

OFFICERS' MESSAGE

A NEW PATH FOR CHALLENGING TIMES

This is the toughest time in the history of our union and the U.S. labor movement. We see this in every contract we negotiate. Across the United States, 800,000 union jobs were lost last year and private sector bargaining coverage is now the lowest in more than 100 years with just 1 in 14 workers working with a union contract. While bargaining coverage is much better in Canada, the media sector is ravaged by job loss and advertising cuts much the same as the U.S. Faced with these challenges, we must search for new paths that will enable us to get the job done.

We have the support of the Obama administration and solid majorities in the U.S. House of Representatives and the Senate for many of our issues, but the political landscape can change quickly, as we saw with the Senate election in Massachusetts. The party in power historically loses seats in the mid-term elections. But no matter the political makeup in Washington, we need to stay focused on our goals of bargaining rights, quality jobs and retirement security.

The CWA Triangle—representation, organizing and community, legislative and political action -- will keep CWA going, in good times and tough times, to win the changes that will improve the lives of CWA members and their families.

Over the last five years, we've made changes in our union's structure and the use of financial resources that have made CWA stronger and given our union the ability to aim high even in these challenging times.

For example, CWA took the lead in the Health Care and Employee Free Choice campaigns, and trained nearly 14,000 activists who wrote letters, made phone calls, met with their congressional representatives and staff, and built support for CWA goals.

CWA activists played a critical role in moving real health care reform forward. Because of CWA's involvement, financing for health care reform is now fairer, we eliminated 80 percent of the proposed excise tax, and the wealthy will pay more of their fair share. We helped stop the worst abuses of the insurance industry.

In another recent victory, CWA activists took the lead and convinced 141 members of Congress to sign a letter to President Obama calling on him to make recess appointments of two members to the National Labor Relations Board. With those new members now sworn in, we will see some resolution to the CWA cases where workers are waiting for justice. In fact, this Board is the best in decades.

We were not successful this year in winning the Employee Free Choice Act that would have restored private sector bargaining and organizing rights to the global standard. But in addition to working for change with the new NLRB, we are pushing for reforms for public and airline workers.

At Delta Airlines, T-Mobile, Comcast, the University of California, among customer service workers

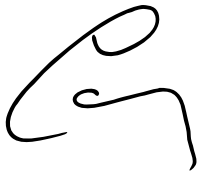
at Piedmont and American Airlines, and at other employers, workers are determined to have a CWA voice. Our organizing program is supporting those efforts and is using all sides of the CWA Triangle to help workers get the bargaining rights they deserve.

As we meet for our second combined convention and legislative-political conference in Washington, D.C., we recognize the challenges we face and are confident that we can meet them.

A big part of the work we'll do at our convention sessions is to continue our "Ready for the Future" strategic plan. Delegates will review proposals for restructuring our union and determine how to use our resources in the best possible way, to continue to build our effectiveness for today and tomorrow.

As we were last year, CWAers again will be a major presence in Washington, D.C., at Capitol Hill meetings with members of Congress on Wednesday, July 28, our CWA Lobby Day.

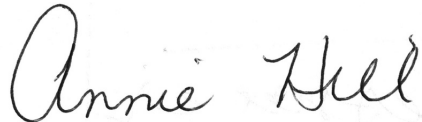
There's no question: together in Washington, D.C., we will continue to make our presence and issues known.

A handwritten signature in black ink, appearing to read "Larry Cohen". The signature is stylized with a large, sweeping initial "L" and a smaller "C" that loops back.

Larry Cohen

A handwritten signature in black ink, appearing to read "Jeff Rechenbach". The signature is written in a cursive style with a prominent "J" and "R".

Jeff Rechenbach

A handwritten signature in black ink, appearing to read "Annie Hill". The signature is written in a cursive style with a large "A" and "H".

Annie Hill

GENERAL INFORMATION

The CWA Constitution, Article VIII, Section 1, provides that the Union shall meet in Annual Convention at a place selected by the Executive Board or the Secretary-Treasurer when authorized by the Executive Board to do so.

Section 3 of the same Article provides that all Locals be notified in writing of the date and place of the Annual Convention not later than 90 days in advance of the opening date of the Convention. Therefore, this is to advise that the 72nd Annual Convention will be held at the Washington Hilton, Washington, D.C., beginning at 9:00 a.m. on Monday, July 26, 2010.

