

**Proceedings and Index
of the
75th Annual Convention**



**Communications Workers
of America**

**Cobo Center
Detroit, Michigan
June 8-10, 2015**

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MONDAY MORNING SESSION

June 8, 2015

The 75th Convention of the Communications Workers of America, AFL-CIO, CLC, held June 8-10, 2015, at Cobo Center in Detroit, Michigan, convened at 9:01 a.m., Temporary Chair Dave Skotarczyk, President, CWA Local 4050, presiding.

TEMPORARY CHAIR SKOTARCZYK: Good morning, delegates. Please take your seats. We've got a real treat for you, so come on, let's go. It's time to get started. We've got a treat for you in just one minute, so please take your seats.

. . . The Warren Woods Tower High School Drum Line, under the direction of Scott Corpuz, entered the Convention Hall, marching in step . . .

TEMPORARY CHAIR SKOTARCZYK: The Warren Woods Tower High School Drum Line, give them a big CWA thank you. (Applause)

And I'd like you to know that our very own CWA Rep, Mike Schulte's son is one of these fine young people. (Applause)

If you would please take your seats, we've got a lot of business to do. Please take your seats.

My name is Dave Skotarczyk. I am the President of CWA Local 4050, Vice President Bates' own home local, and our President Emeritus at Local 4050.

And I also have the honor and the privilege of being the President of the Detroit Metro Media Council of CWA Locals. I'm very proud to be part of that organization.

We are, all the sectors, we are the district. We are NABET, we are the News Writers Guild, we are the Printers, we are District 4, we are the T&T, all coming together to work as one union together as we do in this Convention.

I am honored to serve as the Temporary Chair this morning and, on behalf of Local 4050 and all of CWA District 4, I welcome you to Detroit and the 75th CWA Convention. (Applause)

As we usually do, we open up our Convention with prayer. I am honored this morning to introduce you to my new best friend, The Most Reverend Carl Wade.

PASTOR CARL WADE (Union AME Church, Allentown, New Jersey): Let us pray. O, thy Ancient of Days, the Ne Plus Ultra, dare we invoke Your name. Can we who are finite beings tell Grace when to appear and when to exit? My soul stands on tiptoe, for You are holy, holy, holy. Surely Thou art El Shaddai, God Almighty, the object of praise and applause.

The Psalmist wrote, "The Lord is great." In agreement, the stars cursai, anthropomorphically speaking, in salutation before You, You who flip galaxies like omelets against the sizzling blackness.

The intellectual powers of man have placed eyes in the sky via satellites and, God, Your greatness is such that we still remain as peeping toms at the keyhole of the universe, surveying Your majesty and Your royal power.

Father God, we thank You for the leadership of President Larry Cohen, his generosity, his managerial acumen, and his brilliantly retentive mind, which has enabled him to lead our CWA family.

Now, Father, we request that You would open a cornucopia of blessings and let them cascade down upon the incoming President, Christopher Shelton. And when confronted with a crescendo of issues, keep his mind sharp, his thinking straight and true.

Father, I ask Your blessings on the leaders and the officers of this great union. Let peace and harmony abide, for they are titans among titans in the pantheon of leaders; gladiators willing to argue their belief and fight for the rights of workers. Allow them, Father, to taste the elixir of discernment and order their steps in integrity.

Now, God, who paints rainbows without canvas, hold us in the palm of Your hand. Amen. (Applause)

TEMPORARY CHAIR SKOTARCZYK: That was great. I know we have a lot of faithful people here. I was at Greektown Casino last night and heard a lot of you praying. (Laughter)

Okay. Right now, it's time to rise for the presentation of the Colors and the National Anthems of the United States, Canada, and Puerto Rico. Presenting the American, Canadian, and Puerto Rican flags are from our own City of Warren Police Honor Guard.

"The Star Spangled Banner" will be sung by Jeanette J. Spoor, President, Retired Members Council 1103. Scott Edmonds, Vice President of Canada West, Canadian Media Guild Local 30213, will sing the Canadian Anthem. And Luis Benitez-Burgos, Secretary-Treasurer of CWA Local 3010, will sing the National Anthem of Puerto Rico.

. . . The Colors were brought forward and posted on the podium, and National Anthems were performed, followed by tremendous applause and cheers by the delegates . . .

TEMPORARY CHAIR SKOTARCZYK: Thank you, Jeanette, Scott and Luis. Our Honor Guard and the members of the Warren Woods Tower High School Drum Line! (Applause)

Will the delegates and others please remain standing as the Colors are retired.

. . . The Color Guard marched out of the Convention hall . . . (Applause)

TEMPORARY CHAIR SKOTARCZYK: Please take your seats.

My very good friends, brothers and sisters, it is now my great pleasure and honor to introduce to you not only a personal friend of mine who I have known for a long time, but I don't think she'd want me to tell you that.

She is a true champion of the working person. In 2012, she took over CWA District 4 and became our Vice President. Since then, she has been leading us through the Capitol in Wisconsin, fighting the Governor there, and through the Legislature in Ohio, and everything in between.

Where there is a struggle of working men and women, she is there on the front lines supporting them. Please give a big round of applause to our friend, Vice President Linda Hinton.

VICE PRESIDENT HINTON: Thank you, Dave.

Let's give Dave another round of applause for being Temporary Chair. Dave, thank you for everything. Thank you for everything you do in Detroit, in the District, and for all of CWA.

Good morning, everyone. Welcome to Detroit and welcome to District 4. This morning, I have the privilege of introducing our President, Larry Cohen. It's bittersweet since this is Larry's last Convention.

For the past ten years and more, in every campaign, in every fight, we have always known that Larry has our back. Whether we are bargaining tough contracts with AT&T or other employers, mobilizing against attacks on bargaining rights, or standing in solidarity with other CWAers, Larry has always been with us.

We will miss Larry very much, but he is leaving us stronger and with a path forward to keep up the fight on behalf of CWA members and all working families.

For ten years as President and many years prior to that, Larry has worked tirelessly to build our union, to strengthen the voice of working families, and to stop the attack on workers' rights.

His vision of solidarity is broad and it is deep. It extends throughout the Labor Movement to the movement we are building with progressive allies. It covers the globe from new worker alliances like TU, and support for workers organizing in our industries, whether in Latin America or Southeast Asia. His vision jump-started the Democracy Initiative with civil rights and environmental allies.

In today's polarized politics, that democracy work is the way we will break through on our CWA issues of secure jobs, health care, retirement security, and bargaining and organizing rights. It's the only way we can counter the power of the one percent.

We have seen Larry's vision at work -- getting Senate confirmation of a full five-member National Labor Relations Board and Senate rules reform. (Applause) Bringing democracy to union elections for airline workers, and getting ordinary Americans engaged in restoring fairness to our democracy.

We have all heard Larry say, "It's hard, but we have done hard before." Thanks to him, we know we can get it done. I am proud to serve with him in our union. No one fights harder for CWA members, for working families, for what's right.

It's now my privilege to introduce our President, Larry Cohen.

. . . The delegates arose and applauded at length . . .

PRESIDENT COHEN: Thank you. Thank you, sisters and brothers. Thank you.

Thanks, Linda, for those words and for all you do. Thanks, Dave, Reverend Wade, for almost a lifetime together, sharing your wife Carolyn, a member of our Board, and for all you mean to me.

Linda and Dave know what it means to be under attack, and they know what it means to stand up and fight back. This district, District 4, has been under attack since early 2011 in Madison, Wisconsin, when workers and students took over the Capitol and shouted, "Tell me, tell me what democracy looks like." And they answered their own question when hundreds of thousands came there.

Linda and this district helped lead the defense of public sector bargaining rights in Ohio when we beat back Senate Bill 5, and our public workers and 100,000 others continue to have public sector bargaining rights. (Applause and cheers)

And now, in the fight against the Trans-Pacific Partnership and against Fast Track, this district, from one end of it to the other around the Great Lakes, is in the forefront of building a massive coalition here that says to anyone who runs for office, "Which side are you on?" And we answer that question here,

loud and clear, "We know which side we are on. No to Fast Track and No to the TPP." (Applause and cheers)

It's now my pleasure to welcome my brother, the President of the great United Auto Workers, Dennis Williams, to welcome us to Detroit. We didn't pick Detroit randomly. We picked Detroit because it's the home of the United Auto Workers. (Applause)

We picked Detroit because, decades ago, workers whose rights were less than ours were under attack, and they stood up and fought back. They took great risks. They took over their factories and the communities around them surrounded those factories as they sat down for days in the cities around Detroit that built this nation.

And the UAW that was formed out of those struggles was a critical part of the CIO, along with mine workers and steel workers, electrical workers. And our union came at the end of that CIO upsurge, a million workers a year, winning bargaining rights by sitting down on the job, but also by standing up and fighting back.

That's why we chose Detroit. But not just for the past. Dennis Williams is a true brother in the struggle in every way. Like many of us, it's been his entire life-- elected only last year as President of the UAW, but before that, Secretary-Treasurer and Regional Director and a National Rep, and a leader at his plant, an agricultural implement plant back in Iowa.

But more importantly than all that is what Dennis Williams stands for. He carried on the tradition of the CIO that we help all workers organize, just as the CIO funded that telephone workers organizing committee in the south. TWOC, as it was known, didn't join the auto workers or the mine workers. Those unions funded TWOC which became CWA-CIO.

And those same values are what Dennis is about now. He has led the effort to organize multi-national transplants here in the U.S. He has led the effort at Volkswagen. He leads the effort at Mercedes Benz. He leads the effort in every one of these companies. They are building international solidarity that's a model for all of us.

And like much of what we are doing, workers in these plants become UAW members before they got bargaining rights. We can't do it exactly as we did it 80 years ago. We have to adapt to the situation we are in. And they have local unions in Chattanooga at Volkswagen and in Alabama at Mercedes. (Applause)

And we will hear later this morning more about our own partnership, as Linda described it, with ver.di to organize at T-Mobile. But the partnership that the UAW has formed with IG Metall, the other great union in Germany, is our model. And in some ways what we do informs them.

These two unions together working in Germany, supported by a stronger Labor Movement that realizes that these attacks come in waves and that, if Germans sit back while we are under attack, we won't come forward to join them with the collective bargaining rights they have.

And in this fight against Fast Track and the TPP, we have no stronger ally than the UAW. And thanks to the UAW here in Michigan, every Democrat will vote "No" later this week when this vote comes up, and most Republicans will vote "No" in the state of Michigan. (Applause and cheers)

It's now my pleasure and privilege and honor to present to you the President of the great UAW, Dennis Williams. (Applause)

. . . The delegates arose and applauded at length . . .

BROTHER DENNIS WILLIAMS (President, United Auto Workers of America): Good morning. Good morning, brothers and sisters. Thank you. Thank you. And thank you, Larry, for the kind words.

Welcome to Motown, welcome to the heart of the auto industry, and welcome to the birthplace of the United Auto Workers of America. (Applause and cheers)

First let me say a few words about my good friend, our good friend, Larry Cohen. When you think about what Larry has done over the years, history will be kind to our friend. He guided the Communications Workers of America through the Great Recession at a time when organized labor was under assault. Corporate America was challenged by both recession and greed.

Larry's sound leadership, ability to foster coalitions, unyielding advocacy for his members and all of labor-- indeed, all Americans-- helped save this nation's economy. And even today, Larry's commitment to fighting to stop Fast Track to preserve American manufacturing jobs will impact far beyond his presidency.

The day will come when labor leaders like Larry Cohen, who fostered this nation through the largest economic collapse in history and emerged intact, will be recognized as Labor's "Great Generation."

So, thank you, Larry, on behalf of the members of the United Auto Workers. Your leadership helped save Labor, save our unions, and save America's future.

Larry has taught us that we cannot do it alone, that we are all in this together-- not only the coalition of labor unions alike, but also progressive groups around the country.

He understands the importance of working together, not only here in the United States of America or Canada or Puerto Rico, but he understands that we must have a movement globally around the world so we can fight back greedy corporations and make once again the Labor Movement the largest movement, not only in the United States but globally. (Applause)

While I know Larry is taking a break here, I know that he will not rest. In fact, he will still be building coalitions, sitting at the table, working hard for working men and women.

Larry, four years from now, or exactly three years from now-- last week was my anniversary-- I will be joining you. And we will fight like hell no matter where we're at. Thank you, brother. (Applause)

Brothers and sisters, our middle class, like so many working men and women in this country, has been under attack in so many ways-- whether it be by the Supreme Court ruling that set back voters' rights, or a state that takes away state workers' rights to collectively bargain and passes right-to-work legislation that attempts to undermine workplace unity-- all designed to diminish workers' right and workplace dignity, to diminish collective bargaining and hold down pay, and to diminish the fundamental democratic principles of our country developed to build the greatest nation on earth.

Without these principles, there would have never been a middle class or equity in pay. How do we recapture the prosperity and the opportunity that once defined cities like Detroit? How do we restore America's faith in the moral promise of the great nation that any child born today can reach further than their parents?

This is an urgent issue. Far too many Americans live on the edge of economic ruin. Today, Americans across the country are frustrated. They see only a small portion of the population riding the

economic up escalator.

Now, these words aren't my words, although they very well could be. These are actually the words of Jeb Bush in Detroit last February.

Too many times, politicians like Jeb Bush use people's struggles for political gain. They use the opportunity, but never do their words come into action. These are the false prophets of the political reality.

This is a bipartisan problem. Wall Street is thriving, but consumer spending is stagnant, and this is all about the middle class. The United States' economy cannot reach its long-term growth potential without balance. No economy can. A free market society must have working men and women with disposable incomes, real purchasing power, to be consumers of goods.

A society built on low-wage jobs does not deliver purchasing power, therefore slowing economic growth, shrinking the middle class which puts more working people in jeopardy and more in poverty. It slows growth in our communities, our cities, and the states. Small businesses cannot survive.

Who pays the price? We do. Who suffers? The American people, the worker, retiree, and our children.

In response to this crisis, working men and women across this country have been electing politicians who believe the solution to problems is to cut taxes, shrink the public sector in favor of private sector communities, and state governments start cutting services and laying people off as their tax bases diminish.

Our members pave the roads, train the workforce, build the telecom infrastructure, and provide a safety net that attracts businesses. And for far too long they have felt the sting of cuts while corporate welfare lures CEO's into sweetheart profits that go less to employ middle class Americans and more and more to their bonuses.

Over the years, we have seen the worst and the best of government; a government that indulged the wishes of Wall Street and banks to the point of economic collapse, as we've seen in 2009.

A weak response to the economic collapse has finally given life once again to many of the productive industry sectors of the economy we represent, but left Wall Street swimming in cash for far too long, all at the same time while Main Street suffered.

And we have still left too many people behind. For some reason, we, as the richest nation in the world, are not ashamed of the misery we allow too many of our citizens to wallow in.

In addition to supporting policies that help economic growth, we need to defend the social safety net. We know too well the pain of lost jobs. Imagine if there was no unemployment insurance. We know too well the importance of workers' compensation when a worker is injured on a job, yet in state after state the program is being weakened and undermined with devastating results for injured workers.

With attacks on the public sector and on the private sector, working people everywhere are under attack. Where will working people turn when the public schools fail, when Social Security is dismantled, when the public parks are closed?

You see, the Communications Workers and the United Auto Workers share a history and see through the same vision. From the inception, we, as a part of the Congress of the Industrial Unions, the CIO,

understood that our members in the workforce all count, regardless of race, gender, ethnicity, and place of birth. (Applause)

As CIO unions, we embraced African-American co-workers in the '30s. We broke down immigration barriers long before World War II. We focused on collective bargaining as the means to build a great middle class in America, a safety net for the elderly and the poor, and created the most powerful economy on earth. We were the New Deal before there was a New Deal. (Applause)

We waged war on poverty before there was a war on poverty. And, yes, there have been challenges of late. We all have experienced the sting of the Great Recession, and we know that even as we recover and productivity has surged in the U.S., so, too, has wealth disparity.

And part of the problem with wealth disparity is that our leaders seem to have forgotten that when we share in the bad times, it is with the expectations that we will also equally share in good times. (Applause)

Brothers and sisters, these are good times. U.S. CEO pay is higher than in any industrial country in the world, at 354 percent versus the average worker. After years of sacrifice, there is not only room to bridge the gap, but bridging the gap in the end will lift all of the middle class consumer economy. It is time to bridge that gap. (Applause)

Our members have earned their place at the bargaining table. They have earned their place at the table of prosperous industries. And the American way is a strong middle class. And we can lift all of us up, for when all of labor wins, America wins.

For example, the fight over Fast Track authority on trade, where the UAW and CAW have joined together to preserve American manufacturing jobs is not about us. It's about preserving the American Dream.

You do realize that a recent study shows that for every job created by General Motors, there are 8.6 spinoff jobs in the economy. And that also means for every job lost at General Motors, there are 8.6 other jobs lost.

The UAW and the CAW have fought on the front lines of civil rights, pioneered the fight for national health care, fought for the rights of immigrants in the American economy, and now join together in interest to fight another unfair labor agreement. We cannot let this Fast Track pass. (Applause)

As we enter these critical final weeks, America is looking to the CAW and the UAW once again to preserve American jobs and to stop Fast Track. The very idea that, regardless of who the President is, a trade negotiation that can wipe out American jobs can be done in the backroom without congressional oversight goes against the values of the American Dream. Labor must preserve a voice for our families, our future, and we can do it together. We will do it together.

Our stakes are high. Here is the fact: Since 1967, as the union membership rate has declined in this country to 12 percent, aggregate income of the middle class has declined as well by 10 percent. The union membership goes as the American middle class goes.

The National Labor Employment Project recently did a study that sharply contrasted the American view of manufacturing and the stark reality of where manufacturing pay is headed.

Nine out of ten Americans believe that a strong manufacturing base is very important to our country's standard of living. When asked what type of facility they would support to bring jobs to their community, a

manufacturing plant is on the top of the list.

While in the past manufacturing employees earned a wage significantly higher than the U.S. average, by 2010 average factory employees made 7.7 percent below the aggregate minimum wage for all occupations.

Today, more than 600,000 men and women in manufacturing jobs make just \$9.60 per hour or less. More than 1.5 million of those jobs-- one out of every four-- makes \$11.91 or less.

Temporary workers are used as perma-temps-- employees that are a big part of the American middle class spending problem. The use of perma-temps undermines American laws, lowers salaries for the rest of the American workforce, and leaves little consumer spending for mainstream businesses.

That's why when we bridge the gap at the bargaining table, we lift America. That's why the American Labor Movement does not negotiate at the table for just our members. When we win, all America wins.

So, when the CWA and the UAW join together, as we did for the 99 percent training, we do so with the understanding that we lift all America. When we fight against Fast Track, we do so to bridge the gap for all America. And that is why when the CWA and the UAW defeat Fast Track, all working men and women win. (Applause)

Brothers and sisters, we will never abandon our dream. We are founded on the principle of a fair day's pay for a fair day's work. We are founded on the principle that we must take care of our children and help the elderly.

Who are we as Americans if we are satisfied with the fact that a worker working 40 hours still lives in poverty? Who are we as Americans if we have kids going to schools that are crumbling? Who are we as Americans if we don't recognize the fact that a retiree is choosing between food and their medicine?

Brothers and sisters, this is about the morality of the United States of America. This is about who we are as a nation. And, brothers and sisters, more than anything, it is our time, it is our moment in history to rise once again as one solid labor movement for one goal: to take back our country. Thank you very much.

. . . The delegates arose and applauded at length . . .

PRESIDENT COHEN: Dennis, you and the UAW mean so much to us because our shared values provide a strong basis for us to work together.

And I couldn't help but notice Dennis saying in three years he will join me in the streets. At least that's the way I would put it. Since Walter Reuther, UAW leaders don't run again after they are 65, the top leaders. And as you know, we adopted the rule of 70 at our last Convention.

And this is all part of building a union that looks like its members, where we have no privileges except the privilege to fight harder, to aim higher, to work harder-- no privileges. And when we leave these jobs, we go back to the streets or we shouldn't take these jobs in the first place. (Applause)

On a calmer note, I want to welcome our past Secretary-Treasurer, Jeff Reichenbach. (Applause and cheers) He himself continues as a Midwest activist, building the movement every day in Ohio. He works closely with Senator Sherrod Brown to fight Fast Track and the TPP, and works to fight to make the Ohio Democratic Party a progressive party, the first state party in the country to say "No" to Fast Track as a Democratic Party. (Applause)

And greetings also from our Past President, Morty Bahr, who is doing well. He leads the Elderly Housing Development Operations Corporation. He sends his love as he recovers at home from some minor health issues that prevent traveling.

Also give a shout-out to retired Secretary-Treasurer Barbara Easterling, who continues to lead the Alliance for Retired Americans. (Applause)

And to all the retired officers and staff who joined us here today or sent good wishes from home, thanks to all of you for all you do. (Applause) And we welcome all our retirees and the RMC chapter leaders. (Applause)

I want to thank this Executive Board for their willingness to aim higher, to take risks, experiment, try everything possible to better our contracts, build our union, and build our movement.

I want to particularly acknowledge those who are not running again on this Board-- Irene Robles, stand up. (Applause) Nestor Soto Lopez, Bill Bates and Mary Taylor. (Applause)

I want to thank the staff who are here and those who are at home for committing to the cause each day, no matter what we face. I want to particularly thank those staff who sit up here every day supporting me despite incredible odds against us in much of what we attempt. We share our love, our anger, our minds, our hearts, and that has been a great experience. Thank you. (Applause)

I want to thank Rachel and Julie, my two daughters, for their love and support and commitment to movement building in all they do. (Applause and cheers)

Finally, thanks to all my friends, sisters and brothers beyond our union who help provide the basis for my optimism and hope in the future. Thanks to all of you. (Applause)

We are here under a banner-- though, I don't see it-- that says, "It's Our Turn." "It's Our Turn." And I want us to think about what that really means. Can we challenge ourselves to march out of here fiercely determined to make that a reality?

There is no question about the justness of that cause. "It's Our Turn," and, if not now, when? The one percent that controls the wealth of our nations now believes they can control our democracy, our workplace, our environment, our earth.

We cannot keep playing by their rules. The deck is stacked. The dice are loaded. The game is fixed. (Applause)

As Linda said, it's not hopeless. It is not hopeless. There is always a path to resist. There is always a way when we are under attack to stand up and fight back. But as Dennis said, by ourselves unions are no longer large enough to accomplish this. We can't negotiate alone, we shouldn't organize alone or do political work on our own.

The last ten years have taught us that our broader story, our narrative of economic justice and democracy, potentially draws in the support of millions-- millions who don't have a union at work, millions that don't have a political movement that speaks to them or for them.

We must go deeper. Our traditional CWA Triangle needs to grow in the hearts and minds of our members. We need to nurture our activists and leaders.

You, this Convention, made this possible in recent years, taking risks to launch the Strategic Industry Fund and the Growth Fund to do just that, and we are doing that. And you will hear much more about that from the Defense Fund Oversight Committee.

Relative to many unions, CWA is in a stronger position today than two years ago when we met in Pittsburgh. We should be proud of the contracts we are bargaining, but even more of the way we bargain, with the members involved and mobilized, with elected bargaining teams, with town hall calls, with an army of stewards and actions to galvanize support and increase our voice at the table.

I mention just one example now. Recently, Local 1400 demonstrated this strength, striking FairPoint Communications for 131 days (applause) through more than 100 inches of New England snow, shouting, shouting, "One day longer, one day stronger."

That strike was against drastic cuts in health care and retirement, the gutting of our employment security. Don Trementozzi in Local 1400, stand up and be recognized. (Applause)

And now, let's roll a short part of some video from that battle.

. . . Video clips were shown about the strike against FairPoint's cuts in wages and benefits . . .

PRESIDENT COHEN: Okay, Local 1400, "One day longer, one day stronger, it's our turn." (Applause)

This year, more than 200,000 of our members are bargaining, telling employers across Canada and the United States, from Puerto Rico to Guam, that "It's Our Turn." As I shout out some of these huge groups that are bargaining now, or will be this year, please stand up and remain standing if your local is part of these fights.

Flight attendants at United, stand up. (Applause) Remain standing.

Passenger Service Agents at American, stand up. (Applause) Remain standing.

AT&T Midwest, AT&T Legacy T, stand up. (Applause and cheers)

AT&T Southeast, AT&T District 3, stand up. (Applause)

General Electric locals. General Electric locals started bargaining this week, stand up. (Applause and cheers)

Newspaper Guild at the Washington Post, stand up. (Applause)

New Jersey State Workers, stand up. (Applause)

Verizon East. Verizon East, stand up. (Applause)

Everyone else who has bargaining this year, stand up. (Applause and cheers)

And while you are standing up, let's shout out together, "It's our turn. Stand up, fight back." This side of the room, "It's our turn." This side of the room, "Stand up, fight back."
Ready? "It's our turn."

THE DELEGATES: It's our turn.

THE DELEGATES: Stand up, fight back.

THE DELEGATES: It's our turn.

THE DELEGATES: Stand up, fight back.

THE DELEGATES: It's our turn.

THE DELEGATES: Stand up, fight back.

THE DELEGATES: It's our turn.

THE DELEGATES: Stand up, fight back. (Applause and cheers)

PRESIDENT COHEN: Okay. That's what our employers need to hear all year. And we will be joined by 160,000 more at the UAW, bargaining with Big 3 auto. We will be joined by 200,000 bargaining now, the U.S. Postal Service and the APWU, and many more.

We will also fight for the \$15 an hour minimum wage. (Applause and cheers) With you, we will put all of our employers on notice that, whether we are fighting for \$15 or for \$40 an hour, we will fight harder than ever, we will raise our pay and standard of living this year. "It's our turn." (Applause and cheers)

Later this morning we will celebrate our organizing from the last two years-- amazing stories of never giving up. In total, we have organized together more than 19,000 members in new bargaining units since we last met. And in our existing units, more than 75,000 new members have joined. (Applause)

Together, that's almost a quarter of our union. Again, hard but not hopeless, as we will see when we celebrate those achievements.

So now-- and this is off script-- if you want to read the script you can go to the website. If I didn't do that, I would miss something. I want to read a couple of sentences from two years ago in Pittsburgh, because we don't start over every two years or before this every year.

In my report to you two years ago in Pittsburgh I said, "For now and for years to come, we may be committing as much to resistance-- resistance as to a forward path for change."

"It looks more and more as though we need new politics, not just more Democrats. It looks as though we need to build--" (Applause) Yes.

"We need to build a 21st Century democracy versus repeat the same strategies in our workplaces and in our political action. If we just keep choosing candidates based on who is better, things are likely to keep getting worse.

"But in resistance, we learn what makes a difference. We learn how to create hope in dark times. And our solidarity and love for each other can carry us through as we organize both wider and deeper."

And we came up then with the first version of this-- no worries; I'm not going through it-- "Fifty Million People Building a Movement for Economic Justice in Democracy."

But more importantly than that booklet, in these two years together we have helped lead two massive campaigns in this country, and countless numbers at the state or local level. But these two national campaigns give us a path, a path of hope, a path to the future.

The Senate Rules Campaign-- and as we joked two years ago, how dull a campaign could we pick to change the Senate rules? People's eyes glazed over. But we knew what was at stake. We knew that with the rules that said the NLRB would die that year, 2013; that we would have nowhere to go in this legal system when workers are fired in a strike or in organizing or in mobilizing. We would have nowhere to go to enforce anything.

But the other side would still enforce all the limits that the law has on us-- all the limits on secondary boycotts, meaning standing up for each other, supporting each other, as they did in Flint, Michigan, in 1934 when the whole town shut down.

So we took on that Senate Rules Campaign, first of all for the NLRB where the terms had expired and the last one would have expired at the end of the year.

And then we realized that to win that fight we had to line up with others. And so the Senate was also blocking because they need 60 votes. And every Republican was in lockstep, a lesson to Democrats that they never do.

Every Republican was in lockstep that they wouldn't confirm a single board member and they wouldn't confirm the Director of the Consumer Financial Protection Bureau, the key element in the banking reform that followed the banking collapse when they got bailed out, and that they wouldn't confirm the head of the Environmental Protection Agency, and that they wouldn't confirm even the Labor Secretary.

And so we banded together. It was called "Fix the Senate Now," and we had every green group, because of EPA. And we had Elizabeth Warren and the financial reformers because of the CFPB. (Applause) And we had all of Labor because of the NLRB and the Labor Secretary.

And before and after that Convention in Pittsburgh, we were able to mobilize millions to say to that Democratic Senate majority, "If not now, when?"

The Constitution didn't say 60 percent to confirm a President's nominees. It just said confirm. And we were able to mobilize millions. And then at the end of July 2013, we broke through. And the Senate confirmed five members to the NLRB by a majority vote, and they confirmed Dick Cordray to head up the Consumer Financial Protection Bureau by a majority vote, and they confirmed Gina McCarthy as head of the EPA, and they confirmed Tom Perez as the Labor Secretary.

But we didn't stop. "Fix the Senate Now" became the democracy initiative, and 55 groups with 30 million members said to the Senate majority, step one, good; step two, not a single federal judge is getting confirmed. There is a backlog of 100 judges and they enforce the law, and these 100 judges are more on our side than the other side. We need them confirmed. And in November of 2013, with this massive coalition-building, the Senate majority changed the rules and 100 Federal judges got confirmed. (Applause)

But as we laid out in this booklet, that was only one small step-- still not what democracy looks like; still facing money and politics that overwhelms us; still facing voting rights being smashed state by state; still facing immigrants who can't get any path to citizenship. Not even the 20-year path to the Senate passed. Couldn't get a floor vote. Couldn't get on the floor of the House of Representatives. So we kept this Democracy Initiative going to fight on these issues. Lesson one.

Lesson two, as Dennis said, the fight against Fast Track, the fight against Fast Track for the TPP, the Trans-Pacific Partnership, and many trade deals to come. Fast Track would last for six years. It would say not only to this President but the next one, and possibly the one after that, that you can't continue to

negotiate trade deals in secret, not only secret from us, but secret from the Congress. But at the same time, TPP has 500 corporate lobbyists and lawyers writing every page of the chapter that they care about. And that ain't right. (Applause)

And so again, two years ago we started with Labor, we started with ourselves. Just like with Senate rules, few were paying attention to the Trans-Pacific Partnership. They give these things names. They sound like they mean nothing.

But we knew what it meant, to make a trade deal with Vietnam, 90 million people, not small at all. Even now, a 75 cent an hour average wage, already the center of most of the clothes we wear, of most of the electronic products, and a government where workers have no rights, where everything is controlled. And when that government makes a deal, there is no regulation about the environment or about workers' rights.

And three of the other countries have no democracy-- Brunei and Singapore and Malaysia. And then of the other eight that are democracies, only the United States has Fast Track.

Why is that? Why did we have Fast Track for the North American Free Trade Agreement and for CAFTA, the Central American Free Trade Agreement, and others that were rammed through? Because in every single case, whether it was Clinton or Bush-- and we must learn these lessons-- and now Obama, sadly, those deals are done by the U.S. Chamber of Commerce, across the street from the White House.

These deals are done by the State Department that thinks it will bring countries closer to us. And they claim that's patriotism. Every one of us in this room knows what patriotism means. Our children and our brothers and sisters died for it. We are the patriots. (Applause)

Patriotism doesn't mean giving away our jobs. Walk through this city, look at buildings once grand, look at so many people without hope, a city in bankruptcy recently. Why was it in bankruptcy? Bad trade deals was the No. 1 overwhelming reason, and our public workers here know that, whether it's here in Michigan or in New Jersey or in California, trade deficits, \$11 trillion in trade deficits in 20 years, leads to public sector deficits, the destruction of the public sector as well.

We learn from these cases that we are united, even when they divide us; that we must be united, and that's how we win. (Applause and cheers)

So where is the hope? The hope is what you have been doing, what we've been doing together on Fast Track and TPP; how we have made this-- again, like the Senate rules-- something that people would have skipped. Again, we have made it a movement of millions.

Right now at this minute, it depends on a vote in the House of Representatives. Leader Pelosi called me Saturday and she believes that vote will be Thursday night. They have kicked that vote down the road for a year and a half because they didn't have the votes.

And now our future and our children's future hangs by a thread. And the work you have done has led to 87 percent of House Democrats-- the party that claims to be for working people-- have said, "I will vote No on Fast Track, Mr. President, even though you are from my party. I will stand up and fight back, and I will vote No, and 160 Democrats will vote No."

. . . The delegates arose and applauded at length . . .

PRESIDENT COHEN: But there are 18 Democrats who will vote yes. And we've had demonstrations

where we bring our old shoes-- I'm not giving this one away. We go to their office after they announce the 18 out of 188-- that's only 10 percent-- and we throw the shoes on their doorstep. And we say to them, "We will not walk for you again, ever again. You betrayed us. We will never walk again for you. Never again."

. . . The delegates arose and applauded at length . . .

PRESIDENT COHEN: Last Saturday night, I got emails and then a phone call from our amazing leaders in Colorado that Ed Perlmutter was flipping. And, yeah, Ed, I'm calling you out. I talked to him on the phone that night and he said, "Well, the President has asked me three times."

And I said to him, "So? The President even had me to the Oval Office with one other President for an hour." I said, "So what? The President is wrong on this. Ed, you are a Democrat, and 87 percent, including the whole leadership, is voting No. You have heard from our members that our coalition, Sierra Club and CWA, and every labor union in Colorado and consumer groups and faith-based groups. And you gave us a letter, Ed, that said you were voting No, and now you are changing."

"Well, the President asked me, and he said," so and so.

Forty-five minutes. And much more importantly, on Monday morning, with no notice, we had a meeting, our coalition, and we brought a blowup poster version of his letter where he said "I'm voting no." And Ed Perlmutter then said, "Well, I will keep thinking."

We have to be relentless. We have to build coalitions way beyond Labor. We need the greens. We need the students. We need the faith-based groups. We need the civil rights groups. That's how we get a movement of 50 million. That's why we have at least 160 Democrats and right now 60 Republicans, some of whom we cannot count on-- big shock-- and that would defeat Fast Track.

But Speaker Boehner is joined with President Obama, the U.S. Chamber of Commerce, the Business Round Table, and they are all against us. And they think this week they will find a few Ed Perlmutter, like Kathleen Rice in New York.

And today, our members are there with Rice telling her, "You are not just getting our shoes. You are going to get a primary when you run in two years, because you betrayed us, and we will fight you and fight you and fight you." (Applause and cheers)

And we have amazing examples. North Carolina, where our two key leaders-- one is a Flight Attendant and one is from Telecom-- but a whole army of CWAers working with Reverend Barber and the Moral Mondays. (Applause) That's right.

But then, most importantly, Reverend Barber, recording a radio message about why he, from eastern North Carolina, why he wants the representatives from North Carolina to vote "No" on Fast Track.

And we have moved much of North Carolina, a state where Labor is under 3 percent with collective bargaining, we have moved most of the members of Congress-- one Democrat still undecided-- but the other Democrats all voting "No" on Fast Track, joined by at least three Republicans.

This is what democracy looks like. This is what our movement can be-- building coalitions that are broader and deeper, going to the streets on voting rights, and then turning around and getting the same movement that's there on voting rights with incredible repression in North Carolina, to be there to say, "It's not just voting rights. It's our economic issues." They are all the same story.

State after state, that's what we are doing. Across the South, in Texas, amazing work, and victories along the way.

Tomorrow, Chris will pause this Convention, and every one of you, hopefully every one of you, will call up your Member of Congress-- that will be more than 2,000 calls just then-- to say "Vote no on Fast Track; that we don't need more sacred trade deals." The President said anybody can see it, but, of course, the anybody is only special people. We want to see it. Congress should see it. We should have at it. That's what democracy means. (Applause)

But more importantly, you lead more than half a million people. Today, call back to your Locals, tell them this is a warning. At every work site, when you are calling here, they need to mobilize, pass around a cell phone, and make the calls there. Because then you turn 2,000 calls into 500,000 calls. And if they then go home and do the same thing, it will be millions of people saying, "We are sounding the alarm. They are going to ram it through Thursday night, but we can stop them. It's right on the edge which way this will go. You can stop them."

We can light up that coalition. We will be having mass town hall calls that I will be on in these swing districts Wednesday night. We will get our whole coalition fired up, and we can still win this fight. (Applause and cheers)

Why is this fight so hard? Why is this fight so hard, whether it's these Democrats who, if they all voted together would be able to stop this because there's more than enough Republicans then to get to 218 and that's what we need, or the Republicans who overwhelmingly are going to vote for this. It should challenge us all that it's not our party. It's what we stand for.

This presidential election gets a lot of media attention. Right now, the leading candidates in both parties expect to raise more than \$2 billion each for an election, because we don't have national popular vote-- that is on the list-- that will be waged in six states.

And, yeah, if we live in Ohio or one of the other states-- Florida-- it will boost some revenue in those states. But much more importantly, the Supreme Court has said that a long string of cases that started with workers' rights in the '40s, they said, "Corporations are people, and they have free speech rights." So back in the '40s, they said corporations can run a campaign to smash the union, prevent organizing, or destroy collective bargaining.

And it spread gradually. We were too complacent. And then five years ago in Citizens United they said virtually unlimited amounts of money through independent expenditure campaigns could be thrown into these elections.

So these candidates who are running for President, they say to themselves, "Well, it's common knowledge that you need this year \$2 billion." That's double 2012. In 2008, it was already a shame that \$700 million was raised by both candidates.

Where does that money come from? It's not how we are spending the COPE, the Political Action Fund money that we raise. It comes from the corporate lobbyists. It comes from the management, the money bundlers. It comes from the people who will hold retreats right now with these candidates, too often in both parties, and write giant checks, and then set up PAC funds of millions of dollars more. Two brothers, the Koch brothers alone, have pledged to spend between \$300 million and a billion themselves. That's for all the elections, not just President.

And so, we see the linkages in these campaigns. We see the links between the Chamber of Commerce that wanted to see the NLRB gutted and at one point claimed they had destroyed the board.

We see the links between the Chamber of Commerce and most Republicans, the Senate and the House, ready to vote for Fast Track because, quote, "They are free traders."

There is nothing free about it. This is where they get their money. This is their bread and butter. This is who funds their campaigns. And in too many cases, they are corporate Democrats as well, who talk one way and walk a different way.

It's what we do that matters, not what we say. And we will hold them accountable for how they vote and what they do. And as I said to President Obama, we would have done anything, when you said "two years free community college," to fight for that.

But, Mr. President, you know as well as I do, when you said that this year in the State of the Union, it had no chance of going anywhere with this Congress. But in the same State of the Union, when you talked about Fast Track and TPP, you absolutely knew that at that point in time you didn't care if you passed that bill with Boehner. You didn't care if that was Boehner trade. You knew that a majority of Democrats-- you are supposed to lead this party-- were going to vote "No." You said, "Larry, I don't care where I get those votes."

That's got to be a wake-up call for us. That can't be my learning. It's got to be our learning. We can't wait until our next President goes to the Oval Office, and in some ways feels honored. The honor we have is to stand together here and to build the biggest coalitions we can, and to defeat Fast Track and TPP, build a movement for democracy in this country.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: When I am asked why I did not run again for President of this amazing union, largely I point to the movement we are building and explain that, even though I'm not running again, I am committed to building this movement. (Applause)

Ten years, ten years as President, and all of it in a time under attack like never before, bargaining mostly on defense, holding on to what we gained in earlier years when our movement was much stronger.

As Dennis said, the economic collapse of 2008, and then in 2011 reeling under the attacks on the public sector from Walker in Wisconsin but spreading everywhere, including to our own 50,000 public worker members in New Jersey where Democrats joined with Christie and eliminated our right to bargain health care for public workers. And now our pensions in New Jersey are under attack again.

At the same time, the U.S. Supreme Court is taking aim at the agency shops for all public workers. And as we predicted, the public sector attacks have spread to the private sector, so-called right-to-work. It got adopted across the Midwest in Indiana, here in Michigan, and in Wisconsin.

Through it all, I have been honored and excited every day to serve. But knowing that we had very able candidates like Chris ready to run for President if I stepped aside, I decided to do that and focus on movement-building for the years ahead.

But my ability to help build what we call the "Movement of 50 Million" will rely first of all on our new CWA President, our Executive Board, and all of you. I commit to you that I will fight just as hard, shoulder to shoulder with you, to build this movement.

In the years ahead, I do hope to live a little better and love a little better and laugh a little better.

Some would say I never laugh. (Applause) But I will not rest unless we are well on the path to economic justice and democracy.

As I wrote in September when I announced I would not run, we are all perched on the earth as it orbits around the sun at 65,000 miles an hour, perched with seven billion others for a short period of time. But when we commit to each other, the meaning of our lives grows immensely.

In 1987, when we started Jobs with Justice, we signed a pledge card, still used by the 40 Jobs with Justice Coalitions today. I'll be there. I'll be there five times a year for someone else's fight, as well as my own. If enough of us are there, we will all start winning.

In that same spirit, I pledge that I will be there with you as we continue to build a stronger and deeper movement for change.

I will be there, as we build the democracy initiative to get big money out of politics and get voters in.

I will be there with workers and organizers, organizing at least one day longer than the union-busting management and their high paid lawyers.

I will be there in Iowa or New Jersey, or wherever we can connect economic justice and democracy to political action.

And I will be there to keep up the fight, starting tomorrow, against Fast Track and the TPP, until we have fair trade and workers' rights, not just investor rights. (Applause and cheers)

As a founder of Jobs with Justice and author of the pledge, I was inspired by the final scene from the 1941 film, *The Grapes of Wrath*, as Tom Joad spoke to his mother. I'm not Tom Joad, but I will close with that. (Applause)

. . . A black-and-white video clip from *The Grapes of Wrath* with Henry Fonda was shown, as follows:

TOM JOAD: Maybe it's like Casy says. A fellow ain't got a soul of his own, just a little piece of a big soul, the one big soul that belongs to everybody. Then --

MOTHER: Then what, Tom?

TOM JOAD: Then it don't matter. I'll be all around in the dark. I'll be everywhere. Wherever you can look, wherever there's a fight so hungry people can eat, I'll be there. Wherever there's a cop beatin' up a guy, I'll be there. I'll be in the way guys yell when they're mad. I'll be in the way kids laugh when they're hungry and they know supper's ready, and when the people are eatin' the stuff they raise and livin' in the houses they build, I'll be there, too.

MOTHER: I don't understand it, Tom.

TOM JOAD: Me neither, Ma, but just somethin' I've been thinkin' about. Give me your hand, Ma.

. . . The delegates arose and applauded at length . . .

RAP SINGER LYNN MARIE SMITH: I am honored to be here this morning to honor this wonderful man. So I want this side of the room, with our fists pumped, and you are going to repeat these words: "Get up, stand up, stand up for your rights."

And this side will say, "Get up, stand up, and don't give up the fight."

This side, "Get up, stand up, stand up for your rights." This side, "Stand up, get up, don't give up the fight."

Larry stood for justice, Larry stood for good. Organized our workers, like a good leader should. Larry gave us liberty across jurisdictional lines. He taught us how to fight, now we got to stand up for our rights. Okay, this side.

THE DELEGATES: Get up stand up. Stand up for your rights.

MS. SMITH: Let me hear you.

THE DELEGATES: Get up, stand up. Don't give up the fight.

MS. SMITH: Come on, let me hear you.

THE DELEGATES: Get up, stand up, stand up for your rights.

MS. SMITH: Let me see your fists. Get up. There you go.

THE DELEGATES: Get up, stand up. Don't give up the fight.

MS. SMITH: Larry Cohen's legacy will live on and on. Gave us all direction to keep our membership strong. He's the man of the hour, grounded in truth and in union power. He guided us to the light and gave us strength to fight. That's why we got to get up -- I don't see those fists.

THE DELEGATES: Stand up for your rights.

MS. SMITH: Let me hear you.

THE DELEGATES: Get up, stand up.

MS SMITH: Oh, yeah, one more time, y'all.

THE DELEGATES: Get up, stand up. Stand up for your rights.

MS. SMITH: Stand up for your rights. Everybody, hey, I said, we just want to take the time to say, thank you, Larry, from the big CWA. We just want to take the time to say, thank you, Larry, from the big CWA. We just want to take the time to say, thank you, Larry, from the big CWA. We just want to take the time to say, thank you, Larry.

We are going to get up once again. Get up. Everybody, come on.

THE DELEGATES: Get up, stand up, stand up for your rights.

MS. SMITH: Everybody, come on. We love you, Larry. You gave us direction.

THE DELEGATES: Get up, stand up, don't give up the fight.

MS. SMITH: We won't give up the fight. Come on, people.

THE DELEGATES: Stand up for your rights.

MS. SMITH: Stand up for your rights.

THE DELEGATES: Get up, stand up.

MS. SMITH: I want to hear one more time. Keep going. Don't give up the fight. Let's hear it without the music, come on. Get up.

THE DELEGATES: Get up, stand up.

MS. SMITH: We love you, Larry.

THE DELEGATES: Stand up for your rights.

MS. SMITH: Real big, come on.

THE DELEGATES: Get up, stand up. Don't give up the fight.

MS. SMITH: We won't give up the fight. Thank you. (Applause and cheers)

PRESIDENT COHEN: Thank you, sister, and thanks, Brooks Sunkett for arranging that yesterday and bringing it to us today as well.

I would now like to thank the Temporary Chair, Dave Skotarczyk -- I almost pronounced that right.

TEMPORARY CHAIR SKOTARCZYK: Thank you, President Cohen, for that wonderful speech. And I would also like to thank everyone for the honor and privilege of being the Temporary Chair of the 75th CWA Convention. You see, I have been a proud member of CWA and CWA Rep since 1970. If I did my math right, that was 44 years. And I thank God that I had the ability to work in the T&T sector in District 4 in all that important work that they do.

And I thank God for the honor and privilege of meeting you, sir, my President, and working with you.

PRESIDENT COHEN: Thanks, brother.

TEMPORARY CHAIR SKOTARCZYK: And I promise you, all of us together, we will stand up, fight back for you.

PRESIDENT COHEN: Thank you.

TEMPORARY CHAIR SKOTARCZYK: And now, I give the gavel to President Cohen to become the Permanent Chair of the 75th Convention under our Rules. Thank you.

. . . President Cohen assumed the Chair . . .

PRESIDENT COHEN: Thanks, Dave. (Applause and cheers)

I welcome the Credentials Committee to the platform and, as you know, one clap as I read their names. Mike Dunphy, Vice President, CWA, 1168; Robin Jones, Executive Vice President, CWA 2336; Debra Bays, Secretary-Treasurer, Local 3372; Travis Young, President, CWA 4217; Darlene Kirchgessner, President, CWA 6128; Lauri Lillie, President, CWA 7181; Patti Cunningham, Secretary-

Treasurer, CWA 9510.

And now I recognize the Chair of the Credentials Committee, Marge Krueger.

MARGE KRUEGER (Chair, Credentials Committee): Good morning. President Cohen, delegates, retirees, and guests: I am pleased to announce, on behalf of the Credentials Committee, that the Committee has registered over 1,537 delegates, alternates, and guests to this 75th CWA Biennial Convention.

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

The Committee also wishes to thank the staff, Erin Bowie and Tony Shafer, who were assigned to the Committee for their able assistance. And we especially appreciate the cooperation and assistance of the delegates over the last three days as the Committee has worked to complete its assignment.

Since our last Convention, new locals have been added to our ranks. Those locals are 1014, 24077, 26074, 29073, 29015, 1018, 23083, and 29060. Let us welcome these locals. (Applause and cheers)

We shall be reporting on credentials in the following categories: Category 1, those credentials properly executed and received on time; Category 2, credentials properly executed but late; Category 3, improperly executed; Category 4A, proxy credentials properly executed but late; Category 4B, proxy credentials improperly executed, and Category 5, unusual circumstances.

Category 1, there are 1,052 credentials properly executed and on time. The Committee moves that that these delegates be seated.

PRESIDENT COHEN: We see delegates at Mic 1. Before we proceed, let me describe for you the use of the microphones and how you get recognized. It's a little bit tedious, but I am reading it.

