

P R O C E E D I N G S

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of the  
78th CONVENTION



COMMUNICATIONS WORKERS OF AMERICA

AFL-CIO, CLC

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Virtual Convention  
October 18-20, 2021

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VIRTUAL MEETING

October 18-20, 2021

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VOLUME I

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Bona Fide Reporting Company

P.O. Box 16535

Fernandina Beach, Florida

MONDAY MORNING SESSION

October 18, 2021

The 78th Convention of the Communications Workers of America, AFL-CIO, meeting virtually October 18-20, 2021, Temporary Chair Stephen S. Edler, President, CWA Local 3410, presiding.

... Opening Ceremonies included the National Anthems of the United States of America, Puerto Rico, and Canada ...

TEMPORARY CHAIR EDLER (President, Local 3410): Good morning. Good morning to the CWA delegates who have joined us here on Zoom and to other members of the CWA family who are watching the Convention livestream. I ask everyone to please give me your attention as I call the 78th Convention of the Communications Workers of America to order. We have a lot of business to take up over the next three days.

My name is Stephen Edler. I am President of CWA Local 3410, and I would like to virtually welcome everyone to New Orleans, Louisiana, the home of great food, rich history, fun times and the



home of the New Orleans Saints. Who dat?

I've always tried to play an active role in my Local Union. I signed a blue membership card the very first chance I had. I became a shop steward early on as a union member. Next I was elected to our Executive Board as a network representative. In 2009, I was elected Vice President. Then in 2013, I assumed the role of President, and have held that position until the present.

For me, unionism and representing others has always been a passion and a calling. I fight the fight for workers' rights every day. We all must do our part to make our union as strong as it can be.

I am honored to serve as Temporary Chair this morning, and on behalf of the members of Local 3410 and all of CWA District 3, we welcome you to the 78th Convention of the Communications Workers of America.

We'll open our Convention as we traditionally do with a prayer. This morning it

will be led by Gerald D. Murray, President, CWA Local 6507.

DELEGATE GERALD D. MURRAY (President, Local 6507): Good morning, my fellow CWA sisters and brothers. My name is Gerald Murray, President of Local 6507. Let us pray.

Heavenly Father, we come to You to say thank you for allowing us to see this day. Eternal God, I pray that You will bless us in this meeting and keep us, Lord. May Your face shine upon us and be gracious to us. I pray that we feel Your presence during this meeting, because You are with us wherever we go. I pray that this meeting focuses upon You and your plans for us as a body of believers.

Lastly, Lord, continue to bless and strengthen the families of our CWA members who have gone before us because Your grace and mercy are sufficient. We are asking this prayer in Your darling son Jesus' name, amen.

DELEGATE EDLER: Next, we will present the National Anthems of the United States, Canada, and

Puerto Rico.

... The anthems were played ...

DELEGATE EDLER: It is my honor to introduce CWA District 3 Vice President Richard Honeycutt.

VICE PRESIDENT RICHARD HONEYCUTT (Temporary Chair): Good morning everyone, and welcome to the first and hopefully the last virtual CWA National Convention. I am Richard Honeycutt, Vice President of District 3. I was really looking forward to welcoming you all to the city of New Orleans and telling you about some of the exciting things to do around the city.

Unfortunately, though, our virtual convention experience will most likely pale in comparison to a night on Bourbon Street. So while we may not actually be there, I still believe it to be fitting to welcome you to the great state of Louisiana.

Just a few years ago, CWA set an ambitious goal of having Call Center legislation passed at the state level in as many states as possible. For

those that don't know, our LPAT team in Louisiana, led by Matt Wood with the help of a great group of Local Presidents in Louisiana, were able to pass the first CWA state Call Center Bill, and have it signed into law. For those of you that do remember, I still like reminding you that it was District 3 who led the way.

Today, I've been given the privilege of introducing our next speaker, our President, Chris Shelton. It would undoubtedly be an understatement to say that a lot has happened since our last convention in Las Vegas. I'm sure that none of us here could have imagined us going through what we've endured during this international pandemic. But, just like he has through so many other challenges, President Shelton has been right out front, leading the way.

After being elected President of CWA, Chris and our union have been faced with one trial after another, starting with an anti-labor Presidential administration that attacked the rights of Unions, our right to protect our members, and the rights of

workers across this country to form and join a union. Then the Janus decision, followed by budgetary challenges and, most recently, the coronavirus along with the many challenges it has brought.

Through all of these and many other challenges, President Shelton has been steadfast, leading our great Union through these trials. I can stand here today and say to you that I have no doubt that he will continue to do so, no matter what we might face as a Union.

During my tenure as Vice President of District 3, every time I've asked Chris for his support or advice on a situation, he has always responded with honesty and sound direction. And every now and then, he might have added in some very colorful and descriptive wording as we've talked through situations, but he has always been there for me. I cannot thank him enough for his support and dedication to our Union. He is a great unionist, a fighter for the working class, a true leader.

Please welcome our President, the President of CWA, Chris Shelton.

CWA PRESIDENT SHELTON: Thank you, Richard. Thank you, Steve, and thank you Gerald. Richard, thank you for that very kind introduction, and I'll try not to use any of those colorful words that you've heard me use in the past.

I know the Convention proceedings say that I'm going to make some remarks, but actually my only remarks now are going to be to introduce our next speaker. I will make some remarks after that.

But it's a real honor for me to be able to introduce our special speaker today. But before I introduce him, I have a confession to make to all of you. After President Biden won the election in November and started to assemble his cabinet, I announced my support for Representative Andy Levin of Michigan to be the next Secretary of Labor.

I've been able to get to know Representative Levin well, and felt that he would make a great Secretary of Labor. I still have no doubt that Andy Levin would have been a good choice

for Secretary of Labor, but I'm telling you, brothers and sisters, that President Biden made a stellar choice in the end by picking Marty Walsh as Secretary of Labor.

I didn't know Marty Walsh well before he was nominated by the President. Within hours of his nomination, he was calling telling me that he wanted to be close to CWA and to call him anytime I needed something.

Since then, we talk at least once a week. When I call, he almost always picks up and, if he doesn't, he's calling back within minutes. That's a far cry-- and I mean a far cry-- from the previous Administrations of both parties.

Part of the reason that Marty Walsh makes such a great Secretary of Labor is because he's one of us. He's union all the way through his core. He grew up in a union family. He came up through the ranks of his union, he served in the leadership of his union, and then he went on to be Mayor of Boston, never ever forsaking his union or his union card.

Those values of respecting hard work and solidarity and having lived the life we all live are exactly what we need leading the Department of Labor during these difficult times. In just a short time, I've grown to appreciate and respect Marty Walsh immensely, and think that, of all the great choices that President Biden has made for his cabinet, that he knocked it out of the park with Marty Walsh.

He'd probably be the perfect Secretary of Labor except for one thing: He's a Red Sox fan. But we can forgive him for that because just that one fault is not going to do it.

VOICE: Go Red Sox!!

PRESIDENT SHELTON: And it's not just because he's another Irish guy from the northeast with an obvious accent-- a little different from mine, but an obvious accent. He, brothers and sisters, is absolutely, without a doubt, one of us. And we couldn't be luckier. So here, for your pleasure, is Marty Walsh, the Secretary of Labor.

MARTY WALSH (U.S. Secretary of Labor):



Thank you, President Shelton, Secretary-Treasurer Steffens, and Members of the Executive Board, Local Leaders, Delegates and all the members of the great Communications Workers of America.

It is an honor for me to address you at your Convention, and it's an opportunity for me to thank you and all of your members for the work that you do. During a global pandemic, we have depended on you to keep us connected when we had to keep social distance; to keep us informed of life-saving information; to keep hospitals going so that they could save lives; to keep governments going to provide relief; to make the goods we depend on; to keep us safe when we travel and so, so much more.

We would not stand a chance against this virus or any other threat without the work you do. The pandemic proved that our economy, our community, and even our lives are built on the backs of working men and women, and they are only as strong as the workers who carry us.

As a nation, we have to do more than say thank you. After decades of assault on unions and

the Middle Class, we have to take action. We have to raise and protect workers rights; we have to grow our union membership and create good union jobs in every corner of this country. We have the opportunity now because we have the most pro-worker, pro-union President in our lifetime, and a United States Secretary of Labor who carries a union book in his pocket.

Let me tell you what that union book means to me. My parents came to this country from Ireland. They didn't have much money or a formal education, and it wasn't easy. But when my father joined the Laborers Local 223 in Boston, everything changed. He could support a family and we could join the Middle Class.

I followed my father into that union, and came through many challenges in my life-- from childhood cancer to alcoholism. But the union and the Labor Movement were always there for me and my family. So I committed my life to fight for working people. As Recording Secretary and President of my Local Union and General Agent of

the Greater Boston Building Trades Council, as a State Representative and Mayor of the City of Boston, and now as the United States Secretary of Labor, I'm here because the Union opened its doors to immigrants, who gave him a chance to join the Middle Class, and live the American Dream.

My family's story is not unique. The same story happens all across this country. As President Biden says, the Middle Class built America and Unions built the Middle Class. So our job now is to grow union membership, rebuild that Middle Class, and make sure nobody gets left out this time. It's got to be every race, every gender, every corner of our country, every kind of job.

We need pathways into the Middle Class for everyone. And that's what the President's economic agenda is all about. His infrastructure plan will rebuild our communities, prioritize equity, and create millions of good union jobs. The Build Back Better agenda will lower the cost of healthcare, address climate change, and protect the right of

every worker to join a union through the PRO Act.

At the Department of Labor, we are rebuilding our capacity to protect your safety and health, enforce wages and benefits, and fight discrimination. This is what a pro-worker agenda looks like in the 21st Century. It's creating good union jobs, it's empowering all workers, and it's rebuilding the Middle Class.

As one of the most diverse unions in the world, the CWA is blazing the trail every single day. I want to thank you for all that you do. This is an historic moment for working people, not just because of what they've been through, but because of the opportunity that we have before us-- to work in solidarity, to create a more fair, just, and sustainable economy.

Thank you, God bless you, and I wish you a wonderful Convention.

PRESIDENT SHELTON: Thank you. You can give him a round of applause.

So, good morning, Sisters and Brothers. Welcome to our first-ever virtual CWA National

Convention. As you know, Sara and I very much hoped to avoid this situation. We worked hard to plan a safe in-person Convention. But, as Delta cases skyrocketed across the country, and as New Orleans became the COVID hotspot with hospital beds overflowing we decided that the health and safety of our leaders and staff had to come first.

This meeting over the next three days is truly unprecedented. Going back to the earliest days of CWA, recessions, wars, natural disasters, nothing has ever stopped us from gathering together face-to-face to oversee the direction of our union--until now, that is.

As many of you know, I've been around for a little while. To be exact, I went to work for the New York Telephone Company 53 years ago. In all those years, nothing compares with what we have experienced over the last year and a half. . It has been, brothers and sisters, a year and a half of extremes to say the least. A year and a half of the most extreme weather I can ever remember--fires, floods, droughts, hurricanes, heat waves

like we have never seen before. I never dreamed that I would see photographs of New Yorkers wading through chest-high water to get to the subway. The catastrophe of what humans have done to the climate can no longer be denied or ignored.

We are also living through the most extreme public health crisis in 100 years; an extraordinary, tragic, overwhelming crisis which has stolen over 700,000 American lives, and 28,000 Canadian lives, and millions more around the world. And while tens of thousands of CWA members have made enormous sacrifices-- going to work under the most terrifying conditions of their lives-- we have also had to put up with a year and a half of insane, extreme reactions to this crisis, with pandering politicians turning basic public health questions like vaccinations or mask-wearing into political talking points.

I want to take this moment to acknowledge the incredible sacrifices made by so many of our members-- especially our tens of thousands of health care workers-- who put aside everything to

serve their patients in the very worst of times. And we salute all of you-- telecom workers, flight attendants, public sector workers, passenger service agents, customer service workers, journalists, factory workers, and many many more who had to stay on the job, risking exposure, day in and day out, to this deadly disease.

I also know that many of you lost family members, friends, and co-workers to COVID-19. Our hearts and our prayers go out to all of you. Later, we will hold a special memorial for those we lost to Covid-19.

This has been a year, brothers and sisters, a year and a half of political extremism as well. Never before in our history has a sitting President refused to accept a peaceful, democratic transition of power. Never before in our history has one political party systematically campaigned to undermine the legitimacy of an election.

And never before, in our history, have insurrectionists carrying the Confederate battle flag stormed the Capitol of our country-- the seat

and symbol of this nation's unique democratic history-- in a fascist attempt to disrupt the government and nullify the results of a free and fair election; an election, I might add, that the candidate supported by these vigilantes lost by SEVEN MILLION VOTES! I said lost.

Brothers and Sisters, our country has been tested over the last 18 months by a social, political, and economic crisis which can only be compared to the Great Depression or the Civil War. And while we survived the Trump presidency and have restored a measure of normalcy to our politics, the verdict is still out on what lies ahead.

Apparently, with a handful of exceptions, the Republican Party as we've known it for the last hundred years has more or less lost its mind-- and whatever moral grounding it once had. Most Republican leaders, terrified of the hard-core pro-Trump base, which now controls Republican primaries, continue to spread the blatant lie that the 2020 election was stolen.



And the spirit of hate that we saw in the insurrectionist mob on January 6th has now migrated to state capitals, across the country. Except now the mob is dressed a little nicer. They wear well-tailored suits instead of Confederate symbols or T-shirts with anti-Semitic slogans, or fur hats and horns like those on January 6th.

This new insurrectionist mob is made up of Republican state legislators in state after state who are hell-bent on making it harder for Americans to exercise their right to vote. And they're especially focused on making it harder for people of color to vote and to have their votes counted. They want to take us back, brothers and sisters, to the days of Jim Crow.

The people carrying out this campaign know that they can't overturn the last election. But they are working to lay the foundation for challenging the outcome of the next election if they lose. Their Plan A is improving their odds of winning by limiting the rights of people they don't like to vote, invoking non-existent examples of

fraud. And if that fails, Plan B is sowing enough doubt in the public's mind about election credibility to enable them to reject the results of any close election in the future.

And at the same time, hard-right, armed militias like the Proud Boys, the Three Percenters, and the Oath Keepers are not so quietly preparing for a violent civil war. The actions of much of the Republican Party can only be seen as aiding and abetting these fascist paramilitaries.

This is not a pretty picture. As Bob Woodward reported in his latest book, "Peril," the Chairman of the Joint Chiefs of Staff, Mark Milley, warned his senior staff after January 6th: "What you might have seen was a precursor to far worse down the road."

Sisters and Brothers, we will not sit back and let them destroy our democracy. Just as every generation has had to stand up and fight against reactionary forces that want to take us backwards, now is our time to stand up and say ENOUGH! We will not turn back. We will fight to expand our

voting rights and defeat the campaign to undermine our democracy.

So, we are not out of the woods yet, not by a long stretch. We are still fighting COVID, primarily because tens of millions of Americans won't get vaccinated. The climate crisis will get worse before it gets better. And our country remains deeply divided.

Sometimes it seems as if Republicans and Democrats are living in two completely different realities. I don't have time today to explore these differences in depth. They are complicated and they run deep. They are rooted in deep-seated fears and insecurities--fears about racial change and diversity that date back to the earliest days of our country; fears about our country's changing role in the world; fears about a future that is economically and physically insecure.

But whatever its origins, these divides are making it incredibly difficult to address the crises which are facing our society. Yet, in spite of all that troubles the nation, Brothers and

Sisters, I continue to have hope. I have hope because I see a President and a Congress seeking to chart a new, pro-worker direction for this country. I see growing agreement, at least among Democrats, that we can no longer wait to address the climate crisis. I have hope because the movements for racial justice that erupted after the tragic murder of George Floyd have changed history; have forced all of us to reckon in a new way with the legacy of racism in this country.

I have hope because there are increasing signs around the country that it is dawning on workers that organizing is the key to a better life. And I have hope because I have seen our union-- our CWA-- rise up to meet the challenges of the last 18 months, and fight like hell to make sure our members made it through the pandemic as best as they could.

In hard times like these, our job as leaders is to nurture hope, to help it grow, to spread the spirit of hope to our members and to our communities. As Dr. Martin Luther King once said,

"We must accept finite disappointment, but never lose infinite hope." Together, brothers and sisters, that is our mission.

Last November's election truly was the most important of our lifetimes. I know we've used that phrase over 40 years, or for the last 30 years anyway, but last year, it was really true. The future of working people and the future of democracy were on the line.

Thanks to the incredible work done by all of you-- and by thousands of CWA activists across the country-- thanks to the enormous effort of the entire Labor Movement, thanks to the tireless phone banking, texting, and door-knocking by millions of Americans desperate to end the regime of Donald Trump, Joe Biden won.

Two months later, another critical election took place, this time in Georgia. And once again, CWA and the labor movement rose to the occasion.

Once again we won critical victories-- we shocked the country by electing BOTH Raphael Warnock and Jon Ossoff to the U.S. Senate, and made

Chuck Schumer the Senate Majority Leader.

I'll be honest with you. I never had any doubt that Joe Biden would be a better President than Donald Trump. No one could possibly have been worse. But I did not know for sure what kind of President Joe Biden would be once he got to the Oval Office. Would he be cautious or would he be bold? Would he be genuinely pro-worker, or too quick to compromise on behalf of rich donors? Would he be a President of half-measures, or would he act decisively to improve the lives of ordinary Americans?

Brothers and Sisters, Joe Biden is hands down the most pro-labor President since Franklin Delano Roosevelt, and maybe even more openly pro-union than F.D.R. himself. His pro-union video for the Amazon organizing campaign was just amazing.

He has appointed our own Jennifer Abruzzo, former Special Counsel to CWA, as General Counsel to the National Labor Relations Board. He insisted that the bipartisan Infrastructure bill include labor standards covering the \$65 billion allocated

for broadband buildout, making it harder for non-union, low-end contractors to get the work.

The American Rescue Plan included hundreds of billions of dollars that kept cities and states afloat, and saved the jobs of tens of thousands of our public sector members, during the worst economic downturn since the Great Depression. President Biden has been willing to act decisively and forcefully to address the crises affecting the American people.

It seems that President Biden and leading Democrats have finally figured out what Democrats must do to succeed when they have power: very simply, they must use that power to make the lives of regular working people materially better. That is why they poured \$1.9 trillion into reviving the economy with the American Rescue Plan.

That is why they fashioned the \$1 trillion bipartisan infrastructure plan, which will put tens of thousands of Americans to work-- rebuilding our roads and bridges, protecting our communities from climate change, and building broadband to

unserved areas.

And perhaps most important, is why both House and Senate Democrats are working to negotiate a huge budget reconciliation plan that will include massive new investments in improving the lives of ordinary working people. The reconciliation plan, which will pass without a single Republican vote, has the potential to be the most transformational piece of social and economic legislation since Medicare, and Medicaid, and Head Start, and the Civil Rights Act, and the Voting Rights Act passed in the mid-1960s.

The reconciliation is filled with provisions that will improve the lives of working Americans:

- \* Creation of a federal Paid Leave program that will enable workers to take compensated breaks from their jobs to care for newborns or ill family members;

- \* Making the \$300 a month child tax credit permanent;

- \* Expanding Medicare coverage to include



dental, hearing, and vision care;

\* Universal pre-K classes for 3-year-olds and 4-year-olds;

\* Free or affordable child care;

\* Two years of free community college;

\* Major investments in improving home care and elderly care, by expanding the workforce and increasing training and salaries.

And all of this would be financed by increasing taxes only on big corporations and wealthy Americans making \$400,000 a year or more.

Right now, there are intense negotiations over what will be in the final package. Some important elements may be cut because of the opposition of so-called centrists and moderates. But I believe the final bill will still represent a huge breakthrough in this country.

And part of the reason I feel that way is that the current version of the reconciliation bill includes the first steps to strengthen workers' rights to organize since the passage of the National Labor Relations Act in 1935. Here again,

CWA has a great deal to be proud of. Along with the Painters Union and several community allies, we have led the campaign to pass the PRO Act.

Our outstanding Legislative and Political team in Washington has been working hand-in-glove with Senator Schumer and Senator Sanders' staff to ensure that key provisions of the PRO Act are included in the reconciliation bill. And our LPATs have been leading the fight in states and congressional districts all around the country.

We are hopeful that the bill will include increased penalties on employers who interfere with organizing drives; will make union dues tax deductible; and increase funding for the NLRB including requiring that NLRB elections be conducted by electronic balloting.

These are modest but important steps in the right direction. It is by no means the transformative change we need to fix our broken labor laws. We will never, ever stop until the full PRO Act is adopted and the right to organize is truly protected. And thanks to the leadership

of our union, the reconciliation legislation is likely to include the most important advance in workers' rights since the Great Depression.

The possibility of strengthening organizing rights could not come at a better moment. Over the last couple of years, we have seen a definite upsurge in interest in joining unions among many different groups of workers. In fact, since our last Convention, CWA has organized nearly 15,000 new members-- the most in any two year period since we organized the American Airlines passenger service workers in 2014.

We have begun to make major breakthroughs in the growing technology sector, with over 1,000 Google workers voluntarily paying one percent of their salaries in dues as they build the Alphabet Workers Union; the New York NewsGuild is moving towards an election for nearly 800 tech workers at the New York Times; we have organized nearly 900 workers at major non-profits like the National Audubon Society, the Southern Poverty Law Center, and the Sunrise Movement.

Over 1,000 journalists and other newspaper workers, from the Arizona Republic to the Miami Herald to the NBC News digital staff, have joined the NewsGuild. In the public sector and health care, thousands of workers have gained bargaining rights in units in Kansas, Colorado, and New Jersey.

And we continue to build non-traditional organizations like the United Campus Workers on campuses across the South and in Arizona and Colorado.

Yes, it is true that we are not yet at the point where millions of workers are walking out--or sitting in-- to demand union representation, the way they did in the 1930's. There is still too much fear in the workplace. There is still too much anti-union propaganda.

We will not end income inequality or have a truly democratic society until millions of non-union workers at companies like Amazon and Wal-Mart have a voice on the job. But there are sparks out there; flames of unionism are igniting. Our job is

to fan those flames until they become a full-blown organizing wildfire, brothers and sisters.

Increasing interest in unions should come as no surprise. The pandemic made it clearer than ever before why every worker needs a union. During the pandemic, CWA fought like hell to make sure our members were protected as best they possibly could be. We obtained work-from-home agreements for tens of thousands of members. Where workers could not work from home, like telecommunication technicians, we arranged for home garaging of trucks so workers did not have to gather in garages before and after work. We fought to make sure workers had the personal protective equipment that they ~~absoutly~~absolutely needed.

I am so proud of how hard our union worked to protect all of our members in this terrible, terrible time. Compare that, if you will, to the plight of workers who had no union to fight for them. Non-union workers at meatpacking plants sent back into the factories despite major COVID outbreaks, forced to work side-by-side on assembly

lines with no protections.

Fast food workers where bosses lied to them about sick co-workers and threatened to fire them if they didn't come to work, eventually sickening many many more workers in the same stores.

Health care workers who had no union to make sure they were provided with the proper Personal Protective Equipment. Warehouse workers at Amazon who had to threaten wildcat job actions to get social distancing and PPE in their workplaces.

During the early months of the pandemic, having a union literally made a life-and-death difference to working people.

As I said at the outset, the last 18 months have been extraordinary-- among the most challenging and heart-breaking we have ever faced. But honestly, we should be so proud of how CWA responded to this crisis.

Across the country, our local leaders, our shop stewards, our members, stepped up. You fought for safe working conditions and proper PPE. You

helped workers join CWA so they could have a voice on the job. I know that every single one of us is so grateful that we have a fighting union to represent us on the job. If we were physically together, I'd ask all of you to stand up and give yourselves a standing ovation for the amazing amazing job you have done since those fateful weeks in March of 2020. So stand up and give yourselves a round of applause.

... Shouts of "Yahoo" were heard ...

And I want to recognize two outstanding recent examples of how CWA fights. A couple of weeks ago, about 1,700 Frontier workers in California staged a successful one-day grievance strike, which forced management to abide by an NLRB decision that the company was simply ignoring.

And in Buffalo, New York, about 2,000 members at the Catholic Health System are on Day 18 of their strike to win increased staffing and higher wages, so that they can provide the high quality patient care that their community needs and deserves.

The members of Local 1133 are prepared to stay out as long as it takes to win what they need for the people of Western New York and for themselves. Congratulations to both of these groups for their determination and their militancy. Give them a round of applause. (Applause)

Finally, this brings me to a discussion of the most important issue facing us at this Convention over the next couple of days. We all saw the critical difference a fighting union makes in our members' lives. But we also know that the pandemic hit our members, and our union, hard. Tens of thousands of our members lost their jobs, and we are continuing to fight hard to revitalize the economy and bring back good union jobs.

But these layoffs compounded the long-term financial challenges our union has been facing because of Corporate America's decades-long campaign to undermine union density by outsourcing, offshoring, and downsizing. And the Supreme Court's Janus decision in June 2018, cost CWA \$6.5



million a year in public sector fair share fees with one stroke of the pen.

In the face of all of these attacks, we must take the necessary steps to keep CWA on a sound financial footing. Your Executive Board has worked hard over the last 18 months to stay ahead of the problem, finding ways to cut costs and save money without laying off union staff who are critical to servicing you and your locals.

So far, we have weathered the storm, but the long-term challenges are very real. We have developed a proposal to help our union build back better from the pandemic. It's called the SMART Resolution. "SMART" stands for Support Members and Rebuild Together. It would allocate a portion of our existing Strategic Industry Funds to fund new, permanent CWA staff reps and Organizing Coordinators to ensure that the union can keep building power for our members.

Let me repeat that because I have heard that there is some confusion about this. The SMART proposal will allocate a portion of our existing

Strategic Industry Funds for direct service to members and organizing to build our power. That means hiring new CWA Staff Reps and Organizing Coordinators to support locals and members.

SMART doesn't take any money away from the Members Relief Fund-- our strike fund. It doesn't raise member dues. It will increase our capacity without raising dues. It doesn't change the local dues "split."

We have to keep our union strong by fighting for the expansion of good union jobs in every bargaining unit possible, and ensuring that, as hiring rebounds, CWA members are first in line to fill open positions. We must provide our current members with effective representation. And we must brothers and sisters ORGANIZE, ORGANIZE, ORGANIZE to build the union.

To get that done, we must use our resources-- both people and money-- in the most effective and efficient ways. The SMART resolution does just that. The vote on this proposal will take place this afternoon.

I will conclude by saying this: The SMART proposal is critical, critical to the future of our union. It represents a SMART reallocation of our existing dues revenue to enable us to provide the best possible service to members, and to invest it in organizing efforts that will build the future of our union. Your Executive Board as I said worked long and hard to develop the proposal and has endorsed it unanimously.

Over the decades, we have made numerous adjustments to our structure to strengthen CWA. You may remember that prior to the 1989 NYNEX strike we relied on a Defense Fund that had about \$25 million in it. When the Defense Fund was bankrupted during the 17-week strike, the next Convention decided to create the Members Relief Fund. I don't think we ever dreamed that it would have \$425 million in it-- enough to support members through the largest, longest strikes imaginable.

Then, about ten years ago, we created the Strategic Industry and Growth Funds to support new initiatives and programs that have greatly

strengthened our union. Now, we need to make this SMART upgrade to our structure. On behalf of our Board, on behalf of the members who will inherit this union when we have all retired, I urge you all to vote yes on this critical proposal. Go ahead, you can clap.

Brothers and sisters, we come together at a moment of both extraordinary challenges and extraordinary possibilities. Joe Biden, as I said, is the most pro-union president any of us have ever seen. American workers are more interested than ever in bringing the power of union to their workplaces.

I need to know brothers and sisters are you ready to rise up to make the most of this opportunity?

I need to know, are you ready brothers and sisters to rise up to fight for our health and safety until the danger of the pandemic has passed?

Are you ready, brothers and sisters, to rise up to fight to protect voting rights, to rise up to fight to end the filibuster, and to rise up

and fight to pass the PRO Act?

Are you ready brothers and sisters to rise up and fight the corporate lobbyists who will say anything to divide working people and protect their power and their profits?

Are you ready, brothers and sisters, to rise up to fight for good union jobs, for strong contracts, and to help workers join our great union?

And are you ready, brothers and sisters, to rise up, and kick some ass for the working class?

Brothers and sisters, we have been through hard times together before. But we will not give up and we will not let up. I know you will keep on fighting until every job is a union job and every worker is treated with respect and dignity.

We are CWA, brothers and sisters, and when we fight, we win! And it's goddamn time to fight.

... Shouts of "CWA" and applause as the song "We Will Rise Up" played ...

Temporary chair Edler: Thank you all. I now turn the gavel over to President Shelton who

will assume his position of the Chair under the Rules of the Convention.

PRESIDENT SHELTON: Thank you, Steve. I'd like to call the Convention to order. Thank you, Steve, thank you, Richard, and thank you Secretary Walsh.

I'd now like to recognize the International Executive Board. As I call your name, we will request you to open your video and wave hello to the delegates.

Sara Steffens, Secretary-Treasurer

Dennis Trainor, Vice President, District 1

Edward Mooney, Vice President, District 2-13

Richard Honeycutt, Vice President, District 3

Linda Hinton, Vice President, District 4

Claude Cummings, Vice President, District 6

Brenda Roberts, Vice President, District 7

Frank Arce, Vice President, District 9

Martin O'Hanlon, Director, CWA Canada

Lisa Bolton, Vice President, Telecom &  
Technology

Margaret Cook, Vice President, Public

Healthcare & Education Workers

Charles Braico, Vice President NABET-CWA

Jon Schleuss, Vice President, TNG-CWA

Carl Kennebrew, Vice President, IUE-CWA

Sara Nelson, Vice President, AFA-CWA

Gloria Middleton, At-Large Diversity Executive  
Board Member, Northeastern Region

Vera Mikeell, At-Large Diversity Executive  
Board Member, Southeastern Region

Dante Harris, At-Large Diversity Executive  
Board Member, Western Region, and Birthday Boy.  
Today is his birthday.

And Erika White, At-Large Diversity  
Executive Board Member, Central Region.

This, brothers and sisters, is your  
International Executive Board. Please give them a  
round of applause.

I'd now like to introduce the Credentials  
Committee, but first I want to review the  
procedures for the use of microphones. When you  
are recognized to speak, you will be promoted from  
an attendee to a panelist. When being promoted,

you will see a pop-up from Zoom requesting that you accept the invitation to be promoted to a panelist. Before you can be seen or speak, you must accept the invitation.

The Motions microphone is for delegates to make motions. Will the Parliamentarians please wave to say hello as I call your name:

Pat Shea, General Counsel, is our Chief Parliamentarian.

Matt Harris,, District 4 Counsel is our Motions Parliamentarian.

There is a virtual microphone designated as the "Motions" microphone. Use it to make a motion. If you wish to make a motion, press the Q&A button and type the word "Motion" followed by the motion you wish to make, and hit "Send.". This will put you in touch with Matt Harris. You will be given a preliminary Parliamentary ruling at that time. If your motion is in order, the Chair will be advised and you will be recognized.

This will put you in line at the virtual Motions microphone. On your screen you should see



the virtual microphone queue. Once in the line, you will see your Local number and your name in the "Motions" microphone column. You will be placed in line in the order that your request was received.

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

Constitutional proposals can only be received during the Constitution Committee report. When the committee recommends a decision or moves their report, that's considered to be both the motion and the second because the committee is made up of more than one delegate.

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 then make a ruling, after which if there is still disagreement, the matter can be placed before the Convention to determine whether or not the ruling is proper by voting on whether or

not to sustain the Chair's ruling.

Robert Weaver, District 3 Counsel, is our "Privilege" parliamentarian. There is a virtual microphone designated as the "Privilege" microphone. Use it to raise a point of order or raise a point of personal privilege. If you wish to raise a point of order, or raise a point of personal privilege, press the "Q&A" button and type the word "Privilege" followed by your point of order or point of personal privilege, and hit "send." This will put you in touch with Robert Weaver. You will be given a preliminary parliamentary rule. If your point of order or point of personal privilege is in order, the Chair will be advised, and you will be recognized.

This will put you in line at the virtual Privilege microphone. On your screen you should see the Virtual Microphone queue. Once in a line, you will see your Local number and your name in the Privilege microphone column. You will be placed in line in the order that your request was received.

If you disagree with the preliminary

ruling, advise the parliamentarians. They will bring that disagreement to the attention of the Chair. The Chair will then make a ruling, after which, if there is still a disagreement, the matter can then be placed before the delegates to determine whether or not the ruling is proper by voting on whether or not to sustain the Chair's ruling.

To help us with who is being recognized and to be sure that we follow procedures as provided in the Constitution, let me introduce the people who will be answering your messages from the "For," "Against," and "Questions" microphones. They advise the Chair to recognize you.

Please wave to say hello as I call your name and describe the use of the microphone you have been assigned.

Adrian Regalado, District 9, Senior Campaign Lead, will be at the "For" microphone. Use it to be recognized to speak for any motion or issue before the Convention. If you wish to speak for any motion, press the "Q&A" button and type the

word "For" and hit send. This will put you in touch with Adrian Regalado.

Katie Romich, District 7, Administrative Director, will be at the "Against" microphone. Use it to speak against any motion or issue before the Convention. If you wish to speak against any motion, press the "Q&A" button and type the word "Against" and hit send. This will put you in touch with Katie Romich.

Lee Perry, District 2-13, Administrative Director, will be at the "Questions" microphone. Use it for the purpose of asking questions to clarify an issue before the Convention, or to get information. If you wish to ask a question, press the "Q&A" button and type the word "Questions" and hit send. This will put you in touch with Lee Perry.

We rotate these microphones under the Rules of the Convention. In rotation, the movement will be from the Motions microphone to the next delegate in line to speak "For" and then to the next delegate in line to speak "Against." The rotation

also includes "Questions" and the "Privilege" microphone for points of privilege or points of order.

The rotation continues until at least two people have had the opportunity to speak for and against, after which a motion to close debate is in order. The maker of a motion may speak for their motion from the "Motions" microphone.

Under our Rules, there is a five-minute limit on any speech. There is a digital clock that will be shared on the screen that indicates how much time you have. The delegate's microphone will automatically turn off at five minutes.

When you entered into the meeting your participant name was renamed with your Local number, expressed as a 5-digit number, first name and last name; for example (05001 - John Doe). When using the message system through Zoom, your message will appear after your participant name in the order it was received. You will be recognized in the order called for under our rules.

We will be using our online Convention

Management System to conduct a secure show-of-hands vote or roll call vote. When it is time to vote, the link to the Convention Management System will be posted in the chat.

Please use a separate window in Chrome or another web browser on your computer, tablet or phone. DO NOT CLOSE THE WINDOW FOR THIS ZOOM MEETING. I repeat, do not close the window for this Zoom meeting.

When prompted, please log into the Convention Management System using the personal/individual email address you used to create your account. Remember that the system will only allow one vote per account, unless you are carrying a proxy.

The procedures to vote are as follows: Once you are logged into the CMS using your personal/individual email address and password, choose either "Virtual Show of Hands" or "Virtual Roll Call" from the left-hand menu. Only the active question will appear. Read the question carefully and vote YES or NO by clicking the

appropriate radio button, and then click "Submit."

Once you have made your vote selection, you will have the opportunity to review your vote before it is finalized. You may cancel or change your vote prior to confirming it.

You must confirm your vote by clicking the blue "YES, CONFIRM MY VOTE" box. After you have confirmed your vote, it is finalized and you will not be permitted to change the vote again.

Only registered and checked-in delegates will be allowed to participate in the vote.

A show of hands vote will remain open for three (3) minutes from start to finish.

A roll call vote will remain open in the CMS for ten (10) minutes from start to finish. The voting will then be closed and the results will be announced from the podium. A summary report will be shared on the screen simultaneously with the announcement of the vote tally and result.

If you have any questions regarding your voting strength, the Credentials Committee Chair is standing by to assist. To alert the Chair of your

voting strength problem, push "Q&A" and type "Credentials - Voting Strength" and hit send. If you experience problems voting use the "Q&A" and type "CMS HELP" and our CMS staff will help resolve your issue. A full audit record of each vote cast will be made and included in the Convention Proceedings.

During the course of our virtual Convention, a verbatim record is kept. A complete set of proceedings will be e-mailed to you. You will have thirty (30) days to review the record and report to us any errors you may wish to have corrected.

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 observe. For that purpose, today we have two delegates and I will introduce them at this time: Mike Gross, President, IUE-CWA Local 84755, and Thomas Denos, President, CWA Local 7704.

At this time, I would like to call on the Credentials Committee. The members of the



Credentials Committee are: Marge Krueger, Chair; Elizabeth Sorenson, Area Director, District 9, Co-Chair; Rebecca Greene, President, CWA Local 1181; Brandon Simmons, President, CWA Local 2105; Gavin Vanderford, President, CWA Local 4773; Judy Lugo, President, CWA Local 6186; Keith Gibbs, President, CWA Local 9412; Mericle Long, Executive Vice President, Local 4501; Kathryn Poniatowski, President, NABET-CWA Local 54046; Tarea Smith, Secretary-Treasurer, CWA Local 6143.

At this time, I recognize the Credentials Committee Chair Marge Krueger for the purpose of presenting the report of the Credentials Committee.

DELEGATE MARGE KRUEGER (Chair, Credentials Committee): Good morning, President Shelton, Delegates, Alternates, Retirees, and Guests: I'm pleased to announce on behalf of the Credentials Committee that the Committee has registered 935 delegates to this Convention.

The Committee appreciates the assistance rendered by the Secretary-Treasurer's office, especially the help of the Information Services and

Membership Rules Department. With the assistance of these two departments mentioned, we are continuing to improve services to our delegates.

Since our last Presidents' Meeting, new Locals have been added to our ranks. Those Locals are: 3765, 4652, 2265, 7055, 23059. Let us virtually welcome them.

We will 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; Category 5, Unusual Circumstances.

There are 935 credentials in Category 1, those credentials properly executed and on time.

The Committee moves that these delegates be seated.

PRESIDENT SHELTON: Thank you, Marge.

A motion has been made and seconded to seat the delegates. (Pause)

We are waiting for a delegate to approach the "For" mic. Just give me a second.

The motion, brothers and sisters, since there are no delegates heading for microphones, the motion now before you that has been made and seconded is to seat the delegates. All those in favor?

The link to the Convention Management System has been posted in the chat. Please log onto your Convention Management System using your email and password, and then choose "Virtual Show of Hands" from the left-hand menu. You will have three minutes to log onto your CMS and cast your vote.

All those in favor of the motion to seat the delegates please indicate by choosing "Yes," hit "Submit" and confirm your vote. Likewise, all those opposed to the motion to seat the delegates indicate by choosing "No," hit "Submit" and confirm your vote. Please log onto CMS and cast your vote now.

The voting will be open for three minutes.

Any delegate having trouble with CMS while casting your vote, please press "Q&A" and type "no virtual show of hands," and someone will respond to your request.

... Pause for voting ...

PRESIDENT SHELTON: Please display the results of the vote. Here are the results of the vote on the motion to adopt the Credentials report, the motion passes.

There are no credentials in Category 2, 3, 4A, 4B or 5. Those delegates other than Category 1 who have not been seated by the Convention may present themselves to the Committee by going to the CWA website to obtain instructions on how to get their credentials to register for admittance to this virtual convention webinar..

Mr. President and delegates, guests, and alternates, this completes the committee's report at this time, and the committee moves the adoption of the Credentials Committee report. Thank you.

PRESIDENT SHELTON: Thank you, Marge; thank you, Credentials Committee. I was the one that

screwed that up, by the way, just so everybody knows.

A motion has been made and seconded to seat the delegates. Are there any delegates who want to speak on the motion?

Seeing there are no delegates wishing to speak on the motion, the motion now before you that has been made and seconded is to adopt the credentials report and to seat the delegates. The link to the Convention Management System has been posted in the chat. Please log into the Convention Management System using your email and password, and then choose "virtual show of hands" from the left-hand menu. This poll is taking the place of our normal show-of-hands vote. You will have three minutes to log onto CMS and cast your vote.

All those in favor of the motion to seat the delegates please indicate by choosing "Yes," hit "Submit" and confirm your vote. Likewise, all those opposed to the motion to seat the delegates indicate by choosing "No," hit "Submit," and confirm your vote. Please log on to CMS and cast

your vote now. The voting will be open for three minutes.

... Pause for voting results ...

PRESIDENT SHELTON: Brothers and sisters, we're going to take a little pause because there are people still trying to get in and having trouble, so we'll take a few minutes and we'll get back as soon as we can be able to show the results.

... Pause for voting results ...

SECRETARY-TREASURER STEFFENS: Hi, everybody. I just wanted to give an explanation, since we've been paused for a little while. We had a lot of people come into the Q&A wanting one-on-one assistance with using the CMS, which is great. It's what we're here to do. But we didn't want to move on to further votes until people are comfortable and know how to use the system.

So I wanted to mention a couple things based on what we've been hearing the Q&A. One is, please everybody, use Chrome as your browser when you're trying to vote in the CMS. Older browsers may impair your ability to confirm your votes.

If you are not seeing the question, it is my understanding we left the question open so that we can workshop this voting for everybody. Hundreds of you have done this correctly and recorded your vote, but we want to get everybody there before we move on to more convention business. So, use Chrome.

If you are-- once you confirm your vote, that is the only vote that counts, so you may think that you're changing your vote or doing something else, but actually it is only the confirmed vote that counts. So, if you're not sure, don't confirm your vote. When you are sure, do confirm your vote.

If you are having trouble seeing the question which is now open, please, either refresh your browser or log out of the CMS and log back in. We will continue to help people in the Q&A, so we're going to stay on this pause a little bit longer. We just want to get voting numbers up to about what we're expecting based on the number of participants who are delegates on the call. We're

getting closer and closer. I think a lot of you have already been helped. I just wanted to explain to everybody what's happening.

So, be patient with us. We have a lot of people in the Q&A assisting all of you as delegates, but it will take a moment to get to everybody. So, if you've already voted successfully, don't go too far, but you can grab a cup of coffee or stand and stretch.

If you are still trying to vote, please only direct your questions in the Q&A. Don't ping other CWA channels. And we'll just keep going. After this there are a couple of other reports that we'll be voting on, so there will be other chances for you to confirm that everything is going correctly.

So thanks, CWA, for your patience. It is our first time voting virtually like this in this new system, and a lot of you have managed to do it already once or twice, and we just want to get everybody there before we move on. We want to make sure every one of you can participate fully in



Convention.

So thanks much. We're going to stay on the pause a little bit longer, and we will give you a clear indication when we're ready to resume business and when we're closing out this round of voting.

... Musical interlude ...

Secretary-Treasurer Steffens: We are clearing out much of what's in the Q&A. We want to be sure that we have a clean vote to seat the delegates and that we resolve all the issues that anybody was having.

So what I would like to do at this time is to do a fresh vote on the motion that is before us. So I would like everybody to log out of the CMS. Don't long out of Zoom; only log out of the CMS where you were voting.

Whether or not you successfully voted, please log out, and then you can just immediately log back in. We're going to post the vote again, and then we'll start the three-minute timer. And then we can share the results of that vote with you

when it's complete. Even if you've already voted, please vote again. We're clearing out the entire old vote because people had a lot of questions, and some people were having issues logging in.

So log out of the CMS, log back into the CMS just like you did the first time, and vote, and confirm your vote just like you did the first time. The voting will be open for three minutes and you'll see the timer on your screen for the three minutes.

Thanks everyone.

... Pause for voting ...

Secretary-Treasurer Steffens: Okay, you guys, third time's a charm. Many of you did just exactly what you were supposed to do, and then we heard from you that you didn't see the question up yet. The question is now up, so we are going to start that time over. If you are already logged in, if you've already done the re-log-in, you should see the question and it should work just fine.

New Vote - Second Attempt. That's the one

that you click on, New Vote - Second Attempt. We will just pause for a second here and then we will start the timer to open our three-minute voting. We appreciate your patience with this. Once we have this one under our belt, then we'll be able to move so smoothly through the rest of the Convention because you will all be familiar with it, and we'll all be confident that everything is working properly.

And again, please use Chrome as your browser. Some of the older browsers or the less standard browsers may be creating issues for you.

So should we go ahead and start the timer? Okay. Again, can you give the title one more time that they should be clicking on? New Vote - Second attempt. That's where you vote. Even if you voted last time, we have cleared all that out. Just vote on this one. The timer will be open for three minutes, and then we'll share the results. Thanks everyone.

... Pause for voting ...

PRESIDENT SHELTON: So, you should see the

results of the vote on your screen. The motion passes; the delegates are seated.

I know you guys are just trying to ruin my union break.

At this time I recognize Vice President Margaret Cook for the purpose of introducing the Rules & Resolutions Committee.

VICE PRESIDENT MARGARET COOK: At this time I would like to introduce the Resolution and Rules Committee. While they are getting prepared, I just wanted to remind everyone that our normal procedure is to report resolutions in numerical order, although it may be necessary to rearrange the order in which resolutions are reported out.

The members of the Resolution and Rules Committee are: Terry Garner, President, CWA Local 2336, Chair; Donielle Prophete, President, CWA Local 3645; Art Gonzalez, President, CWA Local 9511; Regina M. Jackson, Executive Board Member, Local 1033; Juan-Carlos Rodriguez, Vice President, CWA Local 31003.

I will now turn this Committee over to the

Chair, President Shelton.

PRESIDENT SHELTON: Thank you, Vice President Cook.

I would like to recognize the Chair of the Resolutions and Rules Committee: Terry Garner, President of Local 2336, for the Resolution and Rules Committee Report on the Hours of the Convention.

DELEGATE TERRY GARNER (Chair, Resolution and Rules Committee): Rule 6 - Hours of the Convention are 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 motion by each Convention.

Resolved, that the Regular Sessions of the 78th CWA Convention shall be as follows:

On Monday, October 18, 2021, the Convention shall be called to order at 11:00 a.m. Eastern Daylight Time. The Convention shall be recessed for one half-hour beginning at approximately 2:00 p.m. Eastern Daylight Time and shall continue

until the business of the day has been concluded.

On Tuesday, October the 19th, 2021, the Convention shall be called to order at 11:00 a.m., Eastern Daylight Time. The Convention will be in recess for one-half an hour beginning at approximately 2:00 p.m. Eastern Daylight Time and shall continue until the business of the day has been concluded.

On Wednesday, October 20, 2021, the Convention shall be called to order at 11:00 a.m. Eastern Daylight Time. The Convention will be in recess for one-half hour beginning at approximately 2:00 p.m. Eastern Daylight Time and shall continue until the business of the day has been concluded.

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

PRESIDENT SHELTON: Thank you, Terry. The motion has been made and seconded. Are there any delegates wishing to speak on the motion?

Seeing no delegates wishing to speak on the motion, the motion before you that has been made

and seconded is to adopt the Resolutions and Rules Committee report on the Hours of Convention. The link to the Convention Management System has been posted in the chat. Please log on to the Convention Management System using your e-mail and password and choose "virtual show of hands" from the left-hand menu. This poll is taking the place of our normal show of hands. You will have three minutes to log on to CMS and cast your vote.

All those in favor of the motion to adopt the Resolution and Rules Committee report on the hours of the Convention, please indicate by choosing "yes," hit "submit," and confirm your vote.

Likewise, all those opposed to the motion to adopt the Resolutions and Rules Committee on the hours of the Convention, indicate by choosing "no," hit "submit," and confirm your vote.

Please log on to CMS and cast your vote now. The voting will be open for three minutes. Anyone having trouble with CMS or casting your vote, please press "Q&A" and type "no virtual show

of hands" and someone will respond to your request.

... Pause for voting ...

PRESIDENT SHELTON: Please post the results. As you can see, the result of the vote on the motion to adopt the Hours of the Convention. The motion passes. (732 votes in favor)

There has been some comment that I'm going too fast, so I will slow down. And some comments that we are trying to fix the vote on the Hours of the Convention. I don't know where that came from, but that's pretty amazing. We're not trying to fix the vote on the Hours of Convention.

I just wanted to say, again, that our normal procedure is to report resolutions in numerical order, although it may be necessary to rearrange the order in which resolutions are reported out.

Will the Committee please read Resolution 78A-21-01, "A Path Forward to Build Worker Power."

CHAIR GARNER: Thank you, President Shelton.

I would like to ask the Convention



Delegates to turn to Resolution No. 78A-21-01, entitled "A Path Forward to Build Worker Power" located in the Convention Delegates' materials folder. I will read the resolution:

Current U.S. labor laws are broken and do not provide workers with the protection and rights they need in order to have a voice or power in the U.S. economy, laws that were originally enacted with the intent to empower workers have been weakened beyond recognition by corporate executives and Wall Street profiteers. They, along with an army of lobbyists and lawyers, have engaged in an 85-year-long relentless campaign to ensure that workers today have little to no rights or protections.

In 1935, as a result of the Great Depression, President Franklin Roosevelt and the U.S. Congress passed into law the National Labor Relations Act, NLRA. The NLRA created the legal right for private sector workers to organize into unions, collectively bargain with the employers, and the right to strike. The, NLRA made it clear

that it is declared to be the policy of the United States to encourage the practice and procedure of collective bargaining.

The NLRA was vehemently opposed by the business community and corporate interests. The first major effort at weakening the NLRA came in 1947, when the Congress passed over President Truman's veto to the Taft-Hartley Act. This legislation, pushed by the Republican Party and, unfortunately, supported by a number of Congressional Democrats, allowed states to pass right-to-work laws that allow workers to enjoy the benefits of a union and a contract without having to become a member, made solidarity strikes and secondary boycotts illegal, and included a free speech clause for employers at companies routinely utilized to hold intimidating, mandatory anti-union meetings for employees.

Since the enactment of the Taft-Hartley Act, 27 states have passed right-to-work free loader laws. Years of right wing, pro-corporate lobby laws appointed to the National Labor

Relations Board, the body tasked with implementing and enforcing the NLRA, has successfully weakened worker power through regulatory and legal efforts.

In addition, efforts by radicalized pro-corporate, right wing activists, federal judges have chipped away at the power afforded to workers under the NLRA through embracing legal theories, like constitutional free-speech rights for corporations, the stay of legal protections for public sector workers also makes it hard for them to have a voice in the workplace.

Currently, there is no federal law that protects the freedom of state and local public sector workers to join a union and collectively bargain. As public sector workers have organized and joined unions in states and localities across the country, corporate executives and anti-union ideologues have focused their resources on destroying public sector unions. One of those strategies has been to pass state level public sector so-called right-to-work laws, and laws that prevent public workers from using payroll deduction

to pay union dues.

The anti-union zealots have also pursued the destruction of public sector unions through the courts. Their efforts culminated in the outrageous anti-worker Supreme Court decision in *Janus vs. AFSCME*, which in effect mandated a public service workers free rider all across the country.

The success of these efforts to weaken worker power is made clear by the fact that today only 10.3 percent of all workers in the U.S. belong to a union from a high of almost 35 percent. As a result, even though the amount of wealth U.S. workers generate in the economy has steadily increased over the decades. U.S. workers today are taking home less-than-inflation adjusted wages than they did in the mid-1970s.

It is critical that this trend be reversed. We must remain focused on pushing federal lawmakers to enact the meaningful and transformative reforms our national labor laws need. In particular, the Protecting the Rights to Organize Act or PRO Act, would, among other things, impose meaningful,

financial penalties for labor law violations, including by holding corporate executives personally liable, ban mandatory anti-union meetings, allow for secondary strikes of workers and restrict the right of employers to classify workers as independent contractors.

In addition, the public service Freedom to Negotiate Act would allow all public sector workers in all U.S. states and territories to organize a union, bargain with their employer, and use payroll deduction for union dues.

As long as the filibusters remain a tool of obstruction by anti-worker Republican Senators, the path forward for these transformative federal reforms of our labor laws, while not impossible, is narrow. Just as our corporate opponents now focus their efforts on numerous paths to weaken worker power, we must continue to be a power to all avenues available to us.

Besides reforms to our federal labor laws, routes for enhancing worker power must start by ensuring that the NLRB actually supports, rather

than hinders worker organization and facilitates collective bargaining. Other steps that can be taken include; efforts at the state and local levels to allow and encourage worker unionization in the public and private sectors, Presidential executive action, recruitment decisions by governments at all levels, and changes to the tax code.

President Joe Biden and his Administration have entered office as one of the most pro-union Administrations in history. For the first time in almost 40 years, a union leader was chosen by President Biden to serve as Secretary of Labor.

President Biden, who quickly defied Trump's NLRB General Counsel-- who was a former corporate lawyer specializing in union busting-- and appointed former CWA special counsel Jennifer Abruzzo as General Counsel of the NLRB. He appointed a pro-worker majority, a former labor union attorney to the NLRB.

The White House has also created a White House Task Force on worker organizing and

empowerment to develop recommendations for executive action that will increase the percent of unionized workers in the U.S.

These are important steps in reversing the anti-worker policies of previous Administrations. Just as the 85-year effort to undermine the NLRA and all worker power has required concerted efforts on multiple fronts, we, too, must focus on building worker power, through as many avenues as possible by also focusing on passing transformative federal labor law reforms.

Resolved, CWA applauds the Presidential Administration of Joseph Biden for taking quick action in appointing a pro-worker NLRB and NLRB General Counsel for the focus on strengthening the power of unions through executive action and supporting legislative efforts to reform our broken labor laws.

Resolved, CWA will continue to fight for transformative labor law reforms at the federal level such as the Protecting the Right to Organize Act, PRO Act, and Public Service Freedom to

Negotiate Act. And we demand that the U.S. Senate act to eliminate the ability of anti-worker Senators to filibuster these critical pieces of legislation.

Resolved, CWA will support efforts to provide adequate federal funding for the NLRB to carry out its mission and the removal of the ban on the NLRB's ability to conduct union representational elections by electronic ballot.

Resolved, CWA demands changes to our tax code to ensure it is aligned with our labor laws so that it encourages unionization and rewards collective bargaining by eliminating the ability of corporations to deduct from their taxes the costs associated with running the anti-union campaigns, allowing union members to deduct the full amount of their annual union dues above the line on their federal income taxes, and making it harder for companies to classify workers as independent contractors.

Resolved, CWA will fight at the state level to repeal so-called "right-to-work" laws, expand



opportunities for public sector collective bargaining, ensure that all workers have the opportunity to stand up for their rights on the job, and stand against any efforts in states to reverse workers' rights and attack on a union's ability to represent its members.

Resolved, CWA will continue to support a broad movement in support of building worker power beyond labor unions through a coalition for worker power.

Resolved, CWA will hold a elected lawmakers at all levels of government who do not support legislation that will make it easier for workers to organize and have a voice on the job during the upcoming 2021 and 2022 elections.

Mr. President, the Committee moves that the adoption of Resolution No. 78A-21-01, entitled "A Path Forward to Build Worker Power."

PRESIDENT SHELTON: Thank you, Terry. So there is a motion to adopt Resolution 78A-21-01, "A Path Forward to Building Worker Power." But before we debate it, there is a delegate, Delegate Kirby

from Local 3176, who has made a point of privilege about votes being called for without discussion. I apologize for that. I thought I was giving people enough time on the Rules of the Convention to go to microphones. I will slow down and give everybody the opportunity to debate whatever they want to debate. It wasn't my aim to do anything else but to make sure that people were able to do that.

