CARILLO
9 District 7 37082 Delegate CAMERON PROBERT
10 District 7 37082 Delegate COURTNEY SCOTT
11 District 7 57052 Delegate GILBERT MAESTAS
12 District 7 57052 Alternate CORY BAKER
13 District 7 57411 Delegate JOSEPH KACZYNSKI
14 District 7 87140 Delegate HOWARD TERRY
15 District 7 87140 Delegate JARED BICKNER
16 District 7 87223 Delegate FERNANDO CABALLERO
17 District 7 87223 Alternate RYAN REMONDINI
18 District 9 9003 Delegate MARISA REMSKI
19 District 9 9003 Delegate PAMELA BELL
20 District 9 9003 Delegate SHELIA BORDEAUX
21 District 9 9009 Delegate PARUL KOUL
22 District 9 9009 Delegate OLIVIA ASEMOTA
23 District 9 9009 Delegate DAVID JONES-KRAUSE
24 District 9 9009 Delegate ALAN MCAVINNEY

1	District	9	9009	Delegate	DAVID MOTSONASHVILI
2	District	9	9119	Delegate	DANIEL RUSSELL
3	District	9	9119	Delegate	MAX BELASCO
4	District	9	9119	Delegate	LEA BISHOP
5	District	9	9119	Delegate	MATIAS CAMPOS
6	District	9	9119	Delegate	AMY FLETCHER
7	District	9	9333	Delegate	ELAINE SAVAIKI
8	District	9	9333	Delegate	ANTHONY CISNEROS
9	District	9	9400	Delegate	MAURICE WASHINGTON
10	District	9	9400	Delegate	DARNISHA LEE
11	District	9	9400	Delegate	PAUL MARTINEZ
12	District	9	9400	Delegate	RICHARD MOYEDA JR
13	District	9	9400	Delegate	KELLY MURPHY
14	District	9	9400	Delegate	ROSE WHITNEY
15	District	9	9400	Delegate	TARRINA WOODSON-LENDON
16	District	9	9404	Delegate	MARK BAUTISTA
17	District	9	9404	Delegate	JOSHUA TAYLOR
18	District	9	9408	Delegate	CHRISTINE CABRAL
19	District	9	9408	Delegate	LOUIS SANCHEZ
20	District	9	9410	Delegate	EFANYE CHIBUKO
21	District	9	9412	Delegate	A. KEITH GIBBS
22	District	9	9412	Delegate	ARTHUR BEHNAM
23	District	9	9412	Delegate	IAN NIDEROST
24	District	9	9413	Delegate	RICHARD ELLIS

1 District 9 9415 Delegate DECOVAN RHEM
2 District 9 9416 Delegate DAVID MARTINEZ
3 District 9 9416 Alternate DESIREE CAMARILLO
4 District 9 9416 Delegate CHLOE WILLIAMS
5 District 9 9417 Delegate PENNY KNAPP
6 District 9 9419 Delegate TOBY BERENS
7 District 9 9419 Alternate TROY BAUGH
8 District 9 9421 Delegate JOHN MILLER
9 District 9 9421 Delegate DARCY SHEEHAN
10 District 9 9423 Delegate DAVID SADA
11 District 9 9423 Delegate RICARDO ALCALA
12 District 9 9423 Delegate MONICA ALVARADO
13 District 9 9449 Delegate AUSTIN LACKEY
14 District 9 9449 Alternate DAVID UNGER
15 District 9 9504 Delegate COREY NICHOLS
16 District 9 9505 Delegate RICHARD CASTELLANO
17 District 9 9509 Delegate ABIGAIL BECKER
18 District 9 9509 Delegate RAYMOND BELTRAN
19 District 9 9509 Alternate HELIO DELGADILLO
20 District 9 9509 Alternate SHAWN JONES
21 District 9 9509 Delegate VINCENT SNASEL
22 District 9 9510 Delegate JASON JUSTICE
23 District 9 9510 Delegate ALFONSO OCHOA
24 District 9 9510 Delegate KRISTY PHAM

1 District 9 9511 Delegate ARTURO GONZALEZ
2 District 9 9575 Delegate LISA SHAFER
3 District 9 9575 Delegate TIMOTHY ARAGON-BOSTON
4 District 9 9586 Delegate RICARDO IBARRA
5 District 9 9586 Delegate NOEL VESTRI
6 District 9 9588 Delegate JAMES BRUBAKER
7 District 9 9588 Delegate THOMAS HAM
8 District 9 9588 Delegate OMAR MARTIN DEL CAMPO
9 District 9 9588 Delegate RAMON RAMIREZ
10 District 9 16900 Delegate FOXYNE HINTON
11 District 9 16901 Delegate LISA KERMISH
12 District 9 16901 Alternate MABEL THOMAS
13 District 9 29011 Delegate MANUEL MIRELES
14 District 9 29012 Delegate KIMBERLY BURCKHALTER
15 District 9 29015 Delegate BRICE MCGEE
16 District 9 29018 Delegate KELESE RICHARDSON
17 District 9 29025 Delegate WILLIAM CARICO
18 District 9 29035 Delegate MELISSA OSBORNE
19 District 9 29043 Delegate MARTIN GUSMAN
20 District 9 29047 Delegate JOSHUA AOKI
21 District 9 29065 Delegate LISA OBIAS
22 District 9 39213 Delegate SEAN EMERY
23 District 9 39213 Delegate ANDY ABEYTA
24 District 9 39213 Delegate NADIA TAHA

1 District 9 39521 Delegate MICHAEL APPELEGATE
2 District 9 39521 Delegate MICHAEL CABANATUAN
3 District 9 39521 Alternate DEREK MOORE
4 District 9 39521 Delegate ANNE SCIACCA
5 District 9 59051 Delegate CARRIE BIGGS-ADAMS
6 District 9 59051 Delegate BRADLEY BELSTOCK
7 District 9 59051 Delegate MARIELA TOPETE
8 District 9 59053 Delegate JAVAD AYALA
9 District 9 59053 Delegate KEVIN GALLO
10 District 9 59053 Delegate JOSHUA STERN
11 District 9 89119 Delegate DERRICK BURTON
12 District 9 89119 Alternate BIANCA JONES
13 District 9 89119 Delegate COREY KRAEMER
14 District 9 89850 Delegate DAVID FLOYD
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