Microphone 1, in front of me, is "Motions" where delegates can make motions. That telephone is directly connected to our Parliamentarians. Will the Parliamentarians stand as I call your name:

Jody Calemine, CWA General Counsel;

Pat Shea, Washington, DC, Headquarters Counsel;

Lela Klein, IUE-CWA Legal Counsel, Dayton, Ohio.

When you pick up the phone, advise the Parliamentarian of the motion you want to make. They will give you a preliminary parliamentary ruling.

If your motion is in order, the Chair will be advised, they bring it to me, and you will be recognized.

Just to remind you, any motion is only in order during the report of the committee-- in this case Credentials-- to which the motion is related. So Resolutions during the Resolutions Committee Report, Constitutional during the Constitution Committee Report, et cetera.

If you disagree with a preliminary ruling, advise the parliamentarians. They will then bring that disagreement to the attention of the Chair. The Chair will make a ruling, after which, if there is still

disagreement, the matter can be placed before you, the Convention, to determine whether or not the ruling is proper by voting on whether or not to sustain the Chair. So that's Mike 1.

Microphone No. 2, behind it in the middle, is the Privilege Microphone. Use it to raise a point of order or a point of personal privilege. That's it. It, too, is connected to the parliamentarians.

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

And Microphone No. 4 is the "Against" microphone, similar, to speak against a motion.

At the back of the hall, Microphone No. 5 is designated "Questions." Use that phone and microphone to be recognized for the purpose of asking questions or to clarify an issue currently before the Convention.

We rotate these microphones under our rules. The maker of a motion may speak for their motion from Microphone No. 1.

Under our rules, we have a five-minute limit on any speech. There is a digital clock in front of the platform that indicates how much time you have. The microphone turns off at five minutes.

In rotation, the movement will be from the Motions microphone to Microphone No. 4, and then to Microphone No. 3. The rotation also includes Microphone No. 5 if there are questions.

The rotation continues until two people have had an opportunity to speak for and against, after which a motion to close debate is in order.

As you go to any of the microphones, swipe your badge, lift the telephone, and tell the attendant your name. You will be recognized in the order called for under our Rules. Start off with your name and Local number.

Let me introduce the people who will be answering as you call from Microphones 3, 4, and 5. They advise the Chair to recognize you.

Hetty Scofield, CWA Staff Rep, District 4;

Nicholas Hanlon, Legal Counsel, District 1;

Katherine Munroe, TNG-CWA Staff Rep;

Marian Needham, TNG-CWA Secretary-Treasurer and Chair.

And last, the Five-Minute Rule:

Ruth Marriott, CWA Staff Rep., Telecom & Tech. Hold up your hand. And Vonda Hardy, CWA Staff Rep., District 3. During the course of our Convention, a verbatim record is kept. A complete set of Convention proceedings will be e-mailed to you. You will have thirty days to review the record and report any errors.

To help us with who is to be recognized and to be sure that we follow procedures as provided in the Constitution, each day we have two delegates who come from the floor. For that purpose, today, we have two delegates, and I will introduce them at this time: Cristina Silver. Where is Cristina? We need Cristina because we do have a motion coming up here. And Steve Flores, President, CWA Local 6222.

Cristina Silver, Treasurer, NABET-CWA Local 51011, and Steve Flores, President, CWA Local 6222, please come to the podium.

If we don't have them, I'm going to pick randomly, so get ready down here. I can't quite see your faces. All right, so Steve? Steve, down here. No one can go anywhere without their cell phone. Oh, glasses. That's more important in this case.

Okay. So after that long rendition, we do have a motion at Mike 1. I recognize Don Trementozzi, Local 1400.

DELEGATE DON TREMENTOZZI (President, Local 1400): I make a motion to amend the Committee's report to include the FairPoint's striking workers' voting strength. I have been told when we tried to resolve this-- and I hate to bring this to the floor-- but I tried to resolve this with the Secretary-Treasurer and her office over the last two months to no avail.

As you know, we went on strike for four months. They did not pay dues during that strike, but their voting strength is not being counted here today. In 1971, New York Tel went on strike for seven months. They were able to vote. They were able to get their voting strength at these conventions.

That's not what democracy looks like, brothers and sisters. And today, I ask you for your help one more time, and give us the voting strength and let our members be heard, the members who bravely fought against corporate greed. Thank you. (Applause and cheers)

PRESIDENT COHEN: I will take that applause as a second and recognize the Chair.

CREDENTIALS COMMITTEE CHAIR KRUEGER: On behalf of the Credentials Committee, we have followed the Rules as they are listed in the Constitution.

PRESIDENT COHEN: Any speakers? Anybody wishing to speak on this?

. . . Applause as dozens of delegates approached the microphones . . .

PRESIDENT COHEN: At Microphone 3, Delegate Purce.

DELEGATE KEITH PURCE (Local 1101): Good morning, brothers and sisters. I stand here for this motion. I can't see how we as a union would tell people who went on strike, our members who fought for 131 days, who we watched just now on the screen this morning, tell them that their votes don't count, their voice don't count. We can't allow that. Let them vote. Thank you.

. . . The delegates chanted, "Let them vote. Let them vote. Let them vote. Let them vote." . . .

PRESIDENT COHEN: Okay. First you have to vote. If no one else wishes to speak on the motion, the question is called. All those in favor of the motion to amend the Credentials Committee report for full voting strength for the FairPoint strikers, please indicate by raising your hands. Down hands. Opposed. The motion is adopted. Thank you. (Applause and cheers)

CHAIR KRUEGER: There are no Category 2 credentials. There are no Category 3 credentials. There are no Category 4A or Category 4B credentials. There are no Category 5 credentials.

The Credentials Committee will be in session each day, one-half hour prior to the opening of the Convention for the convenience of the delegates and alternates and registering late arrivals, replacing lost badges, and handling other problems. Guests will continue to be registered immediately prior to and

during each session for the remainder of the Convention.

Those delegates, other than Category 1, who have not been seated by the action of this Convention may present themselves to the Committee and obtain their proper badges. Other delegates who may have arrived late will also be served by the Committee shortly at the registration counters in the lobby. Thank you. (Applause)

PRESIDENT COHEN: Okay. Now, what is before you is to adopt the Committee's report. No one wishes to speak further on the Credentials Committee report.

All those in favor of the motion to adopt the report indicate by raising your hand. Down hands. Opposed. It is adopted.

Thank you for your long hours of service. That's a tough committee. Thank you all. Thank you, Chair. (Applause)

We will now bring the Resolution and Rules Committee to the platform. And while they are coming up, I just want to mention that our normal procedure calls for us to report resolutions in numerical order. However, sometimes that's rearranged. I'm not sure why I bothered saying that, but I read the script. The Committee:

Sheila Lindsay, President, TNG-CWA, 32035;
Sonya Hansen, Secretary-Treasurer, CWA 9586;
Kim Gallardo, Vice President, CWA 4123;
Elizabeth Cornwall, President, CWA 1000; and
Judy Lugo, President, CWA Local 6186, and the Committee Chair.

I recognize the Chair.

CHAIR LUGO: Thank you, Mr. President.

Hours of the Convention - Rule 6 of the permanent rules governing conduct of CWA Conventions provides that the hours of the Convention, recesses, and other arrangements relating to the Convention shall be established by resolutions or motions by each Convention.

Resolved, that the Regular Sessions of the 75th CWA Convention shall be as follows: On Monday, June 8, 2015, the Convention shall be called to order at 9:00 a.m. The Convention shall be recessed for one and one-half hours beginning approximately at 12:30 p.m. and shall continue until the close of nominations has been concluded.

On Tuesday, June 9, 2015, the Convention shall reconvene at 9:00 a.m. The Convention will be in recess for one and one-half hours beginning at approximately 12:00 noon, and shall continue until the business of the day has concluded.

On Wednesday, June 10, 2015, the Convention shall reconvene at 8:30 and shall continue until the business of the day has been concluded.

Mr. President, the Resolution and Rules Committee moves the adoption of Hours of the Convention.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: A motion has been made and seconded from the floor.

No discussion?

All those in favor of the resolution to adopt those Rules, please indicate by raising your hand. Down hands. Opposed. They are adopted.

I thank the Committee, and they will be back. (Applause)

It's now my honor to introduce to you my brother, Lothar Schröder from ver.di. He chairs the ver.di Telecom and Information Technology Sector, elected by those more than 100,000 members. He is on the board of ver.di, the largest union in Germany. He is the Vice Chair of the Board of Deutsche Telekom.

But with all that, most importantly, he decided some five years ago that the members of ver.di would not rest when the wholly-owned, at the time, now 70 percent owned subsidiary, T-Mobile USA workers faced blistering attacks and firings, had no real rights on the job in the United States, and that this difference between the two countries, if German workers didn't stand up and fight back with American workers, that this would come to them as well.

Taking heed from their history, from the history of all working class people, that when we stand together we win, and it doesn't matter if it's across oceans or across nations. Lothar Schröder, and the people who work with him on this every day, have spent thousands of hours.

And this is not some solidarity by resolution. Two summers ago, he gave up his vacation-- which, if you don't know it, in Germany is six weeks-- to come here and organize, to come here and organize in Tennessee and New Mexico and Colorado, with T-Mobile workers and CWA organizers.

He gave up his vacation, and he and the people who work with him, amazing sisters and brothers, now thousands of them as you will see in this video, are with us in this fight to say to the management of this country that the global economy is not just about bad trade deals. It's also about how we stand up and fight back together.

Before I bring Lothar up, let's look at this short video about partnerships between German workers on the job at the same company with workers here, specific worksites paired together. Roll it.

. . . A video on T-Mobile workers was shown promising that ver.di "has your back" in their fight for fairness . . .

PRESIDENT COHEN: Lothar flew all day yesterday to be with us here today, and he flies back tonight. He represents it when we say, "One day longer, each day stronger." It's my honor to present my brother, Lothar Schröder.

. . . The delegates arose and applauded . . .

BROTHER LOTHAR SCHRÖDER (Chair, ver.di Telecom & Information Technology Sector): Thank you, brothers and sisters. Thank you for the invitation. I bring you greetings from Germany, and some words to your conference.

When I was a young union activist, I was involved in solidarity work with the people of Nicaragua who raised money selling very bitter and incredibly strong coffee. And with the earnings, we financed some of the actions for the oppressed people in Latin America.

Back then, I would never imagine that I would find myself organizing solidarity actions for colleagues in the U.S., because my opinion was they do not need that.

Today, in the "Land of the Free, the Home of the Brave," people at the worksites at T-Mobile are not free. Organizing in America is organizing with fewer rights than most people around the world have. U.S. workers do not deserve this. We must not allow this, and in Germany we will not sit back and rest.

T-Mobile management in the United States must change its direction. Yes, T-Mobile is a success story in terms of new customers, but that's no excuse to abuse workers. We expect managers to respect our American colleagues precisely because of the success they have brought in the company. We expect managers to let workers themselves choose whether to join the union. And ver.di members are ashamed of how American management treats workers in the U.S. operations of our company. (Applause)

Management behavior drives workers to despair. The wireless industry is hard, we know, but working conditions are worse at T-Mobile than at AT&T Mobility, and also at Deutsche Telekom. We know about union busting. American management spends time and money to discourage the union.

Now, we know that T-Mobile US has been violating U.S. law. Activists have been disciplined and discharged because of the union activities. These are not German values, my brothers and sisters. For us it's shameful that our company permits this to happen.

Free human beings are the key to prosperity. That's why we are involved and why we stand up against this oppression, and why we fight with your colleagues in the United States against the oppression of T-Mobile US.

From my German perspective, I see that American culture is being driven by freedom-- the actions and achievements of your greatest individuals have been defined by the freedom they have to be great. In this culture, compassion and responsibility for mankind have played a prominent role. And for us Germans, one cultural characteristic is of special importance: The American willingness to fight against tyranny.

Now, when I measure T-Mobile management's behavior by this cultural yardstick, I come to the conclusion that what's going on at T-Mobile US is profoundly un-American. (Applause)

In Germany, we have more than two million members. As labor unionists, we stand for Deutsche Telekom to show respect for their efforts for working people throughout its footprint, including the U.S. We want our colleagues at T-Mobile US to have a voice on the job. We want management to commit to a reconciliation of interests and to back away from trying to reach economic goals by pressuring their workers.

We want freedom of speech at all work sites. We want collective bargaining contracts and job security for the T-Mobile workers, and we want a T-Mobile that treats the people who create the company value with respect.

The Statue of Liberty in New York Harbor reminds us of the French support for the American struggle for independence. We support the T-Mobile workers' struggle for the freedom of association. (Applause)

Our symbol is a little bit smaller. It's a figure of kicking away a dunce cap that some cuckoo managers at T-Mobile Chattanooga made their employees wear. The dunce cap is a symbol for taking away a person's dignity. Kicking that symbol has the quality of a freedom struggle, kicking the symbol of oppression. This worker is standing up for human rights, the right to be treated with dignity. She's kicking

the anti-union propaganda in captive audience meetings-- in basements, in conference rooms, and in the workplace.

I am here to assure you of our solidarity in the struggle with T-Mobile US. (Applause)

In Germany, we use any chance we can to influence the management. I and others have used our vacation to come to the U.S. to help organize T-Mobile workers. We have carried the issues to the annual shareholders' meeting. We bring working people in Germany and workers in the U.S. together in partnerships.

We organize protests in workers' assemblies. Thousands held up a red card-- you soccer fans can appreciate what that means-- to tell managers they disagree with the way it behaves in the U.S. The red cards show their feelings that managers who behave the way they do at T-Mobile US need to be taken out of the game. (Applause)

As Larry told us two years ago when Josh Coleman-- he is here-- was fired for his union activities, thousands of Germans came to the workplace with a T-shirt saying, "I am Josh." I think that's a very strong symbol that we stand behind him and we stand behind you. (Applause)

At the moment, we are addressing a petition to the German government, and in past years we have addressed the issues with members of parliament and with the government.

We bring the issue to the press in Germany and we remind the German government, which owns 31 percent of Deutsche Telekom's shares, that it must insist that international labor law be followed also in the U.S. (Applause)

Brothers and sisters, human rights and labor rights are non-divisible-- let me repeat, not divisible-- and they have to be applied all over the world. Our solidarity isn't charity, and it is not just for the sake of tradition, although I like that tradition. Our solidarity is more needed than ever, our solidarity is timelier than ever, and our solidarity is the right answer to the problems created by globalization. (Applause)

Indeed, in Germany we fear that U.S. labor conditions and management style will spread throughout our country. Today in Germany, we hear too often that managers make more money in the U.S. We hear too often that it's easier to discharge employees and relocate resources in the U.S.

Yes, it may be easier for management because in many companies workers don't have a union voice, because labor law is weak in the U.S., and because of manager tyranny, a character trait sought by many companies, including T-Mobile US.

This model of manager supremacy needs to be rolled back. Rolling back starts in the U.S. We like your movies, we like your sports, we like a lot of your goods and services. But we do not like your manager tyranny, colleagues. (Applause)

Solidarity is not a one-way street. It's a two-way street. We need each other in this global economy. That's why we need leaders who help to build bridges of solidarity.

Our most important bridge leader is Larry Cohen. (Applause) Larry is the architect of solidarity. Larry planned, built, and painted our bridge of solidarity across the Atlantic.

I am here today to thank Larry for his unbelievably strong dedication. I want to express our high regard and enormous respect for his lifetime achievements. Larry Cohen made it possible that we developed a kind of solidarity work at Deutsche Telekom and at T-Mobile US that others look upon with

envy.

We have built a type of international collaboration that is practical and that will produce concrete results. We are already being taken seriously today when, again and again, we stand for better working conditions at T-Mobile US.

This is only the beginning. They cannot ignore us anymore. They have to defend themselves publicly, and their reputation has been tarnished. Larry, that's our work together. That's your work. (Applause)

Larry, as the architect of our mutual work, you will find that the bridge of our solidarity is traveled by many. Those who travel this bridge are now building a joint house whose foundations have been laid already and whose first walls are rising. Your efforts, your actions, have delivered first results for the working people at T-Mobile US. For this, Larry, we thank you with all our hearts. (Applause)

We also thank you for the support you and CWA have shown in our labor struggles. Larry came to Germany two years ago and spoke to 12,000 striking Deutsche Telekom workers at a rally in downtown Düsseldorf, bolstering their spirits. Thank you, Larry, for this also. (Applause)

You ensured that CWA organize a demonstration in front of Amazon headquarters in solidarity with ver.di strikers in Germany who have been trying unsuccessfully to negotiate a collective bargaining agreement. We appreciate your solidarity, too.

To you at CWA, solidarity isn't a one-way street. We know this and we find courage in this. I don't believe that as Larry retires he will rest. As I have come to know him and appreciate him, I believe he will be active. Larry's a man of resistance, and he will be on our side to resist tyranny and fight against the oppression of workers.

We hope, Larry, that you will find time for yourself, and we hope to stay in touch. Many, many thanks to you. (Applause)

This Convention will choose Larry's successor. I know that Chris Shelton will likely become President of the CWA. Chris, I wish you a successful election and a good start in your new term. I wish you success along the path that Larry built and along your own path that you will forge. I want to assure you, Chris, you are not alone. You can count on ver.di, you can trust our activists, and we will be on your side, too.

And to the workers of T-Mobile, I want to say that history has shown that tyranny and oppression do not last forever. They will not prevail. It may take awhile, but, at the end, freedom will prevail.

Let's dream together. Twenty years from now, our grandchildren will ask us how it happened that the working conditions at T-Mobile US are so good. And we will tell them, with a tear in one eye, "We have fought for a long time for this. Only perseverance made it possible. It took many small steps of brave activists who would not stop fighting for justice." And in our dream, some of our grandchildren decide to stand up and fight for justice because they understood that justice is what the world needs and what changes the world for the better.

As Larry keeps telling us, "One day longer, each day stronger." Thank you, Larry. Thank you, CWA. Solidarity forever. Thank you.

. . . The delegates arose and applauded at length . . .

BROTHER SCHRÖDER: And my colleague Josh Coleman is next. (Applause)

BROTHER JOSHUA COLEMAN: Thank you, Lothar.

Good morning, brothers and sisters. Lothar is amazing. As Larry mentioned, he spent a four-week vacation three summers ago in Nashville, Wichita, and Albuquerque, organizing with CWA in over 100 degrees in both Nashville and Wichita. Thank you, Lothar, for your dedication, for your inspiration, and for your perspiration. (Applause)

My name is Joshua Coleman. I used to work at the T-Mobile call center in Wichita, Kansas. And for three years, I was a high performer at the call center. I was awarded many prizes for my metrics.

I was also an activist. I attended the CWA Customer Service Conference in October 2010, where I first met ver.di leadership. I met Lothar in the summer of 2012 during his days organizing in Wichita. That fall, CWA and ver.di created workplace-to-workplace partnerships to inspire U.S. activists and spread the word in Germany. Now we have eleven partnerships.

Ver.di activists from the Dortmund call center visited Wichita in March 2013. I gave an interview with a local TV station and expressed worker concerns about job security, and I welcomed my brothers and sisters from Germany.

In early May 2013, I twice posted comments on Facebook about how the company made our job hard, how it had frozen wages and had eliminated employee benefits. Days later, I was fired on May 9, 2013, allegedly for calling back a customer too many times.

In the NLRB trial in 2014, Wichita HR admitted to fabricating reasons to discipline me. After my firing, ver.di's support was incredible. It lifted me up. Members publicized my firing during a day of solidarity, activists distributed literature and T-shirts, "We are all Josh," with my picture on it at 22 workplaces covering 10,000 workers. (Applause)

Everywhere there were pictures of ver.di's amazing solidarity, and the actions were covered by at least five newspapers. Then ver.di invited me to address worker assemblies in three cities-- Bochum, Munich, Manheim-- and I had the opportunity to speak before 4,500 workers to tell my story. This is the power of the partnership.

Ver.di's goal has been to get all 120,000 Deutsche Telekom workers on the same page in terms of its companies' treatment of workers in the U.S. I participated in that education at the 2014 shareholders meeting in Cologne, Germany, last year. Ver.di in general and Lothar in particular have been there for T-Mobile workers. We know you have our back.

After my firing, others were fired or pressured to quit in Wichita. There is tremendous fear at T-Mobile workplaces. Lothar's support, ver.di's support, and our partnerships have been critical to rebuilding our organizing committee in Wichita and in nurturing activity all over our country.

The partnership with ver.di cuts through the fear and turns management actions into campaign tactics. We have allies, we are partners, and we are friends.

Larry, as you move to the next chapter in your remarkable career, I want to thank you for your leadership and building with you and forging the partners, especially in giving hope to workers in oppressive conditions. You and Lothar had the foresight to know the power of worker-to-worker exchanges. You have inspired a core of TU activists who continue to fight for workers at T-Mobile. Thank you.

Lothar, on behalf of TU members across the country, I present you this plaque for all you have done for the TU partnership and TU members. The inscription here reads:

"To Lothar Schröder, in grateful recognition of your solidarity. Your commitment and dedication to organizing workers at Deutsche Telekom around the world sets an example for all of us. The members of ver.di have embraced the workers at T-Mobile US as members of their own union. We are humbled by your commitment and engagement, and proud to call you our brothers and sisters."

Signed Larry Cohen and the members of the Communications Workers of America.

. . . The delegates arose and applauded at length . . .

BROTHER COLEMAN: Thank you, Lothar. Thank you, Larry. Two great men. (Applause)

BROTHER SCHRÖDER: Thank you for that. I understand it's in German, too, on this side. We may use different languages, but we have the same mindset, you can be sure. (Applause)

PRESIDENT COHEN: I want to thank Josh Coleman for his continuing commitment. He continues to represent the movement we are building, working for the Sunflower Alliance in Wichita, bringing together our local there, and community activists in an amazing way. Josh himself represents "One day longer, each day stronger."

And, Lothar, thanks again for coming here, but more so for your brotherhood and the brotherhood and sisterhood of ver.di. And we will be with you in the fight against Amazon. The Washington Post is owned by the same owner, Jeff Bezos. We have a fight there. These fights unite us across the world, and I know that you will inspire us to be united wherever in the world we need to be. Thank you, Lothar Schröder. (Applause)

As I mentioned, in the last two years in new bargaining units, 19,000 have joined our union. We can imagine what it would be if we didn't have the kind of conditions we just heard about at T-Mobile. We would have 19,000 at T-Mobile alone. But this is a moment when we celebrate so many of you and workers like Josh Coleman who, despite the fear, have the courage to rise up.

And it's my pleasure to bring our sister and our Organizing Director, Sandy Rusher, to the podium. Sandy has been an organizer since she was a teaching assistant at the University of Texas and an early pioneer in the Texas State Employees Union, now 11,000 strong, the single largest local union in the CWA. (Applause)

Sandy has been an organizer most of her life. She is the most amazing organizer in this amazing organizing union. She never gives up. She was the force behind American Airlines that we will hear more about. Never gave up for 18 years. Had a child, a baby, raised that baby and sent her to college, and still never gave up at American Airlines. (Applause)

"One day longer, each day stronger," that's Sandy Rusher, and it's my honor to present her to you. (Applause)

SANDY RUSHER (Senior Director of Organizing): Detroit has a special place in my heart for a lot of reasons. I mean, it's an incredible city, once the wealthiest city in the United States because of the auto industry and the auto workers. But in my little world, one of the reasons is because, when Larry was the organizing director in 1996, it was here that this body passed a Constitutional amendment that we would put 10 percent of our national resources into organizing.

It was an incredible day, and I recall it well, here in Detroit. And under Larry's leadership, that passed. And people have had the trust, because of Larry and the Organizing Department, that we would put that to the best use possible.

And I have tried to do that as Organizing Director. Larry would say I'm a little bit too tightfisted with those resources. But because of that and because of the work you all do, we have organized, over the last two years, in the worst organizing climate ever, 19,000 people into CWA. So, incredible work. (Applause)

As organizing gets harder and harder, it's especially important today to cheer on the great work and to mention just some of our milestones and accomplishments over the last two years.

Just because organizing is harder, our dreams and our hopes and our commitment to figure out how we keep the movement for economic justice alive is not diminished. As Larry says-- and I keep saying it to myself some days when it's really, really dark-- "It's hard but it's not hopeless."

So, to tick off a few of our accomplishments since we last met, first, let's give it up for our wireless organizing. Incredible work. (Applause and cheers)

There has been a wave of wireless retail worker organizing and voting to be part of CWA, both through NLRB elections and through card check elections. Locals have been reaching out and finding this mostly young workforce eager to become part of something. From our first formally recognized group of retail workers at T-Mobile, Metro PCS in Harlem, to Verizon workers in stores in New York and Massachusetts, to AT&T Mobility retail workers from Georgia to North Dakota, to Cricket wireless workers from Texas to New Jersey to Nevada, in total we have organized 1,320 retail workers in 144 retail stores across the country.

The Locals that have been involved in that, if you would stand up. (Applause) Retail organizing locals, stand up and give yourselves a hand. A lot of them are over here standing up. (Applause)

Through building a long-term relationship with CWA members in New Jersey, the Camden County Council #10 affiliated with CWA. Local 1014 is the new local that grew out of that affiliation bringing almost 1,400 new members into CWA's ranks to be part of the fight back there in the assault on public workers, and they are now organizing other units to grow CWA's presence in Camden. Let's welcome to our CWA family Local 1014. (Applause)

Because of the work you all did on changing the Senate Rules so that we could finally have five members appointed to the National Labor Relations Board, we have not only gotten some great decisions but also some important rules changes.

A full board delivered critical decisions including a finding of "Guilty" at T-Mobile on anti-union corporate policies (applause), telling CNN finally to hire workers back, pay them back pay, and recognize the union at CNN-- we are still fighting that one (applause)-- and allowing employees to communicate in organizing campaigns by e-mail at Purple Communications and changing the election rules so elections happen more rapidly.

Those rule changes are critical. Since they were made less than two months ago, we have filed for three NLRB elections and all have gone from filing to election in 19 to 29 days after we filed. That means that workers don't have to suffer through month after month, day after day, of being harassed and intimidated.

In just the last two weeks under the new rules, we have welcomed in 175 Red Cross employees and 730 St. Luke's Health Care workers into CWA. So, congratulations to Locals 2201 and 1168. (Applause) And let's recognize ourselves and Larry's leadership for being able to get five NLRB members seated. (Applause)

As a result of this body and the decisions you've made, we have established Strategic Industry Funds and the Growth Fund, and have been able to fund a number of organizing initiatives. These vital decisions about how we use our resources have allowed CWA to innovate, to take chances, and to build for the future of our union.

Just a couple of the organizing campaigns we've been able to fund through the Growth Fund: The Jobs to Move America initiative where IUE-CWA has partnered with five other manufacturing unions and numerous community organizations to try to organize an entire industry in public bus and railcar assembly by incentivizing the use of public transit dollars to be used to fund companies that have "high road" employment policies.

Our Growth Funds have also allowed us to partner in unique ways with global unions and U.S. community organizations here in the U.S. to take on the finance industry. Here we are building the Committee for Better Banks and working with finance workers around the world whose banks operate non-union in the U.S., but where U.S. banks operate union in their countries.

And finally, of course, we have had lots of organizing activity in the airline sector. AFA-CWA supported 90 flight attendants at Silver Airways who quickly organized and won their election the end of last year. (Applause) And this year AFA has initiated an ambitious organizing program under the banner "Unite All Flight Attendants." (Applause)

This past year, as Larry said, we also won at American Airlines-- an election of customer service agents who had been working for years for a voice. I couldn't be prouder of the activists and the CWA organizers at every level, from volunteers to local organizers to national Organizing and support staff, and each of you who supported this campaign. The way you worked together and your commitment to stick with it day after day, week after week, month after month, year after year, represents the heart of CWA.

And then after we won that election for 15,000 people, we didn't take a breath but moved straight into organizing American's regional carrier Envoy, or what used to be American Eagle, 5,300 workers doing both above and below the wing work at 114 locations across the country.

Here again, I don't know any other union that could move with the intensity, the grit and the dedication that our organizing folks-- this time including organizers from our Envoy Flight Attendant group. In just six months we have built an activist core and majority support, even where it's at over 50 percent turnover annually because the pay and working conditions are so horrific there.

Because of that work, we filed for an election with the National Mediation Board last month and we expect that those 5,300 people will be voting this summer. (Applause) So, let's celebrate those successes and ourselves for our commitment to building our movement.

We are now going to be recognizing a group of locals for their special success in organizing. In either one or both of the past two years, these locals were able to support over 100 workers in gaining formal recognition for a voice at work. CWA's organizing program is built on locals like these.

I'd like to ask Carolyn Wade, President of Local 1040 and Chair of the Executive Board Organizing Committee, to read the list of locals who will be recognized. It is fitting that Carolyn should read this because her local, Local 1040, has won this more times than any other local-- winning it a total of 16

times. Carolyn? (Applause)

DELEGATE CAROLYN WADE (Local 1040 and Chair of the Executive Board Organizing Committee): It is certainly my pleasure to present the organizing awards. More than 300 locals have received this award at least once. Each local will receive a \$1,000 organizing subsidy as well as a plaque for the current year.

Locals who have more than 300 Locals have received this award at least once. Each local will receive a \$1,000 organizing subsidy as well as a plaque for the current year. Locals who have won this award 5, 10, and 15 times-- Local 1040-- will receive \$5,000. So join me as we congratulate these locals:

Local 1039 - Trenton, New Jersey, organized over 300 auto cab owners/operators. (Presentation- Applause)

Local 1101 - New York, New York, organized over 28 national account reps at AT&T Mobility, 10 workers at Cables & Chips and 7 at Gotlieb and Associates, 21 techs at Endeavor Communications and 30 at Speedwire, 29 workers at G-tech and 9 Metro PCS retail employees. This is the tenth time the local has received this award. (Presentation - Applause)

Local 1109 - Brooklyn, New York, organized 37 techs at Corbell, 5 workers at Time of Day Media, 65 Verizon Wireless retail workers. (Presentation - Applause)

Local 1126 - Utica, New York, has organized 730 Service and Maintenance employees at Faxton St. Luke's Health Care. (Presentation - Applause)

Local 2201- Richmond, Virginia, organized 174 employees at American Red Cross Mid-Atlantic Region. This is the fifth time the local is receiving this award. (Presentation - Applause)

Local 32035 - Washington, DC, 34 employees at AFT NEROP, 60 call center workers at RAINN, Rape, Abuse and Incest National Network, and 13 workers at In These Times. (Presentation - Applause)

The following Locals jointly signed up a majority of 120 retail workers at AT&T Mobility in Georgia: Local 3201 - Albany, Georgia; Local 3217 - Macon, Georgia; and Local 3220 in Savannah, Georgia. (Presentation - Applause)

Local 4202, Rantoul, Illinois, organized 77 Cricket Wireless workers, 33 AT&T Mobility retail employees, and 6 AT&T Mobility network employees. (Presentation - Applause)

Local 4340 - Brooklyn Heights, Ohio, organized 39 workers at Crewforce, 90 workers at Cuyahoga County Clerks of Court employees, 3 employees at PI Technical, and 5 at Wain Security. (Presentation - Applause)

The following locals worked together to sign up a majority of 340 Cricket Wireless retail workers in Texas:

Local 6110 - Laredo, Texas;
 Local 6132 - Austin, Texas;
 Local 6137 - Corpus Christi, Texas;
 Local 6143 - San Antonio, Texas;
 Local 6206 - Temple, Texas;
 Local 6222 - Houston, Texas;
 Local 6229 - Harlingen, Texas; and

Local 6733 - El Paso, Texas.

Local 7202 - Hibbing, Minnesota, organized 120 employees at New Partners Teleservices.

The following locals organized 112 Cricket Wireless retail workers in Colorado:

Local 7708 - Colorado Springs.

Local 7750 - Littleton, Colorado; this local also organized 31 AT&T Global Network employees.

Local 7777 - Denver, Colorado. This local also organized over 600 taxi cab drivers.

Local 59053 - Burbank, California, organized 34 FOX employees and 100 workers at E! Entertainment News/NBC. (Presentation - Applause)

The following locals worked together to organize 14,500 passenger service agents at American Airlines: Local 1171, Local 2252, Local 3010-- and this local also organized 19 AT&T Mobility retail workers in St. Thomas and 6 warehouse AT&T Mobility employees in Puerto Rico (applause)-- Local 3140, Local 3640, Local 3641, Local 6001, Local 13301, and Local 13302. (Applause)

Delegates, would you please join me in congratulating these locals for their accomplishments, and all the locals who in the past two years have supported workers as they have tried to gain a voice. (Applause and cheers and whistles)

PRESIDENT COHEN: Thank you, sister. Now, to present the President's Award for 2015. "One day longer, each day stronger." I use this to describe what we do when we refuse to give up. The winners of the President's Award for organizing this year are the embodiment of that.

The resilience, determination, and hope displayed by these workers has been an inspiration to me and to all of us. As I mentioned, 18 years ago, a group of American Airlines customer service workers came to CWA with a petition signed by hundreds of co-workers, asking if CWA would support their organizing. They were inspired by the 10,000 customer service workers at US Airways who that year had won their election with CWA.

Little did they know in 1997 how their futures would depend so much on each other. The 17,000 American Airlines passenger service workers had an election in 1998. The anti-union campaign was vicious, particularly considering this was a company that had a union workforce. The company targeted our leaders, spent millions of dollars, encouraged workers to rip up their ballots because, at that time under the Railway Labor Act, you had to win by getting a majority of eligible voters to vote yes, and if you didn't vote, you were counted as a no.

Under normal election rules in any democracy, we would have won that election. But under these outrageous rules, we fell short. But they didn't back down. Hundreds of them came forward to write declarations about the illegal behavior of the company.

And they never gave up. They kept building broader and deeper support, and were getting ready to file for another election before September 11, 2001. And while September 11th turned all of our lives upside down, airline workers were particularly hard hit. American Airlines closed reservation offices, outsourced work, and laid off airport workers.

Throughout this time, the activists at US Airways encouraged and supported American workers, traveling to AA work locations to tell their story, speaking on conference calls together, and working on issues together.

In the face of that, the activists at American decided if they couldn't have an election, they wanted to be part of CWA. So they built a membership group that, even without collective bargaining, could still organize around issues, keep the company from making an assault on their work group and train stewards how to use the in-house grievance procedure.

Hundreds of them paid dues using bank drafts and credit cards and built their union, the Association of Passenger Service Agents, CWA 6001, from 2004 through 2010.

Finally in 2010, the National Mediation Board normalized elections so a majority of those voting decided the outcome. They immediately sprung into action and stepped up organizing.

We filed for an election in December of 2011, the week after the company filed for bankruptcy. In spite of the fact that American was in bankruptcy, they spent unlimited money to block a vote. They held up the election through a series of legal maneuvers, including refusing to turn over the names and addresses of the eligible voters.

In the meantime, they used the excuse for the bankruptcy to outsource work all over again. They opened new locations of home-based reservation agents and got them included on the eligibility list, knowing that we couldn't locate them. When the 9,500 American agents finally got their election, we lost by 150 votes.

Throughout that time, the US Airways locals provided critical help. I remember Vickie Hoots, President of Local 3641, whose local members had done a number of phone banks, reaching out to the AA group, talking about how she and her members were crying when they heard about the loss.

Then US Airways announced they were going to merge with American. The 6,500 CWA customer service employees and members at US Airways would merge with the 9,000 at American. They would have to vote together if they would have a union. Everything the US Airways agents had fought for was on the line. They had three elections of their own from 1995 to 1999, survived two bankruptcies, fighting to hold on to what they had from their first contract. Everything was on the line.

The two groups began working together. The American Airlines leaders had new hope and inspiration that this time they could win. Many of the leaders at American, through the darkest days, never gave up.

Richard Shaughnessy from Miami, who is now on the bargaining committee, spoke to our convention in Miami in 1999, along with US Airways activists. Richard went on to build the membership organization and serve as President of that local for many years because, as he said, they were not giving up. They would be in this one day longer.

So many others that I could shout out, like Annette Rocco from Hartford. Even though before the past two elections, her job had been contracted out and she wasn't working there anymore, she remained active. Annette turned out all the furloughed workers from Hartford's airport and other locations.

Rosemary Capasso from DFW was targeted for her activism, worried she might be fired and lose her benefits, considered taking the early out offer, but decided no matter what we might lose, we wouldn't give up.

Mike LoVuolo who organized nonstop for 20 years after he was fired. And on and on with the individual and personal stories of these folks and their courage.

And it wasn't just the length of time they had to work at this. There were many challenges. This is a work group mostly in the South. Texas, North Carolina, and Florida are the biggest states, places many

people think it's impossible to organize. They were in 55 different work locations from San Juan to Seattle, 2,600 working at home, so we had to knock on their doors to find them.

"One day larger, each day stronger." And on September 16th last year, we won by a huge margin, 86 percent voting yes. (Applause and cheers) It was a day none of us will forget.

So many Locals have provided support over the years. So join me in congratulating US Airways and American locals who make up the new American Airlines customer service group in receiving the 2015 President's Organizing Award. (Applause)

Local 6001, Local 1171, 2252, 3010, 3140, 3640, 3641, 13301, 13302. We welcome them all, and Richard Shaughnessy, please come up. We can't have everybody speak, but nobody better represents this group than this man, who I have known for 20 years. He has never stopped. I bring to you the President of Local 6001, Richard Shaughnessy. (Applause and cheers)

DELEGATE RICHARD SHAUGHNESSY (Local 6001): Everyone, I am deeply humbled. I am a worker at the Miami International Airport. My dream, as Larry has said, "One day longer, one day stronger," happened. I got this organizing campaign off my bucket list in life. It's over. We won with the largest union victory in the South in a decade. (Applause and cheers) Thank you.

I can officially say that I am a proud graduate of the Sandy Rusher/Larry Cohen School of Organizing. Everyone, thank you very much and, more importantly, thank you to the members out there and to the leadership of CWA for funding our campaign for over two decades. Thank you very much. I love you. (Applause)

PRESIDENT COHEN: So, thanks to all that we recognize here and to all of you. We never give up on organizing. We never give up on bargaining the best contracts. We never give up on building this movement. "One day longer, each day stronger." Thank you all. (Applause and cheers)

Okay. Now with your support, we would like to change the order of the day slightly, and return back here at 1:30 instead of 2:00. So that motion is on the floor. Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT COHEN: All those in favor, signify by raising your hand. Down hands. The Convention is adjourned until 1:30 p.m.

. . . Thereupon, the Convention recessed at 11:59 a.m. . . .

MONDAY AFTERNOON SESSION

The Convention reconvened at 1:42 p.m., President Larry Cohen presiding.

PRESIDENT COHEN: Delegates, take your seats. Before I forget, a delegate dropped his driver's license. It looks like a real one. New York State, Robert Andruszko. So, Robert, if you are here, your license is here, right here. There are also some black glasses lost by the water cooler. That's not quite as important.

We now begin the election of officers, and first I will call on our General Counsel, Jody Calemine, to describe the process.

GENERAL COUNSEL JODY CALEMINE: Delegates to Convention, good afternoon.

The CWA Constitution makes a provision in Article XV for the election of International Officers, District Vice Presidents, National Vice Presidents, and At-Large Diversity Board Members. The term of office shall be four years or until their successors have been duly elected and qualified.

The election will be done in accordance with the following procedures:

International Officers and At-Large Diversity Board Members shall be elected by secret ballot of the Delegates to the Convention today, beginning 45 minutes after we recess, and following for two hours.

Nominations for the position of President, Secretary-Treasurer, National Vice Presidents, and At-Large Diversity Board Members will be conducted here in the Convention Hall during the Convention session.

The District Vice Presidents shall also be elected by secret ballot today at the same time. Nominations will take place fifteen minutes, for those District Vice Presidents, after the Convention recesses today in the assigned District meeting rooms.

The sequence of nominations is as follows: President, Secretary-Treasurer, Telecom and Technology Vice President; Public Healthcare and Education Workers Vice President; At-Large Diversity Board Member for the Northeast Region; At-Large Diversity Board Member for the Southeast Region; At-Large Diversity Board Member for the Central Region; At-Large Diversity Board Member for the Western Region; and then, as I said earlier, fifteen minutes after recess of Convention today, the District Vice Presidents.

The rules affecting eligibility of nominees and voters state that:

First, only those members of the Union in good-standing, who are not barred by law, shall be eligible to hold elective office.

Second, only delegates to the Convention who have been elected by secret ballot among the members of their Local and who have been duly certified by the Credentials Committee to the Judge of Elections shall be eligible to vote.

Nominating speeches shall be limited to three minutes in length and the one seconding speech for one minute.

Delegates who are making nominating and seconding speeches will do so from the Motions mike, Microphone No. 1. When it's your turn, pick up the phone and announce yourself to the Parliamentarian.

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

The following provisions apply to voting procedures. And as I just said earlier, please listen carefully as the voting procedures have been changed.

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

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

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

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

All voting will take place at Cobo Hall, adjacent to the vendor area.

Delegates must identify themselves to the Sergeants-At-Arms to enter the voting area. A delegate's Convention badge and photo identification shall serve as sole verification of their identity for the purpose of determining their right to vote. Delegates are not permitted to use the badge of another delegate.

There will be ten (10) stations where delegates will retrieve their ballots.

At the ballot station, the teller will inform the delegates of their duly accredited votes and present each voting delegate with their ballots. Various denominations of ballots will be used. Each delegate will receive a sufficient number of ballots that equates to his/her voting strength. No single ballot will identify the delegate's total voting strength. The number of votes associated with each ballot will appear on the ballot.

Let me give an example. If the delegate voting strength is 386 votes then that delegate would likely receive three ballots. The first one will equal 300 votes, the second will equal 80 votes, and the third will equal 6 votes. The delegate must mark each ballot and vote-splitting is not permitted. You must vote for the same candidates on all your ballot denominations, or your vote will be invalid. Unmarked ballots will not be counted.

Staying with this example of the three ballots, the delegate would be handed three ballots and will be asked to verify the accuracy of their voting strength and be required to sign a receipt indicating that he or she received the correct number of votes on the ballots on the three ballots they received, or whatever the number of ballots you received is.

Voting strengths for the Telecom and Technology (T&T) and Public, Healthcare, and Education Workers Vice President positions differ from voting strengths for other national officers. For this reason, those delegates eligible to vote in the T&T or Public Workers election will receive a separate set of ballots for those races at the same ballot station where they receive their other ballots, following the same process. Except for these sectors, which have separate ballots, all races will appear on the same ballot.

If a question arises as to the delegate's identity or the number of votes he or she is entitled to cast or other matters, the delegate shall be directed to the Judge of Elections who shall consult with the Credentials Committee, if necessary, before deciding the question.

Only one delegate will be allowed in a voting booth at a time. Upon receiving a ballot, the delegate will go into the voting booth, fill in the box next to the name of the nominee they choose on the ballots for each election that they are voting on. The voting delegate will then deposit the ballots in the ballot box, which will be past the ballot voting area.

If a delegate makes a mistake in marking the ballot, the delegate should obtain a new ballot from the teller. The spoiled ballot must be surrendered to the teller before another ballot is issued. Any erasure, cross-outs, changing of the number of votes, or other alterations will cause the ballot to be voided and declared invalid.

Delegates are reminded that the polls will open 45 minutes after recess and close two hours later. Any delegate waiting in line at the time of the poll closure will still be permitted to vote.

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

The Observers, who must be CWA members and designated by the candidates, will be permitted to view the distribution of ballots, balloting and tabulation. This will include, among other things, the opportunity to view ballots that have been cast; a maximum of two observers in the voting station area; and a maximum of one observer in the tabulation area.

Observers will not be allowed to touch or handle ballots at any time or interfere in any manner with the tally process.

Observers and known candidates were provided with the opportunity for an explanation of the balloting and tabulation process at a meeting held yesterday.

Observers must remain in the ballot-counting area until the count is completed. For efficiency purposes, some scanning of ballots-- but not their tabulation-- may begin prior to the close of polls. No cell phone, laptops or iPads use will be permitted in the voting area.

In order to be allowed into the designated areas as an observer, individuals must register with the Chair of the Credentials Committee. Only individuals presenting evidence of their registration with the Credentials Committee will be allowed into the areas designated for observers.

After the polls close, the ballots will be counted and the results of the election will be posted outside the voting area and in the lobbies of the Marriott Renaissance Center, Westin Book Cadillac, and Detroit Downtown Courtyard and announced by the Chair on Tuesday morning.

If no one nominee receives a majority on the first ballot, a run-off election shall be conducted and the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot.

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

If a run-off election is necessary, the notice for the run-off will be posted with the election results. The

run-off will be conducted starting one hour after the results of the first election are posted. The election will then be conducted for the following hour.

I will now turn the meeting back over to the Chair. Thank you.

PRESIDENT COHEN: Thank you, Jody.

At this time-- actually, before I start, I just want to reiterate one thing he said, because we have a lot of nominees. The nominator has three minutes, and you are cut off. The seconder has one minute and is cut off.

At this time, nominations for the Office of President are open. For that purpose, the Chair recognizes Keith Purce, Local 1101.

DELEGATE KEITH PURCE (Local 1101): Hello and good afternoon, brothers and sisters. I rise to place in nomination for President of our great union the name of Christopher M. Shelton.

Chris has been a proud member of Local 1101 for 47 years. He left our local 27 years ago to work for the National union, and before he left, his abilities, his courage, and his intelligence were legendary.

When members of 1101 needed help, Chris Shelton was always there. He had an extraordinary way with employers and with members. He never shied away from doing what had to be done to protect the membership.

When he went to the National, the legend continued. He excelled in every job he took on at the District Office, from Staff Representative, to Area Director, to Assistant to the Vice President, to Vice President of the largest district in CWA.

The locals in District 1 have nicknamed Chris CWA's "Roaring Lion," because of his fiery speeches which mobilize members like no one else. (Applause)

Chris has led fights everywhere, with employers like Verizon, the State of New Jersey, the City of New York, health care, Cable Vision, Frontier, the newspapers, the printing sector, AT&T, and on and on and on. He also has developed close relationships with state legislators, governors, U.S. Representatives, and Senators.

Chris has united District 1 like it has never been united before. There are no divisions, regardless of what sector or part of our union you come from. Under Chris' tutelage, every single member is equal and important. As President, he will unite this entire union the way he has in District 1.

CWA Local 1101 is extremely proud of our brother, and this union could not have a better person as President. I urge you to vote for CWA's "Roaring Lion" and support Christopher M. Shelton as the next President of our great union. Thank you.

. . . The delegates arose and applauded at length . . .

PRESIDENT COHEN: For a seconding speech, I recognize, at Microphone 1, Delegate Williams.

DELEGATE KENNY WILLIAMS (Local 9510): From Orange County in the great state of California.

Chris Shelton's spirit, fire, and passion can no longer be contained on the East Coast. That spirit, fire, and passion has blazed across this country all the way to the Pacific Ocean and beyond.

Brothers and sisters, we are under attack, and we need a warrior to fend off those attacks. Brothers and sisters, we need a warrior to take on the one percent, who believe in the "Robin Hood in reverse" concept, or robbing those in need to give to those in greed. We need a warrior to get in the trenches to fight the hedge fund managers, the CEOs, and all the rest of the 21st century robber barons.

Brothers and sisters, please stand with me as I second and support the nomination of that warrior and the next President of the Communications Workers of America, Christopher M. Shelton.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the Office of President, the Chair declares Chris Shelton is elected. Is there a motion from the floor to elect Chris Shelton as President by acclamation? (Applause and cheers)

It's been moved and seconded. All those in favor, signify by raising your hands. Opposed. The motion is adopted. Chris Shelton is elected President of the Communications Workers of America.

. . . The delegates arose and applauded, chanting "Chris, Chris, Chris, Chris, Chris, Chris, Chris, Chris" . . .

PRESIDENT COHEN: At the end of all the nominations today, before you leave the hall, I will swear Chris in as the President.

The next order of business is the election of Secretary-Treasurer. For the purpose of placing an individual in nomination, I recognize Delegate Kennebrew. Microphone 1.

DELEGATE CARL KENNEBREW (IUE Local 755): Brothers and sisters, we have a long proud history of being the force of working families in this country. And through our history, we have honored and lived by the concept of seniority, the concept that your hard work and experience move you forward in your workplaces and in your union.