So there is a motion before you, as I've said, to adopt Resolution 78A-21-01, "A Path Forward to Build Worker Power." It has been made and seconded.

So at the "For" microphone, I would like to recognize Delegate Lugo from Local 6186.

DELEGATE JUDY LUGO (Local 6186): Thank you, President Shelton.

My name is Judy Lugo. I'm President of CWA-TSEU Local 6186. I am a public sector worker in Texas, and we don't have collective bargaining for most of our public workers. And as President of a Texas state employees union, I see many doors closed to us. Texas is an anti-worker, anti-union,

anti-women's rights, anti-people of color, just about anti everything. We are fighting for our lives here in Texas.

I see how much damage that the state legislature and our politicians can do to us. At every turn, they are doing things to stop us from organizing because we have started to get power and getting things changed. We are also working-- they tried to take away our collective-- we don't have collective bargaining-- our dues deductions. At every session that has come up, they have tried to take that away.

They have changed the rules on us on how we can organize, and how we can collect our members' applications to become-- to send them in so that we have our members listed.

We are fighting and we are organizing and mobilizing. But many times we're not allowed into certain places to talk to the workers. We have to stand outside and talk to them outside of their offices.

I am proud that we have accomplished so

much under these conditions. I am frustrated knowing how much more we could do if we only had access and the right to organize, and what we can accomplish with real labor reform. We deserve our rights just like anybody else. Now, more than ever, frontline workers, essential workers like many of my members, deserve to have this right to organize.

My members have been there through all of COVID. Many of them have gotten sick. Some members have gotten sick, but they have had to work because they still have to do their jobs. They have been there.

This resolution specifically includes public sector workers, which is so important to make sure that we have a fair set of rules at the national level to protect and empower our organizing, not just a patchwork of rules from state-to-state.

So I ask our members-- I ask our delegates here at the CWA Convention to make sure the CWA stays at the forefront of fighting change and

change the game to make it so that we can win. And if this changes, we will win. I know we will win. Thank you.

PRESIDENT SHELTON: Thank you, Delegate Lugo.

Are there any delegates wishing to speak against? There is a delegate, Delegate Milos, on the Motions microphone. Delegate Milos.

DELEGATE ELIZABETH MILOS (Local 9119): Yes. I am being recognized now, correct?

PRESIDENT SHELTON: Yes.

DELEGATE MILOS: Yes. I would like to make a motion that I placed in the chat already-- I'm sorry, not in the chat, in the questions section.

I work in the healthcare field. I'm a healthcare interpreter, and I have heard among many workers, patients, and as well as nurses throughout the country, as well as in my particular area in the University of California, about the issues of protective equipment. Okay. Like issues of using--

PRESIDENT SHELTON: State what your motion

is.

DELEGATE MILOS: Yes, I'm sorry. My motion is to demand that, under the fifth resolve, we also include insert that we support-- hold on one second-- under the fifth motion, it would be "Ensure that all workers have the opportunity to stand up for the rights on the job," and insert "Demanding an increase in the number of Office of Safety and Health Inspectors to ensure companies adhere to appropriate health and safety protocols to protect all unionized and non-unionized workers, and afford whistleblower protections to workers who denounce or who report on health and safety violations."

PRESIDENT SHELTON: You can speak on your motion now, Delegate Milos.

DELEGATE MILOS: Okay. I fully support the resolution, and I'm very happy that this resolution has been put--

PRESIDENT SHELTON: Excuse me. Before we go forward, is there a second to the delegate's motion?

DELEGATE MILOS: It looks like-- yes, Elizabeth Genow has seconded it, as well as Michael Salazar, and other people.

PRESIDENT SHELTON: Delegate Milos, because of the way we're doing this, I need to see that motion.

DELEGATE MILOS: Okay. I put it in the questions--

PRESIDENT SHELTON: Excuse me. Let me finish. Before I can determine whether it's in order or not.

DELEGATE MILOS: Okay. Hold on one second. Exit full screen and put it here.

PRESIDENT SHELTON: Can you please e-mail your motion to Torree Wade, who is in the room with me.

DELEGATE MILOS: Okay. One second please.

PRESIDENT SHELTON: At ewilks@cwa-union.org so that we can print it and I can review it.

DELEGATE MILOS: Ewilkes, W-i-l-k-e-s?

PRESIDENT SHELTON: E-W-i-l-k-e-s -- oh, I'm sorry. W-i-l-k-s, there's no "E" I'm sorry.

DELEGATE MILOS: Is it with an "E" at the beginning, correct?

PRESIDENT SHELTON: Yes.

DELEGATE MILOS: It would be inserting it by the menu okay.

PRESIDENT SHELTON: And while we're doing this--

DELEGATE MILOS: I already sent it.

PRESIDENT SHELTON: --Delegate Milos, we are going to go to a parliamentary pause.

... Parliamentary pause ...

PRESIDENT SHELTON: So we received Delegate Milos' motion, and I will read it. The motion has been made and seconded, but I will read the motion to you.

After the fifth Resolve in the original motion, "Ensure that all workers have the opportunity to stand up for their rights on the job," insert "Demanding a significant increase in the number of Office of Safety and Health Inspectors hired to ensure companies adhere to appropriate health and safety protocols to protect



all unionized and non-unionized workers, and that workers who denounce violations of health and safety be afforded full whistleblower protections."

So it appears that the motion is in order and, if anybody wishes to speak on it-- Delegate Milos, if you wish to speak on it.

DELEGATE MILOS: Yes, thank you so much. I work in the health care field. I'm a medical interpreter out of University of California - San Francisco. Before that I was also a self-employed interpreter for Workers' Compensation cases, so I have been, during my lifetime, I've been hearing stories from workers who have been injured on the job throughout more than 20 years that I've been hearing this. And I have been an interpreter for many people.

Recently with the COVID epidemic, there was an emergent-- there was a surge of workers who were complaining throughout the country and even having strikes because of lack of protective equipment and have-- and including retaliation by companies and by entities for denouncing lack of protective

health care equipment.

COVID affords an important situation where we have right now at the federal level only 1,850 health care inspections and safety inspectors for a population of 130 million workers. We need the federal government to step up to the plate and hire a significant increase of health care inspectors and workers. This is one of the ways of building worker power by ensuring the health and safety of workers, as well. Thank you.

PRESIDENT SHELTON: Are there any other delegates wishing to speak against the motion?

Seeing no other delegate approaching a microphone, what is before you, Brothers and Sisters, which has been-- the motion has been made and seconded. This is Delegate Milos' motion, not the main motion. After "5", "Resolved, ensure that all workers have the opportunity to stand up for their rights on the job" insert "by demanding a significant increase in the number of office of safety and health inspectors hired to ensure companies adhere to appropriate health and safety

protocols to protect all unionized and non-unionized workers, and that workers who denounce violation of health and safety be afforded full whistleblower protections."

That is what is before you. The motion has been made and seconded, and we will now open the CMS so that you can vote on that motion, not on the main motion.

... Pause for voting ...

PRESIDENT SHELTON: I have been informed that the question wasn't on the screen before the timer started. So we will start the timer again and give everybody three minutes to vote.

... Pause for voting ...

PRESIDENT SHELTON: The results of the vote on Delegate Milos' motion have been published and should be on your screen. The motion passed, so it is adopted.

We will now go back to the main motion, which is to adopt Resolution 78A-21-01, "A Path Forward to Build Worker Power." Are there any delegates wishing to speak on the main motion?

Seeing there are no other delegates wishing to speak on the motion, the motion before you has been made and seconded. It is to adopt Resolution 78A-21-01, "A Path Forward to Build Worker Power."

The link to the Convention Management System has been posted in the chat. Please log on to the Convention Management System showing your e-mail and password and then choose "virtual show of hands" from the left-hand menu. This poll is taking the place of our normal show of hands. You will have three minutes to log on to CMS to cast your vote.

All those in favor of the motion to adopt Resolution No. 78A-21-01, "A Path Forward to Build Worker Power," please indicate by choosing "Yes," hit "Submit" and confirm your vote.

Likewise, all those opposed to the motion to adopt Resolution No. 78A-21-01, "A Path Forward to Build Worker Power," indicate by choosing "No," hit "Submit" and confirm your vote.

Please log on to CMS and cast your vote now. The voting will be open for three minutes.

Any delegate having trouble with CMS or casting your vote, please press "Q&A" and type "no virtual show of hands," and someone will respond to your request.

Please start the clock.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the results. You should be able to see the results up on your screen now. The Resolution No. 78A-21-01 has been passed. It is adopted. Thank you very much.

And now as it is one minute to 2:00, we will break for lunch. Please be back-- do not close out the Zoom channel, and we will be back at 2:30. Thank you.

... Recess until 2:38 p.m. ...

PRESIDENT SHELTON: Please everybody come to order. There is a delegate at the Privilege microphone. I'd like to recognize Delegate Ludwig from Local 4319 at the privilege mike.

DELEGATE DANIEL LUDWIG (Local 4319): Good afternoon, Mr. President.

PRESIDENT SHELTON: Good afternoon,  
Delegate Ludwig.

DELEGATE LUDWIG: I'm Dan Ludwig. I'm Vice  
President of CWA 4319. Due to the many, many  
comments within our group chat, I'd like to request  
a one-hour recess to address the delegate voting  
concerns from all the Locals.

PRESIDENT SHELTON: Are you making a  
motion, Delegate Ludwig?

DELEGATE LUDWIG: Yes, sir. I'd like to  
make a motion to recess for one hour so that our  
I.T. folks can address the many voting concerns  
from the delegates.

PRESIDENT SHELTON: Do you have a second?  
Is there a second?

DELEGATE LUDWIG: Chad Merrick would like  
to second. He's not able to unmute.

PRESIDENT SHELTON: We have recorded your  
second, Delegate Ludwig.

Anybody want to speak on the motion?

DELEGATE CHAD MERRICK (Local 4319): Are  
you looking for me to second the motion?

PRESIDENT SHELTON: We've already recorded your second.

DELEGATE MERRICK: I got it. Thank you.

PRESIDENT SHELTON: On the "For" microphone, Delegate Gratowski.

DELEGATE JOSEPH GRATOWSKI (Local 4018):  
How's it going, Brothers and Sisters. I just want to say I'm for this. I have multiple people who also asked me questions about this, and they're having the same issues. They can't even see "virtual show of hands," so I want to say I'm for this.

PRESIDENT SHELTON: Thank you, Delegate Gratowski.

Are there any other delegates wishing to speak on the motion?

Seeing no other delegate wishing to speak on the motion, what's before you, Brothers and Sisters, is Delegate Ludwig's motion to recess the Convention for one hour to have our IT people work on the voting system.

All those in favor-- what is the CMS

language?

The link to the Convention Management System has been posted in the chat. Please log on to the CMS using your e-mail and password. Then choose "virtual show of hands" from the left-hand menu. This poll is taking the place of our normal show of hands vote.

You will have three minutes to log on to CMS and cast your vote. All those in favor of the motion to close debate, please indicate by choosing "Yes," and hit "Submit," and confirm your vote.

Likewise, all those opposed to the motion, indicate by choosing "No," and hit "Submit," and confirm your vote.

Please log on to CMS and cast your vote now. The voting will be open for three minutes. Any delegate having trouble with CMS or casting your vote, please press "Q&A" and type "no virtual show of hands," and someone will respond to your request.

Please start the clock.

... Pause for voting ...



PRESIDENT SHELTON: Please publish the result.

The motion is adopted. Thank you.

So I am going to bring Secretary-Treasurer Steffens up here, because she'd like to say some things. And then we'll go to the one-hour recess.

SECRETARY-TREASURER STEFFENS: Hi everybody. So, what we'd like to do during this one-hour pause is to open a Zoom Help Desk. It is only for those of you who are Convention delegates who have been unable to vote in the Convention Management System.

If you have not been able to vote at all, we are going to direct you to this Zoom Help Desk where you can get one-on-one assistance. We can work with you in real-time and see if we can narrow down what the issue is that you may be having.

So we will be posting the link to the Zoom Help Desk in the chat. Those of you who are going to the Zoom Help Desk, you will need to log out of Convention to do that, because you can't have two Zoom windows at once. So you will need to log out

of Convention if you need to use the Zoom Help Desk during the one-hour pause.

We will have our staff there ready, just as we have during the other Help Desks, to assist you one at a time until you are able to successfully vote in the Convention Management System. If you have any other issues, please do not visit this Help Desk. Let's prioritize our union family members, our Brothers and Sisters who would benefit from this kind of one-on-one working on this together.

So if you are not in that situation, please do not log out of the Zoom Convention. Stay logged in. We will only have the smaller group of individuals who are still having issues, who have not been able to see the show of hands, have not been able to log in to CMS, or have not been able to cast and then confirm their vote. So I believe that we will be posting that link in the chat now. Can somebody confirm if we have that?

I'm just going to pause for a second to make sure that everybody knows where to go before

we close out of Convention.

If you have been voting successfully among this much larger group that has been able to vote, please stay on the Convention. It will create a lot of delay if a lot of people unnecessarily log out and then we have to validate them to let them back in.

So this, again, this is for people who have not been able to vote who need help. We will be posting the link in the chat, but we'll just pause for a moment to make sure that it's live, that the link is available.

It's not up yet. While we're waiting on that, I want to answer, again, a couple of the common questions that we've had. If there's a vote that you know is live and you see that the timer is on and you do not see the question, the first thing you should try to do is refresh.

The second thing you should do is log out and back in to the CMS. We can see a number of people are voting as soon the question goes live. So that may alleviate some problems. Please only

use Chrome.

The link to the Zoom Help Desk is now live in the chat. It is now posted in the chat. Again, this is only for people-- just to drive this home one more time-- only for those of you who have been unable to vote.

And then the thing I'll say before we go into our one-hour pause is that, when we come back, we would appreciate if people would use the Q&A only for the categories that we've announced for using mics for getting assistance, not for other kinds of chat or general questions. Those would be great to direct to a staff rep, another delegate who may be in the know. We want to keep that Q&A for people having live issues.

So thank you, everybody, and thank you for your patience as we make sure that all the members of our union family feel confident that they can fully participate in our virtual voting today.

PRESIDENT SHELTON: So, Brothers and Sisters, we are recessed. And we'll be back at ten to four East Coast time.

... The Convention recessed until 3:55 p.m. ...

PRESIDENT SHELTON: Thank you, Sara. Now we're going back to regular order. At this time, I recognize Vice President Claude Cummings for the purpose of introducing the National Committee on Civil Rights & Equity please. Claude?

VICE PRESIDENT CLAUDE CUMMINGS (District 6): Brothers and sisters, thank you. At this time I would like to call on the National Committee on Civil Rights & Equity. The members of the Committee on Civil Rights & Equity are:

Fred Smith, Vice President (Mobility) CWA Local 3902, Chair

District 1, Reginald Pierre-Louis, Local 1106

Sylvia Chapman, President, CWA Local 4250

Reginald Small, Secretary, Local 6215

Kasie Garcia, Vice President, CWA Local 7250

Pamela Bell, Executive Board Member, CWA 9003

Christian Stephens, Communications Chair, AFA-CWA Local 21085

Penny Franklin, President, IUE-CWA Local 82160

Tim Fitzgerald, TNG-CWA Local 32035

Joaquin Chavez, Member, Local 9119

Doug Johnson, Chief Steward, TNG-CWA Local 6215

I will now turn the Chair over to President Shelton.

PRESIDENT SHELTON: Thank you, Vice President Cummings. I recognize the Chair of the Committee, Fred Smith, Vice President-Mobility CWA Local 3902, for the purpose of presenting the report of the National Committee on Civil Rights & Equity.

DELEGATE FRED SMITH (Local 3902, Chair):  
"Addressing Racial Trauma Through An Anti-Racist Lens" presented by Doug Johnson, CWA Local 6215; Penny Franklin, IUE-CWA Local 82160; Reginald Small, CWA Local 6215; and Pamela Bell, Local 9003.

... The Committee members took turns presenting the following report ...

Racism is one of the most deep-seated forms of oppression in America. Since the signing of the Emancipation Proclamation in 1865, it has been hidden like an affair in the backdrop of everyday

life. Often a perennial and controversial topic, many people fail to see racism because of its normalcy in our everyday lives. It can be subtle in the form of micro-aggressive statements, or it can be in its bold, clearly-stated form. Examples include, but definitely not limited to a teacher who tells you to think about being a nursing assistant because you do not have what it takes to be a doctor, being followed in a store, being denied a loan for a home while a white person who makes less money and has a lower credit score is given a loan, or seeing Black and Brown people killed by police.

Whatever the form, racism is very much real, and for Black, Indigenous, and People of Color (BIPOC), being the subject of racism either directly or vicariously through the media often leads to racial trauma. Racial trauma is a mental and emotional injury caused by racial bias, discrimination, blatant racism, and hate crimes.

Essentially, it is the devastating side effect of ongoing exposure to racism and racist

abuse. Any individual who experiences an emotionally painful, sudden, and uncontrollable racist act is at risk of feeling racial trauma.

Racial trauma can affect many aspects of a person's life, including their ability to have relationships, concentrate on work, and feel safe. Racism is a dangerous, ugly disease, and when society lacks the tools to fight, it can fester and spread. As unionists, if we continue avoiding the topic and failing to address racism, we create a weakness in our movement.

CWA is founded on the principle of solidarity and unity among all workers. We provide opportunities for people of different racial backgrounds and identities to not only work side by side, but to work toward a common goal together and enhance respect and mutuality across racial lines. The only way we can keep our movement strong and dismantle racism is by standing together and supporting each other.

We have to reject hateful and divisive rhetoric and instead focus on addressing the issues



we face through worker solidarity. Although the era of Jim Crow is formally over, racism continues to drive a wedge between people who could have more to gain by standing together than apart.

The murders of our BIPOC siblings and the regurgitating displays of anti-Black racism shine a spotlight on the grim reality that, without a radical and profound change, both in ourselves and in this country, our country will never move forward. We need to create situations that lead people to recognize that there are common interests across racial lines. A 2020 study found that unions do not simply focus on wages and benefits for workers on the job-- union membership is also linked to diminished racist attitudes among white workers. If we want to defeat racism, building strong and democratic unions is essential.

In June of 2020, the Executive Board of CWA passed a resolution committing to an open dialog on race to define clear steps that CWA leaders and members must take to fight racism in the union. The resolution clearly stated that we must no

longer stand in the in-between. We must do the hard, transformational work of rooting out racism in America's consciousness, and the institutions that uphold it.

CWA has developed a way for members to fight against racism and racial trauma. As part of our commitment to creating spaces for open dialogue on race and its nasty side effects, we have developed a series of virtual training sessions on recognizing implicit bias and how to dismantle racism through our active anti-racist work. We have made available multiple educational opportunities to have in-depth conversations about race, racism, and the efforts to promote anti-racism.

We have to continue providing training that promotes an anti-racist movement within and beyond our union. This training is made available to every Local within our union, and should not be denied to members because of the region in which they reside. We will continue to invest in opportunities to dispense knowledge so that anti-

racism is the key to ending racial trauma and promoting equality.

In Focus:

“Health Care Disparities & People of Color”

Fred Smith, Local 3902 & Sylvia Chapman, Local 4250

Differences in race and ethnicity, gender, socioeconomic status, disability, and immigration status all contribute to long-standing and systemic health inequities. It is those inequities that disproportionately place minority groups at an increased risk of becoming ill and dying. Health inequities often arise from the unequal distribution of power, resources, and various determinants, including social, economic, and environmental conditions that have historically prevented many people from equal opportunities to health services.

The factors that make up the root causes of health inequity are diverse, complex, and evolving. However, equitable access to health care and intentionally debunking misinformation are essential factors that can be used to eliminate

disparities.

Consider the pregnancy-related mortality rate among women of color and non-Hispanic white women in the United States. While health care disparities in the maternal mortality rate have increased worldwide, the United States has a much higher and more disproportionate maternal mortality rate between racial and ethnic groups than any other developed nation. Black women are two to three times more likely to die from pregnancy-related causes than white women, and this disparity increases with age.

For example, pregnancy-related deaths for Black women older than 30 years of age are four to five times higher than for white women. According to a report from the Centers for Disease Control (CDC), pregnancy-related mortality ratios were 41.7 deaths per 100,000 live births for Black women compared to 13.4 deaths per 100,000 live births for non-Hispanic White women between 2014 and 2017. Even in states with lower pregnancy-related mortality rates and a higher number of women with

college education levels, significant differences persist.

These findings suggest the disparity observed in pregnancy-related deaths for Black women is a complex national problem. The existence of structural racism within the health care systems is evident by these disparate outcomes.

Another discrepancy in health care shows that people of color are four times more likely to be hospitalized and nearly three times more likely to die of COVID-19. Black Americans have almost the lowest vaccination rates among any ethnic group, while White Americans are being vaccinated at a rate 1.3 times higher than African Americans. The Centers for Disease Control (CDC) reported that as of August 16, 2021, the percentage of Black people who have received at least the first dose of a COVID-19 vaccine was 40 percent, compared to 50 percent of white people. It is America's history of medical experimentation among Black Americans that has resulted in the Black community's suspicions of any new medicines, including the

COVID-19 vaccine.

This history is a contributing factor to the skepticism surrounding the government's rollout of the COVID-19 vaccine. The fear is evident in a recent Kaiser Family Foundation poll showing 13percent of the Black community still remains unvaccinated and believes the vaccine would prove to be a greater risk to their health than getting the virus. The uncertainty is not that people of color fear new medical technologies; it is a legitimate concern from a long history of being dehumanized, mistreated, and violated by our U.S. policymakers and the health care industry.

For people of color, the stain of the Tuskegee Study, the Henrietta Lacks case, and other examples of how Blacks have been treated in the medical field make many of them justifiably scared and skeptical about the COVID-19 vaccine. Black Americans do not have to look that far back into history to recall a bad experience. They can look to an experience they or their family members have had while interacting with the health care system

that has left them feeling a bias in the system against them.

It is a very rational skepticism, and the only way to address it is to end the systemic racism in medicine and health care that caused it in the first place.

Tackling disinformation and misinformation is a high priority. Our nation should invest in institutions that serve communities of color to offset disparities in information regarding the vaccine. Additionally, increase the number of vaccine sites to include locations that are easy to get to by people in the African American, Hispanic, and Indigenous tribal communities. Most vaccine locations are set up in higher-income zip codes and receive a higher share of the vaccine than middle-class or impoverished communities. Many individuals in those communities don't have access to travel, access to information to enroll in services, and many other things that keep them from health care access.

There's been a lot of effort to portray the

vaccine as safe, yet the same amount of thought, effort, and concern has not been put into figuring out how to get the vaccine to Black and Brown people and the community. CWA must continue to work to eliminate systemic racial disparities through the education of our members and the communities in which they reside. Through political, legislative, and movement-building actions, we can work to get legislation enacted that addresses inequities of any type in all communities.

CWA must also continue outreach to members and communities of color and share fact-based information that can help end skepticism about the vaccine. We can work to stop racism in medicine and health care that caused the distrust in the first place by educating our members and supporting the vaccine nationwide with additional information.

#### Climate of Misinformation

Tim Fitzgerald, TNG-CWA Local 32035 &  
Reginald Pierre-Louis, CWA Local 1106

Throughout history, disinformation,



untruths, and propaganda have been used as tools to shape public opinion and make it harder to differentiate what is real and what is fake.

The ruling class party, and other affiliated organizations often use methods of deceit to keep their fragile majority in power and to disenfranchise groups of people who outnumber them, such as the poor and working class. Misinformation has taken on many forms such as simple gossip, propaganda campaigns, and false scientific and medical claims to name a few.

As the conduits for information have expanded with technological advances, so have the ability of those to disperse falsehoods to the larger population. From the days of ancient Greece, medieval Europe, early colonial America, and up until now mankind has gone from word of mouth, the printing press, radio, and television, to the dominant player in disseminating information, better known as the internet.

The internet has allowed for greater access to information for a larger number of people across

the globe. Unfortunately, access to this worldwide network has also allowed many the ability to consciously use this platform to plant false information. Some influencers even disguise their sites and information to mimic accredited sites, which further deceives the user into believing the content.

To make matters more difficult many of these sites then link themselves to social media platforms such as Facebook and Twitter which multiply their views by the thousands. Having full trust in the disseminated information, many internet users rarely follow up and research the information received from these fake sites.

Social media sites have algorithms specifically designed to repeatedly send information based on things users like or routinely look up, but fail to take into account its authenticity. An article in the Guardian in July 2017, remarked on how fake news may have influenced the 2016 election.

For example, millions of Americans use

their Facebook news feed as a major source of news, despite the fact that Facebook is not a news site. This is why both Facebook and Twitter have come under attack for their negligence in removing fake news, especially during the 2016 U.S. Presidential election. In fact, in the last decade, politicians and their supporters cite a wave of false information that has seemingly swept over the nation.

Finally, in the face of pressure, Facebook banned the use of the term "fake news" in August 2017. Many governments around the world have since looked to block access to the internet, by implementing measures to track and cite so-called fake news sites with legislative initiatives.

Social media giants such as Facebook, Twitter, and Google have launched their own internal watchdogs, as well as partnered with credible independent fact-checkers, to warn readers and provide labels for the content that could be inaccurate. Government and regulatory agencies will play a vital role in helping to turn the

tables toward a more accurate and objective news experience for citizens across the globe, but especially here in the United States.

In 2016, Donald Trump used the momentum of his growing campaign to repurpose the phrase "fake news" into a battle cry for his supporters.

While the term may not be new, the volume and persistence of Donald Trump's disinformation campaign, intentionally created confusion through misinformation and misrepresentation. This reckless disregard for the truth culminated in a deadly attack following a rally near the U.S. Capitol building in Washington, D.C., on January 6, 2021.

After weeks of refusing to concede the 2020 Presidential election, and claiming widespread election fraud, Trump rallied his constituents around a 77-day campaign to overturn the results, while entirely denying the insurmountable evidence that the results were determined fairly. The facts didn't hold up to the continual assault from agents of the right claiming the election was rigged and subsequently had an explosive outcome on that

fateful day.

There are many examples of "factual inaccuracies" during the Trump administration. The dismissal of the severity of the COVID-19 epidemic and our national government's late and abysmal response resulted in the deaths of nearly 650,000 husbands, wives, sons, daughters, and family members.

The battle to combat this method of control has caused devastating effects in the pursuit of true equality, but the question is what can be done to turn the tide towards an environment where facts, science, accuracy in reporting, and analysis can be used to help restore trust in our institutions and what role can labor, specifically CWA, play in promoting these ideals.

CWA and our partners in labor, the community, and the legislature must push legislation to ensure that information distributed on any platform is done so with integrity adhering to the highest ethical standards. By promoting legislation that safeguards our ability to access

information based on facts and science, we stay true to our union values.

We have been at the forefront in promoting equality in the workplaces we represent and that has been done with fairness, intelligence, education, and integrity being the core of what organized labor and CWA are about. In that work our union has time and time again pushed forward the agenda of honesty and integrity with fact-based perspectives to support our members and the greater society.

CWA has consistently demonstrated to the world our commitment to these efforts. During the past year, CWA provided members with accurate science-based information in relation to the COVID-19 pandemic, and our responsibility to keep our members and families safe. CWA has supported those courageous members of the news media who exhibit integrity in reporting the facts and discrediting dangerous information.

At the Local level, CWA's Human Rights Committees play a pivotal role in providing

education and information to the membership through the town halls we sponsor, the legislation we promote, and the social media campaigns we spearhead.

Native Sovereignty and Tribal Labor Relations:

Shared Working-Class Struggle

By Joaquin Chavez, CWA Local 9119

The Navajo Nation is the largest block of sovereign tribal territory within the United States. In March of 2020, CWA organized and won representation for employees of Frontier Communications on the Nation's land after multiple previous attempts had failed to overcome cultural and political boundaries between organizers and the Navajo and Hopi workers.

Typical of tribal lands, the Navajo Nation is highly rural and therefore less profitable than urban areas to telecommunications companies like Frontier, which are resistant to invest there.

In a move that amounts to de facto discrimination and threatens the underdeveloped

public services that tribal citizens depend on, management has fought against a 40-hour guaranteed workweek for the native technicians working on reservation land.

Although the Navajo operate a competing tribal telecommunications cooperative, they depend on Frontier's continued involvement as the incumbent local exchange company to maintain their communications infrastructure. Citizens fear that the company will move resources off the reservation. Our union has responded by pressuring the Arizona Public Utilities Commission for consumer protections that will protect the jobs of those technicians working on tribal lands, uniting the struggle for better labor standards and much-needed public investment.

Tribal labor relations ordinances create new opportunities for solidarity and union power. The Navajo have legislated a hire-from-within mandate for companies operating on their lands, which means that in a strike or lockout, Frontier would be hard-pressed to replace the labor of CWA



members. Although Frontier refused to negotiate with the union to create a safety committee, they buckled when the Local threatened to bring the issue to tribal OSHA, and the tribal labor relations board to force the issue. These fights demonstrate the potential of tribal sovereignty as a tool for progress.

In Southern California, Local 9400 represents workers at the San Manuel Casino, owned by the Yuhaaviatam people, or San Manuel Band of Mission Indians (SMBMI). While the Navajo Nation has more tribal members than any other within the United States, the SMBMI only numbers a few hundred. The tribe has grown wealthy through the casino, one of the region's largest employers. This surge of growth is common throughout California, where tribal gaming has grown enormously in recent years.

Also familiar to tribal gaming, the tribe relies on corporate managers from Atlantic City and Las Vegas to run the casino. Tribal gaming has been a huge economic success for those nations which own

casinos, and they have become obvious symbols of questions about tribal labor relations. The San Manuel Casino was specifically at issue in the 2004 Supreme Court ruling, establishing NLRB jurisdiction over tribal enterprises.

While the case originated out of a dispute over which union would have jurisdiction to organize the casino, the Supreme Court used the opportunity to rule expansively that federal labor law would apply to all commercial activities of tribal governments. Management at San Manuel has maintained that sovereign status gives them the power to reject state-level labor law mandates like mandatory COVID infection reporting under California AB 685, and the state minimum wage. However, they observe the latter in practice by paying at or above the state minimum.

As a leading voice in the labor movement, CWA has an opportunity to organize with native and non-native workers on tribal lands for political and economic self-determination. We can support sovereignty as a tool to improve the lives of all

working-class people by fighting for resources for public investment, higher labor standards, and solidarity with indigenous people to win a better future for all.

We should continue organizing with employees on tribal lands and take opportunities to partner with tribal governments to expand fair labor practices and resist domination by corporations that we continue to fight outside of the reservation. We should also expand our efforts to educate the broader American labor movement to understand our shared fortunes with the working-class people of indigenous nations. This means supporting the fight of Navajo and Hopi workers against Frontier with the resources of our whole union.

First, this means supporting the legal struggle for self-determination on tribal lands, in part by honoring tribal labor relations ordinances to further progressive regimes of labor law.

Secondly, this means including Native nations in our struggle for public investment in

our members' infrastructure, and then all of our communities benefit.

Finally, it also means connecting all of our members in the fight to make the United States government honor its treaty obligations to our Native sisters and brothers everywhere!

CHAIR CUMMINGS: Mr. Chair, this concludes the Committee's report and the National Committee on Civil Rights and Equity moves the acceptance of this report.

PRESIDENT SHELTON: Delegates, a motion has been made and seconded to accept the National Committee on Civil Rights and Equity Report. Any delegate wishing to speak on the report or on the motion, go to a microphone, please.

DELEGATE ELIZABETH MILOS: Mr. President, have I been recognized?

PRESIDENT SHELTON: You haven't been recognized, delegate. This time you were too fast, not me.

Delegate Milos from Local 9119 on the "For" mic.

DELEGATE ELIZABETH MILOS (Local 9119):

Yes. Hello, Mr. President, thank you very much. I applaud the Civil Rights Committee for presenting this report. However, I'm an interpreter, and so I would ask in the future if we could also include language rights as also one of the major issues that affect healthcare disparities. It is also part of what's called the "culturally and linguistically appropriate services" that hospitals who receive federal funding are supposed to provide, which includes interpretation services as well.

CWA also represents interpreters, both court, as well as, healthcare interpreters. I was hoping that this report would also have included language rights. That's also within the civil rights area. It's also considered a civil right.

PRESIDENT SHELTON: Delegate Milos, you're at the "For" microphone, not the motions microphone.

DELEGATE MILOS: Yes, I know. I was told that I could not make a motion anyway because this

is already a report. So it would have been called out of order. That's why I did not make a motion for this in the question. I'm just stating my support for this Civil Rights and Equity Committee report.

But I would also like it if, in the future, we could take more close consideration of language rights, language barriers, and culturally and linguistically appropriate services as also within our realm. Thank you.

PRESIDENT SHELTON: Thank you. Any other delegate wishing to speak on the motion?

Delegate Anderson on the "For" microphone, Local 14170.

DELEGATE MATTHEW ANDERSON (Local 14170): Regarding the report by the Committee, one thing that is really important to understand when we are talking about issues of racial equity is that there's a strong consensus by academics in regard to how racism is used to dismantle the social safety net, which working class people depend on.

PRESIDENT SHELTON: Delegate Anderson, we

can't hear you.

DELEGATE ANDERSON: Let me switch my mic.

Can you hear me now?

PRESIDENT SHELTON: Yes.

DELEGATE ANDERSON: Okay. So, I wanted to speak in favor of the report by this committee. One thing that it's important to understand when we're talking about issues of racial equity, okay, is that racism is a big part of what is used to push measures that harm our working class as a whole.

For example, the welfare queen myth was used to dismantle a lot of social safety net programs that we all depend on massively, and that as working class people. And that myth was further used to put politicians into power who were very important to dismantle it saying pro-labor policies using laws like right-to-work and other similar issues. Reagan, being one of the most famous examples, he ran on the welfare queen myth among various other things.

So, as was said by the Committee in one of

the first statements, the first report made in addressing racial trauma through an anti-racist lens. It's important to understand. And we are in this together. Working class people are in this together. People of color and other minorities like LGBTQ folks tend to be disproportionately working class and disproportionately in need of unionization efforts.

So, if we don't address this as a whole working class, what's going to end up happening is we're fighting among ourselves, while the rich just take whatever they want. And that's what's been happening in this country because too many working class people were unwilling to address these issues of racism and other discrimination, and supported policies which ultimately hurt the working class. Thank you.

PRESIDENT SHELTON: At the "For" mic, Delegate Centers from Local 3611.

DELEGATE JAMIE CENTERS (Local 3611): As a person that looks like myself, I can't really add anything to the wonderful report that's already



been put out, but I stand in virtual solidarity for that. Avenues for things like this particular medium are quite limited. So, I'd like to yield the rest of my time.

PRESIDENT SHELTON: Thank you, delegate.

At the Motions microphone, Delegate Webb.

DELEGATE DWAYNE WEBB (Local 6210): Do you have me, President Shelton?

PRESIDENT SHELTON: I do, delegate.

DELEGATE WEBB: I make a motion to close the debate.

PRESIDENT SHELTON: Thank you, delegate.

A motion has been made to close debate. Such a motion is undebatable. The link to the Convention Management System has been posted in the chat. Please log into the Convention Management System using your e-mail and password, then choose "virtual show of hands" from the left-hand menu. This poll is taking the place of our normal show of hands. You will have five minutes to log into the CMS and cast your vote.

All those in favor of the motion to close

debate please indicate by choosing "Yes," and hit "Submit," and confirm your vote. Likewise, all those opposed to the motion to close debate indicate by choosing "No," and hit "Submit," and confirm your vote. Please log onto CMS and cast your vote. The voting will be open for five minutes.

What we are voting on is to close debate. We are not yet voting on the motion. Any delegate having trouble with CMS or casting your vote, please press Q&A and type "no virtual show of hands" and someone will respond to your request.

Please put up the question and start the clock.

... Pause for voting ...

PRESIDENT SHELTON: Please display the result.

The motion to close debate has been accepted.

The motion now before you, brothers and sisters, that has been made and seconded is to accept the National Committee of Civil Rights and

Equity report. The link to the Convention Management System has been posted in the chat. Please log into the Convention Management System using your email and password, then choose "virtual show of hands" from the left-hand menu. This poll is taking the place of our normal show of hands. You will have five minutes to log onto CMS and cast your vote.

All those in favor of the motion to accept the Committee's report please indicate by choosing "Yes," hit "Submit," and confirm your vote. Likewise, all those opposed to the motion to accept the Committee's report indicate by choosing "No," hit "Submit," and confirm your vote. Please log onto CMS and cast your vote now. The voting will be open for five minutes. Any delegate having trouble with CMS or casting your vote, please press "Q&A" and type "no virtual show of hands" and someone will respond to your request.

Please start the clock.

... Pause for voting ...

PRESIDENT SHELTON: Publish the results.

Please publish the result.

You should be able to see the result on your screen. The National Committee o Civil Rights and Equity report has been accepted. I'd like to thank the National Committee o Civil Rights & Equity. Thank you very much.

At this time I recognize Vice President Jon Schleuss for the purpose of introducing the Constitution Committee.

VICE PRESIDENT JON SCHLEUSS: At this time I'd like to call on the Constitution Committee.

The members of the Constitution Committee are:

Ryan Letts, President, CWA Local 4034, Chair;  
Christopher Ryan, President, CWA Local 1123;  
Chad Barnhill, President, CWA Local 6012;  
Debbie Medina, President, CWA Local 7777; and  
Katie Mettler, Vice President, TNG-CWA Local  
32035.

I recognize the Chair, President Shelton.

PRESIDENT SHELTON: I'd like to call on CWA Local 4034, President Ryan Letts, Chair of the Constitution Committee, for their report. Will the

Committee please read their report.

CHAIR LETTS: The Constitution Committee met via Zoom beginning August 19th, 2021, 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 the Constitution."

Article XXVIII, Section 2 & 3, provides that amendment's 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.

Amendment 1 - Amend Article XIII, Section 9(n) to add a new Section (n): "To furnish to the Secretary-Treasurer of the Union with timely notice anytime the U.S. Department of Labor initiates an audit or any other type of review of the Local's finances; Renumber current (n) through (u) to (o) through (v). (Submitted by Secretary-Treasurer Sara Steffens)

This amendment requires a Local to notify the Secretary-Treasurer's Office anytime the Department of Labor (DOL) initiates an audit or other review of a Local's finances. The reason for this proposal is that when audits are initiated by the DOL, Locals often call upon the Secretary-Treasurer's Office for assistance and advice on how

to handle the audit. The earlier that the Secretary-Treasurer's Office has notice of the audit and can become involved in the process, the better and easier it is to provide helpful assistance.

For example, the DOL will usually ask the Local for all of its financial records (financial statements, bank statements, checkbook registers, and copies of checks), but the DOL will not accept copies of such records because it wants the originals. The DOL will usually ask for these documents on the first day of the audit. Therefore, the Secretary-Treasurer's advice to Locals has been to make copies of at least the current financial records in advance of the DOL coming into the Local. These copies would be kept by the Local itself. This allows the Local to continue to do business and know what the Local's financial picture is.

In addition, the DOL usually contacts the National Union to obtain records of dues rebates, lost time payments, or other payments from the

National Union to the Local. Early notice that the Local is under audit will make it easier for the National Union to comply with those requests in a timely fashion. **The Committee Recommends Adoption of this Proposal.**

PRESIDENT SHELTON: Delegates, a motion has been made and seconded to adopt Proposed Amendment No. 1 by the Constitution Committee. Any delegate wishing to speak, please go to a microphone.

At the "For" microphone, Delegate Frazier from Local 3907.

DELEGATE BERNIE FRAZIER (Local 3907): Can you hear me now?

PRESIDENT SHELTON: Just barely, Delegate Frazier.

DELEGATE FRAZIER: Maybe this is loud enough, I'm just in support of the motion. As our Local's Secretary-Treasurer, I understand how important it is to get notification of the need for records to be provided. That's all.

PRESIDENT SHELTON: Thank you, delegate.

Any other delegates wishing to speak?



Seeing there are no other delegates waiting to speak on the motion, the motion now before you that has been made and seconded by the Committee is to adopt Proposed Amendment No. 1.

The link to the Convention Management System has been posted in the chat. Please log into the Convention Management System using your email and password, then choose "virtual show of hands" from the left-hand menu. This poll is taking the place of our normal show-of-hands vote. You will have five minutes to log onto the CMS and cast your vote.

All those in favor of the motion to adopt Proposed Amendment No. 1 please indicate by choosing "Yes," hit "Submit," and confirm your vote.

Likewise, all those opposed to the motion to adopt Proposed Amendment No. 1 indicate by choosing "No," hit "Submit," and confirm your vote.

Please log into CMS and cast your vote now. The voting will be open for five minutes. Any delegate having trouble with CMS or casting your

vote please press "Q&A" and type "no virtual show of hands" and someone will respond to your request.

Start the clock please.

... Pause for voting ...

PRESIDENT SHELTON: We are having some trouble getting the timer up. That's Zoom's fault, not ours. And there are a little under three minutes left.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result. You should see the vote result on your screen.

The motion passes and Proposed Amendment No. 1 is adopted. I recognize the Chair of the Constitution Committee to continue with their report.

COMMITTEE MEMBER DEBBIE MEDINA: Proposed Amendment 2: **Amend Article XV, Section 1 - Union Officers.**

The President and Secretary-Treasurer of the Union shall be elected separately by the delegates to the Convention following nominations

made from the floor of the Convention. Beginning with the election of 2011, the term of office shall be four years or until their successors have been duly elected and qualified. **Amend Article XV, Section 2 - Vice Presidents** (a) District Vice Presidents shall be elected after nominations from the floor, at a meeting of delegates from the District.

Beginning with the 2011 CWA Convention, there shall be elected a Telecom and Technology Vice President for AT&T Legacy T, Avaya, Alcatel-Lucent (d/b/a Nokia), OFS and those bargaining units of telecommunications employees other than AT&T, Verizon, Qwest (d/b/a CenturyLink) and their subsidiaries and affiliates.

(a) The Telecom and Technology Vice President, and the Public, Health Care and Education Workers Vice President shall be elected, after nominations from the floor, at meetings of delegates representing members of AT&T Legacy T, Avaya, Alcatel-Lucent (d/b/a Nokia), and OFS and other affected telecommunications bargaining units

and Public, Health Care and Education workers units respectively.

(b) The duly elected President of the TNG-CWA Sector shall be the TNG-CWA Sector Vice President and shall be elected in accordance with the CWA Constitution and the merger agreement. The duly elected NABET-CWA President shall be the NABET-CWA Sector Vice President and shall be elected by delegates representing NABET-CWA members in accordance with the CWA Constitution and NABET-CWA Sector Bylaws. The duly elected President of the IUE-CWA Division shall be the IUE-CWA Division Vice President and shall be elected in accordance with the IUE-CWA Rules and the CWA Constitution. The duly elected President of the AFA-CWA Sector shall be the AFA-CWA Sector Vice President and shall be elected in accordance with the AFA-CWA Rules and the CWA Constitution.

(c) Beginning with the election of 2008, each At-Large Diversity Executive Board Member shall be elected by the delegates to the Convention, following nominations made from the

floor of the Convention. Beginning with the elections held in 2011, the term of office for At-Large Diversity Executive Board Members shall be four years. No candidate shall be permitted to run for more than one of the four At-Large Diversity Executive Board seats. A candidate for an At-Large Diversity Executive Board seat must hold their membership within the region represented by that seat.

(d) Beginning in 2011, the term of office of Vice President shall be four years or until their successors have been duly elected and qualified.

(e) In the event a vacancy occurs in the Office of Vice President or At-Large Diversity Executive Board Member for any reason, an election shall be held at the next regular Convention for the purpose of electing a Vice President or At-Large Diversity Executive Board Member to fill the unexpired term. (Submitted by National Officer Election Review Committee, herein referred to as the "Review Committee")

At the 77th CWA National Convention, delegates expressed concerns that the 2019 CWA National Officers election process was painfully slow, inefficient, and outdated.

President Shelton commissioned the formation of the CWA National Officer Election Review Committee, which was tasked with reviewing the election process and deciding whether an electronic or other election process was feasible. The Review Committee was also tasked with finding a way to correct the problem with the process and bring it up to date. The problems are obvious: time consuming voting processes and counting processes, delayed run-off elections and delayed reporting of results. The remedy is equally obvious: electronic voting, whereby the voter casts his or her ballot electronically, on a computer, tablet, or cell phone.

It must be made clear that an electronic National Officers election process would not be what the U.S. Department of Labor (DOL) currently defines as a "secret ballot" election. In the DOL's

current view, an electronic election is not a "secret ballot" election because the vendor who administers the election might have the ability to track a voter's PIN number or voting identification number and, therefore, be able to match a vote with a voter. In the DOL's current view, it does not matter that the vendor would be the only entity with the ability to track votes.

However, more recent developments in electronic voting make it impossible to match a vote with a voter. While those systems may ultimately be acceptable to the DOL, CWA needs to act now to amend our Constitution in order to have those amendments be effective before the next election of National Officers.

The Labor-Management Reporting and Disclosure Act, the federal law governing union elections, does not require elections of National Officers to be by secret ballot. The alternative is to remove the "secret ballot" requirement from the Constitution and move to electronic voting. In electronic voting, voters are given a unique voter

identification number or PIN number, which a voter uses to log on to the electronic voting system. This electronic voting system allows a voter to vote on a computer, tablet, or cell phone. The vote can be cast in private, at the convenience of the voter (within a predefined time frame), with the same privacy as now afforded by a "secret ballot." That is, no one within CWA would be able to match a vote with a voter.

While some voting systems allow the vendor to be able to match the vote with a voter (with much effort on the part of the vendor), more recent voting systems have been developed where there is no way in which to match a voter with a vote, because the PIN number or voter identification number is disassociated from the voter when the voter casts his or her ballot.

The Review Committee recognizes the current processes are inefficient and therefore recommends that the secret ballot provision be deleted and CWA move to electronic voting.

In addition to recommending these



constitutional amendments, the Review Committee submitted a resolution to the Convention Rules and Resolutions Committee, to implement the proposed amendment and move to contracting with an electronic voting vendor. The Committee Recommends Adoption of this Proposal.

PRESIDENT SHELTON: A motion has been made and seconded by the Committee to adopt Proposed Amendment No. 2. Are there any delegates wishing to speak on the Amendment? (Pause)

On the Motions microphone, Delegate Anderson.

Delegate Anderson, we can't hear you if you're talking.

DELEGATE MATT ANDERSON (Local 14170): Sorry about that. I motion to amend the proposal by removing "secret ballot" to adding the phrase, "or other equivalently secret method of voting as judged by the union to all uses of the phrase "secret ballot" that were removed by the proposal.

And my reasoning for this is: I'm very well aware that there are methods of electronic

voting that are just as secure as having a secret ballot. In fact, many of them are more secure in terms of privacy because they lack the human error component.

That said, without a constitutional guarantee to that privacy, it's easy for that to be abused. And I would like to have some measure in place legally speaking to make sure that there is a responsibility that the electronic method of voting would be at least as secure as secret ballot. And that's why I would like to make this amendment to the proposed proposal.

PRESIDENT SHELTON: Is there any delegate wishing to speak on the motion? But before that, is there a second to the motion?

Delegate Wise on the "For" microphone. Oh, Delegate Wise is seconding the motion. I'm sorry, they gave me the wrong card.

Anybody else wishing to speak on the amendment?

On the "For" microphone, Delegate McDole from 9119.

DELEGATE JAMIE McDOLLE (Local 9119): Can you hear me?

PRESIDENT SHELTON: We can now. Yes.

DELEGATE McDOLLE: So, I just want to reiterate and agree with my brother that electronic voting can be done, and is done in compliance with the Department of Labor. At Local 9119 we have been doing electronic voting for some years. In compliance with the Department of Labor there are multiple agencies that can do that, including ballot systems, and there is no reason to remove the secret part out of the ballot.

Secret ballot voting is kind of a basis of democracy, national elections and union elections as well. And while the Department of Labor doesn't require a secret ballot, there's a reason why it's held in confidentiality.

CWA has had contentious elections as recent as the last Convention, and I've heard and seen and experienced retaliations for voting against what is the "popular" delegate. Delegates are here to represent the best interests of our members, and

not fall in line and the removal of anonymity will directly affect delegates from doing what they see as doing what's best for their members.

The explanation for this amendment, frankly, is flawed. There is no reason this body needs to choose between electronic ballot or confidentiality, and for that reason I am for this amendment and/or against the Constitutional Amendment as a whole.

Thank you. I yield the rest of my time.

PRESIDENT SHELTON: Any other delegate wishing to speak on the amendment?

On the "For" microphone, Delegate Pickens from Local 6355.

DELEGATE NATASHA PICKENS (Local 6355): Thank you, President Shelton. Can you hear me?

PRESIDENT SHELTON: Yes.

DELEGATE PICKENS: Okay, I'm actually on the "Against" mic. Would you like for me to wait and call me again? I want to speak against the change of the amendment. I wasn't for it.

PRESIDENT SHELTON: You can speak, Delegate

Pickens.

DELEGATE PICKENS: Thank you. I wanted to speak against the change to the amendment only because, while I understand what folks are saying, that was one of the questions that we had. I was a part of the Elections Committee, and from what it was saying, yes, it's not a recommendation of the Department of Labor for us to have secret ballots.

We are not trying to change it where folks' votes are not going to be secret, but the reason why we have to remove the secret ballot is, at the national level, the companies that are able to do electronic ballots informed us that, because the folks who operate the system would be able to figure out who it is that made the vote. The term "secret ballot" would negate us being able to use all the electronic systems.

I understand there are Locals that are already using the system. We are not removing the secret ballot language for the Locals to have those, but for us to do it at the national level because the folks who operate the system would be able to

determine who those folks are. That's why we have to remove the secret ballot language.

So, there will be secrecy on it; it's just the fact that, because the folks operating the system are able to track who it is and there's a possibility that the observers who would be overseeing the challenges may have access to that, that's why we have to remove the secret ballot language. If we leave it in there, we've been told by the providers that they wouldn't be able to do the electronic system and still honor the CWA Constitutional language of secret ballots.

So I am against that amendment-- the change of the amendment. Not the actual amendment that's being proposed, but the proposed change to the amendment, I'm against that. Thank you.

PRESIDENT SHELTON: On the "For" microphone, Delegate Furst from Local 37002.

DELEGATE RANDY FURST (TNG Local 37002): I'm speaking on the original motion, is that right or proper at this time?

PRESIDENT SHELTON: No, we are on the

amendment, the amended motion.

DELEGATE FURST: Well, I just want to say that I support the motion--

PRESIDENT SHELTON: Which motion?

DELEGATE FURST: For the electronic ballot.

PRESIDENT SHELTON: You can't-- we're not doing that one yet. We're doing the amendment to the motion.

DELEGATE FURST: All right, thank you.

PRESIDENT SHELTON: You're welcome.

So, we've had two speakers "For" and "Against." We are going to move the question. What we are voting on, brothers and sisters, is the amendment, which reads: "Change to private vote or other equally secret method of voting as determined by the union." So that is the amended motion that we're voting on.

The link to the Convention Management System has been posted in the chat. Please log into the Convention Management System using your email and password, then choose "virtual show of hands" from the left-hand menu. This poll is

taking the place of our normal "show of hands" vote. You will have five minutes to log onto CMS and cast your vote.

All those in favor of the motion can indicate so by choosing "Yes," and hit "Submit," and confirm your vote. Likewise, all those opposed to the motion can choose "No," and hit "Submit," and confirm your vote. Please log onto CMS and cast your vote now. The voting will be open for five minutes. Any delegate having trouble with CMS or casting your vote, please press "Q&A" and type "No virtual show of hands" and someone will respond to your request. Please start the clock.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the results. (Pause)

The amendment is defeated.

We understand there was a counter amendment Delegate Joyce on the Motions microphone, but I have to actually see the motion before I can determine whether it's in order at this time. So, delegate, would you please email your motion to



Elizabeth Wilks who is in the room with me at ewilks@cwa-union.org so that we can print it and I can review it.

Parliamentary pause while the delegate gets the motion to us.

... Pause in the proceedings ...

PRESIDENT SHELTON: Okay, we're back.

Could Delegate Joyce go to a microphone? And I will read you his amendment and then, if you don't mind, Delegate Joyce, I'd like to ask you a question.

His amendment is: Move to amend proposed Constitutional Amendment 2 at lines No. 73, 80, 87, and 104 by inserting the clause "by a method in accordance with the requirements of the Labor/Management Reporting & Disclosure Act" after the phrase "of delegates to the Convention."

Delegate, since we do everything according to the Labor/Management Reporting and Disclosure Act, but I'm wondering, you say nothing in this amendment about the words "secret ballot." So, the immediate amendment says that the words "secret

ballot" will be removed. What does this do to that?

DELEGATE JOYCE: As far as my amendment, I'm not looking to remove the stricken language. I am offering basically clarification accompanying language that what we are doing is in accordance with the Labor/Management Reporting & Disclosure Act. In district meetings and sector meetings yesterday, in listening to the various discussions on the original proposal as submitted, there is great concern that there is something material in how we conduct elections meant by striking the phrase "secret ballot" other than a compliance issue as pointed out by the Department of Labor, and the way we are currently conducting elections.

What I was suggesting was maybe a belt-and-suspenders clause to reinforce in the minds of all delegates and all their members that what we are doing is in accordance with the Labor/Management Reporting & Disclosure Act, and that modernizing election methods does not compromise the integrity of our elections. That is the intent of my

proposal as submitted.

PRESIDENT SHELTON: I would then say that this amendment is in order. I'll read it again.

"Move to amend proposed Constitutional Amendment 2 at lines No. 73, 80, 87, and 104 by inserting the clause "by a method in accordance with the requirements of the Labor/Management Reporting & Disclosure Act" after the phrase "of delegates to the Convention."

Delegate, you need a second. We need a second.

DELEGATE JOYCE: I believe a Delegate from Local 16 is going to second it in a moment.

PRESIDENT SHELTON: We have a second from Delegate Mendez-Gonzales, Local 33225. Are there any delegates wishing to speak on the amendment?

Delegate Joyce, you can speak on the amendment.

DELEGATE JOYCE: Thank you, President Shelton. No, I think I described what I think are the concerns of the delegates with the proposed striking language "secret ballot." That is not

meant to compromise how we currently conduct elections, and actually to make the process more secure for our members and for delegates attending the election at a level of identification that still exists now, based on what we are calling the framework of the election a secret ballot election, that they don't match.

And were trying to eliminate the mismatch, and I believe my proposed amendment accomplishes providing a belt-and-suspenders reassurance that what we are doing is in accordance with regulations that govern us, and would not compromise the overall conduct of national elections.

PRESIDENT SHELTON: On the "Against" mic, Delegate Marinaro from Local 51011.

DELEGATE LOUIS MARINARO (Local 51011):  
Hello folks. Can you hear me?

PRESIDENT SHELTON: Yes.

DELEGATE MARINARO: Okay, I just want to-- I'll make my comments brief. I think that this is a very bad idea. Words have meaning. And when the

words "secret ballot" were first put in, they meant something, and they were put in there for a very good and a very well thought-out reason. And once you take words like this out and they are never to be seen again.

