

Resolutions 75th Convention

CWA

**Communications Workers of America
June 8-10, 2015
Detroit, Michigan**

Resolution 75A-15-1

**Honoring the Leadership and Determination of President Larry Cohen
To Fight “One Day Longer, Each Day Stronger”**

1 For the past ten years, CWA President Larry Cohen has led us, our union, the entire labor
2 movement and a new and growing progressive coalition of activists in an all-out effort to reclaim
3 our democracy for working people.
4

5 We’re grateful for his leadership, his vision, his willingness to take on the tough fights
6 and take our union forward. We’re grateful for the tools and tactics he created, the strategies he
7 pioneered and the alliances he has formed to make us ever stronger.
8

9 Under Larry’s leadership, CWA has become the leading voice for bargaining and
10 organizing rights and for democracy that works for all working people.
11

12 After six years of organizing as a public worker himself, Larry led the organizing that
13 brought 40,000 New Jersey state workers into CWA in 1981. He created The Committee of a
14 Thousand that built a structure capable of reaching every worker. This “1 for 20” framework
15 was the foundation of what later would become CWA Mobilization.
16

17 In 1986, Larry was appointed CWA’s national organizing director and he developed
18 organizers and an organizing program unmatched by any union. Echoing his early days in New
19 Jersey, Larry developed an organizing model “from the inside out,” with workers forming an
20 inside committee, setting the issues and building support.
21

22 He pioneered card check and neutrality contract language that in the late 1980’s at
23 Southwestern Bell Mobile was the start of now wall-to-wall representation for workers across
24 AT&T companies, including AT&T Mobility, where today 51,000 workers are represented by
25 CWA.
26

27 In 1987, despite some opposition from within labor, Larry founded “Jobs with Justice” to
28 bring together progressive groups to fight for workplace justice. Over the years, at rallies, sit-ins
29 and demonstrations, Larry could be heard saying “We don’t just want jobs, we want jobs with
30 justice.” Since its creation, hundreds of thousands of JwJ activists have taken the “I’ll be there”
31 pledge initiated by Larry. Of Jobs with Justice, Larry once said, “Our future lies with the
32 majority of the American people, and we have to argue and fight our way to make that majority
33 the real majority.”
34

35 In 1998, Larry was elected executive vice president, and in 2005 he was elected president
36 of CWA.
37

38 As head of the AFL-CIO’s organizing committee, Larry pushed for broad initiatives to
39 benefit all workers. From 2006 to 2009, under Larry’s leadership, CWA and allies worked hard

40 for passage of the Employee Free Choice Act. Many at first opposed such ambitious reform
41 thinking it impossible. But through his relentless leadership, most of labor got behind the push
42 for EFCA. It passed the House by a strong margin but despite majority support in the Senate, the
43 Employee Free Choice Act never got to the Senate floor for even one minute of debate. The
44 abuse of the Senate rules and a strategy of obstruction by the Senate minority blocked EFCA and
45 some 400 other legislative proposals that were passed by the House.

46

47 This tragic defeat for workers' rights pushed Larry to lead the fight for Senate Rules
48 Reform. Again, there was considerable opposition within the ranks of labor -- many opposed
49 getting involved in what seemed to be a lost cause. But Larry's persistence and leadership led to
50 meaningful change and a victory over Senate obstruction.

51

52 The Senate confirmed a full, five-member National Labor Relations Board, top
53 administrators for the Environmental Protection Agency and the Consumer Financial Protection
54 Bureau and other agencies, and more than 100 judges to key posts, including the District of
55 Columbia Circuit of the U.S. Court of Appeals, the second most powerful court in our nation.

56

57 That same leadership was key to gaining better union representation rules for airline
58 workers.

59

60 As president, Larry has promoted reform inside CWA and beyond. Under his leadership,
61 convention delegates approved a measure to add the voices and perspectives of local union
62 leaders to the union's executive board and to broaden the board's diversity. He worked to
63 stabilize the union's finances and investments, looking for ways to safeguard what CWA
64 members have built since 1938. He transformed the budgeting system of the union, brought the
65 union finances out of debt and returned the pension to fully funded status.

