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CWA news

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COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC

{WWW.CWA-UNION.ORG}

*Jobs
Healthcare
Bargaining Rights
Retirement Security*



**A New Path *for*
Challenging Times**

WORKING Together

Reset and Move Forward



Larry Cohen
CWA President

There's no doubt about it: our union, our movement and all working families are facing tough times.

The political power of the Big Business lobby and the Chamber of Commerce has never been greater. The Senate, following archaic rules that require 60 votes to even bring a bill to the floor, has enabled Republicans to obstruct the nation's business, put holds on nominees and block critical measures for working families, like an extension of unemployment compensation and financial reform that would prevent another Wall Street meltdown.

A year ago, we were energized by our success in electing President Obama and pro-worker majorities in the House and Senate. Now, a year later, we're disappointed that we haven't been able to push workers' rights legislation forward.

We're not the only ones who are disappointed. The progressive agenda of our allies who like us are working for positive change also has been stalled. That's why we're joining forces like never before.

We need a new path that will enable us to build our bargaining power and bring about economic growth that benefits families like ours.

We've worked with the Obama administration on modest health care reform, on initiatives to build out broadband and support green jobs and in gaining some key appointments, including two members to the National Labor Relations Board and a key member on the National

Mediation Board.

As a result of the appointments to the NLRB, thousands of CWAers have some hope. Because of fair appointments to the NMB, airline elections now will operate under the same standard as every other U.S. election. For 7,000 AFA-CWA flight attendants at the former Northwest Airlines, now merged with Delta, that means a real opportunity to keep their bargaining rights and extend those rights to 13,000 more Delta flight attendants.

Our public sector members in states like West Virginia, Texas, Mississippi, Oklahoma, Utah, Arizona and others have no collective bargaining rights. But as we continue to build strong organizations in those states, we're also building the political power necessary to make those bargaining rights a reality.

In Arkansas, CWA members came very close to defeating incumbent Senator Blanche Lincoln, who has shown all too clearly that her interests lie with the Chamber of Commerce and Big Business, not the working people of Arkansas she once promised to represent. That campaign put every elected official on notice: "if you want our support, you have to earn it."

We're broadening our movement by reaching out to new allies. The Sierra Club and environmental community share our goal of environmentally sustainable communities, green jobs and building out the 21st century broadband networks that will make these communities a reality. The National Urban League, the NAACP and others share our goal of bringing economic growth to urban communities and rural areas alike.

This is the new path, the way forward, despite an

obstructionist Senate minority, despite the harsh tactics directed by most management against workers who want a union and despite an economic system that continues to value Wall Street over Main Street.

We can do this. It's hard, but we've done hard before.

This is the new path, the way forward, despite an obstructionist Senate minority, despite the harsh tactics directed by most management against workers who want a union and despite an economic system that continues to value Wall Street over Main Street.

At this convention, we're also looking at ways to improve how CWA operates. We want to use our resources in the most effective and efficient way possible, to continue to build our union and build our power. These changes will create a stronger and better focused CWA and enable our union at every level to put resources to work where they are most needed and valuable. You can read more on pages 6-7-8 and at www.cwa-union.org, by clicking the Ready for the Future button.

The following pages spotlight what we've been able to accomplish so far, through our strategic campaigns, our stewards army, our political movement and some innovative planning. We're going to apply this same successful formula to rebuilding our union movement, building our coalitions and following that path to finally bring economic justice to working and middle class families.

CWAnews

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One Nation

MARCHING TOWARD ONE DREAM

Together We Can Put Americans Back to Work

Together We Can Restore our Middle Class

Together We Can Rebuild the Country We Love

We Can Make Things Right Again.

And on October 2, 2010...

Do Not Miss This Historic National Day of Action!
Stay tuned to www.cwa-union.org

Today we are a nation in crisis. In the last 10 years, we have lost 8 million jobs. At least 1.2 million families have lost or are losing their homes. Schools are closing and remaining classrooms are bursting at the seams. Employers have trampled the rights of workers to bargain for fair wages and benefits.

As we organize and energize and mobilize, we will show fellow Americans that together we can truly change our country. We're joining together, members of CWA, the NAACP, AFL-CIO, La Raza, Leadership Conference on Civil and Human Rights, SEIU, Green for All, Center for Community Change, more than 100 groups in all, to make a difference.

Our collective voice will be heard louder than ever. Tens of thousands of us, potentially hundreds of thousands, will gather at the Lincoln Memorial for a March on Washington.

Working together is how we will change America. Post page 12 in your workplace, and plan to be a part of One Nation.

Ready for the Future:

Moving Forward Together

In 2005, CWA Convention delegates voted to begin the work of making our union “Ready for the Future.” This plan established strategic industry funds that have enabled our union to use innovative tactics and strategies, created a blueprint for building a new political movement and organized a Stewards Army that’s now 30,000 strong. In 2007, convention delegates voted to bring the perspective and voices of local leaders to the CWA Executive Board. This issue of the CWA News highlights those successes and looks at proposals to continue to move our union into the future.

- Strategic Industry Fund Campaigns — throughout issue. Look for
- Building a Political Movement — Page 9-10
- Diversity — Page 11
- Stewards Army — Page 11
- CWA members discuss Ready for the Future 3 proposals — Page 6-8

CWA
Ready
for the
Future

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SIF

Strategic Industry Fund Campaigns: Now We’re Playing Offense

Health Care/Employee Free Choice: ‘We Couldn’t Have Done it Without the SIF’

CWA’s Strategic Industry Fund for Health Care Reform made a critical difference in the fight for health care reform, say members who worked on the campaign.

CWAers played a key role in drastically reducing the effect of the proposed excise tax on our members’ plans and in winning help for early retirees. Without CWA’s activism, many of our members’ plans would be at risk. Through the SIF campaign, thousands of CWAers talked about the need for real reform at their workplaces, wrote letters, made phone calls, attended town hall meetings and visited members of Congress to make sure the message got through.

CWAers told their senators and representatives how they worried about skyrocketing health care costs and whether they would be able to maintain their health care benefits.

Members talked about how being laid off meant losing affordable health care and retired workers wondered how they would pay sky-high premiums until they were eligible for Medicare, or how they would afford their prescription drugs when they reached the “donut” hole in Medicare’s drug coverage.