We all know what happens in contract negotiations. I learned a very difficult lesson many years ago about the difference between "may" and "shall." I took a beating on that one. The point of the secret ballot is just that: It's a secret ballot. It's there, it gives a measure of comfort to our members. It's the right thing to do. And the intent here should just simply be-- we get there, we may want to move to electronic balloting. I get that. I have no opposition to that.

But I cannot support anything that removes the words "secret ballot" from that process. And I would strongly urge those folks to really consider what they're going to be voting on, but "secret ballot," those words have a very important meaning to all of us, and I think it should remain. Thank

you very much, and I yield the rest of my time.

PRESIDENT SHELTON: On the "For" microphone, Delegate Gabriel from Local 59053.

DELEGATE LOUIS GABRIEL (Local 59053): Here we go. Okay, can you hear me?

PRESIDENT SHELTON: Yes we can.

DELEGATE GABRIEL: Thank you, I would just like to add that I agree with Brother Joyce. Even though I liked the original language and I felt that it needed a little something. Even though I was for it originally, but I feel confident that what we're doing is something would help the proposal. And I think the CWA is known for being honest and honorable, so I throw my hat in on this amendment. And I yield my time otherwise. Thank you.

On the "Against" microphone, Delegate Spadafora from Local 51021.

DELEGATE PAUL SPADAFORA (Local 51021): Hello everyone. I'm against this. I really don't like the words "secret ballot" being taken out because it could really open the door to unknown problems.

My main concern is if the electronic system fails, and we have to resort to a show of hands, we all know that a show of hands is not very accurate; it's very sloppy. And I really don't think we should leave ourselves open to that possibility. Therefore, I really think the words "secret ballot" should stay in the language. Thank you.

DELEGATE GABRIEL: I yield the rest of my time.

PRESIDENT SHELTON: On the "Against" mic, Delegate Anderson from Local 14170.

DELEGATE MATT ANDERSON (Local 14170): Hello. So in regards to the amendment, I don't really think that this is so much an opposition because ultimately the amendment does nothing that would really change, but I don't really think that it addresses the issue that I and others had with the proposed general amendment. And that with the removal of "secret ballot" without including any language, like that assures the secrecy in an elections because of the issue of intimidation.

I don't think that anyone thinks that the

intention of this is to how to like make the election published intentionally. But I do think that the problem for a lot of us is the idea that it opens the door to in the future, like the elections, being public. And we can't really predict what will happen in that future.

That's why so many of us are very concerned about this. Which is why I proposed language that would have allowed us to, like, not use a voting that's qualifies as secret ballot, but still have an expectation that voting would be private and the flexibility as defined by the meaning of this.

Since that was defeated, I don't really see how this amendment really addresses any of the issues that I and others have. And I yield the rest of my time.

PRESIDENT SHELTON: At the Questions microphone, the Chair recognizes Delegate Madison Cassels from Local 37034. Delegate Cassels?

(Silence)

PRESIDENT SHELTON: Apparently, Delegate Cassels has decided not to go to the Questions mic.



At the Motions mic, Delegate Shiel.

DELEGATE SHIEL: Hello.

PRESIDENT SHELTON: We can hear you.

DELEGATE SHIEL: Motion to call the question.

PRESIDENT SHELTON: The question has been called. It is undebatable. What is before you is the amendment to the amendment by Delegate Joyce, and I'll read it again. Move to amend the proposed Constitutional Amendment 2 at lines numbers 73, 80, 87, and No. 104 by inserting the clause, "by a method in accordance with the requirements of the Labor/Management Reporting & Disclosure Act" after the phrase "of delegates to the Convention."

Do we have a second on the motion to close debate?

We have a second to close debate by Delegate Mason from Local 7009.

A motion has been made to close debate. Such a motion is undebatable. The link to the Convention Management System has been posted in the chat. Please log onto the Convention Management

System using your email and password, then choose "Virtual show of hands" from the left-hand menu. This poll is taking the place of our normal show-of-hands vote. You will have five minutes to log onto CMS and cast your vote.

All those in favor of the motion to close debate please indicate by choosing "Yes," and hit "submit," and confirm your vote. Likewise, all those opposed to the motion to close debate indicate by choosing "No," and hit "Submit," and confirm your vote. Please log into CMS and cast your vote now. The voting will be open for five minutes.

Any delegate having trouble with CMS or casting your vote, please press "Q&A" and type "no virtual show of hands" and someone will respond to your request. Start the clock please.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the results.

The amendment passes. Oh, to close debate, I'm sorry. So, we are back onto the amendment of

the amendment. I will read it again: Move to amend the proposed Constitutional Amendment 2 at lines numbers 73, 80, 87, and No. 104 by inserting the clause, "by a method in accordance with the requirements of the Labor/Management Reporting & Disclosure Act" after the phrase "of delegates to the Convention." That motion has been made and seconded, and the delegates have been allowed to speak on it. Debate has been closed. So once again, we will be voting on that amendment.

The link to the Convention Management System has been posted in the chat. Please log into the Convention Management System using your email and password, then choose "Virtual show of hands" from the left-hand menu. This poll is taking the place of our normal show of hands vote. You will have 5 minutes to log onto CMS and cast your vote.

All those in favor of the motion to adopt Proposed Amendment No. 2 please indicate by choosing "yes," hit "submit," and confirm your vote. Likewise, all those opposed to the motion to

adopt the amendment to the amendment by Delegate Joyce indicate by choosing "No," hit "Submit," and confirm your vote. Please log into CMS and cast your vote.

The voting will be open for five minutes. Any delegate having trouble with CMS or casting your vote please press "Q&A" and type "no virtual show of hands" and someone will respond to your request. Start the clock.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the results.

The Joyce amendment fails.

I'd now like to call on Delegate Milos at the Privilege mike.

DELEGATE ELIZABETH MILOS (Local 9119): Am I being recognized now?

PRESIDENT SHELTON: Excuse me, we didn't hear you.

DELEGATE MILOS: Am I being recognized now?

PRESIDENT SHELTON: Yes.

DELEGATE MILOS: Okay, thank you, thank you

very much, President Shelton. I'm having some difficulty with-- I remember in previous conventions when the amendments would be on the big screen with insertions as well as deletion language listed right up there in front of all to see. This also presents an issue where we are having technical difficulties, but that should not stop us from being able to put these onscreen using the shared screening function so that everybody can see exactly what we are voting on, because with amendments to amendments to amendments to amendments, can be very confusing, number one.

Everybody has different ways of acquiring information. Some are more visual, some are auditory, some are kinetic. As we all know, we have different ways of learning and of understanding. And I also would like to bring up a point. I've been presenting a point of order for the past ten minutes and been ignored-- not completely ignored; I've been told that the parliamentarian has been advised.

However, we need somebody--and I'm not sure

who it would be—to act upon the points of order with much more efficacy than they are doing. A point of order is a point of order, and the voting should not have happened while it was a point of order, if I understand Roberts' Rules correctly.

Thank you very much.

PRESIDENT SHELTON: Delegate Milos, your memory is faulty because, in an in-person Convention, none of the amendments would be up on a big screen. Never have had them. And I don't know if we ever will, but we have not had them in the past.

I read that amendment, the Joyce amendment, I believe four, maybe five times. And I believe enough delegates got the amendment to be able to vote on it and did. I'm sorry that you're disappointed in that, but we never put the amendments up on the big screen at an in-person Convention.

DELEGATE MILOS: May I speak to that, Mr. President, for one second? Because I did send an email.

PRESIDENT SHELTON: No, you can't.

All right, it's now 6:15. I'm going to recess the Convention for tonight, and we will pick up tomorrow at 11:00 a.m. Eastern Daylight Time. So, all the delegates and guests and everybody else, please enjoy your night and we'll see you tomorrow at 11:00 a.m. Thank you.

...The Convention recessed at 6:15 p.m....

## TUESDAY MORNING SESSION

October 19, 2021

The Convention resumed at 11:00 a.m.,  
President Shelton presiding.

PRESIDENT SHELTON: I'd like to call the  
Convention to order. As our first order of  
business, I would like to call on John Lewis, IUE-  
CWA Local 83761 (Retiree) for our invocation today.  
John?

DELEGATE JOHN LEWIS: Good morning CWA.  
Let us pray.

Almighty God, Our Heavenly Father, God of  
Peace and God of Mercy, Lord, we invite your  
presence today to be among us and bless us and  
preside with your divine spirit over this 78th  
Convention of the Communication Workers of America.

In our hearts, we plan, but in all our ways  
we acknowledge you, that you have promise to direct  
our paths.

Lord, in these tough and difficult days,  
give us your wisdom. Lead us how we best serve the  
people that we represent.



Father, guide us today. We place this meeting in your hands. We place our hearts and our minds in your hands so that you may direct us.

We thank you, Father, for our leadership. We pray for the health and the strength of our President, Chris Shelton; our Secretary-Treasurer, Sara Steffens; and all of our Executive Board; our national and local officers; and all of our membership and families.

Lord, bless our nation. Bless our President, Joe Biden, and our Vice President, Kamala Harris. Lord, protect us from those who would destroy our nation and our democracy. God bless this nation in its struggles to be one nation under God.

Lord, grant to everyone employment that calls us to our best. And, Father, unite us with one another so that we can serve our Brothers and Sisters and this world.

Give us pride in our work, a fair return for our labor and enjoy knowing that our work finds its source in you. Lord, even if we have a

difference of opinion, even in our differences give us unity of spirit, help us to work as a unified body in serving the common good.

Lord, we thank you. Thank you for keeping us in the midst of this pandemic, and we pray for strength and comfort from the pain and grief among us in this nation and world. The psalm has said, we have been made into a full night, but joy comes in the morning.

In your Mighty Name, we pray. Amen.

PRESIDENT SHELTON: Thank you, John.

I want to thank yesterday's platform observers. Today's observers are Delegate Mike Watson, Executive Vice President, CWA Local 13101; and Delegate Janice Bell, Secretary-Treasurer, CWA Local 6203. Thank you.

Just, Brothers and Sisters, a reminder to delegates, the question-and-answer function has a very specific function during our Convention. It is to be used by delegates who wish to speak at a virtual microphone about the issues that are before the Convention, and for delegates who have

questions regarding their voting strength, or problem solving or problems voting.

A summary of the proper use of the Q&A is available in the Convention Delegate Materials Folder. Failure to follow these procedures impedes the ability of other delegates to participate in Convention and prevents the timely completion of the business of the Convention. Please do not abuse the Q&A function.

Now I'd like to bring Secretary-Treasurer Sara Steffens up here to go over some housekeeping items.

CWA SECRETARY-TREASURER SARA STEFFENS:

Good morning, CWA. I wanted to announce first that we are keeping the Zoom Help Desk open. You all got a text saying that it was closing at 10:45. In fact, it's still open at that same link, and we are just going to keep it open until further notice, because it seems like it has been a really good way to help people troubleshoot in real-time without doing a lot of emailing back and forth.

So if you know of a delegate that is having

issues entering Convention, or needs some direction today, they can go visit that Zoom Help Desk, and if we get a bunch of people, we'll just stay there until everybody has help that has needed the help.

Again, the link for the Zoom Help Desk was texted to everybody getting text alerts. I believe it's the same link that is in the convention tri-fold, the tri-fold agenda that's on the Convention page. So, if you're looking for that link, you can find it, and hopefully we can paste it in the chat pretty soon this morning, as well. So, again, if you're in touch with a delegate that's having an issue reentering Convention this morning, they are more than welcome to go to that Help Desk.

Another small piece of housekeeping, yesterday we were able to get everybody familiar with the voting system, making sure that everybody had their account set up properly. So we had slowed the regular show of hands down to five minutes. We'd like to bring it back to three minutes today so we can get through our agenda more

quickly. That will be indicated by the timer when it goes up, but, again, we'll do our best to make sure that the question is live before the timer goes up. So just on the show of hands vote, the timer will be three minutes today.

Last, but certainly not least, we have some election results from yesterday. First, our trial panel elections:

In District 9, we have Kenny Williams, Local 9510; and Keith Gibbs, Local 9412.

In District 6, Georgia Thomas from Local 6201 was elected.

In District 2-13, we have Johnny Brown from Local 2108 and Julia Daloisio from Local 13500.

Also, we have the reelection of all of our Defense Fund Oversight Committee members who were up for election this time. So welcome back to your rank and file Defense Fund Oversight Committee:

Ken McNamara from Local 1037 representing District 1; Keith Patterson, Local 3908 representing District 3; Gary Kundrat, Local 4340 representing District 4; Nancy Brown, Local 6215,

representing District 6; Cecilia Valdez, Local 7026, representing District 7; Mark Alvarado, Local 9423, representing District 9; and John Lewis from Local 83761 representing the IUE Division. Congratulations to all of the winners and thank you all very much.

PRESIDENT SHELTON: Thank you, Sara.

Congratulations to all those who won those elections.

So now I would like to call Marge Kruger, the Chair of the Credentials Committee, to the microphone for a supplemental report of the Credentials Committee.

LIZ SORENSON (President, CWA District 9, Co-Chair, Credentials Committee): President Shelton, Liz Sorenson, Co-Chair, I will be reporting this morning. Thank you.

President Shelton, delegates and guests, the Credential Committee would like to report credentials in Category 2, properly executed but late for the following locals: 1111, 1120, 1133, 1168, 2276, 3104, 3170, 3516, 3609, 3645, 4032,

4671, 6201, 21085, 23059, 24075, 26042, 27039,  
29079, 30213, 302035, 83701, 84725, 84757, 86004.

The Committee moves that the delegates be seated.

PRESIDENT SHELTON: So, before you is the supplementary report and a motion to seat the delegates listed in that supplementary report. Are there any delegates wishing to speak on the motion?

... Pause for responses ...

Seeing no delegate going to a microphone, the motion to seat the delegates listed in the supplementary report is now before the Convention. The voting instructions will be in the chat, rather than have me read them every time. Hopefully, it will save some time, so if you need the voting instructions, they will be in the chat and you will be able to see them.

So, as Secretary-Treasurer Steffens reported, we will have a three-minute time limit on the voting, and please open the clock.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the

results.

... Pause for voting results ...

PRESIDENT SHELTON: The delegates are seated.

I'm going to call Secretary-Treasurer Steffens up to the podium again to make a correction and to give you a message.

SECRETARY-TREASURER STEFFENS: Hi, everyone. Good to see you again.

Correction on the DFOC elections: It is, of course, Cecilia Valdez, who was elected. That's what I get for leaving the reading glasses on top of my head this morning. Sorry about that.

We've also heard from a number of people who were having trouble getting into the webinar. Even though we have a high number of participants, we want to just take a bit of a pause to make sure that everybody who's trying to enter is able to enter, so let's give it 15 minutes. We'll do a parliamentary pause for 15 minutes, and then we'll start back up.

Thanks, everyone.



... Parliamentary pause ...

PRESIDENT SHELTON: Please come to order.

I'd like to have the Constitution Committee come to the podium to continue with their report. Just as a reminder, Sisters and Brothers, we are back on the main motion, which was made by-- made and seconded by the Constitution Committee on Proposed Amendment No. 2.

So we'll consider the motion maker the Constitution Committee, and the second to be the first "For" microphone. So we will go to the first delegate at an "Against" microphone, if there is any at an "Against" microphone.

Are there any-- at the "Against" microphone, Delegate Spadafora from Local 51021.

DELEGATE PAUL SPADAFORA (Local 51021): Thank you, President Shelton. With all due respect-- and I'm from the Bronx, too-- I didn't say everything I wanted to say yesterday. I was a little nervous, but not for anything, what is going on here is like a bad negotiation.

What we are faced with is a bad language

change, and we keep kicking it back just like the company would do. It keeps getting changed around and around. This was obviously rushed through and not well thought of, in my opinion. I guess the thought here was that we would all care or notice and just be confused.

The removal of the words "secret ballot" is very substantial, more than many of you think. Without it, for example, a future President could call a show of hands anytime he or she likes to. I will tell you all what I would tell the company: There is no reason to remove these two words, period. And you can propose additional language around the words "secret ballot."

So, we all know that, once any language is taken out of the document, it will be very hard to ever put it back in. Age limits for CWA Presidents come to mind. Remember that one? So just go back to the drawing board and try again next time. And while you're at it, tell DOJ that they and us need to catch up on this issue. Thank you, and I will yield my time back.

PRESIDENT SHELTON: A point of personal privilege, Delegate Spadafora, to suggest that this was not well thought out or rushed through is ridiculous. We had a nationwide committee look at this. We had a delegate who proposed it, and the folks on the Constitution Committee worked very hard on this and every other amendment that they have come up with. So I just wanted to say that.

On the Questions mic, Delegate Clemens from Local 7800.

DELEGATE ART CLEMENS (Local 7800): Thank you, President Shelton. My question is: We have an election later on for Diversity Member-at-Large in this Convention. Will we be able to hold that election legally if we do not change the Constitution tonight?

Can everyone hear me?

PRESIDENT SHELTON: If this amendment passes today, it wouldn't take effect for 60 days as per the Constitution and, therefore, any election that would be held today or within 60 days would not be under any new rules.

DELEGATE CLEMENS: Thank you.

PRESIDENT SHELTON: You're welcome. You are entitled to a second question, delegate.

On the "For" microphone, Delegate Mason from Local 7009.

DELEGATE MASON: Hi. Mine is actually a "For." I'm waiting for Robert's motion to be called, because we had that in there yesterday. So I am the "For" on the motion that Robert Gonzales put out yesterday, but that we closed before the end of the day.

PRESIDENT SHELTON: If you're not speaking on Amendment No. 2--

DELEGATE MASON: It is on Amendment No. 2, but it's on a motion that's coming up on Amendment No. 2.

PRESIDENT SHELTON: You can't speak for or against a motion that hasn't even come up yet.

DELEGATE MASON: I agree. I'm sorry.

PRESIDENT SHELTON: The next delegate on the "For" microphone is Delegate Trementozzi from Local 1400.

DELEGATE DON TREMENTOZZI (Local 1400):

Good morning. Can you hear me?

Can you hear me, President Shelton?

PRESIDENT SHELTON: Sorry, yes.

DELGATE TREMENTOZZI: Good morning, brothers and sisters. I'm President of Local 1400 out of New England. I want to just say that, as a former Chairman of the Constitution Committee, this Committee deliberates well in advance of six days prior to the Convention. And when it comes to the Constitution, it's a very sacred document to the CWA and the Committee takes diligently every word and every aspect of all of the changes in the Constitution very seriously.

And for anybody, all the delegates that are here today, as you may or may not know, you have a right to go to that committee well in advance, of either 60 or 90 days in advance of a Convention, to vent any concerns that you may have. And the reason for it is, as you know, we can't just go willy-nilly and make word changes to the Constitution. That's very serious.

Saying that, brothers and sisters, the last few Conventions when we had elections, the lines were so goddamn long that we demanded that something be changed in the Constitution so we could vote more efficiently and effectively.

I think this Constitution change may not be perfect because the technology is not perfect. But it is. I thought the delegate yesterday spoke eloquently on this saying, "Look, we're not looking to not have a secret ballot, but with the vendors at this time, the way this works, that's the only method we can do." Now just imagine if today, in this environment with COVID in this Convention, how the hell would we vote if there was an election going on right now?

And so I implore you to recommend, and I recommend we support the Committee on passing this Constitutional change. And obviously, if something needs to be changed in the future to make it even better, then we should do that. But we can't just sit utterly by and not do anything.

Mr. President, I just want to ask this

question for clarification. I may be at the wrong mic, but it takes so long to get there. But sixty days-- if there's a Constitution change, sixty days before the Convention, it requires a 50 percent plus one vote to pass. My question is, if you have an amendment to the Constitution in less than 60 days, does that require a two-thirds vote to pass the amendment? Or is it still a 50 point 1, fifty percent plus one?

PRESIDENT SHELTON: A simple majority.

DELEGATE TREMENTOZZI: A simple majority?

PRESIDENT SHELTON: Yep.

DELEGATE TREMENTOZZI: Ok thank you, brothers and sisters. I hope you support this motion.

PRESIDENT SHELTON: On the Motions microphone, Delegate Gonzales from Local 7011.

DELEGATE ROBERT GONZALES (Local 7011): Thank you, President Shelton. I'm hoping everybody can hear me.

PRESIDENT SHELTON: They can.

DELEGATE GONZALES: Okay. So, my motion on

the board is to not strike out the words "secret ballot" and to add the words after it "or by other secure means deemed appropriate by the Elections Committee."

This would make sure that our voting would be considered secret--

PRESIDENT SHELTON: Delegate, you need a second before you speak on it.

DELEGATE GONZALES: I apologize.

PRESIDENT SHELTON: Is there a second?

DELEGATE GONZALES: Janet Mason has a second.

PRESIDENT SHELTON: Well, we don't. Oh, we do? So the motion has been seconded by Delegate Moberly from Local 86004. Delegate Gonzales, you may speak on the motion now.

DELEGATE GONZALES: Thank you. So, reading over it, I didn't see any reason why we need to remove the words "secret ballot" when we can edit language to make sure we can do electronic voting. So, on the line items, if we look at Line Item 73, "we believe the secret ballot," but before "secret



ballot" we would write " either or by other means deemed appropriate by the Elections Committee."

On Line 80, we would remove the word "shall" and put "may be elected by secret ballot or by other means deemed appropriate by the Election Committee."

On Line 87, we would do the same thing, remove the word "shall" and replace it with "may" and "by other means deemed appropriate by the Election Committee."

On Line 104, "members may," remove the word "shall" add the word "may" be elected by secret ballot or "by other means deemed appropriate by the Elections Committee."

I think this would maintain the integrity of the secret ballot, and also ensure if we used electronic voting or any other means, it would be secured and still be keeping everything-- the integrity of that secret ballot and secret voting intact but give us the other options. Thank you.

PRESIDENT SHELTON: Thank you, delegate Gonzales. Are there any delegates wishing to speak

on the motion by Delegate Gonzales?

On the "For" microphone, Delegate Mason from Local 7009.

DELEGATE JANET MASON (Local 7009): Hi, brothers and sisters. I am for the motion to amend the proposed Constitutional Amendment to the Article. I am referencing the DOL website, the Agency OMS, and the LMRDA Act of 1959. All of the following verbiage is directly from those sites.

So, remote electronic voting systems, "The LMRDA does not require a particular method or system of voting. Labor organizations may establish their own method of systems of voting for officer elections as long as they are consistent with the LMRDA. Some labor organizations in recent years have chosen to conduct officer elections using remote electronic voting systems, or have expressed interest in using those remote electronic voting systems to elect their officers."

Highlighted, "The term 'remote electronic voting systems' is meant to include electronic voting for remote site personal computers via the

internet; and electronic voting from remote-site telephones. It is not meant to include electronic voting machines that are used to cast votes at polling sites or electronic tabulation systems where votes are cast non-electronically but counted electronically (such as punch card voting or optical scanning systems).

As with other voting procedures, remote electronic voting systems may be permissible under the statute so long as they satisfy these LMRDA's standards."

So, let's talk about these LMRDA standards. According to L401.201 LMRDA Section 3, subsection (k), "secret ballot" means "the expression by ballot, voting machine, or otherwise, but in no event by proxy, of a choice with respect to any election or vote taken upon any matter, which is cast in such a manner that the person expressing such choice cannot be identified with the choice expressed."

So, nowhere in the DOL, the OLMS, or the LMRDA does it indicate that a secret ballot means

paper ballot, or mailed ballot, or in-person ballot. It clearly states that "secret" means keeping the voter's vote secret.

LMRDA Section 3(k) defines a secret ballot as: "the expression by ballot, voting machine, or otherwise, but in no event by proxy, of a choice with respect to any election or vote taken upon any matter, which is cast in such a manner that the person expressing such choice cannot be identified with the choice expressed.

"Several courts have made it clear that the requirement of a secret ballot in union officer elections is to be interpreted strictly. Ballot secrecy requires that no person, including an independent third party, have access to information allowing such person to learn from a particular member cast his or her vote at any time. Moreover, a member's vote must remain secret after the ballot is cast."

So, from the OLMS this guidance has been developed-- and this is per their verbiage-- the guidance has been developed by the OLMS to explain

how the LMRDA's requirements apply when implementing remote electronic voting systems in union officer elections.

Two significant challenges are the tension between maintaining the secrecy of the ballot while ensuring that each eligible member's vote is accurately cast, and ensuring as the LMRDA provides.

Because the technology in this field is evolving, it is difficult to identify definitive solutions that are most likely to permit voting that is in conformance with the LMRDA. Further, new technology is likely to provide the additional methods of conducting remote electronic voting consistent with the LMRDA. The specific guidance presented is based on current technology, and the characteristics and design elements of remote electronic systems that OLMS has reviewed.

While all remote electronic voting systems must comply with LMRDA's requirements, it is possible that solutions other than those identified here would also satisfy these requirements. So

even-- (timer bell sounds) Oh my god. So even on the OLMS, when officers, it clearly says which officers, are chosen by the Convention of delegates, elected by secret ballot the Convention shall be conducted in accordance with the Constitution and Bylaws of the labor organization insofar as they are not inconsistent with the provisions of this title.

So in closing, there is absolutely no reason that by keeping the words "secret ballot" as is, throughout that constitutional amendment, adding motion of verbiage in 73, 80, 87 & 104, and changing the "shall" to "may" where necessary, this verbiage covers our ass with the DOL and the OLMS.

As an example let me just say, yesterday when I was having issues with the voting, I was told by our own tech support people that they saw that I had votes, but they could not see who I voted for. So there are secure, meaning "secret," secure secrecy to keep people from knowing our vote, adding that verbiage.

PRESIDENT SHELTON: At the "Against" mic,

Delegate Scrobola from Local 1103.

Delegate Scrobola from 1103 on the  
"against" mic?

Delegate Sheil from Local 1103, on the  
"Against" mic. We can hear you, delegate.

DELEGATE KEVIN SHEIL (Local 1103): Great.  
I'm just-- I'm against the amendment to the  
amendment, strongly against it. I trust the work  
of the Constitution Committee. And I believe  
they've vetted this enough and I think we shouldn't  
really try to rewrite history here. I think we  
should move forward. I'm against this amendment to  
the amendment.

PRESIDENT SHELTON: On the Questions mic,  
Delegate Joyce from Local 51016.

DELEGATE JAMES JOYCE (Local 51016): Thank  
you, President Shelton. My question is on the  
overall motion and the Constitution Committee. Was  
the Committee informed by CWA officials that the  
DOL has either formally or informally determined  
that the current voting procedures for the  
officers, which are the subject of this amendment,

are in violation of the LMRDA.

PRESIDENT SHELTON: Delegate Joyce, I'm going to let our General Counsel, who checked all of this with the DOL, answer your question. Pat Shea?

CWA GENERAL COUNSEL PAT SHEA: So the current procedures, the use of Monopoly money that we did the last time, that's perfectly fine. If we were to go to electronic balloting without having removed the secret ballot provision from our Constitution, then the DOL-- actually I had correspondence between me and the DOL-- and they said that, if we went to electronic voting with the secret ballot provision in our Constitution, they would find that not to be in compliance with the LMRDA because probably the vendor might be able to link a pin number to a voter's name.

If we remove the secret ballot from our Constitution, we can elect electronically, by show of hands, any way we want. There's a companion resolution, if this amendment passes, that will require CWA national officer elections to be held



electronically.

PRESIDENT SHELTON: Thank you Pat. You are entitled to a second question, Delegate Joyce.

DELEGATE JOYCE: No, that satisfies my inquiry. Thank you, President Shelton.

PRESIDENT SHELTON: On the "For" mic, Delegate Brown. Delegate Brown from Local 1104 on the "For" mic? (Silence)

Delegate Marinaro from Local 51001 on the "Against" mic?

DELEGATE LOUIS MARINARO (Local 51001): Can you hear me?

PRESIDENT SHELTON: We can.

DELEGATE MARINARO: Thank you. President Shelton, thank you for the time to speak about this again. I just want to make another point.

One of the delegates earlier has spoken to amend this using the words "may" and "shall." I found that somewhat ironic because I spoke about this yesterday, using that as an example between "may" and "shall." There's a difference between "may" and "shall" and there's a difference between

"secret."

Go into a bargaining session and have the words "may" substituted for "the company shall assign" all this work to CWA members versus the company "may" assign this work to CWA members. What would that do to the contract?

What this does, by removing "secret ballot" it is no longer-- like substituting words like "may" or "shall" does the very same thing. It does not have to be. The delegates that are for this amendment, I ask you to speak firmly. The words "secret ballot" have meaning. It was put in there years ago by our delegation for a reason. That is what the delegates wanted to assure a secret ballot.

I can't speak for all the delegates, but I can comfortably say that I think the majority of us are not opposed to electronic balloting. We're opposed to the removal of the words "secret ballot." And if we cannot find a creative way to comply by using electronic balloting, quite frankly, then I don't think we should do this right

now.

The words "secret ballot" are sacrosanct. It's the foundation for the way we do business, the Union business and we keep coming back and we keep trying to force, I feel that now we are at the point that this is being forced down our throats. And I truly understand the hard work and the complications and the issues that the Constitution Committee is doing. They are doing great work, and I think we all appreciate that. But we just don't want to lose the words "secret ballot."

It's a very simple point. It's meaningful. And, you know, you can read all these words, but it all comes down to one thing: Secret ballot must remain if we're going to continue to represent ourselves in the way that we have always wanted to. This is not just simply a case of "We've always done it this way." I hate when our folks do that at e-board meetings in my Local. "Well we've always done it this way, so why can't we change?" It's not a solution.

But on the same token, forcing something

down into a hole that it doesn't fit is not the solution either. So, I just think that it's time that we end this once and for all, vote this down unless it has the words "secret ballot" and try to continue to work to get to the point where we can have electronic balloting with the words "secret ballot." And once we do that, I think we'll all be satisfied.

Again, I appreciate the work that everybody has put into this. I don't need to be casting any dispersions on the Constitution Committee. It's a very difficult job to do this. But this is just not what I feel the majority of the membership would like.

Thank you very much for your time, and for listening, and I yield the rest of my time. Thank you.

PRESIDENT SHELTON: Delegate Head from Local 7019 on the Questions mic. (Silence)

Head changed her mind.

On the Motions microphone, Delegate Rice from Local 3179.

DELEGATE RONALD RICE (Local 3179): Thank you, President Shelton. Thank you, sisters and brothers. I move that we close debate on this Amendment.

PRESIDENT SHELTON: Is there a second?

DELEGATE RICE: I believe there were seconds in the Q&A list.

PRESIDENT SHELTON: There's a second from Delegate Reed from Local 2265. This motion to close debate is non-debatable, so debate is closed. What you are voting for is to close debate on the amendment of Amendment No. 2 which reads: "My motion is not to strike out "secret ballot" and to add words, and I quote, "or by other secure means deemed appropriate by the Election Committee" in all references to "secret ballot" in Article 15.

So, the voting instructions will be in the chat, and you will have three minutes to vote. We will start the clock now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the results.

PRESIDENT SHELTON: The motion to close debate passes. So we are now back on the original Constitution-- sorry. We are now back on the amendment. Debate has been closed. You will see voting instructions in the chat. And we will vote on the amendment to the amendment. You will have three minutes to vote, and the clock will start now.

Hold the timer please. Reset the timer. This is on the Gonzalez amendment. Start the clock.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

Delegate Gonzalez' amendment has failed.

Now we are back to the original Amendment No. 2 from the Constitution Committee, and in the order of our usual microphones, on the Against microphone, Delegate Marinaro from Local 51001.

DELEGATE MARINARO: Hello? Can you guys hear me?

PRESIDENT SHELTON: We can.

DELEGATE MARINARO: Thank you again for the time. I'm not going to take much more time on this. It's pretty much been stated over and over again, but I think it is important because, as long as this type of amendment keeps coming up, You know, I think it's important to again reiterate: secret ballot is secret ballot. It's what we wanted, it's what we need, it's what we should have. No one is opposed to trying to get to electronic balloting, but secret balloting is sacrosanct.

I'm just going to pretty much shut up at this point because I think we've all-- you've heard me speak before, but I'm urging you, I'm begging you, the delegates, once that language comes out, it will never get back in. So if you want to preserve the right to the secret ballot, I beg you to vote this amendment down. Thank you very much, and I cede the rest of my time.

PRESIDENT SHELTON: On the "Questions" mic, Delegate Irwin.

DELEGATE MARILYN IRWIN (Local 2108): Can

you hear me now?

PRESIDENT SHELTON: We can.

DELEGATE IRWIN: Okay, thank you.

I was just going to ask a question. It seems like the only concern is that the contractors who are hired to handle the elections might be able to see something that would identify who casts the votes. So, if it's as simple we can just require that be put in our contract that they're not allowed to share any identifying information about the votes of CWA. Because nobody's saying there's no way CWA can see it, they're just saying these contractors might be able to see it. That was my only question.

PRESIDENT SHELTON: Delegate Irwin, yes, we can do that, and it would probably be a better-- there's a companion resolution if this passes. There's a companion resolution and we could probably put that very thing in the companion resolution if this passes.

You are entitled to a second question.

DELEGATE IRWIN: I'm through. Thank you,



Chris.

PRESIDENT SHELTON: You're welcome.

On the "Motions" microphone, Delegate Carrie Biggs-Adams, delegate from 59051.

DELEGATE CARRIE BIGGS-ADAMS: President Shelton this is Carrie Biggs-Adams Local 59051, I move to close debate on the proposed Constitutional Amendment No. 2.

PRESIDENT SHELTON: Is there a second?

There is a second to close the debate from Delegate Gallo from Local 1109. The close debate motion is non-debatable. And we are now voting on Proposed Amendment No. 2 from the Constitution Committee. I'd like to say it's late, but it's early actually.

We are voting on closing debate, and the voting instructions will be in the chat. You will be given three minutes to vote. We will start the clock now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

The motion to close debate carries. Could we take a parliamentary pause for five minutes please?

... Parliamentary Pause ...

PRESIDENT SHELTON: So we're back, delegates. We've been getting some questions. Apparently there were some delegates who wanted to do a roll call vote on the Gonzalez amendment. But they didn't get to the microphone in time to do that. We were on "close debate" and Carrie Biggs-Adams from Local 59051 made a motion to close debate, which is a non-debatable motion, and we went to that motion. So debate has been closed, and the motion passed.

So we are now back on the original Proposed Amendment No. 2 from the Constitution Committee. We are going to vote on it. We have done what we have to do constitutionally, there've been speakers for and against, and the voting instructions will be in the chat. You will be given three minutes to vote, starting now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

The amendment has failed. I have a Delegate Banks from 4320 at the Motions microphone. Delegate Banks? (Silence)

Delegate Banks has left the Motions microphone. There is another delegate, Delegate Trementozzi from Local 1400 at the Motions microphone. Delegate Tremendozzi?

DELEGATE DON TREMENTOZZI (Local 1400): Can you hear me?

PRESIDENT SHELTON: I can.

DELEGATE TREMENTOZZI: I make a motion for a roll call. I mean, this Constitutional change is very important. It's very close. And I do call for a roll call.

PRESIDENT SHELTON: Delegate Trementozzi, a roll call vote requires support from 20 percent of the delegates. A motion has been made. Is there a second?

There is a second from a Delegate Spina from Local 1109. The motion has been made and

seconded to conduct a roll call vote if there are 20 percent of the delegates in favor of that. Instructions for voting on this are in your chat. We will allow three minutes.

As I said, you'll be allowed three minutes. The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please display the result.

The roll call vote has passed, we will conduct a roll call vote. I will ask Secretary-Treasurer Sara Steffens to explain the roll call vote process.

SECRETARY-TREASURER STEFFENS: Thank you. While we're waiting for the roll call to be set up, let me explain to you the general procedures. We will be using our Convention Management System to conduct the secure roll call vote. So please continue to use a separate window in Chrome or another web browser on your computer. Don't close the window to the Zoom call.

You will be using your CMS account to cast

your roll call vote. So your please want to log into the Convention system now using the same personal individual email address that you used to create your account. And remember that the system will only allow one vote per count unless you are carrying a proxy.

If you have any questions regarding your voting strength, the Credentials Committee Chair is standing by to assist. So to alert the Chair of your voting strength problem, go to the "Q&A" and type "Credentials Voting Strength" and then hit "send." If you experience problems voting, you may also use the "Q&A" and type "CMS Help" and our CMS staff will be on hand to help resolve your issue. A full record of each vote cast will be made and included in the Convention proceedings.

The procedures are as follows: Number One: Once you've logged into the CMS using your personal or individual email address and password, choose "Virtual Roll Call" from the left-hand menu. Again, it's "Virtual Roll Call" this time.

Number two: Only the active question will

appear. Read the question carefully and vote "Yes" or "No" by clicking the appropriate radio button, then click "Submit."

Once you have made your final vote selection, you will have the opportunity to review your vote before it's finalized. You may cancel or change your vote prior to confirming it.

YOU MUST CONFIRM YOUR VOTE. Number 4, you must confirm your vote by clicking the "yes confirm my vote" box. After you have confirmed your vote, it's finalized and you will not be permitted to change it nor to vote again.

No. 5: Only registered and checked-in delegates will be allowed to participate in the vote.

No. 6: The roll call vote will remain open in the CMS for ten minutes. There's a ten-minute window for a roll call vote, from start to finish.

The voting will then be closed, and the results will be announced from the podium.

After the vote tally is announced, the summary report will be shared. Thank you.

Thanks, we will now start the timer and begin the roll call vote as I described.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

Amendment No. 2 of the Constitution Committee report passes. It is adopted.

I'd like to recognize the Chair of the Constitution Committee to continue with their report.

COMMITTEE MEMBER KATIE METTLER: Amendment Article 3 to add a new Section (f).

**#3. Amend Article III to add a new section (f): (f) To fight discrimination and harassment in all its forms, through the incorporation of the CWA Policy on Mutual Respect into this Constitution.**

(Submitted by the Safer NewsGuild working group)

The CWA Policy on Mutual Respect was initially adopted by the Executive Board of the National in 2002, and is the Union's guiding language on the topics of discrimination and harassment. But the Policy is not currently

mentioned in the body of the Constitution, nor are the words "discrimination" or "harassment."

Adding the new section (f) to Article III, which outlines the objectives and priorities of our Union, would make clear to all members that the work of fighting discrimination and harassment is a core tenet of our shared mission. It would also formally incorporate the language of the Policy into the body of the Constitution itself, lending transparency and strength to its meaning in our Union.

The Committee Recommends Adoption of this Proposal.

PRESIDENT SHELTON: The motion has been made and seconded to adopt the Proposed Amendment No. 3. Any delegate wishing to speak on Amendment No. 3 please go to a microphone, either "For" or "Against." On the "For" microphone, Delegate Pantazi from Local 3108.

DELEGATE ANDREW PANTAZI (Local 3108): Thank you. I wanted to speak in favor of Amendments 3, 4 and 5 as a package that were



proposed by the Safer News Guild. These Constitutional changes will offer Locals and rank-and-file members cleaner language if they attempt to conduct appropriate trials that respect the rights of the accused and the accusers.

These amendments don't change in any way how the trials are conducted in our union and nearly offer easier to follow language. Last year, I and other unions have complaints from victims of harassment and abuse.

PRESIDENT SHELTON: Delegate, you can only speak on one motion at a time.

DELEGATE PANTAZI: For Amendment 3.

Last year, I and other unionists, were victims of abuse by an at-large member, a different Local in our union. I'm grateful for that Local's leadership, their communications and thoughtfulness on how they handled my case.

That said, the process was confusing. We got contradictory advice about how to proceed. This amendment will help Locals and rank-and-file members in the future have a cleaner, smoother

experience. I hope at the next Convention and future Conventions we will have the time to consider further changes to the process to ensure more protections for the accused and the accuser.

But before we get to those more substantive changes, I believe it's essential that we make clear the status quo by incorporating this Amendment into our Constitution as a foundational document so that our union can continue to be a safe place to build solidarity.

PRESIDENT SHELTON: On the "For" microphone, Delegate Sanders from Local 39213.

DELEGATE REBEKAH SANDERS (Local 39213, Phoenix, AZ): Hello, this is Rebekah Sanders from Local 39213 in Phoenix, AZ, and thank you for allowing me to speak in support of this Amendment 3. This has been an amendment that has been produced from hours and hours and hours of work by members throughout the NewsGuild, as well as, reviewed by many lawyers and reviewed by the Constitution Committee.

We feel that it is on solid ground and is

very obvious and simple for support. It's simply making sure that all of our documents at CWA explicitly state that harassment is not tolerated in our union, and makes it available for us to use that language to hold all of our members accountable for respectful behavior towards all of our members.

This is a no-brainer in my opinion and is something that has required a lot of work, even as simple as it seems, but we feel very confident in it helping our union advance into the future and be welcoming to everybody.

PRESIDENT SHELTON: Thank you. On the "For" mic, Delegate Wimbley from Local 38061.

DELEGATE LACRETIA WIMBLEY (Local 38061): Hello.

PRESIDENT SHELTON: We can hear you, delegate.

DELEGATE WIMBLEY: Okay, perfect. My name is Loretia Wimbley, and I am President of the Newspaper Guild of Pittsburgh, Local 38061. I just want to speak on behalf of the proposed Amendment

to the Constitution Committee, Numbers 3 thru 5.

I just want to say that members of our NewsGuild union have worked very hard this last year after revelation of sexual harassment, and just harassment in general within our union were revealed.

PRESIDENT SHELTON: Delegate, you can only speak on one motion at a time.

DELEGATE WIMBLEY: Okay. Well, I'm just going to speak on Amendment 3 then, the current amendment that's being discussed.

Basically, members of our NewsGuild union have worked very hard after revelations of sexual harassment, and harassment in general where revealed in our union, mainly the Pittsburgh local where I'm currently President.

NewsGuild members have worked very hard conducting research and working with the Constitution Committee to come up with initial steps that we can all take, which I feel like we should all agree on to make our NewsGuild safer.

I just want to share personally that the

Newspaper Guild of Pittsburgh, including many members of our union and others. Also I went through a great deal of sorrow last year. We were extremely sad and disappointed. We were heartbroken and angered after initial allegations of sexual harassment were made against the former Pittsburgh Local President. And we know his resignation followed thereafter.

It felt like our Pittsburgh local would not recover from such a blow. Many members, inside and out, including myself, were rightfully upset and disgusted to learn of such allegations. There were identifiable women, some who I know personally and previously worked with at the Pittsburgh Post Gazette. Who came forth on record on a New York Times thesis described having experienced sexual harassment by the Pittsburgh president. And this dated back across the ten years that he served in the presidential seat.

For the record, let me just state that I am not making any criminal accusations against him because he has not been charged, formally charged

or anything like that, but I'm just recalling the events that we are all aware of that took place last year.

Recently our Local released a report that summarized interviews conducted by a third-party consultant regarding current and former members of our Local. The goal was to provide a safe place for members to talk about the culture of our guild anonymously, and ultimately for us to gain recommendations for improving our Human Rights Committee and overall policies and procedures to ensure members feel safe in our Union and in our Local, and that they are heard and protected from harassment.

I just want to share that this report has been made available to everyone, but a little less than half or 55 percent in the report acknowledged that in our Pittsburgh Local they experienced, witnessed, heard about inappropriate behavior, or misconduct involving our guild members in our different Locals.

And I can't tell you how much I cried after

reading the results of the report and how hard it has been to start fresh and reestablish trust in our guild leadership among our members.

The CWA policy on mutual respect, according to our Constitution Committee, serves as the union's guiding language for standing against discrimination and harassment. Incorporating this policy into the Constitution is a bare-minimum step that we can take to ensure we are including a policy that stands against discrimination, and it's supposed to be harassment underneath that in our Constitution.

Now, incorporating this policy into the Constitution will ensure that it is represented in the official document that serves as the set of rules and regulations that govern how we as a Union operate, who we are, and what we stand for.

Adding the CWA policy on mutual respect to the Constitution would simply further cement that this policy is part of our shared mission to stand against discrimination, and ultimately harassment, by making it a part of our governing document.

This is a small ask that does nothing but move us all forward in the right direction in the fight to make our union be a better and safer place for all members. Thank you, and I yield my time.

PRESIDENT SHELTON: Delegate Wimbley, I thought I spoke fast. (Laughter)

Seeing there are no other delegates wishing to speak on the motion, the motion before you has now been made and seconded. It is to adopt Proposed Amendment No. 3 of the Constitution Committee's report. The voting instructions will be in your chat. You will have three minutes to vote. We will start the clock now.

... Pause for voting ...

PRESIDENT SHELTON: Please display the result.

Amendment No. 3 is adopted.

I recognize the Chair of the Constitution Committee to continue with their report.

DELEGATE CHRIS RYAN: Constitutional Amendment No. 4.

**4. Amend Article XIX, Section 1 to add a**



**new subsection (i): (i) Violating the CWA Policy on Mutual Respect by acting in a discriminatory or harassing way. Renumber current subsection (i) to become (j).** (Submitted by the Safer NewsGuild working group)

As mentioned above, the CWA Policy on Mutual Respect was initially adopted by the Executive Board of the National in 2002, it is the Union's guiding language on the topics of discrimination and harassment. However, the words "discrimination" and "harassment" do not currently appear in the body of the Constitution, including in Article XIX, Section 1, which outlines the types of offenses that violate the Constitution, and are therefore chargeable under the trial board process for holding officers and members accountable.

Though the Constitution already allows for a member to be charged with violating the CWA Policy on Mutual Respect, this proposed amendment would explicitly categorize discrimination and harassment as a clear and chargeable offense. The intent of this Constitutional amendment is to make

clear that discriminatory and harassing behavior is unacceptable in our Union, and that anyone who behaves in such a way will be held accountable for their actions.

It is also meant to eliminate ambiguity for any member who has experienced discrimination or harassment in the Union, and wishes to seek recourse through the trial board process.

**The Committee Recommends Adoption of this Proposal.**

PRESIDENT SHELTON: Amendment No. 4, the motion has been made to adopt and seconded. Are there any delegates wishing to speak?

Delegate Sanders on the "For" mic from Local 39213.

DELEGATE REBEKAH SANDERS (Local 39213): Hello. I just wanted to say again that we are in strong support of Amendment 4 for similar reasons as last time-- but it helps to make it clear that harassment will not be tolerated in our union; that our union siblings should be able to expect a safe environment. And it makes it very clear that, if

harassment accusations have been made, that there is a way to charge and investigate and go to trial on harassment specifically.

This was not so clear previously, and so it is a clarifying measure that makes it easier for us to protect our members. Thank you.

PRESIDENT SHELTON: Delegate Wimbley from 38061 on the "For" mic.

DELEGATE LACRETIA WIMBLEY (Local 38061):  
Can you hear me?

PRESIDENT SHELTON: We can.

DELEGATE WIMBLEY: Okay, thank you. I won't talk long.

I just want to say that I echo everything that Rebekah said and just add that, you know, adding the word "harassment" to the Constitution is yet another small step just to ensure that, as Rebekah stated, that you know, harassment can be charged and can be something that's officially handled under charges.

So, this is yet just another step to ensure the safety of our NewsGuild and yet another small

step in the right direction for us as a union to make sure that we're protecting members and that women feel safe. I know I said a mouthful the last time I spoke, but it was I had to get it all out, but this has been a very trying year for our Pittsburgh local and just for our union in general.

And I think that this step-- and I hope that we can all agree that this step is a necessary move that we can make just to ensure the safety of members, and provide clarity when issues like harassment do come up, which we hope they don't.

Anyway, I just wanted to echo what Rebekah said, and I hope that everyone would approve of this amendment. Thank you, I yield my time.

PRESIDENT SHELTON: On the Questions mic, Delegate Burrell from 6001.

DELEGATE TRACY BURRELL (Local 60001): Can you hear me now?

PRESIDENT SHELTON: Yes.

DELEGATE BURRELL: Beautiful. Okay, I think we all have zero tolerance for discrimination and I appreciate that. With harassment, both

discrimination and harassment is in our Policies and Procedures amongst American Airlines here at Local 6001 here in Dallas. As far as harassment goes, there's a little bit of grey area. For instance, our new employees come along, there have been recent investigations within our company saying the union is harassing employees.

I was put in a situation a couple times where, when an employee, were doing things that could get them terminated. When we speak to them, they don't like being spoken to, which led us to-- not back off, but to make it clear that you were in a situation where you can get terminated.

PRESIDENT SHELTON: Delegate, you are on a Questions mic. Please ask a question.

DELEGATE WIMBLEY: The question is, can we put more verbiage in for the harassment portion of it? We can be charged for harassment when we speak to an agent when we're telling them what the union can and cannot do for them. And they think that's harassment and that's where we've been brought to a couple of times.

PRESIDENT SHELTON: That is not harassment under CWA's policy, but maybe someone ought to go after American Airlines because it doesn't sound like harassment to me; it sounds like union business to me. But I hope that answers your question. You're entitled to a second question.

DELEGATE WIMBLEY: No. We stood our ground and we won, but okay, it's an interpretation by the new people that join the union I guess. All right, thank you.

PRESIDENT SHELTON: On the "For" mic, Delegate Anderson from Local 14170.

DELEGATE MATTHEW ANDERSON (Local 14170): Can you hear me now?

PRESIDENT SHELTON: We can.

DELEGATE ANDERSON: Thank you. I just wanted to speak very briefly in favor of this point. It's important to have Constitutional anti-harassment and anti-discrimination policies because, otherwise, bad-faith actors can ruin your union by causing new members to not want to participate.

Having some formal fundamental language in our Constitution not only shows that we take this very seriously, but since members were being harassed out of union activities, the recourse was to actually try to make their voices heard and protect themselves so that they can do their jobs without being harassed out of it.

So, I'm very strongly in favor of this amendment, and I yield the rest of my time.

PRESIDENT SHELTON: On the "For" microphone, Delegate Pantazi from Local 3108.

DELEGATE ANDREW PANTAZI (Local 3108): Thank you. I just wanted to speak again in favor of this amendment. This amendment, again, does not change our policy, but makes clear for Locals and rank-and-file members who are filing charges or seeking the trial process.

So these definitions of harassment or abuse are not changing, but rather this is clarifying our foundational documents, which I think is important because our Locals are dealing with these issues as our sector has been for the last year.

You don't want to be caught flat-footed and you don't want to have to be struggling or waiting for answers. The more we can codify these answers into our foundational documents.

I think the better situated we are to handle allegations of discrimination or harassment in our union, this is how we build solidarity across our Union. How we build worker power is by ensuring that we protect all workers, and that we help our Locals and our rank-and-file to feel heard. And I yield the rest of my time.

PRESIDENT SHELTON: On the Questions mic, Delegate Mason from Local 7009.

DELEGATE JANET MASON (Local 7009): Hi, Local 7009, Janet Mason. So, kind of taking a point from Delegate Burrell's, my question is, the definition of-- we, most of us, understand the definition of discrimination based on the laws, but the definition of "harassment," where in this Constitution does it-- where in this Constitution does it state what the definition of harassment is? Because, like Burrell said, some people could think



harassment is me asking a question of them as a Local officer. That is not harassment. Or me trying to help him; that's not harassment.

So, can we define-- where is it defined what harassment is? Thank you. I yield my time.

PRESIDENT SHELTON: The answer to your question, Delegate Mason, is that there is no definition of the word "harassment" in the Constitution, but harassment is another form of discrimination, and has always been treated as such under the CWA Constitution and under the policy on Mutual Respect. And we have many, many cases that prove it.

I hope that answers your question. You are entitled to a second question.

DELEGATE MASON: Not really a question; I just think we need to define it more. Yeah, thanks.

PRESIDENT SHELTON: Thank you, delegate.

Seeing there are no other delegates wishing to speak on the motion, the motion now before you that has been made and seconded is to adopt

Proposed Amendment No. 4. The voting instructions are in your chat. You will have three minutes to log into CMS and cast your vote. The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

Amendment No. 4 is adopted.

I recognize the Chair of the Constitution Committee to continue with their report.

CHAIR LETTS:

**5. Amend Article XX, Section 2(b) to add new language:** (b) Charges must be submitted within sixty (60) days of the time the accuser becomes aware of the alleged offense. **The accuser can be a victim of the offense(s), a witness to the offense(s) or someone who learned of the offense(s) after the alleged occurrence.** (Submitted by the Safer NewsGuild working group)

This amendment is intended to clarify language that already exists in Article XX of the Constitution, which outlines the appropriate

procedure for filing charges against a member of the Union. The existing language mandates that charges be submitted within sixty (60) days of the time the person filing the charge, called the accuser, or becomes aware of the alleged offense. However, the current language does not clearly define who qualifies as an accuser, which is not limited to the victim of the offense, including and especially in allegations of discrimination or harassment. A witness to misconduct also is empowered under the Constitution to file charges, as is someone who learned of the allegations after the fact. This has always been the way the CWA Constitution has been interpreted. This amendment would state explicitly in the Constitution what is the existing practice. **The Committee Recommends Adoption of this Proposal.**

PRESIDENT SHELTON: A motion has been made and seconded to adopt Proposed Amendment 5. Are there any delegates wishing to speak on the motion?

At the Privilege microphone, Delegate Milos.

DELEGATE ELIZABETH MILOS (Local 9119): Yes, thank you Mr. President. I just want to make it more clear, because it was kind of confusing. The wording in the language for the voting says whether or not we agree with the recommendation of the Committee. Some of these recommendations are "no recommendation." So it can seem kind of confusing when you want to vote. Not the ones that have passed so far, but in other ones, in the other parts, it seems that when you're going to be voting, maybe some voters or some members might believe that they're actually voting in favor of the actual amendment, rather than in favor of the recommendations of the committee. So, if the Chair could clarify when it comes down to voting in the parts of the amendment that the recommendations are "no," that when people are voting "no," they are actually voting in favor of the amendment as opposed to against. If that could be possible, please?

PRESIDENT SHELTON: In every case, I have read that the Committee's decision on what should

happen with the motion, whether they are for adopting it or against adopting it.

On the "For" microphone, Delegate Cassels.

DELEGATE MADISON CASSELS (Local 37074): Hi all, So Madison Cassels, President Local 37074. I am speaking in favor of this Amendment. I'm going to use a kind of brief personal story in order to portray why it's so important that we do this.

As folks may know, the National AFL-CIO has a policy of anti-harassment and anti-discrimination that you know has gone and been pushed down on to State Federations and Central Labor Councils. I work for a Central Labor Council. So, on this policy that the National has brought forth for the National AFL was actually the result of harassment and discrimination that occurred against me and other people, including co-workers and other third parties that were associated with the Federation.

So, it is incredibly important that the accuser is inclusive of more than just the person that was potentially harassed or discriminated against, because for many people, a lot of things

didn't happen the way that it should because people were too afraid to put their names down and come forward and be public and have their name on something.

When we open it up so that other folks can either back the play as witnesses or who weren't aware of the conduct and are able to check in and back this stuff up, I think that it creates a better policy for everybody and makes people feel more safe and secure.

I'm proud to be a member of the News Guild and I'm a proud member of CWA. I think this is incredibly important for us to list out and delineate who can participate in the process, and who can be listed as accuser so that we can continue to be amazing and a way to move forward and do the right thing, especially as it pertains to harassment and discrimination. Thank you, and I cede my time.