66

67 The Strategic Industries Fund that Larry initiated has enabled CWA to carry out large-
68 scale, strategic campaigns, targeting corporations and fighting back against bad policy initiatives
69 like the Trans-Pacific Partnership trade deal. CWA's SIF strategy has put our resources to work
70 and enabled us to take on the challenges of today, whether it's management demanding
71 concessions in bargaining, employers attacking workers rights and a union voice, or a state
72 government trying to strip away pensions and health care.

73

74 Internationally, Larry is recognized as the leading voice on organizing and bargaining
75 rights in the U.S. and in how to build alliances with our counterparts around the globe. With
76 ver.di, the union representing T-Mobile and Deutsche Telekom workers in Germany, Larry
77 created TU, a voice for workers at T-Mobile US who are fighting back against that company's
78 assault on their rights. With ver.di, Larry is rallying German and U.S. elected officials to push
79 DT to end the double standard that has allowed T-Mobile US to fire, harass and intimidate
80 workers who want bargaining rights.

81

82 His global vision has resulted in effective alliances with the independent telephone
83 workers union in Mexico and unions representing bank workers in Brazil to help workers
84 organizing in the U.S.

85 Above all, Larry is an activist and fighter. He understands the frustration of members
86 fighting for a just contract. He feels the pain of a worker fired for daring to want a union. He is
87 enraged when citizens are shut out of our democracy. Larry's determination to fight injustice,
88 "One day longer, Each day stronger," defines him and his legacy as President. We are grateful
89 for his leadership, his commitment, his caring.

90

91 In 1989, CWA began wearing red on Thursdays as a sign of solidarity. When Local 1103
92 Steward Gerry Horgan was killed on the picket line, this spread throughout our union. CWAers
93 create a sea of red at rallies, actions and demonstrations. Red is now the color associated with
94 CWA's mobilization and activism.

95

96 **Resolved:** The 75th Convention of the Communications Workers of America expresses
97 our deep appreciation to President Larry Cohen for his creative leadership, strategic vision,
98 passionate dedication, tireless work, and countless contributions to building CWA, the larger
99 labor movement, and connecting the fight for workers' rights with efforts to strengthen
100 progressive movements for democracy and social and economic justice at home and across the
101 globe.

102

103 **Resolved:** The 75th Convention of the Communications Workers of America designates
104 red as CWA's official color in memory of Gerry Horgan and in recognition of President Larry
105 Cohen's commitment to organizing, mobilizing, movement building and solidarity.

Resolution 75A-15-2

Oppose the Assault on Public Workers and Public Services

1 There are more than 130,000 public sector workers who are members of the
2 Communications Workers of America. CWA public sector members work at all levels of
3 government providing vital services, including public safety, health care, education, human
4 services, transportation, environmental protection, corrections, and many others.
5

6 The 22 million public sector workers in the United States provide essential services to all
7 Americans to improve the lives, well-being, safety, and environment of the communities in
8 which we live.
9

10 CWA has led the way over the years in bringing the benefits of union representation to
11 public sector workers, whether in states like New Jersey, New York, and California where we
12 fought hard to win bargaining rights for public workers, or in states like Texas that continue to
13 deny public workers their most basic human right to bargain collectively. CWA is proud to stand
14 united as a union of public and private sector workers, joined together to support and strengthen
15 worker organization everywhere, in every industry and sector of our economy.
16

17 In the past four years, corporate America and anti-union elected officials have set their
18 sights on the destruction of public sector collective bargaining. Having reduced private sector
19 union membership to 6.6 percent of the private sector workforce, they are now going after the
20 public sector, where union rates nationally are about 35 percent. In state after state, they are
21 pushing an agenda to eliminate public workers' collective bargaining rights, fair share (agency)
22 fees, to privatize public services to low-wage contractors, and to cut public budgets and public
23 workers' pensions, benefits, and wages as the next step in their crusade to reduce the power and
24 living standards of working people.
25

26 Wisconsin Governor Scott Walker spearheaded the campaign to get rid of public
27 workers' collective bargaining rights, and he openly boasts of his successful assault on public
28 workers, public sector unions, and unions in general. New Jersey Governor Chris Christie has
29 followed a similar playbook with his attack on public workers' right to bargain over health care,
30 his illegal refusal to fund our members' pensions, and the continuous push for privatization and
31 cuts to public budgets that fund the services our members provide. In Texas, Governors Rick
32 Perry and Greg Abbott have pushed an agenda of budget cuts to essential services, privatization
33 of our members' jobs, and attacks on payroll deduction designed to weaken our union.
34