Before being elected President of my local, I held many other positions. I worked my way up through the ranks for years, gaining knowledge and experience and earning the respect of my brothers and sisters until I had the experience necessary to run for President of my local.

I come before you today to speak in support of a woman who has worked her way up through the ranks of this union for almost 40 years-- nearly 40 years of seniority, 40 years of fighting for the members of CWA, 40 years of working her way up and learning, 40 years of experience and knowledge, and 40 years of caring.

Brothers and sisters, Annie Hill, the Secretary-Treasurer of our great union, did not get that position by accident, and she certainly wasn't given her position as one of the top two leaders of CWA. She earned it through many hard years of work. She earned it with her hard work, just like we have earned these delegate positions we hold today, which is what seniority is all about.

Annie also earned our great respect in the years since she initially ran for national office on the ticket with President Cohen and Jeff Rechenbach, and then again when she put her union first and gave up her

elected position and ran as Secretary-Treasurer. She has worked tirelessly for all of us and with all of us to make our union better.

I am here today as a Local President to tell you that Annie Hill has always worked her way to resolve problems quickly and efficiently.

She has overseen huge and necessary changes in our dues system to move our union into the 21st century.

I know as a local officer, that the easy course is to keep doing things the way it's always been done, even when that course isn't the best one. If you don't make changes, you don't risk criticism.

The hard thing to do is make the changes that we need, the ones that need to be made, and take the heat that comes from the process of working through those changes. Annie Hill has done that and she has stood up through that process and worked to move us all forward.

For Annie, working together isn't just a slogan; it's who she is. She represents everything that makes us the incredible union we have. She has the experience, knowledge, passion, and desire to build constituencies.

Under her leadership, the CWA general fund has been stabilized, the Headquarters is generating revenues instead of costing us money, and the CWA pension fund is now 100 percent funded, and the financial transparency in this union is like it has never been before.

Brothers and sisters, it is my great honor and pleasure to stand before you today and do the right thing and nominate Annie Hill as Secretary-Treasurer of CWA.

. . . The delegates arose and applauded at length . . .

PRESIDENT COHEN: For seconding the nomination, I call on Delegate Wojtowicz, Microphone 1. Go ahead.

DELEGATE SHARI WOJTOWICZ (Local 7250): I rise to second the nomination of Annie Hill for the office of International Secretary-Treasurer.

I met Annie 25 years ago when she first came on staff in Minnesota. She was a pioneer for women in her job as a technician, and continues to be a role model for me and many other women rising into leadership roles in our locals and districts.

Annie has been a forward-thinking leader, recognizing the need for changes in CWA's focus as we continue to evolve as a union.

Helping grow the Next Generation Committee and with her involvement in Human Rights programs, Annie recognized the need for basic union education that many of today's younger adults didn't get in school, especially in the rapidly growing wireless industry.

Creating the Unity at Mobility Program has helped bridge that gap, training thousands of CWA workers on basic union education. Unity at Mobility has brought out new, primarily younger leaders who are the future of CWA.

Please join me when you go to the polls and vote to elect Annie Hill International Secretary-Treasurer. (Applause and cheers)

PRESIDENT COHEN: For the purpose of placing an individual in nomination, the Chair recognizes Carl Hall. Delegate Carl Hall, Microphone 1.

DELEGATE CARL HALL (Local 39521): Fellow delegates: I am Carl Hall, an executive officer in the Pacific Media Workers Guild, TNG-CWA Local 39521, and I proudly rise to nominate our member, activist, organizer, and leader, Sara Steffens, for CWA Secretary-Treasurer.

I heard about Sara long before I met her. We were a few weeks into trying to organize the *Contra Costa Times* in California, and everybody I talked to in that workforce said the same thing: "If you want to win, you got to get Steffens." She was the newsroom leader there. "Everyone respects her," they said, "and you need her on your side." It was good advice.

I spoke with Sara, and she quickly and immediately, in fact, jumped into that campaign. She was the spark we needed.

Management launched the most aggressive kind of campaign that we have seen, directing all the abuse toward her and her colleagues in the workplace, and she stood up to them. She kept her co-workers united for nine months and, believe it or not, we won against all odds, no challenges.

And I can tell you it never would have happened without Sara's leadership and grit. The management, furious, fired Sara under the cover of a phony layoff-- a nine-year award-winning employee.

When Sara's husband, who is sitting right there taking pictures, Mike Kepka, and if he knows what's good for him, he will verify the quote. He said, "Was the union stuff worth it?" And she responded, without missing a beat, she said, "Yes. One hundred times, yes. I would do it again, every bit of it."

Despite the fact that she had lost her job, Sara's co-workers elected her Chair of the Bargaining Committee. How often have you seen that? She led that bargaining, and after 12 months, against all odds again, we won. We got a first contract at the Bay Area News Group East Bay, one of our proudest achievements in the Guild.

She kept on organizing, spearheading one campaign after another, and soon enough, she was appointed staff in a hybrid position with the unusual assignment of representing both TNG, the Guild, and the Telecom locals in District 9.

She has handled every imaginable challenge in her union career-- organizing, bargaining, grievances, arbitrations, mobilizing, and most recently as our sector's Secretary-Treasurer. She oversees a \$10 million operation.

I have been in the union business for 40 years, and I have never seen or worked with a more skilled and dedicated leader than Sara Steffens. She has the experience, the skills, and the persistence to get the difficult and even the impossible jobs done.

I am deeply honored to nominate her, our member of Local 39521. I urge you to vote for Sara Steffens for Secretary-Treasurer. Thank you, Mr. President.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Sara Steffens has been nominated. And to second the nomination, the Chair recognizes Delegate Session, Microphone 1.

DELEGATE ANETRA SESSION (Local 6327): Brothers and sisters, I stand to second the nomination of Sara Steffens for Secretary-Treasurer of our great union.

Sara is a courageous, committed, relentless union leader who has shown her grit and determination over and over again throughout her union career. Sara risked her job when she first organized her work group, and has now given up her position as Secretary-Treasurer of TNG-CWA to run for this position.

She understands and is comfortable with technology, respects the challenges locals face, and understands what we need from National to do our work.

I urge you to vote for the future, vote for Sara Steffens. (Applause and cheers)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

If not, the Chair will entertain a motion to close nominations.

. . . A motion was made from the floor . . .

PRESIDENT COHEN: Second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT COHEN: Moved and seconded. All those in favor of closing nominations indicate by raising your hands. Down hands. Opposed? The nominations are closed.

We have in nomination for Secretary-Treasurer two individuals, Annie Hill and Sara Steffens. This election will be conducted in accordance with the instructions you have been given.

The next order of business is the nomination for Telecommunications and Technologies Vice President of CWA. For the purpose of placing an individual in nomination, I recognize, at Microphone 1, Delegate Abbott.

DELEGATE STEVE ABBOTT (Local 7108): Thank you, Mr. President. Greetings, brothers and sisters, Executive Board, retirees, and guests. It is my great honor to stand before you today to place the name of Lisa Bolton in nomination for Vice President of the Telecommunications and Technologies Sector.

I have known Lisa for almost 20 years, I from a small Iowa local, she from a large Colorado local, 7777, in Denver.

Lisa has a rare ability to dissect issues, breaking them down, and then aligning strategies to conquer them. Her 33 years of union activism brings assurances that she has encountered many obstacles but persevered. She has isolated barriers, eradicated them, dislodged doubt, when organizing two large successful organizing drives involving over a thousand new members in her local.

Lisa has a keen aptitude when it comes to working with others, seeking input and collaboration. She values relationships, listening intently.

Lisa is not afraid to think outside the box when it successfully resolves the point in question.

Lisa fully understands the many and massive challenges that we face as a sector and as a union. Her "get it done, get it done right" attitude will serve us well as Telecommunications and Technologies Vice President.

As an active employee with Century Link, she understands on a personal level how a disconnect between the T&T office and the independent bargaining units, including Windstream, Frontier, and Century Link, can undermine the bargaining strength of all of us.

Lisa will share best practices, including best wages, best health care and pension benefits between all the bargaining teams. No contract is too small, no issue insignificant.

A rising tide lifts all boats. Enhanced cooperation between the sector and the districts is paramount, while we raise the bar to fruition. Only when we all work together can we change the course of the attacks on our bargaining units, our members, our families, and the well-being of our communities.

Coming together is a beginning, keeping together is progress, but working together is success.

Please join me in supporting Lisa Bolton for Vice President of Telecom and Technology Sector. We must have a leader with a plan for change. We must have a leader that understands that we all succeed when we support each other. We must elect Lisa Bolton the V.P. of Telecommunications and Technologies Sector. Thank you. (Applause and cheers)

PRESIDENT COHEN: Lisa Bolton's nomination has been made. And to second that nomination, the Chair recognizes at Microphone 1, Delegate Henderson.

DELEGATE BILL HENDERSON (Local 1298): I am proud to nominate Lisa Bolton for the position of T&T Vice President.

Lisa brings 33 years of bargaining, organizing, and legislative experience that is so desperately needed on the telephone side of the house.

If we are to expect change, then we need new people with new ideas. If we are going to fight the corporate greed and fight for the middle class, we need a fresh approach, and that is Lisa Bolton. If we want to fight for a better tomorrow, we need Lisa Bolton. Our future depends on it.

Lisa will change Labor and build a better CWA of tomorrow. I urge my fellow CWA delegates to build a new tomorrow with Lisa Bolton, and with Lisa Bolton we will build that movement together. Thank you very much for your time. (Applause)

PRESIDENT COHEN: For the purpose of a nomination, the Chair recognizes Delegate Conner, Microphone 1.

DELEGATE KEN CONNER (Local 6171): Thank you. It is with great honor that I stand here before my brothers and sisters of this 75th CWA Convention to nominate not only a friend but a strong union brother for the T&T office; a man who has been a proud and strong union member for 37 years; a man that has worked his way up from a District Steward to Vice President of Local 6222.

Who better to represent the T&T office and move us into the future; a person who has served on the Bargaining Committee for Northwest Electric, the City of Broken Arrow, the City of Stillwater, Hanson & McClain, Verizon Supply Chain, Verizon Core, Verizon Buried Service, to consolidate Valor and Kerrville agreements into a Windstream first contract; an individual that has bargained Century Tel; an individual that stood up for our brothers and sisters and fought in an arbitration to win neutrality and card check for

Windstream nationwide?

When Jerrell walks into a room, he will shout, "Stand up, fight back." Now he is standing up for each and every union member. He is here to fight back for everyone, to fight back the take-backs, to fight the continuous attacks against unions across this great country, for this is not just a fight for the union; this is a fight for every middle class worker out there.

Jerrell would lead us in a direction where corporations will no longer see us divided by lines for what district you represent or don't represent. They will stand there and look at us as one united union, all of us in for the fight, the same fight that Jerrell is in for.

I have known Jerrell Miller for several years, and I could not think of a more qualified individual to lead us down the path and to be the next T&T Vice President.

With that, I nominate Jerrell Miller out of District 6 for T&T Vice President. (Applause and cheers)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes at Microphone 1, Delegate Barnhill.

DELEGATE CHAD BARNHILL (Local 6012): Thank you, President Cohen.

Brothers and sisters, I rise before you today to second the nomination of Jerrell Miller for the office of Vice President of T&T.

I have known Jerrell for many years, and been in the trenches with him in bargaining, arbitrations, mobilizing, and Jerrell is "the man" when it comes to that stuff.

Brothers and sisters, Jerrell has bargaining experience, he is the best mobilizer the CWA has, he is a breath of fresh air, he is the perfect candidate to lead the T&T office.

Please join me in electing Jerrell Miller Vice President T&T. (Applause and cheers)

PRESIDENT COHEN: For the purpose of placing an individual in nomination, the Chair recognizes Delegate Kiser at Microphone 1.

DELEGATE KAREN KISER (President, Local 7270): I am joined here with our CWA Telecom ad hoc Secretary-Treasurer Shari Wojtowicz, Local 7250, to place the name of T Santora in nomination for Vice President of Telecom & Technologies. (Applause)

T started out like a lot of us. Fresh out of high school, he found a job at the local telephone company. He got involved in the union from the start by joining the Legislative/Political Action Committee. His natural leadership and passion for public policy led him to become the Committee Chair.

His roles continued to evolve to include Chief Steward, Vice President, Executive Vice President, and President. T was tapped to join CWA staff in 1992 as a District 9 Governmental Affairs Coordinator. He spent a short time in District 4 representing Illinois locals before accepting a transfer to the Communications and Technologies Office at CWA Headquarters in 1997.

He worked with AT&T, Avaya, and Lucent bargaining teams, was our National Mobilization Coordinator, and continued his legislative advocacy on behalf of the C&T office. His extensive experience in legislative and political work landed him a position in the CWA Legislative Department working for Secretary-Treasurer Barbara Easterling.

His work on telecommunications kept him deeply involved with the telecommunications and manufacturing sectors. His coordination of state legislation brought him to every district and almost every State Capitol where CWA activists gathered to lobby on behalf of our members.

His work on civil rights and equity led to ground-breaking advancements on equal pay and domestic partner benefits. It also earned him the CWA Minority Caucus' highest honor, the Eugene Mays Award.

T is a skilled negotiator and a cunning strategist. He is an inspiring teacher, a fierce advocate, and a caring mentor. He has improved the lives of the thousands of CWA members over his 30-plus-year career as a CWA leader.

As recently proclaimed by T's hometown: "NOW, THEREFORE, BE IT RESOLVED that the Los Angeles City Council salutes and celebrates T SANTORA and that the City of Los Angeles thanks him for thirty years of utmost humanity, exemplary leadership and stellar service. Through steadfast ways and caring deeds, T Santora has made the City of Los Angeles and this nation better places in which to work and live."

And now, for those of us here at this Convention, let's resolve to elect T Santora as our next Vice President of Telecom and Technologies. Thank you. (Applause and shouts of "T, T, T, T")

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Maldonado at Microphone 1.

DELEGATE MICHAEL MALDONADO (President, Local 3176): From the great state of Florida. I am proud to second the nomination of T Santora for Vice President of Telecom and Technologies.

As a product of the independent telephone sector like me, T has been a true champion and inspiring leader, whether it's been his passionate leadership for coordinated bargaining or his innovative mobilization strategies, there is simply no one I can think of who has been a more dedicated and effective advocate on behalf of the Telecom Sector members.

No matter if our employers are global monsters like AT&T, mid-sized providers like Century Link and Frontier, or smaller employers like ADT and Windstream, T provides guidance and leadership equally among us all.

PRESIDENT COHEN: Time has been exceeded.

Are there any further nominations?

Are there any further nominations?

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

. . . A motion was made from the floor . . .

PRESIDENT COHEN: Seconded?

. . . The motion was duly seconded from the floor . . .

PRESIDENT COHEN: It has been moved and seconded. All those in favor of closing nominations, indicate by raising your hands.

Down hands. Opposed? It is adopted. Nominations are closed.

We have the nomination of three individuals: Lisa Bolton, Jerrell Miller, and T Santora. This election will be conducted in accordance with the instructions you have been given.

The next order of business is the nomination for Public Health Care and Education Workers Vice President. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Palmer at Microphone 1.

DELEGATE GAYE PALMER (President, Local 1033): I rise to submit the name of Brooks Sunkett as a nominee for the position of Vice President of Public Health Care and Education Workers.

I am a newly-elected President, but not new to CWA or to Brooks Sunkett. Brooks was the founding President of Local 1033, the same Local I am proud to lead.

I have known Brooks for over 35 years. We first met in New Jersey in 1980 where we worked together on the organizing campaign for representational rights for public workers.

My first impression of him was he was a man with a mission, a good man, passionate, totally committed to organizing the New Jersey State employees, who had just suffered through a wildcat strike and lost several days of pay.

Brooks was a Department of Treasury employee and he knew firsthand the bitterness felt by my co-workers and others. He knew they deserved better from their union, and he set out to convince them he could deliver.

The division of taxation played a fundamental role in the success of that campaign. First thing every morning, he was out leafleting worksites all over the City of Trenton, spreading the good work of CWA. Many times he was elsewhere in the state. In the afternoons, he was out conducting worksite meetings, and in the evenings, he did phone-banking or home visits.

Back then we had to organize over 10,000 workers. We didn't have the luxury of cell phones or the internet to get information out. Getting 10,000 signatures on a petition in order to get an election was no easy task. There were over 32,000 employees. But that's where Brooks' determination became clear. He knew that by educating the workforce he could empower them.

While there were other organizers who worked hard on the campaign, few stood out and exhibited the dedication and determination that Brooks did. He worked many long hours, telling State workers why it was important to belong to a strong union like CWA, a union that will never turn its back on its membership.

Brooks was so committed, he would actually bring his then fiancé Joanne, now his wife, to campaign headquarters and tell her he brought her there on a date. He would feed her cheesecake and then put her to work on phone-banking. Many times he took her along on home visits. Joanne married him anyway. I'm sure she, too, recognized the qualities we all saw in Brooks, a man who was passionate, loyal, and dedicated.

Over the years, Brooks has brought the same energy and passion to the office of Vice President. He continued his dream of organizing workers throughout the country and helped build CWA into a great union our members can be proud of.

Whether it's political action, organizing new units, training, planning campaigns, fighting privatization or pension cutbacks, Brooks is always willing to lend a hand. These are just some of the reasons I am supporting Brooks Sunkett for-- (Applause)

PRESIDENT COHEN: There has been placed in nomination Brooks Sunkett for the Public Health Care and Education Workers Vice President CWA. (Applause)

For the purpose of seconding the nomination, the Chair recognizes Delegate Lugo at Microphone 1.

DELEGATE JUDY LUGO (President, Local 6186): I rise to second the nomination of Brooks Sunkett for Vice President of Public Health Care and Education Workers.

I have known Brooks for over 25 years. Brooks and I first met in the '90s in Washington, D.C., where I attended a public workers conference and was asked to be on a panel to discuss organizing in Texas, a right-to-work state.

He has helped our sector with campaigns against privatization where the employer tried to sell government services off to the highest bidder.

He always finds the time to be with the Public Sector locals when needed. He is there for our Lobby Days, our General Assemblies, and anytime there is a fight, whether in Texas, Mississippi, California, or Missouri. I cannot remember a time when Brooks was not there on Lobby Days in Texas, marching with us side-by-side.

Sisters and brothers, please join me in re-electing Brooks Sunkett as Vice President, Public Health Care and Education Workers. Thank you (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate to the Office of Vice President - Public Health Care and Education Workers, Brooks Sunkett is elected. (Applause)

Is there a motion from the floor to elect Brooks Sunkett as Vice President of the Public Health Care and Education Workers by acclamation?

. . . A motion was made from the floor . . .

PRESIDENT COHEN: So moved.

. . . The motion was duly seconded from the floor . . .

PRESIDENT COHEN: Seconded. All those in favor raise your hand. Down hands. Opposed. The motion is adopted.

Brooks Sunkett is elected Public Health Care and Education Workers Vice President by acclamation. (Applause and cheers)

For the purpose of placing an individual in nomination for At-Large Diversity Executive Board Member for the Northeast Region, the Chair recognizes Delegate Long-Vickers at Microphone 1.

DELEGATE MICHELLE LONG-VICKERS (Local 1040): Good afternoon, brothers and sisters.

President Cohen, Executive Board Members, and Fellow Delegates: I rise to place the name of Carolyn Wade into nomination as a candidate for Northeast Region Diversity Executive Board Member of our great union.

Carolyn was among those on the ground level in New Jersey when 38,000 State workers joined the ranks of CWA.

Committed to the vision of diversity and inclusion, Carolyn formed one of the first Equity Committees which served as a model for many of our locals. She has served on the National Committee on Equity and the National Women's Committee.

She initiated the Local 1040 Women's Committee which is highly productive in addressing women's issues for all of our members. Carolyn serves as the Chair of the National's Organizing Committee.

As President of Local 1040, her leadership has created a vibrant local union which inspires pride in our members and all of CWA.

Carolyn's priority is inclusion. She knows diversity is our strength and our future. As a current member of the Diversity Board, Carolyn continues to further the vision of inclusion of all under the CWA Triangle to build solidarity, increase our membership, and protect our members' rights.

Carolyn Wade is a committed, passionate, and dedicated union activist. She is the voice of consciousness. When she speaks, it's with understanding and wisdom. More than that, she is a woman of action.

I have known Carolyn for over 25 years, and it's with great pleasure and high honor for me to nominate Carolyn Wade as the Northeast Region Diversity Board Member.

Thank you for this time, and thank you for giving Carolyn the vote of confidence she rightfully deserves.

PRESIDENT COHEN: Carolyn Wade has been nominated for At-Large Diversity Board Member for the Northeast Region. To second that nomination, the Chair recognizes Delegate Kalmijn at Mike 1.

DELEGATE JELGER KALMIJN (Local 9119): It is my honor to second the nomination of Carolyn Wade. With Carolyn Wade, we have the best of all possible worlds. She is an experienced and tenacious local leader, fighting Chris Christie for myriad diversified bargaining units in the State of New Jersey, both private and public. She brings the voice of local needs and interests to the National Executive Board.

In addition, she is a national leader of our union with a broad understanding of the challenges and opportunities for our national union.

Carolyn is a tireless, fearless, and intelligent fighter for us all. I urge you to re-elect Carolyn Wade as the Diversity Rep for the Northeast Region of this union. Thank you very much. (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching the mike. There being only one candidate to the At-Large Diversity Board Member for the Northeast Region, Carolyn Wade is elected. (Applause and cheers)

Is there a motion from the floor to elect Carolyn Wade as the At-Large Diversity Board Member for the Northeast Region by acclamation?

. . . A motion was made from the floor . . .

PRESIDENT COHEN: A second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT COHEN: All those in favor, signify by raising your hand. Down hands. Opposed?

The motion is adopted. The Chair declares that Carolyn Wade is elected At-Large Diversity Board Member for the Northeast Region by acclamation. (Applause and cheers)

The next order of business is the nomination of the At-Large Diversity Board Member for the Southeast Region. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Andrews at Microphone 1.

DELEGATE IRWIN: Irwin.

PRESIDENT COHEN: No. Sorry, sister. I determine the order.

DELEGATE WALTER D. ANDREWS (Local 3204): We're straight. The clock is on. Let's roll.

Mr. Chairman, Executive Board, Delegates, Retirees, and Guests: It is with great pleasure that I rise to place the name of Ed Barlow for the Southeast Diversity At-Large seat.

Mr. Barlow came to me about 12 or 13 years ago and said, "President Andrews, I want to learn what the union is about. You don't have to pay me. You don't have to give me no title. Just teach me."

Twelve years later, I am proud to stand here as President Emeritus of CWA Local 3204. Mr. Ed Barlow is now the President of CWA Local 3204 in Atlanta. Ed has come a long way. I have given him many assignments. Never, never, never, ever have I had a complaint about the job that Ed has done.

My proudest moment was when we occupied Downtown Atlanta at 675 West Peach Street. We slept on the street on the concrete. Ed brought his three-year-old son to sleep with us. He stands for this union. Ed is dedicated, and you can't make a better bet than to vote for Ed Barlow as the Southeast Diversity Representative. God bless you. It's all good. Thank you. (Applause and cheers)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Redd at Microphone 1.

DELEGATE GENE REDD (President, Local 3207): Brothers and sisters, it is an honor to stand before you today and tell you that Ed Barlow is a man who has the honesty, integrity, tenacity and balance we need. Ed's leadership and work ethic will be the force needed to move our union forward, to secure our future, and to progress the next generation.

When the tough decisions are to be made and the accountability is to be served, I assure you that Ed Barlow is the man for that job. Equally, his understanding of diversity will give him the open-mindedness needed to help this Board mesh together.

Ed has proven his devotion to our union at the national, district, and local levels many times over. He is devoted to organizing our union, working in any role requested of him, being a minority leader, and serving his community.

Again, I say the name Ed Barlow so you can write it down. I ask for your support today as I second the nomination for Ed Barlow to the At-Large Diversity seat for the Southeast Region. (Applause)

PRESIDENT COHEN: For the purpose of placing an individual in nomination, the Chair recognizes Delegate Irwin at Microphone 1.

DELEGATE MARILYN IRWIN (President, Local 2108): I rise today to nominate Vera Mikell for the position of Diversity Executive Board Member representing the Southeast Region.

In her 14 years as a CWA member, Vera has already amassed an impressive list of accomplishments within our union. For the last 12 years, Vera has served Local 2205, first as Vice President, then as Secretary-Treasurer, and currently as their Executive Vice President. She has attended both years of CWA Leadership School and has served on both the CWA Next Generation and Civil Rights and Equity National Committees.

I think Vera should represent us on the Diversity Executive Board not because of what she has accomplished, but because of how she has accomplished it. Vera is a problem-solver who works well with others. She is tenacious in a respectful way. In all my interactions with her, I have been most impressed by the fact that she is always driven by what's best for our members.

Vera Mikell has the skills, the ability and, most importantly, the motivation to represent the members of CWA as a member of the Diversity Executive Board. She has the support of all of District 2-13.

I am proud to nominate Vera Mikell, and I ask each of you to cast your vote for Vera to represent the Southeast Region. Thank you. (Applause and cheers)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Rogers at Microphone 1.

DELEGATE JERRY ROGERS (President, Local 2205): I'm not going to stand here and repeat what Marilyn just said. The only thing I can tell you, the best person for this position in the Southeast Region is Vera Mikell due to the fact that that lady has worked hard for this union her entire career here, not only dealing with people that have issues in the union, but even on the outside, their families and everything else.

You are not going to find a better candidate for the Southeast representative than Vera Mikell. Thank you. (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

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

. . . A motion was made from the floor . . .

PRESIDENT COHEN: Second?

. . . Seconded from the floor . . .

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

Down hands. Opposed? The motion is adopted. Nominations are closed.

We have the nomination of two candidates, Ed Barlow and Vera Mikell. This election will be conducted in accordance with the instructions you have been given. Thank you.

The next order of business is nomination of the At-Large Diversity Board Member for the Central Region. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Lee at Microphone 1.

DELEGATE NANCY LEE (President, Local 6215): Good afternoon delegates. I rise to nominate Mary Linhart.

Mary Linhart is someone who knows diversity from birth. Mary was born in the Dominican Republic and, upon moving to the USA with her parents and learning the English language, she began her journey.

Mary never gives up. That's what diversity is all about-- never giving up. While Mary has several personal accomplishments-- and I encourage you to look at her flyer for the details-- she represents with passion and determination. That's what Mary will do for you, and why I am voting for Mary Linhart, and so should you. Thank you. (Applause)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes at Microphone 1, Delegate Swaggerty.

DELEGATE RON SWAGGERTY (Local 6215): Thank you.

Brothers and sisters, Mary Linhart brings something to the table that a lot of people don't have the ability to do. Her proven leadership, her skills, her dedication to her job is amazing.

An eloquent oration from me would do no justice to what that lady is able to do. We second that proudly and ask you to join us to get her elected. Thank you. (Applause)

PRESIDENT COHEN: For the purpose of placing an individual in nomination, the Chair recognizes Delegate Holmes at Microphone 1.

DELEGATE TANYA HOLMES (Local 6327): I stand before you today with the greatest pride and respect to nominate my friend, our sister, Anetra Session, for the Central Region's At-Large Diversity Board seat.

A born leader, Session became a military wife at an early age where she developed the skill and knack of working with a vast array of individuals from various walks of life.

Our local leadership placed their faith in Anetra in 2001 when she was appointed a union steward. The Local's membership agreed with Session's capabilities when she was subsequently elected 2nd Vice

President, then 1st Vice President, and now President of this local since 2007.

Highly amicable and always willing to engage in activities with others, Anetra has served on numerous committees, such as Appeals, Resolutions, Legislative, and even Women's, and trust me, this list can go on.

With aspirations to further her career with this great union, she has successfully completed schooling and received a degree in paralegal studies with all intentions of broadening her education in Labor Law.

Sisters and brothers, here before you today Anetra Session is ready and prepared to continue her endeavors in union activism, prepared and ready to be your at-large voice of diversity for the Central Region. Thank you. (Applause)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Foster at Microphone 1.

DELEGATE LISA FOSTER (Local 6327): I rise in support and second the nomination of Anetra Session to the Central Region At-Large Diversity Executive Board position.

We can't just hire minorities and think we have done the right thing and the job is complete. We need to reach out to these diverse groups and engage everyone to learn from their unique perspectives and insights.

I have had the honor and the privilege to work side by side with Anetra Session the last 15 years, and she is the perfect candidate for this position. She will bring these unique perspectives to the surface.

Please join me in supporting Anetra Session for the Central Region At-Large Diversity Executive Board position. Thank you. (Applause)

PRESIDENT COHEN: For the purpose of placing an individual in nomination, the Chair recognizes Delegate Shaw at Microphone 1.

DELEGATE CHRISTINE SHAW (Local 4100): I rise to nominate my brother, Greg Wynn, for the Central Region Diversity seat. I am asking this body to re-elect Greg Wynn to the Central Region Diversity seat because he has the experience and leadership skills that will add further value to the Executive Board.

In addition to already having served one term in this position, he also has served as President of Local 4100 for 12 years, attended the Minority Leadership Institute, attended first, second, and third year of leadership training, served as the Minority Caucus District 4 representative, is a member of Local 4100's Women's Committee, and has served alongside me since 1996 on the Local 4100 Committee on Equity where we have had many successes.

Please join me in re-electing Greg Wynn to the Central Region Diversity seat, because he has experience, dedication, and passion for growing CWA forward. Thank you. (Applause)

PRESIDENT COHEN: Seconding the nomination, the Chair recognizes Delegate Piper at Microphone 1.

DELEGATE MELODY PIPER-WYNN (Local 3204): I rise to second the nomination of Greg Wynn for the re-elected position of Central Region Diversity seat.

Those of you who know Greg know him as a passionate, resourceful, hard-working, and dedicated union activist. Gregory's honesty and integrity are just a few of the traits that make it easy for me to second his nomination. I know Greg will continue to serve all the members and be the voice of the voiceless as the Central Region Executive Board Member.

It gives me great pleasure and honor to second the nomination of Greg Wynn for the position of Central Regional Diversity seat. Together, we can win with Wynn. Thank you. (Applause and cheers)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

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

. . . A motion was made from the floor . . .

PRESIDENT COHEN: Second?

. . . The motion was duly seconded from the floor . . .

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

Down hands. Opposed by a like sign.

Nominations are closed.

We have the nomination of three individuals: Mary Linhart, Anetra Session, and Greg Wynn. This election will be conducted in accordance with the instructions you have been given. Thank you.

The next order of business is the nomination of the At-Large Diversity Board Member for the Western Region. For the purpose of placing an individual in nomination, the Chair recognizes Maurice Washington at Microphone 1.

DELEGATE MAURICE WASHINGTON (Local 9400): Hello, sisters and brothers. I am here to nominate my brother, Frank Arce, for Diversity At-Large Western Region position.

His experience will give a unique perspective to the National Executive Board. Along with building unity across sectors and districts within CWA, his life experiences have taught him to demand that his voice be heard and to reach out to all working people, regardless of their nationality, gender, or sexual orientation.

Frank believes that CWA can pave the way for progress by working in our communities, organizing the working class, and by continuing to represent our members in an assertive and yet dignified manner. As a bilingual Puerto Rican, Frank will continue to reach out and work with our coalition partners and political allies.

Living in California and Puerto Rico has given him the true life lessons in the importance of accepting and welcoming all diversities. He began working for AT&T in San Francisco where he became a proud CWA member and an activist for workers that has spanned over 31 years.

Currently, Frank is the Executive Vice President of Local 9400, the District 9 Representative for the National Civil Rights and Equity Committee, the Chair of District 9's CWA Union to Union, and the President of the CWA Northern California and Nevada Councils.

Through his activism, Frank participates in numerous civil rights and community functions. One example is visiting the migrant farm workers in California's Central Valley work camps. He has worked in union partnerships with Mexican and American trade unions in San Francisco, Los Angeles, Portland, and New York City, attending functions of coalitions for humane immigrant rights in Los Angeles.

Frank also attended an AFL-CIO Dr. Martin Luther King's Civil Rights Conference where, in his words, he had the honor of working with the inner-city kids in the city of Philadelphia.

Frank's boxing experience-- or shall I say his dancing experience-- has led him to the strategy that one should study the weaknesses of our opponent, attack with our strength, anticipate their next move with intellect, and strike with a hammer. It is reckless to hope one's skill is superior to their foe.

With 28 years of experience in the steward structure, he has gained respect from the membership and held the title of Strike Coordinator for CWA Locals 9410 and 9400. He is always on the front line, shoulder-to-shoulder with the rank and file.

Again, my brothers and sisters, I ask that you elect Frank Arce as the At-Large Diversity Board Member for the Western Region. (Applause and cheers)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Richardson at Microphone 1.

DELEGATE ORANGE RICHARDSON (Local 9410): Good afternoon, brothers and sisters. I, Orange Richardson, IV, President of Local 9410, San Francisco, California, proudly rise to second the nomination of our dear brother, Frank Arce, to the Diversity At-Large Western Region seat.

Frank has a career that spans over 31 years dedicated to our union, our movement. And his passion and leadership, as you can profoundly see by all the folks standing up behind me, has revitalized the movement in California and Nevada surrounding the efforts in regard to civil rights and equity.

I proudly, proudly, proudly encourage all of you to stand with all of us and elect Frank Arce as our new Diversity At-Large representative of the Western Region. Thank you very much. (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes. There being only one candidate for the At-Large Diversity Board Member for the Western Region, Frank Arce is elected. (Applause and cheers)

Is there a motion from the floor to elect Frank Arce as the At-Large Diversity Board Member for the Western Region by acclamation?

. . . A motion was made from the floor . . .

PRESIDENT COHEN: Second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT COHEN: All those in favor, signify by raising your hands.

Opposed? The motion is adopted. The Chair declares that Frank Arce is elected the At-Large Diversity Board Member for the Western Region by acclamation.

Will the family of Chris Shelton escort him to the podium.

. . . President-Elect Chris Shelton came to the podium . . .

PRESIDENT COHEN: Do you, Chris Shelton, as duly elected President of the Communications Workers of America, on your honor, swear that you will honorably and faithfully fulfill the solemn responsibilities embodied in the office of President of the Communications Workers of America, and that you will perform the duties associated with this office?

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

That you will honorably and faithfully strive to promote the good and welfare of the membership of the Union and of working people in our countries and throughout the world with whom we are united in the sacred bond of labor solidarity?

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

That you will, in good faith, with an unshakable conviction and with deep-rooted courage, strive to protect, defend, preserve, and advance the ideals, principles, and traditions of a free and independent Labor Movement; and that you will faithfully persist in the advancement of the fundamental principles and institutions of our democracies and the welfare of their people?

PRESIDENT-ELECT SHELTON: I do.

PRESIDENT COHEN: Chris Shelton, will you place your left hand upon the Bible, raise your right hand, and pledge yourself to the oath, and sign the Constitution as a symbol of your resolution to fulfill this pledge.

PRESIDENT-ELECT SHELTON: To this, I, Chris Shelton, President of the Communications Workers of America, do solemnly swear, so help me God.

PRESIDENT COHEN: President Shelton!

. . . The delegates arose and applauded and cheered at length as Larry Cohen presented the newly-elected Chris Shelton with the gavel . . .

PRESIDENT COHEN: First, Chris, this is the gavel. You may not need to use it because we use our fists, but it's yours. Congratulations.

More seriously, this is the first contract at our union, the Association of Communication Workers that became part of the CWA in 1948 in the CIO. I've kept it on my desk, and it's yours.

PRESIDENT SHELTON: Thank you.

PRESIDENT COHEN: And this is a letter written by our first President, Joseph Beirne. A copy of the

letter was presented after his death to President Bahr. He was a Vice President at the time, and I present it to you, our President, my brother, Chris Shelton. (Applause and cheers)

PRESIDENT SHELTON: Thank you, thank you, brothers and sisters. I am humbly, humbly honored that you have placed your trust in me to run this great union. And as my first official act, I have something, a wrong that I have to right. It's been a wrong for a long time.

Will the Executive Board please come up here and surround me. Larry, I know you are going to kill me for this.

PRESIDENT COHEN: Yes, I will. I might walk off.

PRESIDENT SHELTON: You may have to elect another President tomorrow.

Now, Larry, we want to recognize that you have been leading CWA organizing for 39 years, beginning in 1981 when, after six tough years, you led 40,000 New Jersey State workers into CWA. You have been our chief organizer, and more recently, our chief movement builder.

You have coached and guided hundreds of organizers over the years with your passion and fundamental belief that workers can join together to get a voice at work.

You transformed our organizing from a top-down to an inside-out model by providing workers with the tools to organize themselves and locals with the skills to support them, and organizing grounded in district and sector programs.

You made us believe we could bargain to organize, and tens of thousands of workers are now part of CWA because of that.

Today, we make right a longstanding omission and present to you, Larry Cohen, the President's Award for Organizing, and rightfully add your name to the President's Hat Award, a statue that sits in D.C., and has engraved on it all past recipients. (Applause) No one, no one ever received this award who deserves it more than you. (Prolonged applause)

PRESIDENT COHEN: Thank you, all. Congratulations, Chris, and we will carry it on, and we will be here "one day longer, each day stronger." Thank you all.

PRESIDENT SHELTON: Thank you, brother. Thank you, Larry.

So, brothers and sisters, I will have a lot more to say tomorrow, but for now, we have elections to run and things to do, and I would like to entertain a motion to adjourn the Convention.

. . . A motion was made from the floor . . .

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT SHELTON: All those in favor. Those opposed? We are adjourned. Go to your district or sector rooms to elect your vice presidents. Thank you.

. . . Thereupon, the Convention recessed at 3:00 p.m. . . .

TUESDAY MORNING SESSION June 9, 2015

The Convention reconvened at 9:07 a.m., President Chris Shelton presiding.

PRESIDENT SHELTON: Good morning, brothers and sisters.

So, first I would like to, before we start, I would like to apologize to everybody who had to wait on those lines last night. Everybody was very patient and we finally got through and got it done.

I know it was a hardship, but thank you. And, you know, particularly you in the lines had a hardship, but just imagine if you were one of the candidates. So to everyone, I apologize.

We are having a runoff this morning in District 3, so I'm going to put the Convention at ease for half an hour until 9:30 so that we can finish that runoff, and then the delegates from District 3 can attend the Convention. So consider yourselves at ease until 9:30. Thank you.

. . . The Convention stood at ease from 9:08 a.m. to 9:32 a.m. . . .

PRESIDENT SHELTON: Could the delegates please take their seats.

Good morning, brothers and sisters. For the purposes of an invocation, I would like to introduce to you Maurice Dupree. Maurice is the Vice President of CWA Local 4100, and is a steward at the Oak Grove AME Church. Maurice?

DELEGATE MAURICE DUPREE (Local 4100): Good morning on this, the second day of the Communications Workers of America's 75th Convention, which happens to be my birthday. (Applause)

Let us pray.

Almighty God, ruler of the universe, by Your power we move and have our being. We have gathered here today to serve You and conduct the affairs of the Communications Workers of America.

Give us, the membership, knowledge and strength to do Your will with the proper balance of eternal values and our present needs. May we accept our responsibilities and act with courage, considering the importance of the other people.

Grant us a sense of justice and stewardship now and forever. Refresh us with Your power. You have entrusted us with a share of leadership. Help us to share ideas and plans with each other.

Help us to be kind and courteous to one another. Give us insight to work with the hands that You have made so that we may further Your blessings to benefit many people.

Help us to resist any temptation to dominate, control, or forget the needs of all.

We ask this through the name of the one God, who is known by many names. To the Muslims, he is Mohammed. To the Hebrews, he is Yahweh. To the Christians, we call him Jesus.

In the book of Isaiah 50, Verses 4 and 5, it says, "The Lord God gives me the right words to encourage the weary. Each morning, He awakens me eager to learn his teaching. He made me willing to listen and not rebel or run away." This is from the Contemporary English version.

May the Lord add a blessing for the reading of His words for the edification of our souls. In Jesus' name I pray, amen.

PRESIDENT SHELTON: Thank you, Maurice.

Before we get into the results of the election, I would just like to thank all the outgoing officers and Diversity Board Members, and I think we should all give them a rousing round of applause for their great service to this union.

. . . The delegates arose and applauded . . .

PRESIDENT SHELTON: Thank you. I am now going to give you the results of the elections, the contested elections first.

Secretary-Treasurer: Annie Hill, 150,914 votes; Sara Steffens, 194,461 votes.

District 3 Vice President, which we just had a runoff: Judy Dennis, 15,803 votes; Richard Honeycutt, 28,878 votes.

District 6 Vice President: Claude Cummings, 40,371 votes; Kevin Kollmeyer, 6,199 votes.

District 7 Vice President: Lew Ellingson, 3,636 votes; Brenda Roberts, 13,749 votes; Jana Smith-Carr, 8,283 votes.

District 9 Vice President: Laura Reynolds, 18,468 votes; Tom Runnion, 27,206 votes. (Applause and cheers)

T&T Vice President: Lisa Bolton, 16,395 votes; Jerrell Miller, 1,763 votes; T Santora, 12,358 votes. (Applause and cheers)

The contested At-Large Diversity seats: At-Large for the Southeast: Ed Barlow, 158,516 votes; Vera Mikell, 180,661 votes. (Applause and cheers)

The At-Large seat in the Central region: Mary Linhart, 44,158 votes; Anetra Session, 193,906 votes; Greg Wynn, 94,370 votes. (Applause)

In the uncontested elections, Northeast Region At-Large Committee member Caroline Wade was elected by acclamation. (Applause)

Western Region At-Large Committee member Frank Arce was elected by acclamation. (Applause and cheers)

PPMWS Executive Director Dan Wasser was previously elected also by acclamation. (Applause)

CWA-SCA Canada President, Martin O'Hanlon was previously elected also by acclamation. (Applause and cheers)

District 1 Vice President Dennis Trainor was elected, also by acclamation. (Applause and cheers)

District 2-13 Vice President, Ed Mooney, was elected also by acclamation. (Applause and cheers)

District 4 Vice President, Linda Hinton, was elected also by acclamation. (Applause and cheers)

PHCEW Vice President Brooks Sunkett was elected, also by acclamation. (Applause)

NABET-CWA Vice President Charles Braico was previously elected, also by acclamation. (Applause)

TNG-CWA Vice President Bernie Lunzer was previously elected also by acclamation. (Applause)

IUE-CWA Vice President Jim Clark was elected, also by acclamation. (Applause)

AFA-CWA Vice President Sara Nelson was elected previously according to the AFA-CWA bylaws. (Applause)

Congratulations to all. We look forward to working together, stronger than ever, deeper than ever, more committed than ever.

Brothers and sisters, there is your Executive Board. (Applause and cheers)

We will now install the new Executive Board.

We, the Communications Workers of America, have built out of our own experience an organization which today stands as a great institution for justice.

We have fashioned that organization, our union, the Communications Workers of America, according to the dictates of democratic tradition.

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

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

This cause throughout the Free World finds its finest expression in unions of working men and women. Those who we have elected are dedicated to guide us in the never-ending struggle for industrial, social, and political democracy.

Our freely-chosen officers will speak and act in our name. It is up to us individually and collectively, the members of the Communications Workers of America, to see that these actions are not hollow. Theirs will be wise decisions made in the name of the best interests of our membership and for our fellow working men and women in the entire Free World.

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

It is up to us to take home the faith we have demonstrated in electing them and translate that faith into concrete action.

They are a living symbol of our trust and faith and signify our belief that they will act in accordance with the responsibilities of the high positions we have bestowed upon them.

Their work of service for us and all people will be consecrated since it is Godly work to bring justice and equity here upon this earth.

In that spirit, we ask that they demonstrate all humility in the assumption of their duties and obligations. It is then, in the name of the membership and of the sacred cause of free labor, that I administer this oath of office to our elected officers, reverently asking our creator to look after them and care for them in the execution of their solemn obligations.

Will the At-Large Diversity Executive Board Members and the Executive Officer of the PPMWS please come to the podium.

Brothers and sisters, do you on your honor accept the Office of At-Large Diversity Executive Board Member and Executive Officer of the PPMWS and Executive Director of the Canadian members, and hereby the trust of the Communications Workers of America?

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

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

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

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

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

DAN WASSER: To this, I, Dan Wasser, Executive Officer of the Printing, Publishing, and Media Sector, do solemnly swear, so help me God. (Applause)

CAROLINE WADE: To this, I, Caroline C. Wade, Diversity Board Member for the Northeastern Region, do so confirm. (Applause)

VERA MIKELL: I, Vera Mikell, Executive Vice President of Local 2205 of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

ANETRA SESSION: I, Anetra Session, Diversity Board Member of the Central Region, do solemnly swear, so help me God. (Applause)

FRANK ARCE: To this, I, Frank Arce of the Communications Workers of America, District 9, District 7, Western Region, Executive Vice President of 9400, do solemnly swear, so help me God. (Applause and cheers)

MARTIN O'HANLON: To this, I, Martin O'Hanlon, President of CWA-SCA Canada, the Communications Workers of America, do affirm. (Applause)

PRESIDENT SHELTON: Will the Vice Presidents please come to the podium and form a semi-circle around the platform.

Do you, on your honor, accept the Office of Vice President, and thereby the trust of Executive Board Member of the Communications Workers of America?

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

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

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

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

BERNIE LUNZER: To this, I, Bernie Lunzer of the Communications Workers of America, do solemnly swear. (Applause)

BROOKS SUNKETT: To this, I, Brooks Sunkett, Vice President of Public Health Care and Education Workers, do solemnly swear, so help me God. (Applause and cheers)

JIM CLARK: To this, I, Jim Clark, President of the IUE-CWA Communications Workers of America, do solemnly swear. (Applause)

EDWARD MOONEY: To this, I, Edward Mooney, Vice President of CWA District 2-13 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

CLAUDE CUMMINGS: To this, I, Claude Cummings, Vice President of the Communications Workers of America, District 6, do solemnly swear, so help me God. (Applause and cheers)

LINDA L. HINTON: To this, I, Linda L. Hinton of the Communications Workers of America, CWA District 4, do solemnly swear, so help me God. (Applause and cheers)

SARA NELSON: To this, I, Sara Nelson, CWA Vice President and President of the Association of Flight Attendants CWA, do solemnly swear. (Applause and cheers)

CHARLES BRAICO: To this, I, Charles Braico, President of NABET-CWA, do solemnly swear, so help me God. (Applause and cheers)

DENNIS G. TRAINOR: To this, I, Dennis G. Trainor, Vice President of District 1 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

BRENDA ROBERTS: To this, I, Brenda Roberts, Vice President District 7 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

LISA BOLTON: To this, I, Lisa Bolton, Vice President of Telecommunications and Technologies Sector of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

TOM RUNNION: To this, I, Tom Runnion, Vice President of CWA District 9 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

RICHARD HONEYCUTT: To this, I, Richard Honeycutt, Vice President of District 3 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

PRESIDENT SHELTON: Now, will Secretary-Treasurer Sara Steffens please come to the podium. (Applause and cheers)

Do you, on your honor, accept your office as Secretary-Treasurer of the Communications Workers of America, and solemnly swear that you will truly and faithfully fulfill the responsibilities of your office and perform the duties belonging to this office, and carry out decisions, orders, and regulations of its duly constituted authorities; that you will organize the unorganized, and that you will earnestly and in good faith defend the integrity of our union and pledge that you will uphold the constitution of the Communications Workers of America and the ideals and principles of a free trade union movement and its sacred traditions, and that you will hold, as part of that sacred trust conferred upon you, the duty of defending our nations and their constitutions.

SECRETARY-TREASURER SARA STEFFENS: To this, I, Sara Steffens, Secretary-Treasurer of the Communications Workers of America do solemnly swear, so help me God. (Applause and cheers)

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

Let each of us in our own way, each of us in our own words, pray for eternal guidance and the strength and will from Almighty God to do His work on earth. Shall we pray.

. . . The delegates observed a moment of silent prayer. . .

PRESIDENT SHELTON: The installation is now complete. These elected leaders of the Communications Workers of America have been duly installed in the name of the membership. (Applause and cheers)

Brothers and sisters, as I told you yesterday, I would have a lot more to say today than I actually did yesterday, so here we go.