PRESIDENT SHELTON: On the "For" microphone,  
Delegate Pantazi Local 3108

DELEGATE ANDREW PANTAZI (Local 3108): Yes,

thank you, Brother Shelton, and I want to thank my union sibling, Delegate Cassels for sharing that moving story about her experiences. Facing harassment as well, this is another important amendment. It does not change the process, but it does make clear what the current process is. I know there have been questions that people have asked about whether this means hearsay is going to be enough to remove someone.

And while this does not change the process, I want to make clear, this is a way of filing a charge, that then a Local is able to have a prosecutor investigate and ensure the rights of both the accuser and the accused.

This allows for someone who learns of abuse happening within their Local and within our Union to be able to bring forward those charges that are necessary to start the investigation that allows us to keep our union safe for all. And this is essential to getting into our founding documents, because a lot of people in our union as evidenced by the questions that have come in, don't already

know that this is the current policy.

So I think it's essential that, since this is the policy and the way we operate, that we make this clear for all so that people do know, if you are facing abuse or harassment or discrimination, how you can bring those charges forward, which includes notifying someone else in your Local who can then bring those charges forward themselves, which can start the investigation process.

Again, I'm so grateful to the Constitution Committee for hearing the concerns of the Safer News Guild Working Group. I'm so glad that the News Guild gets to be a part of the larger union in CWA, as we all learn from one another, and as we all build support for one another in making this a stronger place for everyone to feel empowered as workers. And I yield the rest of my time.

PRESIDENT SHELTON: On the "For" microphone Delegate Furst from Local 37002.

Delegate Furst?

DELEGATE RANDY FURST (Local 37002): I'm sorry, my name is Rand Furst I'm a member of the



Minnesota Newspaper & Communications Guild. My late wife Julie would have loved this motion. As a member of the Teamsters, she worked on an assembly line. And there was a man who would walk up behind her and pinch her. And she had to personally confront this man and threaten him to stop it. She did not have the kind of vehicle that has been proposed here, and she would have loved this proposal. I strongly urge its adoption.

PRESIDENT SHELTON: We heard you, thank you.

Seeing there are no other delegates to speak on the motion, the motion now before you that has been made and seconded to adopt Proposed Amendment No. 5. The link to the Convention Management System has been posted in the chat. You will have three minutes to vote when the clock starts, and I will alert you when the clock starts.

... Brief pause ...

The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please display the

results.

Proposed Amendment No. 5 from the Constitution Committee is adopted. I'd like to thank the Constitution Committee for what I know to be very hard work that you did to come up with these Constitutional changes. Thank you very much. The Convention thanks you, I thank you, and the members of CWA thank you.

Now it gives me great pleasure-- I don't need a piece of paper for this-- to introduce our next speaker. And our next speaker is going to be the Secretary-Treasurer of CWA, Sara Steffens.

You know, when Sara and I got elected, we knew each other a little bit, but we didn't know each other all that well. And I knew that she was a hard worker. I knew that I got along pretty well with her, and I knew that she'd be a benefit to our union. And we ran together and we won. And I have to say, and this is without equivocation, that Sara has been my partner since the day we got elected.

I don't know how many of you have been around awhile, but that has not always been the

case within CWA where the President's office and the Secretary-Treasurer's office got along as well as Sara and I do.

You know, when I introduce Sara at functions outside of CWA, I always say the same thing. And it's as true in CWA-- it's probably even truer in CWA-- than it is at all the outside functions that I use this phrase at, but Sara Steffens is without a doubt, no doubt at all, the best Secretary-Treasurer in the Labor Movement. She knows the members of this union as well as I do. She knows the Locals in this union as well as I do, maybe better.

So here, for your listening enjoyment, is my partner, your Secretary-Treasurer Sara Steffens.

CWA SECRETARY-TREASURER SARA STEFFENS:

Thank you so much, Chris. Because I know you all and because I love all of you, I'm going to try to keep it short and get us to lunch on time.

So, hello CWA! It's really good to be here with all of you, as much as I would rather see you in person, to give you a big hug hello and hit the

dance floor together. But we can see the light now at the end of the tunnel now, and I know we'll be together soon.

We are meeting today in a moment like none before. Since our last CWA Convention, we have feared for our lives, and the lives of our union family members. We have mourned co-workers and our loved ones. More than 30,000 of our members have lost their jobs, most with no path to being rehired.

We have fought with everything we have for every employer to respect our members' basic needs: for protective equipment and safe working conditions, paid time for quarantine, and flexibility to care for kids home from school and daycare.

So if you have cried, I assure you, you are not alone. And if you have been scared, you are not alone. And if you feel exhausted, you my union siblings are not alone. Remember, though, that being weary is not the same as being weak, just as being courageous is not the same as being unafraid.

If you weren't scared, you wouldn't need courage.

And despite everything, we have endured. As we gather here today, we are ready to fight forward and rebuild our union together. We've talked a lot these past five years about what it means to be CWA STRONG. We have been building our union to be ready to withstand challenges, and we have succeeded. Because if acting in the face of adversity is the definition of strength, then we are indeed CWA STRONG, stronger than we have ever been.

I want to highlight a few of the ways our union has grown stronger since we were last together. We helped elect the most pro-labor President of our lifetimes, who appointed the most pro-worker General Counsel the NLRB has ever seen, CWA's own Jennifer Abruzzo. Jennifer's stirring memos to NLRB staff opening a new era for workers' rights. And we won Congressional majorities, however thin, that provide a path to make gains for working families. With support from Growth Funds, we have built a modern data operation that's

fueling mobilization, activism and political work throughout our union.

We have grown our voice in the larger labor movement by affiliating all our locals with their state AFL federations, and we freed up local operating funds in the process.

Together, we won payroll protection for airline workers, call center protection bills in six states, and an historic \$76 million back pay settlement for hundreds of workers illegally fired by CNN.

Our Strike Fund stands strong at \$425 million and our project funds are thriving. These funds support ambitious contract mobilizations to win gains for members, and local training in every district and sector, and breakthrough organizing in tech, banking, and at public universities.

We welcomed new units of Google workers, Lawrence school employees, and Denver healthcare workers. And we locked in organizing wins with first contracts at Beneficial State Bank and the software companies Glitch and Blue State. And even

as we fight forward, we are making the tough choices needed to ensure that our union can survive in these lean times.

We have faced our financial problems head on. Over the past four years, we have cut nearly \$15 million in General Fund spending from our National operations, and we did it without laying off a single CWA employee.

Of course, hiring freezes and cost cutting are **not** the long-term solution to membership decline. We need to invest in rebuilding our union. So we are asking you as Convention delegates to approve our pandemic response plan to Support Members and Rebuild Together.

The SMART Proposal allows us to hire new staff where they are needed most-- in permanent positions as staff reps and organizing coordinators assigned to support your locals and our members. By hiring from the money that members have already set aside to strengthen our union, we can immediately boost our efforts to win and enforce strong contracts, build union density in our core

industries, and ensure that CWA has a foot in the workplaces of the future.

Sisters and brothers, union siblings, there is no magic route to recovery. The way forward is the same it always has been-- the only way our movement has ever won anything-- by bringing working people together to fight for what we are due.

And we must fight forward using all of our tools-- member mobilization, aggressive bargaining, and whenever needed, our greatest tool, the strike. And we must fight by organizing workers, one by one, to understand that standing together is the best way to build better workplaces and better lives.

None of us can do this alone, but we know that our best starting point is to bring passionate, skilled CWA staff together with local leaders and well-trained stewards. I know that we can do this. It has been a hard few years-- so hard that some of you have asked whether recovery is still possible. With private sector union



membership now at just six percent it's easy to fear that these are the end times for the labor movement that we love.

But labor history tells us a different story, and it offers us a roadmap for the way forward. So imagine yourself, for a moment, as a labor activist in 1930. Union membership has fallen to a dismal 7.4 percent. Worldwide GDP is falling fast, triggering an economic depression like none the nation has known. Millions of families have lost their jobs, their savings and their homes, turning to soup lines and cardboard shantytowns to survive.

As a labor activist in 1930, you would have felt weary, scared, and angry. But what you wouldn't know was that a Great Awakening lay ahead - thanks to people just like us who fought to turn this country around, planting the seeds of a labor revolution.

Depression labor activists elected FDR. They fought to secure the sweeping New Deal that protects American workers to this day. And in

1935, thanks to tireless activism by labor organizers, Congress passed the National Labor Relations Act, which fueled double-digit union growth. Throughout the '40s and the '50s, union growth brought unprecedented prosperity to American families and created the middle-class standard of living that defines the American dream.

And let's be clear: The 1930s didn't turn around because the bosses decided to treat workers better. Union leaders just like us made it happen, through bold, aggressive organizing and collective action. And today, we have all the right conditions for another labor revolution: A pro-labor President; overwhelming public support; and a renewed understanding that we are responsible for one another's wellbeing. We take care of us.

Most importantly, we have CWA, our nation's best union, backed by hundreds of millions of dollars, fueled by thousands of first-rate stewards and armed with a militant membership who understands first how to build power, and then how to use it. CWA members know we have to be ready

all the time to demand what's right. Right now, we stand in solidarity with 2,000 CWA healthcare heroes, our beloved nurses and hospital workers walking picket lines in Buffalo, who are fighting for safe staffing for their patients.

Two weeks ago, 2,000 of our members at Frontier in California who were working past contract expiration walked off the job to win grievances. In August, hundreds of tech workers walked out to demand that their employer, the New York Times, respect their right to join CWA. And we will win these battles because our members are united and prepared-- just as they were for the ULP strike at AT&T Southeast in 2019, the AT&T Mobility strike in 2017, and the 45-day Verizon strike of 2016.

We are CWA STRONG when we build on tried and true strategies, and also when we find the courage to try new things-- like doing the math to prove to investors that hedge funds not only hurt workers, but they also actually reduce the future earnings of their corporate targets. These Wall

Street vultures are flocking to our industries, but we're fighting them off and we're doing it with their own weapons.

We are CWA STRONG when we unite in the understanding that racism and sexism, that all forms of bigotry, can no longer be allowed to divide us. When we commit ourselves to action knowing that, as our executive board clearly stated, **"The only real way to dismantle racism and build the working-class power we seek is for every worker to take on the struggle for justice for Black people in this country as their own."**

We are CWA STRONG when we push on-- with courage and solidarity and hope-- no matter what. Every day, we are writing our own story-- one that will be told and held up as inspiration to generations of labor activists after us. And we will keep fighting until our story has a happy ending-- so that when our children and grandchildren read the history we are making today, they will learn how the 2020's were the time when CWA led the way to rebuild our labor movement.

I am so proud of all of you, the heart and soul of our union family. Often we don't know our strength until we are tested. It is in tough times that we learn what we are truly capable of. We have seen you, as local leaders and activists, step up, even as the pandemic spiraled out of control. You didn't hide from the challenge. You fought for safety, PPE, and paid time off; for Black lives, and voting rights, and democracy itself.

And now it's time to test our newfound courage, and to build our union into the powerhouse that our members need. That millions of not-yet-union workers need; that this nation needs. I love you all and I am proud to stand with and fight alongside every one of you as we rebuild together. Because we are CWA-- and when we fight, we win!

Thank you.

PRESIDENT SHELTON: So, brothers and sisters, I'm sure every one of you knows Sara, but I could not do this job without Sara Steffens. When I first met her, she was a journalist who happened to work for the union. And little did I

know that she was the kick-ass labor leader that she actually is and as she has been for the last number of years since we got elected.

When I'm in a fight, there's nobody I'd rather have standing next to me than the person standing next to me right now. Thank you, Sara.

SARA: Thanks, Chris.

PRESIDENT SHELTON: We are going to now recess until 2:40. Thank you.

... Thereupon, the Convention recessed at 2:05 p.m. ...

## TUESDAY AFTERNOON SESSION

The Convention reconvened at 2:40 p.m.,  
President Shelton presiding.

PRESIDENT SHELTON: I would like to call  
the Convention to order once again, and we have a  
supplemental report from the Credentials Committee.  
I will ask Liz Sorenson to read that supplemental  
report.

LIZ SORENSON (President, CWA District 9,  
Co-Chair, Credentials Committee): Thank you,  
President Shelton.

President Shelton, Delegates, and Guests:  
The Credentials Committee would like to report  
credentials in Category 2, Properly Executed but  
Late, for the following Local: Local 3178. The  
Committee moves that the delegate be seated.

PRESIDENT SHELTON: The Credentials  
Committee has read you the supplemental report.  
They have moved that the delegates be seated. It  
has been seconded by the Committee. Are there any  
delegates wishing to speak on it? (Pause)

Seeing no delegates going to a microphone,

we are now voting on seating Local 3178, the delegate from 3178. You will see voting instructions in the chat. You will have three minutes to vote.

Please start the clock.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

Local 3178 is seated.

At this time I'd like to recognize Vice President Brenda Roberts of District 7 for the purpose of introducing the Finance Committee.

DELEGATE BRENDA ROBERTS (District 7):  
Thank you President Shelton. At this time, I would like to introduce the members of the Finance Committee:

Frank Tallarine, Secretary-Treasurer, CWA  
Local 1106; Chair

Christine Shaw, Secretary-Treasurer, CWA  
Local 4100;

Chuck Robinson, President, CWA Local 84707;  
and



Shad Ercanbrack, President, CWA Local 7026.

PRESIDENT SHELTON: Thank you Vice President Roberts. I'd like to recognize CWA Local 1106 Frank Tallarine the chair of the Committee, for the purposes of the report of the Finance committee. Frank.

FRANK TALLERINE: Dear brothers and sisters.

The Finance Committee met in Washington, D.C. on September 21 and 22, 2021, to review the 2020-2021 expenses and to plan for the 2021-2023 CWA Operating Budgets. All supporting documents requested were made available to us for review including the Consolidated Financial Statements for the period ending May 31, 2020, prepared by the Certified Public Accounting firm, Calibre CPA Group, PLLC.

The audit was conducted in accordance with generally accepted accounting principles. In the accountant's opinion and in all material respects, the financial statements fairly present the financial position of the Communications Workers of America, AFL-CIO,CLC as of May 31, 2020.

The Finance Committee carefully reviewed expenses paid out during the 2020-2021 fiscal year and would like to acknowledge the efforts of the districts, sectors and divisions that were available to stay within their administrative budgets during this time. The committee also noted the paid expenses within those administrative units that were more than one percent over their annual budget allocations. There were none due to the limited travel as a result of the COVID-19 pandemic.

We appreciate the commitment of President Shelton, and Secretary-Treasurer Steffens, and the entire Executive Board to making safety a priority for all of our members.

The Finance Committee suggests the continuance of the 25 percent cut recommendations that were implemented during the fiscal year ending 2018. These cuts initially were instituted because of the Supreme Court ruling in the Janus vs. AFSCME case. The Janus decision continues to be an issue in the public sector.

We have suffered even more loss due to the COVID-19 pandemic across all sectors which has led to a 30,000 member loss since 2019. The anticipation is that some of these jobs will not return post COVID-19.

Continued efforts to regain and strengthen membership, especially in the public sector, can only help the CWA STRONG and CWA STEWARD STRONG programs. Furthermore, we urge the vice presidents to continue using the resources available to CWA via the Strategic Industry and Growth Funds. The additional available funds will be used to continue and advocate for various new projects including CWA STRONG, the organizing of new industries, and building bargaining power for upcoming contract fights.

CWA has a long history of making changes during challenging times. These changes include:

- Freezing CWA legacy pension and replacing it with a new adjustable pension plan;
- Cutting all District/Sector and Headquarters operating budgets by 25 percent;

- Implementing a hiring freeze that has led to understaffing with no replacements;
- Switching the dues system from our legacy (1980's COBOL based system) to Aptify, which is SQL based;
- Forgoing annual wage increases for non-represented CWA staff;
- Consolidating office space and increasing rental space at CWA Headquarters;
- Rebidding vendor contracts for better financial deals; and lastly
- AFL-CIO wall-to-wall affiliation for Headquarters and Locals.

The Finance Committee makes the following recommendations to further work with our financial challenges:

The CWA Executive Board introduced the Support Members and Rebuild Together (SMART) Resolution in early 2020, to the membership as a way to help create a bridge to build CWA back better.

The Finance Committee reviewed the final

resolution that would allow CWA to hire up to 28 staff representatives and district organizing coordinators across all Districts and Sectors. These positions would be funded out of the 20 percent of the SIF balance. Although none of these funds are slated to go directly to the general fund, the anticipation is that the expected benefit is through additional services to members including but not limited to, organizing campaigns and first contracts.

The relief will be felt throughout the organization at both the Local and National level. As membership increases at the Local level, for example, the Locals' per capita income increases also. Staff representatives assist in contract negotiation, organizing, training, legislative initiatives, effects bargaining, grievance assistance, mobilizing, and any other duties that may be asked of them. When our membership increases, so will our general fund.

The SMART resolution also includes a provision that in an emergency, and with unanimous

approval of the Defense Fund Oversight Committee, CWA may spend up to additional ten percent of the Strategic Industry Fund balance on General Fund needs.

These emergencies would be FEMA-declared natural disasters, pandemics, national loss of fair share fees, or other unforeseen situations that cause a significant sustained loss of income and substantially impair CWA's ability to serve members. This immediate relief valve will enable CWA to continue operations. The Finance Committee strongly recommends the adoption of the SMART resolution.

The Finance Committee also recommends the adoption of the 2021-2023 biennial budgets. The budget shows a revenue loss related to the 30,000 jobs lost since 2019. Headquarters also is anticipating a loss in revenue from building tenants whose leases have expired.

Throughout this budget process CWA has stayed close to its priorities, including organizing, communications, and maintaining all

contractual obligations with the staff. This is a maximum budget and may need to be reduced by the Executive Board based on unanticipated circumstances, such as continued loss of membership and dues caused by outsourcing layoffs and continued attacks on organized labor.

Per our previous report (2020 Biennial report of the Finance Committee) we continue to encourage the Executive Board to pursue any means to stay within their budgets and use any resources available to serve our members. Some of the things to consider would be the Constitutional directive of setting ten percent aside for organizing, and seeking the savings that may occur from hiring in-house legal counsel.

We also suggest continuing to review office space needed by each district and sector. It is also critical to continue endorsing any legislation that can assist organized labor and the growth of unions. CWA must support the following legislation:

- The PRO Act (protecting the right to organize)

- Infrastructure Investment and Jobs Act -  
part of the Build Back Better Initiative
- Freedom to Vote Act
- Legislation to create good green union  
jobs

The 2020-2021 Finance Committee would like to thank President Chris Shelton, Secretary-Treasurer Sara Steffens, Assistant to the Secretary-Treasurer Elizabeth Wilks, and the 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 2020-2021 budget.

The committee moves to adopt this report.

PRESIDENT SHELTON: Thank you, Frank.

A motion has been made and seconded to adopt the Finance Committee's report. Any delegate wishing to speak on the report, please go to a



microphone.

... No log-ins shown ...

PRESIDENT SHELTON: Seeing no other delegates wishing to speak on the motion, the motion before you that has been made and seconded is to adopt the Finance Committee's report. The link to the Convention Management System has been posted in the chat. You will be given three minutes to vote. The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

The Finance Committee's report is adopted. Thank you. On behalf of the entire Convention and the Union, thank you to the Finance Committee for all your hard work.

At this time I'd like to recognize Vice President Charlie Braico for the purpose of introducing the Defense Fund Oversight Committee.

VICE PRESIDENT BRAICO: Thank you, Mr. President. At this time, I'd like to call on the Defense Fund Oversight Committee. The members of

the Defense Fund Oversight Committee are:

Arthur Cheliotas, Business Manager, CWA Local 1180 and the Chair of the Committee; Ken McNamara, President, CWA Local 1037; James Gardler, President, CWA Local 13000; Keith Patterson, Executive Vice President of CWA Local 3908; Gary Kundrat, Executive Vice President, CWA Local 4340; Nancy Brown, President, CWA Local 6215; Cecilia Valdez, Secretary-Treasurer, CWA Local 7026, and the Vice Chair of the Committee; Monica Alvarado, Secretary-Treasurer, CWA Local 9423; Jeffrey Heisey, Secretary-Treasurer, United MEC, AFA-CWA; Bill O'Meara, member, TNG-CWA Local 32035; and John Lewis, member of IUE-CWA Local 83761.

And now back to you, Chris.

PRESIDENT SHELTON: Thank you, Vice President Braico, a/k/a Charlie.

I recognize the Chair, Arthur Cheliotas, Business Manager, CWA Local 1180, for the purposes of presenting the Defense Fund Oversight Committee report. Arthur?

DELEGATE ARTHUR CHELIOTES (Chair - Defense

Fund Oversight Committee): Report of the Defense Fund Oversight Committee, October 2021.

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 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 two-thirds 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 issues a report at the Biennial Presidents meeting.

Due to COVID-19, the DFOC could not meet at CWA Headquarters in 2020, so we held a number of Virtual Meetings using the Zoom application. The DFOC met April 28-29, 2021, via Zoom, and September

13-17, 2021, in Washington, D.C.

The DFOC reviews new grant requests, reallocations, and extensions approved by the Executive Board, as well as, other emergent issues during our regularly scheduled weekly meetings every Friday. The Committee also reviews activities associated with The Robert Lilja Members' Relief Fund, the Strategic Industry Fund, and the Growth Fund.

On September 14, 2021, we held a virtual meeting with John Marco from the Segal Marco Consulting Group to review his report on investments for the period ending August 2021. On September 14, 2021, we also had a virtual meeting with Chris McDonough from Investment Performance Services. During the meeting we reviewed the performance of our investment manager for 2021 compared to market benchmarks for similar investment strategic strategies based on the asset allocations authorized by the trustees of all the funds subject to oversight by the Defense Fund Oversight Committee.

And for the purposes of continuing this report, I turn it to my Brother from District 2-13, Jim Gardler.

DELEGATE JIM GARDLER (DFOC member): Thank you, Ken.

Investments: According to rules established by the 2019 CWA Convention, all earnings in the Robert Lilja Members' Relief Fund are moved and split equally between the Strategic Industry Fund and the Growth Fund.

Under the prior rules, one-half of the earnings in the Robert Lilja Members' Relief Fund were moved to the Growth Fund. In the first half of 2021, investment returns were \$21,600,000 and distributed according to the directives in Resolution 1 of the 77th Convention. Distributions were made to the SIF and Growth Fund and for affiliation dues to the AFL-CIO.

According to the Robert Lilja Members' Relief Fund guidelines, when the Robert Lilja Members' Relief Fund's assets fall below \$400 million, one-half of the investment earnings

are retained by the Robert Lilja Members' Relief Fund. When the fund's assets fall below the floor of \$377,484,108, the quarter hour of dues that would otherwise be sent to the SIF and Growth Fund is retained by the Robert Lilja Members' Relief Fund.

Once the target floor balance is achieved, the quarter hour of dues is redirected to the SIF and Growth Fund, and the Robert Lilja Members' Relief Fund growth is fueled by investment returns and asset appreciation. When the Robert Lilja Members' Relief Fund reserves reach \$500,000,000, the floor will be raised to \$400,000,000.

II. Robert Lilja Members' Relief Fund - Loans: \$40,400,000 loan to the CWA, all interest payments are up to date; \$35 million Line of Credit to CWA to date, only \$100,000 has been used.

Mortgages: The Defense Fund Oversight Committee reviewed the current mortgages to Locals held by the Robert Lilja Members' Relief Fund. All mortgages are current. The Fund is the first lien holder, and loans may be up to 80 percent of

current appraised value with a clear title. A list of mortgages as of July 31, 2021, is on the screen for your review and can be found in the PDF of the Committee report.

Total balances: \$3,631,257.03.

Total loan amounts: \$6,815,253.48.

Expenditures: April 1, 2020, to July 31, 2021: Strikes/Heroes of Collective Bargaining. During this period, there were no strike-related payments, and two heroes of collective bargaining allocations.

Heroes of Collective Bargaining  
expenditures:

St. Mary's Hospital, Local 9413, \$4,400.

Stephens Media Group, Local 51024, \$89,600.

The balance of Robert Lilja Members' Relief Fund as of July 31, 2021, was \$455,267,902.

For the purposes of continuing on with this report, I hand it over to my Brother from District 3, Keith Patterson.

DELEGATE KEITH PATTERSON (DFOC member):

Thank you, Jim.

Section III. Strategic Industry Fund (SIF). Strategic Industry Fund campaigns approved by the Executive Board and the Defense Fund Oversight Committee continue to increase our leverage at the bargaining table, and advance our major policy initiatives.

Since we began approving SIF allocations in 2006, we have funded many successful projects and continue to incorporate insights from each project into our project management practices.

The campaigns operate with specific budgets and clear measurable benchmarks with six-month evaluations. We currently have 79 active SIF campaigns. Note: Any member wishing to review a SIF report should contact the Secretary-Treasurer's office.

SIF Income & Expenses as of July 31, 2021:

Total income since inception. Total  
Income, since inception September 2006 -  
\$367,144,744;

Total Expenses, since inception September  
2006 - \$258,278,258;



Allocated SIF Balance - \$31,653,461  
Unallocated SIF Balance \$77,213,025.

The balance of the SIF as of July 31, 2021, was \$120,289,886.

IV. GROWTH FUND (GF) At the 74th CWA Convention held in April 2013, the delegates approved this committee's recommendation for the establishment of the Growth Fund, which uses one half of the Robert Lilja Members' relief fund's annual earnings to invest in campaigns that have the potential to change the course of our movement and our nation. With the establishment of the Growth Fund, the Defense Fund Oversight Committee's responsibilities were expanded to include participation, with the Executive Board, in the approval and evaluation of Growth Fund requests.

The Growth Fund supports and enhances the Union's movement building, organizing, leadership development, research, industry analysis, and efforts to achieve economic justice. The Growth Fund can be used to hire staff needed to launch new campaigns and support existing campaigns. The

campaigns operate with specific budgets and clear, measurable benchmarks with six-month evaluations. We currently have 26 active Growth Fund campaigns.

NOTE: Any member wishing to review a Growth Fund report should contact the Secretary-Treasurer's office.

Growth INCOME and EXPENSES as of July 31, 2021: Total Income - \$121,156,811; Total Allocated - \$85,643,276; Total Unallocated -\$35,513,535. The balance of the Growth Fund as of July 31, 2021, was \$53,027,093.

For the continued reading of our report, I pass now to our sister from District 6, Miss Nancy Brown.

COMMITTEE MEMBER BROWN: Section V - SMART Proposal: The DFOC understands that the sustained attack on organized labor nationally over the last five decades has had an adverse impact on our members, our union, and all working families.

The concentration of wealth in the hands of fewer and fewer individuals at the expense of a declining middle class is a direct result of a

weakened labor movement, and a serious threat to our democracy. We understand that as a union we must adapt to the conditions we find at this moment in time. Clearly, the decline in our membership has impacted our ability to properly staff our union to ensure our members receive the services we are duly bound to provide.

At our last convention we passed Resolution 1 to provide additional resources to hire staff and began to do so. However, the COVID-19 pandemic sent our economy into a tailspin and our employers laid off thousands of our members. The resulting loss of dues income meant that the planned hiring could not occur; the resources from Resolution 1 were necessary to support the current staffing levels. So, the hiring plan ended, but the need did not. Therefore, we believe the SMART proposal to hire 28 staff uses the member's dues to serve us at the front lines in contract negotiations, administering contracts, and organizing and is needed to achieve our goals.

The DFOC was created to oversee these

funds. The members, through convention action, have entrusted us to support our collective goal of achieving better contracts. In the past, that meant striking. The Member's Relief Fund was designed to support strikes by minimizing the hardships placed on our members. We soon realized that we could achieve our goals without a strike if we acted smarter by acting strategically.

At the 2006 Convention, delegates approved the SIF and authorized strategic organizing, membership mobilization, and political leverage to achieve good results at the bargaining table without striking.

I will now turn it over to my sister and co-chair of the committee from District 7, Cecilia Valdez:

COMMITTEE MEMBER VALDEZ: Thank you, Nancy.

In 2013, delegates to the Convention authorized the Growth Fund for building a better bargaining climate by promoting innovative approaches in building a movement for economic justice and democracy that supports growth in our

union and the labor movement.

In addition, this investment in growth is designed to find organizing targets in an ever-changing economy our members and union must adapt to. While we adapt to these changing times by being strategic and growing our movement, we are unwavering in our mission to support members on strike, and make sure our members are able to stay out one day longer.

We should remember that under the MRF rules there is a soft floor that requires that one-half of investment income and quarter hour dues go to the MRF if the balance falls below \$400 million.

Furthermore, if the MRF balance falls below \$377 million, all investment income and quarter hour dues go into the MRF. In the unlikely event that a strike still depletes the MRF (\$455M) any unallocated funds in the SIF-- and the balance at this time is \$120 million-- and GF (\$53M) would also be sent to the MRF. We understand that the goal of all these funds is to get the best contracts we can for our members.

A strike is not an end; it is a means to an end. Our goal is a great contract that offers our members the economic security they deserve for the contributions they make in the enterprises that employ them. After review of the original SMART proposal the DFOC made the following recommendations:

First, the proposal requires that all principal and interest payments from mortgages issued by the Robert Lilja Members' Relief Fund be retained in the Fund to ensure continued growth.

Second, the funding of the 28 positions shall require semi-annual reporting to the DFOC and a review and reauthorization to continue or modify funding from the SIF by the CWA Convention the year after the membership target of 500,000 is achieved.

Finally, we proposed changes to this clause of the SMART proposal: In an emergency, and with unanimous approval of the Defense Fund Oversight Committee, rather than the usual two-thirds, CWA may spend up to an additional ten percent of the Strategic Industry Fund balance on General Fund

needs. Emergencies shall include FEMA-declared natural disasters, pandemics, national loss of fair share fees, or other unforeseen situations that cause a significant sustained loss of income and substantially impair CWA's ability to serve members.

All our proposed changes from the DFOC were adopted by the Executive Board, and the committee unanimously voted to support the SMART proposal.

Thank you, and for further discussion of our report, I introduce Monica Alvarado from District 9.

COMMITTEE MEMBER ALVARADO: Thank you, Cecilia: Section 6 - CWA Strategies to Survive During the Pandemic and Successes.

During these unprecedented times, CWA has been a leader and innovator when it comes to meeting our current membership's needs, and reaching out to people who need union representation. Social distancing, shelter-in-place orders, and other challenges presented to CWA's local leaders, activists, and staff during the

COVID-19 pandemic required CWA to develop new strategies for achieving our Strategic Industry Fund (SIF) and Growth Fund (GF) project goals.

CWA took a deep dive into these projects and quickly revamped training, bargaining, mobilization, organizing, and legislative and political projects with COVID-19 protocols in place.

Senior staff are drafting and reviewing new projects to ensure that they take COVID-19 conditions into account. This will eliminate the need to revisit the proposal if conditions change, facilitating a quick, seamless transition into a more robust project. If contingency funds are not utilized, they are returned to the Growth Fund or Strategic Industry Fund silo.

. The Industry Analysis SIF enables the Research Department to support telecom sector bargaining, organizing, and movement-building by funding research tools, expert consultants, and progressive partners.

The current phase of the SIF has been



instrumental in supporting a range of work by the Research Department, including CWA's interventions during the Frontier bankruptcy, and Verizon-Tracfone transaction, our organizing in wireless and tech, and publication of reports by partner organizations that support CWA's organizing and policy efforts, such as the National Employment Law Project's reports on Maximus workers and temps in tech.

Our membership with the Council of Institutional Investors enabled us to host a session at their conference on predatory hedge fund tactics in telecom.

In sum, this SIF enables the Research Department to provide timely, well-sourced information for CWA's work representing our members and organizing to win power for working people.

For purposes of continuing this report, I now turn it over to my brother and the Chair of this committee, Arthur Cheliotas from the Public Sector.

COMMITTEE MEMBER CHELIOTES: Thank you,

Monica.

Project Highlights - Strategic Industry  
Fund: Building Broadband for All CWA.

Building Broadband for All CWA has been highly successful in bringing real Infrastructure Legislation to Congress that addresses the lack of Broadband access across the country. It also closes loopholes that major CWA employers did not take advantage of from the American Recovery and Reinvestment Act of 2009.

With the help of the District 7's Capacity Building SIF, organizers mobilized members to help elect a majority of CWA allies in the U.S. Senate. This successful campaign has allowed our allies to focus on developing the language that has the potential to bring \$65 billion for broadband build out across the country. Activists will continue to focus on contacting Congress to ensure labor standards, fiber deployment, and oversight are applied to these funds as it continues to move thru the U.S. Congress and Senate.

5G Infrastructure and Wireless Organizing:

This program seeks to gain power for workers in the wireless industry generally, and specifically amongst Verizon Wireless corporate, and vendor employees, and the nonunion AT&T Mobility sectors.

To do this, the team has built a growing network of workers who take action collectively to improve their terms and conditions, while building power at work. We have also highlighted areas of concern amongst key stakeholders who interact with Verizon Wireless, including their 5G rollout.

Despite an almost two-year pandemic, which has created obvious challenges to do this work, we have succeeded in achieving our goals in some areas, while challenges remain. Through the funds approved by the DFOC, we have engaged hundreds of workers at Verizon Wireless on petitions about COVID-19 safety, unreasonable metrics, and issues around racism at work; in City Council hearings; and through countless zoom meetings where workers have planned further collective action.

Our organizers have helped workers in retail locations demand, and win, raises through

collective action. We have helped workers expose racism and unfair treatment, filed EEOC complaints, and reached settlements with their employers. We even had an activist confront the CEO of Verizon on video, about their union-busting. We have used social media to generate hundreds of leads around issues at work.

In a breakthrough, we have also won an NLRB election to represent the In Home Experts (IHX) employees at ATT Mobility in Detroit, Michigan. Organizers have trained and worked with dozens of Mobility workers in our Wireless Brigade who have generated hundreds of leads after extensive organizing trainings in every district.

We have expanded with a 5G wing of our brigade made up primarily of technicians, who have worked with our research department to systematically document shoddy sub-contractor work in the Verizon 5G infrastructure buildout, and to begin organizing probes with contractor workers. As a result, we have successfully worked with elected officials to advance contractor

transparency requirements for city permits in San Diego, which we are now moving to replicate in many other jurisdictions.

CWA leadership has recently succeeded in negotiating for 4,000 IHX ATT Mobility workers to be included in our card check and neutrality agreement, so we are now ramping up our work in every district to win recognition for these workers. We hope and expect a breakthrough here soon.

Although there is little doubt that the funds approved by the DFOC have allowed workers to build power in the non-union side of the wireless industry, challenges abound. The vicious anti-union culture at Verizon Wireless especially has made organizing very difficult. This employer continues to spend significant resources trying to stop any sign of organizing in its tracks.

We continue to try to agitate so workers can overcome their fear to take collective action. We remain grateful that the DFOC continues to support this critically important work. When we

fight, we win.

For the purpose of continuing the report, I'd like to turn it over to the representative of the IUE, John Lewis.

COMMITTEE MEMBER LEWIS: Thank you, Arthur.

Payroll Support Program: This project supported the effort to pass the federal Payroll Support Program, which provided \$54 billion for wages and Social Security contributions for workers, especially in the airline industry. It was a tremendous success.

The strategic work legislatively, public relations, and dedicated membership mobilization drove the initiative, and it was all only possible only because of this SIF grant.

Save The News: At the NewsGuild Sector, two SIF projects designed to aid the struggling news industry, helped secure thousands of media worker jobs through an expansion of the Payroll Protection Program in early 2021, and launched the Guild's legislative/political campaign.

During Phase of the Sector's Organizing

SIF, 2,247 workers achieved recognition or certification process across the entire Guild. Campaigns supported by national staff achieved a union for 845 workers across 16 workplaces.

A Bargaining Support SIF approved in December 2020, helped the Guild support locals in gaining staff to help handle the 30 percent increase in membership of the sector in the last four years, by supporting additional staff positions in our locals.

For furtherance of this report, I pass it to my brother from District 4, Gary Kundrat.

COMMITTEE MEMBER KUNDRAT: Thank you, John.

Nokia Retirement Security and Healthcare Protection, Phase II: The goal of the Nokia Retirement Security and Healthcare Protection, Phase II SIF, is to protect the retirement security and healthcare benefits of our Alcatel-Lucent members, retirees, and dependents. We mobilized and educated our Alcatel-Lucent (Nokia) local leadership, activists, members, and CWA retirees so that they would be "our feet on the street" to

lobby, call, and write their legislators.

In addition, we engaged in a media campaign to raise awareness among the general public about the antics of Alcatel-Lucent (Nokia). We achieved job and retirement security and healthcare benefits for our Nokia members and CWA retirees.

On August 23, 2019, we reached an Agreement with Nokia to continue to provide retiree medical, dental, and group life insurance through 2024, thereby securing retiree benefits for over 40,000 retirees and their dependents.

As part of the Agreement, CWA and IBEW agreed to withdraw the lawsuit in October 2019. We are still fighting to secure jobs, retirement security, and health care for our current members thru a new collective bargaining agreement.

These SIF funds, along with our continued pressure on Nokia, forced them to find a third party contractor who was willing to take over the bargaining unit and negotiate a first time contract in exchange for a commercial agreement with Nokia for work. The third party contractor is Goodman



Communication Services. CWA was successful in negotiating a three-year Agreement with Goodman Communication Services. Job offers were made to all 201 Installers.

In addition, CWA negotiated an Effects Agreement which included five years added to age and service, making all but 27 Installers service pension eligible. All Installers received a severance package that included the equivalent of enhanced severance as a special pension benefit--\$30,000 lump sum and extended company paid COBRA for those Installers not eligible for retiree healthcare.

The Agreement also protected the collectively-bargained retiree healthcare for approximately 5,200 retirees/dependents until the end of calendar year 2027. And now I will pass it over to my fellow union brother, Jeff Heisey, Airline Sector.

COMMITTEE MEMBER HEISEY: Thank you, Gary.

Tech and Video Game Organizing (CODE-CWA):  
One of the Organizing SIF highlights has been our

work organizing high tech and video game workers. We were pleased to welcome a rank and file delegation of video game developers active in Game Workers Unite at our Convention two years ago in Las Vegas.

Since those early meetings, we have built out a broad effort-- CWA's Campaign to Organize Digital Employees (CODE-CWA). Beginning with SIF funding for two campaign leads, we held a worker convening in Chicago over Martin Luther King Day weekend in 2020, just before the world changed drastically with the COVID-19 pandemic. During the convening, dozens of tech workers-- from small video game studios and start-ups to platform behemoths like Google-- began to map their workplaces, and lay plans for organizing drives.

In the year and a half since the convening, CWA organizing efforts have gone public at nearly 20 different employers, including the historic founding of the Alphabet Workers Union - CWA Local 1400, a wall-to-wall, coast-to-coast, union of Google workers. Nearly 1,000 Google and Alphabet

subsidiary employees, temps, and contractors are now dues-paying CWA members.

We have certified multiple media-tech web designer groups of software engineers, web designers, and digital media staffers at NPR and Daily Kos, with other units currently campaigning for recognitions, such as the 700-person Times Tech Union at the New York Times.

We have organized a half-dozen "progressive tech" or "PROGtech" outfits, a digital/21st century extension of our historic political printing shop units. And we have certified and achieved first contracts even at some tech startups like Glitch and EveryAction.

We have also been bold enough to wage organizing campaigns that have fallen short of winning recognition in this first round. Labor law is seriously broken in the U.S.; bosses will break even the rules of a system already rigged in their favor to crush any efforts by workers to have a voice on the job. At tech companies such as MapBox and Medium, hack bosses have taken scorched-earth

approaches to defeating union elections followed by systematic efforts to fire union supporters.

CWA has been at the forefront in filing Unfair Labor Practices charges at Google, these tech startups, and even last month at Activision-Blizzard. Tech and game workers know that CWA is their ally in the labor movement to protect their rights. We are leading the fight to win passage of the Protecting the Right to Organize (PRO Act) and Public Service Freedom to Negotiate Acts.

Even our setbacks have propelled the movement forward, and dozens of former organizing committee members at shops where organizing did not initially succeed have taken the training and real world experience from these efforts into new workplaces.

Our efforts to organize tech and game workers have resulted in thousands of new CWA members in locals across the country, contributing hundreds of thousands in dues to build the labor union. We have raised CWA's profile worldwide as a leader among unions organizing tech workers.

As finance capital continue efforts to consolidate traditional industries in media, telecommunications, and entertainment with big tech giants, we know the success of building worker power in this ascendant sector of the economy is an existential necessity for CWA.

Our locals, our leaders, our organizers, and our rank and file members are rising to meet this challenge, and build a stronger, smarter, and more powerful union for the economy of the future!

I am very proud right now to welcome my friend and colleague in the Media Sector, Bill O'Meara, to continue our report.

COMMITTEE MEMBER BILL O'MEARA: Thank you, Jeff.

Growth Fund - D3 Organizing United Campus Workers (UCW), Phase III: In Phase III, we continued to build out and connect our regional bases in Tennessee, Georgia, and Mississippi; and expand the depth and breadth of the local membership and geographic footprint of the new locals in Louisiana, Alabama, Kentucky, and South

Carolina.

Through this work, we continued to enact our broader strategic vision for transforming higher education through the fight for workers' rights. Despite a global pandemic, and massive member and staff burnout, we have continued to move forward with our organizing. We have recruited 558 members paying per capita dues so far this year across UCW locals in the Southeast.

Members have dug into organizing and campaign training that has developed their leadership to take on the challenges ahead. They have participated in national level spaces around higher education funding and reform and built connections and infrastructure across locals. We have secured campus wins around shop floor issues and broader fair pay campaigns, such as the University of Memphis and the University of Kentucky, raising their floor wages for staff to \$15 per hour. Workers at other universities have secured bonuses and pay raises to the wage floor, as well as, some raises to address compression pay.

The graduate workers at the University of South Carolina were successful in their first campaign, to get the university to pay health insurance premiums for all graduate workers-- which saves those at the lower end of the pay scale up to \$3,000 a year in premium costs.

Section VII - Conclusion: The DFOC wishes to thank Mary Catucci and Elizabeth Wilks from the CWA staff for their assistance in preparing this report and their support in conducting the business of the DFOC throughout the year.

Our report is respectfully submitted by the Defense Fund Oversight Committee, the members of which are:

Ken McNamara, District 1;

Monica Alvarado, District 9;

James Gardler, District 2-13;

Arthur Cheliotes, Public Workers and the  
Chair of our committee;

Keith Patterson, District 3:

John Lewis, IUE-CWA;

Gary Kundrat, District 4:

Jeffrey Heisey, from the Airline Sector;

Nancy Brown, District 6:

And myself, Bill O'Meara, Media Sector.

And finally, Cecilia Valdez, from District 7 is our Vice Chair. Thank you.

CHAIR CHELIOTES: Mr. Chairman? President Shelton

PRESIDENT SHELTON: Yes.

CHAIR CHELIOTES: The Committee moves for the adoption of this report.

PRESIDENT SHELTON: Thank you.

A motion has been made and seconded to adopt the Defense Fund Oversight Committee's report. Any delegate wishing to speak, please head to a microphone.

Seeing there are no delegates wishing to speak on the motion, the motion before you that has been made and seconded is to adopt the Defense Fund Oversight Committee's report. The link to the Convention Management System has been posted in the chat. You will be given three minutes to vote starting now.



... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

The Defense Fund Oversight Committee's report has been adopted.

I would like to call up the Resolutions & Rules Committee. They will now report on the next resolution. While they are getting ready, I just wanted to say again that our normal procedure is to report Resolutions in numerical order, although, it may be necessary to rearrange the order in which resolutions are reported out.

Will the Committee please read Resolution No. 78A-21-02, "Support Members and Rebuild Together."

CHAIR GARNER: Thank you, President Shelton. I'd like to ask convention delegates to turn to Resolution 78A-21-02 entitled "Support Members and Rebuild Together - SMART Resolution, located in the Convention Delegates' materials folder. I will read the resolution.

Resolution 78A-21-02

Support Members and Rebuild Together -

SMART Resolution

Working people and the labor movement have been under sustained attack by corporations and right wing billionaires for over 40 years, resulting in steep declines in union membership in 2019theconvention delegates passed the Funding Our Fight for the Future resolution to ensure a steady stream of funding for SIF and Growth Fund projects.

The resolution also funded AFL-CIO and Canadian Labour Congress affiliation fees from the rebalanced SIF and Growth income stream to free funds at the national and local level to be put to work in direct service to our members.

The onset of COVID-19 pandemic in early 2020, created an unprecedented global health crisis with a serious financial impact on our union and our members. The funds freed up by the "Funding Our Fight for the Future" resolution allowed CWA to avoid layoffs and drastic reductions in service to our locals and our members in the short run. But these funds are not enough to compensate for the

long-term effect of pandemic layoffs combined with workplace shutdowns and other permanent job losses.

We are faced with a choice: Manage the downsizing of an ever-smaller, declining union through hiring freezes and service reductions, or invest in a brighter, better future for our members and all working families. The Biden administration offers a window of opportunity, and recent organizing gains have CWA poised to lead a significant rebound of worker power.

The SMART Resolution will help CWA meet this moment by putting SIF funds to immediate use directly serving our members. Hiring front line staff to bargain and enforce contracts, deliver training, mobilize, and help workers organize, will elevate and empower the greatest source of that strength-- our members-- during this critical time.

The "Support Members and Rebuild Together" resolution is CWA's SMART response to the pandemic. It will help us build our union back better by allocating a portion of existing Strategic Industry Funds for direct service to members and organizing

to build power.

Resolved: 1. In order to better serve our locals and members, CWA may dedicate up to 20 percent of the balance of the Strategic Industry Fund to hire regular, full-time staff representatives, and organizing coordinators.

2. The geographic districts shall hire positions from funds taken proportionally from the telecom, public sector, and passenger service silos. The sectors shall hire from funds within their respective silos.

3. The Defense Fund Oversight Committee will receive reports at least twice a year on this hiring, including a roster of individuals brought on staff, salary totals, and totals spending in relationship to the 20 percent cap.

4. Staff representatives will report to their assigned Vice President, and be assigned work in the same way as any other staff representatives. Organizing coordinators will report to their assigned Vice President, as well as, the CWA Senior Director of Organizing.

5. In an emergency, and with unanimous approval of the Defense Fund Oversight Committee, CWA may spend up to an additional ten percent of the Strategic Industry Fund balance on General Fund needs. Emergencies shall include: FEMA-declared natural disasters, pandemics, national loss of fair share fees, or other unforeseen situations that cause a significant sustained loss of income and substantially impairs CWA's ability to serve members.

6. In the event that CWA reaches a membership target of 500,000, the Defense Fund Oversight Committee will report to the following Convention so that delegates may reconsider the provisions of the SMART resolution. The Convention shall determine if funding will be discontinued, revised or reauthorized.

7. All principal and interest from mortgages issued to locals from the Robert Lilja Members' Relief Fund will be retained by the fund.

Mr. President, the Committee moves the adoption of Resolution No. 78A-21-02 entitled

"Support Members and Rebuild Together - SMART Resolution."

PRESIDENT SHELTON: Thank you.

A motion has been made and seconded to adopt Resolution 78A-21-02, "Support Members and Rebuild Together." Any delegate wishing to speak on the motion, please go to a microphone.

On the "Against" mic, Delegate Edler from Local 3410.

DELEGATE STEVE EDLER (Local 3410): Hey, can you hear me?

PRESIDENT SHELTON: We can.

DELEGATE EDLER: Thank you for allowing me to speak.

Members of CWA, I rise in opposition to this Resolution. For the record, I am not unsympathetic to the financial issues facing CWA at this time. I am not opposed to the reallocation of funds to help our great Union get back on its feet and start moving in a positive financial direction.

What I am opposed to is this very non-transparent, almost opaque method that is being

employed here. I have been on numerous calls over the last few months, like most of us here today, listening to the SMART Resolution pitch. Every time questions are asked as to where the jobs will go, the response is always the same, answers that are unclear, vague, and very non-committal.

I feel that if these jobs are so important to the future of our Union, how can the National not have a solid plan at this point on where the jobs will go, and if they do, why are they not being transparent with the members about where the 27-plus jobs are dedicated to.

I work for AT&T, a company that has more money than God himself. Whenever a department feels a need for more head count, they are required to go to the financial group and present a business proposal to. They must answer questions, like what titles are needed, where exactly will these new jobs be located, what need will they fulfill.

We, as a body, have gotten little to no answers to these questions. The National basically wants a blank check to fill jobs with little to no

explanation. "Trust us; we know what's best for you all." Sorry, it shouldn't work like that and usually don't. And that's understandable why.

By becoming an elected Local official, every seated delegate at this Convention has agreed to be good stewards of our Union dues-paying money. It is our solemn duty to know where our members' dues are being spent, what the dues are being spent on, and why the need is there.

I cannot with a good heart, a clear conscious vote for this resolution when none of these questions have been answered to my or anyone else's satisfaction I have spoken with.

It's obvious through the budget restrictions imposed on the districts, that Proposition one did not do what it had set out to accomplish. Why are we not working to strengthen our current needs and instead looking to add even more fat to an already bloated, unsustainable budget?

The CWA triangle was made of three sides: organizing, movement building and representation;



all three sides working equally together to accomplish our goals. The more I listen to the SMART proposal and also know how each of our Districts continue to struggle financially, it keeps becoming more clear to me that CWA's triangle is getting very heavy on one side. We need to right the ship before we add more cargo.

I again urge this body to vote against the SMART resolution. Let's hold the National's feet to the fire on this one. Let's have them come back to us with a much clearer, and more concise picture of where these jobs are needed, when they do their due diligence to figure it out.

Thank you for your time, Brothers and Sisters.

PRESIDENT SHELTON: Thank you.

On the "For" microphone, Delegate Daniels from Local 4123.

DELEGATE CHARLES DANIELS (Local 4123): All right. I think I made it.

Hello, Union family. My name is Charles Daniels. I'm the President of Local 4123, and I'm

rising virtually today in support of the SMART proposal, because we need it. The pandemic hit us hard. We lost membership, and we need to take action. And we just happen to be really fortunate that we have a great solution in front of us right now.

The SMART proposal addresses the membership loss without needing to go into the Membership Relief Fund, or any kind of dues increase, or anything else even more dramatic than that.

It's just a re-allocation and putting funds to use that are replenishing themselves. The numbers work and now we just need to put them to work for us.

Now, in regards to this not being some catch-all that addresses every single issue we're facing. No, of course the SMART proposal doesn't fix every problem, but it fixes the most pressing one, and we need to not put the cart before the horse.

This needs to be addressed now, so we can start rebuilding and moving forward because there's

a tidal wave of pro-worker, pro-union activity happening out now in the real world right now, and we need to be a part of that and take advantage of that momentum, because workers need us and our union needs a SMART proposal. Vote "yes." Thank you.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Dean from Local 9431.

Delegate Dean?

DELEGATE ROGER DEAN (Local 9431): Yes, thank you. Thank you for giving me the opportunity to speak. I tried to ask a question, but evidently I have to type my question in first. I don't want to give anybody an opportunity to think about what I am going to ask. I want an honest answer.

So the question is: Secretary Steffens said that we were backed by hundreds of millions of dollars before we left for the break. And now we're hearing this, but we're getting this resolution to prop up the lack of funds.

This was addressed at the last Convention when the SIF fund was voted to be raided, and I say

that with all sincerity because it was raided, and it was raided for this very purpose. And now we're being asked to allow it to be raided again.

And these are bandaids. They're not permanent fixes. They don't show any forethought or leadership. It's an easy out. It's an easy button. Not everybody contributes to the SIF, and as far as I'm concerned, until everybody contributes to the SIF, they don't have skin in the game.

So, if we're going to act like a union, let's act like a union. Let's make it fair and equitable across the board.

I had a motion. I was pressured to remove that motion, and I did. But I'm stating right here, right now, in front of everybody, like I did two years ago, this is not how a union acts. We do not dip into somebody else's pocket.

So, for those reasons, I am against this motion until it is amended to a point where it is fair to everybody. I understand the need. I understand that we need to organize. I have been

pushing that fight for a long time, sir. And I respect that need. But this needs to be done in a responsible and equitable fashion, and this is not at this point.

So for those reasons, I cannot support it at this point. Once it's fair and equitable to everybody, then I can support it.

Thank you. I yield the rest of my time.

PRESIDENT SHELTON: On the "Questions" mic, Delegate Salazar from Local 7037.

DELEGATE MICHAEL SALAZAR (Local 7037): Good afternoon, Brothers and Sisters. Michael Salazar, President, Local 7037, beautiful Santa Fe, New Mexico.

The question I have is-- and I heard the DFOC Committee speak to it-- is that proposition money is that were set aside to do exactly what this SMART proposal is to do, was not used, or those funds were not used, from what I understand, were not used for the purpose they were allocated. To me, that is kind of a bait-and-switch situation, so I guess my question is, were those funds

allocated and used as allocated, I guess? Were those funds used as allocated by Proposition one?

PRESIDENT SHELTON: I am going to let Sara Steffens answer your question.

SARA STEFFENS (Secretary-Treasurer): The funds that were freed up in Proposition one was \$2 million of CWA General Fund money that we had been paying to the AFL-CIO for a National per cap. There was another piece that was paying to affiliate every Local with their state federation.

Every Local, except a handful that have opted out, is affiliated with their state federation now and that money is being paid from that revenue stream.

However, we got partway into the hiring process, which is what we had intended to use the \$2 million of General Fund money for, and as the DFOC reported, we lost 30,000 members over the course of the COVID-19 pandemic. That's a lot more than \$2 million of revenue.

So, yes, the \$2 million was used for staffing, but it was used to keep the staff that we

have here and to avoid a layoff. Unfortunately, we were only able to get through one of the hires that we were in the process of doing when the pandemic hit.

Thank you.

DELEGATE SALAZAR: Okay. And my second question is, can we hope that after allocating this next money that it will actually be spent on the purposes that it was supposed to be spent on, and how can we guarantee that?

SECRETARY-TREASURER STEFFENS: I can answer that again. The only thing that the SMART resolution is authorizing is to use this 20 percent of the SIF balance for the staffing described in the SMART resolution; only for staff reps and organizing coordinators. There is nothing else that can be done with this money if the delegates authorize the resolution.

DELEGATE SALAZAR: Thank you.

I cede back my time, I guess.

PRESIDENT SHELTON: Thank you.

On the "Motions" mic, Delegate Montalbano.

DELEGATE KATE MONTALBANO (Local 1298): Thank you, President Shelton. Katie Montalbano, Local 1298, and I'd like to make a motion to end the debate and call the question.

PRESIDENT SHELTON: Is there a second?

There is a second by Delegate Erickson from Local 1400.

So, Brothers and Sisters, closing debate is a non-debatable motion. It has been moved and seconded. What you are voting on is to close debate on Resolution No. 78A-21-02, "Support Members and Rebuild Together."

The process for voting will be in your chat. You will have three minutes to vote, and the clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the results.

... Pause for voting results ...

PRESIDENT SHELTON: Brothers and Sisters, debate has been closed on Resolution No. 78A-21-02, "Support Members and Rebuild Together."



We will now go to the vote on the main resolution. We have fulfilled the need for two people speaking "For" and speaking "Against," so we will immediately move to the vote. You will have three minutes to vote. The instructions will be in the chat. Your three minutes to vote will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: The resolution is adopted.

On the "Motions" microphone, Dave, I have known you for a lot of years, so if I screw this up, forgive me, but Delegate Skotarczyk, Local 4050. You're going to make me say it again.