35 In state after state, city after city, the assault on public investment, public workers'
36 bargaining rights, and the drive to privatize public workers' jobs threatens not only workers'
37 livelihoods but also the quality and accountability of taxpayer-funded public services. For
38 example, the U.S. Department of Energy (DOE) privatized the work at two of our nation's
39 nuclear labs, work that for decades was done by CWA-represented University of California
40 employees. These programs deal with some of our nation's most sensitive security and defense
41 programs. The defense contractors that won the contracts to do this work make large profits at

42 public expense, and use some of those profits to fund substantial political contributions to buy
43 the support of elected officials for their privatization agenda.

44

45 **Resolved:** CWA stands united in opposition to the erosion of public sector collective
46 bargaining rights. CWA will fight vigorously against all attempts to roll back workers' rights in
47 the public sector, including the elimination of collective bargaining, fair share (agency) fees,
48 reductions in retirement benefits, and the privatization of essential services. CWA will continue
49 to organize to win collective bargaining rights for public workers in those jurisdictions that
50 continue to deny this basic human right.

51

52 **Resolved:** CWA reaffirms our support for adequate investment in public services as the
53 essential foundation for a vibrant economy, healthy and safe communities, strong families, and a
54 thriving democracy.

Resolution 75A-15-3

Restoring and Strengthening U.S. Democracy

1 Millions of Americans are joining together to strengthen and renew American
2 democracy. People from diverse backgrounds, including labor, civil rights, environmental, good
3 government, and other like-minded organizations, are coming together convinced that we need to
4 restore the promise and reality of our great democracy in order to ensure that everyone has the
5 opportunity to realize their full potential and economic well-being.

6
7 We are working together to turn around the tide of attacks that have been waged on the
8 rights of workers to form a union and bargain collectively, on the rights of all Americans to vote,
9 and we are fighting back against measures that allow the top one percent to own our democracy.

10
11 Groups like the U.S. Chamber of Commerce have spent 40 years working to strip
12 workers of bargaining rights and to enshrine the power of the top one percent. They have twisted
13 our democracy to cement their power, making unlimited money available to fund their private
14 interests and disenfranchising voters who do not support their agenda.

15
16 To restore the promise of the American Dream, we must eliminate the corrupting
17 influence of big money in politics, which allows the top one percent and corporations to buy
18 elections and set our nation's public policies. Candidates, parties, and outside groups spent
19 nearly \$4 billion in the 2014 elections. Outside spending on elections by organizations that hide
20 the names of their donors soared to \$219 million in the most recent election cycle. In the 2014
21 election campaigns, money provided by business interests had a 15 to 1 advantage over union
22 workers' contributions to political action funds and other labor contributions. Members of
23 Congress spend 30 to 70 percent of their time fundraising and talking to the top one percent,
24 rather than engaging with their constituents. This donor class has vastly different priorities than
25 those of working Americans. They prioritize tax cuts for the wealthy and reduced spending on
26 programs that help working people rather than policies that would create a living wage,
27 strengthen collective bargaining, improve public investments in education and other vital public
28 services.

29
30 We must stop the attack on voting rights in our country. Several states have made it more
31 difficult for citizens to exercise their right to vote by eliminating early voting, enacting restrictive
32 voter identification laws, and making it more difficult to register to vote. Fifty years after the
33 historic victory of the 1965 Voting Rights Act, U.S. citizens face a return to the obstructionist
34 and discriminatory practices that block access to the most fundamental right of our democracy,
35 the right to vote. In 2013, the Supreme Court gutted key provisions of the landmark Voting
36 Rights Act legislation in its decision in *Shelby v. Holder*. Today, we cannot even get Congress to
37 hold a hearing on legislation to redress that deplorable ruling that makes it far easier for states to
38 enact discriminatory voting practices.

39
40 CWA, with the NAACP, Sierra Club, Greenpeace, Common Cause, AFSCME and a
41 network of 55 other organizations have joined together under the banner of the Democracy

42 Initiative (DI) to build a movement to halt the corrupting influence of corporate money in
43 politics, prevent the systemic manipulation and suppression of voters, and create a democracy
44 where all Americans have an equal voice.