“We couldn’t have done it without the SIF,” said Mike Carmel, a chief steward at CWA Local 1118 in Albany, N.Y. “It was monumentally important. At the local level, a lot of us don’t have a budget to cover someone to handle national issues. The SIF allowed me and my co-coordinator to be freed up to make member contacts on the worksite



CWAers call for health care reform now.

The SIF “was monumentally important. At the local level, a lot of us don’t have a budget to cover someone to handle national issues.”

— Mike Carmel, CWA Local 1118

and off.”

Those personal contacts were critical because “the information was coming from someone they work with and I hope they trust,” Carmel said.

Over the more than two-year campaign, CWA members made more than 50,000 phone calls to their members of Congress about health care. They wrote some 10,000 letters and scheduled hun-

dreds of meetings with members of Congress and staff, both in home offices and in Washington, D.C.

CWA District coordinators held several training sessions for local activists who went on to train members back home. In California, Local 9400 had 30 people, and sometimes more, working long days on health care. “These were not eight-hour days,” Local 9400 Executive Vice President Judy Perez said. “They were so passionate about their work. They put in a multitude of hours that were never covered, evenings, and before shifts, never having a lunch hour or break. I was so proud of them.”

Then, armed with the facts from local coordinators and a toll-free

“These were not eight-hour days. They put in a multitude of hours that were never covered, evenings, and before shifts, never having a lunch hour or break.”

— Local 9400 EVP Judy Perez on the hard-working health care activists

telephone line, CWA members made calls from their worksites to make sure their members of Congress knew how important it was to finally gain real health care reform.

Without the SIF, “we couldn’t have had members come to Capitol Hill for one-on-one congressional meetings, because people simply couldn’t afford to take the time off from work,” said Valeria Castle-Stanley, legislative-political coordinator for Local 2204 in southern Virginia.

T-Mobile: New Strategy to Win Bargaining Rights

Through the T-Mobile SIF, CWA and ver.di, the union representing Deutsche Telekom and T-Mobile workers in Germany, are working together to win bargaining rights for T-Mobile USA workers.

T-Mobile, owned by Deutsche Telekom, is the fourth largest wireless company in the U.S., and has viciously fought workers in the U.S. who want a union. In Germany, however, workers at T-Mobile and DT have bargaining rights, and in fact, DT boasts of its respect for workers’ rights. That’s been a big focus of the T-Mobile SIF campaign, with ver.di taking the lead

in pointing out DT’s double standard in the U.S.

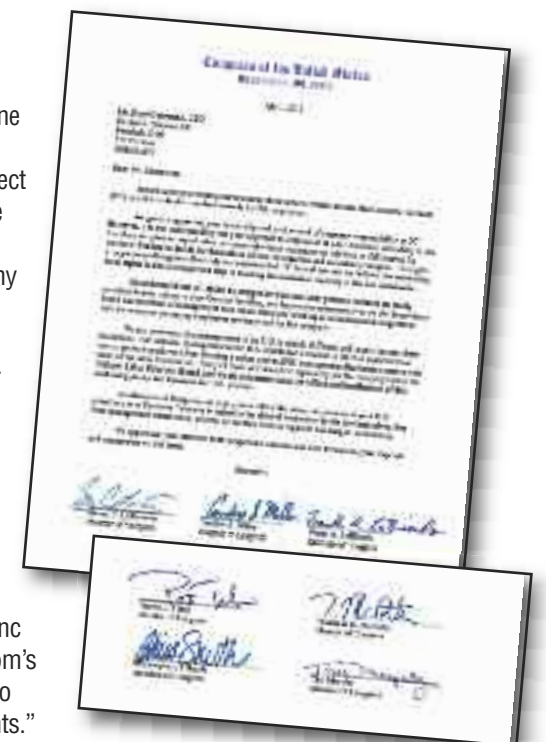
Last November, five ver.di members joined T-Mobile USA workers and CWAers at meetings and a news conference in Washington, D.C., that announced the formation of TU, a global union representing workers in both countries.

Since then, ver.di and CWA have turned up the heat on DT. Check out the full campaign at www.loweringthebarforus.org.

The campaign also focuses on alerting investors to DT’s double standard and won the support of nearly every Democratic member of the House Education and Labor Committee, plus seven Republican members of Congress, who signed

letters to DT CEO Rene Obermann calling on the company to respect workers’ rights in the United States. T-Mobile has used many tactics to try to stop workers from organizing, even hiring private security guards to interfere with organizing drives, the letters noted.

“These reports paint a troubling picture of a company that appears far out of sync with Deutsche Telekom’s stated commitment to respect workers’ rights.”



SIF

SIF

Verizon-Frontier: 'We Welcomed the Opportunity to Do Our Part'

CWA's campaign against Verizon's plan to sell 4.8 million landlines to Frontier Communications raised concerns among consumers and elected officials in 14 states.

A broad coalition of unions, consumer groups and community leaders joined CWA in standing up for quality jobs and service. Hundreds of CWAers attended lobby days, visiting Capitol Hill and lawmakers in West Virginia, the state hit hardest by the deal. Workers rallied, led petition drives, wrote letters and were a strong force at public service commission hearings in West Virginia, Ohio, Washington and other states.

The Verizon-Frontier SIF campaign enabled dozens of CWA locals and hundreds of members to get involved. It was especially critical for small units that don't otherwise have the resources. "With the SIF, members took off work and got involved,

by attending county commission meetings," said CWA Local 2105 President Brian Bibbee, whose local represents 160 members.

Members spread the word in their communities, posting yard signs and hand-billing. "Many of our customers

thanked us personally for letting them know what Verizon-Frontier was about," Bibbee said.

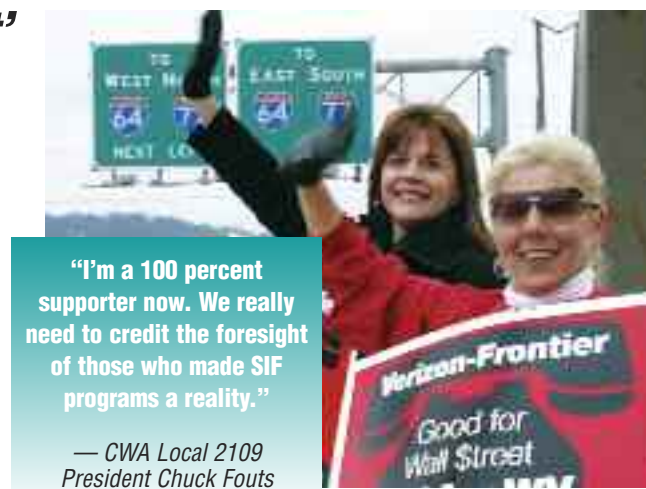
Local 2001 members collected 7,000 signatures on

petitions for West Virginia's Public Service Commission and coordinated a campaign that sent 2,000 letters to Gov. Joe Manchin. "Until we came along, few people bothered to pay attention to business deals or PSC business," Local President Lee Perry said.