Thank you, thank you, thank you. I am deeply, deeply humbled and truly honored that you have placed your trust in me to lead this great union.

Forty-seven years ago when I first took a job at New York Telephone, I never would have imagined-- never would have imagined-- standing up at this podium under these circumstances. I am humbled to walk in the shoes of the great CWA presidents who have preceded me-- Joe Beirne, Glenn Watts, Morty Bahr, and Larry Cohen. I hope that with your support and your help, I can live up to the standard set by these extraordinary trade union leaders.

Needless to say, I didn't get here by myself. There are so, so many people to thank. It would take far too long to thank everyone who helped me get here, but there are a few that I have to recognize.

That list starts with the one person whose love and total support are the most important reasons I am standing here, and that is my wife, Joyce Patrilla. (Applause and cheers)

Joyce and I have been together for 35 years. She was a telephone operator at BellSouth in Florida, then transferred to New York Telephone, and later an officer of CWA Locals 1110 and 1108.

She has had to put up with everything that comes with leadership in our union-- the long days and

nights, the endless travel, the headaches and aggravation that come home with you every day from the job.

But because she shares my love for this union and my deep commitment to the cause of justice for all working people, she has never wavered.

Joyce, I couldn't have done it without you. Thank you. (Applause)

To my children, Kim and Brian, and their spouses, Phil and Tiffany, not forgetting my grandchildren, Maya and Abbey, who have your new President wrapped around their little fingers, I am so proud of you and thankful for your love and support. Thank you for being there for me at every step along the way. (Applause)

I want to thank my friend, my brother, the new Vice President of CWA District 1, Dennis Trainor. Dennis? (Applause and cheers)

Dennis served as my assistant for ten years, and no one could ask for a more dedicated, intelligent, hard working and loyal friend and colleague than him. There is no way I could have gotten here without him, and I know that with Dennis serving as Vice President, District 1 will be in great hands. (Applause)

I want to thank all of my District 1 administrative staff and staff, and all of the local officers and delegates who are here from District 1. Anything I accomplished while I was District Vice President, it was because of you. I feel so lucky to have been able to work with all of you since the time I became a staff rep back in 1988.

I want to thank my running mate, Sara Steffens, who has had to fight like hell to join our union and who now has her seat at the table, who has made me proud of her and my decision to run with her every day of the long campaign. Sara will be a great Secretary-Treasurer. (Applause and cheers)

I have been lucky to be able to learn from some of the best, the most outstanding trade union leaders in the country. There are four men who I consider to be my mentors, and sadly two of them are no longer with us, but they are still foremost in my memory. I want to thank Larry Mancino, who preceded me as Vice President, and Ed Dempsey, who was my leader at Local 1101 for decades. They forgot more about trade unionism than I ever knew.

And, of course, I want to thank someone who has been a hero and a leader to all of us, someone who I have always seen as a true giant of our union, my great friend and leader, Morty Bahr. (Applause)

And what can I say about Larry Cohen? For the last 10 years as President of the CWA, Larry has been one of the most visionary, transformational, and effective labor leaders in the nation.

He began his career by organizing 40,000 state workers in New Jersey into CWA in 1981, and he has been reshaping our union ever since.

He introduced us all to the idea of mobilization, which started in New Jersey and has become standard operating procedure in every contract fight we have.

He founded Jobs with Justice to promote the idea of solidarity and militancy at a time when the dimensions of Labor's crisis weren't even apparent to most of us.

He built CWA's organizing program into one of the best in the country, bringing in tens of thousands of workers at AT&T Mobility, at the airlines, and at many other employers.

As President, Larry Cohen has equipped our union to face the difficult challenges confronting working people in the 21st century. He initiated new programs, like the Strategic Industry Fund and the Growth Fund, which have enabled us to launch new campaigns and programs to build our union, confront our employers, organize the unorganized, and better fight for our members.

Most importantly, Larry has led all of us towards a new vision of movement building, rooted in the idea that unions will survive and grow only if we succeed in building a vibrant, progressive movement for democracy and economic justice.

For the last 35 years, Larry has committed himself, literally 24 hours a day, seven days a week, to building this movement that we all love. With his piercing intelligence, his analytical mind, his incredible drive and focus, he has developed a vision to guide our union, a vision of movement-building, democracy, and militancy.

But Larry is not only a great labor leader; he has been my friend and a friend to so many of you. He has supported me, and he is the one who urged me to run, much as I begged him to serve another term.

I am deeply grateful to Larry Cohen, both personally and for all that he has accomplished in his amazing career. I know that I speak for each and every one of you when I say, "Larry, we will miss you." (Applause)

Finally, I want to say thank you to my fellow Executive Board members, both past and present, and all of you. I love this union because of what it stands for and because of the difference it has made in my life and in the lives of hundreds of thousands of working men and women.

And I love it because of all the incredible people, all of you who work so hard every day to put up with all the bullshit every day, giving your lives to this union and all our members.

I want to thank all of you for what you do, and say again that I am humbled and grateful that you have put your faith in me to lead our union. I know that with all of you alongside of me, everything is possible for us. (Applause)

Campaigning for this job has been an exciting and rewarding opportunity. Despite too many hours spent on too many airplanes and too many hours spent eating crummy airport food, waiting for delayed flights, mostly it has been great because I have gotten a chance to meet so many of you.

I have heard about the struggles and the accomplishments of our members and local unions across the country. I know that in the years to come, I will be lucky enough to meet and work with many, many more of you.

Today, I want to spend a few minutes introducing myself to those of you I haven't met. I want you to know a little bit more about where I have come from and what makes me tick.

I was born in Manhattan-- that's a small island off the coast of New York State (laughter)-- and raised in the Bronx. My mother and father were immigrants from Ireland.

My mother was a high school teacher and one of the founding members of the Catholic High School Teachers Union. My father worked for the Post Office. He very proudly carried a union card proclaiming his membership in the American Postal Workers Union, and a shop steward card in the same union. He was one of those Irish working class guys who, along with everything else he was imbibing, imbibed the values of unionism and solidarity on the job, and those values became the bedrock of everything he stood

for in his entire life.

He taught me about unionism from the perspective of a shop steward. And if he could have gotten over the shock, he would be bursting with pride if he could see me standing here today as President of my International Union. (Applause)

Like a lot of tough Irish kids in the Bronx in the 1960s, I didn't give a damn about school. School was just a pain in my ass, to tell the truth. So much so, that I got myself kicked out of two high schools before I finally got a degree from Theodore Roosevelt High School. I wasn't going anywhere on the strength of my academic proficiency.

Lucky for me, though, in 1968 New York Telephone was hiring. I got a job as a technician. I got my membership in the Communications Workers of America. Within a few months, I had become a shop steward. By 1970, I was a chief steward, and the next year, when I was 21 years old, I hit the streets for seven months in the longest strike in telephone company history. I had a union job and I was a member of a fighting union, and we fought for everything we got from the phone company.

New York Telephone, Ninex, Bell Atlantic, Verizon-- none of them ever gave us a damn thing. We battled for every measure of fairness and dignity and justice we ever got. (Applause and cheers) Most of the time, we had to strike them to get what was rightfully ours.

After a few years as a CWA member, my lack of interest in high school didn't matter much anymore. I had gotten a real education on the picket line and in my local union hall. (Applause)

Fast forward to now. I've put my kids through college, my health care and my retirement are secure, Joyce and I own a modest house in a nice neighborhood in the East Bronx, a much nicer house in a much nicer neighborhood than I ever dreamed I would live in 35 years ago.

I owe all of it, I owe everything in my life to my union, to our union, the Communications Workers of America. (Applause)

My union made me and tens of thousands of women and men just like me, just like all of you, middle class. The American Dream? Yeah, I've lived the American Dream, but not because of some bogus flag-waving right-wing rugged individual's fantasy about how every man can make it on his own. I lived the American Dream because I was lucky enough to have a union job.

. . . The delegates arose and applauded at length . . .

PRESIDENT SHELTON: Lucky enough to have a union job, a CWA job, and CWA knew how to fight so that all its member would enjoy their piece of the American Dream, and I will never, ever forget that.

And this at last brings me around to my thoughts about what we need to do and where we need to go in the years to come, because today American workers like me and you are less and less likely to have a shot at the union-made American Dream.

Today unions don't set the standard for the wages and working conditions of the typical working class kid, searching for his or her piece of the American Dream. McDonald's and Walmart do. And that standard is a mere shadow of the standards set by the CWA and the UAW two generations ago.

It is a standard that leaves most working class Americans a day late and many dollars short, unable to guarantee that their children will have the opportunities most of us have been able to provide for our children.

During the 47 years that I have been a CWA member, the Labor Movement, which made my middle class life possible, has dwindled to the edge of extinction. If things keep going in the same direction for the next 10 or 20 years, who can say where the bottom will be?

So today I ask you, brothers and sisters, do we want to be the generation of labor leaders who presided over the death of the American Labor Movement?

. . . Cries of "No" . . .

PRESIDENT SHELTON: Or are we ready to stand up and fight back?

. . . Cries of "yes," applause and cheers . . .

PRESIDENT SHELTON: Are we ready to rededicate ourselves every day to kicking ass for the working class? Are we ready to fight? (Applause and cheers)

I've just got a couple of minutes left here, so let me tell you a little bit about what my priorities are going to be for the next four years.

First and foremost, I believe the strength of our union is built on the bedrock of our unity and militancy at the bargaining table. I am one hundred percent committed to building that unity and militancy wherever our members work.

Over the last 10 years, with the help of the District 1 staff, locals, and presidents, I have been able to build that unity among all of the local unions in our region.

I say to you here and now that, with your help, with the help of every local officer in this room, we can build that unity and militancy, whether it's at Verizon or AT&T or American Airlines or United Airlines or the states of Texas or Missouri, or New Jersey or ABC or NBC on or the Canadian Broadcasting Company, or health care or the *New York Times* or Frontier Communications or Century Link or General Electric, or wherever the hell our members are in a fight. (Applause and cheers)

Brothers and sisters, we will unite and fight because we are fighting to defend the living standards, not just of our members, but of the entire working class, and that is our job, that is our mission.

Second, I am one hundred percent determined to carry forward President Cohen's commitment to building a broad, radical, progressive social movement in this country. We need a movement that will challenge corporate power across the board.

As Larry has taught us, this is about much more than CWAers going to the Sierra Club's rally in July because we want them to come to our picket line in August.

We must unite civil rights groups and women's groups and community organizations and environmentalists and labor unions, not simply because we want strength in numbers. We must unite all these forces because we have the exact same enemies. (Applause and cheers)

They are powerful enemies who we will never beat on our own, but only by building a powerful, progressive, anti-corporate movement.

The Labor Movement has only grown in times of progressive upheaval, whether it was in the 1930s or the 1960s. We need movements of that magnitude, of that scope, to shake this country up and open the space to grow again.

We need progressive movements that name corporate power and inequality as the enemies and labor unions as the solution. Building that movement is not a luxury. It is a necessity, and together we must do it. (Applause)

I intend to carry on the fight to get big money out of our political system. Brothers and sisters, the Koch brothers and their allies are literally killing our democracy, drowning it in an ocean of mega contributions the likes of which we have never seen.

The Citizens United decision was a cruel joke. The idea that corporations are people and that money equals free speech is just pure bullshit. (Applause) The voices of working people will never be heard until we stop the flood of corporate cash from buying our legislators.

I want to take the fight against big money to every battlefield we can find in this country because, literally, American democracy is at stake.

And I will tell you where else I want to take the fight-- to Wall Street. I am sick and tired of Wall Street sucking the life from Main Street. (Applause)

I am sick and tired of Wall Street writing the rules of the game, and then forcing us to bail them out when they lose a game that they rigged for themselves.

I am sick and tired of corporate CEOs making 300 or 400 or 1,000 times what the average worker makes.

I am sick and tired of Wall Street's deregulated, anti-union, trickle down, one percent economics being propped up by their massive, out-of-control campaign contributions to our elected so-called leaders.

I say it's time for CWA to join the fight to enact a Robin Hood tax on stock trades, a half percent tax (applause) -- a half percent tax that could generate \$350 billion a year from Wall Street speculation that we could use to rebuild our infrastructure and create millions of jobs, both in the public and private sector, or do away with student debt or save millions of homes from foreclosure.

I say it's time to build a movement that takes on Wall Street power in our economy and in our society; that puts an end to the overwhelming power of big banks and investment firms.

I say it's time we had an economy that works for the 99 percent, not the Wall Street 1 percent. (Applause)

Let me say one final thing. It's time to quit relying on the Democrats to move this agenda forward. (Applause and cheers)

Yes, we are going to fight in every state and every congressional district in this country to defeat the crazy, wing-nut Republican Tea Partiers who want to roll back history to a time when African-Americans and women and gays and lesbians knew their place, kept their mouths shut, and were forced to hide in the closet.

And we have to elect a Democratic President in 2016, if only because the next President is likely to make up to four appointments to the Supreme Court.

Over the last 15 years, in District 1 we have worked with the Working Families Party in New York, Connecticut, and New Jersey, to build independent power for working people.

Our own political party, that stands unequivocally with us on every issue, whether it's the fight against TPP or to raise the minimum wage or to enact paid sick days legislation or to raise taxes on the wealthy or to get corporate money out of the political system.

It is an organization that we built and that working people and their allies run, and most important, it has the capacity and the willingness to take on the corporate Democrats who oppose us.

Brothers and sisters, I want to tell you, this is a strategy I think we should pursue everywhere possible, and I think the entire Labor Movement should adopt this strategy also. Already there are Working Families Party affiliates in Maryland and Pennsylvania and the District of Columbia, in Wisconsin, in Illinois, and in Oregon.

I urge you to get involved and to help build new affiliates in new states because, while we will be pragmatic about what we must do at election time, we also must have a vision-- a vision of politics that serves the working class. And to do that, we need to build our own independent, anti-corporate, pro-union political organizations. (Applause)

Another target area of my presidency will be fighting against discrimination in all its hateful forms that we have seen fester and create division over all our country. The targets of discrimination-- whether it's in Ferguson or Staten Island or South Carolina or Baltimore-- are always working class people. And if we won't speak for them, who will? (Applause)

The one percent and their political allies use race and hate to separate us. But we call each other brothers and sisters for a reason, because we are brothers and sisters, all of us, and we must expand our union solidarity to the rest of the 99 percent.

This is an ambitious agenda, but we need big ambitions if we hope to meet the challenges which face working people in this country.

A century ago, at another time when labor was in deep crisis, the great socialist labor leader, Eugene Victor Debs, one of my idols, put it this way:

"Ten thousand times has the Labor Movement stumbled and bruised itself. We have been enjoined by the courts, assaulted by thugs, charged by the militia, slandered by the press, frowned upon in public opinion, and deceived by politicians. But notwithstanding all this and all of these, Labor is today the most vital and potential power this planet has ever known. And its historic mission is as certain as the realization of the setting of the sun."

Brothers and sisters, all of us in this room have known the vital and potential power of a great Labor Movement, and we have seen the terrible effects on working people and on society when the corporate elite is determined to grind the Labor Movement into dust.

Together, it's time for us to stand up.

Together, we must fight to ensure that the corporate bastards don't end up destroying us.

Together, we must fight to ensure that the Labor Movement survives and thrives; that it remains capable of carrying on the fight for future generations of working men and women.

I ask you now and every day for the next four years to join with me, with my staff, with the leaders of this magnificent union, in a common project to strengthen CWA and to rebuild our beloved Labor Movement. That is our mandate. That is our responsibility. That is our obligation to our children and to

our grandchildren.

Brothers and sisters, I can't do these things alone. Without you and our members, I am nothing. CWA needs each and every one of you to join the fight, to become a union like we have never been before; one where every member has every other member's back; one where every local joins with every other local and every other local and there are no phony dividing lines between districts and sectors or from one occupation to another; a union where we all fight side-by-side everywhere.

. . . The delegates arose and applauded at length . . .

PRESIDENT SHELTON: Brothers and sisters, to sum up, my presidency will be about one thing, just as every other office I have ever held. And that one thing is the members who make CWA the greatest union on earth.

So, brothers and sisters, I have to know, are you ready to stand together?

THE DELEGATES: Yes. (Applause and whistles)

PRESIDENT SHELTON: Will you join with me?

THE DELEGATES: Yes!

PRESIDENT SHELTON: Will you join with me?

THE DELEGATES: Yes!

PRESIDENT SHELTON: Will you stand up and fight, not only in the United States, but in Canada and Puerto Rico as well? (Prolonged applause and cheers)

Will you stand up and fight for nurses and fight attendants and telephone workers and for those folks who still manufacture things in the USA, and public workers, and law enforcement officers, and for printers and newspaper folks, and broadcast technicians, and for all our retirees? Will you stand up and fight for every member of CWA? (Resounding applause and cheers)

If you are ready, brothers and sisters, to stand up and fight, I am ready to lead the charge. And together, there is no mountain we can't climb, no boss we can't beat, and no enemy we can't defeat.

Solidarity forever, brothers and sisters.

. . . The delegates arose and applauded and cheered at length . . .

PRESIDENT SHELTON: They gave me this gavel yesterday, and I told them it's not a good idea to give me implements I can use to bang things with.

So, brothers and sisters, I now have a treat. A great friend came and wanted to say hello, and I asked him if he would say a few words.

Tefere Gebre is the Executive Vice President of the National AFL-CIO and a great friend to CWA. (Applause and cheers)

BROTHER TEFERE GEBRE: Hello, CWA. (Cries of "Hello") I can't hear you. Hello!

. . . Cries of "HELLO" . . .

I just stopped by to say hello and to say congratulations on a great, great Convention that you are pulling off, and to say welcome to your new leaders that you have just elected, Chris and Sara, and the rest of the leadership that was elected. You have a lot of responsibilities on your shoulders, and I am really, really looking forward to working with all of you.

Some of you probably are saying, "Who is this guy? He talks funny." I have worked with a lot of you. I come from the local labor movement. I come from a place where what I know is taking to the streets to take power back. And I am counting on you to join me on the streets to take our power back and to make this country our country for real. (Applause and cheers)

Like Chris said, you know, our salvation does not come from an elected official. Our salvation doesn't come through polling or consulting firms. Our salvation comes from our solidarity. Our salvation comes from standing with each other and saying, "Enough is enough."

In places like the 1st District, Chris, in your district, when a congressional member tells us one thing and decides they are going to do another thing, I am talking about Kathleen Rice and, with you, we are going to hold her accountable, right?

I know no one has led as this union-- and I mean this from the bottom of my heart-- on TPP and Fast Track. And we are not doing it just because we want to fight. We are doing it because this thing is dangerous, and no one has articulated it like Larry Cohen has, and I know you are going to carry on that fight.

See, I am sick and tired of Republicans winning and us losing, and I am sick and tired of Democrats winning and us also losing. It's about time we hold those we elect accountable.

If NAFTA didn't work for us, and CAFTA didn't work for us, if SHAFTA, whatever they call it, didn't work for us, we know TPP is not going to work for us. And, CWA, you are leading it, you have started it, you need to finish the fight. I am counting on you. We can win on this.

They are saying there will be a vote on Thursday. As soon as Thursday, there will be a vote on the House floor. We might win by one vote, we might lose by one vote, but how we take our losses and our wins is on us.

Losing on the floor of Congress should not mean we are losing. It should be something that fuels us to build the power, an independent power to take our country back.

So I'm not here to preach at you. I am here to say hello. But I am also here to tell you that, if we work together, if we imagine together, if we dream together, the future of the Labor Movement is ahead of us, and we can build, truly, a true movement that stands up for workers; that says if you get up in the morning and go to work, you should be respected at work, and you should be honored for the work you do.

Thank you, CWA. Have a great Convention. Thank you. (Applause)

PRESIDENT SHELTON: So, brothers and sisters, as you have heard, we spent a lot of time talking about Fast Track over the last year, and now we are in a crunch. The Republican House leadership and President Obama think they could have the votes they need to pass it this week.

Our mobilization has been terrific, your mobilization has been terrific. Our members have seen the clear and present danger and have responded with demonstrations, calls, and handwritten letters.

Now is the time for one last push, and we are going to take a couple of minutes and have everyone here make the call. It's not your first rodeo, so I'm sure you know what to do. But this time we are calling every member, Democrat or Republican, with a simple message: "Don't vote for the Fast Track. Don't Fast Track our jobs to foreign countries."

You see on the screen in front of you a phone number, 1(855)980-2384. Let's all dial it. You will get a recorded message that asks you to put in your ZIP code and then connects you directly to your congressional representative.

Once they answer the phone, you can leave your "Vote No on Fast Track" message. We count these calls, so I expect to see us at 1,700 at the time when we review the records tomorrow. Once you have made this call, text the number to a friend.

Okay, let's dial. Take your phone and do it. Everybody got their phone out? You see the numbers up there? Let's do it.

. . . The members were making the call . . .

PRESIDENT SHELTON: Anybody get through? I got through, but they couldn't hear me. Everybody done, or you need a couple of minutes? A couple of minutes, okay.

. . . The Convention stood at ease . . .

PRESIDENT SHELTON: If you were successful, you should have gotten a text back saying you were successful and texted it to a friend. So when everybody is done, let me know.

We have just registered over a thousand calls. (Applause and cheers)

Come on, there's a few more of you out there who are fudging. Everybody done? Everybody that got through, raise your hand, please. Very good. (Applause) Great job.

All right. So we will get started again. I would like to thank yesterday's Platform Observers: Christina Silva, Treasurer NABET-CWA, Local 51011, (applause) and Steve Flores, President of Local 6222. (Applause)

Today's platform observers are Shannon Fink, President of Local 2009, and Vince Storms, President of IUE-CWA, Local 84708. (Applause)

Would the Constitution Committee please come to the platform. I have started calling my secretary "Radar," and this proves it. I asked for them, and they're already here.

I would like to introduce the Constitution Committee: Don Trementozzi, President of Local 1400; Evelyn Smith, Secretary-Treasurer of Local 6222; Christy Kuehn, Executive Vice President, Local 7201; James Ryan, President, Local 13101; Dante Harris, President, AFA-CWA Local 29012.

. . . The Committee members took turns reading the report, as follows . . .

DELEGATE DON TREMENTOZZI (Local 1400, Chair): The Constitution Committee met in the city of Washington, D.C., beginning April 9, 2015, for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

The Constitution provides under Article XVI, Section 2, that the Constitution Committee is "charged with the duty of considering and reporting to the Convention and to the Executive Board on proposals to change this Constitution."

Article XXVIII, Sections 2 & 3, provides that amendments submitted to the Constitution Committee sixty (60) days or more in advance of the Convention will require a majority vote of the delegates present to be enacted.

All other amendments to the Constitution proposed at the Convention shall require a three-fourths (3/4) vote of those voting to effectuate such proposed amendments, but in no event shall the three-fourths (3/4) vote of those voting thereupon be less than a majority vote of the approved delegates at the Convention.

This report sets forth all proposed amendments that have been received by the Committee to date. A ~~strikeout~~ denotes deletion of language; **boldface and underlined** type denotes insertion of new language. Each proposal in this Preliminary Report will require a majority vote of the delegates at the Convention to be enacted.

AMEND Article IX - Executive Board
Section 2 (c) (d)

(c) Notwithstanding paragraph (a) or Article XV, Section 2(e), if a vacancy should occur among the Vice Presidents or PPMWS Executive Officer at least one year prior to the start of the next regular Convention, such vacancy shall be filled by means of a special election of a successor for the balance of the unexpired term. Such election shall be conducted by the Secretary-Treasurer within 60 days after the date of start of the vacancy, under rules approved by the Executive Board. Ballots shall be cast by the presidents of the eligible locals, carrying the voting strength that such locals were assigned at the last regular Convention.

~~(e)~~ (d) The President shall vote in Executive Board meetings only in the event of a tie vote.

(Submitted by CWA Executive Board, March 30, 2015)

The Committee discussed this proposal with Larry Cohen, CWA President, Jody Calemine, CWA General Counsel, and T Santora, Local 9003 President.

The purpose of this amendment is to address the issue of Executive Board vacancies at conventions. The current process for filling such vacancies has been for the Executive Board to appoint a successor to fill the position until the next convention.

Traditionally, the Assistant to the Vice President has been appointed to fill the remainder of the unexpired term. Presently, with Biennial Conventions, unexpired terms can extend beyond 12 months.

Recently, two CWA Vice Presidents retired with 17 and 20 months remaining in their terms. The Committee recognizes the critical nature of the Vice President position and the importance of ensuring that locals are able to democratically elect their Vice President.

This amendment requires that an election be held within 60 days after the first day of the vacancy if there is at least one year remaining in the term prior to the next regular convention. The amendment only applies to the Executive Board Vice President positions.

This proposal does not apply to the At-Large Diversity Executive Board positions since those positions are elected by the entire convention rather than by one district or sector. The amendment leaves the method of election up to the Executive Board, such that a special election might be conducted by mail or other means short of a meeting.

Under this proposal, ballots would be cast by the Presidents of eligible locals, carrying the voting strength that such locals were assigned at the last regular Convention. The rationale for not having all delegates from the previous Convention vote in this special election is that some delegates may have moved, retired or resigned. Locating them would be a logistical challenge for the Union. Presidents of eligible locals are without question the democratically elected representatives of the members.

Some locals may have bylaws which make certain officers delegates to convention automatically. This constitutional amendment does not conflict with such bylaws.

Currently, delegates to a convention do not have the ability to select interim officers to immediately fill vacancies arising in between Conventions. That authority currently rests with the appointment power of the Executive Board.

Under this amendment, local presidents would gain the right to elect a successor for the unexpired term if the vacancy occurs during a specified time period (at least one year prior to the next regular convention). These special elections are not Conventions. Elected delegates would continue to participate in elections that occur at Convention.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

PRESIDENT SHELTON: You have heard the recommendation of the Constitution Committee. Is there any discussion?

Since I see no one at a microphone or coming to a microphone, those in favor please raise your hands. Opposed, signify by like sign. The motion is adopted. (Applause)

At the Motions mike, I would like to recognize the delegate at the Motions mike. Please state your name and your local number.

DELEGATE KEITH PURCE (Local 1101): Good morning, brothers and sisters. I motion to amend Article VIII, Section 4, to create a new section which will be labeled (f).

"Locals who would see a decrease in voting strength under Section 4.b due to participation in a strike authorized in accordance with Article XVIII shall not be penalized and shall have their entire membership in the affected bargaining unit recognized for purposes of calculating locals' voting strength for the CWA Convention." (Applause)

PRESIDENT SHELTON: Is there a second to the motion?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: Delegate Purce, you may speak on the motion.

DELEGATE PURCE: The way the Constitution states now is that you can penalize somebody who goes on strike and their membership. Now, I find it hypocritical that we tell our membership to stand up and fight back, and when they do stand up and fight back, we tell them their voice can't be heard at the CWA Convention. (Applause)

So I urge a floor vote on this amendment. Thank you.

PRESIDENT SHELTON: Seeing no delegate at an "Against" mike, is there a delegate at the "For" mike? I can't see with these lights, so please-- there is none, okay.

So, the motion that is before you, brothers and sisters, "Locals who would see a decrease in voting strength under Section 4.b due to participation in a strike, authorized in accordance with Article XVIII, shall not be penalized and shall have their entire membership in the affected bargaining unit recognized for purposes of calculating locals' voting strength for the CWA convention."

All those in favor of the motion-- this vote requires a three-quarter vote majority, because it was just made. So, all those in favor of the motion on the floor, please raise your hands. Those opposed, signify by like sign. The motion is adopted. (Applause and cheers)

Sorry, I am a little slow, but we'll get there. I don't know anybody complaining about slow votes. (Laughter)

I would like to thank the Constitution Committee. They did a fantastic job. Please give them a round of applause. (Applause)

And now I would like to ask our new Secretary-Treasurer to approach the microphone. (Applause)

SECRETARY-TREASURER STEFFENS: Hi. I just wanted to start by saying how thankful and honored I am to be here, and especially for the opportunity to work alongside Chris Shelton. I think we all saw this morning, if you didn't know it already, what an amazing President he is going to be for our union. (Applause)

At the most basic level, I believe our union is built on two things: Solidarity, the agreement that we are stronger together, and the processes that we have to pool our resources. And so I feel a great responsibility to everybody who has worked over the years to build our union, especially to Larry Cohen who inspires us all to fight the hard fights, and to Annie Hill who gave decades of service to this union. (Applause)

I feel thankful for and responsible to everybody in this room that's given their time to this union, all of those that have paid dues to make us a strong union, everybody that's walked a picket line and volunteered at their local, and for the families of all of our union activists who, as my family does, keep things going while we are out fighting the hard fights of the Labor Movement. (Applause)

I am especially grateful to my husband Mike and my girls who are willing to share their mom. (Applause)

So with all of these people in mind and with all of the people out there who need a union and don't have one yet, I want to let you know that I am ready to get to work. My singular focus will be updating and improving the core operations of our union, and that includes our membership records, our dues processing, and our technology. (Applause and cheers)

We are not going to solve all the problems overnight, but we can make a difference, and we will make a difference. Things will get better, and I promise all of you I will work at it hard every day. And I thank you for your trust in me and for working alongside me and with me as we move forward together. (Applause)

And on that note, it is my honor to introduce the Finance Committee: Lynn Johnson, President of Local 9333, the Chair of the committee; Frank Tallarine, Secretary-Treasurer of Local 1106; Jodie Moore, Secretary-Treasurer of Local 2204; Robert Santucci, President, Local 3806.

And I recognize the Chair, Lynn Johnson.

. . . The Finance Committee report was given by the members of the Committee, as follows: . . .

DELEGATE LYNN JOHNSON (Local 9333, Chair, Finance Committee): Dear sisters and brothers, your Finance Committee met in Washington, D.C., on May 4th and 5th, 2015, to review and recommend suggestions on the 2015-2016 CWA Operating Budget. Every supporting document requested was made available to us.

The Committee also reviewed the Consolidated Financial Statements for the period ended May 31, 2014, prepared by the Certified Public Accounting firm of Calibre CPA Group. The Auditors conducted their audit in accordance with generally accepted accounting principles. In the Accountant's opinion, the financial statements fairly present, in all material respects, the financial position of the Communications Workers of America, AFL-CIO, CLC, as of May 31, 2014.

The Finance Committee carefully reviewed expenses paid out during the nine months of the 2014-2015 fiscal year and would like to acknowledge the efforts of the Districts, Sectors and Divisions that were able to stay within their Administrative budgets.

The Committee also reviewed the paid expenses within those Administrative Units which were more than one percent over their budget allocations. The Committee then met with, or received communications from representatives of CWA District 3, IUE-CWA, NABET, Telecommunications and Technologies, and Public Health and Education Workers and was satisfied with each of the explanations.

It was clear to us that expenses that contributed to the overages were the results of contract negotiations and grievance and arbitration costs. It is imperative that we continue to find ways to effectively bargain contracts in the most efficient and productive ways possible.

We would like to recognize those Administrative Units that were able to keep their expenses within their allocations despite those challenges.

The Committee also recognizes the continued efforts that the National has taken to try and help solidify our financial position through cost containment while maintaining necessary service to our membership.

The leasing of vacant space within the CWA National Headquarters building in Washington, D.C., as well as the prior refinancing of existing building loans, continues to result in \$2 million dollars of building income that will contribute towards a balanced budget for 2015-2016. The real estate broker is continuing to aggressively market our National Headquarters building to lease the remaining 2 percent of vacant space throughout the building as well as on floors currently occupied by CWA employees.

That being said, a new lease was signed just within the last few months to rent out the entire 8th floor of the building. We have also been able to continue making suggested improvements to the building, and we will continue to do so, which will allow us to generate future revenue by achieving maximum occupancy.

Improvements were also made within the Finance and Membership Department this year. The accounting software was updated to a newer version, thus allowing for the ability to streamline

checkbooks within the system and provide the capability to email direct deposit advices, saving on labor and postage.

The old IBM GERS system, used for online payments of credit cards and out of pocket expenses has been replaced with a product called Concur. This tool is an online paperless system. All full-time and part-time expenses will be paid through this tool, including part-time payroll. This will eliminate duplicate inputting as well as save on paper and storage costs.

A new budget tool was also purchased, BI 360, which will allow for budget reports to be pushed out to the Districts with ease and will provide a more usable excel product for the Districts to manage their expenses more efficiently.

The Finance Committee makes the following recommendations to further work with our budgetary challenges:

Although steps taken by the Executive Board have improved the Union's financial position, we need to continue to closely monitor spending to ensure that our income forecasts match our cash flow and that our expenses do not exceed our income.

Each Administrative Unit must continue to keep their expenses within their generated dues income and budget allocations with further recognition of the need for all Units to contribute to the ongoing programs and administration of the National Union.

All Locals must be in compliance with the CWA Constitution which requires timely remittance of dues payments.

This Committee would like to recognize and acknowledge the decrease in the number of delinquent Locals and the effort that they have put forth to bring their dues current. However, there continues to be Locals with delinquencies that are non-employer related.

The Committee recommends that the Secretary-Treasurer take the steps necessary to ensure these Locals fulfill their obligation.

In this time of anti-union sentiment, as witnessed by the Harris vs. Quinn decision, and the current pending Texas bill SB 1968 (which would prohibit collection of union dues for public workers) it is now more important than ever that each Administrative Unit and Local continue to aggressively pursue organizing, both internally and externally, and that, as stated in the CWA Constitution Article XIII - Locals, Section 9(t):

"To maintain an active organizing program and budget monies to support the Local's efforts as well as assisting the Union in reaching a goal of 10 of resources to be spent on growth."

The Committee requests that the CWA Executive Board begin work on preparing a contingency plan that would address the numerous anti-union scenarios. We also recommend that Locals do the same.

Last year in the Committee report we acknowledged the growing costs associated with negotiating collective bargaining agreements. We recommended that the CWA leadership, at all levels, review our process and develop ways to minimize our expenses without diminishing our ability to achieve good agreements. We want to see that these efforts are being considered for upcoming bargaining sessions and want to encourage the continuation of these efforts.

Any Administrative Unit whose expenses exceed more than one percent of their budget allocation must provide a reasonable explanation for the cause of the overage to the Finance Committee and, if necessary, should be prepared to present that explanation to the Committee or the Convention Delegates.

Although we have made effective strides to achieve and maintain a balanced budget for the 2015-2016 fiscal year, the existing financial challenges that we face are not eliminated. Labor is continuously being attacked with denial of both agency shop and the rights to organize.

Passage of the Trans Pacific Partnership/Fast Track will have a significant impact to our membership, particularly for call center workers. We must therefore continue to put forth all of our efforts into movement building as well as prepare ourselves in every way to face ongoing challenges.

We applaud the foresight of the 2013 Convention Delegates to support and approve the funding of the CWA Growth Fund which has allowed us to not only continue a defensive strategy, but also develop an offensive game plan that will help position our Union to face the increasing threats that continually confront us.

The Finance Committee supports the CWA Officers and Executive Board members' work to design roadmaps that can help get all of us to that point.

The 2015-2016 Finance Committee would like to thank President Larry Cohen, Secretary-Treasurer Annie Hill, Assistant to the Secretary-Treasurer Teri Pluta, and their staff for their time and efforts in aiding the Committee in the review, development and preparation of this year's report.

The Committee also wishes to thank representatives in all CWA Districts, National Units, and Headquarters for their ongoing efforts to achieve the financial targets outlined in the 2015-2016 Budget. In Solidarity,

The Committee moves the adoption of this report.

SECRETARY-TREASURER STEFFENS: You have heard the motion from the Finance Committee. Is there a second?

. . . The motion was duly seconded from the floor . . .

SECRETARY-TREASURER STEFFENS: We have a question for the Chair. I recognize Richard Daszkowski.

DELEGATE RICHARD DASZKOWSKI (Local 59051): The committee report indicates that the NABET-CWA sector was more than one percent over their budget allocation. I would like to know the actual percentage and the actual dollar amount that the expenses exceeded the budget.

CHAIR JOHNSON: I have the percentage with me. I do not have the dollar amount-- oh, yes, I do. I'm sorry. The percentage was 15.51. The actual dollar amount was \$238,890.18.

DELEGATE DASZKOWSKI: Thank you very much.

CHAIR JOHNSON: You're welcome.

SECRETARY-TREASURER STEFFENS: Seeing no one at the mikes, the question before you is the adoption of the Finance Committee report. All those in favor, signify by raising your right hands. Down

hands. Opposed, the same sign. The Finance Committee report is adopted.

Let's all thank the Finance Committee for their very hard work. (Applause)

. . . President Shelton resumed the Chair . . .

PRESIDENT SHELTON: We have called the Resolutions Committee to the stage. President Cohen introduced the Resolutions Committee yesterday, so I will not do that again, but please give them a round of applause. (Applause)

Will the Chair of the Resolutions Committee please read 75A-15-1.

CHAIR LUGO: Thank you, Mr. President.

Resolution 75A-15-1
Honoring the Leadership and Determination of President Larry Cohen To Fight
"One Day Longer, Each Day Stronger"

For the past ten years, CWA President Larry Cohen has led us, our union, the entire labor movement and a new and growing progressive coalition of activists in an all-out effort to reclaim our democracy for working people.

We're grateful for his leadership, his vision, his willingness to take on the tough fights and take our union forward. We are grateful for the tools and tactics he created, the strategies he pioneered and the alliances he has formed to make us ever stronger.

Under Larry's leadership, CWA has become the leading voice for bargaining and organizing rights and for democracy that works for all working people.

After six years of organizing as a public worker himself, Larry led the organizing that brought 40,000 New Jersey State workers into CWA in 1981. He created The Committee of a Thousand that built a structure capable of reaching every worker. This "1 for 20" framework was the foundation of what later would become CWA Mobilization.

In 1986, Larry was appointed CWA's National Organizing Director and he developed organizers and an organizing program unmatched by any union. Echoing his early days in New Jersey, Larry developed an organizing model "from the inside out," with workers forming an inside committee, setting the issues and building support.

He pioneered card check and neutrality contract language that in the late 1980's at Southwestern Bell Mobile was the start of now wall-to-wall representation for workers across AT&T companies, including AT&T Mobility, where today 51,000 workers are represented by CWA.

In 1987, despite some opposition from within labor, Larry founded "Jobs with Justice" to bring together progressive groups to fight for workplace justice. Over the years, at rallies, sit-ins and demonstrations, Larry could be heard saying, "We don't just want jobs, we want jobs with justice."

Since its creation, hundreds of thousands of JWJ activists have taken the "I'll be there" pledge initiated by Larry. Of Jobs with Justice, Larry once said, "Our future lies with the majority of the American people, and we have to argue and fight our way to make that majority the real majority."

In 1998, Larry was elected Executive Vice President, and in 2005 he was elected President of CWA.

As head of the AFL-CIO's Organizing Committee, Larry pushed for broad initiatives to benefit all workers. From 2006 to 2009, under Larry's leadership, CWA and allies worked hard for passage of the Employee Free Choice Act. Many at first opposed such ambitious reform thinking it impossible. But through his relentless leadership, most of Labor got behind the push for EFCA.

It passed the House by a strong margin but, despite majority support in the Senate, the Employee Free Choice Act never got to the Senate floor for even one minute of debate. The abuse of the Senate rules and a strategy of obstruction by the Senate minority blocked EFCA and some 400 other legislative proposals that were passed by the House.

This tragic defeat for workers' rights pushed Larry to lead the fight for Senate Rules Reform. Again, there was considerable opposition within the ranks of labor-- many opposed getting involved in what seemed to be a lost cause. But Larry's persistence and leadership led to meaningful change and a victory over Senate obstruction.

The Senate confirmed a full, five-member National Labor Relations Board, top administrators for the Environmental Protection Agency and the Consumer Financial Protection Bureau and other agencies, and more than 100 judges to key posts, including the District of Columbia Circuit of the U.S. Court of Appeals, the second most powerful court in our nation. That same leadership was key to gaining better union representation rules for airline workers.

As President, Larry has promoted reform inside CWA and beyond. Under his leadership, Convention delegates approved a measure to add the voices and perspectives of local union leaders to the union's Executive Board and to broaden the Board's diversity. He worked to stabilize the union's finances and investments, looking for ways to safeguard what CWA members have built since 1938. He transformed the budgeting system of the union, brought the union finances out of debt and returned the pension to fully funded status.

The Strategic Industries Fund that Larry initiated has enabled CWA to carry out large-scale, strategic campaigns, targeting corporations and fighting back against bad policy initiatives like the Trans-Pacific Partnership trade deal.

CWA's SIF strategy has put our resources to work and enabled us to take on the challenges of today, whether it's management demanding concessions in bargaining, employers attacking workers rights and a union voice, or a state governments trying to strip away pensions and health care.

Internationally, Larry is recognized as the leading voice on organizing and bargaining rights in the U.S. and in how to build alliances with our counterparts around the globe. With ver.di, the union representing T-Mobile and Deutsche Telekom workers in Germany, Larry created TU, a voice for workers at T-Mobile US who are fighting back against that company's assault on their rights. With ver.di, Larry is rallying German and U.S. elected officials to push Deutsche Telekom to end the double standard that has allowed T-Mobile US to fire, harass and intimidate workers who want bargaining rights.

His global vision has resulted in effective alliances with the independent telephone workers union in Mexico and unions representing bank workers in Brazil to help workers organizing in the U.S.

Above all, Larry is an activist and fighter. He understands the frustration of members fighting for a just contract. He feels the pain of a worker fired for daring to want a union. He is enraged when citizens are shut out of our democracy. Larry's determination to fight injustice, "One day longer, each day stronger," defines him and his legacy as President. We are grateful for his leadership, his commitment, his caring.

In 1989, CWA began wearing red on Thursdays as a sign of solidarity. When Local 1103 Steward Gerry Horgan was killed on the picket line, this spread throughout our union. CWAers created a sea of red at rallies, actions and demonstrations. Red is now the color associated with CWA's mobilization and activism.

Resolved: The 75th Convention of the Communications Workers of America expresses our deep appreciation to President Larry Cohen for his creative leadership, strategic vision, passionate dedication, tireless work, and countless contributions to building CWA, the larger labor movement, and connecting the fight for workers' rights with efforts to strengthen progressive movements for democracy and social and economic justice at home and across the globe.

Resolved: The 75th Convention of the Communications Workers of America designates red as CWA's official color in memory of Gerry Horgan and in recognition of President Larry Cohen's commitment to organizing, mobilizing, movement building and solidarity.

Mr. President, the Resolutions Committee moves the adoption of Resolution 75A-15-1 entitled "Honoring the Leadership and Determination of President Larry Cohen to Fight One Day Longer, Each Day Stronger." (Applause)

PRESIDENT SHELTON: I would like to recognize Delegate Steve Abbott at Microphone No. 3.

DELEGATE STEVE ABBOTT (Local 7108): President Shelton, Secretary-Treasurer Steffens, members of the Executive Board, Fellow Delegates, Sisters, Brothers, Retirees, and Guests: I stand before you today in support of Resolution 75A-15-1 honoring the leadership of President Cohen to fight One Day Longer, Each Day Stronger.

Albert Einstein once said, "Logic will get you from A to B. Imagination will get you everywhere." I believe over the career of Larry Cohen, he has been just about everywhere, fighting countless fights with inspiration, determination, and discernment.

President Cohen challenged us constantly to dare to realize what is possible if we work together. He didn't tackle fights because they were convenient or manageable. He fought because it was the right thing to do.

You may be hard-pressed to find someone who has engaged in more workplace and civil rights struggles than Larry Cohen. He uniquely understands that it takes all of us.

I am so proud to be a CWA member where we have battled some of the biggest and baddest employers on the planet-- Verizon, General Electric, United Airlines, Chris Christie, New Jersey, CNN, Comcast, Windstream, FairPoint. They are among many. Larry Cohen was at every one.

We have shared his talent and fortitude with others. Brother Dennis Williams reminded us yesterday of the bond between the UAW and CWA. When Wall Street and their actions tried to sell off the U.S. auto industry, Larry Cohen and all of us were there and went to their aid.

While attacks to destroy the United States Postal Service are ongoing, Larry Cohen was there on behalf of the National Association of Letter Carriers, American Postal Workers Union, Mail Handlers, and Teamsters.

When every single labor union in the AFL-CIO and others, including the Teamsters, the Carpenters, and SEIU, the NEA, when they closed their checkbooks until the congressional vote on Fast Track at the TPP, Presidents Dimondstein of the APWU and Hanley of the Amalgamated Transit Union reminded us

that it was because of the leadership of Larry Cohen that that happened.

Larry, on behalf of us, has even battled friends when we knew they were wrong. His award yesterday affirms that Larry Cohen is the consummate organizer, whether he is organizing new units, internal organizing, building coalitions and building consensus, I have wondered if we actually realize the impact that Larry Cohen has had on our new leadership, our members, our lives, and our communities.

I trust one day we will find that out. I trust his judgment to step aside and I trust our collective judgment in electing our new leaders, President Chris Shelton, Secretary-Treasurer Sara Steffens, and our other new leaders.

Brothers and sisters, I stand before you today wearing red so we never forget the sacrifice of Local 1103 member, Gerry Horgan, and those from NABET, the AFA, and others who were lost on one dreadful day. They are heroes. May we always keep them in our hearts and minds, and may we all honor the work of Larry Cohen.

Let us not fear to imagine just and fair workplaces, safe and vibrant communities, joyous and healthy families, dignified final years, and fond memories and lasting memories of our friends. It was said by Herman Hesse, "Some of us think holding on makes us strong, but sometimes it is letting go."

President Shelton, Executive Board members, I trust today is not goodbye to our friend Larry Cohen. We will continue to work together. Today is "Thank you Larry Cohen" day, and best wishes, my friend. Thank you. (Applause and cheers)

PRESIDENT SHELTON: Now, brothers and sisters, I would like to recognize Delegate Kevin Sheil again at Microphone No. 3.

DELEGATE KEVIN SHEIL (Local 1103): I would like to tell you why wearing red on Thursday is important to my local and district. Gerry Horgan was a member of Local 1103, my local, when he was killed on a picket line almost 26 years ago. I didn't know Gerry Horgan, and you don't need to either. But I feel as if I know him, because if you worked in my local you were taught about him from day one. And those who worked with him would never, ever, ever let you forget about him. And we have never forgotten about Gerry Horgan.

Gerry died almost 26 years ago, and for those who knew him it's hard not to remember his death and the circumstances surrounding it. But I'm not going to talk about the details of the incident, because to do so I risk dramatizing a tragedy and trivialize his life.

It doesn't matter anymore that he came from my local, it doesn't matter that he came from our district or what sector he was from. It doesn't matter if he was from New York or New Jersey or Massachusetts or Texas or California.

What matters is he was doing the right thing when he was killed in that picket line while on strike against a greedy corporation.

What matters is that he thought he was going home at the end of the day to be with his family, and he never made it.

What matters is that he was a loving husband, a father, a brother, and a son to his family.

What matters is that Gerry was a leader, a comrade, and a teacher.

What matters is that Gerry was a United States Marine, and what matters is that he was a CWA brother, he was a CWA member. That's all that matters.

To the old timers, he was a steward and to the rookies, a teacher. To his union brothers and sisters, he was the union, and he was an able representative and a tremendous advocate.

He was a guy who just wanted to make a difference; a guy who stood up and fought back; a guy who bore witness and told a story on behalf of those workers who were vulnerable and couldn't do it for themselves; a guy who knew, if he chose to keep silent and do nothing, soon there would have been more of them than there were of us; a guy just like all of us, a guy just like any of us, a guy just like each of us in this room.

We wear red every Thursday to honor Gerry and respect his sacrifice, and that's why it's important to us. But this is more about just Gerry Horgan. It's about honoring all the great labor leaders of this union, the ones we know very well like Larry Cohen, and the ones we don't know so well, including so many people right in this room today.

Brothers and sisters, too often too many people wait saying "It's not us. It's someone else's struggle." But that's not why I got into this movement, and it's not why anyone else in this room got into this movement.

You got into this movement because you didn't want to sit on the sidelines and say it's someone else's struggle. You got in because you wanted to say it's your struggle too. You got in because you decided you weren't going to allow pessimism to stand in the way of progress.

Despite the challenges and the many obstacles that we must overcome as a union, we must look onward and recognize that despite that the fight isn't over because we voted to ratify a contract or an agreement to organize a new group of workers.