45

46 CWA, the Democracy Initiative, and its member organizations are building coalitions for
47 public campaign financing and putting limits on the size of campaign contributions. These are
48 important steps to restore the voice of ordinary citizens in politics. We are making progress in
49 places such as Chicago, Albuquerque, Seattle, Montgomery County MD and the state of Maine.

50

51 CWA, the Democracy Initiative, and its member organizations are also actively building
52 a movement to eliminate restrictions on voting and to make voter registration easier. Our broad
53 coalition came together to pass automatic voter registration in Oregon and to support full
54 citizenship rights, including the right to vote, for formerly incarcerated people.

55

56 CWA, the Democracy Initiative (DI), and the Leadership Conference on Civil and
57 Human Rights (LCCHR) are helping to organize a large demonstration on June 25 in Roanoke,
58 VA to push for movement on federal Voting Rights legislation. Roanoke, VA is the home
59 jurisdiction of Congressman Bob Goodlatte, Chair of the House Judiciary Committee, who is
60 blocking any federal progress to strengthen voting rights and move forward on immigration
61 reform.

62

63 Using the 50th anniversary of the Voting Rights Act on August 6, 2015 as its lynchpin,
64 this movement will hold actions and events across the country throughout the summer to bring
65 much needed attention to the corrupting influence of money in politics and the attack on voting
66 rights as we continue to build a mass movement to restore democracy in our nation.

67

68 **Resolved:** CWA, with lead partners NAACP, Greenpeace, Sierra Club, Common Cause,
69 AFSCME and 55 other organizations, will expand and deepen the work of the Democracy
70 Initiative to eliminate the outsized influence of the top one percent in our politics and to create an
71 inclusive election system that gives all eligible Americans the right to vote.

72

73 **Resolved:** CWA will continue to work with partner organizations to mobilize for the
74 demands of the civil rights community to restore the promise and protections of the 1965 Voting
75 Rights Act to protect every citizen's right to vote.

76

77 **Resolved:** CWA members, locals, officers and staff pledge to work in our communities
78 to build effective organizations that will stand up to the top one percent and fight for universal
79 voting rights and getting big money out of politics. We will find common ground with our allies
80 and move those issues forward.

81

82 **Resolved:** CWA will continue to educate members to understand how the barriers to
83 democracy disempower working Americans and block progress on our core issues of good jobs,
84 health care, retirement security and bargaining rights.

Resolution 75A-15-4

Long Term Organizing Campaigns

1 The organizing climate for workers who want a union is tougher today than at any time in
2 our recent history. Only 6.6 percent of private sector workers are members of a union, the lowest
3 percentage since the beginning of the 1900s. Employers both private and public are attacking
4 workers' right to organize and to bargain collectively. No matter how tough it is, we know that
5 we cannot limit ourselves to playing defense in contract negotiations. We must organize the
6 unorganized workers throughout our sectors and industries in order to gain bargaining clout.

7
8 CWA has a long tradition of digging in for the long haul as we stand with workers in our
9 key industries who are determined to get their union. It took six years to organize 40,000 New
10 Jersey state workers. We spent five years fighting for and finally winning card check recognition
11 at SBC, and as a result today there are more than 54,000 new CWA-represented workers at
12 AT&T operations including AT&T Mobility and Internet Services. We worked for 18 years with
13 American Airlines Passenger Service Agents and broke through last year, leading to 9,000 new
14 CWA-represented workers largely in the South. Years of organizing Cablevision recently
15 resulted in a breakthrough win in Brooklyn.

16
17 At T-Mobile US we have spent five years building TU, a growing union of workers, with
18 help from our brothers and sisters in ver.di, the German union representing workers at Deutsche
19 Telekom, T-Mobile's German parent company. At Delta Airlines, Flight Attendants have been
20 organizing for 20 years, through numerous elections, and they are not giving up. We have spent
21 years working with public sector organizations, with and without the right to bargain
22 collectively, and have been able to build strong locals from Texas to Tennessee to New Jersey.

23
24 In this environment there are no quick fixes, no magic bullets, no short cuts. It will take
25 long term commitments and significant resources to grow our union and movement in a strategic
26 manner.

27
28 It has to be done. If we do not build union representation in our sectors, employers will
29 keep trying to push down our wages and benefits. It is as though all the non-union members in
30 our industry are sitting across the bargaining table from us. We want to bargain from a position
31 of strength, and that means supporting long term organizing campaigns that will expand
32 collective bargaining rights for workers.