Local 2109 has just 85 members but still sent a contingent to Washington, D.C. to demonstrate against the deal at FCC headquarters.

Members also leafleted and posted signs opposing the deal along highways. "This deal affects our members, so we welcomed having the opportunity to do our part," Local President Chuck Fouts said.

CWA persuaded enough state legislators and regulatory officials that Verizon and Frontier agreed to make concessions before their deal was eventually approved, including nearly \$400 million in investments for broadband and improving the existing copper network. CWA District 2 also got Frontier to extend its members' Verizon contract until August 2013, while improving job



W.Va. CWAers take a stand on Verizon-Frontier deal.

We were able to do a lot thanks to the SIF.

— CWA Local 2105 President Brian Bibbee

"I'm a 100 percent supporter now. We really need to credit the foresight of those who made SIF programs a reality."

— CWA Local 2109 President Chuck Fouts

security and retiree health care.

Fouts admits that he opposed setting money aside for SIF campaigns when the idea was first pro-

posed. "I'm a 100 percent supporter now," he said. "We really need to credit the foresight of those who made SIF programs a reality."

Windstream: The Fight for Retiree Health Care Goes On

Restoring health care benefits for thousands of retirees at Windstream is one of the newest SIF campaigns.

Last year, the company announced it would terminate retired workers' long-promised benefits in July 2010, affecting more than 3,000 retirees.

CWA won round one in the battle when it forced Windstream to restore benefits to 140 retirees who worked at the company's former GTE properties in Texas, New Mexico and Oklahoma. Through legal research and discovery that the SIF made possible, CWA uncovered

an Asset Purchase Agreement between GTE properties in those states and Windstream's predecessor that protects retired workers' health benefits.

And that's just the beginning. CWA is requesting similar documents through discovery to try to restore benefits for more Windstream retirees, said CWA Telecommunications Vice President Jimmy Gurganus.

CWA also is fighting Windstream's legal assault on dozens of retirees who answered a survey from the company and indicated that they didn't think Windstream had the right to change or terminate their benefits.

"Losing coverage was bad enough, but I am stunned that we are being sued. It was adding insult to injury," Local 6171 retiree Johnny Lee said. Family coverage for Lee and his wife would exceed \$1,200 a month, roughly the amount of his pension.

Outraged, more than 150 active and retired CWAers attended the company's shareholder meeting in Little Rock, Ark., earlier this year.

were counted and certified by a group of lawmakers, religious and civic leaders.

Verizon lashed out at the workers, challenging the count's authenticity, demanding captive audience and one-on-one meetings with supervisors, threatening union supporters and engaging in illegal surveillance.

Thousands of CWA and IBEW members fought back by joining mass rallies in New York City and Boston outside Verizon corporate offices. More elected leaders stepped in, calling on Verizon CEO Ivan Seidenberg to honor the workers' bargaining rights.

that Verizon Business techs were earning a lot less for doing the same work.

In March 2007 at a public event in Boston, 60 percent of the 350 Verizon Business techs in New York and New England turned in signed cards seeking a union. The cards



Verizon Business techs get a union voice.

was one of CWA's first SIFs. It allowed CWAers to build political and public pressure to help the techs get their union.

Verizon had built a virtual wall between its technicians by creating a separate unit, Verizon Business, for the former MCI workers. That meant

audience and one-on-one meetings with supervisors, threatening union supporters and engaging in illegal surveillance.

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Verizon Business: Tearing Down the Wall

After a long battle for representation, Verizon Business technicians got their CWA voice in a breakthrough agreement with Verizon in 2008.

As part of the deal, Verizon agreed to extend recognition to 600 former MCI techs at Verizon Business. The workers had been battling with their new employer for nearly two years, with strong support from CWA and IBEW members who campaigned to "tear down the wall" between union and non-union parts of the company.

That campaign, part of the Verizon Strategic Industry Fund,

Lean Manufacturing: 'Plant Managers are Telling Managers at Nonunion Plants that the Union has Value'

IUE-CWA is bringing members and employers together in a cooperative effort that saves jobs and helps companies become more competitive.

The Lean/High Performance Manufacturing SIF engages IUE-CWA members in the design and organization of their work, giving them more control over their jobs. Their increased efficiency has led to more job security.

Some non-union companies see lean manufacturing as a way to eliminate good-paying, quality jobs.

But IUE-CWA has proven that it can be used in a way that benefits both workers and employers.

The program helped stop the outsourcing of jobs to Mexico from Horton Automatic in Corpus Christie, Tex., where members of Local 86122 make sliding doors and power windows. "We are working to

The 'Lean' SIF not only saved jobs for IUE-CWA appliance makers in Louisville, Ky., the company brought jobs back from China. "We are more productive today because the company listened to our input."

— Local 83671 President Jerry Carney

get a true lean program, not just the company wanting more production," Local President Daniel Uribe said. "Over the past 10 years Horton has tried lean its way by telling us what to do but never asking for our input. It never worked. This time we think it will work and we could get up to 200 more jobs within the next five years

as a result."

Done right, "lean can help secure jobs and secure a plant's future," said Mike Mayes, one of IUE-CWA's new lean process facilitators and former Local 84755 member. He said a critical step is more open dialogue between labor and management. And when the program is underway, employers must commit to no layoffs.

The results have been so positive that, "Plant managers are actually telling managers at nonunion plants that working with the union has value," Mayes said.

The lean program at GE Appliance in Louisville, Ky, has saved jobs for IUE-CWA members who make refrigerators, dishwashers and washing machines. After the program got underway, the company announced it was bringing back jobs from China for work assembling washing machine pedestals. Two years ago, workers were worried about steep job losses because of reduced profits.

"We are more productive today because the company listened to our input," Local 83671 President Jerry Carney.

Media Projects: 'People are So Jealous that Our Union is Able to Do This'

CWA members at newspapers and in broadcasting have a big advantage over their non-union colleagues: they can participate in projects that are organizing, empowering, mobilizing and training members.