The fight is not over, because it's never over. Wearing red and making red the official color of CWA is about pride and meaning and the ideals of this great union. It's about standing up and fighting back. It's about "One Day Longer, One Day Stronger." It's about honor and sacrifice and solidarity. It's about solidarity-- solidarity because we are one.

That's why-- (prolonged applause) That's why wearing red and making red the official color of this great union is a resolution I am supporting, and I urge you to support this resolution as well. Thank you. (Applause and cheers)

PRESIDENT SHELTON: Brothers and sisters, I want to recognize Delegate Jelger Kalmijn at Microphone No. 3.

DELEGATE JELGER KALMIJN: I am speaking on Resolution No. 2, not Resolution No. 1.

PRESIDENT SHELTON: Since there is no one else at a microphone, what you have before you, brothers and sisters, is Resolution No. 1.

All those in favor of Resolution No. 1, please raise your hands. All those opposed, signify by like sign. The resolution is adopted. (Applause)

At the Motions microphone, Delegate Cheliotas.

DELEGATE ARTHUR CHELIOTES (Local 1180): I rise to propose that we dispense with the full reading of the resolutions and simply read the Resolveds. (Applause)

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: Is there any discussion?

Since there is no discussion, all those in favor of the motion, please signify by raising your hands. Those opposed, by like sign. The motion is passed. Only the Resolveds will be read.

Could we have the Resolveds from Resolution 75A-15-2.

. . . For the record, the full text of the resolutions are included in these Proceedings . . .

CHAIR LUGO: Thank you, Mr. President. Please turn to page 4 of the resolutions report and look at:

Resolution 75A-15-2
Oppose the Assault on Public Workers and Public Services

There are more than 130,000 public sector workers who are members of the Communications Workers of America. CWA public sector members work at all levels of government providing vital services, including public safety, health care, education, human services, transportation, environmental protection, corrections, and many others.

The 22 million public sector workers in the United States provide essential services to all Americans to improve the lives, well-being, safety, and environment of the communities in which we live.

CWA has led the way over the years in bringing the benefits of union representation to public sector workers, whether in states like New Jersey, New York, and California where we fought hard to win bargaining rights for public workers, or in states like Texas that continue to deny public workers their most basic human right to bargain collectively.

CWA is proud to stand united as a union of public and private sector workers, joined together to support and strengthen worker organization everywhere, in every industry and sector of our economy.

In the past four years, corporate America and anti-union elected officials have set their sights on the destruction of public sector collective bargaining. Having reduced private sector union membership to 6.6 percent of the private sector workforce, they are now going after the public sector, where union rates nationally are about 35 percent.

In state after state, they are pushing an agenda to eliminate public workers' collective bargaining rights, fair share (agency) fees, to privatize public services to low-wage contractors, and to cut public budgets and public workers' pensions, benefits, and wages as the next step in their crusade to reduce the power and living standards of working people.

Wisconsin Governor Scott Walker spearheaded the campaign to get rid of public workers' collective bargaining rights, and he openly boasts of his successful assault on public workers, public sector unions, and unions in general.

New Jersey Governor Chris Christie has followed a similar playbook with his attack on public workers' right to bargain over health care, his illegal refusal to fund our members' pensions, and the continuous push for privatization and cuts to public budgets that fund the services our members provide.

In Texas, Governors Rick Perry and Greg Abbott have pushed an agenda of budget cuts to essential services, privatization of our members' jobs, and attacks on payroll deduction designed to weaken our union.

In state after state, city after city, the assault on public investment, public workers' bargaining rights, and the drive to privatize public workers' jobs threatens not only workers' livelihoods, but also the quality and accountability of taxpayer-funded public services.

For example, the U.S. Department of Energy (DOE) privatized the work at two of our nation's nuclear labs, work that for decades was done by CWA-represented University of California employees. These programs deal with some of our nation's most sensitive security and defense programs.

The defense contractors that won the contracts to do this work make large profits at public expense, and use some of those profits to fund substantial political contributions to buy the support of elected officials for their privatization agenda.

Resolved: CWA stands united in opposition to the erosion of public sector collective bargaining rights. CWA will fight vigorously against all attempts to roll back workers' rights in the public sector, including the elimination of collective bargaining, fair share (agency) fees, reductions in retirement benefits, and the privatization of essential services. CWA will continue to organize to win collective bargaining rights for public workers in those jurisdictions that continue to deny this basic human right.

Resolved: CWA reaffirms our support for adequate investment in public services as the essential foundation for a vibrant economy, healthy and safe communities, strong families, and a thriving democracy.

Mr. President, the Resolutions Committee moves the adoption of Resolution 75A-15-2 entitled "Oppose the Assault on Public Workers and Public Services."

PRESIDENT SHELTON: I would like to recognize Delegate Sarnoff at the Motions microphone.

DELEGATE STEPHEN SARNOFF (Local 3179): In Clearwater, Florida. That's a little south of the Bronx. (Laughter)

I offer a friendly amendment to this resolution. Should I read the body of my amendment?

PRESIDENT SHELTON: Is there a second to the motion?

DELEGATE SARNOFF: Sir, I haven't read it yet. They don't know what it is.

PRESIDENT SHELTON: I'm sorry.

DELEGATE SARNOFF: I was asking permission if I could read it to the body.

PRESIDENT SHELTON: Go ahead.

DELEGATE SARNOFF: All right.

Any day now, the Supreme Court could agree to hear *Friedrichs vs. California Teachers Association*, a case that would take away agency fee provisions and Public Sector unions' contracts, effectively turning the Public Sector into "right-to-work" at a national level.

This move, which could overturn a 40-year-old Supreme Court decision, is designed to de-fund public sector unions as part of the corporate attack on the very existence of the unions. A negative Supreme Court decision in this case would invalidate agency fee provisions that CWA has negotiated in Public Sector units in California, New Jersey, New York, New Mexico, and Ohio, among other places, and could strengthen the forces that have been pushing "right-to-work" statutes in cities and states across the country.

And my additional Resolved proposal is: "In response to the renewed effort of corporate forces to undermine the financial viability of our unions through "right-to-work" legislation and court challenges, CWA will redouble efforts to organize non-members into the union."

PRESIDENT SHELTON: Is there a second to the motion?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: Is there any discussion on the motion? You may speak on it, Steve.

DELEGATE SARNOFF: Thank you.

Sisters and brothers, as many of you know, I am the President of a medium-sized local in Clearwater, Florida, representing Municipal Workers in a right-to-work, right-to-starve, right-to-work-for-less state. I know what it's like to only have 40 or 50 percent of my total bargaining unit, if I am lucky enough to reach that number, to be in the union. The others are free-riding, they are scabs, and we constantly have to work at trying to organize them into the unit.

Forty years ago the U.S. Supreme Court ruled very specifically that there is no real difference between a public worker and a worker in private industry. We have the same goals, the same set of skills. There is nothing that differentiates us except who signs our paychecks.

And they ruled that it was only right that fair share, as it was called then agency fee, was a legal right for unions. And in those states, that were not right-to-work, you have this.

If the *Friedrich* case is ruled on, which we suspect it will be, it will be an economic blow to our union, to our locals, and to the political efforts we make every day to help working families all across this country.

Sisters and brothers, I ask that you join me in supporting this good amendment and passing it and passing this good resolution. Thank you. (Applause)

PRESIDENT SHELTON: Sisters and brothers, seeing no one wishing to speak on the amendment, what is before you is the amendment to insert after Line 54 in this additional resolved:

"Resolved: In response to the renewed effort of corporate forces to undermine the financial viability of our unions through right-to-work legislation and court challenges, CWA will redouble our efforts to organize non-members into the union."

Brothers and sisters, all those in favor of the amendment, please raise your hands. Opposed, please show by like sign. The amendment is adopted. (Applause)

On Microphone No. 3, Delegate Jelger Kalmijn.

DELEGATE JELGER KALMIJN (Local 9119): Fellow workers and friends, sisters and brothers: We are under attack from all sides. I'm not speaking as a Public Worker, which I am, but as a worker. Corporate America is on the rampage, from secret trade deals like TPP to eliminating bargaining rights in Wisconsin and New Jersey to the assault on voting rights, they are on the attack. The one percent and their appointed and elected lackeys are systematically assaulting working class power to increase their profits.

They play smart, they play vicious. They have no interest in democracy or social well-being. They have a single-minded commitment to the bottom line, to their profits.

I rise in support of this motion because our situation is dire. In their vicious smartness, they have identified that in the Public Sector we are still 30 percent unionized. We are one of the main obstacles to them reaping yet greater profits. We are one of the last bastions of working class power with our 30 percent, and they are out to get us.

A little known yet sinister and extremely destructive case will come before the Supreme Court in the next year. The case, as you heard, is *Fredrichs vs. CTA*. With this case, they will almost certainly decide to make all Public Sector workers right-to-work-for-less. Millions-- that is millions of state, county, municipal, school, and other public workers will have their bargaining strength greatly diminished in one fell swoop, a vote of five to four.

Let me repeat: All workers, Public Workers in the United States, will be almost certainly right-to-work-for-less by this time next year. It's going to happen.

What can we do? What we do best-- organize and mobilize. What we do best-- organize and mobilize. We need to double, triple, quadruple our stewards, our union builders in every workplace. We need to fight on the ground floor where we are, where we have working power. We need to show how successful we have been because of our strong union.

We have won union contracts that are not only the envy of Public Sector workers, but are the envy of all workers. We win regular raises. Remember what those were, guys? We have a pension plan, which most people do not have anymore. Most people have a risky Wall Street investment scheme. We actually have a pension plan. We need everybody to have a pension plan, not just Public Sector workers.

Most of all, we need to go out there and sign up every single worker as a member of our union. We cannot rest on our laurels of having them pay money as agency fee payers. Every single worker needs to be a union member.

We need to all pull together, all our union, to survive the blow that the Supreme Court has planned for us. We will need to plan membership blitzes, mailings, orientations, incentives, and every other tactic we can come up with.

Let's pull together the way we did to fight Scott Walker, the way we fought in Ohio, and every other fight we have fought together as a great union. Let's pull together and take this threat as an opportunity to build the kind of union we need anyway.

Let's come out of this challenge stronger, more unionized than ever, better contracts than ever, and, even more importantly, organizing more new members than ever.

I encourage you to support this motion and support Public Sector workers in our moment of need.

Thank you very much, delegates. (Applause)

PRESIDENT SHELTON: I would like to recognize Delegate Shari Wojtowicz at Microphone No. 3.

DELEGATE ELLEN VIDAL (Local 1088): Sorry. Good afternoon, President Shelton. I am Ellen Vidal. I am CWA Local 1088 President in Ocean County, New Jersey.

DELEGATE SHARI WOJTOWICZ: I am speaking on another resolution, not this one.

PRESIDENT SHELTON: There seems to be some confusion. Any delegate who wants to speak on a resolution or a motion, please inform the folks on the telephone which resolution or motion you wish to speak on. Thank you.

So, I would like to recognize Delegate Vidal on Microphone No. 3.

DELEGATE VIDAL: Once again, my name is Ellen Vidal. I am President of Local 1088 in Ocean County, New Jersey, representing the Public Sector. Today I stand in support of the Public Sector resolution, along with the friendly amendment made by Brother Sarnoff.

In New Jersey, Governor Chris Christie is just waiting for the *Friedrich vs. California Teachers* decision to be handed down.

The one percent and their paid politicians have found another way to change the playing field and the laws since they have not been able to break the Public Sector unions.

First they rob the Public Sector pensions in New Jersey-- and I do mean literally rob. The Public Sectors workers paid and paid and paid, and they just kept taking and taking. Then in New Jersey, Governor Chris Christie completely stopped paying.

Now, this morning, the New Jersey Supreme Court handed down a decision siding with Chris Christie against our pensions. They have taken our right to negotiate health benefits. They have taken our money from the pensions in New Jersey. Now, the *Friedrich vs. California Teachers*, to quote the Women's Committee, is another example of having to "fight this shit again." (Applause)

The agency fee issue was established and resolved years ago. Now, at best, agency fee as we know it will be dramatically changed. This case will negate all members and force us to do extensive organizing to resign all members.

The politicians are counting on such a campaign to drain our union resources, drain our strength, to divide and conquer. The Public Sector is one of the last strongholds for unions in this country. We must continue to organize, reorganize, reorganize, mobilize, and build the Public Sector. (Applause) Thank you.

PRESIDENT SHELTON: I would like to recognize Delegate Anderson on Microphone No. 3.

DELEGATE TOM ANDERSON (Local 3865, United Campus Workers, Tennessee): Good morning. I stand today in support of this resolution and I ask my union brothers and sisters to stand in support as well.

You have all heard the Public Sector is under attack. Well, this isn't just an attack. We are fighting a war. And in order to win this war, we need our allies.

In this war, like all other wars, there are front lines, there are attacks, and there are occupied territories. Well, I am telling you, I live in an occupied territory. Public workers are in occupied territories across the South, and that's growing across the country.

We are fighting a resistance against this war on our way of life, the way of life that says all people have a right to food, shelter, quality health care, education, a safe place to live and raise their family, and a living wage. (Applause) A real living wage.

Pilot Oil and the corporate thugs who run the State of Tennessee with a super majority in the legislature and gerrymandered districts to maintain that control and power, they think they have bought themselves a state, and they think they have won in my state.

Well, I am here to say we are not done. But we cannot fight this fight alone and win. We need all of our brothers and sisters in the State of Tennessee and across this country to stand and fight with us.

In my state, the State of Tennessee, as Public Workers, we have no rights. I have no collective bargaining rights, no NLRA, no Labor Board to appeal to, no civil service protections, and I, as a Public Worker, am considered an at-will employee.

And those of you who are fighting right-to-work laws or who are now subject to right-to-work laws will become very familiar with that phrase because that means they can fire you at will, and contesting those firings is extremely challenging, let me tell you.

On college and university campuses across the state, our rights are trampled, and those who stand up are harassed and fired, denied vacation time, belittled. If you have medical conditions or if you have family members with medical conditions that drain your sick leave and an emergency happens, you have no sick leave. It doesn't matter if you have annual leave left to cover it, you are not allowed to use that. You are forced to take leave without pay for which you can be disciplined and fired.

All wages in the State of Tennessee now are performance-based, which means they can reward their friends and punish those of us who stand up for dignity and respect in the workplace. No cost-of-living adjustment. Dedicated public employees are living in poverty on public assistance, having to work two to three jobs just to feed their families, while presidents and chancellors across the state are making hundreds of thousands of dollars and getting hundred of thousands of dollars in retention bonuses. A university president needs a retention bonus. Welcome to corporate public sector.

And this is just the tip of the iceberg, and it's a big iceberg, let me tell you. This is their vision for America. This is the vision for our future. This is the vision for our children's and grandchildren's futures. They think it's over in my state, across the South, and increasingly they think they have won.

Myself and my members, we are told "The union can't do anything for you. They can't protect you. They can't defend you. You should just give up, just surrender." And when I am told that, I am encouraged and heartened by the fights I see all across this country and across districts by my union brothers and sisters in the public and private sector and all the other sectors.

I am also encouraged by the story of revolutionary Naval Commander John Paul Jones who was fighting the largest, greatest, most powerful navy in the world, the British Navy. He was losing, ships were on fire, de-masted, and the British commander told him he was over, the fight was over, he should just surrender. He responded saying, "You don't know us. We have not yet begun to fight."

But we need all of you to fight with me, because we have not yet begun to fight. We will fight until I have a union contract in my state as a public employee.

I urge all of my brothers and sisters to support this union and support your Public Workers all across this country. Thank you very much.

. . . The delegates arose and applauded and cheered at length . . .

PRESIDENT SHELTON: Brothers and sisters, seeing no one at a microphone, what is before you is the resolution as amended. Those in favor, please raise your hands.

Opposed, please signify by like sign.

The resolution, as amended, passes. (Applause and cheers)

I would like to thank the Resolutions Committee, and they will be up here again.

I would like to entertain a motion to recess. Is there a motion?

. . . A motion to recess was made from the floor . . .

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: We are in recess until 1:30. Thank you, brothers and sisters.

. . . Thereupon, the Convention recessed at 12:01 p.m. . . .

TUESDAY AFTERNOON SESSION

The Convention reconvened at 1:39 p.m., President Shelton presiding.

PRESIDENT SHELTON: May I have your attention please, brothers and sisters. It's now my pleasure to present to you Secretary-Treasurer Steffens to introduce the Defense Fund Oversight Committee. (Applause)

SECRETARY-TREASURER STEFFENS: A quick, random bit of business. James McAfee, you left your credit card at the restaurant. Do we know which restaurant, Chris? Anyway, James go pick up your credit card where you ate.

While everybody is getting situated, it is my honor to recognize the Defense Fund Oversight Committee. Let me introduce them. We have:

Ken McNamara, President, Local 1037;
 John Wills, Member, Local 2202;
 Richard Honeycutt, President, Local 3605;
 Edwin Phillips, Member, Local 4340;
 Nancy Lee, Treasurer, Local 6215;
 Cecelia Valdez, Member, Local 7026;
 Joan Gifford, Secretary-Treasurer, Local 9505;
 Sandy Kmetyk, President, Local 13500;
 Arthur Cheliotas, President, Local 1180;
 John Lewis, Member, IUE-CWA Local 83761;
 Jeff Heisey, Secretary-Treasurer, AFA-CWA;
 Bill O'Meara, President, TNG-CWA Local 31003.

And now I recognize the Chair, Arthur Cheliotas.

DELEGATE ARTHUR CHELIOTES (Chair, Defense Fund Oversight Committee): Thank you, Secretary-Treasurer, Sara, thank you very much.

For the purposes of reading the report, I will ask my colleague and distinguished member of the Committee from District 1, Ken McNamara, to start the report.

DELEGATE KEN McNAMARA (Local 1037): Thank you, Arthur.

Through resolutions and rules adopted by various CWA conventions, the Defense Fund Oversight Committee is charged with the responsibility to review activities associated with the Defense Fund, the Robert Lilja Members' Relief Fund, the Strategic Industry Fund and the Growth Fund.

The DFOC is authorized to examine receipts, disbursements, investments and the administrative policies associated with the funds. The DFOC may also, with a 2/3 vote, affirm CWA Executive Board actions that are consistent with the rules governing those funds.

The DFOC is required to report its findings to each CWA Convention and make recommendations to the Convention where appropriate. The DFOC also issued a report to the Local Presidents in 2014 as required under the rules.

In April 2013, the delegates to the Convention established the Growth Fund. The Growth Fund is to support and enhance the Union's movement building, organizing, leadership development, research,

industry analysis and efforts to achieve economic justice, including the hiring of staff needed to provide resources for launching new and sustaining existing efforts. It will be funded with one-half of the investment earnings in The Robert Lilja Members' Relief Fund beginning with the investment return for the calendar year 2012.

The DFOC met on July 15-17, 2013, October 29-31, 2013, March 3-5, 2014, July 21-24, 2014, October 20-22, 2014 and March 30-April 1, 2015 in Washington, D.C.

The committee reviewed activities associated with The Robert Lilja Members' Relief Fund, the Defense Fund, Strategic Industry Fund and the Growth Fund.

And now to continue with the reading of the report, I would like to introduce my brother, John Wills, from District 2.

DELEGATE JOHN WILLS (District 2): Thank you, Ken.

INVESTMENTS

Prior to submitting this Biennial Report, the Defense Fund Oversight Committee met with representatives of the Marco Consulting Group to review investment performance for the Funds. Marco Consulting Group was selected to serve as investment advisors and co-fiduciaries on these funds effective June 1, 2009, after a Request for Proposals was issued for these services in the spring of 2009.

Marco Consulting Group first presented an investment analysis to the Defense Fund Oversight Committee at the CWA convention in June 2009 and has subsequently updated the Defense Fund Oversight Committee on investment performance at meetings in Washington, D.C.

Investment Performance Services was selected as an independent monitor and is responsible for monitoring and verifying that fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer, who are trustees of the funds. The Defense Fund Oversight Committee reviewed the IPS report in March 2014.

The opening balance of The Robert Lilja Members' Relief Fund on April 1, 2014 was \$459,417,000. Total investment earnings during the 2013 calendar year were \$28,167,000, a 6.1 percent increase.

According to the rules, one-half of these earnings, or \$14,083,500, was moved to the Growth Fund. In calendar year 2014, the total return for the Members' Relief Fund was \$20,690,000, a 4.6 percent increase. One-half of these earnings or \$10,345,000, will be moved to the Growth Fund as well. Earnings on The Robert Lilja Members' Relief Fund investments from January 1, 2015, to March 31, 2015, were \$6,995,378, or a 1.5 percent increase. This resulted in a balance of **\$465,370,349** in the MRF on March 31, 2015.

At the 74th Convention, the Defense Fund Oversight Committee requested that a new Request for Proposal for investment advisors and co-fiduciaries on these funds be issued to ensure that the fees are minimized and investment returns increased while minimizing risk. That process is now in the final stages.

In the fall of 2014, the Defense Fund Oversight Committee Chairman and a representative from the Media Sector met with the President, Secretary-Treasurer and Marco Consulting Group to review the asset allocation of The Robert Lilja Members' Relief Fund. Following the meeting, Marco Consulting Group recommended a modification of the asset allocation, which the President and Secretary-Treasurer adopted.

According to Robert Lilja Members' Relief Fund guidelines, when the fund's assets fall below the floor of \$377,484,108, the quarter hour dues that would otherwise be sent to the Strategic Industry Fund are retained by the Robert Lilja Members' Relief Fund. Once the target floor balance is achieved, the quarter hour of dues is redirected to the Strategic Industry Fund and the Robert Lilja Members' Relief Fund's growth is fueled by investment returns and asset appreciation.

The Robert Lilja Members' Relief Fund did not fall below the floor during the period from April 1, 2014 to March 31, 2015. When the Robert Lilja Members' Relief Fund reserves reach \$500,000,000, the floor will be raised to \$400,000,000.

THE DEFENSE FUND

The Defense Fund had a balance of \$0.00 as of March 31, 2015. The Defense Fund investments were moved to the Robert Lilja Members' Relief Fund as of October 31, 2013, as approved by the Delegates to the 2013 CWA Convention.

I would now like to introduce my brother from District 4, Edwin Phillips, who will continue with the report.

DELEGATE EDWIN PHILLIPS (Local 4340): Thanks, John.

THE ROBERT LILJA MEMBERS' RELIEF FUND

The balance of the RLMRF as of March 31, 2015, is \$465,370,349. The Defense Fund Oversight Committee discussed the current mortgages to locals held by the fund. All mortgages are current. The fund is the first lien holder and the loan may be up to 80 percent of current appraised value and with a clear title.

Mortgages as of March 31, 2015, total loan amount was \$12,798,271.37. The total balance due from locals was \$10,631,082.90.

THE ROBERT LILJA MEMBERS' RELIEF FUND EXPENDITURES

APRIL 1, 2014 - MARCH 31, 2015

There was one strike-related payment during this period and only one Victim of Collective Bargaining was paid this year.

On the STRIKE-RELATED side, Local 1400, FairPoint, had a \$1,285,802 total payment. And the VICTIMS OF COLLECTIVE BARGAINING, it was Local 30130, Halifax Typographical Union, that was paid out \$7,422.

The Defense Fund balance, as noted above, as of March 31, 2015, was ZERO.

For further reading of this report, I turn to my colleague and friend, Nancy Lee, from District 6.

DELEGATE NANCY LEE (Local 6215): STRATEGIC INDUSTRY FUNDS (SIF). The balance of the Strategic Industry Fund as of March 31, 2015, is **\$59,414,487.**

The Strategic Industry Fund campaigns approved by the Executive Board and the DFOC continue to increase our leverage at the bargaining table and further our major policy initiatives. Over the course of

the years, we have experienced many successful projects and are gaining insights on how to manage future projects.

The campaigns operate with specific budgets and clear measurable benchmarks at six-month evaluations. We currently have over 70 active SIF campaigns.

SIF campaigns continue to stay well within their budgets. The breakdown by industry is listed below for your review.

SIF BUDGET AS OF 3/31/15:

TOTAL INCOME SINCE INCEPTION - 09/06	\$197,771,355
TOTAL SIF OPEN ALLOCATIONS	\$32,045,257
TOTAL SIF OPEN EXPENSES	\$14,325,715
ALLOCATED OPEN SIF BALANCE 9/06-03/15	\$17,719,542
SIF DISTRIBUTION & ADMIN FEES 12/11-3/15	\$23,544,586
2.5% ADMINISTRATIVE EXPENSE	\$1,784,400
CLOSED EXPENSES 06/06-03/15	\$95,782,021
TOTAL SIF FUND BALANCE	\$61,694,344
UNALLOCATED SIF BALANCE	\$43,897,852

NOTE - Beginning with this report, only open SIF projects will be listed in the report. Any member wishing to review a closed SIF report should arrange to meet with the DFOC during usual hours posted in the Convention schedule.

And now I would like to turn it over to my colleague Cecelia Valdez from District 7.

DELEGATE CECELIA VALDEZ (Local 7026): Thank you, Nancy.

SIF Campaign Successes

CableVision Phase V - Given the difficulty of this battle, the two goals of this project were to win a contract for the 265 Cablevision technicians in Brooklyn, NY, and to keep the bargaining unit intact. We succeeded in keeping the bargaining unit intact through this very challenging period, which coincided with a tremendous intensification of the company's anti-union campaign. A contract was negotiated and ratified in January and February 2015. (Applause)

Another wonderful success was the **US Airways Passenger Service** victory. The goals in this project were to organize, mobilize and negotiate an industry leading contract for US Airways and American Airlines Passenger Service groups in Districts 1, 2-13, 3, 4 and 6.

In the fall of 2014, nearly 20 years after passenger service agents at American Airlines started working towards a voice at work, they won the election for CWA-IBT (Teamsters) representation at the new combined American Airlines. Out of 11,187 total votes (13,962 eligible), a resounding 9,640 (86 percent) voted in favor of representation.

This is a huge victory for both legacy American Airlines workers who finally get to join our Union and legacy US Airways workers who will continue to have a strong voice on the job. In fact, with nearly 9,000 legacy American Airlines workers joining CWA and IBT, this is the biggest union organizing win in the south in decades. (Applause and cheers)

Customer Service - The Customer Service SIF was intended to elevate the work of CWA's customer service members; to build a core group of activists; pass state and federal legislation that restricts off-shoring; to organize unorganized workers; and provide strategic research on the customer service industry.

Focusing legislative work on derailing TPP, in the fall of 2014 we made the campaign against TPP the focus on our annual Customer Service professional month. The teach-in participants and coordinators collected postcards, generated calls to Congress and wrote letters to the editor for newspaper print to educate the public about TPP.

Briefs were issued and distributed to bargainers at AT&T Midwest and AT&T Legacy describing customer service working conditions and protections to help them understand customer service issues. The Philippines has become a top destination for U.S. call center off-shoring.

Following up on research conducted when we developed reports on the call center industry in India and the Philippines, we engaged a labor support firm, ReAct. They were tasked to field two research organizers to contact workers and develop a preliminary profile of the working conditions and begin to identify call centers where CWA employers offshore their work.

In addition, CWA joined with UNI and the New Zealand and Australian unions on a mission to the Philippines to meet with labor leaders, government agencies and employer associations to get a better understanding of the dynamics of the industry. The mission is underway and a report will be issued in the near future.

And now, for the continuation of the report, I turn it over to my sister, Joan Gifford, out of District 9.

DELEGATE JOAN GIFFORD (Local 9505): Thank you, Cecelia.

CWA/SCA 3-Year Organizing - This project was designed to improve our capacity to organize workers in traditional and non-traditional fields and sign up as many new members as possible. Our Associate membership has grown to 417 students. We now have over 150 mentorships and a dozen internships. Bi-monthly eNewsletters were sent to members and the "Media Works" Labor Rights Reporting Project was launched.

New York State Budget Fight - The purpose of this project was to make it possible for CWA to participate in and provide needed support to the campaigns in Albany in 2014 to defeat Governor Cuomo's plans to cut taxes for the wealthy and to win approval of a modest tax increase on the wealthy in order to fund Mayor deBlasio's expansion of pre-Kindergarten programs for NYC 4-year-olds. The money was also used to mobilize rank and file CWA members to participate in rallies and lobbying efforts as part of these campaigns and to deepen our relationships with state employees who were fighting major attacks on their jobs and working conditions.

Over 200 CWA members did participate in the March 4th Mass Lobby Day in support of deBlasio Universal Pre-K Plan. Even though Governor Cuomo blocked NYC's authority to raise taxes, Mayor deBlasio won a huge victory in obtaining funding for a universal pre-K program in NYC, which was put in place for 50,000 pre-school children.

We worked with AFSCME State Employees and other unions and advocacy groups to establish a new coalition around the state budget called Strong Communities, which resulted in a much stronger relationship with AFSCME-represented state workers.

I now turn it over to my sister, Sandy Kmetyk from District 2-13.

DELEGATE SANDY KMETYK (Local 13500): Thank you, Joan.

Growth Fund

At the 74th CWA Convention held in April 2013 this committee recommended, and the delegates approved, the establishment of a new Growth Fund which will allow us to search for better ways to change the course of our movement and nation.

Beginning with the annual investment earnings from the 2012 calendar year and going forward, one half of those earnings from the Robert Lilja Members' Relief Fund will be invested in building CWA's ability to fight for economic justice for our members through this new Fund. The Defense Fund Oversight Committee's responsibilities were expanded to include participation, with evaluation of requests submitted to this new Fund.

A. The remaining investment returns will continue to accrue to the Robert Lilja Members' Relief Fund.

B. When the Robert Lilja Members' Relief Fund reserves reach \$500 million, the floor shall be raised to \$400 million.

C. Should the Robert Lilja Members' Relief Fund reserves fall below the current floor of \$377,494,108, all investment returns shall go to the Robert Lilja Members' Relief Fund until it is above the floor.

This newly-created CWA Growth Fund will be used to support and enhance the Union's movement building, organizing, leadership development, research, industry analysis and efforts to achieve economic justice, including the hiring of staff needed to provide resources for launching new and existing efforts.

The balance of the Growth Fund as of March 31, 2015, is **\$20,806,999**. Growth Fund Projects that have been approved as of March 31, 2015 are shown in your report.

Total Income - 2012 Investment Proceeds,	\$12,662,500
Total Income - 2013 Investment Proceeds,	\$14,083,500
Total Income -	\$26,706,000
Total Allocated	\$17,132,866.15
Total Bank Fees	\$1,522.74
Total Monies Unallocated	\$9,571,611.11

Now I would like to turn the microphone over to my distinguished brother from IUE-CWA, John Lewis. John?

DELEGATE JOHN LEWIS (Local 83761): Thank you, Sandy, my good friend.

Growth Fund Projects

The CWA Growth Fund supports and enhances the Union's movement building, organizing, leadership development, research, industry analysis and efforts to achieve economic justice by hiring the staff needed to provide resources for launching new and existing efforts.

Growth Fund resources have allowed CWA to achieve significant victories over the last few years. These funded campaigns have allowed us to increase our political and legislative power and engage in long term organizing campaigns.

NLRB and the Senate Rules Campaign - The Senate Rules campaign led to a fully functioning NLRB for the first time in over a decade. We could not have done the expansive work on this without Growth Fund resources. The fully functioning NLRB has delivered important decisions for CWA members-- declaring T-Mobile employment practices illegal, requiring the rehire of CNN workers with back pay, and union recognition and affirming the right of Purple Communications employees to communicate in their organizing campaign through email.

In addition, the fully functioning NLRB just recently implemented rule changes that allow for speedier representation elections. Since the rule change less than two months ago, CWA has filed for three elections and all have gone from filing to election in 19 to 29 days rather than the months experienced prior to the changes.

Jobs to Move America - The Growth Fund has also provided resources for IUE-CWA engagement in the Jobs to Move America initiative. Under this campaign, IUE-CWA has partnered with four manufacturing unions and numerous community organizations to organize an entire industry in public bus and railcar assembly by getting state and city governments to give contracts to companies that have "high road" employment practices.

I now turn for the completion of the report to Jeff Heisey of the Airline Sector.

DELEGATE JEFF HEISEY (AFA-CWA): Thank you, John.

Additional funded campaigns included our efforts to:

Stop TPP - Our work on TPP and Fast Track has garnered CWA national media attention and recognition from Democratic congressional leaders, other unions, and progressive groups. CWA's power and profile among Democratic-elected leaders has been significantly enhanced. At the same time, our TPP and Fast Track work has allowed us to develop CWA lead activists to a higher skill level, expanding our campaign management capacity.

Our lead activists in many locations have developed relationships with partner groups, put together town hall meetings, led joint Union-partner delegation meetings with members of Congress, presented and fielded questions on TPP to other unions and groups, and been the contact for the local media.

The growth in our lead activists has and will pay off in future campaigns. This work would not have been possible without the Growth Funds.

Building Political Power - In a number of our largest states (CA, NJ, NY, TX and OH), we have significantly expanded and enhanced our political and legislative capacity, developed hundreds of new activists and leveraged our political/legislative work into organizing drives.

For example, in Texas, we stopped the "Paycheck Deception Act" funded by the Koch brothers and other anti-labor fools. Our strength and structural capacity has never been stronger in these states, thanks in large part to Growth Fund resources. The Growth Fund work has been transformational at every level of the Union.

And now, for a final word, I will turn the microphone over to our respected colleague from the Media Sector, Bill O'Meara. (Applause)

DELEGATE BILL O'MEARA (TNG-CWA Local 31003): Almost done, folks.

Last, but not least, a few words about our Union's departing President, Larry Cohen. No accomplishments contained in this DFOC report could have been achieved without the visionary and passionate leadership of Larry Cohen. All who know him have experienced his boundless enthusiasm and commitment to workers' rights and human rights. It is infectious.

Larry has the courage to take on some of the most powerful corporations and government leaders in the world. His leadership during the Senate rules fight, the fight-for-five at the NLRB and TPP are examples of his tenacity when others are quick to accept defeat.

We are sure that, with his boundless energy, Larry will continue his life's work for economic and social justice in our nation and the world. The DFOC thanks him for all he has done and wishes him well in his new endeavors.

Respectfully Submitted,
The Defense Fund Oversight Committee

DELEGATE CHELIOTES: Madam Chair, I would like to take a personal privilege here to first thank the members of the Secretary-Treasurer's office, the Staff, particularly Teri Pluta and Mary Catucci, for their work in helping us put this report together and also in our regular meetings that we have.

I would also like to give particular thanks to John Wills and Sandy Kmetyk who will be leaving the Committee-- they have decided to retire-- for their work, their energy, and their commitment to this union and the work that's involved in making sure that this committee functions properly. Let's give them a round of applause. (Applause)

Madam Chair, we move for the adoption of this report.

SECRETARY-TREASURER STEFFENS: You have heard the motion from the Defense Fund Oversight Committee. Is there a second?

. . . The motion was duly seconded from the floor . . .

SECRETARY-TREASURER STEFFENS: I would like to recognize at the Question microphone, Odessa Kirkland.

DELEGATE ODESSA KIRKLAND (Local 6171): I would like someone to explain to me what 404, Automotive Bankruptcy is.

CHAIR CHELIOTES: I will take that. The Automotive Bankruptcy had to do with Delphi Corporation where we had an IUE local with some 5,000 active members and 25,000 retirees. We needed to fund a court action going into Federal Bankruptcy Court to ensure that their pensions and benefits are maintained, and that we continue to make sure that some attempts in Congress who are trying to overturn those actions would be stopped, and that's what those expenditures were for.

DELEGATE KIRKLAND: Thank you.

CHAIR CHELIOTES: Okay.

SECRETARY-TREASURER STEFFENS: Seeing no one at the mikes, the question before you is the adoption of the Defense Fund Oversight Committee report. All those in favor, signify by raising your right hand. Down hands. Opposed, same sign. The Committee's report is adopted.

I would like to thank the Defense Fund Oversight Committee for their hard work, and I now turn the Convention back over to President Shelton. (Applause)

Before I do, one quick announcement: District 9 will have a meeting 15 minutes after the close of today's session. That would be for the purpose of electing the AT&T Bargaining Committee. The meeting will be in room 313A and B. That's room 313A and B.

Now back to President Shelton.

. . . President Shelton resumed the Chair . . .

PRESIDENT SHELTON: Could the Retired Members' Council come to the platform: Vice President Lunzer, come to the platform to introduce the Retired Members' Council.

VICE PRESIDENT BERNIE LUNZER: At this time, I would like to introduce the Retired Members' Council:

Patrick Welsh, District 1 President;
 Adelle Rogers, District 1 Vice President;
 Mike Vivirito, District 2 President;
 Jenny Sylvester, District 2 Vice President;
 Dusty Winters, District 3 President;
 Mary Curry, District 3 Vice President;
 Annie Flack, District 4 President;
 Marcy Gregory, District 4 Vice President;
 Ray Kramer, District 6 President;
 Priscilla Brown, District 6 Vice President;
 Judy Fries, District 7 President;
 Mary Cooke, District 7 Vice President;
 Addie Brinkley, District 9 President;
 Ronnie Kinney, District 9 Vice President;
 Steve Yokopenic, District 13 President;
 Joe Kincade, District 13 Vice President;
 Herman Panstingel, IUE-CWA President;
 Mary Sue Davis, IUE-CWA Vice President;
 Bill Freeda, Media Workers President;
 Adolphe Bernotas, Media Workers Vice President.

I now turn it over to RMC Chair, Ray Kramer.

DELEGATE RAY KRAMER (Local 6201), Chair, Retired Members' Council): Good morning.

The Retirees report is in your folders with all of the boring statistics so you can read those. I won't repeat them. (See Addendum)

But at our last Convention in Pittsburgh, I reported that the definition of a retiree, for most of you, is that we are gone, we are history. But all our history equates to experience.

At this Convention, you have made history for this union. You have elected only the fifth President of CWA in its 77 years of existence since our first President and founder, Joe Beirne in 1938, followed by Glenn Watts, Morty Bahr, Larry Cohen, and now Chris Shelton.

Congratulations to President Shelton. We look forward to working with you. (Applause)

Speaking of history, I'm sure you have heard about all of the anti-union sentiment in this country. If we keep recognizing these anti-union legislators and anti-union governors like Scott Walker, who now wants to be President, we may all be history. Scott Walker recently made the comment that if he is elected President, he will crush what is left of the unions. Jeb Bush wants to raise the retirement age for Social Security and Medicare to 70.

Now, you have already heard this, but, brothers and sisters, we must all stand up together and fight back. The average life span has steadily increased during the last couple of decades. Those in authority have finally realized that we are living too long. The longer we live, the more it costs, and they decided to do something about it.

Corporations such as AT&T have dropped health care for retirees. Congress is constantly jacking your Social Security, which is the money working people paid in. They are attempting to cut Medicare and Medicaid.

The Supreme Court ruled long ago that corporations are not required to negotiate health care or anything else for retirees. The Supreme Court has even ruled that companies can reduce your pension after you have been receiving it just so they don't have to keep their pension funds properly funded. These are all things that are necessary for retirees and seniors to have to enjoy a longer life.

Do any of you remember the song, "Charlie Brown," from the '50s? Of course you wouldn't. Some of the retirees might. But in it Charlie Brown asks the question: "Why is everybody picking on me?" It just seems like all the cuts are always directed at the retirees and the seniors. We all have to stand up together and fight back.

What are the retirees doing? We have held telephone town hall meetings to inform and mobilize retirees. This helps us to be more involved in actions such as TPP and the critical fight we are in now to stop cuts to Social Security, Medicare, and Medicaid. We have called, sent letters, postcards, emails--yes, even emails. Most of our retirees now have computers. We have paid personal visits to our members of Congress.

We are also a very important part of what President Cohen called "movement building." It's about increasing our power and building relationships with our allies such as the ARA.

Our chapter members play an important role. They register new voters. They block-walk and knock on doors. They phone bank. They work in their precincts. They are precinct chairs and election judges.

We are making a difference, and we will continue to make a difference for ourselves, for you, and for future generations who deserve the same benefits and standard of living that we enjoy.

The ARA motto is, "Let's not be the last generation to retire." One of our Board Members, Adolphe Bernotas from the Newspaper Guild, declares that you are all "retirees in training." (Applause)

I thank all of you for your support of retirees. Our movement has grown and our locals are a big reason for our growth, especially those that support us financially. Every time you give the gift of a \$25 Lifetime Membership to a retiring CWA member, we grow bigger.

I want to give a special thank you to Steve Tizza, President of our Retired Members' Chapter 4250 in Illinois. (Applause) Steve is responsible for sending out all those petitions for your signature regarding AT&T dropping the retiree health care. I hope all of you had an opportunity to sign one. They have been

and still are being delivered through Randolph Stevenson.

Also, a special thank you to Nancy Lee, Local 6215 (applause) for her help in negotiating all the details with the City of Dallas, Texas, and the Police Department for a rally we had in Dallas at the AT&T headquarters opposing them dropping retiree health care. District 6 delegates have already heard about this rally and were a big part of it, so they don't have to listen now, but it is worth repeating.

I thought if we had 100 participants at this rally, we would be doing good. Well, one of our chapter officers from Chapter 6314, Kathy White, created a flyer and hit the social media with it. And as a result, we ended up having over 700 participants attending. (Applause)

We had 12 buses bringing participants from as far away as St. Louis, Kansas City, Springfield, Oklahoma City, Tulsa, Beaumont, Houston, San Antonio, Austin, Fort Worth, and had participants from Illinois and Washington, D.C. Members from the St. Louis area boarded their buses at 9:00 p.m., rode all night to be in Dallas by 11:30 a.m. the next day, for a one-hour rally and a box lunch, only to get back on that bus for a 14-hour ride back home. That is dedication. (Applause) Nancy negotiated for the City that allowed us to use an abandoned parking lot for a staging area for those 12 buses.

Also, a big thank you to Ron Swaggerty of Local 6215 and his crew who set up tables and chairs in the staging area and served all those box lunches to the participants.

I might add, when this took place, Nancy was the Local Treasurer. Now she is the Local President. Ron was the Chief Steward. Now he is the Local Vice President. So, you see, supporting the retirees does have some rewards. (Applause) Or maybe not.

As I mentioned, we are growing, but rather slowly. We still need your help. Only about a third of our locals have a Retiree Chapter. If your Local does not have a Retiree Chapter, your representative on this Board can help you get one started. They will be more than happy to assist you. You can also visit our booth outside or check out our website at www.CWAretirees.org.

And now, you know the drill, in memory of our departed retirees everywhere, would you please repeat after me our motto: The RMC --

THE DELEGATES: The RMC --

CHAIR KRAMER: -- is about --

THE DELEGATES: -- is about --

CHAIR KRAMER: -- serious business.

THE DELEGATES: -- serious business.

CHAIR KRAMER: Thank you very much. Stand up and fight back. (Applause)

. . . The delegates arose and applauded . . .

VICE PRESIDENT LUNZER: Thank you, Ray, and thanks to the whole Council for their work.

PRESIDENT SHELTON: We have the National Women's Committee taking the platform. Can Vice President Sara Nelson come up to introduce the National Women's Committee?

VICE PRESIDENT NELSON: Thank you, Chris.

I would like to introduce the National Women's Committee. And as you can see, we have a very diverse group of strong women up here, and they all happen to have the same middle name. So we have:

Maureen "can't believe I have to fight this shit again" Sydnor, CWA Local 1105;

Shannon "can't believe I have to fight this shit again" Opfer, Member, CWA Local 2107;

Esther "can't believe I have to fight this shit again" Pond, District 3 Representative, CWA Local 3806;

Grace "can't believe I have to fight this shit again" Catania, Unit Chair, TNG-CWA Local 34071;

Virginia "can't believe I have to fight this shit again" Anderson-Dunbar, Treasurer, CWA Local 6300;

Lisa "can't believe I have to fight this shit again" Hicks, President, CWA Local 7500;

Pandy "can't believe I have to fight this shit again" Allen, Secretary-Treasurer, CWA Local 9300;

Sherrie "can't believe I have to fight this shit again" Thompson, MEC Secretary-Treasurer, AFA Frontier;

Vicky "can't believe I have to fight this shit again" Hurley, Member, IUE-CWA Local 82161;

Martha "can't believe I have to fight this shit again" Waggoner, President, TNG-CWA Local 31222;

Ellen "can't believe I have to fight this shit again" Vida, President, CWA Local 1088.

I recognize the Committee for the purpose of presenting the report of the National Women's Committee. (Applause)

. . . A slide show featuring photos and important dates and events occurring during the Women's Movement was shown throughout the presentation . . .

1878 - Susan B. Anthony proposed the women's suffrage movement.

COMMITTEE MEMBER ESTHER POND: A women's suffrage amendment was first introduced in the United States Congress in 1878 by Senator Aaron Sargent, but it was defeated. Susan B. Anthony had actually voted in the 1872 presidential election. She was arrested and fined \$100-- which she never paid. She went on to lead the National American Women Suffrage Association, along with Elizabeth Cady Stanton and Lucy Stone.

Carrie Chapman Catt, a NAWSA President, said, "The [suffrage movement] was a continuous, seemingly endless chain of activity. Young suffragettes who helped forge the last links of that chain were not born when it began. Old suffragettes who forged the first links were dead when it ended."

1920 - Women are finally able to vote.

On August 26, 1920, the 19th Amendment to the United States Constitution was ratified. Militant suffragettes won the first-- and still the only-- specific written guarantee of women's equal rights in the Constitution. It prohibits the denial, based on gender, of suffrage, just as the 15th Amendment prohibited

the denial of suffrage based on "race, color, or previous condition of servitude." The 19th Amendment passed by a single vote when a 24-year-old legislator from Tennessee, Harry Burn, changed his vote from "no" to "yes" after receiving a letter from his mother stating "Hurrah and vote for suffrage!"

1933 - FDR appoints first female Cabinet member, Frances Perkins, as Labor Secretary

COMMITTEE MEMBER GRACE CATANIA: The birth control movement was founded as a direct response to economic and social hardship. Margaret Sanger, a registered nurse, activist, sex educator, and writer, was one of the pioneers leading the agenda on the birth control legislation.

Sanger was determined to fight for women's rights, especially for birth control education. During the decade starting in 1910, she opened the first birth control clinic. Together with her supporters, she was arrested under the law making the distribution of information on contraception immoral and criminal. But she did not stop. In 1921, Margaret Sanger founded the American Birth Control League, ABCL.

1923 - ERA first proposed in Congress

COMMITTEE MEMBER VIRGINIA ANDERSON-DUNBAR: Almost 75 years after the first Women's Rights Convention in the United States, the Equal Rights Amendment (ERA) was first proposed in Congress. It read simply, "Men and women shall have equal rights throughout the United States and every place subject to its jurisdiction." It failed passage. The amendment was introduced in every session of the Congress until it passed in reworded form in 1972 and was sent to the states for ratification.

Congress placed a seven-year deadline for ratification. It fell 3 short of the 38 states needed to ratify. It was reintroduced in 1982 and every session of Congress since then. It again requires a two-thirds vote in Congress and 38 states to ratify.

1933 - FDR appoints first female Cabinet member Frances Perkins, as Labor Secretary

COMMITTEE MEMBER VICKY HURLEY: President Franklin D. Roosevelt, at First Lady Eleanor Roosevelt's urging, appointed Frances Perkins as the Secretary of Labor, making her the first female cabinet member in U.S. history. Perkins had initially resisted, preferring that a female trade unionist be appointed instead. She accepted when FDR met her two conditions: No. 1, she be allowed to go home on weekends; and No. 2, that FDR support her big plans for labor reform.

Perkins became instrumental in establishing Social Security, minimum wage laws, bargaining rights, and ending child labor. At the end of her career, she stated she felt a "duty to other women to walk in and sit and establish the right of others to sit in the high seats."

1935 - Mary McLeod Bethune founded the National Council of Negro Women

COMMITTEE MEMBER LISA HICKS: Mary McLeod Bethune was an Advisor of Minority Affairs under FDR, the first Black woman involved in the White House. She was an activist, organizer, educator, and civil rights leader. She told FDR she could not stand to see the unharnessed power among Black women and believed in working with a "Unity of Purpose and a Unity of the Action."