Delegate Skotarczyk.

DELEGATE DAVE SKOTARCZYK (Local 4050): I am here. Can you hear me now?

PRESIDENT SHELTON: We can hear you now.

DELEGATE SKOTARCZYK: While I recognize the

hard work the Resolutions Committee has put in-- and we do have a copy of all their reports-- at our Convention is so far behind, I move that the Resolutions Committee only read the Resolves, and then we'll have more time for debate. Thank you.

PRESIDENT SHELTON: Before we get to that, there is another delegate on the "Motions" mic, Delegate Dean from Local 9431.

DELEGATE ROGER DEAN (Local 9431): I motion that we call for a roll call vote on this, just so everybody can see how this works.

PRESIDENT SHELTON: Is there a second?

FROM THE FLOOR: I can't believe that.

DELEGATE DEAN (Local 9431): Believe it.

PRESIDENT SHELTON: Excuse me?

DELEGATE DEAN: Somebody said they couldn't believe it.

PRESIDENT SHELTON: There is a second by Delegate Joyce from 51016. A roll call can only be called by 20 percent of the delegates at the Convention. So we now have to conduct a vote to find out if we have 20 percent of the delegates.

The voting procedure will be in the chat. What we are voting on is whether to have a roll call on the vote on Resolution 78A-21-02.

There's three minutes to vote, and the clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: So we have 20 percent of the delegates wishing to have a roll call vote. We will have a roll call vote. I have to correct the record. When I said that the delegate who was seconding, I read the wrong name. It is Delegate Burns from Local 84802.

Now, I will have Secretary-Treasurer Steffens read you the procedure for roll call votes.

SECRETARY-TREASURER STEFFENS: Hi. While we're waiting for the roll call to be set up, let me just remind you of the procedures. Once again, we'll be using our online Convention Management

System to conduct the secure roll call vote, so please continue to use a separate window in Chrome or another web browser. Do not close the window for the Zoom call during the roll call vote.

You will be using your CMS account to cast your roll call vote. So please log into the Convention Management System now using your personal email address, the same one you used to create the account. And, remember, the system will only allow one vote per account, unless you are carrying a proxy.

If you have any questions regarding your voting strength, your voting strength is posted in the CMS, and you can see it when you log in. But if you have any questions about it when you see the actual number, the Credentials Committee Chair is standing by to assist.

To alert the Chair of your voting strength problem, press "Q&A," and type "credentials voting strength" and hit "Send." And if you experience any problems voting, use the "Q&A" and type "CMS help," and our CMS staff will help you resolve your

issue. A full audit record of each vote cast will be made and included in the Convention proceedings.

The procedures for the roll call vote are as follows:

Number one, once you're logged into the CMS using your personal email address and password, choose "Virtual Roll Call" from the left-hand menu.

Number two, only the active question will appear. Read the question carefully and vote "Yes" or "No" by clicking the appropriate radio button, then click "Submit."

Number three, once you've made your vote selection, you will have the opportunity to review your vote before it's finalized. You may cancel or change your vote prior to confirming it.

Number four, you must confirm your vote by clicking the blue "Yes, confirm my vote" box.

After you've confirmed your vote, it's finalized, and you will not be permitted to change it nor to vote again.

Number five, only registered and checked-in delegates will be allowed to participate in the vote.

Number six, the roll call vote will remain open in the CMS for ten minutes from start to finish. The voting will then be closed, and the results will be announced from the podium.

Number seven, after the vote tally is announced, a summary report will be shared.

PRESIDENT SHELTON: So, Brothers and Sisters, you are voting on Resolution 78A-21-02. That is what you are voting on. The clock will open now.

... Pause for voting ...

PRESIDENT SHELTON: Could you please publish the result .

Resolution 78A-21-02, "Support Members and Rebuild Together," has been adopted.

We'll go back to the "Motions" microphone now and Delegate Skotarczyk. Skotarczyk, please.

DELEGATE DAVE SKOTARCZYK (Local 4050): Can you hear me?

PRESIDENT SHELTON: Yes, we can. Could you read your motion again?

DELEGATE SKOTARCZYK: Yes.

While recognizing all the hard work that the Resolution Committee has done, I move that we only read the Resolves of each resolution so we have more time to debate, and more time to finish the agenda for today.

PRESIDENT SHELTON: This time I hope I'm right, but Delegate Joyce from 51016 is the second.

DELEGATE SKOTARCZYK: You said my last name very well. (Laughter)

PRESIDENT SHELTON: Thank you, Dave. I've only known him for a long time.

So any delegate wishing to speak on the motion, please go to a microphone. (Pause)

Seeing no delegate going to a microphone, we will vote. The motion has been made and seconded. We will be voting on the motion. The motion is to only read the resolves, not read the entire resolution going forward. You will have three minutes to vote. The clock will open now.

... Pause for voting ...

PRESIDENT SHELTON: We are going to reset the clock since the question wasn't up before the clock started.

So the clock is being reset to three minutes. The question is up now. We will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

The motion is adopted. We will only read the resolves, not the entire resolution going forward.

Next there is a challenge from the floor to a parliamentary ruling. Delegate Wesley Kirby from Local 3176, has attempted to make a motion to adopt a resolution relating to a nationwide SIF-funded media and organizing campaign.

The parliamentarian has advised the delegate that the motion is out of order because it contravenes, and is subsumed by the Strategic Industry Fund Resolution 68A-06-02 adopted by the



delegates at the 68th CWA Convention.

Part of that resolution specifically provides, and I quote, "This fund is not focused primarily on organizing or merely media, but rather for campaigns which aim to change employers' anti-union, anti-worker behavior, and contribute to our bargaining power.

"Additionally, the SIF fund rules, authorized and adopted by the CWA Executive Board, clearly sets forth the process for budgeting and approving any and all SIF campaigns and objectives."

The delegate has challenged the parliamentary ruling and the matter has been brought to me. I agree with the Parliamentarian's rule, and the delegate's motion is out of order.

Now I would like to call up Secretary-Treasurer Steffens for some housekeeping.

SECRETARY-TREASURER STEFFENS: We had a request from Delegate Jamie Martinez, Local 24003, at the Motions microphone requesting that we reduce the roll call voting window from ten minutes to

three minutes.

While we were able to reduce the voting window for the simple show-of-hands votes to move our business along a little faster, there are potentially many more complications on a roll call, such as Locals needing to put in an Alternate or to remove a delegate who is not present for the roll call. So we need those additional minutes in order to be sure that everybody can appropriately cast their voting strength during the roll call.

So, we are not able to accommodate that motion. It's not possible. But I just wanted to report out as to why. Thank you.

PRESIDENT SHELTON: The Resolutions & Rules Committee will now report on the next resolution. While they are getting ready, I just wanted to say, again, that our normal procedure is to report resolutions in numerical order, although it may be necessary to rearrange the order in which resolutions are reported out.

We are only reading Resolve's. We are not reading the full resolutions as per Delegate

Skotarczyk's motion, which passed. So will the Committee please address Resolution 78-21-03, "Safe and Secure and Private Elections for National Officers."

VICE PRESIDENT JUAN-CARLOS RODRIGUEZ (Local 31003): Thank you, President Shelton. I'd like to ask Convention delegates to turn to Resolution No. 78A-21-03, entitled "Safe, Secure, and Private Elections for National Officers" located in the Convention Delegates' materials folder.

Resolved, that CWA enter the digital age of electronic elections and conduct its National Officer elections electronically.

Mr. President, the Committee moves the adoption of No. 78A-21-03, entitled "Safe, Secure, and Private Elections for National Officers."

PRESIDENT SHELTON: Thank you. A motion has been made and seconded to adopt Resolution No. 78A-21-03, "Safe, Secure, and Private Elections for National Officers." Any delegate wishing to speak on the resolution, please go to a microphone.

At the "For" microphone, Delegate Anderson

from Local 14170.

DELEGATE MATTHEW ANDERSON (Local 14170):

Hello. I just would like to speak briefly on this resolution. Now, I know I was in opposition to-- well, specifically I wanted amendments to the resolution that would have allowed electronic voting by removing the secret ballot provision, but that was more about not having a constitutional guarantee to privacy of our voting.

However, that said, electronic voting is very important, especially in this modern day and age. It opens a lot of doors for us to be able to access more people. So I'm very strongly in favor of the resolution in general to have electronic voting, and I hope you will all join me in supporting this resolution.

Thank you. And I yield the rest of my time.

PRESIDENT SHELTON: Are there any other delegates wishing to speak on the resolution?

Seeing no delegates wishing to speak on the motion, the motion now before you that has been made and seconded is to adopt Resolution No. 78A-21-03,

"Safe, Secure and Private Elections for National Officers."

The link to the Convention Management System has been posted in the chat and the instructions will be there. You will be given three minutes to vote, and we will start the clock now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: The resolution is adopted. 78A-21-03 is adopted.

I understand Delegate Kirby is trying to challenge the Chair. I'm sorry, Delegate, but you're too late. You should have challenged right after I made the ruling.

I would now like to introduce CWA's General Counsel Pat Shea, to present the election procedures.

GENERAL COUNSEL PAT SHEA: For delegates to the Convention, 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.

We've had a resignation in the Northeast At-Large Diversity Board Member position. In accordance with Article IX, Section 2(a) of the CWA Constitution, the Executive Board designated a successor. An election to fill the balance of the unexpired term now needs to be conducted. The election will be conducted in accordance with the following procedures:

One, nominations for the position of Northeast Region At-Large Diversity Board Member will be conducted during this virtual Convention session.

The rules affecting the nominees, the eligibility of nominees and voters state:

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

Second, Article XV, Section 2(c) requires that a candidate for an at-large diversity executive

board seat must hold their membership in the geographical region represented by that seat. In this case that is Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Newfoundland, Nova Scotia, Prince Edwards Island, New Brunswick, Ontario, Quebec, London, and Frankfurt.

Third, 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 one seconding speech for two minutes. A nominee will be considered nominated only upon acceptance of the nomination by the nominee.

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. Please listen carefully as the voting procedures have been changed due to this unprecedented pandemic and the need for a virtual convention.

All voting shall be on a per capita basis as certified by the Credential Committees to the judge of elections. Because of the current pandemic and the virtual Convention, we're not able to conduct a secret ballot election right now during the Convention.

The Secretary-Treasurer's office will conduct the election by mail or other means as soon as possible, but not later than 90 days following the adjournment of this Convention. You will be getting more information about how this election will be conducted in the coming week.

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

If no one nominee receives a majority on the first ballot, a runoff 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's a tie for second place, a runoff 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 runoff election is necessary, the notice for the runoff and the procedures for the runoff election will be posted with the election results.

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

PRESIDENT SHELTON: Thank you, General Counsel Shea.

The next order of business, Brothers and Sisters, is the election of the At-Large Diversity Member for the Northeast Region.

Would the staff please clear the virtual microphone queue.

For the purpose of placing an individual in

nomination, the Chair recognizes Delegate Carolyn Wade, President, CWA Local 1040. Delegate Wade.

DELEGATE CAROLYN C. WADE (Local 1040):

Thank you, Mr. President. I'm Carolyn C. Wade, President of CWA Local 1040 in the Capital city of Trenton, New Jersey.

President Shelton, fellow Delegates, I rise to place the name of Gloria Middleton into nomination for the Northeast Region Diversity Member of the CWA Executive Board. I am reminded, once in my travels as a Labor Representative, you don't work for recognition, but you do work worthy of recognition.

As I reflect on the work of this nominee, this is certainly true and applicable to Gloria. She does not seek recognition, but her work has defined her and is worthy of recognition.

Gloria's work brought her to the attention of the Executive Board to complete a term of office as the diversity member representing the Northeast Region and she has served well.

Gloria is currently the President of CWA Local 1180 in New York City, when she took the helms

as President in January 2018, and is the first female to lead the 9,000 active member local. And she is doing a magnificent job.

Prior to becoming President, she served as Secretary-Treasurer for 17 years and did dual duty as the Chief Financial Officer and the Chief Operating Officer, and she has done this job extremely well.

As a trustee for Local Benefits Annuity Funds with accrued asset of more than \$120 million, she served-- she supervised the day-to-day operation of this job and has done a magnificent job. And the list continues.

We can add that she settled a suit in New York City for \$15 million covering over 8,000 workers.

Time does not permit me to amplify all of Gloria's accomplishments, but evidence is clear: Gloria did not work and is not working for recognition, but is doing the work worthy of recognition. She is our shero. I define shero as an ordinary individual who finds strength to persevere and endure in spite of overwhelming obstacles.

I place the name of Gloria Middleton into nomination for the Northeast Region Diversity seat on the CWA National Executive Board.

Thank you, Mr. President.

PRESIDENT SHELTON: Thank you, Delegate Wade.

There has been placed in nomination the name of Gloria Middleton for At-Large Diversity Member for the Northeast Region. To second that nomination, the Chair recognizes delegate Maurice Washington, President of CWA Local 9400. Delegate Washington.

DELEGATE MAURICE WASHINGTON (Local 9400):  
Good evening, Brothers and Sisters Maurice Washington from Local 9400. I rise in support of Gloria Middleton. Gloria is the President of Local 1180. This Local has numbers over 9,000 in membership. She is a valued asset to our team being the first African-American president and the first female president of her Local. She has served on both the CFO, COO, and the Trustee of the Local Benefit Annuity Fund.

Under Gloria's leadership, the finances are the best they've ever been. President Middleton has

worked with the City of New York to resolve her first contract and has worked as a chief bargaining negotiator for the New York City Transit Authority.

Gloria's work history inspires other women in our Union. She is a positive example to follow and a role model. Women like Gloria open doors for other women. She has used her talents over the years to represent us when and where it counted.

Her work speaks for itself. And she is known to get results. I can assure you having Gloria is the right choice.

... The timer chimed ...

DELEGATE WASHINGTON: I can assure you that having Gloria is the right choice. We are lucky to have someone like her. I'm so proud of how many things she has achieved in her career.

My Brothers and Sisters, nominating Gloria for this is the good of the Union. Let's go forward and recognize the strides that we are making with women in leadership.

Thank you, my Brothers and Sisters.

PRESIDENT SHELTON: Thank you, Delegate

Washington.

Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one in the virtual microphone queue for the purpose of making further nominations.

Gloria Middleton, do you accept the nomination?

SISTER MIDDLETON: Yes, can you hear me?

PRESIDENT SHELTON: Yes, we can.

SISTER MIDDLETON: Yes. I, Gloria Middleton, accept the nomination.

PRESIDENT SHELTON: Then there being only one candidate for the office of At-Large Diversity Executive Board Member for the Northeast Region, is there a motion from the floor to elect Gloria Middleton by acclamation?

VOICE FROM THE FLOOR: So moved.

PRESIDENT SHELTON: If you wish to move the motion to elect Gloria Middleton by acclamation, please push your "Raised Hand" button at the bottom

of your screen.

Please display the hands raised.

The motion has been moved by many, many delegates. If you wish to second the motion to elect Gloria Middleton by acclamation, please push your "Raised Hand" button at the bottom of your screen.

Please display the hands raised.

... Pause for seconds ...

PRESIDENT SHELTON: There are too many seconds to name.

A motion has been made and seconded to elect Gloria Middleton by acclamation. I now proclaim that Gloria Middleton is elected. She is the Northeast Diversity Member of the CWA National Executive Board. Congratulations, Gloria.

SISTER MIDDLETON: Thank you. Thank you, President Shelton. And thank you, Delegates of this great Convention.

PRESIDENT SHELTON: We will now install the newest member of the CWA 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 Communication 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 involved. 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 a 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 Communication Workers of America, to see that all these actions are not hollow. Theirs will be wise decisions made in the name of the best interests of our membership and 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 and care for them in the execution of their solemn obligations.

Will the At-Large Diversity Executive Board Member Gloria Middleton, please open your camera.

Gloria Middleton, do you, on your honor, accept the office of At-Large Diversity Executive Board Member and hereby the trust of the Communications Workers of America?

SISTER GLORIA MIDDLETON: To this, I, Gloria Middleton, Diversity Board Member for the North-Eastern Region, do solemnly swear, so help me God.

PRESIDENT SHELTON: 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?

SISTER MIDDLETON: To this, I, Gloria, Middleton, Diversity Board Member for the North-Eastern Region, do solemnly swear, so help me God.

PRESIDENT SHELTON: Do you hereby pledge yourself to assist your fellow officers who comprise the Executive Board of the Union to uphold the Constitution of the Communication 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?

Will you open your camera and microphone, 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 and oath.

SISTER MIDDLETON: To this, I, Gloria Middleton, Diversity Board Member for the North-

Eastern Region, do solemnly swear so help me God.  
And I do sign.

PRESIDENT SHELTON: Gloria Middleton and all  
Delegates, please join me in welcoming our newest CWA  
Executive Board Member. (Applause and cheers)

... Chorus of congratulations ...

SISTER MIDDLETON: Thank you. Thank you.  
Thank you, all. And God bless CWA.

PRESIDENT SHELTON: Gloria, you got more  
applause than I did. (Laughter) There's probably a  
good reason for that. (Laughter)

SISTER MIDDLETON: I don't curse as much,  
Chris. (Laughter)

PRESIDENT SHELTON: I think it's probably  
more than that. We'll see.

So, we will try to keep the Convention  
moving. Congratulations, Gloria. And you have done  
and you will continue to do, I'm sure, an absolutely  
terrific job.

SISTER MIDDLETON: Thank you, Chris, and  
thank you for your confidence.

PRESIDENT SHELTON: The Resolutions and

Rules Committee will now report on Resolution 78A-21-04, "Build Broadband Better and End the Digital Divide." The Committee will only read the Resolved, not the entire resolution.

DELEGATE TERRY GARNER (Local 2336): Thank you, President Shelton. I'd like to ask the Convention delegates to turn to Resolution No. 78A-21-04, "Build Broadband Better and End the Digital Divide," located in the Convention Delegates Materials folder.

Resolved, CWA will continue to advocate for policies and requirements at the federal, state, and local levels for public funding used for broadband infrastructure that prioritizes the build-out of fiber-optic broadband over other inferior technologies; gives preference to high road employers who directly employ their workforce and respect workers' rights to bargain and organize; provides an active role for state and federal regulators to ensure strong accountability and oversight on the projects, and work to address affordability for all Americans.

Resolved, CWA will urge the Biden Administration to develop strong and enforceable rules for the broadband funding provided under the Infrastructure Investment and Jobs Act (IIJA) that incentivize as much as possible the use of the funds by highly skilled incumbent workforces, disincentivize companies that follow a low-road employer model using a contractor workforce, and requires recipients of funding to respect workers' rights to bargain and organize.

Resolved, CWA will focus federal and state level legislative and regulatory efforts to reverse the decades of deregulation of the telecommunications industry, and to regulate the communications network of the 21st century to ensure that networks are resilient and the voices of workers and consumers are heard.

Resolved, CWA's political program should include efforts to elect and appoint members of Public Utility Commissions (PUCs) and other state oversight bodies that support our policy goals of greater accountability for broadband providers.

Mr. President, the Committee moves the adoption of Resolution No. 78A-21-04, "Build Broadband Better and End the Digital Divide."

PRESIDENT SHELTON: Thank you.

A motion has been made and seconded to adopt Resolution 78A-21-04, "Build Broadband Better and End the Digital Divide." Any delegate wishing to speak on the resolution, please go to a microphone.

On the "For" microphone, Delegate Roman from Local 7026, Delegate Roman.

DELEGATE FERNANDO ROMAN (Local 7026): Thank you, President Shelton. I rise in strong support of this resolution.

As a broadband technician, I take pride in my work and the role that I play in getting families the internet access they need. I know that many of my sisters and brothers here at this Convention can say the same. But I have seen the companies all too often don't really care about making sure that everyone has high speed reliable Internet. Instead, they just care about the bottom line.

That means that companies offer-- often take

funds meant to expand Internet access and use it to hire low road, low quality subcontractors to build to certain richer communities or to provide unreliable service instead of the high speed fiber that we know is necessary in the world today.

I'm proud of the role that we played in securing labor protections for the broadband funding in the Infrastructure bill and to hopefully ensuring that money goes to creating good jobs and getting everyone connected. But to really achieve those goals, we need to be active at the state level in getting policymakers to develop rules that ensure an accountable worker and consumer friendly program for high speed Internet for all.

So I strongly urge you, Brothers and Sisters and fellow Delegates, to support this resolution and to join in our fight to build back broadband better.

I yield my time back to the Chair.

PRESIDENT SHELTON: Thank you.

On the "For" microphone, Delegate Wood from Local 3411. Delegate Wood?

DELEGATE MATT WOOD (Local 3411): Thank you,



Mr. Chairman. So I rise in support. Also, as Brother Roman just described-- let me see something here.

I'm sorry. Hold on two seconds.

So, as Brother Roman mentioned, I rise in support of the Infrastructure and Investment in Jobs Act. This is very important and should peak the interest of everyone with CWA. It's basically made up of three parts. It's made up of federal and state funding that a lot of times we hear the term used "public/private partnerships," which basically means it's funded by taxpayer dollars. So we want to make sure that there's some oversight pertaining to affordability for all, access and, of course, digital literacy is very important.

Labor standard is something that CWA and I rise in support behind this infrastructure package. I feel like that we should be engaging our state legislatures. We can be authorizing the legislature to provide grant programs, ensure labor representation on each of these commissions and task forces.

Also, internet service providers should have

no history of federal or state labor violations and should be using local labor forces to do this work. CWA members have a great interest in this. We're the skilled workforce that do this work and have been doing it for decades. And there's no reason that this type of work shouldn't go to skilled organized labor.

Oversight and accountability is also a big big key in this proposal, in this resolution, you know. Regulating bills is not something that's out of the question when taxpayers are funding this program.

So, I feel like that with each one of our state legislatures, we should have some authority for oversight with our Public Service Commissions, regulating broadband, reporting to the state legislatures, doing audits on data collection.

Saying all that, I also rise in support of this-- excuse me, in support of this resolution, and I yield the rest of my time, Mr. Chairman.

Thank you, President Chris.

PRESIDENT SHELTON: Thank you, Brother Wood.

On the "For" microphone, Delegate Gabriele from 59053.

DELEGATE LOUIS GABRIELE (Local 59053): I rise in support of this resolution, and I agree with Brother Roman's views on this resolution. And I yield back my time, and thank you, Mr. President.

PRESIDENT SHELTON: Thank you.

On the "Motions" mic, Delegate Montalbano.

DELEGATE KATIE MONTALBANO (Local 1298): Thank you, President Shelton. And I make a motion to call the question.

PRESIDENT SHELTON: Is there a second?

The motion has been seconded by Keri Evinson. It is a motion to close debate. It is non-debatable.

You will be given three minutes to vote on the motion, and I will alert you when the clock starts. The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: The motion is adopted.  
Debate closed on Resolution 78A-21-04.

We will now vote on the resolution itself,  
Resolution 78A-21-04, "Build Broadband Better and End  
the Digital Divide." The voting instructions will be  
in the chat. You will be given three minutes to  
vote. The clock will start-- now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the  
result.

... Pause for voting results ...

PRESIDENT SHELTON: The motion is adopted.  
78A-21-04, "Build Broadband Better and End the  
Digital Divide" is adopted. Brothers and Sisters, we  
are going to take a Union break for 20 minutes. So go  
raid the refrigerator. We'll be back at six o'clock  
Eastern time.

... Recess from 5:41 p.m. to 6:02 p.m. ...

#### TUESDAY EVENING SESSION

The Convention reconvened at 6:02 p.m.,  
President Shelton presiding.

PRESIDENT SHELTON: Call to order.

The Resolution and Rules Committee will now report on Resolution 78A-21-05, "Securing Our Labor Rights in the Climate Transition." Please only read the Resolve's and not the entire resolution.

DELEGATE ART GONZALEZ (Local 9511): Thank you President Shelton I'd like to ask the Convention Delegates to turn to Resolution No. 78A-21-05, entitled "Securing Our Labor Rights in the Climate Transition," located in your Convention Delegates materials folder.

Resolved, CWA will continue efforts to organize frontline Green Economy workers in the manufacturing of wind turbines, batteries, semi-conductors, components of electric vehicles, in solar energy, and in climate justice campaigns, conservation, and climate policy work.

Resolved, CWA will fight for protections and a just transition for workers whose industries or workplaces may be disrupted by the climate crisis and work to ensure that CWA members are prepared to move into the industries of the future.

Resolved, CWA will work to ensure that all

members who face on-the-job health and safety hazards resulting from the effects of climate change have all the resources and standards in place that are needed to ensure that they are able to work in safe environment.

Resolved, CWA will commit to developing opportunities for members to work together across industry sectors to identify ways we can combat climate change.

Resolved, CWA commits to support legislative action to combat climate change that creates good union jobs in the green economy, and promotes domestic production of renewable energy technologies with union workers, while ensuring that billionaires and giant Wall Street investment firms do not extract profits from Green Industries while leaving workers behind.

Mr. President, the Committee moves the adoption of Resolution No. 78A-21-05, entitled "Securing Our Labor Rights in the Climate Transition."

PRESIDENT SHELTON: Thank you, Art.

A motion has made and seconded to adopt Resolution 78A-21-05, "Securing Our Labor Rights in the Climate Transition." Any delegate wishing to speak on the resolution, please go to a microphone.

The "For" microphone, Delegate Fernandez from Local 81301.

DELEGATE SCOTT FERNANDEZ (Local 81301):  
Hello, everyone. My name is Scott Fernandez, President of Local 81301, representing GE and Bono workers in Schenectady, New York. I'm calling to support this resolution. Our Local supports the resolution, and we feel that there's a lot of green energy-- manufacturing jobs in the green energy sector that can provide a secure workforce of secure work for our future, not only locally, but all throughout CWA.

A little about Schenectady, New York: We are one of the original General Electric sites. We have been making turbines and generators for years, I mean, for over a hundred years. And through the years through outsourcing and offshoring, we've seen all of our work leave. We were over 40,000 workers,

and now we're down to 800 members. You know, what has killed us in the past has been the outsourcing, offshoring. What's killed us lately is green energy has taken some of our workload and we're looking now to shift into that.

Whether, you know, the generator is-- in the turbine is moved by steam or it's moved by wind, we can build it. We have the skilled workforce, and we're calling companies like GE to invest in our factories. And we feel that this resolution will help secure work not only for Schenectady, but for many of the CWA workers all across the country and the world.

So I would hope you guys stand with us and support this resolution. Thank you.

I yield my time.

PRESIDENT SHELTON: Thank you.

On the "For" microphone, Delegate Batte from Local 1180.

Delegate Robin Blair-Batte from Local 1180?

On the "For" mic, Delegate Joyce from Local 51-- excuse me.



The next delegate up to speak is Delegate Day from Local 6186.

DELEGATE JOANNE DAY (Local 6186): Hi. My name's Joanne Day. I am Secretary of the Texas State Employees Union here in Texas. We are a public employee union. I stand in front of you to support this resolution wholeheartedly.

I have been an environmentalist my whole life, and this is something dear to my heart. I encourage all of you to support this, because we are in a fight for our essential existence on this planet.

I believe that we all need to reach out to our allies, not just amongst ourselves in our own unions, but for the environmental movement and everybody to get together. This is extremely important.

I yield the rest of my time. Thank you.

PRESIDENT SHELTON: At the "Motions" mic, Delegate Montalbano.

DELEGATE KATIE MONTALBANO (Local 1298): Thank you, President Shelton. Katie Montalbano,

Local 1298. Motion to end the debate and call the question.

PRESIDENT SHELTON: There apparently is a second from Delegate Evinson from Local 1400.

There is a motion to close debate. It has been properly seconded. It is non-debatable. We will go to voting. You will be given three minutes to vote. The instructions for voting will be in the chat. We will alert you of the start of the clock when I tell you.

The clock is starting now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting result ...

PRESIDENT SHELTON: The motion passes.

So we have closed debate.

We are back on the main resolution, No. 78A-21-05, "Securing Our Labor Rights in the Climate Transition." You'll be allowed three minutes to vote. The voting instructions will be in the chat. The clock will start-- the clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the results.

... Pause for voting result ...

PRESIDENT SHELTON: Resolution No. 78A-21-05 has been adopted.

At this time I would like to recognize Vice President Linda Hinton for the purposes of introducing the National Women's Committee. Linda?

VICE PRESIDENT LINDA HINTON: Thank you, President Shelton. At this time I would call on the Women's Committee. The members of the Women's Committee are:

Natashia Pickens, President CWA Local 6355, Chair; Elizabeth Mercado, Staff Representative, CWA Local 1101; Ann Vogler, President, CWA Local 2006; Yolanda Pearson, Executive Vice President, CWA Local 3204; Kimberly Liska, Secretary-Treasurer, CWA Local 4302; Jo Angela Herrera, Vice President, CWA Local 6143; Karen Pearce, Retired Member, CWA Local 7704; Maggie McCormack, President, CWA Local 9588; Kimberly Johnson, UA, AFA-MEC, Grievance Vice Chair, Discipline

AFA-CWA Local 29011; LaTonya Wilcox, Grievance Co-Chair, CWA Local 81381; and Cheryl Bacon, Secretary, NABET-CWA Local 59053.

I turn the Committee over to the Chair, President Shelton.

PRESIDENT SHELTON: Thank you, Vice President Hinton.

I recognize the Chair of the Committee, Natasha Pickens, President, CWA Local 6355, for the purposes of presenting the report of the National Women's Committee.

DELEGATE KIMBERLY LISKA (Member - National Women's Committee): Ensuring Equitable Access to Quality Healthcare Through Medicaid Expansion, written and presented by Kimberly Liska, CWA Local Local 4302, and Natasha Pickens, CWA Local 6355.

The economic shutdown caused by COVID-19 sparked new discussions about the millions of Americans who lack access to healthcare and the many states that have opted not to expand eligibility under the Affordable Care Act, also known as the ACA. In 2010, the ACA extended health coverage to millions

of uninsured Americans who were previously denied insurance due to preexisting conditions or financial limitations. The law also includes a mandate requiring that everyone have healthcare coverage. This provision of the ACA soon went to the Supreme Court on the basis that the government's attempt to force people to buy a product is a violation of the Commerce Clause of the Constitution.

In 2012, the court ruled that States could not be forced to expand their Medicaid programs. The decision resulted in inconsistent coverage across the nation, essentially leaving more than 2.5 million low-income people with no affordable healthcare options.

The decision not to expand coverage is particularly harmful and damaging to the 25 million women who have never had healthcare. According to national enrollment statistics, women comprise 36 percent of the overall Medicaid population and make up the majority of adults who are enrolled in Medicaid. According to Kaiser Family Foundation, 56 percent of the non-elderly women on Medicaid work

outside the home, 19 percent receive no pay and are caring for family members, 13 percent have a severe illness or disability, and another 6 percent attend school. Six in ten mothers on Medicaid are working and another quarter care for family members.

Compared to their uninsured counterparts, women with Medicaid experience fewer barriers to healthcare. Because the healthcare program offers a wide range of health coverage for women, most of them lack access to primary, preventive, specialty, and long-term care services. They use primary care, specialty care, and receive pap smears and mammograms at a much higher rate than uninsured women.

In fact, women on Medicaid are much less likely to delay care due to cost. This allows for better prevention of disease, thus preventing more expensive care needed in the future. Additionally, economists have stated that Medicaid expansion is good for the economy as most employers stand to benefit from federal funding of healthcare opportunities.

For example, the Medicaid expansion option

is separate from any employer payments required by health reform and has no employer contribution or responsibility of any kind. Furthermore, healthy employees are productive employees, which means fewer missed days from work due to illnesses.

DELEGATE NATHASHIA PICKENS (Chair - National Women's Committee): CWA fully supports access to affordable, quality health care for all. CWA partners with the community and activist groups to push bargaining and legislative action to provide quality healthcare and promote expansion for individuals who otherwise do not have coverage.

This collaboration includes:

- Hosting town halls and forums.
- Moving our legislative and political agenda.
- Working with allies who move the community towards the positive changes we seek.

In states like Missouri, where elected officials refused to bring Medicaid expansion to their state, CWA members partnered with coalitions to draft language, collect signatures, and engage in conversations with community members to put Medicaid

expansion on the ballot. After dedicated advocates refused to give up, in 2020, primary voters in Missouri overwhelmingly voted to expand Medicaid coverage. Since then, elected officials have been working hard not to fund the budget for Medicaid expansion fully.

Oklahoma was the fifth state in which voters have passed ballot initiatives to expand Medicaid, circumventing Republican governors and legislators. Oklahoma and Missouri's initiative were different, slightly different, as they called for a change to the constitution, rather than State laws. Additionally, under the ACA, 90 percent of the funding will come from federal money. Voters in other states, including Georgia and South Dakota, have started circulating petitions to get Medicaid expansion on the ballot in the near future.

Today, there are still 12 states that have opted not to adopt the Medicaid expansion option. CWA recognizes that healthcare is a fundamental human right that we must defend.

CWA members are determined to be leaders in



the positive changes we want to see, including acquiring the resources, technology, and staff needed to continue funding Medicaid expansion.

CWA must continue to educate the membership on the importance of quality health care for all. The economic stability that healthcare coverage provides is a necessary rung on the ladder of opportunity that allows families to thrive. We should continue to promote Medicaid expansion and advocate for the resources needed to implement the protections that the expansion provides.

CWA must continue to advocate for livable wage increases so families can have financial stability and create a habit of meeting basic healthcare needs. This is a crucial change and shift from the current normal for many people that do not seek healthcare for fear of not being able to afford to be sick.

CWA recognizes that access to quality healthcare is essential to human life, and CWA has a responsibility to ensure it becomes a reality.

DELEGATE ELIZABETH MERCADO (Member, National

Women's Committee): Unions respond to Gender Inequality during COVID-19, written and presented by Elizabeth Mercado, CWA Local 1101; Ann Vogler, CWA Local 2006, and Cheryl Bacon, NABET-CWA Local 59053.

In 2020, the nation planned to celebrate the centennial anniversary of the 19th Amendment. Instead, the onset of COVID-19 exacerbated existing gender inequalities and dealt a striking blow to the progress women made over the past 20 years.

While the virus wreaked havoc in the lives of all workers, it especially uprooted the lives of working women who are disproportionately impacted by the effects of gender inequality.

One of the most unprecedented impacts of the pandemic was the closure of nearly all daycare centers, schools, and after-school programs. Although, many women were already standing on the front lines of the pandemic as essential workers, pandemic-induced reductions in day care options forced a massive exodus of women from the workforce.

Additionally, since March 2020, disruptions in daycare centers and schools have resulted in

nearly 2.8 million women leaving the workforce to become stay-at-home mothers and teachers. The numbers were so high because mothers, caregivers, and women who handled most of the family responsibilities found themselves either frequently reducing their work hours or leaving the workforce entirely.

A 2020 study of how parents and caregivers managed the competing obligations of work, childcare, and remote learning showed that 80 percent of parents worked and facilitated remote learning. Similarly, 90 percent of parents who had school-aged and younger children were primarily responsible for caring for both, even while still meeting their work obligations. Because women often tend to contribute almost twice as much unpaid care time to household tasks such as shopping, cooking, cleaning, and taking care of kids and parents, the choice to leave work was unavoidable.

Additionally, a 2018 study conducted by American Community Survey, shows that pre-COVID, nearly half of all working women, or 46 million women, supported their families by working in

low-paying jobs and earned less than \$10.93 an hour. These low-paying jobs in industries such as retail and hospitality were disproportionately affected by economic slowdowns and shutdowns compared to male-dominated industries such as construction.

COMMITTEE MEMBER ANN VOGLER: CWA represents fields that employ large numbers of women; however, some sectors were hit harder than others. Airline shutdowns severely impacted AFA-CWA members. Sara Nelson, AFA-CWA President, testified before Congress in support of the Payroll Support Program (PSP), which provided up to \$32 billion in federal aid to maintain employment in the airline industry by providing funds to cover employee wages, salaries, and benefits, vaccine prioritization, and mask mandates.

CWA also secured additional paid sick and family leave at many employers. Health and Safety Committees were created in many locals and added to some bargaining agreements to navigate problems at individual worksites. Non-union women do not have a voice to speak for them.

In the time of COVID, unions have played a notable role in limiting overall job loss for union members. A 2020 report by the Economic Policy Institute outlines the importance of unions in giving women a voice in the workplace. The report specifically highlights how unions negotiated to save jobs during COVID-19 by securing enhanced safety measures, additional premium pay, paid sick time, layoffs, or work-from-home arrangements.

CWA recognizes the impact of COVID-19 and its role in creating chaos in the lives of working people. Through bargaining and negotiation, CWA has been able to protect jobs and the safety of members by establishing pandemic-related workplace policies and practices. These policies include paid leave for absences associated with COVID-19, establishing work-from-home agreements, and extending healthcare coverage.

COMMITTEE MEMBER CHERYL BACON: It has been over a year since the first COVID lockdown's sent working people home, and women still account for 80 percent of the 1.1 million people unable to return to

work. Even as the economy begins to experience growth, businesses reopen, and jobs are added, economists estimate that employment numbers for women may not return to pre-pandemic levels until 2024-- two full years after men return to 2019 employment numbers.

COVID-19 has proved that women play an essential role in the household and the economy. Yet, lacking any cultural or structural changes at home or work, women will never be fully protected in the workforce. The pandemic has illuminated as never before the unique challenges facing working women as they juggle careers and home.

Maximizing our efforts to pass the "Protecting the Right to Organize Act" will strengthen our power in addressing the needs of women. The "Public Service Freedom to Negotiate Act," which would grant millions of state and local government workers a voice on the job and the ability to bargain for fair work conditions, must also be enacted.

The CWA Political and Legislative agenda

must include issues of child care, healthy families, and higher wages. Using local committees such as the Women's Committee and the Civil Rights and Equity Committee, CWA Legislative and Political activists, and data on gender and the foundational disparities between union and non-union employees, CWA can take the lead on gender equity.

Every local, member, district, and sector must recognize the importance of our actions and pledge their support. Without both immediate and long-term efforts to rebuild and support the child care infrastructure and establish more progressive work-family policies, the U.S. cannot achieve continued economic growth nor protect and advance gender equity.

COMMITTEE MEMBER YOLANDA PEARSON: Working People Need the Equality Act, written and presented by Yolanda Pearson, CWA Local 3204, and Kimberly Johnson, CWA Local 29011.

Nearly 13 million people identify as LGBTQ+. Of this 13 million, an overwhelming 50 percent of LGBTQ+ people lack protection from discrimination in

employment, education, housing, and public accommodations. In 2015, both the House and the Senate introduced legislation to protect the civil rights of LGBTQ+ Americans. The Equality Act, which addresses the unjust and unacceptable discrimination of LGBTQ+ working people, would update the 1964 Civil Rights Act to include sexual orientation and gender identity in the list of protected classes.

The proposed legislation would provide comprehensive, fair, and equal protection against discrimination in education, employment, housing, public accommodations, healthcare, and federally funded programs. The bill has been introduced multiple times before; however, in February of 2021, it passed the House of Representatives in a significantly bipartisan 224 to 206 vote.

While public opinion of the legislation is primarily divided along political and religious lines, nearly 70 percent of Americans, including a majority in every state, are in support of legislation that would protect lesbian, gay, bisexual, and transgender people against



discrimination. In fact, most voters were utterly unaware that 29 states do not explicitly prohibit discrimination based on sexual orientation or gender identity in employment, housing, and public accommodations. The Equality Act is the only legislation that would permanently ban discrimination against LGBTQ+ individuals, cementing protections that could otherwise be left up to interpretation.

The legislation would also have an impact on education, particularly on how teachers implement an LGBTQ+ inclusive curriculum. Although states do not explicitly require teachers to discuss LGBTQ+ issues, in 2011, California was the first state to pass a law mandating an LGBTQ+ inclusive curriculum. When California legislators passed the Fair Education Act, many advocates hoped the law would lead to opportunities for equitable and inclusive learning about the contributions and accomplishments of LGBTQ+ people throughout history and into the present. However, in over ten years, only 20 percent of teachers in California have integrated LGBTQ+ history into their curriculum.

With many states avoiding LGBTQ+ topics in the classroom and five states passing laws that outright forbid teachers to discuss LGBTQ+ topics in a positive light, states are failing to provide a new generation with an inclusive and accurate version of American history. The Equality Act would not only allow teachers to provide an unabridged version of American history, but it would also safeguard the jobs of teachers who are constantly in fear of losing their positions for teaching acceptance and topics that affect LGBTQ+ students.

COMMITTEE MEMBER KIMBERLY JOHNSON:

Harassment, violence, and discrimination against transgender and gender non-conforming individuals are widespread in the LGBTQ+ community, especially for African American transgender women.

In the summer of 2020, six Black trans women, all under the age of 32, were murdered in the span of nine days. Black trans women experience discrimination, prejudice, and inequities at a much higher rate than anyone else in the LGBTQ+ community. Additionally, they are killed at increasingly

alarming disproportionate rates because of their intersecting Black, trans, and female identities.

A study by the National LGBTQ+ Task Force found that 26 percent of Black trans people are unemployed, a rate much higher than the national unemployment rate for transgender people. 41 percent of Black trans people have been homeless, more than five times the general population. Thirty-four percent of Black trans people have household incomes less than \$10,000, more than eight times the general population. And nearly half of the Black trans population has attempted suicide. These vicious attacks must stop. The Equality Act offers the protection of fundamental rights that all humans deserve.

At CWA's 75th Convention, delegates passed Resolution 75A-15-8: Equal Access to Jobs, Housing, and Public Accommodations for Lesbian, Gay, Bi-Sexual, and Transgender (LGBT) people. In part, the resolution reaffirms that we will not tolerate discrimination based on sexual orientation and gender identity, and must continue to do our part to engage

in conversations in our communities and workspaces that support the Equality Act.

CWA is fully committed to increasing the number of fully functioning human rights committees in our locals. We encourage members to get involved in their local Civil Rights & Equity and Women's Committees. The Equality Act must be passed to give LGBTQ+ working people protection and equal rights. Together, we can build power for all working people.

DELEGATE KAREN PEARCE (Member - National Women's Committee): The Harmful Impact of Implicit Bias, written and presented by Karen Pearce, CWA Local 7704, and JoAngela Herrera, CWA Local 6143.

Over a year has passed since the murder of George Floyd and racial justice protests still continue around the world. As much as 2018, was the year of the "Me Too" movement, 2020 was a hotbed of racial injustice generating much attention and need for a conscientious resolution. Even more so, as activists and allies marched and protested against racial inequality, others were forced to grapple with difficult questions about their prejudices and

biases.

Implicit bias, also known as unconscious bias, is a human condition that affects us and those with whom we interact. Implicit bias should not be mistaken for overt racism or prejudice. Instead, it is a crucial component of our being that affects our decisions and actions towards other people, particularly Black, Indigenous, People of Color (BIPOC).

In fact, data from 2007 to 2015 shows that 73 percent of white people, 34 percent of Black people, and 64 percent of people of other races have a pro-white/anti-black bias. Psychologists describe implicit bias as any prejudice formed unintentionally and without our direct knowledge. It can often contradict our explicit beliefs and behaviors. Usually, it reflects a mixture of personal experience, attitudes around us as we have all grown up, and our wider exposure to society and culture-- including the books we read, television we watch, and news we follow.

Our biases can be based on ethnicity, race,

gender, age, religion, sexual orientation, weight, and many other characteristics. Because implicit bias is a thinking process, it is more difficult to call out and address than overt racism. Furthermore, implicit bias can lead to many -- (video stopped)

PRESIDENT SHELTON: Delegates, I apologize for the speed of the tape recording of the Women's Committee report. We have tried to fix it and have been unable to. So we are going to fix it and get it out to you so that you can really understand the report.

And with that, we are going to recess for the night. We will be back tomorrow morning at 11:00 a.m. Eastern Daylight Time.

Thank you for your attention.

... Thereupon, the Convention recessed at 6:40 p.m. EST ...

## WEDNESDAY MORNING SESSION

October 20, 2021

The Convention reconvened at 11:00 a.m.,  
President Shelton presiding.

PRESIDENT SHELTON: I would like to call  
the 78th Convention of the Communications Workers  
of America to order for Wednesday, October 20,  
2021.

Good morning, brothers and sisters. I'd  
like to call on Pastor Nadeen Schrodt for our  
invocation today. Pastor?

MINISTER NADEEN SCHRODT: I am the Reverend  
Nadeen Schrodt. I am the Pastor at New Life  
Christian Church (Disciples of Christ) from  
Buffalo, New York. It's a great honor and  
privilege to be here with you.

I am no stranger to the Labor Movement as  
I've been married to a NABET-CWA Local President  
for over 30 years. I understand the challenges and  
issues that you face as union leaders, particularly  
now amid a whirlwind of division, uncertainty, and  
changes brought on by the pandemic and current

political climate.

Albeit a bit different way to come together and you have been given this time to gather with those with whom you share common ground of ensuring justice and the well-being of the workers you represent, you have been given this time to gain perspective and understanding of how to move forward in an unknown future. With the task that lies before you, we ask for help beyond yourself. I invite you into a spirit of prayer, understanding that we here are of different faiths or no faith, and I invite you to make this prayer your own in keeping with your beliefs, even as I pray in my own tradition in the name of Jesus.

Let us pray.

Gracious God, thank you for this event and each person that is present. Thank you for their dedication to the good and important work of CWA. Thank you for this gift of time, set aside to reconnect and to tend to business and imagine new possibilities. The world around us is changing so quickly.



As we try to navigate through those changes, we find ourselves diseased with division, hate, selfishness, mistrust and fear. May we rise above them and dwell more on what unites us rather than what divides us. May we love our neighbors as we love ourselves.

God, guide the thoughts and actions of all the CWA leaders gathered here as they seek to ensure justice and well-being for those who they represent in the workplace. Grant them wisdom. May they engage in meaningful discussion with honesty and fairness and with grace when they disagree.

May they use all their resources wisely. Open their minds and hearts to new possibilities and direction as they seek ways to meet the challenges that lie ahead. Bless them and the discussions and decisions they make at this time. And give them renewed strength and courage to continue the work they are called to do. May they go with the knowledge that You walk beside them.

This we pray in your holy name, Amen.

PRESIDENT SHELTON: Thank you again, Pastor Schrodts. I knew I recognized that last name. You are truly a part of the CWA family. Thank you.

I want to again thank yesterday's platform observers. Today's observers are: Delegate Paul Spadafora, President, NABET-CWA 51021, and Delegate Travis Young, President, CWA Local 4217.

We have a few housekeeping items to take care of. First, as you know, the Women's Committee report was interrupted yesterday due to a technical issue with the speed of the video. That problem has been resolved and we will be sharing the committee's report in its entirety later today.

A large volume of committee work remains that needs to be acted upon by the convention delegates today. Because of this, we will move some of the awards that we traditionally announce at Convention to a separate event that will be streamed online and will be open to the entire union. We will set a date for that in the coming weeks.

At this time, I would like to begin our

Memorial Service.

As we gather together at the 78th Convention of the Communications Workers of America, we remember those who are no longer with us and remember their contributions to building our union.

Morty Bahr learned how to operate a radio during World War II as a member of the Merchant Marines. He joined CWA in 1951 as a telegraph operator.

After helping lead a successful organizing drive at McCain Radio & Telegraph, which was notorious for permanently replacing striking workers where he was a telegraph operator.

Just three years later in 1954, Morty was elected President of Local 1172 and he spent every day of the next 51 years building our union.

Morty never backed down from a fight. As an organizer for District 1, he more than doubled the size of the district by bringing in 24,000 workers from New York Telephone. Later, as Vice President of the District, he led the legendary 218-day strike

against the Company. That strike paved the way for national bargaining with the Bell system.

Morty was elected President of CWA in 1985 just after the break-up of AT&T, and the emergence of wireless and internet brought enormous changes to the telecom industry. Morty developed new strategies to meet these challenges and ensure that workers would continue to have the voice and respect that comes with union representation.

He also welcomed workers from new sectors into CWA, including the Association of Flight Attendants, the Newspaper Guild, National Association Broadcast Employees and Technicians, the International Union of Electronic Workers, and the International Typographical Union.

Morty was also passionately committed to lifelong learning. He began college when he was 16, but his education was interrupted by World War II. He completed his bachelor degree in 1983 at Empire State College where the Morton Bahr Distance Learning Scholarship now helps adult workers with full-time jobs attend college.

After his retirement in 2005, Morty continued to work with organizations that support lifelong learning and focus on providing affordable housing for seniors, serving as Chairman of the Board of the Elderly Housing Development and Operations Corporation.

Morty's impact during the 20 years he served as the third President of our Union cannot be overstated. During his last CWA Convention address, he said, "This Union has been my extended family, whether you're a shop steward, a local union officer, a staff rep or an officer. Virtually every day you have the ability to change somebody's life. We are united. We are family. We are union."

And Morty Bahr was one of my mentors and a great friend. Morton Bahr died on July 30, 2019, at age 93. We'll all miss you, Morty. (Photo)

COMMITTEE MEMBER: M.E. Nichols, known as Nick, joined CWA Local 6222 on his first day on the job as a lineman at Southwestern Bell. Nick spent over 50 years as a member of CWA, including as a steward and as President of Local 6222.

Nichols was elected Executive Vice President of CWA in 1980. As Executive Vice President, he directed CWA's Education, Health & Safety programs. He was recognized by the American Red Cross and the United Way for his work providing volunteers and supplies during national disasters, and he established CWA's Disaster Relief Fund which aids members who have suffered losses and disasters, such as hurricanes, tornadoes, floods, and fires.

Nick retired in 1998. He died June 18, 2021, at age 92.

VICE PRESIDENT ED MOONEY (District 2-13):  
Bill Boarman began his career as a printer, and as a union member for the International Typographical Union Apprentice Program at McCondle Printing in Washington, D.C.

Bill moved to the Government Printing Office a few years after completing his apprenticeship and was elected President of the Columbia Typographical Union when he was 30 years old.

As a National Officer with the ITU, Bill was instrumental in negotiating the union's

merger with CWA. He was elected President of CWA's Printing, Publishing, and Media Workers Sector in 1989.

Bill chaired the CWA-ITU Pension Fund and advocated for responsible corporate governance as a member and co-chair of the Council of Institutional Investors Executive Board.

After his retirement from CWA in 2011, Bill was appointed by President Barack Obama as the 26th Public Printer of the United States.

Bill died on August 22, 2021, at age 75.

COMMITTEE MEMBER: Jim Gordon, Area Director, District 9, November 17, 2019.

Don Lindemier, Staff Representative, District 4, January 14, 2020.

David Locke, Staff Representative, District 6, August 3, 2020.

Marie Malliett, Staff Representative, District 3, February 17, 2021.

Rudolph Mendoza, Staff Representative, District 9, December 19, 2019.

Thurman Monkres, Assistant to the Vice

President, District 6, December 21, 2020.

John Morgan, Administrative Assistant to the Secretary-Treasurer, May 26, 2020.

Calvin Patrick, Vice President, District 10, March 18, 2021.

Ronald Powers, Staff Representative, IUE-CWA, December 6, 2019.

Mike Tiglio, Staff Representative, NABET-CWA, February 12, 2021.

Charles M. Torongo, Staff Representative, District 4, October 5, 2019.

Stephen Trent, Staff Representative, IUE-CWA, October 1, 2020.

Javus Weeks, Staff Representative, District 6, May 24, 2020.

Darrell "Hugh" Wolfe, District Organizing Coordinator District 3, December 22, 2019.

Ronald Woods, Assistant to the Vice President, District 10, April 29, 2021.

PRESIDENT SHELTON: We remember these activists and leaders who came before us. Their legacy is the union that we work to build every



single day, and we honor them by continuing the fight for workers' rights and justice for all.

The memorial service is now concluded.

At this time, I recognize Vice President Dennis Trainor for the purposes of introducing the COVID Memorial Services.

VICE PRESIDENT DENNIS TRAINOR (District 1):  
Over 4,800,000 people worldwide have died from COVID-19 since the disease emerged in late 2019. There have been over 700,000 deaths in the United States and over 28,000 in Canada. The numbers are almost unfathomable and they continue to rise. Our communities and our union have been forever changed by our loss.

As union members, we say an injury to one is an injury to all. This morning, as we honor those who have passed, let us reaffirm our commitment to caring for one another, to looking out for one another, and to doing everything we can to protect one another. [slides]

Remembering Those We've Lost to COVID-19

Cynthia Moss, CWA Local 1000, Verizon;

Fidel Rojas, CWA Local 1000, Verizon;

Nicole Varlow-Graves, CWA Local 1000, Verizon;

Eddie Germain, CWA Local 1032, State of New Jersey  
Department of Transportation;

Gloria Andrews, CWA Local 1037, State of New Jersey  
Department of Community Affairs;

Maria Clark, CWA Local 1037, State of New Jersey  
Motor Vehicle Commission;

Cynthia (Neicey) Ford, CWA Local 1037, State of New  
Jersey Department of Children Families;

Walter Ford, CWA Local 1037, New Jersey Performing  
Arts Center;

Brenda Jones, CWA Local 1037, State of Jersey -  
Motor Vehicle Commission;

Sharon Miles, CWA Local 1037, State of New Jersey  
Department of Children and Families;

Cletus Nwachukwu, CWA Local 1037, State of New  
Jersey Department of Children and Families;

John Pong, CWA Local 1037, Passaic County Board of  
Social Services;

Glenda Simmons, CWA Local 1037, State of New  
Jersey, Department of Health;

Dr. Gene Nebel, CWA Local 1040, Greystone Park  
Psychiatric Hospital;

Rebecca Pina, CWA Local 1040, Greystone Park  
Psychiatric Hospital;

Cheryl Shingles, CWA Local 1081, Essex County  
Welfare Board;

Gerald (Gerry) Baker, CWA Local 1084, Camden County  
Welfare Board;

Rolondo "Sonny" Aravena, CWA Local 1101, Verizon;

Dennis Bradt, CWA Local 1101, Conifer Park;

Zeke Cousins, CWA Local 1101, Verizon;

Ralph Rescigno, CWA Local 1101, Verizon;

Richard Stewart-Johnson, CWA Local 1101, Parking  
Production Assistant;

Monique Williams, CWA Local 1101, Verizon;

Walter Simpson, CWA Local 1105, Verizon;

Ernie Chiu, CWA Local 1106, Verizon;

Phil Forcino, CWA Local 1109, Verizon;

Oumar Mbengue, CWA Local 1109, Verizon;

John Poleon, CWA Local 1168, Kaleida Health,  
Buffalo General Hospital;

Priscilla Carrow, CWA Local 1180, Elmhurst

Hospital;

Leona Cohen, CWA Local 1180, New York City

Administration Services for Children Services;

Josephine Hill, CWA Local 1180, New York City

Administration Services for Children Services;

Joan Johnson, CWA Local 1180, City of New York;

Steven Michael, CWA Local 1180, New York City

Dept. of Housing Preservation Development;

Robert Moody, CWA Local 1180, New York City Police

Department of Environmental Protection;

Marius Narcisse, CWA Local 1180, HASA Greenwood;

Mohammed Ahsan, CWA Local 1181, NYPD;

Richard Austin, CWA Local 1182, NYPD;

Lee Brown, CWA Local 1182, NYPD;

Karisma Dargan, CWA Local 1182, NYPD;

William Hayes, CWA Local 1182, NYPD;

Stanley Henson, CWA Local 1182, NYPD;

Jason Lewis, CWA Local 1182, NYPD;

Carol Ryer, CWA 1182, NYPD;

Yves Sajous, CWA Local 1182, NYPD;

Timothy James, CWA Local 1183, New York City

Board of Elections;

Johnny Joyner, CWA Local 1183, New York City

Board of Elections;

Eunice Oden, CWA Local 1183, New York City

Board of Elections;

Russell Taylor, CWA Local 1183, New York City

Board of Elections;

Heidy Wilcox, CWA Local 1183, New York City

Board of Elections;

Christina Williams, Local 1183, New York City

Board of Elections;

Cyrus B. Stamos, CWA Local 1298, Frontier

Communications;

Annamarie Hastings, CWA Local 1400, Verizon;

Sonny Fogg, CWA Local 2001 Frontier Communications;

Freddy Salvatore, CWA Local 13000, Verizon;

Keenan Duffy, CWA Local 3406, AT&T;

Bianca Bowie, CWA Local 3808, AT&T Mobility;

Gerald Hall, CWA Local 4100, AT&T;

Jose Vazquez, CWA Local 4299, Envoy Air;

Sharon Hicks, CWA Local 4320, AT&T;

Robert "Bobby" Rivera, Jr., CWA Local 4322, AT&T;

Jeffrey Dirr, CWA Local 4700, CenturyLink;

Justin Wayne Rieber, CWA Local 4900, AT&T;  
Mario Garcia, CWA Local 6132, AT&T;  
Glynne Stanley, CWA Local 6214, AT&T;  
John Ore, CWA Local 6360, AT&T;  
Chris Lechuga, CWA Local 7019, CenturyLink;  
Stephen Janusewski, CWA Local 7032, Sikorsky  
Aerospace;  
Govindsamy "Neville" Pillay, CWA Local 7400,  
CenturyLink;  
Janene Bellick, CWA Local 7704, AT&T Mobility;  
Cesar Colucho, CWA Local 9505, AT&T;  
Gale Ballard, CWA Local 9510, AT&T;  
Ramon Caraballo, IUE-CWA Local 81485, Slant/Fin;  
Jean Emile, IUE-CWA Local 81485, Federal Pump  
Corporation;  
Joseph Rogers, IUE-CWA Local 81485, Slant/Fin;  
Stacie Franks, IUE-CWA Local 84717, Aptiv;  
Jamilia Williams, IUE-CWA Local 86782, Trane;  
Larry Edgeworth, NABET-CWA Local 51011, NBC News;  
Michael W. Herron, NABET-CWA Local 51011, NBC News;  
Tony Greer, NABET-CWA Local 51016, ABC - Good  
Morning America;

Jeff Shannon, NABET-CWA Local 51024, WWNY-TV;

Alan Finder, TNG-CWA Local 31003, The

New York Times;

Anick Jesdanum, TNG-CWA Local 31222,

Associated Press;

Daniel Felix, TNG-CWA Local 39000, Superior Court  
of California, Los Angeles;

and the thousands of other members, retirees,  
friends and family members we have lost to COVID-  
19.