The media SIFs include one that focuses broadly on the future of the media and another that has a laser focus on MediaNews, the Denver company that tried to break TNG-CWA locals at smaller Bay area newspapers.

That move backfired. Through the SIF campaign, the union and an energetic band of Stewards Army volunteers organized all of the company's Bay Area newsrooms.

"Our opponents said we'd never be able to reach agreement with MediaNews. The CWA SIF helped us prove them wrong."

— Sara Steffens



A new media SIF is helping train CWA's NABET and Guild members for their evolving jobs. Here, New York City Guild members take the same video editing class that many NABET members have taken. Below, Sam Coley, TNG-CWA Local 1096 member, and Local 31003 member Joy Dietrich, work with instructor Jim Talluto, right, at training session held at TNG-CWA Local 31003.



Brendan McDermid, TNG-CWA Local 31003

today's and tomorrow's jobs.



"Our training has not only saved good, union jobs, it's helped members get promoted," said NABET-CWA President

Jim Joyce.

A new broadcast editing lab opened this spring in Toronto and Minneapolis and has been shipped to Brockton, Mass., Detroit and New York City to teach members "Final Cut Pro," the latest technology.

NABET-CWA Local 57411 President Butch Bowring said the 48 members who took advantage of the

training, about half his local, raved about it. "Our members are so fired up and thankful about this. They couldn't say enough positive things," Bowring said. "We have many other people working at our stations that are so jealous that the

union is able to do this for our members."

In New York, more than 70 members have taken the video editing training. "I can't imagine a better use the SIF for CWA's media sectors than this," said

Peter Szekely, secretary-treasurer of TNG-CWA Local 31222.

"Learning to edit video is something many of our

"Our members are so fired up and thankful about this. They couldn't say enough positive things."

— NABET-CWA Local 57411 President Butch Bowring



The Northern California Media Workers-CWA had packed classrooms for "Spring Training for Journalists" on June 24 in San Francisco, training made possible by the new media SIF.

members need to know for their careers. The fact that we're able to offer this important training shows what an important role we're playing," he said.

Looking Forward

NABET-CWA, TNG-CWA and CWA's Printing Sector are also looking at the big picture: How can journalism and jobs in journalism survive and thrive in an era with millions of websites but a shrinking pool of independent news content?

With shared goals but different experiences and ideas, the media sectors came together last year for a

weekend conference to kick off the "Future of News Industry Jobs" SIF. Discussion ranged from non-profit corporations and employee ownership plans to save newspapers to fresh approaches to organizing to coalition-

building to fight unchecked media consolidation.

"The campaigns are so effective because they're allowing us to take a holistic approach to a complex situation," TNG-CWA President Bernie Lunzer said. "In the long run, we've got to save our craft itself and remind people why it's invaluable."



TNG-CWA activist Sara Steffens rallies supporters during campaign to organize Bay Area newspapers.

"Our opponents said we'd never be able to reach agreement with MediaNews. The CWA SIF helped us prove them wrong," said Sara Steffens, a reporter-turned-union activist. "Despite the disastrous finances of the newspaper industry and a looming bankruptcy filing, we were able to win our first contract within a year of sitting down at the table."

What they learned helped other locals effectively use strategies to win contracts. In Long Beach, Calif., for instance, a worker-led campaign at the Press-Telegram warned readers about the damage that job cuts were doing to the quality of their newspaper.

High-Tech Training

SIF campaigns also are teaching employers to better value CWA members, especially when it comes to training. Through CWA/NETT, newsroom reporters now are learning digital photography and multimedia skills. Broadcast technicians are taking courses in cutting-edge technology, preparing them for

Speed Matters: CWA a Leading Voice for High-Speed Broadband

When the Federal Communications Commission outlined its National Broadband Plan earlier this year, it included many of CWA's "Speed Matters" proposals.

That's because CWA has been leading a national campaign for nearly four years to bring high speed broadband to every commu-

nity and household. The United States is 15th in the world in broadband adoption and falling, and more than 100 million Americans don't have broadband at home.

Supported by CWA's Strategic Industry Fund, Speed Matters is a win-win proposition. The build-out will bring world class broadband to communities across

the U.S., with 21st century telecommunications and needed economic development. This effort will create

tens of thousands of jobs, and CWA is determined that they will be good, union jobs.



Speed Matters Victories

✓ National Broadband Plan

Until the FCC released its National Broadband Plan, the United States had been the only industrialized country without a plan for universal, high-speed Internet access.

✓ Broadband Proposals in Stimulus Bill

To help expand broadband in rural areas, Congress included \$7.2 billion in the American Recovery and Reinvestment Act in February 2009.

✓ Federal Broadband Mapping Legislation

Congress passed and funded a mapping plan to better know who is and isn't being served.

✓ Speed Matters in the 2008 Presidential Campaign

By hosting Speed Matters events in the months leading up to the Iowa caucuses, local CWA activists got every Democratic candidate for president to endorse the campaign, and it became part of the Democratic Party platform.

✓ Help Consumers Measure Their Speeds

CWA's online Speed Test proved so popular that it's been used by the FCC. Over three years, CWA collected 843,000 tests and published annual reports on Internet speed by state, generating lots of media coverage.

✓ Build Coalitions

The Sierra Club is just the latest CWA ally in the fight for broadband build out. Other critical partners are the Alliance for Digital Equality, Connected Nation, the American Library Association, American Telemedicine Association, the American Federation of Teachers and National Education Association and many more.



In Iowa during the 2008 presidential campaign, candidate Barack Obama showed his support for high speed broadband by signing CWA's Speed Matters banner.

Moving Forward

CWA Delegates Take Up Ready for the Future 3

CWA's Executive Board has recommended that CWA move to a biennial convention beginning in 2011.

CWA is the only AFL-CIO union that holds conventions every year, at a cost of currently \$4.7 million for locals and \$1.3 million for the national office.

These funds instead could be used to support the fights and challenges that CWA members are facing in every industry and sector of our union.



"Annual conventions aren't necessary for our survival, but the wise use of our available resources is.

With the money and resources that we need to devote to organizing and building CWA's power, we can't continue to justify spending the millions of additional dollars that it costs to hold our convention every year. This is why I strongly support switching to biennial conventions.

The times require that our union be smart with our resources; this means being able to afford to take the steps that we must take to organize and build our union like we've never done before. Without Employee Free Choice, our job will be a lot tougher, but the jobs and the livelihoods of our members depend on it.