REGISTRATION

Delegates, Alternates, Legislative-Political Conference participants, Retirees and Guests can register Sunday, July 25th, 8:30 a.m. to 3:00 p.m. and Monday, July 26th, 8:00 a.m. to 9:00 a.m. at the Washington Hilton.

Registration for the Legislative-Political Conference also will be available Wednesday, July 28th, from 7:30 a.m. to 8:30 a.m.

SESSIONS

The Convention/Legislative-Political Conference will be held **July 26-29, 2010**.

Monday, July 26 and Tuesday, July 27: Convention is in session.

Wednesday, July 28: Joint session of the Convention/Legislative-Political Conference and Lobby Day on Capitol Hill.

Wednesday, July 28: The Legislative-Political Conference reception will be held at 6:30 p.m. in the East Hall of Union Station. (\$25 per person, \$35 after July 16.)

Thursday, July 29: Legislative-Political Conference concludes at 5:00 p.m.

PLACE OF MEETING

Washington Hilton
1919 Connecticut Ave., N.W.
Washington, D.C. 20009

CONVENTION COMMITTEES

The Resolutions/Rules Committee will convene on July 22, 2010.

The Appeals Committee will convene on July 22, 2010.

The Finance Committee will convene on July 23, 2010.

The Constitution Committee will convene on July 23, 2010.

The Credentials Committee will convene on July 23, 2010.

The Defense Fund Oversight Committee on July 22, 2010.

National Committee on Equity on July 23, 2010.

National Women's Committee on July 23, 2010.

The Convention Committees will have their respective meeting rooms at the Washington Hilton available to those who may need to contact them.

HOUSING INFORMATION

Delegates, Alternates and Guests attending the Convention/Legislative-Political Conference should make their hotel reservations in advance.

Housing registration will open on Wednesday, April 21. The Washington Hilton will be the Headquarters Hotel. We also will be using the Marriott Wardman Park.

Reservations can be made online or by calling the hotels directly at the following numbers:

Washington Hilton – 1-800-HILTONS (445-8667)

Marriott Wardman Park – 1-800-228-9290

All pertinent information can be found at <http://www.cwa-union.org/pages/convention>.

The cut-off dates for making reservations are as follows:

Washington Hilton – June 30, 2010

Marriott Wardman Park – July 2, 2010

ARTICLE VIII - CONVENTIONS

SECTION 1 - ANNUAL CONVENTIONS

The Union shall meet in Annual Convention at a place selected by the Executive Board or the Secretary-Treasurer when authorized by the Executive Board to do so.

SECTION 3 - CONVENTION CALL

(a) Annual Convention

The Secretary-Treasurer of the Union shall notify in writing all Locals of the date and place of the Annual Convention not later than ninety (90) days in advance of the opening date of the Convention.

SECTION 4 - COMPOSITION OF CONVENTION

(a) Subject to the provisions of Section 12 of this Article, the Convention shall be comprised of the incumbent officers and Executive Board members of the Union and of delegates elected by the Locals in accordance with their respective Bylaws or Rules. Each Local shall be entitled to:

- (1) One delegate if the Local has less than two hundred (200) members in good standing;
- (2) Two delegates if the Local has two hundred (200) or more but less than four hundred (400) members in good standing;
- (3) Three delegates if the Local has four hundred (400) but less than six hundred (600) members in good standing;
- (4) One additional delegate for each four hundred (400) members or major fraction thereof above six hundred (600) members.

(b) Locals shall elect their delegates in accordance with paragraph (a) on the basis of the average number of members on which dues were paid or collected by the International for the twelve (12) months ending the fifth month preceding that in which the Convention begins its session. Locals chartered less than twelve (12) months preceding the fifth month shall each be averaged according to the number of months chartered. Locals chartered after the fifth month preceding the Convention shall be allowed to elect delegates in accordance with this Section on the number of members in the Local at the time it was chartered; provided, however, that duplicate representation because of shift in membership from one Local to another shall not be allowed.

(c) Each Local may elect an alternate delegate for each delegate elected who shall attend the Convention in the event the delegate is unable to attend.

(d) Each Local shall determine the number of its delegates. A Local delegation, however, shall not exceed the maximum number as provided in paragraph (a) of this Section. Each Local shall assign the number of votes to which it is entitled equally among its delegates, except as provided in Section 5. The

number of votes which may be left over after such equal division shall be assigned to the Chair of the delegation of the Local.