PRESIDENT SHELTON: I would like to thank  
Vice President Trainor.

The Resolutions and Rules Committee will now  
report on the next resolution. While they are  
getting ready to report, I just wanted to say again  
that our normal procedure is to report resolutions  
in numerical order, although it may be necessary to  
rearrange the order in which resolutions are  
reported out, yesterday the delegates adopted a  
motion to read only the Resolves to each resolution.

The Resolution and Rules Committee will now  
read the resolves on Resolution No. 78A-21-06,

"Solidarity Across Borders."

DELEGATE ART GONZALEZ: Thank you, President Shelton. I'd like to ask the Convention delegates to turn to Resolution No. 78A-21-06, "Solidarity Across the Borders," located in the Convention Delegates Materials Folder.

Resolved, CWA will continue to support the work of our various global union federations in their efforts to bring workers in similar industries together to fight for our common goals.

Resolved, all CWA locals will recommit to supporting CWA's International Solidarity work by supporting the Eduardo Diaz Union-to-Union International Solidarity fund through voluntary funding at a minimum of \$0.10 per member per year.

Resolved, the International Committee of the CWA Board of Directors will review and suggest to the President of CWA projects to support through the Eduardo Diaz Union-to-Union International Solidarity fund. The committee will annually review projects receiving those funds and report their progress.

Resolved, CWA urges the Biden Administration to



continue prioritizing the strengthening of workers' rights throughout United States trade and foreign policy.

Resolved, CWA remains firm in our understanding that no country can be considered a democracy if it allows or facilitates the targeting of labor leaders and activists, or if it actively hinders the ability of workers to freely join unions, and we urge our government to treat offending nations accordingly.

Mr. President, the Committee moves the adoption of Resolution No. 78A-21-06, "Solidarity cross the Borders." Thank you.

PRESIDENT SHELTON: Thank you. A motion has been made and seconded to adopt Resolution No. 78A-21-06, "Solidarity Across the Borders." Any delegate wishing to speak please go to a microphone.

At the "For" microphone I would like to recognize Delegate McNamara from Local 1037.

DELEGATE KEN McNAMARA (Local 1037): Thank you, President Shelton. Good morning, brothers and sisters. My name is Ken McNamara, President of

Local 1037 in New Jersey. And I urge support Resolution 6.

Now more than ever it's important for our Union to continue to stand strong behind the historic principle of global solidarity.

So many of our employers operate on a global scale. Those employers, and the one percent, in our country who like us to see workers in our countries as competitors or even enemies, rather than as our sisters and brothers in a global working class. We are all better off when workers everywhere have the ability to organize and fight for better wages and working conditions. While the corporations are pushing the floor lower, we should be fighting to raise the floor for everyone.

I hope all our delegates will support this resolution and that our Locals will support the Eduardo Diaz Fund, which provides the resources to do this important work.

President Shelton, thank you, and thank you, Brothers and Sisters. And I yield back my time.

PRESIDENT SHELTON: Delegate Johnson from

Local 81408.

DELEGATE JASON JOHNSON (Local 81408): Thank you, President Shelton. Can you hear me okay?

PRESIDENT SHELTON: Yes. I'm sorry

DELEGATE JOHNSON: Okay. Thank you.

Good afternoon, Brothers and Sisters. My name is Jason Johnson, delegate and Local President of IUE-CWA Local 81408, United Optical Workers. On behalf of my Local and our members, we rise in support of this resolution.

Over the past two years, our members have had the opportunity to see how international solidarity between workers can strengthen our organization efforts here on the ground.

Our Local proudly represents workers in the optical industry for retail stores, like Visionworks where you buy your glasses, to labs where your eyeglasses are made, to call centers that provide customer service. Our members proudly serve the optical industry across New York, Massachusetts, Pennsylvania, New Hampshire, and Rhode Island.

Over the past two years, our Local has been

standing in support of optical workers who were organizing at the Luxottica Factory in McDonough, Georgia. This facility, owned by the Italian company Luxottica, is the largest and most profitable eyeglass lab in the county. Yet workers at this facility are underpaid, face COVID safety hazards, and have been subject to intimidation from their employer Luxottica for attempting to form a Union.

In Italy, there are over 50,000 workers across the country who work at Luxottica, and all these workers are Union-represented. Luxottica in Italy recognizes the Italian workers' right to collectively bargain and exercise their Union rights. Yet the Luxottica workers in Georgia, they receive anti-union communication from the company on a regular basis, warning them they should not form a union.

We are here to send a message to Luxottica, if it's good enough for the workers in Italy, it should be good enough for the workers in Georgia. Stop union busting in the United States. This is

why workers of Luxottica in Georgia are coming together with workers at Luxottica in Italy to stand strong together and demand that Luxottica respect the rights of workers in Georgia.

Workers from Italy and the U.S. have been meeting over Zoom to share their stories, and come up with the strategies for holding Luxottica accountable. We are proud and grateful to the workers in Luxottica in Italy represented by the great Italian Union called CGIL who has showed such solidarity with our unrepresented brothers and sisters in Georgia.

The international solidarity, we are proud to have the backing of the union family in Italy, and we know with the support of workers in Georgia, we will win union.

Thank you, and I yield the rest of my time.

PRESIDENT SHELTON: On the "Motions" microphone, Delegate Milos.

DELEGATE ELIZABETH MILOS (Local 9119):  
Thank you. Am I heard?

PRESIDENT SHELTON: Yes.

DELEGATE MILOS: Thank you. Thank you, President Shelton.

My dear fellow CWA delegates, I move that we strike the word "Cuba" from this resolution. First of all, it doesn't belong there. Cuba is one of the most unionized countries in the world.

PRESIDENT SHELTON: Delegate, delegate, you need a second before you speak on the motion.

DELEGATE MILOS: Okay. Thank you very much.

PRESIDENT SHELTON: Is there a second?

DELEGATE MILOS: Yeah, Erich Wise is seconding.

PRESIDENT SHELTON: There is a second from Delegate Wise from Local 9119. You may now speak on the motion, Delegate Milos.

DELEGATE MILOS: Thank you, President Shelton.

My dear fellow CWA delegates, I move that we strike the word "Cuba" from this resolution. First of all, it doesn't belong there. Cuba is one of the most unionized countries in the world and there already is respectful and fruitful worker-to-worker

engagement between U.S. workers and Cuban workers, from the "Building Relations With Cuban Labor" organization, which organizes regular labor delegations to Cuba.

The CWA's true act of genuine global worker solidarity should be twofold. First, to join with the 79 members of Congress in its March 2, 2021, letter calling on President Biden to, quote, "seek an ultimate end to extraterritorial embargo against Cuba. An end to the embargo is supported by a majority of people in the United States and it negatively impacts U.S. global leadership as evidenced by the 28 years of consecutive votes condemning it by nearly all members of the U.N. General Assembly, including our allies. U.S. businesses should be allowed to sell and provide services to Cuba and to import from Cuba, an initiative started under the Obama/Biden Administration," unquote.

It is a crippling and inhumane 60-year economic blockade against an island nation costing it hundreds of trillions of dollars, untold

suffering for Cuban working families, causing shortages of food and medicine, as well as impeding important and mutually beneficial trade and cooperation between nations.

The 79 members of Congress asked Biden to reverse the Trump Administration's cruel policies against the Cuban people at a time when Cubans are facing acute shortages of food and medicine, exacerbated by their preventive economic shutdown, which has helped to limit the spread of COVID19 virus.

Reverse restrictions on both remittances sent by Cuban Americans to their families in Cuba, as well as donative remittances, roll back the Trump Administration's restrictions on travel to Cuba, which ended people-to-people travel. These restrictions not only harm Cuba's economy, including the more than half a million ordinary Cubans who are employed in the tourism sector, but also deprive Cubans and U.S. nationals of important educational and cultural exchange.

Reverse the recent politicized decision by



the Trump Administration to add Cuba back to the list of state sponsors of terrorism, make it a particular priority to engage with Cuba on medical cooperation, especially in the fight to combat COVID-19.

The 2016 Biennial Convention of the California Labor Federation adopted a resolution to end the embargo in Cuba. As of May 2020, more than ten labor entities and labor councils, as well as 23 city councils across the country, have passed saving lives and/or ending the embargo resolutions, as well as county resolutions, state legislatures, and school boards-- in all representing more than 40 million Americans.

Fellow delegates, remember how we said that CWA's genuine worker solidarity could be expressed twofold? The other important way would be for it to not blindly accept the U.S. government's versions of events of the protest that happened in Cuba on July 11th.

The 60-year economic blockade has not stopped support by the majority of Cubans for their

socialist system of government, which still provides all workers with free health care, education and food subsidies. Cuban workers are fully represented via agriculture, manufacturing and biotechnology industry, unions and cooperatives, as well as in its educational and health care sectors.

Few Americans really grasp what a 60-year economic blockade by the most powerful country in the world can do to a country. As a Chilean-American, I will tell you. During the Allende government in Chile, the U.S. imposed a three-year embargo. This wreaked havoc on the Chilean economy which led to widespread instability of subsequent U.S. finance code in 1973, and a military dictatorship under Pinochet, which lasted 17 years and changed the future of that country for the worst.

Unfortunately, as archival documents affirm, the AFL-CIO's Latin American operation, American Institute for Free Labor Development, AIFLD, participated in the destabilization by collaborating with the CIA in funding trucker strikes against the

Allende government.

The most recent protest in Chile, which started in October 18, 2019, are a testament to the failures of interventionist U.S. foreign policy. These protests are against the U.S. and post-neoliberal policies that since 1973 has wreaked (timer chimed) since 1973 has, among its notorious human rights detrimental effects, plundering its natural resources, including by privatizing its water, decimated union powers by restricting the right to strike and make much of the workforce subject to yearly contract renewals causing labor instability, widespread inequality and privatized health care and education.

U.S. workers have nothing to gain and everything to lose from this kind of complicity with U.S. interventionist policies. True global solidarity would be for the CWA to adopt the premises of "It's time to clear the air about the AFL-CIO Foreign Policy Abroad" resolutions, and to call on the AFL-CIO to fully and unequivocally renounce this kind of collaboration with the

interventionist and imperialistic practices of the U.S. government.

Thank you, and I yield my time.

PRESIDENT SHELTON: Thank you, Delegate Milos. I'd like to go back to the Chair of the Resolutions Committee to explain what this motion does and why the word "Cuba" was in the resolution to begin with. Can we have the Chair of the Resolutions Committee?

DELEGATE TERRY GARNER (Chair, Rules and Resolutions Committee): Thank you, Mr. President. This motion here that's being made, the Resolutions Committee had requests from Local 7250, and because of members, Brothers and Sisters of CWA that Cuba was asked to be put into this resolution, and so with that, the Committee did find it appropriate for Cuba to be in there, and the Committee will ask the delegates to oppose this motion that's being made.

PRESIDENT SHELTON: Thank you. On the For microphone, Delegate Acevedo. (Silence)

Apparently Delegate Acevedo withdrew. The next delegate is Delegate Geno from Local 9119 on

the "For" mic. Delegate Geno?

DELEGATE ELIZABETH GENO (Local 9119): Yes.  
Thank you. That's my name.

I don't-- I think because the passion of our colleague has probably carried on a good deal and caused people to lose sight of what the original proposal was, which was to simply strike the mention of "Cuba." That's just kind of the removal of pretty much one word, and that's probably stirred up a lot of feelings.

My credentials to speak on this are that my grandfather, peace be upon him, was a union president who was jailed by the fascists in the 1930s. So I hold no belief for any particular form of government, which may be what some people are really concerned about.

My concern is that, if we wish to support some kind of change, that we might be more-- we're more likely to do this, and I call on anyone else who's ever served on the bargaining team, if we have a kind of conversation and have a relationship with our fellow unionists there, then by setting

ourselves up to a kind of opposition, and that by remaining in conversation with the unionists that are there, we can provide people some backing and help bring people to a better place in a way that makes sense to them and not necessarily what we think they should do. That is perhaps the best supportive thing we can do.

We don't have to go into the other details on the broader foreign policy because that's beyond our scope to deal with. I don't think it's unreasonable to feel like they don't quite belong in the same bucket, and we should not really erase our fellow unionists there with whom we could have some kind of supportive relationship to the extent that they find it helpful and that we can have some connection we can hope to retain, because they have managed to hold on as best they can in circumstances that could be trying, just as my grandfather did in his way. And that is how I like to see things.

I mean, human history has generally felt that you want to try to support whatever forces of reasonability you can, rather than creating a

situation where external pressure usually leads to a pretty poor outcome.

So this is the way it is, that rather than pitting ourselves against people with whom we have something in common, let's try to be present for them in a positive way.

Thank you, and I yield the rest of my time.

PRESIDENT SHELTON: On the "Against" mic, Delegate Knutson from Local 7250.

DELEGATE KIERAN KNUTSON (Local 7250): Thank you, President Shelton. My name is Kieran Knutson, President for CWA-7250 representing AT&T Retail Sales Clerks, call center workers, technicians, and Direct TV call center workers as well.

Our Local had submitted a resolution in defense of the protests in Cuba, and was convinced to withdraw that resolution on the basis that Cuba was mentioned in the resolution supported by the Committee on International Solidarity.

I share much in common with the views of the two previous speakers in terms of the reprehensible U.S. Foreign Policy and its impact on workers around

the world. However, the experience of workers in Cuba matter as well.

Two different members of our Local, both Cuban-born, both with strong family relations still on the island, both with heavy experiences under the dictatorship there, came to me independently while they were watching the unprecedented protests that erupted in Cuba earlier this year.

They both said that they had been staying up all night watching these protests on social media, exchanging messages with family and friends back on the island, and hoping that they would not be repressed with bloodshed and imprisonment.

Our Local introduced them to each other and together they wrote a resolution in solidarity with the protest in Cuba. The speakers previously are incorrect that Cuba does have independent and democratic unions. The kind of debates that we've been having, even today and this week, in our union would not be tolerated under the dictatorship. Any attempt to form an independent union that is outside the control of the government in Cuba gets repressed.



Workers get imprisoned for that kind of activity. Our solidarity should be with the Cuban people, not with the Cuban government. Just like our solidarity with workers in Colombia, and the Philippines and China, and Italy should be with the workers and not with the governments there.

It would be a crime and an insult to the people in Cuba and to the members of Local 7250, who unlike the previous speakers, have experienced living under that dictatorship if their experience were to be erased from this resolution.

CWA 7250 strongly supports the inclusion of solidarity with the working people in Cuba, not with the government, not with the corporate leaders and not with the fake unions there. Thank you.

PRESIDENT SHELTON: Thank you, Delegate.

On the "Motions" mic, Delegate Clemens from Local 7800.

DELEGATE ARTHUR CLEMENS (Local 7800): Thank you, President Shelton. I move that we end debate and call the question.

PRESIDENT SHELTON: Is there a second?

There is a Second from Delegate Evinson from Local 1400. So there's been a motion and a second to close debate. It is non-debatable. So what is before you is a motion to close debate on the question of striking "Cuba" from 78A-21-06.

What is only before you is the motion to close debate. You'll be given three minutes to vote, and the clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: Debate is closed.

So we are now back on the Milos motion to strike the word "Cuba" from Resolution 78A-21-06, "Solidarity Across Borders." So what is before you is the resolution to strike the word "Cuba" from the resolution.

You will be given three minutes to vote. The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: I've just been informed

that the wrong number of the resolution was on the screens. So we will delete that vote, and we will vote now on the deletion of the word "Cuba" from Resolution 78A-21-06. You will be given three minutes to vote, starting now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: The motion to strike "Cuba" from Resolution 78A-21-06 is defeated.

We are now back on the Resolution 78A-21-06, "Solidarity Across Borders." Are there any delegates wishing to speak?

We are going to take a five-minute pause, because there is a delegate wishing to make another amendment that we're not sure what it is yet.

... Five-minute pause in the proceedings ...

PRESIDENT SHELTON: On the "Motions" microphone, Delegate Ferreira.

DELEGATE MICHAEL FERREIRA (Local 39000):  
Thank you, President Shelton. I make the following

motion: that the wording from "Myanmar" all the way to "Colombia" be stricken, and that it simply read in those two sentences, "In the last few years we've watched in horror as authoritarian regimes work to silence workers exercising their democratic rights in the political space, as well," period.

New sentence: "Peaceful protests demanding basic democratic rights have been brutally suppressed around the world and labor activists targeted for arrests and even assassination." And if I get a second, I'd like to speak to the motion.

PRESIDENT SHELTON: Is there a second?

There is a second from Delegate Wise from Local 9119. So, Delegate Ferreira, you can speak on your motion.

DELEGATE FERREIRA: Thank you, President Shelton.

You know, the reason why I have done this is because you guys have missed out on a whole bunch of other countries that could be listed here. Why not Peru, Bolivia, Brazil? We're missing a whole bunch of stuff. Russia.

One of the things I think is to get the inclusive idea, and it doesn't sit here and say "such as." It makes it look as if these are the most egregious or that these are the only ones that are worthy of having standout. But anywhere where there are not free-standing unions, unions that can decide their own fate, the unions that aren't just puppets of the governments that rule the country, should be listed here. And we don't have enough room for that.

But the concept is here. Authoritarian regimes silence workers exercising their democratic rights, okay? Peaceful protests where people are brutally suppressed, people targeted for arrests and even assassination. Hey, how come we didn't put Nairobi or Belarus in here, you know?

So, I think-- the thing here is that we should have the inclusive idea of-- and not necessarily sit there and say that these are the most egregious or at least give the impression that these are the most egregious. Believe me, these places that are listed, I agree, they're pretty bad, but the thing is that I think we lose site of the globality,

you know, our global perspective. I think we lose sight of, you know, the international movement. Should we just sit here and start, you know, naming just a few? I mean, Oh God, we can go on and on. The list would be a whole another paragraph.

So thank you for-- I urge you to accept this amendment. I think it's clear what we're saying in this. And I think it's more inclusive.

I yield the rest of my time. Thank you.

PRESIDENT SHELTON: Thank you. On the "Against" microphone, Delegate Knutson from Local 7250.

DELEGATE KIERAN KNUTSON (Local 7250):  
Thanks again, President Shelton. I don't want to cast aspersions on the intent behind the amendment, but it sure sounded a lot like a "all countries matter" argument. I feel like the real reason behind this is to erase one country. It's not to include others, and that should be unacceptable, especially when we know that there's CWA members who, on their own initiative, crafted a resolution in solidarity with a popular struggle happening in their country,

and that's the island of Cuba.

And while many things have been said that are true and our Union should take a stand on in terms of the terrible, reprehensible things that the United States government has done around the world, and myself I would argue that our Local would support resolutions that went in that direction.

What's happening today is, people trying to erase the struggle that's happening very close to us by people who initially stood up against police brutality rooted in the Afro-Cuban America, young people. Just like people in our country standing up against police brutality, people in Cuba were doing it, too.

And while it's true that reactionary figures are trying to associate themselves with rebellion, they weren't the ones behind it. It was poor, regular working class people, disproportionately Black people in Cuba, who stood up this year against the regime. And any attempt to erase them is the same as an attempt to erase the kind of protests that happened in this country against police brutality,

against racism, and against oppression.

So I really urge people not to fall for that game of "all countries matter" and to erase the struggle of the people in Cuba. And our members will be watching it. I'm sure other members from locals around the country who grew up in Cuba or who have family in Cuba will be watching it as well. Thank you.

PRESIDENT SHELTON: On the "for" microphone, Delegate Geno from Local 9119.

DELEGATE ELIZABETH GENO (Local 9119): I would like to express my appreciation for Brother Ferreira. I feel it was very well put, that we wanted to make sure that we have indeed included people and that we have not played what I call "Oppression Olympics."

I, myself, am very much a person of color, and I've lived with that reality all my life. And I know what it is to be ranked for that, even in my own community. And I don't think that that's really a fair reading to say this is about erasing the struggles of one set of people or that-- which is



actually kind of an interesting way of doing a reverse flip on why some set of people seem to be done over the others. Let's not play "Oppression Olympics." I've never found that to be very productive and that's usually divided and broken up with many alliances. But I think we can say and then we can give individually attention to all the different struggles.

I mean, I'm not really going to make a case, I feel that my homies in the Philippines are pretty hard done by, and I came here six weeks ahead of martial law. That's my perspective on things. I don't think that this is really meant to erase anyone. It's more about-- true equity is not trying to rank and stack people according to who suffered more, but that we're giving everyone an opportunity.

There can be more dedicated specific resolutions that people can make about situations in time, and that Brother Ferreira's amendment leaves that open and doesn't make anyone else feel that they've been erased. It's like he's actually making sure that we have not excluded a whole bunch of other

people who could very well be mentioned.

I appreciate his intention of inclusiveness, and I think that's actually very positive. His intent is honorable, and I've got to respect that. Thank you, Brother Ferreira, and I yield the rest of my time.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Gibbs from Local 9412.

DELEGATE KEITH GIBBS (Local 9412): Good morning, Brothers and Sisters. I stand and rise against this amendment in support of the Local. The Local took the time to come up with this amendment for their reasons. I mean, come up with this resolution for their reasons, and I think it is perfect as it is written.

I yield back my time.

PRESIDENT SHELTON: On the "Motions" microphone, Delegate Montalbano.

DELEGATE KATIE MONTALBANO (Local 1298): Thank you, President Shelton. Katie Montalbano from Local 1298, and I'd like to make a motion to call the question.

PRESIDENT SHELTON: Is there a second?

There is a second from Delegate Evinson from Local 1400. The question has been called. It is non-debatable. You will be voting on the Ferreira amendment-- excuse me, you will be voting on closing the debate. You'll be given three minutes to vote, starting now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: Debate is closed. So we are now back on the Ferreira amendment as stated by Delegate Ferreira. That is the question before you. You will be given three minutes to vote, starting now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: The Ferreira amendment is adopted.

So we are now back on Resolution 78A-21-06, "Solidarity Across Borders," with the Ferreira amendment. To speak, please go to a microphone.

On the "Against" microphone, Delegate Milos.

DELEGATE ELIZABETH MILOS (Local 9119):

Hello.

PRESIDENT SHELTON: We can hear you, delegate.

DELEGATE MILOS: Thank you so much.

President Shelton, fellow delegates and especially to Delegate Ferreira, I really appreciate your-- the change that you made to the original motion-- to the original resolution. However, I have to still state the fact that, unfortunately, the effects of the AFL-CIO collaboration with U.S. government policies, foreign policies, continues via National Endowment for Democracy activities in many countries, not only in Chile.

More recently there was very strong activity around the ouster of Evo Morales' government in Bolivia, which was-- with claims of so-called "dictatorship" just because he wanted to-- he and his

supporters wanted to change the Constitution to allow him to run for another term, whereas if we would look at it from another perspective, German Chancellor Merkel has severed 12 years, or was it 15, 12 years, and nobody called her a dictator. And each of the times that government Evo Morales served was through elections.

Besides that, the protests that happened on July 11<sup>th</sup>, were accompanied by incredible number of BOTS, millions-- excuse me, in the hundreds of thousands that came primarily from outside Cuba under the hashtag SOS hashtag, which later had been identified as being BOTS. And there's a lot of activity that remains to be seen.

In what country in the world would you have a president going out and facing protest mobs and to be able to listen to their complaints and to try to explain to them the effects of the food, the effects of the embargo and the food shortages, and attempts to work on issues that are of their concern?

Of note, most of the protests were identified by the President and by Cuban governments,

as well, and acknowledged transparently, that there was a large section of the population was poor, sectors who were really worried about the issue of COVID, not having access to-- not the vaccines, because has already developed its own vaccine-- but access to syringes and other supplies that are subject to these economic embargoes.

And at the same time, I really believe that CWA needs to take a really strong step forward in this, because these kind of worker-to-worker solidarity things happen best of all when we are able to truly align ourselves with workers around the world by renouncing past practices of the Labor Movement being used in complicity with U.S. government foreign policy.

And the way that it's being done, this has been going on for way too long, and it is not to our benefit to ally ourselves in this way. It is to our benefit to create these worker-to-worker solidarity things. It is-- I agree with the tenets of this; however, I am concerned that we, as a body, have still not demanded that the national body, AFL-CIO,

renounce its practices. Otherwise, it seems to me it's very difficult for me to trust that, without an accurate accounting of the funds that are being used in these different countries, country-by-country description, within our finance report, I notice that the international expenses, there was nothing listed there. There was nothing listed under the international activities.

And so I'd also like more transparency in that respect. And there is genuine solidarity and genuine work already being carried out. I have gone to Cuba in 2018. I know what a dictatorship looks like. I also lived in Chile under Pinochet, and Cuba is not it. And calling, you know, the Cuban government a dictatorship using the parameters of the United States electoral system is kind of laughable, to tell you the truth.

My mother also, she was a Chilean immigrant, and she came to the United States in 1955, and saw with her own eyes Jim Crow in this country. She went to Cuba more than nine times with Pastors for Peace and witnessed the Cuban society as a whole.

And I would just basically urge people to vote against this resolution, because it's not (horn went off). Thank you.

PRESIDENT SHELTON: On the "For" microphone, Delegate Gabriele from Local 59053.

DELEGATE LOUIS GABRIELE (Local 59053): I'm Louis Gabriele from proud 59053, a NABET Local from Burbank, one of the greatest. And I would like to say that I am in support of Ferreira's amendments. I thought it was very eloquent, and I thought McNamara and Johnson's views were also eloquent, and I believe that Knutson opened the door by saying, "We have no qualms with the government; we are only solid with the people." And I believe that's why Ferreira came out with his feeling about all countries, as opposed to limiting it to the small amount of countries in Latin America.

I've worked with people around the world. I worked in China with people over there. I worked in Greece. I worked in Italy. I worked in France. And I'll tell you, I stick with all those people. I'm talking about the workers around the world. So, I



want to stick with Ferreira's amendment, and we can go from there.

And thank you, Mr. President. I would yield my time. Thank you.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Roberts from 9509.

DELEGATE CHRISTOPHER ROBERTS (Local 9509):  
Hi, good morning. Thank you for your time. I understand the intent of this program, and clearly it obviously does support human rights initiatives, but the reality is that this resolution and this program have caused conflict amongst our members in the last few years. Our dues-paying members should always be the first priority of our great Union.

This international program has caused discontent and ill feelings for many of our call center members towards the n-National Union. My call center members have been asked by the national to participate in rallies and other forms of support for workers in the Philippines and other countries where their job title had been demolished by big corporations moving call center working jobs to these

countries.

While our members are clinging on to the last few call center jobs we have left in the United States, it is disingenuous and downright insulting to ask our dues-paying members to support financially and otherwise to workers in countries that are literally taking their jobs. CWA has brought call center workers from the Philippines to our national convention to be recognized over the last decade as well.

I would indulge and ask all delegates to take just one minute and imagine that whatever craft or whatever job that you do today as a CWA member, that your entire industry in the United States was being moved to Brazil, for example, leaving you worried about your job security on a daily basis.

Then imagine that your union asks you to come out in support of Brazilian workers. Then at your National Convention, they bring Brazilian workers that have taken most of your friends' jobs to be celebrated with, as you sit as a delegate, in the crowd. How would you feel?

Our own members must come first. I urge everyone to support our dues-paying members and oppose the resolution as a whole.

I cede the rest of my time. Thank you.

PRESIDENT SHELTON: At the "Motions" microphone, Delegate Weidlich from Local 1298.

DELEGATE DAVID WEIDLICH (Local 1298): I'd like to make a motion Dave Weidlich Local 1298 to close debate and vote on the motion.

PRESIDENT SHELTON: Thank you, Delegate.

Is there a second?

There's been a second from Delegate Evinson from Local 1400. There's a motion to close debate. It's been properly seconded. It is non-debatable.

What is before you is the question of closing debate on 78A-21-06, "Solidarity Across Borders" with the Ferreira amendment. We are-- so you are voting on closing debate.

We need to pause for a minute. We're having a technical problem. We'll be back very shortly.

... Parliamentary pause ...

PRESIDENT SHELTON: We have cleared our

technical problem. You are voting on closing debate on 78A-21-06, "Solidarity Across Borders," with the Ferreira amendment. You are voting on closing debate. You will be given three minutes to vote.

The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting result ...

PRESIDENT SHELTON: Debate has been closed.

We are now back on Resolution 78A-21-06, "Solidarity Across Borders," with the Ferreira amendment. You will be given three minutes to vote, starting now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: Resolution 78A-21-06 is adopted.

The Resolutions and Rules Committee will now report on Resolution 78A-21-07, "Ending the

Filibuster and Saving Our Democracy.”

COMMITTEE MEMBER DONIELLE PROPHETE: Thank you, President Shelton. I'd like to ask Convention delegates to turn to Resolution No. 78A-21-07, “Ending the Filibuster and Saving Our Democracy,” located in the Convention Delegates materials folder.

Resolved, CWA urges passage of the Freedom to Vote Act by the U.S. Congress.

PRESIDENT SHELTON: Can you hold up for a minute, Delegate.

DELEGATE PROPHETE: Resolved, CWA will educate--

PRESIDENT SHELTON: We have a delegate at a microphone. Delegate Holmes from Local 6327 is calling for a roll call vote. Is there a second on the previous resolution.

We have a second from Delegate Neyrey from Local 3404. So we have to decide whether we have 20 percent of the delegates asking for a roll call.

What is before you is a roll call-- a request for a roll call vote on Resolution 78A-21-06, as amended. And the clock will start-- the clock

will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the results.

... Pause for voting results ...

PRESIDENT SHELTON: We will have a roll call on Resolution 78A-21-06, as amended, "Solidarity Across Borders."

I'll call Secretary-Treasurer Steffens to the podium to explain the rules of a roll call vote.

SECRETARY-TREASURER STEFFENS: While we're setting up the roll call, let me remind you of the general procedures for a roll call vote.

Once again, we'll be using our online Convention Management System to conduct a secure roll call vote, so please continue to use a separate window in Chrome or another Web browser. Do not close the window for this Zoom call.

You will be using your CMS account to cast your roll call vote. Please log into the CMS now, the Convention Management System now, using your personal e-mail and the one you used to create the

account. And, remember, the system will only allow one vote per account unless you're carrying a proxy.

Your voting strength is listed in the CMS. If you have any further questions about that, the Credentials Committee Chair is standing by to assist. To alert the Chair of your voting strength problem, push "Q&A" and type "credentials voting strength," and then hit "Send."

If you experience any problems voting, use the "Q&A" and type "CMS Help" and our CMS staff will help resolve your issue.

A full audit record of each vote cast will be made and included in the Convention proceedings.

The procedures are as follows:

No. 1. Once you're logged into the CMS using your personal e-mail and password, choose "Virtual Roll Call" from the left-hand menu.

No. 2. Only the active question will appear. Read the question carefully, and vote "Yes" or "No" by clicking on the appropriate radio button, then click "Submit".

No. 3. Once you've made your vote

selection, you will have the opportunity to review your vote before it's finalized. You may change or cancel your vote prior to confirming it.

No. 4. You must confirm your vote by clicking on the blue "Yes, Confirm My Vote" box, and after you've confirmed your vote, it is finalized and you will not be permitted to change it, nor to vote again.

No. 5. Only registered and checked-in delegates will be allowed to participate in the vote.

No. 6. The roll call vote will remain open in the CMS for ten minutes from start to finish. The voting will then be closed, and the results will be announced from the podium.

No. 7. After the vote tally is announced, a summary report will be shared.

Thanks.

PRESIDENT SHELTON: The clock will open now. You'll have ten minutes to vote.

... Pause for roll call vote ...

PRESIDENT SHELTON: Please publish the result.



... Pause for voting results ...

PRESIDENT SHELTON: Resolution No. 78A-21-06 as amended, "Solidarity Across Borders," is adopted again.

Now I'd like to call Secretary Steffens to the podium for some housekeeping.

SECRETARY-TREASURER STEFFENS: I just wanted to take a moment to address some issues with the Q&A. Just a reminder that the Q&A has a very specific function in this virtual meeting. It's not for chatter. It's not for talking to other delegates. When you do that, it slows down our ability to respond to the business that needs to be happening in the Q&A. We have a number of staff responding, and everybody's doing their best to keep up, but we need you to follow the conventions.

You must type "for," "against," "motion," "privilege" or one of the other words that we've given you if you need CMS help or something like that, so that the right person can see what you've typed and respond.

And then be aware, we are answering delegate

questions. We are not necessarily answering, giving the complete answer in the Q&A. Many responses are happening outside the queue, right. That's designed so that we can see other delegates trying to step up to the mic or make motions.

So, again, if everybody could reserve the Q&A for the functions I just described, we will get through our business faster. And then we will see the motions that you are making, people lining up at the mikes, those kinds of things.

We really appreciate your cooperation here. We're all trying to get through virtual meeting as efficiently as possible, and we know you want that, too. Thanks.

PRESIDENT SHELTON: Thank you, Sara.

So, the Resolutions and Rules Committee will report on Resolution No. 78A-21-07, "Ending the Filibuster and Saving Our Democracy."

COMMITTEE MEMBER DONIELLE PROPHETE: Thank you, President Shelton.

I'd like to ask Convention delegates to turn to Resolution No. 78A-21-07, "Ending the Filibuster

and Saving Our Democracy," located in the Convention Delegates Materials folder.

Resolved, CWA urges passage of The Freedom to Vote Act by the U.S. Congress.

Resolved, CWA will educate our members about the importance of this legislation and mobilize to support its final passage.

Resolved, CWA will fight to repeal the voter suppression measures enacted in a number of states, and to block similar pending efforts in other states.

Resolved, CWA demands that the U.S. Senate act immediately to change the rules of the Senate to eliminate the filibuster and allow legislation to pass when approved by a majority of Senators voting.

Mr. President, the Committee moves the adoption of Resolution No. 78-21-07, "Ending the Filibuster and Saving Our Democracy."

PRESIDENT SHELTON: Thank you.

A motion has been made and seconded to adopt Resolution No. 78A-21-07, "Ending the Filibuster and Saving Our Democracy." Are there any delegates wishing to speak on the resolution?

On the "For" microphone, Delegate Mayhew from Local 1103.

DELEGATE JOE MAYHEW (Local 1103): Can you hear me?

PRESIDENT SHELTON: Yes.

DELEGATE MAYHEW: Thank you, Thank you, President Shelton. I am Joe Mayhew, proud member of CWA Local 1103.

Mr. President, fellow Delegates, I rise in strong, overwhelming support of the adoption of this resolution. I have participated in CWA Conventions for over 20 years, and during that time I have listened and learned from all that have spoken from the podium and many from these floor mics. And those messages have always been resounding. We must participate in politics to advance the Labor Movement, and our American democracy is key to our union way of life.

Brothers and Sisters, in case you haven't been paying attention, that very democracy is under attack. For years we have had to fight with one political arm tied behind our backs as we witnessed

unlimited secret spending by corporations in elections that have corrupted the process. Gerrymandering, allowing politicians to rig the system to pick their voters instead of we as the voters picking our representatives. And now with the lies still being spewed by the former President about how the last election was illegitimate and stolen from him simply because he didn't like the outcome. We are seeing state after state passing bills to make it harder for people to vote, especially for working class voters, and voters of color.

Brothers and Sisters, Congress must pass the Freedom to Vote Act. It is the only way to stop these despicable acts for the sole purpose of actually rigging the next elections.

The Freedom to Vote Act will bring fairness to all in the process in all our states. It is a compromise bill from Senator Manchin that has the support of every single Democrat in Congress, yet a minority of Republicans are blocking it in the Senate using the filibuster.

The filibuster is a rule. It is not a law,

and it has a terrible history. It was contrived to prevent the abolishment of slavery and later to prevent passage of voting and civil rights laws.

Fellow Delegates, it is time for the filibuster to go, yet Mitch McConnell and Senate Republicans are right now threatening to use the filibuster to stop even the debate on this bill. The fact is, Senate Democrats have the ability and, if necessary, must get rid of the filibuster. Our very democracy depends on it. Our very union way of life depends on it.

My fellow delegates, I stand in support in passing this resolution. And in passing it, when we leave this Convention, I hope we all commit to fight like hell to get the Freedom to Vote Act passed.

I want to thank you, President Shelton, for the opportunity to speak on behalf of this important resolution, and I look forward to seeing all in the fight to protect our democracy. Thank you.

PRESIDENT SHELTON: On the "Against" mic, Delegate Burcham from Local 84840.

DELEGATE THOMAS BURCHAM (Local 84840): I'm

sorry, President Shelton, I was talking before I unmuted. Can you hear me now?

PRESIDENT SHELTON: Yes.

DELEGATE BURCHAM: Okay. Thank you.

I'm not opposed to the freedom of choice for-- my concern is the filibuster. I know it's working against us right now to get some of these things we want passed, but it also works for us when we have crazy nuts like Trump running around to help stop some of the crap that he wants to put through and harm us even further. We need to think about this filibuster awful hard because it works for us when we need it sometimes, and it works against us when we need it sometimes. So we need to think about the filibuster hard, real hard.

Thank you. I yield my time.

PRESIDENT SHELTON: On the "For" microphone, Delegate Gabriele from Local 59053.

DELEGATE LOUIS GABRIELE (Local 59053):  
Hello. I'm Louis Gabriele from 59053, NABET Local in Burbank, California. I'm in favor of this resolution 78-21-07, and I want to congratulate Brother Mayhew

for the eloquent speech that he gave in favor of this resolution, and I agree. And I couldn't have said it any better.

So I stick to the resolution, and I thank you all. And I thank you, Mr. President. I yield my time.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Mason from Local 7009.

DELEGATE JANET MASON (Local 7009): Hi. Janet Mason, Local 7009. As Delegate Burcham stated, we have to be cautious. Just because Democrats are in the majority at this time, that does not necessarily mean in the future that it will be. So do we really want to cut off our nose to spite our face?

That's all I have to say. Thanks. I yield my time.

PRESIDENT SHELTON: On the "Motions" microphone, Delegate Montalbano.

DELEGATE KATIE MONTALBANO (Local 1298): Thank you, President Shelton. Katie Montalbano, Local 1298. And I make a motion to end debate and call the question.



PRESIDENT SHELTON: Is there a second?

We have a second from Delegate Evinson from Local 1400.

There is a motion before the body to close debate. It is non-debatable. You will be asked to vote on it. You'll be given three minutes to do that. I will tell you when the clock will start.

The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting result ...

PRESIDENT SHELTON: Debate is closed on Resolution No. 78A-21-07, "Ending the Filibuster and Saving Our Democracy."

We are now back on the main motion. You will be given three minutes to vote. The clock starts now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: Resolution No. 78A-21-07, "Ending the Filibuster and Saving Our Democracy," is adopted.

The Resolutions and Rules Committee will now read the Resolves on Resolution No. 78A-21-08, "Airline Passenger Assault."

COMMITTEE MEMBER DONIELLE PROPHETE: Thank you, President Shelton.

I'd like to ask the Convention Delegates to turn to Resolution No. 78A-21-08, "Protecting Frontline Airline Members from Abusive Passengers and Violence in the Workplace," located in the Convention Delegates Materials folder.

Resolved, CWA calls on all union members to help restore civility to air travel by showing respect for the safety of airline workers and other passengers and avoiding confrontations.

Resolved, CWA supports requiring that all airports, airport bars, restaurants, and shops post signage and issue verbal warnings to patrons about mask requirements and consequences for "Failing to comply."

Resolved, CWA supports requiring that airport bars, restaurants, and shops post signage and issue verbal warnings to patrons about alcohol requirements and consequences for "Failing to comply". We call on airports to comply with state/city laws to stop the practice of to-go alcohol.

Resolved, CWA calls on the Department of Justice to utilize existing statutes to conduct criminal prosecutions against travelers who verbally and physically intimidate, harass, attack or otherwise interfere with frontline airline workers and to provide clear guidance to airport police departments and other local law enforcement agencies who are tasked with documenting incidents on the ground and in the air, and refer them for federal prosecution.

Resolved, CWA calls on the heads of the Federal Aviation Administration, the Department of Homeland Security, the Department of Transportation, the Department of Justice, and the White House to deploy an interagency strategy to more effectively

communicate with the public on this issue and develop procedures so that those that cause harm to airline workers and break the law are held responsible.

Mr. President, the Committee moves the adoption of Resolution No. 78A-21-08, "Protecting Frontline Airline Members from Abusive Passengers and Violence in the Workplace."

PRESIDENT SHELTON: Motion has been made and seconded to adopt Resolution No. 78A-21-08 Airline Passenger Assault.

Are there any delegates wishing to speak on the resolution?

On the "For" mic, Delegate Montgomery from Local 21006.

DELEGATE KIM MONTGOMERY (Local 21006):  
Thank you, President Shelton.

I rise to speak in favor of this resolution, "Protecting Frontline Airline Members from Abusive Passengers and Violence in the Workplace." My name is Kim Montgomery. I'm the AFA-CWA Local Council President for United Airlines for Newark, Fort Lauderdale, Orlando, and Tampa.

For decades, agents in the airport and the flight crews in the air have dealt with the unruly, abusive, and even violent behavior of passengers.

In 2021, flight attendants and passenger service agents have faced an exponential rise in unruly passengers, ranging from verbal altercations to violent physical assaults. The pandemic has forced the aviation industry and many others to constantly adapt to these changing conditions, but we cannot and will not accept this as the new normal.

In August, my Council Sisters and Brothers filed more than a hundred reports of passenger misconduct-- in September, almost 200. The stress level of flight attendants and passenger service agents at work has skyrocketed. We've seen FAA step up, but we need the Department of Justice to prosecute the worst offenders and respond with the whole of government.

Thank you for this resolution recognizing the abusive passenger behavior that flight attendants and passenger service agents have faced over the last ten months. We must all work together to end this.

We ask for a unanimous punch-back at these bad actors from all of our unions.

I yield the rest of my time.

PRESIDENT SHELTON: On the "For" microphone, Delegate Gage from Local 4299. Delegate Gage?

DELEGATE DOROTHEA GAGE (Local 4299): Hello?

PRESIDENT SHELTON: We hear you.

DELEGATE GAGE: My name is Dorothea Gage, and I am asking for your acceptance of this resolution. I am the Secretary-Treasurer of Local 4299, which encompasses five states in the Midwest. I am currently stationed at Chicago O'Hare.

Over the summer, I personally have been slapped at, I've been spit at, never mind the over-the-top abuse and screaming and unruly behavior on behalf of passengers. Management is often slow to respond to our request for assistance and, while we do have law enforcement in place, the most that they usually do is walk these passengers out.

We're asking for some resolution from our government in order to put stiffer penalties behind this unruly behavior, that it will not be tolerated

in the airport or in the skies. Even though we've all seen the news clips of people being unruly in the air and a few times there have been fights that have broken out in the airports, that is only a microcosm of what we're experiencing every day. It is causing undue stress amongst our airline employees to the point where they are ill and don't even want to come to work.

So I'm asking for your support for this bill, and I yield the rest of my time.

PRESIDENT SHELTON: On the "For" mic, Delegate Steiner from Local 1014.

DELEGATE GARREN STEINER (Local 1014): Thank you, Mr. President. I'm not sure. Can everyone hear me?

PRESIDENT SHELTON: Yes.

DELEGATE STEINER: All right. Thank you.

First, I'd like to say that I stand very strongly with my two sisters who came before me with their passionate words. This resolution hits home for me. I have a very close family member who works in the industry, and besides being bombarded with the

videos we see daily on the news or on the Internet, I hear the horror stories from her. And I want to thank everyone that took part in getting this resolution to this point and just ask, again, like my sisters before me, that we vote to put this through.

Thank you for all your hard work. I cede the rest of my time, Mr. President. Thank you.

PRESIDENT SHELTON: On the "For" mic, Delegate Gabriele from Local 59053.

DELEGATE LOUIS GABRIELE (Local 59053): This is Louis Gabriele from 59053. I'm back again. And it's unbelievable, the atrocities that are going on on the ground and in the air. And I'm strongly in favor of this motion. And I wish we would adopt this Resolution 78-21-08, and let's stop all this nonsense, okay? Do what we can, and let's cut the crap, okay? I give you back my time. Thank you.

PRESIDENT SHELTON: The delegate seeking to make a motion to amend, I believe, Delegate Gantt. I'm not sure what local Delegate Gantt is from. So when you get up, Delegate, if you could identify your Local number.



DELEGATE KEEDREN GANTT (Local 3640): Yes, Hi. Keedren Gantt, 3640 out of Winston-Salem, North Carolina. I would like to make a motion to add "reservations" to this resolution, as we are also frontline airline members.

PRESIDENT SHELTON: It is a friendly amendment. Anybody wishing to speak on it, please go to a microphone.

We are now on the amended Resolution 78A-21-08 the Gantt amendment, which adds "reservation agents" to the resolution.

Delegate Biggar of Local 24029 on the "For" mic.

Delegate Montalbano on the-- who is that? Delegate Montalbano on the "Motions" mic.

DELEGATE KATIE MONTALBANO (Local 1298): Thank you, President Shelton. Katie Montalbano, Local 1298. And I'd like to make a motion to end debate and call the question.

PRESIDENT SHELTON: Is there a second?

We have a second from Delegate Belstock from Local 59051. So closing debate is non-debatable.

What is before you is a vote to close debate on Resolution 78A-21-08, "Airline Passenger Assault" as amended. You'll be given three minutes to vote. The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Debate is closed.

We are now back on the main Resolution 78-21-08, "Airline Passenger Assault." You will be given three minutes to vote-- excuse me, 78A-21-08, "Airline Passenger Assault" as amended with adding the words "reservation agents."

You will be given three minutes to vote.

The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: Resolution No. 78A-21-08 as amended, "Airline Passenger Assault," has been adopted.

We said yesterday afternoon and this morning we had a technical problem with the Women's Committee

Report. We apologized for it. We said we would get it fixed, and we have. We also said that we would do the report completely from the beginning again, which we are going to now do.

I would like to recognize the Chair of the Committee, Natasha Pickens, President, CWA Local 6355, for the purpose of presenting the report of the National Women's Committee.

COMMITTEE MEMBER KIMBERLY LISKA: "Ensuring Equitable Access to Quality Healthcare Through Medicaid Expansion," written and presented by Kimberly Liska, CWA Local 4302, and Natasha Pickens, CWA Local 6355.

The economic shutdown caused by COVID-19 sparked new discussions about the millions of Americans who lack access to healthcare and the many states that have opted not to expand eligibility under the Affordable Care Act, also known as the ACA.

In 2010, the ACA extended health coverage to millions of uninsured Americans who were previously denied insurance due to preexisting conditions or financial limitations. The law also includes a

mandate requiring that everyone have healthcare coverage. This provision of the ACA soon went to the Supreme Court on the basis that the government's attempt to force people to buy a product is a violation of the Commerce Clause of the Constitution.

In 2012, the court ruled that States could not be forced to expand their Medicaid programs. The decision resulted in inconsistent coverage across the nation, essentially leaving more than 2.5 million low-income people with no affordable healthcare options.

The decision not to expand coverage is particularly harmful and damaging to the 25 million women who have never had healthcare. According to national enrollment statistics, women comprise 36 percent of the overall Medicaid population and make up the majority of adults who are enrolled in Medicaid.

According to the Kaiser Family Foundation, 56 percent of the non-elderly women on Medicaid work outside the home, 19 percent receive no pay and are caring for family members, 13 percent have a severe

illness or disability, and another six percent attend school.

Six in ten mothers on Medicaid are working and another quarter care for family members. Compared to their uninsured counterparts, women with Medicaid experience fewer barriers to healthcare. Because the healthcare program offers a wide range of health coverage for women, most of them lack access to primary, preventive, specialty, and long-term care services. They use primary care, specialty care, and receive pap smears and mammograms at a much higher rate than uninsured women.

In fact, women on Medicaid are much less likely to delay care due to cost. This allows for better prevention of disease, thus preventing more expensive care needed in the future. Additionally, economists have stated that Medicaid expansion is good for the economy as most employers stand to benefit from federal funding of healthcare opportunities.

For example, the Medicaid expansion option is separate from any employer payments required by

health reform and has no employer contribution or responsibility of any kind. Furthermore, healthy employees are productive employees-- which means fewer missed days from work due to illnesses.

COMMITTEE CHAIR NATASHIA PICKENS: CWA fully supports access to affordable, quality health care for all. CWA partners with the community and activist groups to push bargaining and legislative action to provide quality healthcare and promote expansion for individuals who otherwise do not have coverage.

This collaboration includes:

- Hosting town halls and forums.
- Moving our legislative and political agenda, and
- Working with allies who move the community towards the positive changes we seek.

In states like Missouri, where elected officials refuse to bring Medicaid expansion to their state, CWA members partnered with coalitions to draft language, collect signatures, and engage in conversations with community members to put Medicaid

expansion on the ballot. After dedicated advocates refused to give up, in 2020, primary voters in Missouri overwhelmingly voted to expand Medicaid coverage. Since then, elected officials have been working hard not to fund the budget for Medicaid expansion fully.

Oklahoma was the fifth state in which voters have passed ballot initiatives to expand Medicaid, circumventing Republican governors and legislators. Oklahoma and Missouri's initiative were different, slightly different, as they called for a change to the constitution rather than State laws.

Additionally, under the ACA, 90 percent of the funding will come from federal money. Voters in other states, including Georgia and South Dakota, have started circulating petitions to get Medicaid expansion on the ballot in the near future. Today, there are still 12 states that have opted not to adopt the Medicaid expansion option.

CWA recognizes that healthcare is a fundamental human right that we must defend. CWA members are determined to be leaders in the positive

changes we want to see, including acquiring the resources, technology, and staff needed to continue funding Medicaid expansion. CWA must continue to educate the membership on the importance of quality health care for all.

The economic stability that healthcare coverage provides is a necessary rung on the ladder of opportunity that allows families to thrive. We should continue to promote Medicaid expansion and advocate for the resources needed to implement the protections that the expansion provides.

CWA must continue to advocate for livable wage increases so families can have financial stability and create a habit of meeting basic healthcare needs. This is a crucial change and shift from the current normal for many people that do not seek healthcare for fear of not being able to afford to be sick.

CWA recognizes that access to quality healthcare is essential to human life, and CWA has a responsibility to ensure it becomes a reality.

COMMITTEE MEMBER ELIZABETH MERCADO: Unions



respond to Gender Inequality during COVID-19, written and presented by Elizabeth Mercado, CWA Local 1101; Ann Vogler, CWA Local 2006, and Cheryl Bacon, NABET-CWA Local 59053.

In 2020, the nation planned to celebrate the centennial anniversary of the 19th Amendment. Instead, the onset of COVID-19 exacerbated existing gender inequalities and dealt a striking blow to the progress women made over the past 20 years.

While the virus wreaked havoc in the lives of all workers, it especially uprooted the lives of working women who are disproportionately impacted by the effects of gender inequality.

One of the most unprecedented impacts of the pandemic was the closure of nearly all daycare centers, schools, and after-school programs. Although many women were already standing on the front lines of the pandemic as essential workers, pandemic-induced reductions in child care options forced a massive exodus of women from the workforce.

Additionally, since March 2020, disruptions in daycare centers and schools have resulted in

nearly 2.8 million women leaving the workforce to become stay-at-home mothers and teachers. The numbers were so high because mothers, caregivers, and women who handled most of the family responsibilities found themselves either frequently reducing their work hours or leaving the workforce entirely.

A 2020 study of how parents and caregivers managed the competing obligations of work, childcare, and remote learning showed that 80 percent of parents worked and facilitated remote learning. Similarly, 90 percent of parents who had school-aged and younger children were primarily responsible for caring for both, even while still meeting their work obligations.

Because women often tend to contribute almost twice as much unpaid care time to household tasks such as shopping, cooking, cleaning, and taking care of kids and parents, the choice to leave work was unavoidable.

Additionally, a 2018 study conducted by American Community Survey, shows that pre-COVID, nearly half of all working women, or 46 million

women, supported their families by working in low-paying jobs and earned less than \$10.93 an hour. These low-paying jobs in industries such as retail and hospitality were disproportionately affected by economic slowdowns and shutdowns compared to male-dominated industries such as construction.