Going from annual to biennial conventions is a tough decision for many of us. But we adapt to the reality of the times and do whatever is necessary to remain strong. We can't do this by continuing to spend \$6 million a year when it isn't absolutely necessary to our survival."

— Carolyn Wade,
At-Large Member,
CWA Executive Board,
President, Local 1040

Ready for the Future 3 PHASE

Move to a biennial convention schedule beginning in 2011.



"I believe the RFF proposal is a great first step in meeting the challenge of fiscal responsibility for both the Locals and the International. In the worst economy since the 'Great Depression' and with declining membership, it would be insanity to think we can continue to operate without change."

— Kevin Kujawa, President, CWA Local 6300

Frequency of Union Conventions

CWA is the only major union that continues to hold annual conventions, as does the National Education Association. The Department of Labor requires unions to hold a convention at least once every 5 years.

AFL-CIO Unions

American Federation of Government Employees	Every 3 Years
AFSCME	Every 2 Years
American Federation of Teachers	Every 2 Years
CWA	Every Year
Firefighters	Every 2 Years
IBEW	Every 5 Years
Letter Carriers.....	Every 2 Years
Postal Workers.....	Every 2 Years
Steelworkers.....	Every 3 Years
United Auto Workers	Every 4 Years

Other Unions

Laborers	Every 5 Years
SEIU	Every 4 Years
UFCW	Every 5 Years



Convention delegates vote.



"IUE-CWA Local 782 supports this Resolution as a step to save money and make the union operate more efficiently and effectively. Long ago, IUE changed its convention and we saw no loss in democracy, nor in local input on national policies. We also merged our districts to reflect changing membership numbers. We must be a flexible union that does what is best for its members."

— Claretta Allen, President, IUE-CWA Local 86782



"I think it's very important that we cut back on some of our larger expenses, and for us as a small local, conventions are a big budget item. We can only cut so many things. We know some people are concerned about appeals and a few other items, but we feel it can still be handled in a timely manner through conference calls and international or district meetings."

— Vickie Deason, President, CWA Local 4040



"As the president of a large local that has suffered loss of members and per capita from the downturn in the auto industry, I sincerely hope that delegates to the convention will vote to change the convention to every two years. This step will actually make the process more democratic by allowing smaller and financially distressed locals the opportunity to save their money and attend each meeting rather than having to guess which one will be most important each year."

— Karen Krolopp, President, IUE-CWA Local 84717



Some 200 CWAers attend first-ever electoral training.



Mississippi Alliance of State Employees put lawmakers on notice about budget cuts.



University of Tennessee workers fight for a fair budget.

Ready for the Future **3** P H A S E

Focus resources and staff on organizing, political/legislative action and retiree mobilization assignments.

Ready for the Future **3** P H A S E

Combine the Communications and Technologies and Telecommunications Offices.

The Executive Board recommends that these offices be combined at the 2011 CWA Convention, when delegates representing workers in both sectors would elect a vice president for Telecom and Technology.



“Organizing directly affects our ability to represent our members. It’s power in numbers. We also need strong, worker friendly laws, and that requires electing legislators who support working families. Each and every piece of worker-friendly legislation gives us a higher ‘starting point’ to build our representational strength.”

— Lisa Bolton, President, CWA Local 7777



“Combining our offices together makes sense, especially during a time of limited resources and dramatic change in telecommunications. The Communications and Technologies and Telecommunications offices have been holding joint meetings and working closely together for several years, which has been a plus for our members.

Through greater information sharing and coordination of our work, we’ll be better able to take on the issues that are common to members in both sectors.”

— Ralph Maly, Vice President, Communications and Technologies



“Political work is an investment that pays off for all members because whatever happens in federal, state or local government directly affects workers and their paychecks.”

— Diana Butsch, Nurses United, CWA Local 1168



“The telecommunications industry is evolving every day as our members’ employers continually reinvent themselves. Through restructure, mergers and acquisitions, these companies are adapting in order to meet the competitive challenges posed by new and evolving technologies.

Like industry, we also need to adapt to better represent our members. Combining our offices — Communications & Technologies and Telecommunications — will enable CWA to remain the strongest and most effective union in our industry and will help build more bargaining power for our members.”

— Jimmy Gurganus, Telecommunications Vice President



“I wholeheartedly support allocating more union resources to both current and future organizing campaigns. We need to mobilize a powerful force in order to turn the tide on corporate greed and gross mismanagement taking place at many of the companies in our represented industries.”

— John Black, AFA-CWA United Airlines Council 11



“When you look at the drastic reduction of CWA members in these sectors, it makes sense to combine the C & T and Telecom offices. Initially, I was a little apprehensive when I first heard about the proposal. But now that I understand the benefits and the synergies gained by merging the offices — sharing staff and resources, and bringing together people with years of experience to share their expertise — I fully support the move. The merger will allow CWA to streamline and better coordinate our operations which can only mean better representation for members of both C & T and Telecom.”

— Carson Turnquist, Vice President, CWA Local 7270



“The time has come to focus staff energies on building our unions from the locals on up. This would accomplish two important things — better utilizing our staff and deepening the talent within our locals. I would love to have employers begin to fear again rather than the fear being almost exclusively felt by workers.”

— Bill Henning, 2nd Vice President, CWA Local 1180

CWA*Ready
for the
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Ready for the Future

P H A S E

3

To increase collaboration among Districts, Sectors and Divisions, an Executive Board committee will draft specific recommendations to improve and increase communications and cooperative work. The recommendations will be presented to the Executive Board and local unions by the 2011 Convention.



“Our strength is the diversity and broad knowledge and experience that these mergers brought to CWA. We will always honor our private sector traditions in telecommunications, media, transportation and manufacturing, as well as our public sector heritage of providing service to citizens at all levels.”

— Jim Weitkamp, Vice President, District 9



“From my perspective it’s about working smarter. We know we have resources scattered geographically, and we owe it to our members to determine exactly what we need and where we need it most, and what resources can be shared. Sectors and districts will bring unique experiences and ideas to the table, and that will benefit everyone.”

— Bernie Lunzer, President, TNG-CWA



“Not only does sharing resources and expertise make sense from an economic-efficiency perspective, it’s vital for giving all members a sense of ownership of all quarters of the union. While autonomy and individual identity/history need to be respected, walls need to come down so that we all feel that we’re in this thing together.”

— Yoko Kuramoto-Eidsmoe, President, TNG-CWA Local 37082



CWAers and Sierra Club members from five states form new alliance.



Puerto Rico members mobilize for a fair contract.