(e) No Local will be entitled to representation at the Convention and its delegates shall not be seated if the Local is considered to be more than ninety (90) days delinquent in any per capita payments to the International Union at the time of the Convention, except those locals that have established and remained current on a formal payment arrangement with the International Union.

Locals shall be notified of such delinquency not less than ninety (90) days prior to the first day of Convention.

SECTION 5 - METHOD OF VOTING

(a) A Local delegate shall have one vote in the Convention, District Meeting, a meeting of a bargaining unit, a national unit or sector, except on a roll call vote.

(b) A roll call vote of the Convention, a District Meeting, a meeting of a bargaining unit or a sector may be had upon the request of twenty percent (20%) of the delegates.

(c) Voting by roll call shall be by per capita vote with each delegate casting the number of votes assigned to the delegate by the delegate's Local and approved by the Credentials Committee and the Convention. A Local may designate one or more of its delegation to attend a District Meeting, a meeting of a bargaining unit, a national unit meeting, or a sector meeting in accordance with its Local by-laws and the voting strength shall be equally divided among the delegates so designated. On roll call votes, a delegate shall cast one vote for each member in good standing as assigned to the delegate by the delegate's Local and approved by the Credentials Committee and the Convention.

SECTION 6 - CERTIFICATION OF DELEGATES

Each Local shall certify to the Secretary-Treasurer of the Union, not less than five (5) days prior to the opening of an Annual or Special Convention, on credential forms provided by the Union, the names, addresses and voting strength of its delegates and alternates, if any, and the name of the Chair of its delegation.

SECTION 7 - POWERS OF CONVENTION

The Convention shall have the power to:

(a) Pass upon the credentials and seating of delegates;

(b) Establish the policies to be followed by the Union;

(c) Interpret and amend this Constitution;

(d) Establish the number of Locals and Districts, and determine their jurisdiction and boundaries;

(e) Cause the issuance and revocation of Local Charters subject to the provisions of Article XIII, Section 5;

(f) Determine the number of Executive Vice Presidents and/or At-Large Executive Board Members;

(g) Cause the selection of delegates to AFL-CIO and CLC Conventions;

(h) Do all things necessary for the proper disposition of any matter which may come before it for consideration.

SECTION 8 - ORDER OF BUSINESS

The Order of Business at a Convention shall be as follows:

1. Call to Order;
2. Report on Credentials;
3. Reading of Convention Rules;
4. Reports of Officers and Executive Board of the Union;
5. Report of Committees;
6. Unfinished Business;
7. Nomination and Election of Officers;
8. Installation of Officers;
9. New Business;
10. Adjournment.

The order of business may be suspended by a two-thirds (2/3) vote of the delegates present.

SECTION 9 - COMMITTEES OF CONVENTION

The Executive Board shall have the authority to appoint those committees which are not required by this Constitution or the Convention to be elected; and which may be necessary to promote and achieve the objectives of the Convention and the Union.

SECTION 10 - EXPENSES OF CONVENTION

The Union shall pay the normal and usual expenses incident to the meetings of the Convention together with the expenses of the Executive Board and of those other members or agents whose attendance at the Convention may be required by the Executive Board. The Locals shall pay the expenses of their respective delegates.

SECTION 11 - ATTENDANCE, INDIVIDUAL MEMBERS

Any member of the Union in good standing may attend the general meetings of the Convention as an observer.

SECTION 12 - OFFICERS AT CONVENTIONS

Officers of the Union and Executive Board members shall not be selected as delegates to the Con-

vention. They shall have the privilege of speaking on the Convention floor but shall not have the right to vote.

SECTION 13 - CONVENTION RULES AND PROCEDURES

The Convention shall be governed by the CWA Constitution, Rules adopted by the 10th Annual Convention, and amendments to the Rules which may be adopted by future conventions. In situations where neither the CWA Constitution nor Rules adopted by the Convention are applicable, the Convention shall be governed by Robert's Rules of Order.

ARTICLE XXIV - PROXY VOTING

There shall be no voting by proxy, except that a Local composed of less than 200 members may assign its vote to a delegate from another Local attending the Convention. No Local shall be allowed to vote more than one such assignment.