COMMITTEE MEMBER ANN VOGLER: CWA represents fields that employ large numbers of women; however, some sectors were hit harder than others. Airline shutdowns severely impacted AFA-CWA members. Sara Nelson, AFA-CWA President, testified before Congress in support of the Payroll Support Program (PSP), which provided up to \$32 billion in federal aid to maintain employment in the airline industry by providing funds to cover employee wages, salaries, and benefits, vaccine prioritization, and mask mandates.

CWA also secured additional paid sick and family leave at many employers. Health and Safety Committees were created in many locals and added to some bargaining agreements to navigate problems at individual worksites. Non-union women do not have a

voice to speak for them.

In the time of COVID, unions have played a notable role in limiting overall job loss for union members. A 2020 report by the Economic Policy Institute, outlines the importance of unions in giving women a voice in the workplace. The report specifically highlights how unions negotiated to save jobs during COVID-19 by securing enhanced safety measures, additional premium pay, paid sick time, layoffs, or work-from-home arrangements.

CWA recognizes the impact of COVID-19 and its role in creating chaos in the lives of working people. Through bargaining and negotiation, CWA has been able to protect jobs and the safety of members by establishing pandemic-related workplace policies and practices. These policies include paid leave for absences associated with COVID-19, establishing work-from-home agreements, and extending healthcare coverage.

COMMITTEE MEMBER CHERYL BACON: It has been over a year since the first COVID lockdown's sent working people home, and women still account for 80

percent of the 1.1 million people unable to return to work. Even as the economy begins to experience growth, businesses reopen, and jobs are added, economists estimate that employment numbers for women may not return to pre-pandemic levels until 2024-- two full years after men return to 2019 employment numbers.

COVID-19 has proved that women play an essential role in the household and the economy. Yet, lacking any cultural or structural changes at home or work, women will never be fully protected in the workplace. The pandemic has illuminated as never before the unique challenges facing working women as they juggle careers and home.

Maximizing our efforts to pass the "Protecting the Right to Organize Act" will strengthen our power in addressing the needs of women. The "Public Service Freedom to Negotiate Act," which would grant millions of state and local government workers a voice on the job and the ability to bargain for fair working conditions, must also be enacted.

The CWA Political and Legislative agenda must include issues of child care, healthy families, and higher wages. Using local committees such as the Women's Committee and the Civil Rights and Equity Committee, CWA Legislative and Political activists, and data on gender and the foundational disparities between union and non-union employees, CWA can take the lead on gender equity.

Every local, member, district, and sector must recognize the importance of our actions and pledge their support. Without both immediate and long-term efforts to rebuild and support the child care infrastructure and establish more progressive work-family policies, the U.S. cannot achieve continued economic growth nor protect and advance gender equity.

COMMITTEE MEMBER YOLANDA PEARSON: Working People Need the Equality Act, written and presented by Yolanda Pearson, CWA Local 3204, and Kimberly Johnson, CWA Local 29011.

Nearly 13 million people identify as LGBTQ+. Of this 13 million, an overwhelming 50 percent of

LGBTQ+ people lack protection from discrimination in employment, education, housing, and public accommodations.

In 2015, both the House and the Senate introduced legislation to protect the civil rights of LGBTQ+ Americans. The Equality Act, which addresses the unjust and unacceptable discrimination of LGBTQ+ working people, would update the 1964 Civil Rights Act to include sexual orientation and gender identity in the list of protected classes. The proposed legislation would provide comprehensive, fair, and equal protection against discrimination in education, employment, housing, public accommodations, healthcare, and federally funded programs.

The bill has been introduced multiple times before; however, in February of 2021, it passed the House of Representatives in a significantly bipartisan 224 to 206 vote.

While public opinion of the legislation is primarily divided along political and religious lines, nearly 70 percent of Americans, including a majority in every state, are in support of

legislation that would protect lesbian, gay, bisexual, and transgender people against discrimination. In fact, most voters were utterly unaware that 29 states do not explicitly prohibit discrimination based on sexual orientation or gender identity in employment, housing, and public accommodations. The Equality Act is the only legislation that would permanently ban discrimination against LGBTQ+ individuals, cementing protections that could otherwise be left up to interpretation.

The legislation would also have an impact on education, particularly on how teachers implement an LGBTQ+ inclusive curriculum. Although states do not explicitly require teachers to discuss LGBTQ+ issues, in 2011, California was the first state to pass a law mandating an LGBTQ+ inclusive curriculum.

When California legislators passed the Fair Education Act, many advocates hoped the law would lead to opportunities for equitable and inclusive learning about the contributions and accomplishments of LGBTQ+ people throughout history and into the present. However, in over ten years, only 20 percent



of teachers in California have integrated LGBTQ+ history into their curriculum.

With many states avoiding LGBTQ+ topics in the classroom and five states passing laws that outright forbid teachers to discuss LGBTQ+ topics in a positive light, states are failing to provide the new generation with an inclusive and accurate version of American history.

The Equality Act would not only allow teachers to provide an unabridged version of American history, but it would also safeguard the jobs of teachers who are constantly in fear of losing their positions for teaching acceptance and topics that affect LGBTQ+ students.

COMMITTEE MEMBER KIMBERLY JOHNSON:

Harassment, violence, and discrimination against transgender and gender non-conforming individuals are widespread in the LGBTQ+ community, especially for African-American transgender women.

In the summer of 2020, six Black trans women, all under the age of 32, were murdered in the span of nine days. Black trans women experience

discrimination, prejudice, and inequities at a much higher rate than anyone else in the LGBTQ+ community. Additionally, they are killed at increasingly alarming disproportionate rates because of their intersecting Black, trans, and female identities.

A study by the National LGBTQ+ task force found that 26 percent of Black trans people are unemployed, a rate much higher than the national unemployment rate for transgender people. 41 percent of Black trans people have been homeless, more than five times the general population. 34 percent of Black trans people have household incomes less than \$10,000, more than eight times the general population. And nearly half of the Black trans population has attempted suicide.

These vicious attacks must stop. The Equality Act offers the protection of fundamental rights that all humans deserve.

At CWA's 75th Convention, delegates passed Resolution 75A-15-8: "Equal Access to Jobs, Housing, and Public Accommodations for Lesbian, Gay, Bi-Sexual, and Transgender (LGBT) people." In part,

the resolution reaffirms that we will not tolerate discrimination based on sexual orientation and gender identity, and must continue to do our part to engage in conversations in our communities and workspaces that support the Equality Act.

CWA is fully committed to increasing the number of fully functioning human rights committees in our locals. We encourage members to get involved in their local Civil Rights & Equity and Women's Committees. The Equality Act must be passed to give LGBTQ+ working people protection and equal rights. Together, we can build power for all working people.

COMMITTEE MEMBER KAREN PEARCE: The Harmful Impact of Implicit Bias, written and presented by Karen Pearce, CWA Local 7704, and JoAngela Herrera, CWA Local 6143.

Over a year has passed since the murder of George Floyd and racial justice protests still continue around the world. As much as 2018 was the year of the "Me Too" movement, 2020 was a hotbed of racial injustice, generating much attention and need for a conscientious resolution. Even more so, as

activists and allies marched and protested against racial inequality, others were forced to grapple with difficult questions about their prejudices and biases.

Implicit bias, also known as unconscious bias, is a human condition that affects us and those with whom we interact. Implicit bias should not be mistaken for overt racism or prejudice. Instead, it is a crucial component of our being that affects our decisions and actions towards other people, particularly Black, Indigenous, People of Color (BIPOC).

In fact, data from 2007 to 2015 shows that 73 percent of white people, 34 percent of black people, and 64 percent of people of other races have a pro-white/anti-black bias. Psychologists describe implicit bias as any prejudice formed unintentionally and without our direct knowledge. It can often contradict our explicit beliefs and behaviors. Usually, it reflects a mixture of personal experience, attitudes around us as we have all grown up, and our wider exposure to society and culture--

including the books we read, television we watch, and news we follow.

Our biases can be based on ethnicity, race, gender, age, religion, sexual orientation, weight, and many other characteristics. Because implicit bias is a thinking process, it is more difficult to call out and address than overt racism.

Furthermore, implicit bias can lead to many forms of discrimination and many can go unnoticed by those displaying them; it can affect how everyone behaves towards one another. What is so dangerous about implicit bias is that, without being fully aware, it can seep into a person's behavior, sometimes in total contradiction to their upheld beliefs and values.

To build a sustainable movement that dismantles racism, we must first recognize and understand our own biases. By being aware of our own biases, we create opportunities to discuss prejudices and learn how to conquer disparate and unequal treatment.

CWA has always been at the forefront of

advocating for equality on and off the job. CWA's Policy of Mutual Respect was first adopted by the Executive Board in 2009. A portion of the strong statement is as follows:

"The Communications Workers of America reaffirms its commitment as a matter of principle and policy that all forms of discrimination, for whatever reason, be vigorously opposed until all vestiges of discrimination are eliminated from society."

On June 24, 2020, President Christopher Shelton asked all CWA Locals to provide information on how they have been implementing the Policy on Mutual Respect in order to ensure that our union is actively working to dismantle practices and attitudes that perpetuate racism and that locals, officers, and members alike are abiding by the policy.

Our affiliation with CWA is a testament to our responsibility of being anti-racist. Following up on our commitment to being CWA STRONG, members actively engaged in several actions. On June 11th, 2020, CWA members mobilized to commemorate the life of George Floyd by kneeling for 8 minutes and 46

seconds. Our Juneteenth celebration that year featured a panel discussion with allies and advocates, including the Chair of CWA's National Women's Committee, Natashia Pickens, on building a workers' movement that takes on racism.

Locals in each district engaged in a Strike for Black Lives Matter on July 20th of last year to illustrate how the fight for racial, economic, healthcare, immigration, climate, and other justice fights are connected. And Legislative Committees in multiple Districts, Sectors, and Divisions phone banked with the Congressional Black Caucus campaign "Black America."

Understanding the need to create spaces where members have the opportunity to recognize bias and have discussions about race and racism, CWA developed a series of virtual training sessions on recognizing implicit bias, understanding the differences between being non-racist and anti-racist, and how to form a Human Rights committee.

The first installment of the training, "Implicit Bias: A Short Introduction," is

self-guided training designed to engage members in recognizing the way unconscious biases work to shape our lives, thoughts, and actions. The training allows members to see their own biases to be more conscious of the racial inequality and discrimination in one's environment.

The next installment, "Building an Anti-Racist Union," aims to highlight how racism is woven into the fabric of our daily lives. The training includes exercises on the various ways racial bias manifests in our workplaces and why union members must commit to engaging in anti-racist activities that actively dismantle the racist norms in our workplaces, our communities, and even our union.

The final installment of the series, "Forming Human Rights Committees," is designed for members to develop, grow their skills as human rights activists in our union and communities by learning the role, responsibility, and the function of a Human Rights Committee. During the training, members will examine case studies highlighting union values while



also discussing organizing actions that build power for working people.

The National Civil Rights and Equity Committee and the National Women's Committee have attended all three parts of the series and are eager to help Local leaders bring these training classes to their members and local Human Rights Committees. CWA fully supports the creation and effectiveness of the local Civil Rights and Equity Committees and WomenCommittees. These are the members who educate and engage locals on issues that impact members on and off the job.

CWA members cannot stop fighting for equality now. We must continue the work to keep this momentum going. Local leaders must educate themselves and the membership to fight against the systemic racism that disadvantages the BIPOC community and so many of our union siblings. Implicit bias and systemic racism will not fade away without action. It is up to each of us to do better, not just for others but for ourselves. When we keep equity and fairness at the root of our actions, we

will make meaningful changes and create a more equitable world.

"Bullying and the mental health in the workplace," is written and presented by Latony A. Wilcox CWA Local 81381. Workplace bullying is a continual, repetitious pattern of unreasonable intentional actions of an individual(s) directed towards another laborer or group of workers. The strategies used are deliberate and pose potential health and safety risks, both mentally and physically. According to an article in SHRM (Society for Human Resource Management), "84 percent of U.S workers say poorly trained managers create a lot of unnecessary work and stress."

Some examples of workplace bullying include unsolicited and invalid criticism, unfounded accusations, unfair or differential treatment from colleagues, abusive language, public denigration and ridicule, exclusion or social isolation, and constant surveillance through excessive monitoring.

There is an adage that, "hurt people, hurt people." With the emergence of the pandemic altering

life as we know it, one would like to believe that the workplace bullying took a backseat. However, the 2020 COVID-19 outbreak, with no preemptive strategic protocol placements, further accelerated the tactics of bullying managers to become completely intolerable for their targets.

The pandemic intensified bullying behavior for some toxic managers, such as mood swings, criticism, projection of blame, changing expectations, shaming, exclusion, aggression, threats, or blocking advancement. The results of trickle transference of bullying on targeted workers for further agitation motivates reactive responses like filing a complaint, or going out on medical leave, or filing a lawsuit.

Forbes Magazine reports that 75 percent of the workers they have interviewed have experienced workplace bullying.

The Halunen Law publication on bullying states that "Although bullying tends to be gender-neutral, most workplace bullying is woman-to-woman. Women being mistreated by their

female managers represents a growing demographic, although male subordinates reported bullying by female management on occasion."

Forbes Magazine also reported also that women tend to carry an unconscious bias towards other women. With the increase in workplace bullying, workplace environments have become more toxic, and has taken a toll on targeted employee's mental health, resulting in a rise in the use of Employee Assistance Programs (EAP).

Essential workers pre and post-COVID are bearing the brunt of bullying which leaves workers drained physically and mentally daily, especially if they are not supported by a strong union presence in their company. There seems to be a disconnect by management that the same set of circumstances that caused them mental stress can also result in the same, if not more, concerns for the employee's mental stability.

CWA has taken a stance against bullying in the workplace and supported and provided sexual harassment training for its members. In 2012, CWA

introduced the "Violence in the Workplace" manual that addresses and provides comprehensive strategies for dealing with bullies. CWA's website also provides links to mental health links for self-care or when additional services are needed. The U.S. Department of Labor has a documented Workplace Violence Program to address workplace bullying.

Even with all of the supportive programs, there is still work to be done as there is no federal legislation that prohibits workplace bullying.

CWA must continue fighting and standing in solidarity with employees to help pass the Workplace Violence Prevention for Health Care and Social Service Workers Act, H.R. 1195, into law. We can achieve this through proactive training followed by mobilized petitioning that brings awareness to the spiral effects of workplace bullying and its impact on mental health, decreased morale, poor service output, and staff retention. This training will empower and enlighten staff to take a stand and help end workplace bullying against working people.

"Equal Pay at the Bargaining Table," written

and presented by Maggie McCormack, CWA Local 9588. Demanding equal pay at the bargaining table is not the same as demanding equal pay for a specific job title. Demanding equal pay is about supporting women and the right to bid on or obtain a job that provides the same dollar amount as a man. Unions bargain titles and universal pay rates, so no matter if a man or woman is in that job, they receive the pay bargained for that title.

The more significant issue is that companies have figured out how to implement prerequisites, considerations, and conditions that prevent women from being hired into job titles that allow them to make the pay associated with that title. These considerations and requirements grant the company the power not to pay women and men equally and keep women at lower wage scale jobs.

As an example, in the telephone sector, consider the many women hired to work in central offices. Upon being hired, every woman was required to take a series of tests to determine if they possessed any qualifications that could transfer to a

different position as their career grew. Anyone who did not pass the tests the first time could retake the tests, so that as their skill sets rose, they had the opportunity to obtain the job title they aspired to grow into and then retire.

For decades, women have worked in central offices and have trained both men and women to work in those functions. However, phone companies mandate that only someone with work experience as a field technician can work in central offices, excluding women, as women have never worked in that field. Prerequisites to working in a central office are unnecessary and only hinder women from getting higher-paying jobs.

It is a rarity to find a female field technician. Therefore, requiring this specific job title before transferring into the central office has no valid reason other than keeping women relegated to administrative or call center positions, which are inherently lower-paying job titles.

It has been nearly 60 years since the passing of the Equal Pay Act, and more than a decade

since President Obama signed the Lilly Ledbetter Fair Pay Act of 2009, yet women are still fighting for equal pay. According to the National Committee on Pay Equity, for every dollar a man earns, women only earn \$0.82, with the gap widening for women of color.

On average, Latin women are paid \$0.55 less, Native American women \$0.60, Black women \$0.63, and Asian American and Pacific Islander women are paid as little as \$0.52 for every dollar paid to a white, non-Hispanic male. Women need better legislation to secure equal pay for equal work. Women need Congress to pass the Paycheck Fairness Act.

The bill's passing would strengthen equal pay protections, eliminate the gender pay gap, and guarantee that women can challenge pay discrimination and hold employers accountable. CWA National Bargaining Committees must interact with each Sector and District to ensure that strategies adopted by various Companies and Sectors are combatted universally through all CWA Bargaining Committees.

We must ensure that while maintaining job titles and a living wage, the method to obtain these



wages is not exclusive to one gender. Considerations and tiers should be countered in such a way that equality is still adhered to and recognized.

CWA has continuously fought for equal pay for working women, and we are not stopping now. It is the hard work of union members that guarantee union jobs and salaries are much higher than minimum wage. We have the power to organize our locals, educate the community, and demand fairness and equal pay for working women.

Employers cannot continue to place tiers, thresholds, and conditions on how wages are obtained. We must fight to end any discriminatory considerations and requirements that are nearly impossible for women to receive. In these times of economic uncertainty, we must all work together to ensure women receive equal pay.

Thank you.

COMMITTEE CHAIR PICKENS: Mr. Chair, this concludes the Committee's report, and the National Women's Committee moves the acceptance of this report.

PRESIDENT SHELTON: A motion has been made and seconded to accept the Committee's report. Any delegate wishing to speak on the motion, please go to a microphone.

Seeing there are no delegates wishing to speak on the motion, the motion now before you has been made and seconded. It is to accept the National Women's Committee report.

You will be given three minutes to vote. You are voting on whether to accept the National Women's Committee Report or not.

The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: The National Women's Committee Report is accepted.

I am now told that there is a delegate wishing to make a point of order. (No Response)

So, I would like the Resolutions and Rules Committee to now read the Resolves on Resolution

78A-21-09, "Telecom Media Tech Sector Organizing."

COMMITTEE MEMBER JUAN-CARLOS RODRIGUEZ

(Local 31003): Thank you, President Shelton.

I'd like to ask Convention Delegates to turn to Resolution No. 78A-21-09, "Organizing at the Convergence of Telecommunications Media and Technology to Build Worker Power," located in the Convention Delegates Materials folder.

Resolved, CWA affirms our commitment to building power for all workers in the newly emerging Technology, Media and Telecom (TMT) industry by supporting tech workers who are organizing at startups, at the newly established titans of this industry, and at traditional telecom and media corporations, while continuing to support organizing of media, news, and telecommunications workers at those companies.

Resolved, CWA will fight for bottom-up regulation of tech platforms, re-regulation of communications networks, and strengthened antitrust enforcement to rein in corporate dominance by empowering workers and the public.

Resolved, CWA will support tech workers who are organizing to highlight the uses and societal impacts of the technology they create, and to blow the whistle when technology threatens our shared core values of democracy and respect for human rights.

Resolved, CWA commits to collaborate closely and work in solidarity with our global partners to build power for workers who are organizing at these powerful multinational tech corporations.

Resolved, CWA will increase its involvement in critical efforts to protect democracy and society from abuses by TMT firms in areas such as data mining and surveillance, use of artificial intelligence to both intensify work and eliminate jobs, and the destructive role algorithms play in perpetuating misinformation and promoting divisiveness, extremism, and discord that threaten the very fabric of our democracy.

Mr. President, the Committee moves the adoption of Resolution No. 78A-21-09, "Organizing at the Convergence of Telecommunications, Media and Technology to Build Worker Power."

PRESIDENT SHELTON: A motion has been made and seconded to adopt Resolution No. 78A-21-09, Telecom Media Sector - Media Tech Sector Organizing.

Any Delegate wishing to speak on the resolution, please go to a microphone.

On the "For" mic Delegate Clemens from Local 7800. Delegate Clemens.

DELEGATE ARTHUR CLEMENS (Local 7800): Thank you, President Shelton. Good afternoon, brothers and sisters. My name is Art Clemens, I'm President of Local 7800 in Seattle, Washington.

Technology is changing every day. We have always been the high tech union, the internet union, and the communications union. We know in recent years we've seen traditional telecom shredding our jobs, and we've also seen disturbing attacks on free press.

In order to build for our members, we know we have to organize every telecom worker and every media employee. We also have to organize big tech companies. These companies operate as national monopolies. They also have unprecedented access to

users' personal and private information and use it in combination with secret algorithms to maximize profits with little to no regard for the impact that these algorithms have had on the erosion of democracy around the world.

I applaud the efforts of tech workers who are using collective action to function as an internal check on the big techs' unfettered power. Tech workers who are organizing with CODE CWA, the Campaign to Organize Digital Workers like workers at Google, the Alphabet Workers Union, Glitch, and Every Action are using worker power to shape and build a better future for all of us.

I'm proud to report that we represent EVOQUE data centers workers, HERE and Local 7800. But there are thousands of other non-union data center workers at Amazon, Google and Lumen, to name a few that we must organize. These data centers are the internet version of our traditional telecom central offices. Without building power in these other workplaces for tech employees, we risk replacement.

I'm proud to also report that Local 7800 represents the MB Transportation connector and shuttle bus drivers at Microsoft. Only through building a broad worker movement up and down the supply chain, from frontline essential drivers to software engineers, can we create the type of organized worker power, that we can begin to roll back big tech's unprecedented concentration of wealth and corporate power.

After witnessing from afar the vicious union-busting campaigns by Amazon at the Bessemer, Alabama Performance Center this past spring and at Matte Box over the summer, we know that organizing big tech is not easy. But when has organizing ever been easy? For the sake of the future of our work and for the democracy, we must meet this challenge head on.

I'm proudly voting "yes" for the "Organizing at the Convergence of Telecommunications Media and Technologies to Build Worker Power" resolution, and I urge you to join me in voting "yes."

Thank you. I yield I the rest of my time,  
President Shelton.

PRESIDENT SHELTON: Thank you.

Delegate Shields on the "For" mic from  
Local 31003.

DELEGATE ANASTASIA SHIELDS (Local 31003):  
Hello. Can you hear me?

PRESIDENT SHELTON: Yes.

DELEGATE SHIELDS: Great. Hi, everyone. My  
name is Annie Shields and I'm a delegate from the  
NewsGuild of New York, CWA Local 31003, and I stand  
in full support of this resolution, and I urge all  
of my union siblings here today to do the same.

We at the NewsGuild are in the midst of an  
historic organizing wave with thousands of media  
professionals and other workers across the country  
joining our ranks. Since the last convention,  
nearly 4,000 new members have joined the NewsGuild.  
The challenge we're facing across our industry are  
enormous, but we know that when we commit to  
organizing and building power from the bottom up,  
we are unstoppable.



The NewsGuild has been transformed by this organizing, and we are so grateful for the support of our CWA siblings in this process.

But we recognize that organizing print and digital journalists and other editorial workers is not enough to tackle the enormous challenges of our time. Tech monopolies are undermining our newsrooms and our democracy. Tech work is the future and that work must be unionized.

At the NewsGuild, we are currently organizing nearly 700 tech workers at the New York Times-- the software engineers, designers, data analysts, and project managers who power the most important news source in the world. Once our union is certified, pending an NLRB vote, it will be the largest bargaining unit of tech workers in the country.

Organizing at the intersection of tech, media, and telecom is of utmost importance to our union, and I urge you to vote "yes" on this resolution to ensure our union is organizing one of the most critical and fastest growing sectors in

the country.

And I cede the rest of my time.

PRESIDENT SHELTON: On the "For" mic,  
Delegate Miles from Local 83761.

DELEGATE DANNY MILES (Local 83761): Can  
you hear me?

PRESIDENT SHELTON: We can.

DELEGATE MILES: Yes. I stand in support of  
this just for the aspect of the protection of  
privacy or the pursuit of the protection of the  
aspect of privacy in the ever invasive field of  
technology.

I yield the rest of my time.

PRESIDENT SHELTON: On the "For" mic,  
Delegate Gabriele from Local 59053.

DELEGATE LOUIS GABRIELE (Local 59053):  
It's me again. I'm Louis Gabriele, 59053-NABET,  
proud member and Treasurer from Burbank, you know,  
the way Johnny Carson used to say "Burbank."

Anyway, I'm in support of this resolution,  
and I think everyone else around here should be  
supporting this resolution, because we need more

jobs and more organizing and, God forbid, we should lose all our work.

I yield my time. Thank you.

PRESIDENT SHELTON: Seeing there are no other delegates wishing to speak on the motion, the motion now before you that has been made and seconded is to adopt Resolution No. 78A-21-09, "Telecom Media Tech Sector Organizing." You will be given three minutes to vote, and I will alert you when the clock has started.

The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: Resolution number 78A-21-09, "Telecom Media Tech Sector Organizing" is adopted.

There is a delegate, Delegate Burns from Local 4340 at a microphone. She's at the Motions microphone.

DELEGATE LINDA BURNS (Local 4340): Good

afternoon. Can you hear me?

PRESIDENT SHELTON: Yes.

DELEGATE BURNS: Thank you, President Shelton. My name is Linda Burns. I am the Secretary-Treasurer from CWA Local 4340 out of Brooklyn Heights, Ohio. I present the following resolution:

Resolved: Each local union shall receive a \$25 per member payment from the Strategic Industry Fund for each CWA member and each affected Local paying one-quarter hour or point one five (15) percent into the Members' Relief Fund/SIF fund as of the date of today's Convention, payable once during 2021/2022 fiscal year ending.

This motion is similar to Resolution 73A-11-1, passed by the Convention delegates on July 12, 2011. The required amount shall be collected from the SIF fund by the Secretary-Treasurer of the International Union and shall be distributed to the Locals in the same manner as other payments, such as monthly dues deposits, which are usually made to each respective Local

from the International Union.

Thank you.

PRESIDENT SHELTON: I'm told we have a delegate at the-- I'm sorry. Is there a second to Delegate Burns' motion?

We have a second from Delegate Kirby, Local 3176. Oh, there's someone else-- seeing that the delegate who is supposed to be going to the "Questions" mic is not there yet, Delegate Burns, you can speak on your motion since you have a second.

DELEGATE BURNS: Okay, thank you. Thank you, Brothers and Sisters, for allowing me to speak.

These are challenging times for all unions. Our contracts and the fundamental rights in collective bargaining are under attack across the country. At a time we have more fights than ever, all unions are seeing significant membership losses as a result of job cuts. This is a unique moment in time for the Labor Movement and it requires that we allocate our resources to the frontline

strugglers.

Sisters and Brothers, this statement was read at the CWA Convention on July 12, 2011. At that time, we as a union planned for the future, but also extended help to the frontline strugglers.

Delegates that is us. Resolution 73A-11-1 was passed that day, giving Locals \$20 per member payments into the Members Relief Fund/SIF Fund of the Convention date. The economic downturns in 2011, have been paling in comparison to what Local leadership and membership have faced for almost two years now.

This pandemic is hopefully a once-in-a-lifetime occurrence. The SMART proposal will ensure that the National has resources to grow the union and move forward. This motion would ensure the Local officers, delegates, and members have the resources to survive during this rebuilding effort.

While the pandemic put our lives on hold, our grievances, organizing, collective bargaining, arbitrations, union building, and solidarity movements have not been put on hold. The Local

officers have seen unprecedented challenges to continue to serve the membership fully.

This one-time payment to the Locals will help our frontline strugglers assist their Locals and members for what they need most. Who better to determine the need of the Local and the members and the officers of that very local? By allocating these funds as a resource, we can immediately start the rebuilding that our National and Locals so desperately need.

Today I ask you, Brothers and Sisters, to support this motion, to support our Local officers, to support our members by voting "yes" on this resolution.

In solidarity, I thank you for your consideration. I yield the rest of my time.

PRESIDENT SHELTON: On the "Questions" mic, Delegate Sawyer from Local 3682.

DELEGATE BRIAN SAWYER (Local 3682): This is Brian Sawyer with CWA Local 3682, and my question is, how much will this resolution cost?

PRESIDENT SHELTON: I'll direct that

question to Secretary Steffens.

SECRETARY-TREASURER SARA STEFFENS: For the answer to that question, we would have to do some analysis, and we don't have any numbers for you at this time.

PRESIDENT SHELTON: You're entitled to a second question, Brother.

DELEGATE SAWYER: Well then I would ask how will this impact the plan we just passed yesterday to use the SIF?

PRESIDENT SHELTON: Again, I will refer you to Secretary Steffens.

MRS. STEFFENS: That would also take us a little while to figure out. The one thing that would be clear is if there was any kind of withdrawal from the SIF, from the silos, that would be fewer staff able to be hired through the SMART plan. But exactly how many, I could not tell you right now.

DELEGATE SAWYER: Thank you.

PRESIDENT SHELTON: At the "Motions" microphone, Delegate Williams.



DELEGATE HUGH WILLIAMS (Local 4502): Thank you, President Shelton. I move that we refer this resolution to the Defense Fund Oversight Committee, which has oversight of the Strategic Industry Fund, to analyze the proposal's financial impact to the fund and report back to the Convention.

PRESIDENT SHELTON: Is there a second to Brother Williams' motion?

There is a second, by Delegate Gross from Local 84755.

Brothers Williams, you can speak on your motion now that you have a second.

DELEGATE WILLIAMS: Thank you, President Shelton.

Again, we know nothing about the precise cost or the impact this will have on the SIF silos. We just adopted a proposal to hire staff representatives to service the Locals. I truly think this is a decision that we need to send back to the Defense Fund Oversight Committee just for analysis to see where we stand and the cost implications.

I yield the rest of my time.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Wiebe from Local 7304. Delegate Wiebe.

DELEGATE JAMES WIEBE (Local 7304): Hello. Can you hear me?

PRESIDENT SHELTON: We can.

DELEGATE WIEBE: 7304, James Wiebe, I just think there's too many unanswered questions on this. We need to do all we can to help the upfront workers. And I let the rest of my time go.

PRESIDENT SHELTON: On the "For" mic, Delegate Greaves from Local 1033.

DELEGATE MICHELE GREAVES (Local 1033): Thank you, President Shelton. I just would like to concur. I also agree that we should refer this back to the DFOC and come up with some financial numbers for all of the delegation to review as well as all of, you know, the Executive Boards.

I yield the rest of my time.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Lelou from Local 7304.

DELEGATE MATT LELOU (Local 7304): I would just like to say that the motion may help Locals, but it will hurt the union at the same time. That SIF money is allocated for a reason. We have a number of things in play, and if this were to happen, it would be a blanket-wide change that applies to many locals throughout the whole nation, and I'm not sure many Locals feel the nation requires this change.

I would suggest that if a Local is in trouble, they get with their staff rep and they deal with this in a different way than making a blanket--

PRESIDENT SHELTON: Are you speaking for or against the motion? You're on the "Against" mic. We are talking about the motion to withdraw-- refer, sorry, the motion to refer to the Defense Fund Oversight Committee. And you're on the "Against" mic. It doesn't sound like that's what you're speaking for.

DELEGATE LELOU: I have nothing further to add. I yield my time. I think they are on

somebody's motion to refer to the DFOC.

PRESIDENT SHELTON: On the "Questions" mic, Delegate Kirby, from Local 3176.

DELEGATE WESLEY KIRBY (Local 3176):  
President Shelton, can you hear me?

PRESIDENT SHELTON: Yes.

DELEGATE KIRBY: Okay, thank you very much. My question is, how many union members do we have at the current time? We're talking about--

PRESIDENT SHELTON: 360,000.

DELEGATE KIRBY: 360,000, okay. Am I entitled to one more question?

PRESIDENT SHELTON: You're entitled to a second question.

DELEGATE KIRBY: If this were to be referred to the DFOC, then this wouldn't be considered until the 79th Convention, so two years from now, correct?

PRESIDENT SHELTON: Yes.

DELEGATE KIRBY: Okay. Thank you.

PRESIDENT SHELTON: Again on the "Questions" mic, Delegate Joyce from Local 51016.

DELEGATE JAMES JOYCE (Local 51016): Thank you, President Shelton. My question is to the main motion. Is it the determination of the Chair that the resolution, the main resolution before us, is tantamount to a constitutional amendment of the CWA Constitution?

PRESIDENT SHELTON: Could you repeat the question?

DELEGATE JOYCE: Is it the determination of the Chair that the main resolution before us is tantamount to an amendment to the CWA Constitution?

PRESIDENT SHELTON: No, it is not.

You're entitled to a second question, Jim.

DELEGATE JOYCE: I do not need one, thank you.

PRESIDENT SHELTON: On the "Against" mic, Delegate Poniatowski from Local 54046.

"Against" mic, Delegate Shield from Local 1103.

DELEGATE KEVIN SHIELD (Local 1103): Can you hear me?

PRESIDENT SHELTON: We can.

DELEGATE SHIELD: I rise in opposition to the amendment. While I respect the fact that the amendment to the resolution is to have the DFOC do an analysis and get proper information, but the DFOC has enough work and responsibility already. This motion, while well intended should fail, as should the resolution which preceded it, because it would change and destroy what we have already voted on in the SMART proposal. Thank you.

PRESIDENT SHELTON: On the "For" microphone, Delegate Nguyen from Local 84913.

DELEGATE JOE NGUYEN (Local 84913): Yes, thank you, President Shelton. Can you hear me?

PRESIDENT SHELTON: We can.

DELEGATE NGUYEN: I just wanted to speak in support for sending this back to the DFOC so we can actually get the numbers of what the impact is going to be. Obviously, this is going to take money out of the SIF that we were counting on to go towards the resolution that was passed yesterday for the SMART resolution, and I think this is going to end up hurting us in the long run.

I will yield my time.

PRESIDENT SHELTON: On the "Motions"  
microphone, Delegate Franklin from Local 82160.

DELEGATE PENNY FRANKLIN (Local 82160): Mr.  
President, I make a motion to end debate and call  
the question.

PRESIDENT SHELTON: Is there a second?

There is a second by Delegate Kramer from  
Local 82167. The motion to close debate is  
undebatable. What you have before you is a motion  
to close debate on the amendment to the original  
motion. The amendment would send the question to  
the Defense Fund Oversight Committee.

You will have three minutes to vote. The  
clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the  
result.

... Pause for voting results ...

PRESIDENT SHELTON: Debate is closed.

We are now back on the amendment, which is  
a motion to refer the original motion to the

Defense Fund Oversight Committee, and you will be given three minutes to vote, and I will alert you when the clock starts.

The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: The motion to refer has passed. The motion will be referred to the Defense Fund Oversight Committee.

At the "Motions" microphone, Delegate Osolinski from Local 84436.

DELEGATE SCOTT OSOLINSKI (Local 84436): Can you hear me?

PRESIDENT SHELTON: We can, Delegate.

DELEGATE OSOLINSKI: Thank you for your time. Due to the economic ramifications to each Local that the original motion represents, I move for a roll call vote.

PRESIDENT SHELTON: Second?

There is a second from Delegate Passalacqua



from Local 4340. We will now determine whether 20 percent of the delegates are for a roll call vote. You will be given three minutes to vote on whether you want a roll call vote or not.

The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Publish the result, please.

Roll call vote passes-- oh, excuse me. The roll call vote passes, right. So Sara will come up here and give you the instructions on a roll call vote in a minute. But what we're going to do, since there was at least one delegate, probably more, trying to make a point of order that they needed a lunch break, we'll take the ten minutes to vote on the roll call and we'll give you another ten minutes to get something to eat or whatever you want to do.

So once we start the roll call vote, it will be ten minutes to vote and then ten minutes break. So, Sara?

SECRETARY-TREASURER STEFFENS: All right.

So while we're putting up the roll call, I am just going to remind you again how this works. We'll be using our Online Convention Management System to conduct the secure roll call vote. Please continue to use a separate window in Chrome or another browser. Do not close the window for the Zoom call.

You will be using your CMS account as you have been all along to cast your roll call vote. Please log into the Convention Management System now. Use your email and password. Remember, the system will only allow one vote per account unless you're carrying a proxy.

If you have questions regarding your voting strength, which is posted in the CMS, the Credentials Committee Chair is standing by to assist. To alert the Chair of your voting strength problem, push "Q&A" and type "credentials voting strength," and hit "Send." If you experience problems using voting at all, use the "Q&A" and type "CMS Help," and our CMS staff will be here to help resolve your issue.

A full audit, a full audit record of each vote cast will be made and included in Convention proceedings.

The procedures are as follows: Once you're logged into the CMS using your email and password, choose "Virtual Roll Call" from the left-hand menu.

2. Only the active question will appear. Read the question carefully, and vote "Yes" or "No" by clicking the appropriate radio button. Then click "Submit."

3. Once you've made your vote selection, you will have the opportunity to review your vote before it is finalized. You may cancel or change your vote prior to confirming it.

4. You must confirm your vote by clicking, "Yes, Confirm My Vote" in the blue box. After you've confirmed your vote, it's finalized and you will not be permitted to change it, nor to vote again.

5. Only registered and checked-in delegates will be allowed to participate in this roll call vote.

6. The roll call vote will remain open in the CMS for ten minutes from start to finish. And as President Shelton just announced, we'll take an extra ten-minute break after the voting is closed. The voting will then be closed, and the results will be announced from the podium after the break.

After the vote tally is announced, a summary report will be shared. That's No. 7. Thanks.

PRESIDENT SHELTON: We'll start the clock now. And you should be back at five [minutes] to 4:00, Eastern Standard Time.

... Pause for roll call vote, followed by a 10-minute break ...

PRESIDENT SHELTON: Please publish the result.

The motion to refer passes. The motion will be referred to the Defense Fund Oversight Committee.

There's been a challenge to the parliamentary ruling by Delegate Knutson on his Strike Committee proposal. Delegate Knutson from

Local 7250 has attempted to make a motion to adopt the resolution that creates a committee to, quote, "Plan and prepare a strike that would shut down AT&T." The parliamentarian has advised the delegate that the motion is out of order because the proposed resolution conflicts with several sections of Article XVIII of the Constitution, specifically Sections 3, 9, and 10.

Article XVIII, Section 3(c) reserves the right to the Executive Board to approve a strike and the right to direct the support to be given by the union.

Article XVIII, Section 9, concerns membership authorization of a general inter- or intra-district strike, and Section 10 states that "All intra-district or inter-district strikes shall be conducted under the supervision of the Union.

The resolution also likely violates numerous provisions of Article XVII of the CWA Constitution, which reserves certain collective bargaining rights to the Union. Additionally, striking in violation of the no-strike provisions

subjects members to termination and subjects the Union to damages for the company's losses.

The delegate has challenged the parliamentary ruling, and the matter has been brought to me. I agree with the parliamentarian and rule the delegate's motion out of order.

Delegate Knutson I understand is at the "Motions" mic. There is a challenge to the ruling of the Chair. It requires a second and is debatable. The challenge requires a majority vote to sustain the decision of the Chair.

Let me explain the reasons for the ruling. The proposed resolution violates the CWA Constitution, Article XVIII, Sections 3, 9, and 10. These sections of the CWA Constitution deal with the authorization and conduct of a strike.

If adopted, the proposed resolution could subject members to termination and could subject the Union to damages for participating in an illegal strike.

The proposed resolution also violates Article XVII concerning collective bargaining. The

question that will be before you is "Shall the decision of the Chair be sustained?" You will be given three minutes to vote. And you are voting on the question, "Shall the decision of the Chair to rule the delegate out of order be sustained?"

The clock will start now. You are voting on whether the decision of the Chair should be sustained.

... Pause for voting ...

PRESIDENT SHELTON: Publish the result please.

... Pause for voting result ...

PRESIDENT SHELTON: The decision of the Chair is sustained.

On the "Motions" microphone, Delegate Milos from Local 9119. Delegate Milos.

DELEGATE ELIZABETH MILOS (Local 9119): Yes, hello. Thank you, President Shelton. I would like to present a motion to adopt a resolution, "Communications Workers of America Stands in Solidarity with Palestine."

I think I need a second, right? I have to

wait for a second.

PRESIDENT SHELTON: You know that you--

DELEGATE MILOS: Excuse me?

PRESIDENT SHELTON: You know that you can't read the whole resolution.

DELEGATE MILOS: Yes. Yes, I know. It's a long one.

PRESIDENT SHELTON: What is the nature of the resolution, Delegate Milos?

DELEGATE MILOS: Okay. Chad Perkins has seconded it, as well as Amy Fletcher.

The nature of the resolution is, my Local, UPTE, 9119, including CWA Colorado and Wyoming States Council, passed a resolution on June 2nd and June 4th respectively, calling on labor bodies to divest from Israel bonds and cut ties--

PRESIDENT SHELTON: Excuse me. Excuse me. Excuse me. There is a delegate on the Privilege mic, Delegate Sheil from Local 1103.

DELEGATE KEVIN SHEIL (Local 1103): Mr. President. Thank you, Mr. President. I move to object to consideration of this resolution. This



is an incredibly controversial resolution with a lot of inflammatory and one-sided information on a topic that is not black and white, as the resolution's author projects. I know that there are members of this Union that feel strongly on both sides of this complex issue. So not only is this overall resolution on a complex issue that the entire world has struggled to resolve, in a way it's going to target the working people in Israel.

A resolutions process should remain focused on issues critical to our union and our union members and not on complex global issues with inflammatory language, not to inject issues that would divide us on issues outside of our Union.

Therefore, I urge my fellow delegates to object to consideration of this divisive and complicated topic. Thank you.

PRESIDENT SHELTON: We have had a motion to object to consideration of the motion that Delegate Milos was making, same motion.

DELEGATE MILOS: I make a motion to object

to that objection.

PRESIDENT SHELTON: The motion does not require a second. It is not debatable. It requires two-thirds of the delegates voting in favor of the motion to object to consideration to pass. If this motion to object to consideration is passed, that means that this issue will not be considered, debated or decided at this year's Convention.

You will have a link to the voting instructions posted in the chat. You will be given five minutes to vote. I will alert you when the clock starts.

I said-- excuse me, I misspoke. You will be given three minutes to vote, and I will alert you when the clock starts.

The clock will start now.

... Pause in voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting results ...

PRESIDENT SHELTON: The motion not to consider has passed. We will not consider the

resolution.

On the "Motions" microphone, Delegate Knutson from Local 7250.

DELEGATE KIERAN KNUTSON (Local 7250): Thank you, President Shelton. Hey, Delegates, what's up? I know we're all getting tired, but we'd really love your consideration for our motion to call for a national day of action against AT&T's outsourcing, job cuts, and union busting. And if I get a second for this motion, I would like to motivate it further.

PRESIDENT SHELTON: Is there a second?

There is a second from Delegate Garcia from 7250. You may now speak on your motion, Delegate Knutson.

DELEGATE KNUTSON: Thank you, President Shelton. As most of you probably know, when AT&T went in front of Congress demanding tax cuts, they did so by promising to create thousands of living wage jobs. Instead of creating those living wage jobs, they cut jobs at AT&T.

One of the places they've been cutting jobs

most spectacularly has been in their retail stores, where they've closed in the last two years upwards of 600 stores.

But they've not been closed. Many of them have been flipped to non-union, unauthorized—I'm sorry, non-union-authorized retailers. What this means is that a store may close on Friday, our union workers are pushed out of the store, and on Monday morning it opens up again with the same branding but with non-union workers working in there under substandard conditions.

Our Local has been fighting against this. We've organized actions in three different cities in Minnesota. We've gotten local news coverage, and we've gotten a suburb to pass a resolution condemning AT&T's actions.

But this is a nationwide problem. It's not something that can be solved by one local fighting by itself or by a couple locals, but needs an effort across the entire country.

Our proposal for a national day of action would be a way to focus the attention of the

country on this issue of a global corporate giant that makes billions of dollars in profits.

And now we know it uses some of that money to fund outrageous rightwing propaganda outlets on cable TV, instead of protecting living wage jobs for young people in the low unionized retail sector.

I would ask for support for this resolution from our Sisters and Brothers, our cousins all over the Union so that we can take action against this powerful corporation.

PRESIDENT SHELTON: Delegate Knutson, could you read your Resolved, please. It might clarify for the delegates.

DELEGATE KNUTSON: Absolutely. "Be it resolved that CWA shall call for, organize and carry out a day of action in December 2021 against AT&T's outsourcing, job cuts and union-busting involving a range of different kinds of actions across the country, fitting the needs and abilities of locals in the area."

PRESIDENT SHELTON: Delegate on the

"Against" mic, Delegate Kuehn from Local 7201.

DELEGATE CHRISTY KUEHN (Local 7201): Thank you, President Shelton. Can you hear me now?

PRESIDENT SHELTON: We can, can we just take a parliamentary pause for a second? I think there's a problem with the Resolve.

DELEGATE KUEHN: Yes.

... Parliamentary pause ...

PRESIDENT SHELTON: Delegate Knutson, there was some problem with your Resolve language. Apparently, we have two different versions of it, but obviously you know what your own Resolve language should be. So we'll go back to Delegate Kuehn from Local 7201.

DELEGATE KUEHN: Okay. Am I on?

PRESIDENT SHELTON: You are.

DELEGATE KUEHN: All right. My name is Christy Kuehn. I'm President of Local 7201 in St. Paul, Minnesota, and I rise against this motion. We just passed Resolution 78A-21-01 to support worker power for all workers, all CWA members in every bargaining unit and sector.

This proposed resolution only addresses one bargaining unit. While we understand the desire to make a big impact, our experience teaches us that we have to consider the impact of our actions on others, other bargaining units, other locals, and other members.

Some AT&T Locals have recently been successful in gaining agreements with AT&T to add jobs, to gain neutrality, and card check. So the hard work and negotiations by those Locals have been successful.

We can always hold a day of action. We don't need a resolution to make it a specific day. I say let each Local decide when it's the right time and place and when they want support from other Locals. I ask you to vote against this resolution.

Thank you. I yield back my time.

PRESIDENT SHELTON: On the "For" mic,  
Delegate Weatheis from Local 6001-

DELEGATE WEATHERS: It's "Weathers."

PRESIDENT SHELTON: Weathers from Local

6001.

DELEGATE CARLOS WEATHERS (Local 6001):

Hello. Can you hear me now?

PRESIDENT SHELTON: Yes.

DELEGATE WEATHERS: Hello, Brothers and Sisters. I would ask that we stand with this Local. Oppression of any one of us is oppression to all of us. Yes, we can do things individually, but a united show of action is always more powerful than the individual show of action. And I think this is the embodiment of what CWA is supposed to stand for.

I ask that you vote for this resolution. And I yield my time.

PRESIDENT SHELTON: Delegate Mendoza from Local 7901.

DELEGATE A.J. MENDOZA (Local 7901): Hello, President Shelton. My name is A.J. Mendoza. I am the President of Local 7901, Portland, Oregon. I am proud to rise in support of this motion. I think that what AT&T has done in closing these retail locations and opening them up in the same buildings



with authorized retailers is one of the most ghastly things that a company has tried to do during this pandemic, and that it deserves national attention.

And that our Union, if we fight this, we can make sure that it never, ever happens again. And I would ask that we consider the consequences of inaction at this time. Thank you.

PRESIDENT SHELTON: On the "Motions" microphone, Delegate Haskins from Local 6327. But before we go to Delegates Haskins, there is a question on the "Questions" microphone from Delegate Trementozi.

DELEGATE DON TREMENTOZI (Local 1400): President Shelton, can you hear me?

PRESIDENT SHELTON: Yes.

DELEGATE TREMENTOZI: Thank you.

Brothers and Sisters, the question I have is, you know, is this directing all Locals, including AFA-CWA, to do a day of action, as well, even though they don't have any AT&T members?

PRESIDENT SHELTON: I don't know the answer

to that, Delegate Trementozi.

DELEGATE KIERAN KNUTSON (Local 7250): Can I speak to that, Mr. President?

PRESIDENT SHELTON: Sure.

DELEGATE KNUTSON: Let's just have a little common sense here, y'all. The Union can't force anybody to do anything, but for those of us that want to do something and want to stand up together, the Union should be able to play a role in coordinating that to happen, right? That's what a union is for.

So let's have a little common sense. We're not trying to make anybody who's not interested in this do anything they don't want to do. But for those who do want to stand up and want to help people speak up about this, then let's use the union's resources to support that effort.

DELEGATE TREMENTOZI: Do I get a follow-up?

PRESIDENT SHELTON: You are entitled to another question, Delegate Trementozi.

DELEGATE DON TREMENTOZI (Local 1400): The question really is, I mean, we don't usually have

to be forced to do any kind of picketing or rallying or anything against AT&T or any of these corporate greedy companies. But I think this resolution mandates-- you're asking every Local on a certain day in December to, you know, go into this action, whether they want to or not. That's my question.

PRESIDENT SHELTON: I think the delegate who made the motion has already answered your question, and the answer is that he is asking for the AT&T Locals with AT&T members to do the day of action. But if I'm wrong, he can correct me.

DELEGATE KIERAN KNUTSON (Local 7250): I would just like to say that one of the Locals that has given us the most outstanding support in Minnesota is the New Flyer bus manufacturing company. So clearly, it's open to any union that thinks it's a good idea. Certainly we would mobilize our members and have mobilized our members in support of, for instance, the Verizon strike, even though there's zero Verizon unionized workers in Minnesota. So I would hope some other Locals

would be interested in something like this.

But in any case, we can't make anybody do anything. We would hope our Union would provide resources, and encouragement, and coordination to pull off something like this, though.

DELEGATE TREMENTOZI: I agree. I just don't think you need a resolution.

PRESIDENT SHELTON: Delegate Hoskins on the "Motions" microphone.

DELEGATE BYRON HOSKINS: Thank you, Mr. President.

PRESIDENT SHELTON: Un-mute yourself, Delegate Hoskins.

DELEGATE HOSKINS: I'm sorry. Thank you, Mr. President. I move to-- I make a motion to end the debate and call the question.

PRESIDENT SHELTON: Is there a second?

There is a second by Delegate Smathers from Local 4527. The motion is undebatable.

What is before you is to close debate on the resolution from Delegate Knutson on an AT&T day of action. You will be given three minutes to

vote. I will alert you to the start of the clock.

The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the  
result.

... Pause for voting result ...

PRESIDENT SHELTON: Debate is closed.

We're now back on the main resolution, and  
I will read it to you so that you know what you are  
voting on.

"Be it resolved, that CWA shall support a  
day of action in December 2021, against AT&T's  
outsourcing, job cuts, and union-busting involving  
a range of different kinds of actions across the  
country, fitting the needs and abilities of Locals  
in the area."

You will be given three minutes to vote,  
and I will alert you to the clock starting.

The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the  
result.

... Pause for voting results ...

PRESIDENT SHELTON: The resolution passes. So at this time I would like to thank the hard-working, ever-present it seems, Resolutions Committee and discharge them. Your day is done.

At this time I would like to recognize Vice President Ed Mooney for the purposes of introducing the Appeals Committee.

Before you start, Ed, we will start reading the appeals, and we will have to break at 5:00 because we were just informed our Zoom specialist-- and that's not somebody that works for us; that's somebody who works for Zoom-- cannot be here between 5:00 and 5:30. So we will end at 5:00 and come back at 5:30.

So, Ed, go ahead.

VICE PRESIDENT EDWARD MOONEY: Thank you, President Shelton.

At this time, I would like to introduce the Appeals Committee. Please wave to say hello as I call your name:

Kevin Sheil, President, CWA Local 1103, Chair;

Greg Bialek, Vice President, Western Region,  
CWA Local 13000;

Barbara Tolbert, President CWA Local 3250;

Rodney Hughes, President CWA Local 3607;

Dave Skotaczyk, President CWA Local 4050.

I now turn the Committee over to President Shelton.

PRESIDENT SHELTON: Thank you, Vice  
President Mooney.

As the Appeals Committee prepares to  
report, I'd like to call the Appeals Committee to  
the stage. As the Appeals Committee is coming to  
the platform, I just want to report on the cases  
that the 2019 Convention and the 2020 Presidents'  
Meeting had ordered arbitrated.

In 2020, the Presidents' Meeting ordered  
that CWA arbitrate three cases:

One, Richard Del Boccio. In the first case,  
Holly Sorey, former President of Local 4202  
appealed the Executive Board's denial of the case  
for arbitration to the 2020 Presidents' Meeting  
where delegates ordered the case be arbitrated.

The case involved interpretation of the

collective bargaining agreement with AT&T Mobility. The Local alleged AT&T Mobility improperly moved certain work assignments from a bargained-for title to a non-bargained-for title.

Specifically, the Local alleged work relating to the set up and maintenance of certain company computer devices was improperly moved away from the bargained for Information Systems Technician title to the non-bargained for Senior Specialist Client Tech Administrator title. Subsequently, at the request of the Local, the matter was placed in abeyance pending resolution in the course of collective bargaining.

Two: Local 4202 membership, in the second case, Holly Sorey, former President of Local 4202, appealed the Executive Board's denial of the case for arbitration to the 2020 Presidents Meeting where delegates ordered that the case be arbitrated.

The second case involved the same underlying occurrences as the first. Based upon these occurrences, the Local alleged AT&T Mobility



violated an arbitration award rendered in 2009, against Cingular Wireless, a predecessor entity that merged with AT&T Mobility.

Specifically, the Local alleged that the award prohibited AT&T Mobility from moving work relating to the setup and maintenance of certain company computer devices away from the bargained-for title of Information Systems Technician to the non-bargained-for title of Senior Specialist Client Tech Administrator.

Subsequently, at the request of the Local, the matter was placed in abeyance pending resolution in the course of collective bargaining.

Three, Mark Nogle. In the third case, Holly Sorey, former President of Local 4202, appealed the Executive Board's denial of the case for arbitration to the 2020 Presidents' Meeting where delegates ordered that the case be arbitrated.

The case involved the termination of a retail sales consultant employed by AT&T Mobility near West Dundee, Illinois. The grievant Mark

Nogle was dismissed for failing to meet performance objectives. The Local alleged Mr. Nogle was denied performance quota relief for days on which he was on excused leave. The Local further alleged the company skipped a step of progressive discipline prior to dismissal. The matter was settled at the request of the Local and the grievant. The terms of the settlement agreement are governed by a non-disclosure agreement.

Keith Coleman: Finally, Local 2108 President Marilyn Irwin appealed the Executive Board's decision not to arbitrate the termination grievance of Keith Coleman to the 2019 CWA Convention. The Convention ordered that the grievance be arbitrated. The case was arbitrated in a hearing on November 20, 2020, before Arbitrator Ira Jaffe. We are still awaiting the decision of the arbitrator.

I'd like to call on CWA Local 1103 President Kevin Sheil, Chair of the Appeals Committee, for their report. Will the Committee please read Appeal No. 1.

DELEGATE KEVIN SHEIL (Chair, Appeals Committee): Report of the Appeals Committee to the 78th Convention.

The Appeals Committee convened October 14, 2021, via Zoom, 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 October 16th and October 17th, 2021, between the hours of 2:00 p.m. through 6:00 p.m. Outside of these hours, the Committee was available to meet by appointment with interested parties.

I would like to thank Committee members Kevin Sheil, President, CWA Local 1103; Gregg Bialek, Vice President, CWA Local 13000; Rodney Hughes, President, CWA Local 3607; David Skotarczyk, President, CWA Local 4050, and Barbara Tolbert, President, CWA Local 3250, for their hard work and the time they devoted to these

appeals.

Also, the Committee thanks John Dempsey, Staff Representative, CWA District 1, for his support and assistance.