CWA D9 members protest Big Business tactics.

Ready for the Future

P H A S E

3**Provide an Executive Board Vote for the Canadian Region Director**

Canadian members have been represented on CWA’s Executive Board since 2008, but the CWA/SCA Director has had no vote.



“The changes made in 2007 and 2008 were the first steps in a process that we understood would lead to a vote on the Board. We’ve had tremendous support from CWA members across the United States all along. Now we need this year’s convention delegates to make the vote on the Board official.”

— Lise Lareau, President, Canadian Media Guild, CWA/SCA



“Giving Canada the vote is the right thing to do. It’s important for our Canadian members to be able to look at CWA and know that we’re a ‘union of everybody.’ Canadians deserve to know that they’ve got their own voice on the CWA board.”

— Bob Huss, EVP, Local 6300 Retired Members Council, Past President Local 6350

Building a Political Movement

'The Beginning of a New Political Movement'

Thousands of CWA members and every public worker local in New Jersey have put the governor and members of the state legislature on notice: "We are fed up, and we are not going to take it anymore. If you want our support, you have to earn it."

For more than a year, CWA members and other public workers in the state have been fighting against cutbacks in vital public services for the disabled and the elderly and attacks on workers' health care, pensions and bargaining rights.

Public workers are determined to win this fight, and are considering setting up an SIF to fund this major campaign.

Among the campaign actions:

■ CWA and the National Education Association sponsored a series of meetings with state legislators, "where workers looked for answers when it comes to the repeated

attacks on public workers and the right to form a union in New Jersey."

■ CWA ran television ads to spotlight Governor Christie's 33 proposals to destroy workers rights in public employment in New Jersey, including allowing towns and

municipalities to opt out of the Civil Service system, the rules that promote fairness in public employment. Without these rules, politicians can remove career public employees and

replace them with campaign contributors and cronies. That would politicize every public sector job and open the floodgates to corruption.

■ Some 35,000 people turned out in May for a rally in Trenton, the biggest in state history. More than 7,000 CWAers from 30 public and private sector locals were joined by

20 other unions and more than 100 organizations, community groups, environmental and anti-poverty activists, the faith community, and more.

In a speech that rocked the crowd, CWA District 1 Vice President Chris Shelton decried "the most severe, pervasive and sustained attack on public employees, public employee unions and public sector collective bargaining" since workers got the right to organize.

"We are saying loud and clear to those folks in the Statehouse, whether they are sitting in the governor's office or the Legislature, we are fed up, and we are not going to take it anymore," he said. "Today marks the beginning of a new political movement in this state, one that stands in opposition to the kinds of cruel and unnecessary cuts that are devastating New Jersey. One that says to all elected officials, if you want our support, you have to earn it."

"We are saying loud and clear: We are not going to take it anymore."

— CWA District 1 VP Chris Shelton



More than 7,000 CWA members were among 35,000 union members and allies who turned out in May for the biggest rally in New Jersey history to fight job and service cuts that are devastating their state.

A New NLRB: Another Path to Protecting Workers' Rights

CWA's and labor's success in getting two new members appointed to the National Labor Relations Board this spring was a big victory for protecting workers' bargaining and organizing rights, especially in light of efforts by some members of Congress to block the Employee Free Choice Act.

Members of CWA's Legislative Political Action Team contacted members of Congress and urged them to sign a letter to President Obama, urging him to make recess appointments of two pro-worker members to the NLRB, Craig Becker and Mark Pearce.

Some 141 members of Congress signed the

letter circulated by Rep. Lucille Roybal-Allard (D-Calif.), and a separate letter was sent by the Pennsylvania congressional delegation urging President Obama to act.

Without the recess appointments, neither nominee would have received the 60 votes necessary in the U.S. Senate to end a filibuster. Some of the same Senators who blocked passage of the Employee Free Choice Act, like Arkansas Senator

Blanche Lincoln, were blocking these nominees, and even launched a filibuster to prevent a final vote on the nomination of Becker.

Pearce and Republican Brian Hayes have now been confirmed by the Senate.

For more than a year, the five-member NLRB had just two members, creating a backlog

of important cases that left tens of thousands of workers with no recourse for justice.

CWA President Larry Cohen said that "for too long, workers' interests have been pushed aside when it comes to workplace justice. We

need to end the gridlock, reduce the backlog and resolve the important cases that now are before the Board."

Included in that backlog are cases covering thousands of workers seeking justice. Some 300

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NABET-CWA members at CNN were illegally fired more than six years ago. Despite decisions by the administrative law judge that condemned CNN for its illegal tactics, the workers' fight goes on.

Holding Elected Leaders Accountable

CWA members are working to hold our elected leaders accountable for walking away from their promises to support middle class and working families.

In Arkansas, working families came very close to making Lt. Gov. Bill Halter the Democratic nominee for the U.S. Senate, forcing a run-off election for the Senate seat held by Blanche Lincoln. CWA

locals and members in Arkansas and District 6 did a tremendous amount of work and sent a powerful message to elected officials: "We will hold you

accountable for your votes and for the choices you make on the issues that matter most to working families."

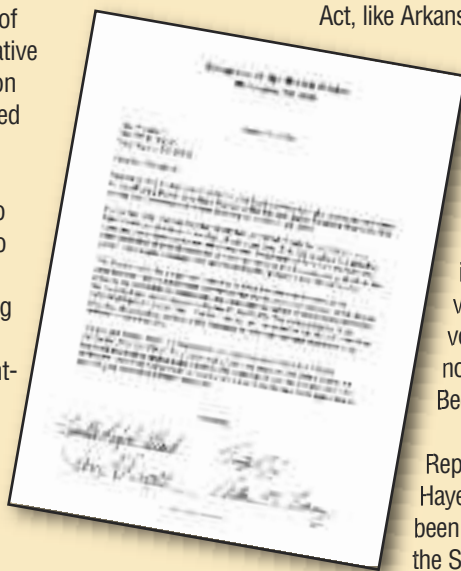
Blanche Lincoln learned that by abandoning workers and doing the bidding of the U.S. Chamber of Commerce and Big Business inter-

ests, she was in for the fight of her political life. That's exactly what happened in Arkansas, said Mike Koller, president of the Arkansas Council of CWA Unions.

The nine CWA and IUE-CWA locals in the state plus union retiree groups mobilized early to support Halter. CWAers generated and distributed 21,000 work site leaflets, 18,900 pieces of mail and 3,076 phone calls for the primary and run-off.