She envisioned an organization patterned after the United Nations-- a clearing house of national organizations coming together to improve the quality of life for Black women, and using collective power. Mary McLeod Bethune founded the National Council of Negro Women, NCNW. Today, NCNW consists of over 39 national affiliates, connecting more than four million women to the organization.

1938 - Fair Labor Standards Act

COMMITTEE MEMBER ELLEN VIDAL: The 1938 Fair Labor Standards Act was established under FDR to protect workers from unfair labor practices. Protections for all workers, full and part-time workers in private and public sectors, included a minimum wage, the introduction of a 40-hour work week, overtime pay, protections against unsafe working conditions, and much more.

An important breakthrough was the section on child labor. A legal working age for children was established and procedures were set for working children under the age of 16. To date, additional worker protection has been added as unfair labor practices have developed.

1942 - Planned Parenthood

COMMITTEE MEMBER MAUREEN SNYDOR: Twenty-one years after its founding, ABCL was renamed the Planned Parenthood Federation of America. Planned Parenthood remains an important organization focused on a wide range of safe, reliable health care. The majority is preventive, primary care, which helps prevent unintended pregnancies through contraception, reduce the spread of sexually transmitted infections through testing and treatment, and screen for cervical and other cancers.

1955 - First lesbian organization

COMMITTEE MEMBER PANDY ALLEN: The Daughters of Bilitis (the DOB) was the first national lesbian organization in the United States. It began in San Francisco during an era of hostility and fear and secretly began small meetings. Many cities had a few bars or restaurants where lesbians could meet, but they were often subject to raids and harassment.

The DOB became the safe alternative-- a mix of counseling, education, and social services, with grassroots organizing thrown in. It grew to more than just a social gathering. For 14 years, it was an educational resource for lesbians, gays, researchers, and mental health professionals. The small, secret San Francisco social club had launched an international lesbian movement.

1960 - First birth control pills approved by the FDA

COMMITTEE MEMBER GRACE CATANIA: In 1951, endocrinologist Dr. Gregory Pincus began his successful work on "the pill." In 1957, the FDA approved its use only for premenstrual pain. Coincidentally, many women began reporting significant premenstrual pain and requested prescriptions.

Finally, in 1960, the FDA approved the pill for its intended purpose, birth control. For the first time, women could deter pregnancy. Choice about whether and when to have a family was now being recognized as a human right.

1963 - Equal Pay Act passed Congress, Presidential Commission - Status of Women, Eleanor Roosevelt, Chair

COMMITTEE MEMBER SHERRI THOMPSON: The Equal Pay Act was landmark legislation that recognized the severe disparity in pay between men and women doing equal work.

By banning employers from discriminating based on sex, Congress sought to help eliminate the pay gap which, at the time, saw women earning only 62 percent of what men earned.

President Kennedy appointed Eleanor Roosevelt to head the Presidential Commission on the Status of Women based on her history of human rights advocacy. The final report in 1963 heavily criticized the

ongoing inequalities faced by women and acknowledged that there should be some constitutional protection for women's rights. Recommendations were made.

Many of the Commission's members would go on to help establish the National Organization for Women.

1964 - Title VII - Bans discrimination based on race and sex

COMMITTEE MEMBER MARTHA WAGGONER: As part of the Civil Rights Act of 1964, Title VII specifically bans all forms of employment discrimination based on the sex of an individual. Though the provision for women was added at the last minute, it became an important tool for fighting continued discrimination against women.

1966 - Betty Friedan founded the National Organization of Women - NOW

Frustrated by the federal government's lack of effort to uphold anti-discrimination provisions, members of the Third National Conference of the Commission on the Status of Women decided an outside organization was needed to achieve change. By forming an independent organization, NOW was able to put political and legal pressure on the government to enforce women's rights as provided for by previous legislation. To this day, NOW continues to fight for the rights of women.

1972 - Title IX bans sex discrimination in schools

COMMITTEE MEMBER VIRGINIA ANDERSON-DUNBAR: The Title IX amendment was enacted to increase the scope of the previously passed education bills. The amendment prohibits discrimination in education based on sex. Importantly, it also forces schools to proactively ensure that campuses were free of sexual violence and intimidation.

1973 - *Roe v. Wade*

COMMITTEE MEMBER GRACE CATANIA: Jane Roe was an unmarried Texas mother who claimed the state violated her constitutional rights by banning abortion. Wade was a Dallas County district attorney. In 1973, by a vote of seven to two, the abortion battle lines were drawn. The Supreme Court declared that all individual state bans on abortion were unconstitutional during the first trimester of pregnancy. States were only allowed to regulate pregnancy in the later trimesters.

If abortion was in the best interest of the woman's physical and mental health, it could not be prohibited. This made the abortion question one of privacy and reasoned decision-making between a woman and her doctor. The *Roe v. Wade* decision placed the rights of women in determining whether and when to have a family within the realm of fundamental rights.

1978 - Pregnancy, Discrimination Act

COMMITTEE MEMBER SHANNON OPFER: The Pregnancy Discrimination Act of 1978 amended the Title VII Civil Rights Act of 1964. It made it illegal to discriminate on the basis of pregnancy, childbirth, or related medical conditions. While this should have been a huge boost to women's rights, it hasn't been that simple.

1981 - Sandra Day O'Connor, first female appointed in the Supreme Court

COMMITTEE MEMBER VICKY HURLEY: After graduating from Stanford Law, Sandra Day O'Connor was denied interviews for attorney positions at multiple law firms because they refused to hire a

woman. She eventually rose to become the majority leader in the Arizona State Senate. This was the first time a woman held that role in any of the states. Finally, Sandra Day O'Connor was the first female to sit on the Supreme Court. Serving for 24 years, she paved the way for other women to follow.

2012 - Birth control pills approved by the ACA

COMMITTEE MEMBER LISA HICKS: The Affordable Care Act, ACA, was signed into law with language that included coverage for "preventative care with no co-pay." A campaign was launched to remind legislators that birth control is also preventive care.

Likewise, the Institute of Medicine recommended that insurers should cover birth control for the same reason. New government guidelines subsequently mandated coverage of women's preventative services which included birth control. In 2012, the Obama Administration announced that most health insurance plans must cover birth control for women, without co-pays, under the ACA.

2013 - Young vs. UPS

COMMITTEE MEMBER SHANNON OPFER: In 2006, Peggy Young, a pregnant employee at UPS, asked to be put on light duty when her doctor advised her that she shouldn't lift anything heavier than 20 pounds. UPS refused to accommodate her, even though they had accommodated light duty cases in the past. The case dragged on for eight years until it was heard by the Supreme Court. In March of 2015, the decision came out in favor of Peggy Young. While justice prevailed, it took nine years to do so.

Bad Weather Ahead - Dangerous Conditions

COMMITTEE MEMBER MARTHA WAGGONER: Since Susan B. Anthony took up the fight in 1878, women have made tremendous strides. But recent legislation has us shouting, "We can't believe we have to fight this shit again."

Voter Suppression

COMMITTEE MEMBER ESTHER POND: The rollback of women's rights is accelerated by voter suppression, a strategy to influence the outcome of elections by discouraging or preventing people from exercising their right to vote. This unnecessary disenfranchisement began after the election of 2000.

Many states have enacted voter identification laws requiring photo ID, proof of citizenship, additional documentation such as a marriage license or divorce decree, limitations on early voting. These laws were introduced, allegedly to restore public confidence in elections, despite little or no evidence of prior voter fraud; and negatively affect women as well minorities, the poor, and the elderly.

The TPP - "Free" trade on steroids

COMMITTEE MEMBER ELLEN VIDAL: In 2008, President George W. Bush introduced TPP to Congress and started the negotiations. By the end of 2009, the Obama Administration picked it up and added two more countries. The TPP seriously undermines sections of the Fair Labor Standards Act. It turns a blind eye towards countries which continue to force abusive child labor, subhuman working conditions, exploitation of migrant workers, and criminalizing labor activities.

There has been an increase in violence against women and girls in many of the countries taking part in the TPP. Call Centers, at grave risk for off-shoring traditional female jobs, are further eroding the economic status of women. In addition, flight attendants have been working alongside other aviation unions to prevent manipulation of U.S./European Union Open Skies Agreement, which would undercut

U.S. aviation. The United States SHOULD NOT be partnering with any country that continues such horrific labor practices. (Applause)

Access Denied - Women's reproductive health is under serious attack

COMMITTEE MEMBER PANDY ALLEN: State-level abortion restrictions have been sweeping the country since 2011-2014. 267 such laws have passed in 31 states, with expectations that more are coming. Attempts have been successful in shutting down women's health care clinics as well as stopping funding for breast cancer prevention, education, and screenings of Planned Parenthood.

Republicans are currently trying to block small businesses from receiving ACA credits if they offer insurance with abortion included. A woman's ability to make an informed medical choice, together with her doctor, is under serious attack.

2014 - Hobby-Lobby Decision

COMMITTEE MEMBER LISA HICKS: It was inevitable that the right of women to control their own fertility would compete with the so-called "rights" of employers to avoid providing benefits based on "religious grounds."

Since the ACA requires employment-based group health plans to provide for contraceptive methods, Hobby-Lobby sued. Owners argued they have deeply-felt religious beliefs that the contraceptive use is both immoral and that the requirement violated their rights.

The Supreme Court majority decision agreed that a for-profit company could deny contraceptive coverage based on the owner's religious objections. Justice Ruth Bader Ginsburg dissented because the decision was overreaching. It seems highly likely that the Hobby-Lobby decision will be used as a sword to diminish the rights of privacy, instead of a shield to protect the free expression of religion.

The Supreme Court singled out a huge percentage of the population for discrimination-- women.

CWA today

COMMITTEE MEMBER ELLEN VIDAL: The CWA Women's Committee did a study of our own internal demographics. We've worked hard for women's rights and for a seat at the table. CWA's membership is approximately 45 percent female, yet only about 20 percent of CWA locals are led by a female president.

1963 - Eleanor Roosevelt's recommendation

COMMITTEE MEMBER SHANNON OPFER: The Presidential Commission on the Status of Women issued its first report in 1963. While many of the recommendations were fully implemented, there are still many that Congress has not put into law. The pay gap is still too great, and women face hurdles when trying to achieve fair treatment on the job. Fifty years ago, they recognized the need for change. It's time we make that happen.

(Committee in unison) Now means now. Equal means equal.

Let's return to better times

COMMITTEE MEMBER MAUREEN SNYDOR: We have been down this road before and met the challenge. We can do better this time. The Women's Committee has a resolution to once again begin to

fight back, and we respectfully request your full support of Resolution No. 7.

COMMITTEE MEMBER SHERRIE THOMPSON: The CWA National Women's Committee reminds you of the famous words of Pastor Niemueller, a victim of the Nazis. "First they came for the Jews and I didn't speak out, because I was not a Jew. Then they came for the Communists and I didn't speak out, because I was not a Communist. Then they came for the trade unionists and I didn't speak out, because I was not a unionist. Then they came for me, and there was no one left to speak out for me."

We must speak out and take action, not just for ourselves but for our mothers, wives, sisters, daughters, nieces, and all the girls and women throughout the world. We must stand up for each other.

In closing, we ask that you approve the National Women's Committee Resolution No. 7, "Women's Voices Must Be Heard and Respected." It will ensure that CWA is taking us seriously on fighting for women's rights. (Applause and cheers)

COMMITTEE MEMBER VIRGINIA ANDERSON-DUNBAR: Thank you.

And in closing, we would like to take a moment to honor Lela Foreman. The CWA National Women's Committee's roots go back to the early 1970s. In 1975, Lela Foreman became our first CWA Women's Director. Throughout her life she was a stalwart defender and advocate of women's rights. We mourn her passing earlier this year and dedicate our report in her memory.

The National Women's Committee would also like to take a moment and give special thanks to District 1 and President Chris Shelton for donating the T-shirts we have been selling. Every dollar collected will be given to a local non-profit called "Alternative for Girls" here in Detroit. We will announce, before the closing of the Convention, how much money we have raised and that will be donated. Thank you. (Applause)

The Women's Committee moves that the 2015 report be accepted.

. . . Vice President Nelson assumed the Chair . . .

VICE PRESIDENT NELSON: The National Women's Committee moves the acceptance of this report.

. . . The motion was duly seconded from the floor . . .

VICE PRESIDENT NELSON: A motion has been made and seconded to accept the Committee's report.

Seeing as there are no delegates wishing to speak on the motion to accept the Committee's report, all those in favor indicate by raising your hand.

Down hands. Opposed? The report is accepted. We thank the Committee for their dedicated, tireless, and inspirational work. (Applause and cheers)

And I want to take a moment to note that they talked about TPP in this report and Fast Track. The Association of Flight Attendants launched a campaign last week to stop human trafficking through aviation, to call on mandatory training for 100,000 "eyes in the skies" to uncover this crime that is hidden in plain sight before us. Hidden in plane-- P-L-A-N-E-- sight.org. Go there to pledge your support.

But what I also want to say is that the proponents of Fast Track are fighting against even the most basic requirements that countries that participate in trade will work to stop human trafficking. Those are the greatest offenders, and those who are doing nothing to stop it are allowed to be part of the TPP today. And putting forward an amendment, just this simple amendment on Fast Track, has been opposed by the proponents of this bill.

They are turning not only a blind eye to slavery; they are continuing to allow it and promote it. That's what we're up against. This is not about trade. This is about controlling us and our communities. It's about taking away our freedom. It's not about increasing opportunity.

And this Congress has not fast-tracked equal pay for women. They have not fast-tracked health care for all as a human right. They have not fast-tracked immigration rights. They have not fast-tracked equal rights. Fast Track is not about democracy and it's not about freedom.

And I want you to check that out these next few days because we are in a serious uphill battle, and we should not stop. We should not sleep. We need to call, we need to throw our old shoes at the people who are not walking with us because we are not going to walk with them. And we need to make it really clear that, if we care about this country and we care about freedom and we care about democracy, then we say "NO" to Fast Track.

. . . The delegates arose and cheered, and applauded at length, and President Shelton resumed the Chair . . .

PRESIDENT SHELTON: Brothers and sisters, the National Committee on Civil Rights and Equity has come to the platform. I would like to have Vice President Claude Cummings come up to introduce our National Committee on Civil Rights and Equity.

VICE PRESIDENT CLAUDE CUMMINGS: Fellow delegates, I would like to introduce the members of the National Committee on Civil Rights and Equity, starting with:

Gloria Middleton, Secretary-Treasurer of CWA Local 1180;
 Vera Mikell, Executive Vice President of Local 2205;
 Andrell Hubbard, Vice President, CWA Local 3902;
 Diane Bailey, President, CWA Local 4310;
 Josiah Garcia, President, CWA Local 6127;
 Paul Castaneda, Executive Vice President, CWA Local 7019;
 Frank Arce, Vice President, CWA Local 9400;
 Robert Barrow, President, AFA-CWA Local 26052;
 Evelyn Evans, President, CWA Local 81381;
 Dorethea Brown-Maxey, President, NABET-CWA Local 54043; and
 Kendall Bell, Grievance Chair, CWA Local 81381.

We want to thank the Committee for their report. Let me say this, Mr. President-- and I'm going to go off script here, so you are going to have to get a hook or something to come get me because sometimes you get into trouble when you go off script.

But I have been told that the Equity Committee is going to show a video, and I have viewed it, and that video is basically going to show news clips from what has been taking place in a lot of our communities, especially African-American communities when it comes to shootings.

You know, I have a lot of friends that are police officers. I have families that are police officers. I have church members that are police officers. And I can tell you I can call on them whenever I need them on a

daily basis to protect me.

In my pocket, I have the telephone number of the Chief of Police for Houston, the Sheriff of Houston. There have been times when I have driven 80 in a 50 and been pulled over, and I have given my driver's license along with my union card, and he will say, "Okay, brother. Don't drive 80 in a 50 again, but I'm going to let you go this time." Those are the kinds of police officers that I have in my community that are friends. (Applause) They protect us.

And if we have law enforcement in the house today, regardless of what branch, I want you to stand up and be applauded for what you do, protecting our families every day when you are called on. Stand up and let us applaud you. Stand up, let us applaud you. Stand up, let us applaud you. Stand up, let us applaud you. (Prolonged applause)

Certainly I don't want there to be a day where I can't pick up the telephone and call 911 and I can't get a police officer when I need one.

However, just like the managers I deal with at AT&T, there are good ones, there are ones that are not so good. Just like our members that we have to represent. There are some that are very good. There are some that sometimes are not as good as we want them to be, and we have hell trying to represent them when we are at the grievance table. It's as simple as that.

There are some that are good in a lot of industries; there are some that are not. And, unfortunately, we have had some incidents that have happened in communities that we wish would have turned out a lot better than they did.

This video that the Committee is going to show is somewhat controversial, but as a union that has addressed a lot of issues over the years, regardless of whether it was the LGBT community, whether it was the African-American community, whether it was in the Hispanic community in dealing with immigration issues, I would hope we would not censor the Committee for just bringing us information that we need to see and hear.

For, if our Committee and our union are not going to discuss it, if we can't discuss it here, where are we going to discuss it? Where are we going to discuss it if we can't discuss it here? Brothers and sisters, where are we going to discuss it if we can't discuss it here? (Applause)

I care for everyone in this union. It makes no difference whether you are a police officer, it makes no difference whether you are a janitor, it makes not difference whether you are a public sector worker. But I think when we have issues in our communities, we have to address them. Sometimes it's difficult, but we have to address them.

So, I would hope-- and, again, the feeling is emotional-- that you would let the Committee show it, and then let's have some candid, frank, respectful conversation and debate after that.

Committee?

. . . A video was shown of various incidents of confrontations involving police officers and black citizens nationwide, with Evelyn Smith, Local 6222 in Houston, Texas, singing "America the Beautiful" in the background . . . (Applause)

. . . The Committee members took turns giving the report of the National Civil Rights and Equity Committee, as follows: . . .

The Troubling State of Our Nation

Michael Brown, an unarmed black teen, was shot and killed by a white police officer in Ferguson. This tragic killing raised outrage and action in Ferguson's black community, which is over 60 percent of the population. Yet this community is policed by a force that is nearly 95 percent white.

Politics failed and fueled the fire. Black residents were left out of the political process, with only one in ten black voters participating in elections. And, this lack of participation was reflected in Ferguson's institutions. The City Council had six seats, but only one of those was held by an African-American. The Mayor was white. The City Manager was white.

Why be surprised? With a 22 percent black poverty rate along with troubled residents and politicians with no vision, you end up with disillusionment and unrest.

While it took many days for leaders to show concern and respond to the situation, we wondered why they weren't talking about the core issues at play. Is it because police brutality and racism are not issues our political leaders want to address, particularly in election years? Are politicians afraid of taking on racially charged debates? Are they afraid of driving people of color to the polls in record numbers? Perhaps it is because they're not willing stand up to political donors who prioritize police militarization over justice and equality.

Clearly, the vast majority of police officers are good, conscientious, and responsible professionals who respect the rights of every citizen in the communities they serve.

However, it is impossible to ignore the fact that staggeringly high numbers of innocent and unarmed minority citizens are brutalized and even killed during encounters with police, without anyone being held accountable.

Nor can we ignore an unequal justice system that targets people of color with unjust arrests, fines, and imprisonment in support of the intentional proliferation of the prison industry.

Racism in law enforcement is a complicated and controversial issue. It is an issue that keeps us divided and fighting amongst ourselves at the very time when we need to come together, work together, and understand together the root cause of this and other problems in our society. (Applause)

This, too, is a byproduct of money in politics. This, too, is a byproduct of voter suppression. This, too, is a byproduct of a broken immigration system. And, this, too, is a byproduct of unfair trade policies that destroy the working class.

We must stand up, brothers and sisters. If we focus only on black versus white, on police versus civilian, and remain on the surface, we will continue to argue and fight amongst ourselves. Nothing will be accomplished; things will only get worse. We must dig deeper and understand how we got here. Only then will we see a pathway to a better America.

But the proper role of law enforcement is not the only challenge we face as a union and a nation. Injustice takes on many forms, sometimes subtle and sometimes overt. We refer to these injustices as the "isms," the common everyday biases that so powerfully impact our lives.

Capitalism - an economic and political system in which a country's trade and industry are controlled by private owners for a profit, rather than by the State.

Unrestrained capitalism has led to the largest wealth inequality since the Great Depression and

created two social classes-- the haves and the have-nots. It has allowed the haves to control the political process and promote the divide-and-conquer program by pitting the have-nots against each other.

While capitalism provides a base to build great social wealth, we must ensure that we focus on building "capitalism with a conscience" so that this great wealth is justly earned and distributed.

Militarism - The police response to recent peaceful public protests has shown that some law enforcement responses have become overly aggressive.

When did it become necessary for our police to be armed with weapons and equipment intended for use in war? Why are we as voters allowing our tax dollars to arm our police officers with military-grade weaponry for them to turn around and deploy it against us?

We are not terrorists; we are not soldiers. We are Americans using our right to peaceful protest. This ideology of militarism in our state and local police must be stopped.

Racism, prejudice, discrimination are directed against someone of a different race based on the color of their skin. It is an unavoidable fact that millions suffer from the scourge that is racism every day, whether it is a subconscious bias that one can be overlooked for a job, or a blatant attack on a person because of the color of their skin. Racism prevents many of us from exercising fundamental rights.

CWA, we cannot shy away from tackling this longstanding problem. We as a union must ensure that, both within our ranks and in society, we fight against injustice wherever it happens.

Classism - Prejudice or discrimination on the basis of social class. At a time of extreme inequality, classism increasingly defines the social structure of our country. Politicians in both parties cater to a donor class that is separate and disconnected to the vast majority of America.

When the policies of the lower and middle classes conflict with those of the donor class, the lower and middle classes always lose out. From TPP to money in politics to voting rights, the donor class consistently sides against us.

Our ability to win at the bargaining table is defined by our ability to win at the ballot box. It is our core mission to fight for the rights of hardworking men and women, and CWA must continue that fight on all fronts.

Ageism - stereotyping and discriminating against individuals or groups on the basis of their age. Whether it's a person whose ideas are ignored because they are too young or a person turned down for a job or promotion because they are too old, at one point or another every person will face ageism.

Organizations are strongest when innovative ideas are combined with knowledge gained from years of experience. It is up to all of us to look past the often superficial stereotypes associated with age, and work to incorporate the ideas of those who can carry our movement into the future.

Sexism - The prevalent stereotyping or discrimination of a person's sex based on the belief that one sex, typically the male, is naturally superior to the other.

Although any type of discrimination is damaging, women are intentionally victimized daily through legislative laws and regulated changes that attempt to prevent them from making their own choices about their bodies and their health.

We are a union built on blood, sweat and determination, fostering equality for all issues regarding women's rights. As CWA members, it is a must that we continue to work to ensure that female members are treated as equals both on the job and in society.

We are the example for all.

COMMITTEE MEMBER ROBERT BARROW: Wow, that's a lot of "isms" we still have out there today.

COMMITTEE MEMBER DORETHEA BROWN-MAXEY: Don't you know, and I'll tell you, we as adults, we can barely handle it ourselves, so what about the youth? How do you think they are coping with all these many labels?

ROBERT: I have a 15-year-old daughter, and I have watched technology basically replace most personal interactions.

DORETHERA: And I have a 19- and an 11-year-old son and a 17-year-old daughter. And just like five months ago, one of my daughter's classmates committed suicide. Robert, did you know that more teenagers die from suicide than most all other major diseases combined?

ROBERT: It's a sad time that we live in knowing that we lose over 40,000 young lives between the ages of 10 and 24 years old because they don't have a connection with adults anymore. They feel their concerns and issues aren't being dealt with, and they turn to social media.

DORETHERA: We need to stop and listen to our kids. We need to replace their dependency on social media with real, human interactions. They are our future, and we need to ensure that there is one for them to live in productively.

If we as a union don't deal with these isms head-on, then our children will continue these isms, and the mirage of "America the Beautiful" will continue to play on.

It is our time, our call, to stop this mirage once and for all for the future of our children and our legacy. (Applause)

COMMITTEE MEMBER: The isms we face often stem from wrong and misguided stereotypes associated with the many labels that are attached to us all.

As we look forward, we see a country that is increasingly diverse, a country where individuals will increasingly come from different backgrounds. Our country and our union are made up of people from a variety of races, ethnicities, genders, sexual orientation, economic and social classes, countries of origins, and faith traditions.

Without a doubt, these are origins to be proud of, to celebrate. Undoubtedly, individuals will be labeled either accurately and falsely based on these differences. We must recognize these labels.

However, we must look beyond them. In the video ahead, you will see the many faces of our union. While they all come from different backgrounds, they all realize that the fights of their brothers and sisters are their fights as well. They recognize that the fight for our future is shared regardless of label. Roll video, please.

. . . A video entitled "We Are in this Fight Together" was shown while the lyrics to the rap song "Glory" by John Legend & Common were played . . . (Applause)

VICE PRESIDENT CUMMINGS: Glory, glory, glory.

COMMITTEE MEMBER: The CWA National Civil Rights & Equity Committee thanks you all for your support. We recognize that these issues are complex, they are controversial, and often in dispute. However, to shy away from these issues, to refuse to acknowledge their existence, would be a dereliction of duty on the part of this committee and of CWA as a whole. (Applause)

We also wish to thank Evelyn Smith, Local 6222 in Houston, Texas, for that beautiful rendition of "America the Beautiful." (Applause and cheers)

In closing, we ask that you consider the "Black Lives Matter" resolution that will shortly be introduced. While it will not solve this contentious issue, it will ensure that CWA is on the right path fighting for social and economic justice for all.

We move to accept the Committee on Civil Rights and Equity's report. Thank you. (Applause)

VICE PRESIDENT CUMMINGS: Thank you, Committee.

A motion has been made and seconded to accept the Committee's report. I recognize Delegate Walter Andrews from Local 3204.

DELEGATE WALTER ANDREWS (Local 3204): Mr. Chairman, delegates, guests, brothers and sisters: We thank you, Mr. Chairman, for your opening remarks. Committee, we thank you for the boldness that you have shown in presenting these issues. These are the issues that the one-percenters use to separate us. But we won't be separated as long as we have got an open house and we can talk about these issues.

I will not stand here beyond the hour because you have said it all, all we've come to say. We move for adoption of the report, and God bless you. And thank you so very much what for what you do. Thank you again. Thank you. (Applause)

VICE PRESIDENT CUMMINGS: I recognize Delegate Bradley Harmon from Local 6355.

DELEGATE BRADLEY HARMON (Local 6355): Thank you, Brother Cummings, and I just want to thank the Committee for their hard work in tackling these really important issues. I agree with the Committee that we should adopt this report.

I want my brother and sister delegates to know that one of the reasons why Missouri is not the 26th right-to-work state in this country is because CWA took an active role in the movement for "Black Lives Matter" beginning in August in Ferguson in the State of Missouri. And when an effort by the one percent was made to divide the African-American community from organized labor, the activism of CWA and the support that CWA gave to union members in St. Louis is part of the reason why the attempt to divide the African-American community from organized labor failed and why Missouri did not become a right-to-work state.

So, the civil rights work that we do is absolutely essential to the union work that we do in order to protect our members and advance their standard of living, no matter what color, religion, gender, age, or other factor is in play.

We know as unionists that the most important thing we have in common is that we need a paycheck, and somebody out there is trying to take that paycheck away. And by being out front on issues of

equality and civil rights, we can make sure that we have alliances with our community that can withstand the attack on the anti-worker agenda.

And I urge my brother and sister delegates to vote in support of adopting the committee report. Thank you. (Applause)

VICE PRESIDENT CUMMINGS: Thank you, Brother Harmon. At the Motions mike, we have Delegate Richard McCann from Local 9110.

Oh, it's been withdrawn. Okay. That's been withdrawn. All right. Pick up the telephone, please, and call so I can get your information. Thank you. Okay. On the Motions mike, Arthur Cheliotas.

DELEGATE ARTHUR CHELIOTES (Local 1180): I move the question.

VICE PRESIDENT CUMMINGS: It's been moved. Do we have a second?

. . . The motion was duly seconded from the floor . . .

VICE PRESIDENT CUMMINGS: All of those in favor. Let me see if there are any other delegates wishing to speak. If not, on the motion, all those in favor, indicate by raising your hands. All right, the motion is accepted.

All those in favor, say aye. Those opposed? Thank you. It's accepted. The report is accepted. I thank all of you, and I thank President Shelton and others who have given me the opportunity to chair this portion of the meeting.

. . . President Shelton resumed the Chair . . .

PRESIDENT SHELTON: Brothers and sisters, this morning we made 1,393 calls to Congress saying "Vote No on Fast Track." (Applause) Now we need to turn 1,393 calls into 140,000 calls. We have worked two years on Fast Track. Now we have entered the last three days of the fight. This is our time to stand up and fight back. If not now, when?

We passed a resolution this morning honoring Larry. Larry went back to Washington to carry on our fight against Fast Track for these last three days. He left quickly without a party or a traditional dinner honoring him.

So how do we honor Larry? We honor him by making our call this afternoon. We honor him by now calling back to our locals and setting in motion our E-boards, our stewards, and our members into making the same simple action that we all took this morning.

We honor him, when in every work site over the next three days, our activists are asking our members to make the same call and hundreds of thousands of calls are made. Okay?

Think of this as Larry's honorary dinner. No rubber chicken here, just action. If enough of us take this action, we will win this fight. It's up to each of us.

We are going to pause again for a couple of minutes while each of you calls back to your local to set this plan in motion.

You have on your phone the number every CWA member should call, and it's on the screen right now, 1(855)980-2256. And we will be sending you a link to a workplace flyer and a sample email you can send

to your members.

We need to do this now. Tomorrow, brothers and sisters, may be too late. So we will give you some time to make those calls. Thank you.

. . . The Convention stood at ease . . .

PRESIDENT SHELTON: Are we there? Okay.

I would like to call on Delegate Skotarczyk at the "Privilege" microphone.

DELEGATE DAVE SKOTARCZYK (Local 3450): I have been asked by the Detroit AFL-CIO and the Hotel Employees & Restaurant Employees Local 24 who represent workers at Cobo Hall here and also at the Book Cadillac Hotel where NABET is staying.

They are going to ask us to wear stickers because they are in some hard contract negotiations with the employers. I was told that when we leave tonight there should be some people passing out buttons for the NABET people to take to the hotel tonight, and tomorrow morning they will be here handing out literature and stickers for us to wear while we are here. They asked for our support.

Thank you, President Shelton.

PRESIDENT SHELTON: You're welcome, brother. (Applause)

Brothers and sisters, the Resolution and Rules Committee is on the platform. They have been previously introduced to you. Please read the Resolveds from 75A-15-3.

DELEGATE JUDY LUGO (Local 6186, Chair, Resolutions Committee): Thank you, Mr. President. The Chair recognizes Sonya Hansen.

COMMITTEE MEMBER SONYA HANSEN (Local 9586): Thank you, Madam Chair.

Please turn to Page 6 of the Resolutions Report and look at:

Resolution 75A-15-3
Restoring and Strengthening U.S. Democracy

Millions of Americans are joining together to strengthen and renew American democracy. People from diverse backgrounds, including labor, civil rights, environmental, good government, and other like-minded organizations, are coming together convinced that we need to restore the promise and reality of our great democracy in order to ensure that everyone has the opportunity to realize their full potential and economic well-being.

We are working together to turn around the tide of attacks that have been waged on the rights of workers to form a union and bargain collectively, on the rights of all Americans to vote, and we are fighting back against measures that allow the top one percent to own our democracy.

Groups like the U.S. Chamber of Commerce have spent 40 years working to strip workers of bargaining rights and to enshrine the power of the top one percent. They have twisted our democracy to cement their power, making unlimited money available to fund their private interests and disenfranchising voters who do not support their agenda.

To restore the promise of the American Dream, we must eliminate the corrupting influence of big money in politics, which allows the top one percent and corporations to buy elections and set our nation's public policies.

Candidates, parties, and outside groups spent nearly \$4 billion in the 2014 elections. Outside spending on elections by organizations that hide the names of their donors soared to \$219 million in the most recent election cycle. In the 2014 election campaigns, money provided by business interests had a 15-to-1 advantage over union workers' contributions to political action funds and other labor contributions.

Members of Congress spend 30 to 70 percent of their time fundraising and talking to the top one percent, rather than engaging with their constituents. This donor class has vastly different priorities than those of working Americans. They prioritize tax cuts for the wealthy and reduced spending on programs that help working people rather than policies that would create a living wage, strengthen collective bargaining, improve public investments in education and other vital public services.

We must stop the attack on voting rights in our country. Several states have made it more difficult for citizens to exercise their right to vote by eliminating early voting, enacting restrictive voter identification laws, and making it more difficult to register to vote.

Fifty years after the historic victory of the 1965 Voting Rights Act, U.S. citizens face a return to the obstructionist and discriminatory practices that block access to the most fundamental right of our democracy, the right to vote. In 2013, the Supreme Court gutted key provisions of the landmark Voting Rights Act legislation in its decision in *Shelby v. Holder*. Today, we cannot even get Congress to hold a hearing on legislation to redress that deplorable ruling that makes it far easier for states to enact discriminatory voting practices.

CWA, with the NAACP, Sierra Club, Greenpeace, Common Cause, AFSCME and a network of 55 other organizations have joined together under the banner of the Democracy Initiative (DI) to build a movement to halt the corrupting influence of corporate money in politics, prevent the systemic manipulation and suppression of voters, and create a democracy where all Americans have an equal voice.

CWA, the Democracy Initiative, and its member organizations are building coalitions for public campaign financing and putting limits on the size of campaign contributions. These are important steps to restore the voice of ordinary citizens in politics. We are making progress in places such as Chicago, Albuquerque, Seattle, Montgomery County, Maryland, and the State of Maine.

CWA, the Democracy Initiative and its member organizations are also actively building a movement to eliminate restrictions on voting and to make voter registration easier. Our broad coalition came together to pass automatic voter registration in Oregon and to support full citizenship rights, including the right to vote, for formerly incarcerated people.

CWA, the Democracy Initiative (DI), and the Leadership Conference on Civil and Human Rights (LCCHR) are helping to organize a large demonstration on June 25 in Roanoke, Virginia, to push for movement on federal Voting Rights legislation. Roanoke, Virginia, is the home jurisdiction of Congressman Bob Goodlatte, Chair of the House Judiciary Committee, who is blocking any federal progress to strengthen voting rights and move forward on immigration reform.

Using the 50th Anniversary of the Voting Rights Act on August 6, 2015 as its lynchpin, this movement will hold actions and events across the country throughout the summer to bring much needed attention to the corrupting influence of money in politics and the attack on voting rights as we continue to build a mass movement to restore democracy in our nation.

Resolved: CWA, with lead partners NAACP, Greenpeace, Sierra Club, Common Cause, AFSCME and 55 other organizations, will expand and deepen the work of the Democracy Initiative to eliminate the outsized influence of the top one percent in our politics and to create an inclusive election system that gives all eligible Americans the right to vote.

Resolved: CWA will continue to work with partner organizations to mobilize for the demands of the civil rights community to restore the promise and protections of the 1965 Voting Rights Act to protect every citizen's right to vote.

Resolved: CWA members, locals, officers and staff pledge to work in our communities to build effective organizations that will stand up to the top one percent and fight for universal voting rights and getting big money out of politics. We will find common ground with our allies and move those issues forward.

Resolved: CWA will continue to educate members to understand how the barriers to democracy disempower working Americans and block progress on our core issues of good jobs, health care, retirement security and bargaining rights.

Mr. President the Resolutions Committee moves adoption of Resolution 75A-15-3 entitled "Restoring and Strengthening U.S. Democracy."

PRESIDENT SHELTON: I would like to call on Delegate Harmon at Microphone No. 1-- excuse me-- at Microphone No. 3.

DELEGATE BRADLEY HARMON (Local 6355, Missouri State Workers Union, St. Louis, Missouri): Thank you, Mr. President. I rise in support of this resolution.

This won't be the last time that you hear me say this, I guarantee you. And unfortunately, it probably won't be the last Convention that we have to say this, but because of the decisions that our union has made to build a democracy movement, I can report to my sisters and brothers at this Convention that Missouri, even though two-thirds of our House and two-thirds of our Senate are controlled by the Republican party, it has not become the 26th state in the country to become a right-to-work state. (Applause)

And we will not become a right-to-work state as long as we continue to do the work, to build democracy and build a democracy movement that we are doing in Missouri and across this country because of our great union.

I just want all of my sisters and brothers to know that support of this resolution and support of our continuing work to build a real democracy is essential for us to stop the attacks on organized labor.

And I can tell you, sisters and brothers, that in the absence of this democracy movement, if we were relying exclusively on men and women who carried a union card to stop right-to-work and to stop paycheck deception, those bills would have already passed. But because we are building roots with the community and alliances with working people who don't carry a union card, we are holding back the attacks.

And when we deepen those roots, sisters and brothers, we can stop playing defense and we can start going on offense, and we can change things for the better for working people in this country.

I support this resolution. I urge my fellow delegates to do the same. Thank you. (Applause)

PRESIDENT SHELTON: I would like to call on Delegate Kalish on Microphone 3.

DELEGATE JASON KALISH (Local 4300): Thank you, Mr. President. I also rise in support of Resolution 75A-15-3.

Every day working families are under attack, every day our democracy is also under attack. Business interests, the U.S. Chamber of Commerce and the Koch brothers' shell front group, Americans for Prosperity, have worked for four decades to attack working families in our democracy, all in an effort to ensure they continue to make the one percent richer and expand power and influence over our political process and politicians.

The Koch brothers plan on spending \$900 million in the 2016 presidential election-- \$900 million. We must end the corrupting of politics by eliminating big money in politics and eliminating the constant attack on voting rights and reining in tax cuts designed to benefit the wealthy by hurting education and public services.

It is imperative CWA and our locals deepen and expand the work we have started with the Democracy Initiative to overcome and remove all road blocks to democracy. CWA must continue to work with our partners to mobilize with the civil rights community to restore the promise of the Voting Rights Act of 1965.

CWA, our locals and our members must continue to build relationships with communities and organizations by finding common ground and working to stand up and fight back against the one percent and move forward for all.

For these reasons and more, I urge support of this resolution. (Applause)

PRESIDENT SHELTON: Seeing no one approaching a microphone, there appears to be no further discussion. What you have before you, brothers and sisters, is the Resolve that was read by the Resolutions Committee on 75A-15-3.

All those in favor please signify by raising your right hand. Those opposed by like sign. The resolution is adopted. (Applause)

Please read the Resolveds from 75A-15-4.

CHAIR LUGO: Thank you, Mr. President. The Chair recognizes Kim Gallardo.

DELEGATE KIM GALLARDO (Local 4123): Thank you, Madam Chair. Please turn to Page 8 of the Resolutions report and look at:

Resolution 75A-15-4
Long-Term Organizing Campaigns

The organizing climate for workers who want a union is tougher today than at any time in our recent history. Only 6.6 percent of private sector workers are members of a union, the lowest percentage since the beginning of the 1900s. Employers both private and public are attacking workers' right to organize and to bargain collectively. No matter how tough it is, we know that we cannot limit ourselves to playing defense in contract negotiations. We must organize the unorganized workers throughout our sectors and industries in order to gain bargaining clout.

CWA has a long tradition of digging in for the long haul as we stand with workers in our key industries who are determined to get their union. It took six years to organize 40,000 New Jersey state workers.

We spent five years fighting for and finally winning card check recognition at SBC, and as a result today there are more than 54,000 new CWA-represented workers at AT&T operations including AT&T Mobility and Internet Services. We worked for 18 years with American Airlines Passenger Service Agents and broke through last year, leading to 9,000 new CWA-represented workers largely in the South. Years of organizing Cablevision recently resulted in a breakthrough win in Brooklyn.

At T-Mobile US we have spent five years building TU, a growing union of workers, with help from our brothers and sisters in ver.di, the German union representing workers at Deutsche Telekom, T-Mobile's German parent company. At Delta Airlines, Flight Attendants have been organizing for 20 years, through numerous elections, and they are not giving up. We have spent years working with public sector organizations, with and without the right to bargain collectively, and have been able to build strong locals from Texas to Tennessee to New Jersey.

In this environment there are no quick fixes, no magic bullets, no short cuts. It will take long term commitments and significant resources to grow our union and movement in a strategic manner.

It has to be done. If we do not build union representation in our sectors, employers will keep trying to push down our wages and benefits. It is as though all the non-union members in our industry are sitting across the bargaining table from us. We want to bargain from a position of strength, and that means supporting long term organizing campaigns that will expand collective bargaining rights for workers.

Resolved: CWA will not stop organizing. We will dig deeper and fight harder, longer, and smarter to continue to organize the unorganized wherever workers are willing to keep up the fight.

Resolved: CWA will provide the resources necessary especially in our key industries, including telecom, airlines, wireless, cable/satellite TV, media, manufacturing and public sector to sustain long-term organizing campaigns.

Resolved: CWA will never stop organizing, even in the most trying of times, and we will not give up but rather be there "one day longer, each day stronger," standing with workers who want a CWA voice.

Mr. President, the Resolutions Committee moves the adoption of Resolution 75A-15-4 entitled "Long-Term Organizing Campaigns."

PRESIDENT SHELTON: On Microphone 3, Delegate Lee.

DELEGATE JAMES LEE (Local 6301, Springfield, Missouri): We share our city with a call center for T-Mobile and we have been actively campaigning to get them organized for over the last five years. We have gone out there in the snow, in the rain, in the sun, and brought Germans over from Brühl to partner with us and tried to get some movement there. And finally, this last year, we have gotten some inside folks to form a committee, and we are starting to see some real movement.

I urge you guys to pass this resolution. I think that we need to start growing our union instead of just shrinking, and this is a good way to do that. Thank you. (Applause)

PRESIDENT SHELTON: Microphone 3, Delegate Nguyen.

DELEGATE JOSEPH NGUYEN (IUE-CWA Local 84913): Thank you, Mr. President. I want to speak in favor of this resolution.

Being IUE, we are in the manufacturing business, and we constantly organize under the threat of our jobs being moved to right-to-work states where both union density and wages are tragically low. We bargain under the extreme downward pressure on benefits and pensions created by millions of unorganized workers in America who have neither decent benefits nor any retirement plans.

We also struggle both to bargain and organize in an environment formed by anti-American worker trade deals like TPP which are designed to help greedy multinational companies move our jobs to low wage countries where they can further exploit human beings for profit.

We must rededicate ourselves to organizing the unorganized, and we must never allow ourselves to give up in the face of often illegal and unfair union-busting by corporations who know that the road to ever-increasing profits runs right through the ruined lives of their powerless non-union employees.

If our enemies are successful in destroying unions, the voices of working people will be silenced. We must not let that happen. If we are going to stand with our unorganized brothers and sisters and bring them the many, many benefits of having a union, the benefits that we all enjoy, we must give the appropriate resources to this fight.

Brothers and sisters, please support this resolution on organizing and ensure that our future will be strong and proud. Thank you. (Applause)

PRESIDENT SHELTON: Seeing no one approaching a microphone, there appears to be no more discussion.

What you have before you, brothers and sisters, is Resolution 75A-15-4. All those in favor of that resolution, please signify by raising your right hand. Those opposed by like sign. The resolution is adopted. (Applause)

We now have Resolution 75A-15-5.

CHAIR LUGO: Thank you, Mr. President. The Chair recognizes Beth Cornwall.

DELEGATE ELIZABETH CORNWALL (Local 1000): Thank you, Madam Chair.

Please turn to Page 10 of the Resolutions Report and look at:

Resolution 75A-15-5
It's Our Turn

It's our turn. Working families and our communities deserve to share in the productivity gains that our work has produced.

The top one percent is booming. Their lives, their families, their standard of living could not be better. They have more than recovered from the Great Recession that started in 2008. Stock prices continue to rise after crashing seven years ago. From 2009 to 2012, 95 percent of income gains went to the top one percent.

For the vast majority of workers, real wages have declined or remained stagnant since 1979. That is true for workers with and without a college education.

There is no question that minimum wage workers need a raise. The value of the \$7.25 hourly federal minimum wage has eroded drastically and today it equals just about one-third of the U.S. average wage.

CWA supports the nationwide campaigns for "\$15 and a union" that are being organized and supported by minimum wage workers and many CWA locals.

But raising the minimum wage is not enough. All working families need a raise.

Improved wages is how we can end the squeeze on the middle class and improve the standard of living for families. But employers will not raise wages by themselves.

Only through collective bargaining are workers able to gain our share of productivity gains in improved wages and benefits. Today, just 6.6 percent of U.S. private sector workers and 35 percent of public workers are union members.

Those rights continue to be attacked by employers who intimidate and harass workers who want union representation and by elected officials looking to strip away decades of rights from workers, with public sector workers on the front lines of the attack.

That is what we are up against as we bargain in 2015. This year we are negotiating more than 180 contracts in every CWA sector, covering 200,000 workers. Bargaining has gotten harder than ever, but we are ready for the fight.

The CEOs of our major employers are doing well. Management compensation has benefited directly from higher share prices with free stock options and other linked bonuses. The average CEO makes almost 400 times as much as a front line worker.

We have put all of our employers on notice: It's our turn. CWA families need a raise. We want secure sustainable jobs, real improvements in our standard of living, and above all, an end to the race to the bottom.

In bargaining this year, we have reached tentative agreements covering 17,500 workers at AT&T Midwest and AT&T Legacy that met our goal of ensuring an overall improvement in workers' standard of living.

New Jersey is one of the nation's wealthiest states. The top one percent is doing well. For years, Governor Chris Christie has been on the attack against public workers, looking to strip away bargaining rights over health care and retirement security. This year, we are taking on Christie and his illegal attempt to grab billions earmarked for workers' pensions. And we are fighting back against the privatization of critical public services that support our communities and good jobs.

At United Airlines, the stock price rose 76.8 percent in 2014, reaching the highest point since the airline emerged from bankruptcy in 2006. When United filed for bankruptcy in 2002, Flight Attendants endured wage cuts, health care cost shifting, work rule changes, and an attack on their pensions.

In October 2010, United merged with Continental and Continental Micronesia. Flight Attendants are bargaining for a single contract at the new United that would finally merge the operation and allow all 24,000 Flight Attendants to access the benefits of the merger and share in the airline's profitability.

US Airways filed for bankruptcy in 2002 and 2004 and American Airlines filed in 2011. CWA passenger service members at US Airways made sacrifices during those bankruptcies to keep their airline operating.

Today, wages are still lower than their pre-bankruptcy level. Agents at American Airlines lost jobs, pay, and retirement security as that airline outsourced their work. Home-based agents experienced cuts

in wages and benefits.

The two airlines merged in 2013, and American posted its biggest profit ever last year, an industry-leading \$4.2 billion. Now, American Airlines agents and their US Airways colleagues are negotiating a first contract.

Verizon Communications has posted an increase in corporate profits of 215 percent since 2009. CWA members at Verizon East want to expand and keep good jobs, and gain a fair share of those profits.

At these and every contract fight this year, CWA members will be standing up for fairness.

Resolved: CWA locals, sectors, and districts will continue to support the bargaining fights of members, joining mobilizations and actions to help our brothers and sisters achieve the good contracts we all deserve.

Resolved: CWA districts, sectors, and locals will continue to work to build effective coalitions with our allies to protect and fight for the fundamental right to collective bargaining and to build a movement to move our agenda forward.

Mr. President, the Resolutions Committee moves the adoption of Resolution 75A-15-5 entitled "It's Our Turn."

PRESIDENT SHELTON: Or Microphone No. 3, Delegate Piercy.

DELEGATE LANELL PIERCY (Local 4252): I rise this afternoon to tell you that I am a proud member of the Legacy T Bargaining Team. We went into bargaining in March against one of the most profitable companies in America, AT&T, a company whose CEO makes over \$19 million a year, who is not just a proud member of the one percent, but is a leader of the one percent. He chairs the Business Round Table which supports-- their No. 1 goal this year is to get the passing of the TPP.

We achieved our goal of negotiating a good wage increase, but we also wanted to take care of our lowest paid members. Many of those members are in my local. We wanted them to pay lower health care costs, get an extra increase in their pension, and add on to their wages. We got them what was a one-time \$750 lump sum payment, but they deserve much more. We all deserve much more.