COMMITTEE MEMBER: On July 6, 2021, CWA Local 7800 President Arthur Clemens, appealed the CWA Executive Board's decision not to arbitrate Fred Simposya's grievance alleging that MV Transportation did not have just cause to terminate him. This appeal is timely, but not properly before the 2021 Convention.

Section III of the CWA Internal Appeals Procedures does not give a member the right to move the appeal of an Executive Board's decision to the Convention (or Presidents' Meeting). That right is reserved to a Local or a Vice President. A Local's right to appeal to the Convention (or Presidents' Meeting) is extinguished if the Local does not appeal the Vice President's initial decision regarding whether to arbitrate.

Section III of the CWA Internal Appeals Procedures states: In the event the Local does not

file the initial arbitration complaint of a Vice President's decision not to arbitrate a grievance, the Local's right to file a complaint or to appeal at any level of the Internal Appeals Procedures shall be extinguished.

Here, Member Simposya, not Local 7800, appealed the initial decision of Vice President Brenda Roberts not to arbitrate the grievance to President Shelton. Member Simposya also appealed President Shelton's decision to the Executive Board. Local 7800 did not attempt to appeal until the Executive Board denied Member Simposya's appeal.

Because the CWA Internal Appeals Procedures extinguish the Local's right to file a complaint or appeal in instances where the Local has not appealed the Vice President's initial decision not to arbitrate, this appeal is not properly before this Convention.

Despite our determination that this appeal is not properly before this Convention, the Appeals Committee did review the case on the merits and

found it lacking. The Appeals Committee, therefore, also recommends that the appeal be denied on its merits.

On January 31, 2020, Local 7800 Member Simposya, an MV Transportation driver in Redmond, Washington, filed a grievance alleging that his termination for exceeding the maximum amount of allowable safety points lacked just cause.

On January 24, 2020, while making a right-hand turn, Member Simposya struck a pedestrian in the cross walk with his company vehicle. The Company determined that this incident was a preventable collision and added six safety points to Member Simposya's record, which resulted in his discharge.

Article 13, Section 5 of the collective bargaining agreement states that "in any rolling 18-month period of employment, receipt of six or more points will result in termination." Article 13, Section 5 assigns six points to a "preventable incident or collision excess of \$25,000 in injuries and/or property damage." Therefore, the discharge

did not violate the collective bargaining agreement.

In his appeal, President Clemens argued that the Company assessed more safety points than were warranted by the damage arising from the incident since the amount of damages at the time of the first and second step grievance meetings were under \$10,000. However, during the grievance procedure, MV Transportation insisted that the damages connected to the pedestrian's injuries would exceed the \$25,000 threshold.

Because the claim is still open, there is no final determination of the total damages. According to the MV Transportation, the estimate by the insurance company's Claims Manager was \$30,000 as of April 2021. This estimate is based on the injuries suffered by the pedestrian and the care that had already been provided.

The Committee believes that an arbitrator would allow MV Transportation, who has knowledge regarding insurance claims due to the line of business they are engaged in, to make a reasonable

estimate as to the amount of damages an accident will incur.

In this instance, MV Transportation's estimate that the damages would exceed the \$25,000 threshold appears valid. Since the collective bargaining agreement explicitly states that receiving six or more safety points results in termination, and Member Simposya was properly assessed six safety points, the Union could not prevail in arbitration.

President Clemens further argued that the Company solicited an email from Microsoft requesting that Member Simposya be removed from its account. The Company did not solicit the request. Instead, the Company demanded that a verbal request from Microsoft be written. This is not improper. Further, Article 4, Section 2 of the collective bargaining agreement titled "Client Contract to Prevail" permits the Company to "implement the change required by the client."

Here, the client requested that the Company not assign Member Simposya to handle the work under



its account. Article 4, Section 2 permits the Company to accede to this request.

The Union has no basis upon which to prevail in arbitration. For these reasons, the Appeals Committee recommends that the Executive Board's decision be affirmed and the appeal of President Clemens be denied.

PRESIDENT SHELTON: So, Brothers and Sisters, we are going to take a break now and come back at 5:30. And we will then debate the first appeal.

So from now until 5:30, enjoy your break. We will see you at 5:30.

... The Convention recessed from 5:00 p.m. to 5:30 p.m. Eastern Time ...

## EVENING SESSION

The Convention reconvened at 5:30 p.m.,  
President Shelton presiding.

PRESIDENT SHELTON: Calling the Convention  
to order.

There is a motion before you on Appeal No.  
1. Any delegate wishing to speak on Appeal No. 1,  
please go to a microphone.

On the "Against" microphone, Delegate  
Clemens from Local 7800.

DELEGATE ART CLEMENS (Local 7800): Good  
afternoon, Brothers and Sisters. I know it's getting  
late, so I will try to keep this short.

I know many of us have been doing grievances  
for a while now. I want everyone to think back to  
when you were first trained. What was the first  
thing you were supposed to clarify in your first step  
of a termination grievance?

Mine was, what was the person terminated  
for? You got that in writing so the company cannot  
go back later and add additional reasons. Well,  
guess what, I did that for Fred, and the company said

he was fired for exceeding the number of allowable safety points because of this one accident. I want to be clear. He had zero points before the accident, and the company gave six points for the one accident alone.

We have clear contractual language that a preventable incident or collision greater than \$500 and up to \$10,000 in injuries and of property damage is three points. From 10,000 to 25,000 is four points. And in excess of 25,000 is six points. Well, if the injuries and property damage would have exceeded 25,000, I wouldn't be here before you.

He had \$0 in property damage, and at the time of termination, there were \$9,010 in injuries. I know sometimes medical bills take time to come in, but the most the company ever produced was 14,000 in medical bills. The company made a guess on what the medical bills would be, and they guessed wrong.

I have given the company every opportunity to produce medical bills over 25,000, and they haven't, because they can't. We asked again last month, and all they can provide is a letter from

their HR that says a claims adjuster estimated it will be \$30,000. If they truly have this estimate, they would have been provided by a claims adjuster, not by the company HR person who made the mistake of firing him and is known for lying. This is the same HR person I have an NLRB charge against that was found to have merit and is awaiting federal court hearing.

They don't have any adjuster's figures or medical expenses over \$25,000. This is all lies, or they would have provided it.

With every appeal I have filed or helped to file on this, the Union has failed to address one issue. This incident happened January 24th. I asked for a copy of the communications with the company and HR, and I was provided it.

This communication-- one communication shows company HR, Legal, and four levels of management from January 27<sup>th</sup>, saying they will fire him, and if they lose at arbitration, so be it. They discussed all of the reasons they plan to fire him-- tenure, last road observation, attendance, and other noteworthy facts.

Nowhere in this long e-mail is there anything about the client not wanting him working there.

That didn't come up until March. Again, for months they said he was fired only for safety points. Then they realized the damage wouldn't exceed what they guessed, so they reached out to the client to ask for the removal.

I have asked to speak to the client to verify this, but, guess what? I have been denied. If we arbitrate this, we will have the ability to subpoena and take a statement from the person that responded to the company's request.

It's my guess that the client will say they only reached out to ask-- they only reached out after they requested the person be moved. I want to be perfectly honest with you: This can go on for two years in Washington State, but this won't make it to arbitration in that two-year timeframe. So if we take this to arbitration, and they have medical bills, we can deny it.

I want to think about the effects if we don't arbitrate. They can come up with any reason

and say that they want to get rid of somebody for a scratch on their vehicle and say they guess it will reach \$25,000. I know they would go after my storage and area vice president first.

Lastly, I want to address the procedural issue. I am a newer president. I didn't have the luxury of being a VP and an AVP for years. But I stepped up to the challenge. I have never had any experience dealing with grievances that get appealed above my VP level, so I did what I thought I was supposed to do. I sat here with my grievant for every step of the appeal. I helped him write it out, and I had him sign it, and I sent it on. It wasn't him.

So the Local fully supports this grievance. We need to fight this, Brothers and Sisters. To allow the company to terminate for an article where there's clear language and not fight would be horrible. Thank you.

PRESIDENT SHELTON: On the "Questions" mic, Delegate Martinez from Local 24003.

DELEGATE JAIME MARTINEZ (Local 24003): Can

you hear me?

PRESIDENT SHELTON: Yes.

DELEGATE MARTINEZ: Yeah, for the-- I do have a question about the appeal. Was the driver ticketed or violated for any of the-- for the accident?

PRESIDENT SHELTON: Will the Appeals Committee answer that question.

DELEGATE KEVIN SHEIL (Chair - Appeals Committee): Yeah. The Local never argued that the accident was preventable during the grievance procedure. There was no ticket in the file.

DELEGATE MARTINEZ: Okay. What six violations did the company say that the driver did?

DELEGATE SHEIL: An accident over \$25,000 is a six-point violation. The estimate was \$30,000 provided by the claims administrator to the company, which is also in the file.

DELEGATE MARTINEZ: Thank you so much. I return my time.

PRESIDENT SHELTON: On the "Against" mic, Delegate Denos from Local 7704.

Delegate Denos?

DELEGATE THOMAS DENOS (Local 7704): I'm here. Thank you, President Shelton.

I'm speaking against the recommendation of the Appeals Committee and in favor of member Simposya to bring this to arbitration.

I would like to-- firstly, I'd like to point out that, although the Appeals Committee said that it is timely, but it was executed incorrectly, I want to address that quickly.

So, the President worked with the grievant directly and work directly with him on getting this appeal sent off to Vice President Roberts. And then also, when he sent it to President Shelton, when he sent it to you, he also worked with this grievant.

So in that piece that that was the testimony of the President that he said that he worked with him all along, the fact that he didn't sign it, that was, you know, a mistake he should not be held to that? And I believe that that piece of the appeal-- on the Appeals Committee, that piece of evidence should not be considered. It should be done on the merits of



the case.

So on the merits of the case, what President Clemens has pointed out was that basically the cost of this accident, if you were to get six points, you have to go over \$25,000. Well, they estimated-- I mean, they estimated it at \$25,000, but the actual cost of this accident has been around \$11,000.

So why are we not pursuing this? If we're going to basically hold this to every one of our members, then we're going to have our employers basically interpret this in their benefit, to basically benefit them, not for the benefit of our members.

What this president is doing is, he has presented this to this Committee to give you a chance to vote and to allow him to bring this to arbitration. We should vote against the Appeals Committee recommendation, and vote for the member and for the President of this Local.

And I yield the rest of my time. Thank you.

PRESIDENT SHELTON: On the "Questions" mic, Delegate Irwin from Local 2108.

Delegate Irwin.

Apparently, Delegate Irwin has changed her mind.

Delegate Pugliese on the "For" mic.

DELEGATE ANTHONY PUGLIESE (Local 1103): Hey, can you hear me?

PRESIDENT SHELTON: We can.

DELEGATE PUGLIESE: I rise for the recommendation of the Appeals Committee due to the fact the appeal was not timely.

PRESIDENT SHELTON: Delegate Holmes on the "Questions" mic from Local 6327.

DELEGATE TANYA HOLMES (Local 6327): I'd like to seek some clarification in regards to the bargaining agreement language. In the appeals report, it states that six or more points would result in termination. However, President Clemens mentioned a different set of language. So I'd just like to know which language is correct.

PRESIDENT SHELTON: Can the Appeals Committee answer that question, please?

DELEGATE KEVIN SHEIL (Chair, Appeals

Committee): Yeah. Article XIII, Section 5 of the contract, the CBA, assigned six points to a preventable injury, incident or collision in excess of \$25,000 in injuries and/or property damages. So the contract language prevails. That's what it says, and that's why he was terminated. It's \$30,000, according to the claims administrator.

PRESIDENT SHELTON: You're entitled to a second question.

DELEGATE HOLMES: So my second question was actually going to be related to the amount or the excess amounts, and just what I was hearing from President Clemens wasn't matching up with what I read in the Appeals Committee report. So I was trying to make sure which one was accurate. That's all. Thank you.

PRESIDENT SHELTON: Delegate Mendoza on the "Against" mic.

DELEGATE A.J. MENDOZA (Local 7901): Thank you, President Shelton. I have deep respect for the work of the Appeals Committee. I rise against adoption of their recommendation. I think that it is

a particularly odious principle when you look at the communication that was received by President Clemens, the conversation that was had between company management, basically intimating that what they put on paper was a pretense, and that they had every intention to terminate the member.

I think that it also should be said that the person that is asserting the greater than \$25,000 number is in HR, and that their fiduciary obligation is to lower the liability of the organization. They are not-- I wouldn't describe that as a claims adjuster for someone who is bound by duty to tell the truth. They are bound by duty to lower liability of the company and that's what they're trying to do as the member explains. So I yield the remainder of my time.

PRESIDENT SHELTON: On the "Motions" mic,  
Delegate Flores.

Delegate Flores on the "Motions" mic.

Mayhew on the "For" mic.

Delegate Mayhew on the "For" mic.

Delegate Mayhew on the "For" mic.

DELEGATE JOE MAYHEW (Local 1103): Yes, President Shelton. Can you hear me?

PRESIDENT SHELTON: Yes.

DELEGATE MAYHEW: Thank you. I, as well, believe this appeal simply was not timely. That is the initial issue I have with it. I wonder, would the client even take this member back if they could today. But the fact is the contract's pretty clear here. The language says that the damage is over a certain dollar amount which, if incurred, it would give a limit of six points and this would be a termination. I just heard the Appeals Committee state that there was actually proof in the file from the company of that. So the language is clear.

I do appreciate the support of the President for his member, but the decision of the Committee should be upheld. But I would wonder if this client would even take this member back today.

DELEGATE KEVIN SHEIL (Chair - Appeals Committee): The answer to that question is he cannot be-- he will be reinstated if the client doesn't want him back, and the client does not want him back.

DELEGATE MAYHEW: Thank you.

PRESIDENT SHELTON: Delegate McCormack on the "Motions" mic.

DELEGATE MAGGIE McCORMACK (Local 9588): Hi, Mr. Chair, I motion to close debate, please.

PRESIDENT SHELTON: Is there a second?

There is a second. Delegate Dolan from Local 3603. The motion is non-debatable.

What you have before you is a motion to close debate. You will be given three minutes to vote on the motion to close debate. I will alert you when the clock starts.

The clock will start now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting result ...

PRESIDENT SHELTON: Debate is closed.

Some of you have asked why we did not take all questions before debate was closed. On the microphones, we go in rotation, "For," "Against" and "Questions." Under the permanent rules, a motion to

close debate is proper after two "For" and two "Against" speakers. Once the motion to close debate is made, it takes precedence over questions. And if that motion passes, the remaining people wishing to speak or ask questions is not in order.

The motion now before you that has been made and seconded is to adopt the Appeals Committee's recommendation on Appeal No. 1. You will be given three minutes to vote. I will alert you when the three minutes starts.

The clock is starting now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for results ...

PRESIDENT SHELTON: The Appeals Committee recommendation is not adopted. We will arbitrate.

I recognize the Chair of the Appeals Committee to continue with their report.

COMMITTEE MEMBER GREGG BIALEK: On September 7, 2021, CWA Local 7800 President Arthur Clemens appealed the Executive Board's decision not to

arbitrate the Local's grievance alleging that MV Transportation violated the collective bargaining agreement by treating Member Robert Reyes as "constructively resigned." This appeal is timely, but not properly before the 2021 Convention.

Section III of the CWA Internal Appeals Procedure does not give a member the right to move the appeal of an Executive Board's decision to a Convention (or Presidents' Meeting). That right is reserved to a Local or a Vice President. A Local's right to appeal to the Convention (or Presidents' Meeting) is extinguished if the Local does not appeal the Vice President's initial decision regarding whether to arbitrate. Section III of the CWA Internal Appeals Procedures states:

In the event the Local does not file the initial arbitration complaint of a Vice President's decision not to arbitrate a grievance, the Local's right to file a complaint or to appeal at any level of the Internal Appeals Procedure shall be extinguished.

Here, Member Reyes, not Local 7800, appealed



the decision of Vice President Brenda Roberts not to arbitrate the grievance to President Shelton. Local 7800 appealed to the Executive Board only after President Shelton denied Member Reyes' appeal. Because the CWA Internal Appeals Procedures extinguishes the Local's right to file a complaint or appeal in instances where the Local has not appealed the Vice President's initial decision to arbitrate, this appeal is not properly before this Convention.

Despite our determination that this appeal is not properly before this Convention, the Appeals Committee did review the case on the merits and found it lacking. The Appeals Committee, therefore, also recommends that the appeal be denied on its merits.

Member Reyes was employed by MV Transportation ("Company"), which contracted his services to its clients. On February 7, 2020, client Microsoft asked that Member Reyes be removed from its account because he had driven onto their lawn causing damage. Member Reyes was given the option of selecting a position with a different client. He did not do so. Instead, Local 7800 filed a grievance.

Pursuant to Article 23, Section 4 of the collective bargaining agreement, Member Reyes received a payment for unused paid time off, because the Company treated Member Reyes as having resigned. Employees who are discharged are not entitled to be paid for unused paid time off under this provision.

In his appeal, President Clemens argued that the collective bargaining agreement required that Member Reyes be given progressive discipline and that discharge was not the appropriate disciplinary step for his driving infraction. However, progressive discipline does not apply in this case because Member Reyes was not discharged; he was treated as having resigned.

President Clemens further argued that the jobs offered to Member Reyes required a longer commute, paid lower wages, and were in positions represented by a different union. Article 4, Section 2, titled "Client Contract to Prevail," permits the Company to remove an employee from one customer and does not require that the employee be offered a substantially similar position. That Member Reyes

did not accept either position offered by the Company does not cause the offer of the positions to be a contract violation.

President Clemens additionally claimed that the Company must grant the grievance because it did not provide a written response to the first step grievance within fourteen (14) calendar days. Although Step 1(b) of Article 14 requires that "if the Company's decision is not provided within fourteen (14) calendar days, the local union will prevail," the parties had agreed to waive the time limits for all open grievances, including Member Reyes' grievance. The record does not support the claim that this extension was limited to the time allotted to meet for the grievances. The extension was "on all steps of all open grievances."

President Clemens also contended that the Company solicited an e-mail from Microsoft requesting that Member Reyes be removed from its account. The Company did not solicit the request. Instead, it demanded that a verbal request from Microsoft be written. This is not improper.

Further, Article 4, Section 2 of the collective bargaining agreement permits the Company to "implement the change required by the client." Here, the client had requested that the Company not assign Member Reyes to handle work under its account. Article 4, Section 2 permits the Company to accede to this request.

For these reasons, the Appeals Committee recommends that the Executive Board's decision be affirmed, and the appeal of President Clemens be denied.

PRESIDENT SHELTON: A motion has been made and seconded to adopt the Appeals Committee recommendation on Appeal No. 2. If there are any delegates wishing to speak on the appeal, please go to a microphone.

Delegate Irwin on the "Questions" microphone has a question. Delegate Irwin.

DELEGATE MARILYN IRWIN (Local 2108): Hi, Chris. Can you hear me now?

PRESIDENT SHELTON: Yes.

DELEGATE IRWIN: Thank you. I got

disconnected last time. I apologize.

My question is about the language in the Constitution in Section 3 of the "internal appeals procedure." That language has changed. It did not used to say that the Local had to be involved in the initial appeal or it would be extinguished. I haven't had time to research this, so can any of you tell me when did that language change and how and when were we notified of that change? How recently was that changed? Thank you.

PRESIDENT SHELTON: I believe it was changed in 2011. You're entitled to a second question.

DELEGATE IRWIN: Are we sure about that?

VOICE FROM THE FLOOR: Yeah.

PRESIDENT SHELTON: I am not positive about that, but I think it was 2011.

DELEGATE IRWIN: Thank you.

PRESIDENT SHELTON: And the Secretary-Treasurer's office notified all Locals.

DELEGATE IRWIN: Thank you.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Denos, Local 7704.

DELEGATE THOMAS DENOS (Local 7704): Thank you, President Shelton. I would like to speak against the decision of the Appeals Committee and for the member and the President. Again, I want to point out that, per the Appeals Committee, they said this appeal was "timely," so it is timely, but it was not executed properly or not properly before the Convention.

What I-- what testimony that we had from the President, Art Clemens, was that he was with this grievant all the way, and he helped him fill out the paperwork and send it off. And he wasn't aware that he had to sign it and he had to do it, but he testified to both the Committees that he was involved all the way.

So I believe that on that principle alone, that this should not be denied. It should be on the merits of the grievance itself. And at that point I would like to reserve the rest of my time. I believe I-- so you can hear from Art first. Thank you.

PRESIDENT SHELTON: There is no way to reserve the rest of your time, Delegate Denos.

DELEGATE DENOS: Then I will yield the rest of my time. Thank you.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Clemens.

DELEGATE ART CLEMENS (Local 7800): Thank you, President Shelton.

Brothers and Sisters, Ronald was and is a good driver, and he was such a good driver that the company had him driving around top Microsoft executives. The executive liked talking to him and being driven around by him. What happened that day was Ronald went to pick up an executive. He got blocked in by a truck because the executive wasn't ready. So he waited, like he's supposed to. Someone blocked him. The executive told him to drive on the grass cause he needed to go now.

Now, we tried to talk to the executive, but we were denied. The only way we can actually find out if that executive told him is by going to arbitration and subpoenaing him. We need to find out the truth on this. Microsoft or MV is not going to tell us.

Earlier, it was stated that my grievance was around Article XXIII, which is PTO. That was completely incorrect. My grievance was around his termination, not about his PTO. We didn't ask for him to be paid out. The company did that. But at the same time, they told us that they were terminating him because he didn't pick another job at another union. I was not going to let them diminish our bargaining unit by sending him an hour further away and paying him \$6 less.

The Appeals Committee also noted that the extension was only-- was not only to meet. I can prove it was, because they denied another grievance at the same time for timeliness.

Ronald was fired for driving on the grass, and per the CBA, he should have been given a policy review or documented verbal discussion. The company keeps falling back on the fact the client asked for his removal, but it only provided an e-mail when the company reached out to the client and asked, "Can you please send me an e-mail requesting the removal of Ronald Reyes and Fred Symposia from the contract. It



doesn't need to say anything more than that." I quote that.

This was sent from the VP of Operations that hated the union. She had no respect for the union or the contract. She eventually did enough anti-union things that MV fired her because of her treatment of the union, or as I say in prayers, "You're to seek employment opportunity elsewhere." The person she sent the e-mail to was demoted as well, for some strange reason. We'll never know why, but I think it had something to do with Ronald.

Again, I wanted to just address the procedural issue. I'm a newer president. I didn't know that I couldn't have him sign it. I was-- he came into the office. We sat there wearing masks 6-feet apart and passed the papers back and forth. I completely helped out the whole way. This was me appealing you, but I didn't sign it because I didn't know. Don't punish him for that.

There are so many reasons to appeal this. So I guess I'm not the only person that didn't know you had to sign that because we did receive

something-- all of us presidents received something on July 6<sup>th</sup>, from Sara Steffens to reiterate the correct appeals procedure.

Again, the reasons to arbitrate this:

The untimeliness of their response;

The lack of following progressive discipline while still holding us to timelines;

The e-mails that show them lying about his resignation;

The lies about offering other, quote, "equitable" jobs;

Failure to produce any statement from the passenger;

Failure to produce any statements from the client.

And, most importantly, they fired him for driving on the grass at the direction of the client.

If we don't fight this, then they can say the client asked for removal of all of your stewards with no proof. Consider the effects of not arbitrating this, and vote to do the right thing.

President Shelton, do I get to reserve the

rest of my time to answer the questions?

PRESIDENT SHELTON: You can have the time to answer questions if they're directed to you, Delegate. You don't need to reserve time for that.

DELEGATE CLEMENS: Okay. In that case, I yield the rest of my time. Thank you.

PRESIDENT SHELTON: Delegate Milos on the "Questions" microphone from Local 9119.

DELEGATE ELIZABETH MILOS (Local 9119): Yes, thank you. My question has to do with the practice of automatically paying out. Many companies do that to try-- basically my question has to do with why did the company claim that he had resigned?

COMMITTEE MEMBER GREGG BIALEK: The company claimed he resigned because they gave him an opportunity to work at two other job locations. They gave him till the next day to make a decision. He didn't make a decision. They extended it further. The timelines, they gave him more time to make a decision and they informed him that, if he did not make a decision on picking a job, then they were going to show him as resigned. He did not answer.

And so they showed him as resigned and they paid it out.

DELEGATE ART CLEMENS (Local 7800): May I address that, too, President Shelton?

PRESIDENT SHELTON: The question wasn't directed to you, Delegate.

DELEGATE ELIZABETH MILOS (Local 9119): Yes, it was. Yes, it was. I'm sorry. I didn't make myself clear.

PRESIDENT SHELTON: Oh, no, it wasn't. The question was developed-- directed to the Appeals Committee and you're entitled to another question.

DELEGATE MILOS: Okay. So can I address this question to the person who was going to be answering? I'm sorry. I have my papers. President Clemens, please.

PRESIDENT SHELTON: The question has already been asked and answered, but go ahead. President Clemens, do you want to answer her?

DELEGATE ART CLEMENS (Local 7800): Yes. So, we were against them sending him further out of area to a lower paying job when there was a job

within CWA Local 7800 for the same pay scale that they could have sent him to. We also represent another company, Blue Origin. There are several e-mails back and forth asking them why they're not sending him there, and they just refused to.

PRESIDENT SHELTON: Thank you.

At the "Motions" mic, Delegate Belstock from Local 59051.

DELEGATE BRAD BELSTOCK (Local 59051):  
President Shelton, thank you. Can you hear me?

PRESIDENT SHELTON: Yes.

DELEGATE BELSTOCK: All right, I'd like to make a motion to call the question and end the debate.

PRESIDENT SHELTON: Is there a second?

We have a second from Delegate Schrodtt from Local 51025.

There is a motion to end debate. It is non-debatable. What you have before you is a motion to end debate on Appeal No. 2. You'll be given three minutes to vote. I will alert you when the clock starts.

The clock has started.

... Pause in voting ...

PRESIDENT SHELTON: Please publish the  
result.

... Pause for voting result ...

PRESIDENT SHELTON: Debate is closed.

We are now-- we are now, Delegates, back on  
Appeal No. 2. That is what is before you.

You will be given three minutes to vote on  
Appeal No. 2. When the clock starts, I will alert  
you.

The clock has started.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the  
result.

... Pause for voting results ...

PRESIDENT SHELTON: The Committee's  
recommendation fails. We will arbitrate.

I ask the Chair of the Appeals Committee to  
continue with their report.

Excuse me. Before you do that, there is a  
Delegate calling for a roll call vote.

SECRETARY-TREASURER STEFFENS: They want me to un-mute.

PRESIDENT SHELTON: Delegate Reamer on the "Motions" mic. Delegate Reamer.

DELEGATE JEFF REAMER (Local 13000): Yes. Can you hear me?

PRESIDENT SHELTON: Yes.

DELEGATE REAMER: Jeff Reamer, Local 13000. I'm asking for a roll call vote on the Appeals Committee's recommendation on Appeal No. 2.

PRESIDENT SHELTON: You don't have the right to speak on it yet.

Is there a second?

There is a second. Delegate Ryan from 13101.

We now have to determine whether 20 percent of the Delegates are convinced to have a roll call vote. You will be given three minutes to vote on a roll call vote or not. I will alert you when the clock starts.

The clock is started now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting result ...

PRESIDENT SHELTON: We will conduct a roll call vote.

Here is Sara Steffens to give you the rules for a roll call vote.

SECRETARY-TREASURER STEFFENS: Again, while we're setting up the roll call, I'm just going to remind you of the procedures once again.

We'll be using the online Convention Management System to conduct a secure roll call vote. Please continue to use a separate window in Chrome or another Web browser. Do not log out of the Zoom call.

You will be using your CMS account to cast your roll call vote. So please log into the Convention Management System now. Use your e-mail and password and remember the system will only allow one vote per account unless you're carrying a proxy.

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standing by to assist. To alert the Chair of your voting strength problem, push "Q&A" and type "credentials voting strength" and hit "Send."

If you experience problems voting, use the "Q&A" and type "CMS help". Our CMS staff will help resolve your issue. A full audit record of each vote cast will be made and included in the Convention proceedings.

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1. Once you're logged into the CMS, choose "Virtual Roll Call" from the left-hand menu.
2. Only the active question will appear. Read the question carefully. Vote "Yes" or "No" by clicking the appropriate button. Then click "Submit".
3. Once you've made your vote selection, you can review your vote before it's final. You may cancel or change your vote prior to confirming it.
4. You must confirm your vote by clicking the blue "Yes, Confirm My Vote" box. After you've confirmed, it's final, and you won't be able to change it or to vote again.

5. Only registered and checked-in delegates will be allowed to participate in the vote.

6. The roll call vote will remain open in the CMS for ten minutes start to finish. The voting will then be closed, and the results will be announced from the podium.

7. After the vote tally is announced, a summary report will be shared.

PRESIDENT SHELTON: You will have ten minutes to vote. I will alert you when the clock starts.

The clock starts now.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting result ...

PRESIDENT SHELTON: The Committee's recommendation fails. We will arbitrate again.

I recognize the Chair of the Appeals Committee to continue with their report.

COMMITTEE CHAIR KEVIN SHEIL: Appeal No. 3.

On October 3, 2021, CWA Local 4652 President

Rob Boelk appealed the CWA Executive Board's decision not to arbitrate the Local's grievance. The grievance alleged that AT&T Midwest violated a binding past practice and Article XVII of the collective bargaining agreement by requiring employees to bid on five (5) week schedules instead of one (1) week schedules without first bargaining with Local 4652. This appeal is timely and properly before the 2021 Convention.

On February 27, 2018, AT&T notified CWA District 4 of its intent to change the length of schedules, which had been weekly in Local 4652 for a long period of time. The notice was provided before 2018 bargaining began, and invited discussions during bargaining. The Union responded that the parties had a binding past practice which the Company could not unilaterally change. The parties did not address the length of schedules in 2018 bargaining.

After the 2018 collective bargaining agreement was ratified in August 2019, the company notified CWA District 4 that it would implement an eight (8) week schedule on February 2, 2020. CWA

District 4 responded that weekly schedules were a binding past practice that could not be unilaterally changed by the Company. District 4 also advised the Company that Article 17-01, which states: "The length of the schedule may be determined locally," required the Company to discuss the issue with the Locals. The Company disputes that a past practice existed in February 2020.

In January 2020, the Company's Area Field Operations Managers reached out to Local Presidents of the Wisconsin Locals. On January 28, 2020, a conference call was held with the Local Presidents and the Company to discuss schedule length. CWA Local 4652 President Boelk, and his team met in person with the Company on February 7, 2020, for further discussions. The discussions resulted in the Company implementing a five (5) week schedule instead of the eight (8) week schedule it initially proposed in Local 4652's geographical area.

The Committee believes that the past practice argument would fail in arbitration because Article 17.01 addresses how the parties shall

determine the length of schedules. An arbitrator does not have the authority to rule that a past practice exists if the parties' collective bargaining agreement contains a provision that addresses how to deal with the issue.

Additionally, the grievance alleges that the Company did not meet its obligation to determine schedules locally. This argument, too, must fail. Although Local 4652, did not retain weekly scheduling, the Company did meet with the Local and discuss its proposed scheduling change.

Due to these discussions, the Company altered its position with regard to Wisconsin Locals, changing its scheduling length from eight (8) to five (5) weeks. Because the Company did determine schedule selection locally after discussion with Local 4652, it did not violate Article 17.01.

The CWA Executive Board, President Shelton, and Vice President Hinton, in their answers to the appeal, pointed out that arbitrating this dispute would likely require CWA to take positions that might not be consistent with the interests or preferences

of other locals in District 4. The CWA Executive Board also observed that, even assuming CWA could establish that the Company's actions violated the past practice between the Company and CWA Local 4652 or Article 17.01, the result of the arguments advanced in this matter could be used against the Union in the future to the detriment of other Locals within District 4.

For these reasons, the Appeals Committee recommends that the Executive Board's decision be affirmed and the appeal of President Boelk be denied.

PRESIDENT SHELTON: A motion has been made and seconded to adopt the Appeals Committee's recommendation on Appeal No. 3. If there are delegates wishing to speak on that recommendation, please go to a microphone.

On the "Against" mic, Delegate Boelk from 4652.

DELEGATE HON. ROB BOELK (Local 4652):  
President Shelton, can you hear me? President Shelton, can you hear me?

PRESIDENT SHELTON: I can hardly hear you.

DELEGATE BOELK: All right. Thank you.

Hello, Brothers and Sisters, I'm Mayor Rob Boelk, President of CWA 4652 based in Madison, Wisconsin. I'm here today to ask for your help. Scheduling is a prime reason for having a union.

Our Local has a three-year past practice on picking a one-week schedule. AT&T Labor Management admits to this practice. The Local requested to bargain over the unilateral change to customs and practice. AT&T did not care about local bargaining. The first thing they said when we were in our meeting on discussions, they said "We're not here to bargain. We just want to know what your concerns were," and so that's why we're at the meeting.

And they didn't implement either way what they were going to do at that point after we left the meeting. But they did say that schedulings are all over the map in the District. Some have eight weeks; some have six weeks; some have five weeks. And they are going to see what they came up with. But there was no bargaining that took place.

After review with our legal counsel and

after filing a National Labor Relations Board charge, we believe this is a winnable case. But our attorney Hawks Quindell, when asked whether arbitration of ULP matter deferred by the National Labor Relations Board is likely to succeed, the answer and reply was "yes."

My fellow Union Brothers and Sisters, we cannot let AT&T and their greedy ways screw over dues-paying members who have authorized me to be here today and ask for the general body to consider this issue. Are we representing-- in the representation business or not?

Brothers and sisters, help our Local and members fight these greedy bastards, because an injury to one, is an injury to all. We all need to stick together.

In closing, I want to thank the Appeals Committee for all their hard work and effort. I know it's a thankless job, and it takes a lot of time and effort. Firsthand I know what it takes to be on committees. However, I want to thank you for your efforts.

I'm asking the delegation to overturn the



recommendation and vote against the recommendation.

Thank you.

PRESIDENT SHELTON: Delegate Carillo from Local 37034 on the "Questions" mic.

DELEGATE ANDREW CARILLO (Local 37074): Yes. My question is for President Boelk. It mentions in the report from the Committee that this decision was not discussed during contract negotiations and opening of the contract. And I'd just like to know why it was not discussed during that time. It seems like that would have been a good place to discuss this. Thank you.

DELEGATE BOELK (Local 4652): Am I on?

PRESIDENT SHELTON: Yes.

DELEGATE BOELK: So to answer the question, I don't know. I wasn't in on bargaining. I didn't even know about the letter. That communication went back and forth between the company and the District at that point. I only was made aware after bargaining took place, and this was months later.

PRESIDENT SHELTON: Can the Committee answer that question?

COMMITTEE MEMBER DAVE SKOTACZYK: This is Dave. I'd like to answer it; however, the host has stopped my video.

Okay, I'm back. Hi, Brother. How are you? It's a complicated issue, and I have to read parts of the contract, so I'm going to paraphrase rather than reading. Is that okay with you?

DELEGATE CARILLO: Yes, thank you.

DELEGATE SKOTACZYK: The contract, Article 17.01, has four sentences. One sentence says the company is controlling in all matters of tours and conditions of tours." However, the next line basically says, the local union may determine with local management the length of the tour bids.

Now, President Boelk's own attorney, in his memorandum, which I have in front of me, found out that there's two other articles, 17.02, 17.03, which indicate weekly bidding. And he, the attorney, said that, so there is a valid argument--

PRESIDENT SHELTON: Delegate. Delegate Skotaczyk, the question was: Was the scheduling talked about at bargaining.

DELEGATE SKOTACZYK: It was not. And I'm trying to explain why. Can I continue?

PRESIDENT SHELTON: I don't think he asked you why. I think he asked you if it was.

DELEGATE SKOTACZYK: Okay.

VOICE FROM THE FLOOR: He asked why.

PRESIDENT SHELTON: I'm sorry. Another question.

DELEGATE ANDREW CARILLO (Local 37074): Yes. I'd like to clarify. Yes, I want to know why it was not discussed in bargaining, because that seems like it would be a good place to discuss that issue.

COMMITTEE MEMBER DAVE SKOTACZYK: Shorter version, without going into detail, it's mandated that the length of tours are discussed locally, not bargained. The National Labor Relations Board has deferred his complaint and their very language was: The NLRB decision to defer this to contract arbitration implies that the agency, too, believes this matter is controlled by contract language, not by the duty to bargain.

The grievance presented to our Committee

just states AT&T has to bargain with us. District 4 couldn't say that because our-- these articles don't order bargaining. They order discussions at the Local level.

DELEGATE KEVIN SHEIL (Chair - Appeals Committee): Can I also add to that? The Union wanted to leave it to the Locals, because everyone did it differently, which is another prime reason why it wasn't discussed in negotiations.

DELEGATE SKOTACZYK: Correct. Because it's all done locally.

PRESIDENT SHELTON: On the "For" microphone, Delegate Anderson.

DELEGATE JUDY FRIES (RMC): That's all right. I hadn't started my camera yet, though.

VOICE FROM THE FLOOR: Take care.

DELEGATE MATTHEW ANDERSON (Local 148107):  
Can you hear me now?

PRESIDENT SHELTON: Delegate Anderson.

DELEGATE ANDERSON: Can you hear me now?

PRESIDENT SHELTON: So normally I would very much support sticking it to AT&T; however, in this

particular case, firstly, there is the word "may."  
"May" and "Must" are unfortunately very different things, especially when it comes to contracts. And I find the argument rather compelling that since it's actually-- since like there is a procedure actually discussed in the contract, that it can't really just simply refer to past practice.

And, honestly, that wouldn't be as much of an issue to take up to arbitration if it wasn't for the fact that District 4 is saying that it's going to cause problems for other issues. There's that that they're addressing. So I must rise in favor of the Appeals Committee's recommendation for this. And I apologize-- I apologize to the Local for this. It seems to be one of those cases where it must be as it must be.

I yield the rest of my time.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Tennyson from Local 4603.

DELEGATE GREG TENNYSON (Local 4603):  
President Shelton, you got me on there?

PRESIDENT SHELTON: Got you.

DELEGATE TENNYSON: Awesome. Thank you.

Greg Tennyson, President of CWA Local 4603 in Milwaukee. We had the same issues here in Milwaukee that President Boelk did in his area. The issue goes way back. He is referring to that longstanding past practice of the Local's determining length of contract, and we did it weekly. And it was to the extent where our Local would be approached by management and have the-- they would have the management sign off on an agreement any time we went beyond that one week of scheduling. We did recently go into a two-week schedule and the two-week schedule had been agreed to on a trial basis.

The Company understood that there was not a way for them to change scheduling beyond that one week without getting a Local agreement. So for them to just arbitrarily move to a five-week went against everything we've always done.

Now, Local 4603 has also filed grievances and filed Board charges. All that stuff is still pending. We have not reached the point of appealing to arbitration. So there is still stuff in the works

at Local 4603.

But I do fully support President Boelk and would like to see that arbitrated. Thank you.

PRESIDENT SHELTON: On the "Questions" mic, Delegate Pugliese from Local 1103.

DELEGATE ANTHONY PUGLIESE (Local 1103): Thank you, President Shelton. Can you hear me?

PRESIDENT SHELTON: We can hear you.

DELEGATE PUGLIESE: Okay. So I have a question for the Committee. Are the selections of the schedule, the five-week schedules now, still by seniority?

COMMITTEE CHAIR KEVIN SHEIL: Yes.

PRESIDENT SHELTON: Another question, Delegate.

DELEGATE SHEIL: It's by seniority and it's still done weekly. They can still bid on it each week at a time for the five weeks.

DELEGATE PUGLIESE: That actually was my second question. So when they're selecting the five-week schedule, they can schedule different tours throughout the whole five weeks, whether it's 8:00 to

4:00, 4:00 to 12:00, 12:00 to 8:00, correct?

DELEGATE SHEIL: Correct.

COMMITTEE MEMBER SKOTACZYK: Effectively weekly scheduling, but they do it in five-week increments.

DELEGATE PUGLIESE: Thank you.

PRESIDENT SHELTON: On the "Motions" mic, Delegate Schrodts from Local 51025.

DELEGATE ROY SCHRODT (Local 51025): Hello, President Shelton. I make a motion to close debate.

PRESIDENT SHELTON: Is there a second?

There is a second from Delegate Poulette from Local 3181.

There is a motion to close debate. It is non-debatable. You will be asked to vote. You will be given three minutes to do so. I will alert you when the clock starts.

The clock has started.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting result ...



PRESIDENT SHELTON: Debate is closed.

We are back on the Appeals Committee recommendation on Appeal No. 3. You will be given three minutes to vote. When the clock is started, I will alert you.

The clock has started.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting result ...

PRESIDENT SHELTON: Appeals Committee recommendation on Appeal No. 3 fails-- oh, I'm sorry. It's getting late, guys. It passed. I'm sorry. I'm zoning out here. Thank you.

Delegate Douglas on the "Motions" mic from Local 4326. Delegate Douglas.

DELEGATE PHILLIP DOUGLAS (Local 4326): Can you hear me? Hello? Can you hear me now?

Hello?

PRESIDENT SHELTON: Delegate Douglas, if you're there, we can't hear you.

DELEGATE DOUGLAS: Hello.

PRESIDENT SHELTON: Delegate Douglas, if you're there, we can't hear you. We're going to the next person on the "Motions" mic, Delegate Clemens.

DELEGATE DOUGLAS: Can you hear me?

DELEGATE ART CLEMENS (Local 7800): Thank you, President. I move for a roll call vote.

PRESIDENT SHELTON: Is there a second?

We have a second, Delegate Wendy Fonseca from Local 4603.

We now have to determine whether there are 20 percent of the delegates who are calling for a roll call vote. You will be given three minutes to vote. I will alert you when the clock starts.

The clock has started.

... Pause for voting ...

PRESIDENT SHELTON: Please publish the result.

... Pause for voting result ...

PRESIDENT SHELTON: We will have a roll call vote. I will ask Sara Steffens to read the rules.

SECRETARY-REASURER SARA STEFFENS: One more time. I'm just going to run through the general

procedure while we set up the roll call.

We'll be using the online Convention Management System again to conduct the secure roll call vote. Please use a separate window in Chrome or another browser. Don't close the window for the Zoom call. You'll be using your CMS account to cast the vote. Log in to the Convention Management System now using your e-mail and the password for your account. Remember, the system will only allow one vote per account unless you're carrying a proxy.

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A full audit record of each vote cast will be made and included in Convention proceedings. And the procedures are as follows:

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"Virtual Roll Call" from the left-hand menu.

2. Only the active question will appear.

Read the question carefully. Vote "Yes" or "No" by clicking on the appropriate button. Then click "Submit."

3. Once you've made your vote selection, you will have the opportunity to review your vote before it is finalized. You may cancel or change your vote prior to confirming it.

4. You must confirm your vote by clicking the blue "Yes, Confirm My Vote" box. After you've confirmed your vote, it is finalized, and you will not be permitted to change it or vote again.

5. Only registered and checked in delegates will be allowed to participate.

6. The roll call vote will remain open in the CMS for ten minutes, start to finish. Voting will then be closed and the results announced from this podium.

7. After the vote tally is announced, a summary report will be shared.

PRESIDENT SHELTON: You will be given ten

minutes to vote. I will alert you when the clock starts.

The clock has started.

... Pause for voting ...

PRESIDENT SHELTON: Please display your results.

... Pause for voting result ...

PRESIDENT SHELTON: The Committee's recommendation on Appeal No. 3 passes. It is adopted.

I'd like to thank the Committee, particularly this Committee, for all your hard work. I know how hard it is on the Appeals Committee, and I know how hard it is to turn down an appeal, as do you. So thank you for all your very hard work. Obviously, the whole Union appreciates it, and please, enjoy the rest of your night.

At this time I recognize Vice President Lisa Bolton for the purpose of introducing the Retired Members' Council.

VICE PRESIDENT LISA BOLTON: My video won't open. (Brief pause)

At this time I would like to-- I would like the Retired Members Council to prepare for the presentation of their report. The members of the Retired Members Council are:

Patrick Welsh, President of the District 1 RMC;

Adelle Rogers, Vice President of the District 1 RMC;

Jenny Sylvester, Secretary of the RMC Board and President of the District 2-13 RMC;

Joe Kincaid, Vice President of the District 2-13 RMC;

Rita Scott, President of the District 3 RMC;

Gwendolyn Parker, Vice President of the District 3 RMC;

Annie Flack, President of the District 4 RMC;

Marcy Gregory, Vice President of the District 4 RMC;

Ray Kramer, Executive President of the RMC Board and President of the District 6 RMC;

Priscilla Brown, Vice President of the

District 6 RMC;

Judy Fries, Executive Vice President of the RMC Board and President of the District 7 RMC;

Mary E. Cooke, Vice President of the District 7 RMC;

Addie Brinkley, Treasurer of the RMC Board and President of the District 9 RMC;

Ronnie Kinney, Vice President of the District 9 RMC;

Jan Heisterman, President of the AFA RMC; Cocina Norton, Vice President of the AFA RMC;

Mary Sue Davis, President of the IUE RMC;

Adolphe Bernotas, President of the Media Sector RMC;

Myra Krieman, Vice President of the Media Sector RMC.

I recognize Judy Fries, Executive Vice President of the RMC Board and President of the District 7 RMC, for the purpose of presenting the report of the Retired Members Council.

COMMITTEE MEMBER JUDY FRIES: Good morning, Brothers and Sisters. My name is Judy Fries. I am

President of District 7 retirees representing the Retired Members Council. It is an honor to give the RMC Report for our Convention.

Once upon a time, we were all active working members fighting for the benefits you have now. In retirement, we continue that fight alongside you.

I want to thank all the locals that support their chapters in so many different ways, whether it's paying the one-time Lifetime Membership fee of \$25 so they can join the RMC, or letting their chapter use the hall for their meetings, mailing out a letter or anything you do to support your chapters, thank you.

When members retire, we need to encourage them to join the RMC, and tell them why it is so important to continue to band together even during our retirement. We cannot put away our union card, sit back and reap the rewards and benefits of a long career. We are on the front line of protecting our rights to retire in dignity, and fight back attempts to dismantle the many hard-earned benefits like healthcare, social security, and retirement security



we fought so hard for.

We want all CWA retirees to join as Lifetime Members so we can reach out to them, so they are better informed and make sure they are aware of our benefits.

Through the Council, they will be joining forces with active CWA members in support of the union's goals, whether it's on the picket line, phone banking, or through other ways of support. We want all retirees to get the facts directly from CWA. We work in tandem with the active Locals to mobilize with them. We can help with organizing drives and by informing new members of the benefits of becoming a union member when they start with the company.

The Retired Members Council represents approximately 58,000 lifetime members with that in 224 chapters. But we still have a long ways to go. One important thing is that we need better communication once we retire and more current information on our new retirees.

I was doing a mail-out earlier this year, and the address I had for several of our retirees was

from 1990. We also need updated e-mails, phone numbers, and cells. We need better ways to reach our retirees.

I held a Town Hall conference call, and I had over 500 retirees we did not have a phone number for so could not call them. It made it impossible to reach out to them without doing an expensive mailing. Even then, there are no guarantees that our addresses are correct. When they join the RMC, we get the opportunity to update their information.

When we were active members of CWA, we enjoyed the protection and benefits of a strong union committed to negotiating good contracts with safe working conditions, quality benefits, and good compensation in exchange for our work. Each of us stood shoulder-to-shoulder with our brothers and sisters to get the best contracts we could bargain.

Chapters provide retirees with a vehicle to protect and fight for issues that affect us. Being part of a retiree chapter, you can help fight to protect retiree benefits. CWA retirees play an important role in winning our key political goals,

healthcare, and retirement security for all, and a stronger union movement.

This means increasing the ranks of our National Retired Members Council and also building more and stronger Retiree Chapters. We want to extend and energize CWA retiree power throughout our communities. Retirees are a powerful force in public opinion and voter polls where politicians and corporations understand the power we hold when we are an organized unit speaking with one voice.

Mobilization is the way we educate our members about the issues, the way we generate activism in our community, and the way we build power and support. Mobilization is the way we have won every significant benefit when we were active members. Retiree Chapters are a way to stay connected to the Union for social, political, and mobilization purposes, thus giving retirees a voice in matters that affect them.

We are also entitled to participate in the CWA Union Plus program. Along with that, we receive a discount on AT&T Wireless services, plus Lifelong

Learning programs with CWA/NETT Academy, and discounted hearing aids as an ARA member.

Our membership determines our strength. Active Retiree Chapters increase our power as retirees. Chapters are our main venue for keeping our retirees informed. Retirees have a wealth of knowledge and experience and we want to channel that for the betterment of all of us. We continue to gear up for bargaining with all our companies we support.

Unions today are literally fighting for their lives. CWA needs us more than ever with our pensions, health care, and the future of Social Security hanging in balance, and we need CWA more than ever also.

Locals, we need your help. As our chapter officers age, we try to mentor retirees to come in behind us. Several of our chapters are sitting out there with no one to be the team leader. We need you as local leaders to suggest your members that can help us when they retire. They do not have to have been past officers. The majority of my Chapter Presidents were too busy raising their families to be

officers when they worked, but they have time now and a passion to help. So please talk with your Retiree chapters and help us find someone to step up with those chapters.

If you don't have a Retiree Chapter, talk with your District RMC officers to get one started and help us build a movement to protect all retired workers.

We have a new brochure, CWA Retirees, "When We Fight, We Win." I'm hoping all the Locals will order them and talk about this in their union meetings and hand them out when a member retires.

I want to tell you why CWA STRONG is so important to our retirees. To us it means increasing our retiree membership, activating and energizing our retirees, building more powerful chapters. We know how powerful we are when we are united. We know when we stand together, we will win together. As retirees, we need to remain CWA STRONG. Retirees have done this before and will do it again.

United we stand in solidarity. Thank you.

PRESIDENT SHELTON: I'd like to thank the

Retiree Council for that report and their tireless tireless work. We all stand on your shoulders. And thank you, Vice President Bolton, for the introductions.

I have a motion to adjourn. It does take precedence, but there are a number of people at the "Privilege" mic. With the consent of the Convention, I would like to hold the motion in order to recognize some of the delegates who have something to share with this Convention. These are not motions. They are privileges.

If that's okay, I will recognize them without objection.

Delegate Joyce on the "Privilege" microphone.

DELEGATE JAMES JOYCE (Local 5101): Thank you, President Shelton.

Fellow Delegates, guests, and officers and staff of CWA, I rise before you today to make you aware of the 20th anniversary fundraiser for the Donald DiFranco 9/11 Memorial Scholarship. As many of you are aware, Don DiFranco was a native CWA Local

16 member doing his job as a WABC-TV engineer at the Channel 7 transmitter site from the 110th floor of the World Trade Center North Tower. He perished when terrorists flew a high-jacked American Airlines jet into the building on September 11, 2001.

Don was known for being a strong union member and outstanding engineer. For the past 20 years, Local 16 has honored Don's memory by providing higher education scholarships to deserving students from Local 16 families.

Funding for these scholarships comes completely from donations to the Donald DiFranco 9/11 Memorial Scholarship Fund. Those prior fund-raisers included the Local selling T-shirts in the past, like this one, which we sold at the 2006 CWA Convention. But since we're meeting virtually, we're doing this fund-raising online.

Local 16 is now conducting this special fundraiser to mark 20 years since Don's passing. Our goal is to raise at least \$20,000 to provide scholarships through the year 2023. Please go online to [www.NABET16.org](http://www.NABET16.org). That's [www](http://www.NABET16.org) dot [N-A-B-E-T](http://www.NABET16.org), the

number 1, the number 6 dot org and scroll down the page until you see the Don DiFranco fund-raising section. Payments through that site can be made via PayPal or via credit card or debit card.

I also respectfully ask that the Secretary-Treasurer's office distribute notice of this fund-raiser at some point, and I will provide them with that information.

In closing, I thank you, Brothers and Sisters. Never forget to honor all those CWA members and others who died on 9/11 and after, even though today, due to the terrorist activity or the toxicity of Ground Zero, and continue to rest in peace my brother, Don DiFranco, and all the CWA members who died on that day.

I thank you for giving me this opportunity to promote the fund-raiser.

PRESIDENT SHELTON: I'd now just quickly like to introduce Secretary Steffens for a house-keeping report.

SECRETARY-TREASURER STEFFENS: Hi. I just wanted to remind everybody, especially if you missed



the announcement this morning. All of the awards that were not able to be presented here today, we will include them in a separate presentation. It will be available at a later date to everybody who's here today, whether you're a delegate or watching on the livestream as well as all CWA members.

And I just wanted to take a quick moment to give an enormous shout out to our CWA staff who've worked tirelessly over the last months, and especially these last six days to make sure that we could still have this Convention, despite the COVID pandemic, despite everything.

Everybody here in this room and all of you supporting us remotely in your home offices and out in the districts and in the field, we appreciate you so much for everything that you're doing for our union and to make sure that our delegates can meet as we have and complete our Union democracy.

And a special shout out to our Zoom support team who have twice, three times, maybe, now, extended past what their hours were going to be and to stay here so we could get our business done. You

all are a bunch of heroes. So I hope all the delegates appreciate that and find the time to share their appreciation.

PRESIDENT SHELTON: Thank you, Sara.

So, according to the schedule, I'm supposed to make closing remarks now. And they're not going to be long because, probably like all of you, I'm a little tired right at the moment. And I just want to say that if anybody, anybody at all, any one of you, anybody on the outside, ever says that CWA is not a democratic union, show them the tape of this goddamn Convention, because we've proved that we are the most democratic union on the face of the earth.

We ought to send this tape of this Convention to the Senate and the House, because we've shown what democracy looks like. And this is what democracy looks like, Brothers and Sisters. What you did at those microphones is what democracy looks like.

So thank you, thank you, thank you for your attention, your zeal, and I'm pretty tired, but we got through it.

And so I'd like to now recognize Delegate Natasha Pickens, President of CWA Local 6355 MS WU, at the "Motions" mic to move for adjournment and invitation to St. Louis for the 79th Biennial Convention.

DELEGATE NATASHIA PICKENS (Local 6355):  
President Shelton, Secretary-Treasurer Steffens, members of the Executive Board, and my fellow delegates, I am delegate Natasha Pickens, President of Local 6355, and it is my honor to make a motion to adjourn the 78th CWA National Convention.

Before I do, it would be my privilege to invite all delegates, guests, and retirees to St. Louis for the 79th CWA National Convention in July 2023. I'm extending a warm invitation for everyone to meet me in St. Louis, also known as the Gateway to the West, a city famous for its iconic Gateway Arch, seriously loyal sports fans, and the blues music scene.

On behalf of my fellow Missourian CWA Presidents, we look forward to seeing everyone.

President Shelton, I now move to adjourn the

78th CWA National Convention. Thank you.

PRESIDENT SHELTON: There is a motion to adjourn. It is not debatable.

All those in favor of adjourning, press that little red "Leave" button in the corner of your screen, and those of you who don't want to adjourn, stay on here. You'll be by yourself.

Thank you Brothers and Sisters.

Thereupon, the CWA 78th Biennial Convention adjourned at 7:55 p.m. Eastern Time.