Separately, through CWA's independent campaign, there were 245,632 calls made and 62,858 door knocks, plus a huge get-out-the-vote effort on Election Day. Some 330 canvassers worked out of offices in Jonesboro, Ft. Smith, Fayetteville, Texarkana and El Dorado.

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A letter circulated by Rep. Lucille Roybal-Allard (D-Calif.) and signed by 141 members of Congress helped persuade President Obama to make critical recess appointments to the National Labor Relations Board this spring.



CWA members handed out worksite flyers for Arkansas Senate campaign.

Building a Political Movement

'We Showed that Politics Can Be About Creating Jobs'

Political action can lead to the creation of good union jobs as well as the election of pro-worker representatives in office.

Today in Indiana, high-speed broadband is available to 80 percent of households because of political activism by members of CWA Local 4900 and other locals.

The result: 1,650 additional CWA jobs installing AT&T's U-Verse package of TV, Internet, and phone service since 2007, and a new AT&T 400-person call center in Evansville.

These new jobs came about because Local 4900 worked together with AT&T for legislation to provide

tax incentives and other support for companies that build out broadband. Before the measure was passed, there was broadband access in just 45 percent of the state.

Hundreds of CWAers got involved in the campaign that took nearly three years, making phone calls and writing letters to the state's lawmakers.

Without CWA's involvement, the

"We are frequently at odds with AT&T, but this shows what we could accomplish when management decides to work cooperatively."

— Local 4900 Vice President Jane Phillips

legislation probably wouldn't have been passed, or would have been delayed, said Local 4900 Vice President Jane Phillips. "I think our working together is what got the legislation enacted. We are

frequently at odds with AT&T, but this shows what we could accomplish when management decides to work cooperatively."

"We showed that politics can be about creating jobs."

Same old song and dance from Verizon.



Newspaper ad alerts customers to Verizon's tactics.

'We Can Now Count on Members Who Will Immediately Volunteer'

CWA locals in Maryland used political activism to fight Verizon's efforts to raise telephone rates and reduce service quality standards for thousands of Maryland residential customers.

The campaign had members of CWA Locals 2100, 2101, 2105, 2107 and 2108 meeting with state representatives in Annapolis, making phone calls, leafleting and urging the state Public Service Commission to do

SIF

the right thing. And CWA ran radio and newspaper ads to make sure the public realized what was at stake.

"For many of our members, it was their first taste of direct involvement in a union campaign," said Local 2100 President Mark Balsamo, a Verizon technician. Hundreds of CWAers attended PSC hearings and rallies and spread the word about Verizon's looking to pull a fast one on Maryland consumers.

"Many more members are now active, especially on the political side," Balsamo said. "We can now count on at least a dozen members who will immediately volunteer, and even taking unpaid paid, when we need people to turn out for an important hearing or visit a lawmaker on a issue that means jobs."

"For many of our members, it was their first taste of direct involvement in a union campaign."

— Local 2100 President Mark Balsamo

NMB Rule Change Brings Democracy to Airline Elections

The National Mediation Board's new rule for union representation elections in the airline and railroad industries finally adopts the majority determination rule that is the standard for elections in the United States.

The Association of Flight Attendants-CWA and all of CWA made the fight for fairer elections for airline workers a top priority. The previous rule gave management enormous opportunities to stack the deck, because workers who didn't vote were counted as no votes. Airlines also have resorted to

intimidation and other tactics to suppress voter turnout by making workers fearful of voting.

The NMB's rule will ensure that airline elections follow the same standard as other democratic elections in the U.S., said AFA-CWA International President Pat Friend. "Our elected officials, from the President of the United States to the mayors and other representatives of our communities attain office by winning majority support. That's the way U.S.

elections are conducted, and AFA-CWA commends the NMB for restoring the majority rule standard

"Our elected officials, from the President of the United States to the mayors and other representatives attain office by winning majority support. That's the way U.S. elections are conducted."

— AFA-CWA International President Pat Friend

for airline workers."

Airline workers from Delta Air Lines and Piedmont testified about the abuses that they experienced in election campaigns during congressional hearings in 2008 that AFA-CWA and CWA pressed the congressional committees to hold.

Fighting to Close a Job-Killing Corporate Tax Loophole

CWA's fight to close the Reverse Morris Trust tax loophole continues despite Senate roadblocks.

By a 215-204 vote, the House voted to ban the Reverse Morris Trust tax loophole, which has allowed companies like Verizon to sell assets to smaller or sometimes financially shaky companies to get a tax break. Specifically because of

this tax loophole, Verizon sought out companies like FairPoint in northern New England and Frontier in 14 states to sell its landlines. FairPoint has filed for bankruptcy, affecting workers' jobs and quality service.

CWA's Legislative Political Action Team coordinated contacts and visits to key senators, including phone calls and letters, calling for a vote on repeal. District vice presidents and

local union presidents are writing to their senators, pointing out that the Reverse Morris Trust "is a Wall Street scheme that allows big businesses to avoid paying taxes on the sale of company assets" and that closing the loophole would have meant hundreds of millions of dollars in tax revenue.

St. Louis: A Model for CWA Teamwork

For members of the CWA City Council in St. Louis, working together, swapping ideas and sharing resources is common sense and good business.

That's why they enthusiastically support CWA's Ready for the Future resolution to spur more collaboration and communication between the union's diverse sectors and districts.

"We've got the Guild, print locals, a public sector, a large telecom local, a contingent of retirees," said Shannon Duffy, administrative

officer for TNG-CWA Local 36047. "Even though Local 6300 is the big dog, with about 5,000 members, they don't attempt to dictate terms. Everybody speaks, everybody listens. We always arrive at consensus."

The St. Louis locals meet the first Monday of each month and communicate often. They can count on each other to send members to rallies, picket lines and other events. But that's not all. "As a larger local, if a smaller local needs to get to the state capital, for instance, we can help pick up the cost of a bus," Council President and Local 6300

Vice President Jim Kolve said.

Representing public sector members across Missouri, Local 6355 President Bradley Harmon said he sees what a difference the City Council makes. "In St. Louis, we bounce organizing leads off each other, we show up whenever and wherever we're needed, we march together in the Labor Day parade, our members and families get to know each other at an annual picnic," he said. "CWA locals in every city would benefit from that kind of coordination and friendship."