It is our turn-- our turn for better wages, our turn for better treatment for our retirees, our turn for affordable health care, our turn for secure jobs, our turn for secure pensions, our turn for justice.

Please support this resolution. (Applause)

PRESIDENT SHELTON: On Microphone No. 3, Delegate McNamara.

DELEGATE KEN McNAMARA (Local 1037): I rise in support of Resolution No. 5. Brothers and sisters, with less than 7 percent of the private sector organized and a massive coordinated attack against the public sector, it's easy for us to become discouraged. After all, many fellow workers in our country are being asked to live on \$7.25 an hour. Real wages have declined since 1979, and meanwhile, the one percent is thriving.

In this environment, this year CWA is negotiating contracts for more than 200,000 workers. At Verizon, a company that posted profit increases of 215 percent since 2009, many of our members will be in the fight of their lives. This, brothers and sisters, is a fight for the very existence of this union, no matter what sector we come from.

In New Jersey, my home state, hundreds of thousands of workers are facing the loss of their pensions right now. And while they tell us there is no money for retirement security, the state is giving billions and billions of dollars in corporate tax breaks.

But, brothers and sisters, we are not discouraged. We are not discouraged because our union is strong. We are not discouraged because our union knows no fear and no surrender. It's our turn, brothers and sisters. It's time for all workers to rise.

In New York and California, in New Jersey and Texas, we reject the sound bites of misery from the media and the one percent. It's our turn, brothers and sisters. With our allies, with our community partners, with all working people, we will win. Thank you. (Applause)

PRESIDENT SHELTON: Seeing no one approaching a microphone, there appears to be no further discussion. What you have before you, brothers and sisters, is Resolution 75A-15-5. All those in favor of that resolution, please raise your right hands. Those opposed by like sign. The resolution is adopted. (Applause)

We will now have the Resolutions and Rules Committee read Resolution 75A-15-6.

CHAIR LUGO: Thank you, Mr. President.

The Chair recognizes Sheila Lindsay.

DELEGATE SHEILA LINDSAY (Local 32035): Thank you, Madam Chair.

Please look at Supplemental Resolution 75A-15-6, on your tables, entitled "Resolution in Support of the Release of Oscar Lopez Rivera." I will read the Resolveds of the resolution.

Supplemental Resolution 75A-15-6
In Support of the Release of Oscar Lopez Rivera

In May, 1981, Oscar Lopez Rivera, a Puerto Rican nationalist, was arrested, along with 14 other men and women, and was convicted of seditious conspiracy and related offenses.

In 1991, as a result of an international campaign for their release, President Clinton commuted the sentences of most of these men and women. The President offered to commute Oscar's sentence after he served another ten years in prison. Oscar declined.

Oscar is the only one of his co-defendants still behind bars. There is an international campaign for his release on humanitarian grounds.

Resolved: CWA calls on the President of the United States to once again offer to commute the sentence of Oscar Lopez Rivera. This is not intended as a new debate of his actions, but is intended to offer release on compassionate grounds after Rivera has served 34 years of a 70-year sentence. We also note that all of Rivera's co-defendants are no longer behind bars.

Mr. President, the Resolutions Committee moves the adoption of Resolution 75A-15-6 entitled "Resolution in Support of the Release of Oscar Lopez Rivera."

PRESIDENT SHELTON: On Mike No. 3, Delegate Benitez.

DELEGATE LUIS BENITEZ BURGOS (Local 3010): Good afternoon, buenas tardes.

Brothers and sisters, I rise in support of Supplemental Resolution 75A-15-6, "Resolution in Support of the Release of Oscar Lopez Rivera."

Puerto Rico, among many other organizations, is part of an international campaign to urge President Obama to commute Lopez Rivera's sentence. He has served a long sentence of 70 years and while, he is almost 72 years old, he has been imprisoned for almost 34 years.

President Obama has granted one sentence of commutation and 22 pardons, not counting the annual Thanksgiving turkey releases. Half of the people he pardoned never spent time in jail, and most of them have been released years ago.

Brothers and sisters, we ask for your support for this resolution as we are still looking for his release on compassionate grounds. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 4, Delegate Siegel.

DELEGATE BRETT SIEGEL (Local 7076): Oscar Rivera was offered release if he would serve ten years and to deny that there should be violent overthrow. He was convicted of his actions, planning and participating in having rooms full of explosives and firearms trying to overthrow the United States Government.

I disagree with many things my government does, and when I disagree enough I get involved in politics or community activism to try to change it. I don't participate in plans to kill armored car drivers, to kill people sitting in their office buildings, and to transport whole apartments full of explosives-- stolen explosives, I might add-- to cause violence. I don't think the man should be released unless he agrees that we should not use violent methods for whatever actions he wants. Thank you.

PRESIDENT SHELTON: On Microphone No. 3, Delegate Benitez again, and he gets to speak again because there is no one else at a microphone.

DELEGATE BENITEZ: Thank you, President Shelton. This resolution is not intended to discuss the actions of Brother Lopez Rivera. What we are asking you is to support the release of this man because he is the last of the co-defendants still embarred. This is based on humanitarian grounds. Thirty-four years of his 70-year sentence, he already served 34, he is almost 72 years old.

We don't wish to start a debate about the actions that he did or didn't commit. He already served time in jail. We are just asking for your support. Puerto Rico is asking for your support to obtain his release and to ask President Obama to commute his sentence. Thank you. (Applause)

PRESIDENT SHELTON: Seeing no other delegates going to a microphone, discussion is ended.

What you have before you, brothers and sisters, is Resolution 75A-15-6. All those in favor of that resolution, please signify by raising your right hand. Those opposed by like sign. The resolution is adopted. (Applause)

I would like to thank the Resolutions and Rules Committee for all their hard work. You will be back tomorrow. (Applause)

For the purpose of some announcements, I would like to introduce Secretary-Treasurer Steffens.

SECRETARY-TREASURER STEFFENS: Just a couple of announcements. District 3 will meet in Room 310, 15 minutes after recess for the purpose of electing a Trial Court representative. That's room

310.

New Jersey delegates will meet 15 minutes after the Convention ends today in Room 330-B. That's 330-B.

And again, I will repeat, District 9, they will have a meeting 15 minutes after the close of today's session for the purpose of electing an AT&T Bargaining Committee. That is in room 313-A and B.

Delegates have requested that we rerun the Fiduciary Training Workshop that was conducted on Sunday. So we will rerun that workshop 15 minutes after recess today in Room 330-B.

It looks like we might have a room conflict there. We will let you know if there is a different room.

And be aware that the tables are going to be cleaned off, so take anything you want to keep at the end of the day. Thank you.

PRESIDENT SHELTON: Brothers and sisters, since everybody in this room has a union job, I'm going to entertain a motion to recess a little early today. (Applause and cheers) Is there a motion to recess?

. . . A motion was made from the floor . . .

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: We will recess until 8:30 a.m. tomorrow morning. Thank you. (Applause)

. . . The Convention recessed at 4:08 p.m. . . .

WEDNESDAY MORNING SESSION June 10, 2015

The Convention reconvened at 9:04 a.m., President Chris Shelton presiding.

PRESIDENT SHELTON: Good morning, brothers and sisters.

. . . The delegates responded with "Good morning". . .

PRESIDENT SHELTON: I would like to introduce to you, for purposes of an invocation, Sylvia Chapman. Sylvia is the Vice President of Local 4250 and is a member of the New Christian Valley Church. Sylvia?

DELEGATE SYLVIA CHAPMAN (Local 4250): Thank you, President Shelton.

Brothers and sisters, let us pray.

Lord, we thank You for each sector and local representative here. We thank You for individual and collective growth as union leaders and members. We thank You for those in government who have been supportive of CWA and all unions in the fight against TPP and any violation to workers' rights.

Lord, we ask that You will touch those leaders in government and Corporate America, that they will know that the true value of work is not with the one percent, but with the 99 percent.

We ask that You touch and keep our active and retired members, especially those who are infirm.

We also ask that You keep us safe as we travel to our destinations. Amen.

PRESIDENT SHELTON: Thank you, Sylvia.

Today's Platform Observers are: Bennie Brantley, President, Local 1077, and Rodney Orr, Executive Board Member, Local 9119.

Brothers and sisters, the Elizabeth Glaser Pediatric Foundation is celebrating its 26th year, and the Foundation has been CWA's "Charity of Choice" for 25 years. Over the years, the Foundation has achieved amazing results.

I know many of you who have attended past Conventions have been moved by the Foundation's ambassadors, including Elizabeth Glaser's son Jake. Their stories are first heartbreaking and then hopeful.

Today we are proud and honored to have a very special guest, along with her two children, who has not just a story of hope, but one of joy.

Before we hear from her, I want to welcome and introduce Chip Lyons. Chip has been the President and CEO of the Foundation for over five years. He has helped refocus the Foundation's work with the clear goal of eradicating pediatric aids.

Chip? (Applause)

BROTHER CHIP LYONS (President and CEO of the Elizabeth Glaser Pediatric Foundation): Good morning, ladies and gentlemen, and thank you very, very much. I am delighted to be in Detroit to

be at my second convention. I thank you for inviting us, allowing us just to have a few minutes of your time this morning, and, above all, I want to share warm wishes and profound gratitude for our partnership.

President Shelton, CWA members, 25 years ago at Convention, you listened to Elizabeth Glaser, you heard her story, her dream to fight back against HIV and AIDS, and her help to lead the way to end AIDS in children.

At that time, it was only a dream, but it was driven by her passion because she herself had been infected through a blood transfusion and her two children had the virus. She was about saving the lives of her two children.

Since then, side by side, CWA and EGPAF have fought the fight that Elizabeth asked us to fight. I can stand before you this morning and say we can end AIDS in children. (Applause)

For Elizabeth, it was a dream. Five years ago I would not, nor would anyone else, have been able to say that. Today we can say that. You can see the results and why we can say that. New pediatric infections in the United States are down 95 percent. (Applause) And globally they are down 60 percent. (Applause)

Our strategy focuses on three things: research, policy advocacy, and the delivery of services. By combining those things, we are able to bring the latest breakthroughs, work with doctors, research scientists, and to bring new approaches, new breakthroughs, to the hardest places in the world to reach. That is where, when, and how we will end AIDS in children.

As one of our largest charity partners, CWA has followed EGPAF and has contributed to EGPAF's remarkable accomplishments. We do this together year in and year out.

Collectively, we have reached over 20 million women with services. Last year, we reached 2.5 million women with services-- testing, counseling, and initiating treatment if their own health requires them to be on treatment. It is through those means that we can end AIDS in children.

And while the numbers are enormous, I really want to emphasize that there is a single woman behind every one of those numbers. It started with Elizabeth Glaser. It continues with Fortunata from whom you will hear in 30 seconds. But please, 20 million women you have helped to reach, but think of the individual stories. It's one woman's health. It's her children, who may be positive, who may be negative. It's her husband. It's her community. It's her job. And it's her children's futures times 20 million.

And so I want to introduce a remarkable woman and her two children that President Shelton has referred to, Fortunata Kasage, Florida, her daughter, and I actually should have been lowering my voice, because Gaby fell asleep in her arms. Never wake a baby.

We admire Fortunata and her family. They stand for, they embody what the Foundation stands for, what CWA stands for and represents in the most profound way what you all accomplish when you work as hard as you do to support the Elizabeth Glaser Pediatric AIDS Foundation.

Thank you, and please welcome Fortunata. (Applause)

SISTER FORTUNATA KASAGE: Good morning. My name is Fortunata. I am originally from Tanzania, but I am proud to call New York my home today. (Applause)

It feels wonderful to be here with you all today. I am honored to thank you for everything you are doing to support mothers and children who are living with HIV. You give me hope that an AIDS-free

generation is possible and closer than we think.

My story is a far too common one. I was 22 years old, married, a student, excited for what the future held. My husband and I decided to move from our home in Tanzania to the United States to pursue a promising future, and I was very happy.

After I arrived in the U.S., we learned we were expecting a baby girl. My mom encouraged me to visit a doctor for a pre-natal checkup. At that time 18 years ago, testing pregnant women for HIV was a routine practice.

It was there when I learned a horrible truth-- that I was living with HIV. And I can't explain the feeling of devastation, despair, and hopelessness that one can feel after you get a diagnosis like this.

And I wasn't worrying about myself only. I was worried about my unborn baby. I was just scared and traumatized at that time. But in between the tears and panic, a nurse reached out to me and gave me hope. She told me that I could prevent the transmission of HIV to my unborn baby. She showed me that there could be a future.

It was hard for me to believe such a miracle was possible because at that time, in Africa, babies who were born to mothers who have HIV, they became infected and they died as children, as young, young children. There was no access to HIV prevention programs, no access to medications, and the voices of people living with HIV were not heard.

Thankfully, so much has changed. Because of CWA's support and because of many of you here, soon there was hope and lifesaving services for mothers like me around the world.

I was immediately started on medication and services to protect my baby from HIV, and now I can tell you personally what an incredible gift it is to have an HIV-negative baby. (Applause)

Learning her status was one of the happiest moments in my life. Florida was the greatest gift -- I named her Florida -- that I couldn't have ever asked for. Today, she is a smart, caring, beautiful 18-year-old. Here she is. (Applause) And healthy, without HIV. She has dreams of a bright, bright future ahead of her.

And last year I was ecstatic to find out that I would know the joy of having a child once more. Yes, I waited. I waited for that long, yes. I wanted a sibling for my daughter and another baby for me to love.

In July last year, I gave birth to Gaby, Gabicella. Here she is. My second beautiful, healthy daughter, and she is also HIV-free. She does not have HIV. (Applause) Just like her sister.

I am enjoying every second of being a mother again. I cannot tell you enough. I am just one of the millions of women who have been able to have a family, thanks to these lifesaving services.

To date, the Elizabeth Glaser Pediatric AIDS Foundation has reached more than 20 million women around the world with lifesaving services that will keep them from passing HIV to their babies.

We thank CWA for helping us end AIDS in children. The work supported by all of you in this room is changing the world for families like mine.

Pediatric HIV is preventable. It is preventable, and I am here today as proof that anyone living with HIV can have a family. If you would have told me when I was diagnosed with HIV that I would one day be a mother of two, two daughters, and they will all be HIV-free, I couldn't even have imagined it then. But

now, I cannot imagine a life without them.

But not all mothers are as lucky as me. We are making huge progress, but our work is far from finished. Every single day, almost 700 babies will be newly infected with HIV because their mothers cannot access the medicines they need to prevent them from passing HIV to their babies.

That means there are still too many moms lacking the medicines they need to have healthy babies. There are still too many babies dying from AIDS. In fact, half of all HIV-infected infants will die before they can celebrate their second birthday.

EGPAF will continue its lifesaving work until no child has AIDS. And CWA's partnership and support is so important to get that goal.

I am proud of the efforts that CWA has put forth to help give this gift to every mother and every child everywhere in the world, no matter where they live. Your tireless efforts and support are helping make pediatric AIDS history.

So on behalf of all the moms and children around the world, I cannot thank you enough. Please know what an incredible impact you are making. I am reminded of it each time I look at my children. I look how they are growing up to be just as incredible as all of you in this room. And I thank you. And thanks to you that so many other children will have a chance as well.

So on behalf of them, I cannot thank you enough for standing with us in this fight, for making healthy futures a reality for our children, and for committing to our shared goals of ending AIDS in children. Together, we will create a world where no child has AIDS. Thank you so much. (Prolonged applause)

. . . A video was shown about the progress of pediatric AIDS research . . .

PRESIDENT SHELTON: Thank you, Fortunata, Florida, Gaby, and Chip. We at CWA pledge to continue our 25-year commitment to continue to fight to eradicate AIDS from the global community.

Now I call on Vice President Dennis Trainor from District 1 to present the Pediatric AIDS Awards. (Applause)

VICE PRESIDENT TRAINOR: Good morning, sisters and brothers. It is my pleasure to present the Elizabeth Glaser Pediatric AIDS Foundation Awards for 2014.

In the last 24 years, CWA members, together with your leadership, have raised almost \$8 million on behalf of the Foundation. (Applause) This money has been used to advance the Foundation's research, training, and advocacy programs around the world.

Last year, 442 locals participated in our Charity of Choice program, contributing a grand total of 256,840-- 64 percent of our overall quota. While the amount of total monies has decreased over the last two years, so has our membership.

Your ongoing commitment to the Foundation and the incredible work they do is nothing short of amazing. What an amazing achievement. Thank you for your ongoing support and generosity. Give yourselves a round of applause. (Applause)

Before we give out the official awards, I want to acknowledge a group of special locals. Each of these locals contributed at least 200 percent of their quota of \$1 per member per year. Many of these locals do an amazing job fundraising so they don't put pressure on their already stretched treasuries.

I would like to welcome to the stage the following locals. Please acknowledge their contribution with the CWA clap.

Local 1141, President Michael Ostrander
 Local 1152, President Mary Gorman
 Local 1153, President Andrea Lupo
 Local 13500, President Julie Daloisio
 Local 14807, President Scott Reed
 Local 33229, President Jared Peck
 Local 83105, President Timothy Bougeois
 Local 4025, President Mark Kavanaugh
 Local 4471, President Daniel Pethel
 Local 54043, President Dorethea Brown-Maxey
 Local 9400, President Bill Demers
 Local 9423, President Jason Hall;
 Local 9505, President Vera Alatorre;
 Local 89118, President Bill Archer;
 Local 29011, President Christine Black

And obviously I got the order wrong. I missed a few, so I'm going to repeat them. I apologize.

Local 54044, President Chris Gastright;
 Local 6350, President Sidney Horn;
 Local 14625, President Jim Benning;
 Local 7026, President Shad Ercanbrack;
 Local 7272, President David Holzer;
 Local 7803, President Jeanne Stewart;
 Local 37082, President Philip Kearney;
 Local 57411, President Anthony Peterson

And I hope I didn't forget anybody. Thank you very much. (Applause)

Now to the Ariel Glaser and the Hope Awards. The Ariel Glaser Award is presented to the Local that raised the most money in 2014. The Ariel Glaser Award is in honor of Elizabeth Glaser's daughter who died from complications from the AIDS virus at the young age of seven in 1988.

This year, the Ariel Glaser Award is presented to Local 9400 for raising an astounding \$15,704. Thank you, President Bill Demers. (Presentation - Applause) Thank you, President Bill Demers, for you and your Local's dedication to this worthy cause.

The Hope Award is presented to the Locals that achieved the highest percentage of their quota each year. This year, we are honoring three locals.

The first award will go to Local 4025 in the category of Locals with less than 100 members. Thank you, President Mark Kavanaugh for your Local's great work. (Applause)

The second award goes to Local 7026 in the category of Locals with between 100 and 500 members. Thank you, President Shad Ercanbrack, for your commitment to the Foundation's efforts. (Applause)

The final award is presented to Local 9505 in the category of Locals with greater than 500 members. Thank you Vera Alatorre, President, Local 9505. (Applause)

Our thanks and congratulations to all the members of these three Locals for their support. And please give all our Locals on the stage a big round of applause and, again, thank our guests from the Elizabeth Glaser Pediatric AIDS Foundation. (Applause)

Local 9505 has finally reached the stage, President Vera Alatorre. (Applause)

Thank you, brothers and sisters. (Applause)

PRESIDENT SHELTON: Thank you to all those locals on behalf of Pediatric AIDS, and we are going to do whatever we can to make sure that we eradicate AIDS globally.

Now, as we meet here in Detroit, Michigan, for the 75th Convention of the Communications Workers of America, we take time to honor our colleagues who are no longer with us and remember their contributions to building our union.

. . . A PowerPoint presentation was shown of those CWA members who passed away since the last Convention, as follows: . . .

Jerome Bailey, CWA Representative and Administrative Assistant to the District 8 Vice President, April 16, 2014.

Charles (Boots) Buttiglieri, Assistant to the District 2 Vice President and Special Assistant to the President of the Printing, Publishing and Media Workers Sector, April 23, 2015.

Sandra Cox, CWA Representative and Assistant to the District 6 Vice President, December 8, 2013.

Kenneth Crosswell, CWA Representative, Districts 5 and District 9, and Assistant to the District 9 Vice President, October 9, 2013.

Leroy Derouen, Louisiana Director, September 24, 2013.

Marie (Mary) Dunn, CWA Representative, District 12, March 26, 2014.

Lela Foreman, CWA Representative, District 6, and CWA Women's Director and Head of Community Services, March 31, 2015.

Ellen Gallant, Organizer and CWA Representative, District 1, April 5, 2014.

Martin Griglak, CWA Representative, District 13, October 8, 2014.

Grace Kaveney, CWA Representative, District 7, August 3, 2014.

Burdene Leininger, CWA Representative and Administrative Assistant to the Vice President, District 6, May 30, 2013.

William Martin, CWA Representative and Northern California and Nevada Director, District 9, CWA Representative and Assistant to the Vice President, District 11, October 4, 2014.

Sylvia Gottlieb McCollum, CWA Education and Research Director, and Assistant to the President, May 21, 2013.

Jules Pagano, CWA Education Director and Assistant to the Vice President, July 13, 2013.

Virgil Parks, CWA Representative, Districts 9 and 7, and Administrative Assistant to the District 9 Vice President, July 19, 2014.

Richard Blake Poindexter, CWA Special Assignment Organizer, District 6, October 24, 2014.

Ken Prairie, Representative for the Printing, Publishing and Media Workers Sector and District 9, June 8, 2014.

Hubert W. Randels, CWA Representative, District 7, August 17, 2013.

Ronnie Straw, CWA Development and Research Director, January 21, 2014.

Kathy Wagner, IUE-CWA COPE Representative, January 24, 2015.

Gary Wise, IUE Field Representative and IUE-CWA Organizing Coordinator, October 25, 2013.

T&T VICE PRESIDENT LISA BOLTON: RON ALLEN, former CWA Vice President for AT&T Technologies and Assistant to the CWA President, made a real difference for CWA members at AT&T.

He joined CWA Local 6360 while working at Western Electric Co. (now Alcatel-Lucent) in Kansas City in 1962. He soon was elected Shop Steward and also served as Chief Steward, Vice President and President.

In 1980 he became a CWA District 6 Staff Representative and was then elected Vice President of AT&T Technologies in 1984.

In 1987, he was named Assistant to the Vice President of the merged Communications and Technologies Unit and was named an Assistant to then President Morton Bahr in 1996.

He retired in 2000 after 38 years of service to CWA members and the union he loved.

Ron Allen died on January 9, 2015 at age 70.

DISTRICT 7 VICE PRESIDENT BRENDA ROBERTS: WALTER MAULIS

Walter Maulis, retired Vice President of CWA District 7, was a strong voice for workers and is remembered as a leader and teacher. He was serving as President of CWA Local 8495 in Denver when he was elected Vice President (of then District 8) in June 1977. He retired from CWA in September 1992.

Brother Maulis died on February 3, 2015. He was 84.

DISTRICT 2-13 VICE PRESIDENT MOONEY: WILLIAM WALLACE

William Wallace was the longtime President of the Federation of Telephone Workers of Pennsylvania, which became CWA Local 13000 in 1984. He was the 1st Vice President for District 13 in August 1984 and also served as Special Assistant to the CWA President in 1986. He retired in September 1986.

In nearly three decades of working for members of the Federation of Telephone Workers, he served as Local and Division President, Executive Vice President and Chief Negotiator, before being elected Executive President in 1982.

William Wallace died on August 12, 2014. He was 92.

JAMES SHORT

Former CWA District 13 Vice President, was determined to help workers gain a safe workplace and jobs with justice and dignity. He began his work at Bell of Pennsylvania in 1969 and was a member of the Federation of Telephone Workers of Pennsylvania, the predecessor organization to CWA Local 13000. He held numerous leadership positions in FTWP Local 12, including Branch Representative, Unit Secretary, Unit Vice President and Unit President.

In March 1992 he joined the CWA District 13 staff and two years later was named Assistant to the Vice President. He became District 13 Vice President in 2005.

James Short retired in June 2008 and died on September 9, 2014. He was 63.

PRESIDENT SHELTON: We now remember and recognize those CWA local officers who have passed away since our last Convention.

. . . A narrated video listing the names was shown . . .

District 1

Frank Mancini, Business Agent, Local 1108
 Richard Van Slyke, President, Local 1128
 Daryl Steele, EVP, Local 1171
 Essie Lowe, President, Local 1153
 Frank Karl, President, Local 1151
 Connie English, Organizer, Local 1040

District 3

George Vineyard, President, Local 3805
 Don Hamrick, President, Local 3203
 P.R. Latta, President, Local 3611
 Walter Bagot, President, Local 3403
 Robert Earl Sumrall, President, Local 3490

District 4

Renee Berard, Secretary, Local 4252
 Terez Woods, President, Local 4309
 Richard Murray, President, Local 4501
 Roland Michael, President, Local 4780
 John Smykowski, President, Local 4290

District 6

Melissa Kincaid, Vice President, Local 6507

District 7

Janine Anton, Regional Vice President, Local 7076

AFA-CWA

Leslie Miller, President, Horizon Air Master Executive Council, AFA-CWA Locals 27016 & 27017
 Elisa Thompson, Benefits Committee Chair, AFA-CWA Local 29011
 Eda Palacios, Employee Assistance Committee Chair, AFA-CWA Local 29038

NABET-CWA

Dennis Allen, Officer, NABET-CWA Local 51016

NEWSGUILD-CWA

Sally Kalson, Officer, Pittsburgh Guild
 Steve Swenson, Former President, Bakersfield Guild
 Andrew Matte, President, Canadian Media Guild, Saskatchewan Local
 Jim Baron, Former President, Pawtucket-Providence Guild

IUE-CWA

Debbie Ziots, Vice President, Benefits Administrator, Women's Committee, IUE-CWA Local 84717
 Cynda Jo Zipnock, Organizing, Political Action and Women's Committee, Local 84717
 Garry L. Hodges, President, IUE-CWA Local 86823
 Robert "Ivan" Groom, Committeeman, IUE-CWA Local 84717
 Charles N. Baker, Zone Committeeman, IUE-CWA Local 84717
 James J. Burkard, Trustee and Financial Secretary, IUE-CWA Local 84800
 Robert C. Kotouch, Representative and Zone committeeman, IUE-CWA Local 84717

PRESIDENT SHELTON: Their legacy is the union that we work to build every day. We remember their dedication to CWA, and we honor them by continuing the fight for workers' rights and justice for all.

At this time, the CWA 75th Convention will honor all those local union officers who have reached or surpassed 30 years of service since our last Convention.

District 1

Donald L Klein, former Executive Vice President, Local 1040
 Carolyn C. Wade, President, Local 1040
 Skip Manning, Executive Vice President, Local 1051
 Tom Allen, President, Local 1128

District 2-13

Jerry Rogers, President, Local 2205

District 3

Randy Thackston, Secretary-Treasurer, Local 3218
 Debra C. Brown, President, Local 3706

District 4

Peggy Fanning, Secretary, Local 4032
 LaNell Piercy, President, Local 4252

District 9

Pandy Allen, Secretary-Treasurer, Local 9003
 Mike Frost, Executive Vice President, Local 9003
 Marisa Remski, Executive Vice President, Local 9003
 T Santora, President, Local 9003
 Patti Cunningham, Secretary-Treasurer, Local 9510
 Kenny Williams, President, Local 9510
 Joe Manser, Secretary-Treasurer, Local 9575

NEWSGUILD-CWA

Bernie Lunzer, President, NewsGuild-CWA
 Tim Schick, Admin. Director, NewsGuild-CWA

IUE-CWA

Debbie Lake, Member, Local 82160
 Jeff Moran, President, Local 82162
 James Reynolds, President, Local 83697
 Steve Hildebrandt, President, Local 84725
 Wayne Cupp, President, Local 84765
 Tom Hart, former President, Local 84802

I am so proud to recognize these outstanding CWA leaders who have devoted so much of their time and energy to building our union and serving our members over the years. Your dedication and your commitment to our members make CWA great.

Each of these local union officers were presented with Certificates of Appreciation during the District and Sector meetings immediately before the Convention. We thank them for their service. (Applause)

Will the Resolution and Rules Committee please approach the podium and please read the next resolution.

CHAIR LUGO: Thank you, Mr. President.

The Chair recognizes Beth Cornwall.

COMMITTEE MEMBER CORNWALL: Thank you, Madam Chair. Please turn to page 14 of the resolutions.

Resolution 75A-15-7
 Women's Voices Must Be Heard and Respected

The CWA National Women's Committee and the CWA Civil Rights and Equity Committee are at the forefront of movement building in our union. Many of the battles for equity that we thought we had won have resurfaced with a vengeance. Women's rights are on the front lines of the battlefield. We must put our energy into retaining and expanding the rights of women on every front.

The current gender makeup at all levels of government and industry do not reflect the population. The United States Congress is made up of 80 percent men and 20 percent women. Yet, the overall population in the United States is 51 percent women and 49 percent men.

The United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), first adopted in 1979, has yet to pass the United State Senate -- making the U.S. one of the few countries in the world that have failed to do so. CEDAW plays a key role in strengthening the promotion and protection of women's rights throughout the world by addressing these issues: sex trafficking (at least four million women and girls are sold into sexual slavery each year), pornography (which degrades women and promotes a climate of sexual hostility), education (two-thirds of the world's 857 million illiterate adults are women), maternal mortality (510,000 women die annually from pregnancy-related complications and millions more suffer from serious injury), HIV/AIDS (women are four times more vulnerable than men), violence (25 percent to 30 percent of women around the world experience domestic violence), war crimes (gender-based violence during war is often hidden but is being increasingly exposed), sexual harassment (as illustrated by recent campus and military experiences

reported by women), and female genital mutilation (130 million women are victims).

Women are responsible not only for their own health, but traditionally they are also responsible for their entire family's health, which makes maintaining their own good health even more critical. Prior to the adoption of the Affordable Care Act, women had been charged up to 150 percent more for individual health care coverage than men. Although more women die from heart disease than from cancer, chronic obstructive pulmonary disease, Alzheimer's, and accidents combined, many women underestimate the threat that coronary artery disease (CAD) poses to their health. Symptoms of a heart blockage can be harder to identify and more difficult to diagnose in women. Also many women do not know what they can do to help prevent heart disease.

Fortunately, the Coalition of Labor Union Women (CLUW) recently received a grant to promote the "Spread the Word (STW)" campaign -- a patient advocacy campaign to educate women about the overlooked symptoms of coronary artery disease and the various testing options available, and to partner with their healthcare provider on deciding the right test for them.

The Trans Pacific Partnership (TPP) poses a special threat to women. It could undermine wage and hour provisions that are protected in the United States by the 1938 Fair Labor Standards Act, and it could further diminish the rights and living standards of women and children worldwide. The TPP will accelerate the offshoring of call center jobs, a majority female sector, further eroding the economic status of women.

The CWA National Women's Committee reports some limited progress in some states and cities on Paid Sick Leave legislation, in building support for the federal Family and Medical Insurance Leave (FAMILY) Act which would require paid leave to care for oneself or family members with a serious illness, state endeavors for a renewed Equal Rights Amendment Act (ERA), coalition building to pass the CEDAW, equal pay provisions, and opposition to the anti-worker Trans Pacific Partnership (TPP) trade agreement.

Despite progress in our own union, the number of women in leadership positions still does not reflect the proportion of female membership in CWA. There is still much work to be done to encourage, support, and promote women leadership in our union.

We must join together to oppose all policies and actions designed to diminish women's rights. We must upgrade skills to empower women to address inequalities and to oppose all attempts to reduce the rights of women. The fight for justice is greatly enhanced when women are heard and respected. Achieving gender equality in our lifetime is an important mission for all of us.

Resolved: CWA must make women's critical issues -- including Paid Sick Leave, Equal Pay, the FAMILY Act providing paid leave to care for one's own or a close family member's serious illness, the Equal Rights Amendment, and passage of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) - CWA legislative priorities in the same manner we fight for other democracy issues, thereby enhancing women's basic human rights in society.

Resolved: CWA will collaborate with the Coalition of Labor Union Women in promoting the Spread the Word campaign at all levels of our Union with the goal that all union women are aware of coronary artery disease (CAD) symptoms and the available heart test options, thereby ensuring that they receive proper care.

Resolved: CWA encourages greater constituency group movement building by promoting and expanding the current CWA sponsorship program targeting greater female participation, thereby creating the capacity for a more balanced workforce, society, and union in which a woman's voice cannot be

silenced and women's rights can be respected.

Resolved: The CWA National Women's Committee, in conjunction with the Human Rights Ad Hoc Committee, shall conduct a comprehensive study to explore options for leadership development for women designed to maximize the number of women involved in leadership roles throughout CWA. Options to be explored, which would include a funding recommendation, could include Summer Schools for Union Women, training with the Wellstone Group, AFL-CIO training opportunities, the Harvard Trade Union Program, and other university programs.

Mr. President, the Resolutions Committee moves the adoption of Resolution 75A-15-7 entitled "Women's Voices Must Be Heard and Respected." (Applause)

PRESIDENT SHELTON: At mike No. 1, I would like to go to Delegate Kermish.

DELEGATE LISA KERMISH (Local 9119): I would like to propose a final resolved which reads as follows: "CWA commits to creating an environment in our locals and nationally to encourage and enable participation of all members, and the development of training materials to assist locals and districts all across CWA in developing inclusive environments for women."

I would hope that this might be considered friendly. Thank you. (Applause)

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: It is considered a friendly amendment.

DELEGATE KERMISH: Thank you. I would appreciate the opportunity to motivate that if possible.

PRESIDENT SHELTON: Yes.

DELEGATE KERMISH: Thank you.

CWA needs to actively educate and facilitate the leadership of women in this union to be able to stand up within our own union, to move forward, and to grow. We heard in the report yesterday that women represent only 20 percent of the leadership positions in our union, and this is something, while moving in the right direction, appears to be doing so at glacial speed.

Women of this union are equals and should be treated with dignity and respect. There is no institutional mechanism to deal with CWA's own internal bullying and violence in the workplace to resolve complaints.

There must be the recognition that work and family issues are the purview of all members and not just women. Women do these things and are just as fierce as activists as their male counterparts. (Applause and cheers)

Many women may either not be interested or able to go to college or to apply for the limited leadership scholarships that are offered. Women want and deserve to be empowered by the union that we fight for. (Applause)

We need an internal Women's Leadership Conference which does not need to occur every year; however, the trainers should be from women within CWA who are in leadership roles. Such a conference

will enable personal connections and mentoring that can be brought back to all levels of the union and to continue for all of our futures.

Thank you, and I urge support for this amended resolution. (Applause and cheers)

PRESIDENT SHELTON: At Mike No. 3, Delegate Wojtowicz.

DELEGATE SHERRY WOJTOWIZ (Local 7250): Thank you, President Shelton.

Sisters and brothers, my name is Sherry "I can't believe we have to fight this shit again" Wojtowicz. (Applause) On behalf of all CWA delegates, I would like to thank the National Women's Committee for their hard work on their report.

I don't know if everyone noticed, but the Committee provided us with two separate reports, one in our Convention packets and the other presented from the stage highlighting past fights and wins for women's rights and some of the amazing women who led us to victory in those struggles. Thank you, sisters, for your dedication and for bringing Resolution 7 forward to this body today. (Applause)

On August 26th, we will be celebrating the 95th anniversary of the 19th Amendment to the United States Constitution, bringing women the right to vote in the U.S. Unfortunately, the Equal Rights Amendment never passed federally, and as a direct result, we continue to face gender inequality. Women's issues keep surfacing and in some cases resurfacing, which means we still have a lot of work to do. It makes our fight even more important.

CWA fights for workers and working families every day, and we need to focus more and work on legislation that protects women and families, builds and strengthens community coalitions and partnerships, focuses on education around women's health issues, increases women's participation, raises more CWA women into leadership roles within our union and our communities, and ensures a safe place in which a woman's voice cannot be silenced and women's rights can be respected.

I ask you to join me in supporting the amended Resolution 75A-15-7. (Applause)

PRESIDENT SHELTON: On Microphone No. 3, Delegate Villar.

DELEGATE DON VILLAR (NABET-CWA Local 54041): I am also a veteran broadcast TV news writer, producer in Chicago and a civil rights employment lawyer in Chicago. I rise in support of this resolution for our sisters in the union.

Sisters and brothers, you know, while as the resolution noted women have made gains in the past decades, but the unfairness and inequality persist.

In our courts, we are full of cases of sex-based discrimination. Women are always facing that at the workplace. The EEOC's dockets are packed with women claiming discrimination at the job sites. Many of our sisters in this union endure injustice, unequal pay, the glass ceiling and other barriers to their advancement.

In my industry, the broadcast television industry, women on the air are subject to a higher rate of discrimination as they age compared to their male counterparts. (Applause)

And in a high tech industry, which our daughters and younger sisters are moving into in the new economy, women are greatly under-represented and they are also objectified.

Faced with this continuing inequality and discrimination, we need more women in leadership today than ever before, so I rise in support of this resolution. Thank you. (Applause and cheers)

PRESIDENT SHELTON: Microphone No. 1, Delegate Cheliotos.

DELEGATE ARTHUR CHELIOTES (Local 1180, New York City): I wish to move the question and end debate.

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: Those in favor of moving the question, please raise your hands. Opposed by like sign. The question has been moved.

Brothers and sisters, we will be voting on Resolution 75A-15-7 as amended, and the amendment was a friendly amendment. Therefore, we didn't have to vote on the amendment. So, brothers and sisters, all those in favor of Resolution 75A-15-7, please raise your right hand. Those opposed. The resolution passes. (Applause and cheers)

The Resolutions Committee, please read the resolved on 75A-15-8.

CHAIR LUGO: Thank you, Mr. President.

The Chair recognizes Sonya Hansen.

COMMITTEE MEMBER SONYA HANSEN: Thank you, Madam Chair.

Please turn to page 16 of the resolutions report and look at:

Resolution 75A-15-8
Equal Access to Jobs, Housing, and Public Accommodations for Lesbian,
Gay, Bi-Sexual, and Transgender (LGBT) People

CWA opposes all forms of discrimination, including discrimination on the basis of sexual orientation and gender identity or expression.

LGBT (lesbian, gay, bi-sexual, and transgender) people stand on the brink of historic gains in relationship recognition, healthcare access, and employment nondiscrimination.

Nevertheless, LGBT people continue to face serious discrimination in employment, housing, public accommodations, and other aspects of social life.

Such discrimination and marginalization also makes LGBT people, and particularly transgender women of color, disproportionately vulnerable to harassment and violence.

The opponents of LGBT equality, who are nearly always also opponents of workers' rights, continue to raise obstacles to full equality.

Under the guise of protecting religious freedom, these right-wing forces have campaigned to strip LGBT people of anti-discrimination protection at the state and local level, setting back the movement for equality in several places.

In other places, they have introduced state and local legislation to deny transgender people access to safe, clean restrooms consistent with their gender identity.

Resolved: CWA opposes all efforts to limit the rights of vulnerable minority groups. CWA supports action by federal, state, and local authorities to protect vulnerable minorities from harassment and violence and to reduce the social and economic marginalization that underlies it.

Resolved: CWA supports comprehensive civil rights legislation to protect LGBT people from discrimination in employment, housing, credit, education, government-funded activities and public accommodations.

Resolved: CWA insists that all persons must have access to safe, clean, appropriate restrooms, both in the workplace and in places of public accommodation.

Resolved: CWA will continue to be active in the struggle for equality inside and outside the workplace until all barriers to full participation in society are removed.

Mr. President, the Resolutions Committee moves the adoption of Resolution 75A-15-8 entitled "Equal Access to Jobs, Housing, and Public Accommodations for Lesbian, Gay, Bisexual, and Transgender People."

PRESIDENT SHELTON: On Microphone No. 3, Delegate Kiino.

DELEGATE STANLEY KIINO (Local 29011): I approach the "For" microphone as an AFA-CWA activist, a Pride at Work LGBTQ activist, and a flight attendant of 42 years, because I have a union. (Applause)

Parallel to the phrase, "an injury to one," the concept that "no one is free until we are all free," and may I add to this, "free and equal." Unfortunately, there are those among us in this hall whose lives are still subject to discrimination simply because of who they are. And we know these layers-- a woman, person of color, LGBTQ, and, unfortunately, on and on.

There is nothing more destabilizing than trying to clear the hurdles of discrimination or simply not having access to appropriate facilities in the workplace as in the case of our transgender co-workers. I believe this Convention theme "It's Our Turn," includes all of us, together and stronger at CWA.

I take privilege here in the short quick years before retirement and with 42 years of flying to say, I am blessed with the guidance of AFA leaders like Sara Nelson, Deb Sutor, Kevin Creighan, and leaders like Larry Cohen and Minority Caucus President Walter Andrews, whose strong spirituality and sense of inclusiveness guides me through this labor journey.

Sisters and brothers, our inalienable right to the pursuit of happiness is a concept so American and a concept so CWA. Sisters and brothers, we ask you to rise, rise in support of this step in the right direction as represented by this resolution. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 3, Delegate Skeen.

DELEGATE GLEN SKEEN (Local 4320): Brothers and sisters, I rise in support of this resolution for one simple reason: Where there is love, there is God. Whether it's marriage equality or the ability to love ourselves for who we are, we all have the right to life, liberty, and the pursuit of happiness, a right of pursuit often made very difficult for the LGBT community because of the unified right that opposes our

basic human rights.

In fact, that voice is now endorsed by our country as we seek to enter the Trans-Pacific Partnership with countries like Brunei and Malaysia where it's illegal to be LGBTQ. In fact, in Brunei, I could be put to death. In Malaysia, I would only be put in jail for several years.

We as a union know the power of unity. Many in the LGBTQ community know the power of the unity against us, and that's why I ask that you stand with the LGBT community, because we all need support, young or old, big or small. By supporting this resolution, you can do this.

While there must always be room for respectful disagreement in our union-- something I know is not very easy to deal with-- I do know that this resolution is needed. Somewhere out there in your life, there is someone that needs your support.

I remember being a scared teenage boy, destined to be anything but who I was. It wasn't until I started working for AT&T and then through the bargaining of CWA that I first knew that I had support when I got one of the most life-affirming messages of my life when the CWA negotiated non-discrimination into our contracts.

I ask for that same message today, for us to support everybody's right to be free from discrimination. Let's stand united and send a united message to everyone to let them know it's okay to be you. Thank you, brothers and sisters. (Applause)

PRESIDENT SHELTON: Seeing no one approaching a microphone, there appears to be no further discussion, so we will vote on the question. On Resolution 75A-15-8, all those in favor of the resolution, please signify by raising your right hand. Down hands. Those opposed, please signify-- there are none opposed. It passes completely, so the resolution has passed. (Applause)

On Microphone No. 1, Delegate Day.

DELEGATE JOANNE DAY (Local 6186): I make a motion to have the "Black Lives Matter" resolution read in full.

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: Is there any discussion? Seeing no one approaching a microphone, we will vote on the question. The delegate has proposed that the resolution be read in full.

All those in favor of reading the resolution in full, please raise your right hands. Those opposed, please signify by like sign. The motion passes. (Applause)

Resolutions Committee, please read Resolution 75A-15-9.

CHAIR LUGO: Thank you, Mr. President.

The Chair recognizes Sheila Lindsay.

COMMITTEE MEMBER SHEILA LINDSAY: Thank you, Madam Chair.

Please turn to page 17 of the resolutions report, and look at:

Resolution 75A-15-9
Black Lives Matter, All Lives Matter

Since last summer, around the nation, the idea that "black lives matter" has been the subject of intense activism from many CWA members and CWA allied organizations.

Issues of systemic racism continue to plague the United States of America.

This racism plays out in many ways: in youth unemployment rates among people of color that approach 25 percent or more; in the enormous disparity between total wealth in white versus African-American households; in separate and unequal systems of public elementary and secondary education; in enormous racial gulfs in post-secondary educational achievement.

This racism is revealed in the divisions in many cities across the nation following the deaths of young African-American men during encounters with police - when deep seated fears within our communities come to the forefront.

Neither the men nor women who work in the front lines of law enforcement nor the people who belong to minority communities created the conditions of racial division that persist in our country and divide working people along artificial lines.

The vast majority of the men and women who work in law enforcement do so out of a sincere effort to serve and protect the community and everyone in it, without regard to race, color or ethnicity. Yet, we also cannot ignore the widening gap of trust between the people who work in this profession and many in the communities they serve.

Closing this gap requires that we address the underlying inequities that continue to divide working people in this country along racial and economic lines. We must oppose policies designed to marginalize minority communities and people of color, including the push to privatize education primarily in communities with high concentrations of African-Americans; attacks on public services using thinly veiled racial references that politicians use to stigmatize people who use public services and the workers who provide those services; trade and economic policies that destroy jobs in our big cities and small towns, many of which have large populations of African-Americans; and voter suppression laws that suppress the rights of minorities to vote.

In the Labor Movement, we have too often allowed ourselves to be divided along artificial racial lines--divided actively by overt displays of prejudice or divided passively by willful negligence in challenging inequality, divisions that always make us all weaker.

Racial inequality has always been a favored tool of those who wish to weaken and divide working people.

Confronting and ameliorating the reality of racial prejudice and structural racial inequality is the only means to effectively challenge this problem.

Resolved: CWA is committed to equality and believes that the lives of every person matter. As long as powerful elites try to divide us by exploiting and oppressing the African-American community, CWA remains dedicated to the principles that "black lives matter" and "all lives matter."

Resolved: CWA reaffirms its commitment to support policies and practices designed to dismantle structural racial inequality, within our union, the labor movement, in our interactions with employers, and at all levels of government. CWA will continue to fight for equal opportunity in employment, housing,

education, and the funding of public services, and to ensure that all citizens are treated with the due process that is their legal right.

Resolved: CWA will continue to support policies that provide the men and women who work in law enforcement with the resources they need to do their critical job of protecting the public. The men and women who work in law enforcement deserve full, transparent and impartial investigations into allegations of misconduct. At the same time, CWA will work to ensure that law enforcement personnel are not themselves made the victims of racial division which dishonors the profession and endangers the lives of those who work in it.

Mr. President, the Resolutions Committee moves the adoption of Resolution 75A-15-9 entitled "Black Lives Matter, All Lives Matter." (Applause)

PRESIDENT SHELTON: On Microphone No. 1, Delegate Ryan.

DELEGATE NORMA RUTH RYAN (Local 37074): I move to strike "All Lives Matter" from the resolution.

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: The delegate may speak on the motion.

DELEGATE RYAN: Thank you, Mr. President.

"Black Lives Matter" means a lot to our progressive community, to our coalition partners, and to our union. I think we, as a progressive organization, need to stop the cultural appropriation of phrasing, and it begins with us.

Moreover, not all lives in America are as vulnerable to police brutality and racism as they are in the Black community. "Black Lives Matter" is what this resolution is about, not "All Lives Matter."

I wish to stand with my Black brothers and sisters in supporting "Black Lives Matter." (Applause)

PRESIDENT SHELTON: Seeing no one approaching a microphone, there is no discussion on the motion-- excuse me, brothers and sisters, but there is a delegate at the microphone, Microphone No. 4, Delegate McCann.

DELEGATE RICHARD McCANN (Local 9110): I am the Executive Director of the Nevada Association of Public Safety Officers, Local 9110.

Regrettably, I was standing over there a moment ago. And don't let me create an issue that doesn't need to be created, so let me just read what I was going to read in support of this resolution.

We rise in support of the concept that "All Lives Matter." (Applause) This resolution was born out of the concept, the idea, that Black Lives Matter. We in public safety, in law enforcement, as first responders, we agree "Black Lives Matter." But we also wholeheartedly agree and support the fact that the lives of every person matter. (Applause and cheers)

On behalf of public safety, all law enforcement and first responders, we absolutely support that part of the resolution that you just heard that states, and I quote, "CWA will continue to support policies that

provide the men and women in law enforcement with the resources they need to do their critical job of protecting the public." End of quote. That's in the resolution.