What makes it all work so well,

CWA locals from throughout St. Louis gather annually for a picnic, one of the group events sponsored by the St. Louis CWA City Council that promotes union friendship and collaboration in their metro area.



Duffy said, is that, "We check our egos at the door." As evidence, he notes that he and Harmon are floating ideas for organizing public sector journalists. "We don't know whether they'd land in my local or

his local, but we'll figure out what the best fit is. We're not concerned about it," he said. "The important thing is that we're all part of CWA and we've got to work together to keep growing."

Stewards Army

Stewards Army on Active Duty for CWA Nationwide

More than 30,000 CWA members and retirees across the country are serving in CWA's Stewards Army, fully engaged in the fight for quality jobs, health care, retirement security and workers' rights.

During the labor movement's "Million Member Mobilization" supporting the Employee Free Choice Act, the CWA Stewards Army helped collect 105,000 postcards, more

than any other single union.

CWA District 1 got the ball rolling on the Million Member postcard collection, gathering the first 400 signatures at a conference and building from there.

Across the country in California, District 9 activists held an overnight vigil at Sacramento's Federal Building, and then collected thousands of postcards, hand-written letters and photographs to deliver

"The Stewards Army is invaluable. We have a trained, enthusiastic group of activists ready to go whenever they're needed."

— CWA Local 13000
EVP Jeff Reamer

to Sen. Dianne Feinstein.

In Pennsylvania, District 13's Stewards Army helped coordinate a massive letter-writing campaign across the state, ultimately delivering thousands of letters to Sen. Arlen

Specter. Members also planted Employee Free Choice lawn signs throughout Specter's neighborhood and hung campaign banners from highway bridges and overpasses.

"Having the Stewards Army structure in place is invaluable, because it means we have a trained, enthusiastic group of activists ready to go whenever they're needed," CWA Local 13000 Executive Vice President Jeff Reamer said. "They are our point people. When we've got a campaign, we bring them up to speed and they reach out to every single member in their specific locations. We've always worked hard on mobilization, but the Stewards Army has made a real difference in how quickly and effectively we can make it happen."



Members of CWA Local 1298 were early members of the Stewards Army.



Stewards Army activists worked tirelessly on the Employee Free Choice Act campaign. In California, above, members took boxes full of members' letters to Sen. Dianne Feinstein. In Pennsylvania, members sent thousands of letters to Sen. Arlen Specter and hung banners on bridges and highway overpasses, as pictured at right.



'We're Stronger and We've Gained Respect'

Members of CWA's Stewards Army in Virginia produced a big win for Verizon workers and consumers and successfully fought back against Verizon's effort to have telephone service for residential and business consumers deregulated.

"Verizon knows that we are a force, and can no longer ignore us."

— Local 2201 President
Chris Lane

Using SIF funds for training activists, the local built its army to nearly 300 strong. At the same time, local activists worked with members to make the connection between building union power and CWA-COPE. In three years, member participation in the voluntary political contribution program has risen more than 300 percent.

An effort by Verizon to get a deregulation measure through the state legislature in 2007 also was met head on by the CWA Stewards

Army. Union activists "took petitions into their neighborhoods, to their community groups, organizations and houses of worship," said Richard Hatch, local executive vice president.

There were several rounds of phone banking to customers, to make sure they knew that quality service was at risk.

"Because of these victories, we're stronger and we've gained respect," said Lane. "Verizon knows that we are a force, and can no longer ignore us."

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For the complete "Ready for the Future" resolutions go to:

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Every CWA telecom local in the state was involved in the campaign.

CWA Local 2201, one of the locals in the campaign, spent a lot of time building its Stewards Army and strengthening its political/legislative program well ahead of the fight, said Local President Chris Lane. "We knew our program needed beefing up. It wouldn't be strong enough to meet the challenges that we'd be facing against Verizon, either in bargaining or in legislative and political arena."

Diversity

Board Diversity Seats 'A Great Bridge-Builder'

In 2007, CWA Convention delegates voted to add four diversity "at large" seats to the Executive Board to better ensure that all CWA voices were being heard at the top level of the union. Today, leaders of CWA committees focusing on minority and women's issues say they're pleased with the results.



"From my standpoint, it's been a great bridge-builder, a morale-builder, to see that our leadership had the foresight to add the diversity members to the Executive Board. So far what I hear is that they are being listened to and their votes are being counted. And this is important for all members. For years, our rank-and-file, not only minorities, felt our union was being run from the top down. Now we know for a fact that they're getting input from the grassroots."

— Walter Andrews, President, CWA National Minority Caucus,
President, CWA Local 3204



"CWA has broken ground in the labor movement in regards to making diversity happen at the highest level. We are trailblazers in the AFL-CIO, which is challenging its unions to have leadership that reflects its membership. The other positive outcome of having members-at-large on the Board is that they are active local leaders who know the day to day concerns of their members. They bring that critically important voice to the Board."

— Gloria Middleton, Chair, CWA Committee on Equity,
Secretary-Treasurer, CWA Local 1180



"The at-large diversity members have added two additional women to the CWA Executive Board and they have worked with the Women's Committee and Committee on Equity to update materials and brochures as well as discussing issues that affect both committees. The Women's Committee has also had at-large board members attend conferences and provide feedback to our members. We are hopeful that these at-large members will help the Women's

Committee reach more members, get them involved and help us get support for issues that are important to women."

— Kathleen Hernandez, Chair, CWA Women's Committee,
Executive Vice President, CWA Local 1031

One Nation

MARCHING TOWARD ONE DREAM



Together We Can Put Americans Back to Work

Together We Can Restore our Middle Class

Together We Can Rebuild the Country We Love

Today we are a nation in crisis. In the last 10 years, we have lost 8 million jobs. At least 1.2 million families have lost or are losing their homes. Schools are closing and remaining classrooms are bursting at the seams. Employers have trampled the rights of workers to bargain for fair wages and benefits.

We Can Make Things Right Again.

As we organize and energize and mobilize, we will show fellow Americans that together we can truly change our country. We're joining together, members of **CWA**, the **NAACP**, **AFL-CIO**, **La Raza**, **Leadership Conference on Civil and Human Rights**, **SEIU**, **Green for All**, **Center for Community Change**, more than 100 groups in all, to make a difference.

And on October 2, 2010...

Our collective voice will be heard louder than ever. Tens of thousands of us, potentially hundreds of thousands, will gather at the Lincoln Memorial for a March on Washington.

Do Not Miss This Historic National Day of Action!

Stay tuned to www.cwa-union.org