Mr. Shelton, Mr. Sunkett, our District 9 new Representative, Mr. Runnion, and everyone else up there, we will hold CWA to this resolution, and we look forward to continuing our partnership-- as law enforcement, as public safety-- our partnership with CWA to help the hard-working men and women of law enforcement, of public safety, as they do some of the hardest jobs in the world.

One year ago-- two days ago was the anniversary-- one year ago, two officers in my home area of Las Vegas, Nevada, were ambushed and murdered while on duty. They were not racial crimes. They were murdered by bastard cowards of the same race and of the same color. It wasn't a racial issue, but we lost two of our own, two marvelous members of our profession.

In 2014, 126 officers were killed in the line of duty. That doesn't sound like a lot, but it was 24 percent higher than it was the previous year.

Everyone's lives matter. Black, white, yellow, brown, male, female, young and old, all lives matter to law enforcement. (Applause and cheers) All lives matter to people in this room.

. . . The delegates arose, cheered, and applauded . . .

PRESIDENT SHELTON: On Microphone No. 4, Delegate Santora.

DELEGATE T SANTORA (Local 9003): I don't have much to add to Brother McCann's comments except for this: The previous two resolutions we heard made it perfectly clear: Women's lives are in danger every day; LGBTQ lives are in danger every day; people's lives are in danger every day, and each and every one of them are equally valuable to us and to our union. Please defeat this amendment. (Applause)

PRESIDENT SHELTON: Delegate McNamara on Microphone No. 3.

DELEGATE KEN McNAMARA (Local 1037): I rise to speak in favor of the amendment. I recognize that this is possibly an unpopular opinion to many in this room. Of course, we understand that all lives matter. We come into this world, I hope, knowing that all lives matter.

We talk a lot about building a movement in this country that goes beyond our union. We talk a lot about, as Larry spoke with Jobs with Justice, being there for other people's fights five times a year. Part of that is not dictating to other folks how they identify their fight. (Applause)

When folks begin organizing and coming out in the face of some of these tragedies that have happened, they identified their struggle as "Black Lives Matter." Many of us came out and marched as well and supported that as allies. And sometimes as allies-- and I want to speak to my white brothers and sisters in the room right now-- we don't get to identify what the struggle is about. Sometimes we have to just show up as allies. (Applause and cheers)

I want to speak from the heart. Some of us were talking about this, and I apologize if I get the brother's name wrong, but some of you may have read a story that came out recently about a young man who killed himself who was held in solitary confinement for three years without charges in a New York City prison, a young African-American.

Thank you to someone who is sharing it with me, but I don't have my glasses on. I believe his name was Kalif. I think his first name was Kalif.

But at any rate, the point was, as a young man growing up, I did a lot of stupid things as a 17, 18-year-old. I never worried about being shot as a young white person, and I never worried about held in solitary confinement for three years.

And I think showing up for this struggle, I need to just check my white privilege at the door and recognize that it exists (applause and cheers), and show up for the struggle anyway.

So I am just speaking for myself that I don't feel comfortable changing the language of what this struggle is about from my perspective. That's just my own personal opinion. Thank you. (Applause and cheers)

PRESIDENT SHELTON: On Microphone No. 3, Delegate Jackson.

DELEGATE LEROY JACKSON (NABET-CWA Local 59053): To my brothers and sisters in law enforcement, let me first qualify what I'm going to say. My wife has been an employee of the Los Angeles County Sheriff's Department for 39 years. Since she was 16 years old, she has worked for the Sheriff's Department.

Needless to say, I know a lot of deputies' stories, history, commanders, chiefs, even the current sheriff. We know that there are good officers and there are Adam Henrys out there.

This movement nationwide started with a theme of "Black Lives Matter." And I believe it was the mission of this Resolution and Rules Committee for CWA, for us to recognize that movement and support that movement.

The movement isn't called "All Lives Matter" out there, even though we all agree, all lives matter. The issue is that we want to recognize what is out there, what has been successful, and what is making a difference.

I had a talk with some of my District 9 brothers from Fresno yesterday who said, "You know, all lives really do matter. Here in the Valley"-- talking about the San Joaquin Valley-- he said, "they were shooting brown lives about one every month, but since the "Black Lives Matter" campaign started, we haven't had a shooting in seven months." So I think it's a good thing, and I support the resolution. (Applause)

As I have talked with you guys in lines on things that we support, I definitely support-- and I appreciate that we have law enforcement within our union family. (Applause) I appreciate and I support anything we do to recognize and increase that support for law enforcement in our union family.

So when I ask you to please consider that the job that this Committee did to try to be politically correct and call this "Black Lives Matter, All Lives Matter," was just that, to try to make it politically correct.

But the motion has been made to amend this to really recognize what the national movement is, which is "Black Lives Matter." And I would appreciate it if you'd support that amendment so that CWA can be on record as not being politically correct, but recognizing what the problem was that brought us to this point.

I love you guys, and I will support you on anything we need to support you on, but let's get out of here correct on what's happening in the nation and unified as a union. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 1, Delegate Strickland.

DELEGATE GEORGINA STRICKLAND (Local 1180): President Shelton, move that debate be closed and call the question.

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: The question has been called. It is not debatable. We are voting on the motion, which is to strike the words "All Lives Matter" from every place in the resolution.

Those in favor of that motion, please raise your right hand. Those opposed. The motion fails.

On Microphone No. 3 Delegate Harmon.

DELEGATE BRADLEY HARMON (Local 6355): Sisters and brothers, President Shelton, thank you. I drafted this motion, or this resolution, after a membership meeting of Local 6355 activists.

Local 6355 represents Public Employees in the State of Missouri. We live and work in every single county in our state. We have a large office in North St. Louis County at Florissant Road and Lucas and Hunt Road. It's about a mile and a half from where Mike Brown was shot last August.

The Highway Patrol, the National Guard, St. Louis Police, police from all over the metro area, used our office as a staging location for what many of our members who live in St. Louis and Ferguson believed felt like an occupation.

And that occupation happened because of people addressing an incredibly difficult issue. And I know that this is a difficult issue to bring in front of our union. And what we have already had has started a conversation that we have to have if we are going to move forward and build a broad movement for working class people that can turn this country around. (Applause)

Sisters and brothers, I have been in knots for days about how this was going to go, and the resolution that I submitted to the Resolutions Committee didn't have a title. And so I thank the Committee for taking the heat and trying to title this.

The reason why we have to say "Black Lives Matter" is because all lives matter. And if we believe that all lives matter, we have to specifically talk about the people in our community, our brothers and sisters who are under a level of assault and attack that's been going on for centuries in our country.

One of the favorite ways that the one percent-- the one percent, by the way, are a group of people that a couple hundred years ago we called "the Masters"-- one of the favorite ways that that class of people divides us and keeps us weak and poor and powerless is racism. And if we don't tackle racism, we are never going to achieve the movement that we need to make a middle class real in this country and this world. (Applause and cheers)

And if we are going to tackle racism, sisters and brothers, we have to say that "Black Lives Matter."

You have heard me say on some previous issues, "I've lived it here in Missouri." That's part of the reason why my state didn't become a right-to-work state this year is because CWA was on the ground early and often in Ferguson when people started rising up and saying "Black Lives Matter."

And when there was an attempt by the one percent to split organized labor from the African-American community, because of the solidarity work that we had done-- not just starting in August, but starting

years ago when CWA committed itself to building a movement for justice and democracy-- our union had connections and relationships with leaders in the African-American community that were able to sustain the attempt to divide us and weaken us all. We must deepen those relationships.

The mandate that I had from my members was to get a resolution passed by the convention that said, "Black Lives Matter." The resolution that is before us says that Black Lives Matter.

Sisters and brothers, I implore you to support this resolution. And after it passes, let's realize that this is serious. This is essential to the work that we have to do as unionists to rebuild the middle class.

If solidarity means anything, it means that when any worker is under attack, we stand up and we fight back. (Applause) And that means we have to say, "Black Lives Matter." Thank you, sisters and brothers. (Applause and cheers)

PRESIDENT SHELTON: On Microphone No. 3, Delegate McCann.

DELEGATE RICHARD McCANN (Local 9110): I'm back. Kind of shot everything I had over there.

Let me just say this: We agree, clearly, from what I said before, we agree that Black lives matter. That is not in debate by anybody in this room. All lives matter, too. That should not be in debate by anybody in this room. CWA has provided us with a forum to have this conversation. That is extremely important. (Applause) We are proud to be part of the CWA family because we have this forum to have this discussion.

We have created a coalition with CWA. We have created a coalition with Bradley. Just so you know, this matter, Bradley, came here about a month and a half, two months ago, give or take, when the first draft came to our attention. This man was incredible to help us understand the issues that had been presented to us, because I'm in Las Vegas and I don't understand all the issues in Ferguson and vice versa. We learn. We do. We make amendments. We make changes.

And we came in solidarity with what you have in front of you. It's the only reason why I walked to that podium a few minutes ago, so that we could get back to what we worked on hard to put in front of you. And we are proud of that, and law enforcement supports every word of it.

We have a coalition now with the Equal Rights Committee of CWA. We are going to have a seat, I believe, on that Committee. Law enforcement will be heard, because it's time that we not just talk about the situation, we talk with those involved in the situation. (Applause) And that includes law enforcement. (Applause)

Brothers and sisters, I urge you to approve and to support this resolution as written. You heard what I said over there. You have heard what I said here. Ignore me if you wish-- most people do.

The bottom line is, this is critical, and the people standing up and down this line and the people sitting in front of me and behind me, it's critical to all of us. All lives do matter. That's why it's in the resolution, and we have to support that. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 3, Delegate Sarnoff.

DELEGATE STEVE SARNOFF (Local 3179): Clearwater, Florida, and Largo, Florida, and St. Pete Beach Florida. The reason why I mentioned that-- and I did it for my units-- is because we do represent city workers in those three cities, including those who work in support roles and law enforcement.

We are blessed to have some very great leaders in those areas of criminal justice who have done a fantastic job of fighting the budget cuts that allowed our police officers and others to be properly trained to handle these situations. That's why, thank God, you don't see this with a Clearwater label on the news reports.

But we have another insidious issue happening that scares me. Recently I found that a group of non-members in one of my cities was under investigation because they were being charged as Nazis. In fact, one of them went as far as to sport a Hitler-type mustache.

When you are a public employee-- a lot of you may not know this, but then again a lot of private corporations treat the employees the same way-- they say you park your Constitutional rights at the door, and you take our paycheck. And it's no different in the Public Sector. Our free speech rights are curtailed.

But the one thing that it did, though, the investigation did, it made me acutely aware that we have been kind of lackadaisical about talking to our members about these issues and not knowing where they stand. It's scary. You would think-- and oh, by the way, all the people investigated except one were under the age of 30. That, I think, was the most upsetting of all.

So, we need to look inward in our locals. Passing a resolution is great, but we need to go back and have the conversation. We need to talk about this. We need to raise awareness. For me personally, it's even more important.

Our futures are changing, our cultures are changing. I have four wonderful grandchildren, two are bi-racial. I have a 17-year-old grandson living in Jacksonville. We just gave him a car. I have to be concerned, as his mom is-- his mom is beside herself-- every time he leaves the house in his car to go to school or to an event, because she doesn't know what's going to happen. We have trained him, we have indoctrinated him, but he still has to live his life and he has to get along in this world. But because of the color of his skin, he has to carry that extra burden, and we have to carry that extra burden in our hearts.

Brothers and sisters, support this good resolution. Not only pass it, bring it home, carry it on, and spread the word. God bless you all. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 1, Delegate Conley.

DELEGATE ED CONLEY (Local 1104): I make a motion to close debate and move the question.

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: Debate has been closed. It is non-debatable. Those in favor of closing debate, please raise your right hands. Down hands. Opposed by like sign. The question has been moved.

Before you, brothers and sisters, is Resolution 75A-15-9. All those in favor of that resolution, please signify by raising your right hand. Down hands. Opposed by like sign. The resolution carries. (Applause)

I would like to thank the Resolutions Committee. Excuse me, the Resolutions Committee, please read the resolved on Resolution 75A-15-10.

CHAIR LUGO: Thank you, Mr. President.

The Chair recognizes Kim Gallardo.

COMMITTEE MEMBER KIM GALLARDO: Thank you, Madam Chair. Please turn to page 19 of the Resolutions report and look at:

Resolution 75A-15-10
MUMS*LINK

Over the years, 325 CWA Locals have purchased the MUMS/2000 membership software to assist them in meeting their many goals. This currently represents about 60 percent of the CWA membership.

Additionally, 270 of these CWA Locals have subscribed to MUMS*LINK from CWA headquarters to provide membership changes, dues deductions, and COPE deductions electronically on a regular basis from each headquarters' membership systems.

MUMS*LINK keeps the CWA Locals' MUMS/2000 membership database updated without the local having to do any duplicate data entry.

A great majority of CWA MUMS Locals wish to continue to use all of the powerful features of MUMS and maintain their records with CWA headquarters updates.

Resolved: CWA commits to support MUMS and MUMS*LINK until Orion performs comparable functions and has comparable features. CWA will provide training and assistance to CWA locals to assist them in the transition to the new system.

Mr. President, the Resolutions Committee moves the adoption of Resolution 75A-15-10, entitled MUMS*LINK.

PRESIDENT SHELTON: On Microphone No. 3, Delegate Vidal.

DELEGATE ELLEN VIDAL (Local 1088): I am a member of the National Women's Committee. I live in New Jersey where there's a lot of problems still going on with Orion. Shall I say more?

When it was announced that the National was going to implement a new program to replace MUMS, many locals were looking forward to having input as to what would be best to address the Locals' needs. Unfortunately, that was not an option. This has resulted in a program that currently may help the National; however, it's causing problems for many locals.

I will give you one example. When Orion first went live, all of my members in a chapter of about 250 got agency fee checks. Try collecting them back having the National put stop payments on those checks. Even though they are not big, I've got members that live day to day.

Then you go on to have Locals where Presidents continue to get each other's dues, and I'm not even going to mention what the election lists look like when they are trying to get an accurate list of their members.

We acknowledge the issue with MUMS, and we continue to have issues with Orion, but until most of the issues with Orion are worked out, the Locals need to maintain MUMS. Locals need a system to do more of what the Locals need. The Locals need to be able to transfer all that information that has been input on to MUMS over the years onto a reliable system.

We ask that we have the option to keep MUMS active via the link until such time that Orion, or any other system, can provide the Locals the necessary tools to function effectively.

Each Local currently has the ability to opt out of MUMS, and should this resolution pass, this option will always be available.

Sisters and brothers, I ask for your support on this resolution. (Applause)

PRESIDENT SHELTON: Sisters and brothers, seeing no one approaching a microphone, there is no further discussion. So what's before you is Resolution 75A-15-10.

All those in favor of that resolution, please signify by raising your right hand. Down hands. Opposed by like sign. The resolution passes. (Applause)

At Microphone No. 1, Delegate Gabriele.

DELEGATE LOUIS GABRIELE (Local 59053): Thank you, President Shelton.

Resolutions Committee and delegates, I make a motion for:

Resolution No. 11
In Support of Daily Hires

Daily Hires/Freelance members continue to be an integral part of the NABET-CWA family.

Use of Daily Hire work continues to expand in our industry.

Some employers circumvent the right to union representation by misclassifying employees as independent contractors.

The IRS, the Internal Revenue Service, states that you are an independent contractor "if you can control what will be done and how it will be done."

PRESIDENT SHELTON: Brother, you made your motion. Is there a second? Is there a second to the motion?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: Now you may speak on the motion.

DELEGATE GABRIELE: Okay, thank you. Can I continue the resolution?

PRESIDENT SHELTON: Yes.

DELEGATE GABRIELE: For the past 25 years, Daily Hire status has been a part of the NABET contracts and we now recognize the full impact of that status: lack of job security, retirement benefits, as well as the full complement of benefits enjoyed by regular employees;

Daily Hire members are reluctant to assert their rights and fear employer retaliation.

These Daily Hire issues have risen to a critical level.

Resolved: CWA, on all levels, must vigorously address Daily Hire issues-- it's on your doorstep-- through representation, contract negotiations, effective enforcement, and political/legislative activism.

PRESIDENT SHELTON: On Microphone No. 3, Delegate Villar.

DELEGATE DON VILLAR (Local 54041, Chicago NABET): I rise in support of this resolution.

According to the Department of Labor, temporary workers are the fastest growing segment of our workplace. Millions around the country find themselves in this situation.

You know, they endure job insecurity. They work day-to-day with the fear of not being called back to work. Their workplace rights are at risk.

Daily hires, temp workers, call them what you will, they cannot speak out because of the fear of not being called back to work.

And also daily hire, temporary workers, they are at great risk of wage theft. You know, many daily hires, temporary workers often find themselves shortchanged by their employers. Then they have to chase them down to get that wage. They also must wait weeks or months before they get paid.

So, brothers and sisters, I stand in support of this resolution. Thank you. (Applause)

PRESIDENT SHELTON: Seeing no one approaching a microphone, there is no further discussion. What you are voting on, brothers and sisters, is: "Resolved, CWA on all levels must vigorously address Daily Hire issues through representation, contract negotiations, effective enforcement, and political/legislative activism."

It needs three-quarters. All those in favor of that resolution, please signify by raising your right hand.

Down hands. Opposed by a like sign. The motion carries. (Applause)

I would like to thank the Resolutions Committee for the fantastic job you did for all your hard work, and please give them a round of applause. (Applause)

Could we have the Appeals Committee approach the platform. And as the Appeals Committee is coming to the platform, I just want to read out a couple of items that prior Conventions or Presidents Meetings have taken action on.

A case appealed by Local 3902 President Steve Monk to the 2014 Presidents Meeting has been arbitrated.

The case involved an employee who was downgraded from one title to a lower rated title. Under the company's Reassignment Pay Protection Plan, the grievant was entitled to be paid at the higher rate of pay for a period of time.

The company did pay the higher rate of pay, but since the new position required a work week of 40 hours as opposed to the 37 and a half hours, the grievant and the local claimed that the grievant's pay had been reduced.

The case was arbitrated on December 18, 2014, and the decision issued on February 23, 2015. The arbitrator ruled the company did not violate Article 8.03C of the collective bargaining agreement when it

paid the grievant his weekly rate as opposed to his hourly rate after the grievant was transferred under the company's Reassignment Pay Protection Plan.

Grievance of Linda Burns, et al.

Mike Plezia, former President of Local 4340, appealed the denial of this case for arbitration to the 2014 Presidents Meeting. The case involved a company reassigning work from a bargaining unit work group to a non-bargaining unit work group called the "National Helper Ticket Quality Center."

Prior to the scheduled arbitration in this matter, the company closed the NHTQC and returned the work to bargaining unit employees located in District 6. Since the work was returned to the bargaining unit, the Local withdrew the grievance.

Grievance of Audrey Collins, et al.

Local 2205 President Jerry Rogers appealed the denial of this case for arbitration at the 2014 Presidents Meeting. The case involved the assignment of overtime and the cancellation of the overtime on the day it was scheduled. The case was scheduled to be heard on June 16, 2015, but after further discussions between the company and the union, it has been postponed pending settlement.

I would like now to introduce the Appeals Committee:

Todd Leyda, President, CWA Local 4302, Chair;
Debra Brown, President, CWA Local 3706;
Mary Ann Hopkins, President, CWA Local 6502;
Michael Frost, President, CWA Local 7603;
Greg Schafer, President, IUE-CWA, Local 86116.

DELEGATE TODD LEYDA (Local 4302, Chair): The Appeals Committee convened June 4 through June 7, 2015, at the Marriott Renaissance Center, in Detroit, Michigan, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the Internal Appeals Procedures of the Union, as established by prior Conventions and the Executive Board.

The Committee was available to meet with interested parties on June 6 through June 7 between the hours of 2:00 pm through 6:00 pm. Outside of these hours, the Committee was available by appointment.

We thank the Committee members for their hard work and the time they devoted to these appeals.

Also, the Committee thanks Gail Evans, Administrative Director, CWA District 2-13, for her support and assistance.

APPEAL 1

On January 5, 2015, Mr. Jesse Averhart and Ms. Mary Walker, both members of CWA Local 1033, appealed the decision of the Executive Board to uphold the recommendation of Prosecutor Patrick Hunt that charges not be prosecuted and the appeal of members Averhart and Walker be denied.

The original charges alleged that the Local 1033 Executive Board violated Article XIX Section 1(c) and (i) of the CWA Constitution. Article XIX, Section I(c) and (i) reads as follows:

"(c) Willfully violating the Constitution of the Union, Local Bylaws or rules;

"(i) For such other offenses, equally serious, which tend to bring the Union or the Local thereof into disrepute."

The charges allege:

1. Local 1033 Executive Board authorized the creation of an ad hoc Executive Committee to run the daily affairs of the Local.

2. Local 1033 Executive Committee permitted the Election Committee to promulgate election rules.

3. Local 1033 failed to distribute the contract to the membership in a timely fashion.

4. Local 1033 has created a conflict that precludes the Local from representing Mr. Averhart.

On June 17, 2014, Patrick Hunt was appointed prosecutor for the charges and complaints brought by Mr. Averhart against the Executive Board of Local 1033.

Prosecutor Hunt performed an investigation into each individual charge. In a detailed report to President Cohen, Mr. Hunt found no violations of the CWA Constitution, and recommended no charges be prosecuted. The Appeals Committee agrees with the Prosecutor and the Executive Board that the charges are not substantiated and, therefore, do not merit prosecution.

After a thorough review of the case and a conversation with Prosecutor Hunt, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal of Mr. Averhart and Ms. Walker be denied.

PRESIDENT SHELTON: Ladies and gentlemen, you are voting on Appeal No. 1. I am now apprised there was a question, Delegate Santora at Microphone No. 5.

DELEGATE T SANTORA (Local 9003): My apologies to the Committee for not getting to you before now. I have a question regarding the alleged charges 1 through 4.

Did the Committee or the Executive Board determine that those charges were accurate in the matter that they are described-- not accurate so much as were they determined to have actually happened the way they are described in the charge?

CHAIR LEYDA: Those are the charges alleged by Mr. Averhart.

DELEGATE SANTORA: That's not responsive to the question.

CHAIR LEYDA: Would you please repeat the question?

DELEGATE SANTORA: Sure. Was it determined that the charges as described were accurate and took place?

CHAIR LEYDA: We found no merit in the charges.

PRESIDENT SHELTON: You are entitled to another question.

No? If not, brothers and sisters, Appeal No. 1 is before you, and you are voting on whether to uphold the Appeals Committee's recommendation.

All those in favor please raise your right hand.

Down hands. Opposed by like sign. The recommendation passes.

Please read Appeal No. 2.

COMMITTEE MEMBER:

APPEAL NO. 2

On December 17, 2014, Ellis Ryan, President, CWA Local 3140, appealed the decision of Independent Referee Willie L. Baker, Jr., regarding a jurisdictional dispute between CWA Local 3140 and CWA Local 3010.

Article XIII, Section 4(a)2, of the CWA Constitution provides that:

"The decision of the referee may be appealed to the CWA Convention within thirty days of receipt of the referee's decision. Such appeals shall be presented to the Convention by the Convention Appeals Committee. The only responsibility of the Appeals Committee shall be to convey the decision and opinion to the Convention without making any recommendation."

The decision was copied and provided to all delegates on the tables today. Independent Referee Willie L. Baker, Jr.'s decision is now before you. (see Appendix)

PRESIDENT SHELTON: On Microphone No. 1, Delegate Ryan.

DELEGATE ELLIS RYAN (President, Local 3140): I make a motion to overturn the Umpire's decision and return the American Airlines employees in San Juan, Puerto Rico, given to Local 3010 back to 3140.

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: You may speak.

DELEGATE RYAN: President Shelton, brothers and sisters, my membership was hijacked. Three days after the American campaign, the most democratic union around, my membership was stolen from me.

My local recruited, organized, trained, groomed, and most of all, represented members of US Airways, now American Airlines, in San Juan, Puerto Rico, since 1997. Without any notice, the previous Executive Board arbitrarily voted to take away Local 3140 members and award them to Local 3010.

I want to make it clear that I have no issues with Local 3010. I feel that this grievous act falls solely upon the previous Executive Board.

Brothers and sisters, I stand before you today asking for your support to rectify and overturn this Executive Board decision. If this happened to me, it could happen to you. Please give me back my members. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 4, Delegate Benitez.

DELEGATE LUIS BENITEZ-BURGOS (Local 3010): Good morning, brothers and sisters. Buenos dias.

Jurisdictional disputes are really hard, and that's why back in the late '70s and '80s, this process was created.

The reality is that Local 3010 has been organizing American Airlines since 2003, first with my Staff Rep, Jorge Rodriguez, then with organizer Javier Sepulveda, then with organizer Lizbenet Vasquez, who won this organizing campaign.

The CWA Constitution has a process in place. The Executive Board unanimously-- unanimously, every sector, every different Vice President, including now President Shelton-- agreed that Local 3010 should represent the San Juan airline employees.

It was not a hijack. I do not believe that our Executive Board hijacks members. I believe that the Executive Board, as every charter states, assigns jurisdiction where no charter states that.

Local 3140's charter doesn't say that they represent American Airlines. It says that they represented US Airways. US Airways is no more. It's the new American. This is like saying that I represent Legacy T and, by God's will, I have to represent Verizon Wireless or ADT.

All the arguments were presented to an independent referee, just like the Constitution states. The independent referee heard for four hours from Local 3140 and Local 3010. And for many reasons-- geography, culture, language-- even though it's not necessary to speak Spanish in the airline industry, we do communicate most of the time in Spanish. So they decided to grant the jurisdiction to San Juan.

We are closer than Miami. In fact, Local 3140 was granted all the members in Florida. Their membership almost doubled because they now represent all US Airways employees and every single American Airlines employee in the State of Florida. The 80 members that were in San Juan were the only ones granted to Puerto Rico.

There's also other factors that were taken into consideration. Puerto Rico has a variety of Labor Laws, and, like we explained to the arbitrator, we have a special Bill of Rights designed in Puerto Rico that requires not only to hold membership meetings yearly with all the members of the local, but to provide a lot of information daily. How can Local 3140 have a meeting with Puerto Rico and with its whole membership in Miami?

On the other hand, Puerto Rico law requires that every union be incorporated. So if you wish to represent someone, you have to be incorporated as a non-for-profit organization, something that Local 3010 and my local, TNG, is also incorporated.

Finally, today I learned that there was an email that I received from another district stating that most of the members didn't agree to be in Puerto Rico. I don't know if that email is real, I don't know if those signatures are actually from the membership, but I can tell you this: This is not a popularity contest between Local 3140 and Local 3010. This is not a popularity contest between Local Presidents. This is, simply put, a jurisdictional dispute.

Jurisdictional disputes are stated, the process, in Article XIII of the Constitution. The E-board decided to grant that jurisdiction to Local 3010, the arbitrator heard the arguments, and there has been no single decision from an arbitrator revoked by this Convention. For more than 30 years, those decisions have been deferred, and we have respected the decision of the arbitrator.

Brothers and sisters, I urge you to let me represent these new American Airlines employees, and after all of this is over, I ask for your support to keep growing this movement.

My local has won for six years the Organizing Award, and we will continue to organize every worker--state, municipal, even in the Virgin Islands like we represented before, because CWA is for every single person. Every worker deserves a voice. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 5, Delegate Sarnoff.

DELEGATE STEVEN SARNOFF (Local 3179): My question for the Committee is, if I understood it, there was an attempt to have an election to hear the voices of the affected employees, but Local 3010 did not agree to hold an election.

Does the Committee know the reason why 3010 would not allow the election? Did they give a justification?

PRESIDENT SHELTON: Delegate Sarnoff, the Committee doesn't answer questions but, you know, I would normally answer that question. I don't know the answer to your question, but I would assume that that was put before the arbitrator, and it was answered in the arbitration.

DELEGATE SARNOFF: If we are still a democratic union, should not the affected members have had a voice and be able to express themselves on who they wanted to represent them? (Applause and cheers)

PRESIDENT SHELTON: According to the Constitution, Delegate Sarnoff, they do not. That local or any other local does not have to agree to such an election, and they used the jurisdictional dispute process under our Constitution.

On Microphone No. 3, Delegate Vallin.

DELEGATE TODD VALLIN (Local 3140): Brothers and sisters, the first reason they did not want to have a vote is because they knew they wouldn't win. Ninety-seven percent of the people in Puerto Rico, American Airlines and US Airways, want to be represented by 3140, Part B. We know the National Railway Labor Act. (Applause) That is an airline act, transportation workers.

This is very important. Language barrier has nothing to do with it. Our Secretary-Treasurer is Puerto Rican. She has a house there. So the referee has some things wrong.

Logistically, we fly free. We can get to Puerto Rico in two hours. It takes me longer to get from Tampa to Pensacola than it does to Puerto Rico. (Applause)

US Airways has been trying to organize and put American Airlines over the hump in this election. They could not do it by themselves. Because the name is American, it's just a branding. US Airways, it was in their charter and it was taken from us without a vote.

We keep talking about the one percent running this country. I don't think one percent of this union should decide who gets what in jurisdictional disputes. It needs to be voted on. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 3, Delegate Abbott.

DELEGATE STEVE ABBOTT (Local 7108): Yes, thank you for listening, brothers and sisters, and

the Executive Board and President Shelton. I appreciate it.

What happened to democracy? We preach democracy. We applaud democracy. We are democracy. These 28 people had no say and neither did the other people. Someone said, "We are going to put these people in Puerto Rico whether they like it or not." That is wrong.

American Airlines was organized in Miami. I'm in Miami. Did I get those people in my local? No. They are in the American Airlines local, they are in the US Airways local. They are where they can be represented the best by the people that know what they do. (Applause)

Okay? This is not about a personality. This is not about the President in Puerto Rico. This is not about the E-board. This is about the members. This is about what is right for the members. Twenty-eight people have been represented since 1997 without a problem. Now it's a problem. How did that happen? I don't understand, okay?

They were members of 3140 for a long time. Nobody asked 3140 if they wanted them to be moved. I just plead with the Convention. Please do the right thing, respect democracy, and put these members in the Local they belong in. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 1, Delegate Cheliotos.

DELEGATE ARTHUR CHELIOTES (Local 1180): I have been listening to the debate on this. What's clear to me is we need to have the membership vote on this to determine where they want to be. We are a membership union. We should respect the wishes of our members.

Therefore, I propose an amendment to the appeal decision that the National Union direct and supervise an election of the members involved to determine what Local they wish to be in. (Applause)

PRESIDENT SHELTON: Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: You may speak on the motion.

DELEGATE CHELIOTES: There is not much more to be said. We respect our members and the decisions that they make.

I understand the process is one where jurisdiction is left in the hands of the Executive Board, but when there is such a dispute, I think ultimately the members have to vote as to where they are comfortable, where they feel they will get the representation they need, and that they understand that we are a democratic union that respects their opinions. Thank you. (Applause)

PRESIDENT SHELTON: Seeing no one wishing to speak on the-- excuse me. There is a question on the Questions mike. Delegate Rogers.

DELEGATE JERRY ROGERS (Local 2205): Can you tell me exactly what the charter speaks to on the jurisdiction of Local 3010?

PRESIDENT SHELTON: I am told that their charter encompasses geography in Puerto Rico.

DELEGATE ROGERS: Am I entitled to a second question?

PRESIDENT SHELTON: You are.

DELEGATE ROGERS: Is it strictly Puerto Rico and nowhere else?

PRESIDENT SHELTON: Part of the charter may cover the Virgin Islands also.

DELEGATE ROGERS: Thank you.

PRESIDENT SHELTON: You're welcome.

On Microphone No. 4, Delegate Benitez.

DELEGATE LUIS BENITEZ (Local 3010): I am not against the democratic process, but we have in our Constitution a process for jurisdictional disputes. It has been in place since the '80s and has worked perfectly. Going back without amending our Constitution and creating a process that is not in the Constitution will be ultra vires [beyond one's legal power or authority].

Related to what was said, that our local doesn't know about the Railway Labor Act, I am a third-year law student. I know about the Railway Labor Act. I do believe that on this question, the arbitrator's decision should be put to the floor, and the delegates should vote whether we should revoke it or not, which is what is stated on Article XIII of our Constitution.

There is no election process. There is the decision between the locals if you want the election. We didn't agree on the elections. We went through the Independent Referee process. Now it should be up to the delegates to decide whether it stands or not. Thank you. (Applause)

PRESIDENT SHELTON: Brothers and sisters, seeing no one approaching a microphone, discussion is ended, and we are voting on the amendment which states that the National Union will have an election of the members to decide which local they want to be in. So, that is what you are voting on.

All those in favor, please raise your right hand. Down hands.

Those opposed by like sign. The amendment fails, or the motion fails. (Applause)

All right, let's do this again. Obviously, there is some disagreement. We will have the observers, the Platform Observers do this. Please, everybody, go to your seats so we can do this properly.

Brothers and sisters, what's before you is not the main motion. What's before you is a motion to have the National Union run an election for the members to decide which local they wish to belong to.

All those in favor, please raise your right hand.

Down hands. Opposed by like sign. The motion passes. (Applause)

So, brothers and sisters, the motion that was before you was to overturn the umpire's decision. That motion which you just voted on has now been changed to have the National Union run an election of the membership to decide which local they want to belong to.

So I ask you, all those in favor of holding an election to have the members decide which local they wish to belong to, please raise your hands.

Down hands. Opposed by a like sign. The motion passes. (Applause and cheers)

I would like to thank the Appeals Committee for the great job they did. They worked very hard. That one was pretty tough, so thank you. (Applause and cheers)

I would like to call on Vice President Charlie Braico to present the Political Action Fund Awards.

VICE PRESIDENT BRAICO: Thank you, Mr. President. Good morning, sisters and brothers.

Thanks to your efforts, the CWA Political Action Fund raised \$7,127,119 in 2013 and 2014 combined. That's nearly half a million more dollars over what was raised during the previous two years.

We are continuing to look for new and innovative ways to increase our PAF contributions and we thank you for the work you do. It does not go unnoticed and is greatly appreciated.

The list of CWA Political Action Fund Honor Locals is in your Convention packets and will be incorporated in the Official Convention Proceedings. (See Appendix)

This year's awards recognize outstanding achievement in political action during the combined calendar years of 2013 and 2014.

Sisters and brothers, this year, once again, there are two districts that stand out from the rest. Between them, they raised more than \$3.7 million dollars, or over half of the total Political Action Fund during the previous two years. The two Districts-- no surprise here-- are District 1 and District 6. (Applause)

Let's start with District 1. Would Dennis Trainor, District 1 Vice President, join me at the podium, please? Dennis, your District has won three Local awards and two District awards. Let's start with the Local awards.

Would Local 1101 President Keith J. Purce join us at the podium please. (Applause)

Congratulations, Keith. Your Local once again has done a wonderful job raising PAF funds.

The Local with the most members contributing to CWA-PAF at \$1-plus per week: Local 1101 has an average of 1,425 contributing members during the previous two years.

The local that has contributed the most CWA-PAF dollars: Local 1101 raised a total of \$257,162 in the previous two years. Let's congratulate Keith Purce and all of the officers and members of Local 1101. (Applause)

The next Local award goes to Local 1395. Local 1395 had the highest percentage of members contributing to CWA-PAF at one dollar or more per week, an incredible 94 percent. (Applause)

Join me in congratulating Thomas Lane and all of the officers and members of Local 1395. (Applause)

Now, on to the two District awards won by District 1: District 1 raised the most Political Action Fund dollars during 2013 and 2014, for a total of \$2,182,689. (Applause)

District 1 also has the most members contributing to Political Action Fund at \$1 or more per week with an average of 10,984 contributors. Let's express our appreciation and congratulations to Dennis and all of the staff, officers and members in District 1 for their great work. (Applause)

Now for District 6. Would District 6 Vice President Claude Cummings please join me at the podium?
(Applause)

District 6 has a long history of great Political Action Fund fundraising efforts. District 6 had the highest percentage of members contributing to the CWA Political Action Fund at \$1 or higher per week, with an average of 16.9 percent.

Congratulations, Claude. Join me in congratulating District 6 staff, Locals and members for a job well done. (Applause)

PRESIDENT SHELTON: Just for a few announcements, please, Secretary-Treasurer Steffens.

SECRETARY-TREASURER STEFFENS: Hi, everyone. District 9 will have a brief meeting 15 minutes after adjournment in Room 313-A and B. That's 313-A and B.

District 3 will have a meeting after adjournment, and that's in Room 320. District 3 in Room 320.

Mary Gavin lost her cell phone, camera phone. It's in an orange and black case. If you find it, could you bring it up to the podium after adjournment.

And somebody found this lovely CWA bracelet. It will also be at the podium after adjournment. Thank you.

PRESIDENT SHELTON: Thank you, Sara.

At Microphone No. 1, Delegate Gardler.

DELEGATE JAMES GARDLER (Local 13000 / 13571): I would like to make a motion to adjourn the 75th CWA Convention and invite all the delegates and Executive Board Members to Pittsburgh, PA, for the 76th CWA Convention.

PRESIDENT SHELTON: All right. I have a motion to adjourn. It does have precedence, but there are a number of people at the Privilege mike. With the consent of the Convention, I would like to hold the motion to adjourn in order to recognize some of the delegates who have something to share with this Convention. These are not motions; they are privileges. I hear no remarks, so I will recognize them without objection.

At the Privilege mike, Delegate Hawkins.

DELEGATE JUSTIN HAWKINS (Local 4818): President Shelton, brothers and sisters of this Convention: I rise for a point of personal privilege.

I have been in this movement for over 20 years, and I have met hundreds and hundreds of CWA heroes almost any time I'm around anybody here.

But I rise today. I've got a story that I would like to take a couple minutes to share with you.

On July 25th of 2013, two members of Local 4818 were doing their jobs splicing cable for AT&T in Columbus, Indiana. While they were at work, they witnessed a plane crash into a house just down the street from where they were at. They raced to the scene and went above and beyond to take care of those people in that plane.

One of those members is with me today. His name is Pat Reagan. He is also a retiree now, the President of my Retired Members' chapter. When the plane went down and crashed into the building, Pat went around to the back of the house, tore down a wooden fence with his bare hands, pulled two pilots out of the burning plane and saved two people that were on fire. And I would like to recognize him in the back of the room today. Thank you.

. . . The delegates arose and applauded and whistled at length . . .

PRESIDENT SHELTON: Delegate Vidal.

DELEGATE ELLEN VIDAL (Local 1088): I am a proud member of the Women's Committee. The Women's Committee would like to inform the delegation a little bit about the organization that profited from the sale of the shirts, "I can't believe we have to fight this shit again."

"Alternatives for Girls" helps homeless and high-risk girls and young women avoid violence. They deal with sex trafficking, teen pregnancy, exploitation, and help them to explore and access the support, resources, and opportunities necessary to be safe and grow and be able to make choices in their own lives.

This morning, the Committee met with Melody Moore, a volunteer service manager who herself had received mentoring as a child from that program. We presented her with a check.

I stand before the delegation with the Women's Committee to thank everyone for their support. As a result, the Women's Committee sold out of all those shirts and was able to donate \$6,000 to that organization today. (Applause and cheers)

We would just like to thank everyone again for their support and District 1 for the shirts enabling us to do this donation. Thank you. (Applause)

PRESIDENT SHELTON: Delegate Stovall.

DELEGATE MICHAEL STOVALL (Local 3106): President Shelton, brothers and sisters, I rise today because our brother, Billy O'Dell, Staff Representative - Kentucky, can't be here with us today because he is fighting another oppressive employer in Windstream. At present, Windstream is trying to drive the employees' out-of-pocket health care costs to \$8,000. They also want to freeze their pensions in the middle of their career.

What I am asking everybody in this room today is to take one minute and send an email to tony.thomas@windstream.com, and tell him your opinion of this bargaining that's going on. If everybody could send him an email, there are 3,908 delegates to this Convention and hundreds of guests.

Please send this email today, and let him know your opinion of their bargaining tactics. Thank you all very much. (Applause)

PRESIDENT SHELTON: Delegate Lee.

DELEGATE NANCY LEE (Local 6215, Dallas): Brothers and sisters, in District 6, we are attempting to bargain a contract for our members at the ADT alarm company. ADT has chosen not to bargain in good faith. To date, this company has not negotiated one contract across the country. In fact, they are attempting to break us with stall tactics, decertification attempts, and workplace harassment. Normal mobilization activities are not possible with a workforce that's home-based.

We have started an e-petition. We have begun to send e-mails to the top four executives at ADT, and they have now shut down those e-mail accounts and sent back messages to us to "stop that shit." But we won't until we get a contract. (Applause)

So now we are asking for your help with our e-picket. Go to Facebook and Twitter at www.adt.com, and send a message to bargain with us in good faith. Show them we are all united and our members deserve a contract. Thank you. (Applause and whistles)

PRESIDENT SHELTON: Delegate Hall.

DELEGATE NANCY HALL (Local 6215): Brothers and sisters, I stand before you so that this Convention can recognize the first woman elected to the Texas AFL-CIO. The wonderful Becky Moeller, who served over 40-plus years, is retiring. And we would just like it in the record that CWA has proven that women make wonderful leaders. Thank you. (Applause)

PRESIDENT SHELTON: Delegate Greenfield.

DELEGATE CAROLYN GREENFIELD (Local 2222): I would like to thank everyone who donated money or purchased 50/50 tickets to help our brother Don Bray. He was injured in a job workplace injury last December.

Many who purchased tickets asked that, if their ticket was drawn, the winnings will be donated to Brother Bray. These tickets do not have a name on them. A total of \$167 was donated to the brother. The total collected for ticket sales was \$860. Brother Bray and his family will receive a total of \$567.

The winner of this drawing will receive \$430. If your ticket is picked and you are in the hall, please see me to collect your winnings. If the winner is not here, we will contact them by phone and arrange for a check to be mailed.

Brother Whitley is going to pick the winning ticket and read out the number.

PRESIDENT SHELTON: Brother Whitley.

DELEGATE VINNY WHITLEY (Local 1150): And the winner of the raffle is number 044618, Carol Summerlyn. (Applause)

DELEGATE GREENFIELD: Thank you all for your generosity.

[NOTE: Subsequent to adjournment of the Convention, the winner, Carol Summerlyn, donated her winnings to brother Bray and, along other delegates and guests who donated money after the drawing, a total of \$1,177 was presented to brother Bray.]

PRESIDENT SHELTON: Just an announcement. Vice President Sunkett would like the MLI graduates to gather in front of the podium after we adjourn the Convention.

I would like a privilege now. I would like to kind of speak to you before we get to the actual adjournment of this Convention.

First, brothers and sisters, I want to recognize our outgoing Board Members, and especially our President, Larry Cohen. He has been a tireless advocate and pushed us to deal with our new situation. He leaves the union in sound shape and with a strategy and vision of movement-building that will guide us moving forward.

I want to acknowledge the other members of our Board who are leaving as well. They have served us well to the best of their ability, and now leave our union leadership in new, democratically-elected hands. No matter who you supported in the election, we must unite now and move together.

I want to congratulate all of our new officers and my running mate, Sara Steffens. We have much work to do and a strong foundation on which to build. I promise we will stand together and work tirelessly to make our union great.

I want to thank you for all your patience and grace as we worked through our computer glitches in the election. I have asked our General Counsel, Jody Calamine, to investigate and get us a report so we can take action to make sure it never happens again. (Applause)

I know Jody will do a thorough job. But I am telling you, it ain't never happening again! (Applause)

We heard inspiration and solidarity from the UAW President and ver.di's Lothar Schröder. The inspiration of the UAW, its birth as part of a movement and its continued movement building, including support for the founding of CWA, and its resiliency and survival through the economic crash and bankruptcy of an industry.

The inspiration of ver.di, the solidarity of our German colleagues, taking up the cause of union-busting in the U.S. They know that if we cannot stop it, it will spread there. We are a global world, and we must act together.

We know solidarity, we know its importance. We must walk the talk. There is no greater force on earth than people united. We must stand with each other in each other's fights.

Organizing: No other union can claim the victories we have had in organizing new members in the hardest of times. (Applause)

Our Organizing Director, Sandy Rusher, is the best in this nation and is able to carry out our program (applause), coordinating national drives, only with your support and engagement. She has my support, and we will need each of you to recommit to building our movement-- internally, externally, and within a broader movement.

Politics: We know we have to build a movement. We know we cannot trust Democrats to represent us. We will build an independent political movement to represent our interests, united with the 99 percent, and will not be held under the thumb of the one percent any longer.

We won't let up. We won't let up, brothers and sisters, on our opposition to Fast Track, and we will start by ensuring our locals and members take the same action we took yesterday morning and call on their Representatives to oppose Fast Track.

Committees: I want to thank the committees, who spent many hours deliberating and discussing their reports and resolutions to present to us for debate and adoption. Give them a round of applause. (Applause)

The work of the Appeals, Constitution, Finance, and Rules and Resolutions Committee, before and during this convention, is central to our commitment to each other and to our ownership of our union.

I want to thank our retirees and RMCs, not only for building our union, but for their continued engagement in building our movement. (Applause)

I want to thank you for your wisdom in establishing the SIF and Growth Funds and the diligent work of the DFOC, which has increased our capacity so significantly and opens new opportunities for us to build our movement.

I especially want to thank the Women's Committee and the Civil Rights and Equity Committee, and V.P. Claude Cummings' leadership in this area. As he said, we must be able to discuss controversial issues in our house if we are to be able to build a movement. (Applause)

I want to thank the staff who are here and those at home. Every day they work for our members. I want to thank the staff of the President's Office, who will and are working with me. Shelena Williams has a new nickname, "Radar." She knows what I need before I do.

Ron Collins and Yvette Herrera and George Kohl, I look forward to working with you to build our movement.

Most of all, I want to thank you for what you do every day. Once again, we proved we are the members' union and we chart our destiny.

And lastly, call on me. I will be there for you. There is no greater honor than your faith in me to lead our great union. I will promise to live up to that responsibility.

Together, we can boldly face the future and leave this Convention knowing that our union is strong, our movement is growing, and we have a path to make a world better for our children and grandchildren.

Now I'm going to go off script. I don't like scripts.

So, brothers and sisters, I know you all heard what I had to say the other day. But, with your help-- and without your help, we can't do it. But with your help, we are going to make a union here that every member watches every other member's back; that every local helps every other local; that every district and sector pulls together to make sure that our members succeed, succeed, succeed. (Applause and cheers)

It's our job, brothers and sisters, to make sure that we represent every member of this union, no matter what sector, what district, wherever they are. What state they're from, what city they're from, it doesn't matter. We are going to make sure that our members win -- our members win -- and you are going to help us to do that.

So, brothers and sisters, I mean what I say. Ask the folks from District 1. I don't bullshit anybody. And I am telling you we are going to do it, if you will help me do it.

So, brothers and sisters, are you ready to fight?

. . . Resounding shouts of "Yes" . . .

PRESIDENT SHELTON: Are you ready to win?

. . . Resounding shouts of "Yes" . . .

PRESIDENT SHELTON: Are you ready to do what we have to do?

. . . Resounding shouts of "Yes" . . .

PRESIDENT SHELTON: Are you ready to go out there and kick some ass?

. . . Resounding shouts of "Yes" . . .

PRESIDENT SHELTON: Brothers and sisters, we will win. Our cause is just, and we will win because this is the greatest union on the face of the earth because of you, all of you.

Thank you, brothers and sisters. (Applause and cheers and whistles)

. . . The delegates arose and applauded at length . . .

PRESIDENT SHELTON: Brother Gardler, on Microphone No. 1, back to you.

DELEGATE GARDLER (Local 13000): Let's try this again. I would like to make a motion to adjourn the 75th CWA Convention and invite all the delegates and Executive Board members to Pittsburgh, in the great Commonwealth of Pennsylvania once again for our 76th CWA Convention.

PRESIDENT SHELTON: Is there a second for the motion?

. . . The motion was duly seconded from the floor . . .

PRESIDENT SHELTON: It is not debatable. Brothers and sisters, those in favor of adjournment, please raise your hands. Opposed by like sign. We are adjourned. Safe trips, brothers and sisters, back home, and thank you, thank you, thank you. (Applause and cheers)

. . . Thereupon, the 75th Convention of the Communications Workers of America, AFL-CIO-CLC, adjourned, sine die, at 11:58 a.m. . . .

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