33
34 **Resolved:** CWA will not stop organizing. We will dig deeper and fight harder, longer,
35 and smarter to continue to organize the unorganized wherever workers are willing to keep up the
36 fight.

37
38 **Resolved:** CWA will provide the resources necessary especially in our key industries,
39 including telecom, airlines, wireless, cable/satellite TV, media, manufacturing and public sector
40 to sustain long-term organizing campaigns.

41 **Resolved:** CWA will never stop organizing, even in the most trying of times, and we will
42 not give up but rather be there "one day longer, each day stronger," standing with workers who
43 want a CWA voice.

Resolution 75A-15-5

It's Our Turn

1 It's our turn. Working families and our communities deserve to share in the productivity
2 gains that our work has produced.

3
4 The top one percent is booming. Their lives, their families, their standard of living could
5 not be better. They have more than recovered from the Great Recession that started in 2008.
6 Stock prices continue to rise after crashing seven years ago. From 2009-2012, 95 percent of
7 income gains went to the top one percent.

8
9 For the vast majority of workers, real wages have declined or remained stagnant since
10 1979. That is true for workers with and without a college education.

11
12 There is no question that minimum wage workers need a raise. The value of the \$7.25
13 hourly federal minimum wage has eroded drastically and today it equals just about one-third of
14 the U.S. average wage. CWA supports the nationwide campaigns for "\$15 and a union" that are
15 being organized and supported by minimum wage workers and many CWA locals.

16
17 But raising the minimum wage is not enough. All working families need a raise.
18 Improved wages is how we can end the squeeze on the middle class and improve the standard of
19 living for families. But employers will not raise wages by themselves.

20
21 Only through collective bargaining are workers able to gain our share of productivity
22 gains in improved wages and benefits. Today, just 6.6 percent of U.S. private sector workers and
23 35 percent of public workers are union members. Those rights continue to be attacked by
24 employers who intimidate and harass workers who want union representation and by elected
25 officials looking to strip away decades of rights from workers, with public sector workers on the
26 front lines of the attack.

27
28 That is what we are up against as we bargain in 2015. This year we are negotiating more
29 than 180 contracts in every CWA sector, covering 200,000 workers. Bargaining has gotten
30 harder than ever, but we are ready for the fight.

31
32 The CEOs of our major employers are doing well. Management compensation has
33 benefited directly from higher share prices with free stock options and other linked bonuses. The
34 average CEO makes almost 400 times as much as a front line worker. We have put all of our
35 employers on notice: It's our turn. CWA families need a raise. We want secure sustainable jobs,
36 real improvements in our standard of living, and above all, an end to the race to the bottom.

37
38 In bargaining this year, we have reached tentative agreements covering 17,500 workers at
39 AT&T Midwest and AT&T Legacy that met our goal of ensuring an overall improvement in
40 workers' standard of living.

41 New Jersey is one of the nation's wealthiest states. The top one percent is doing well. For
42 years, Governor Chris Christie has been on the attack against public workers, looking to strip
43 away bargaining rights over health care and retirement security. This year, we are taking on
44 Christie and his illegal attempt to grab billions earmarked for workers' pensions. And we are
45 fighting back against the privatization of critical public services that support our communities
46 and good jobs.

47
48 At United Airlines, the stock price rose 76.8 percent in 2014, reaching the highest point
49 since the airline emerged from bankruptcy in 2006. When United filed for bankruptcy in 2002,
50 Flight Attendants endured wage cuts, health care cost shifting, work rule changes, and an attack
51 on their pensions. In October 2010 United merged with Continental and Continental Micronesia.
52 Flight Attendants are bargaining for a single contract at the new United that would finally merge
53 the operation and allow all 24,000 Flight Attendants to access the benefits of the merger and
54 share in the airline's profitability.

55
56 US Airways filed for bankruptcy in 2002 and 2004 and American Airlines filed in 2011.
57 CWA passenger service members at US Airways made sacrifices during those bankruptcies to
58 keep their airline operating. Today, wages are still lower than their pre-bankruptcy level. Agents
59 at American Airlines lost jobs, pay, and retirement security as that airline outsourced their work.
60 Home-based agents experienced cuts in wages and benefits. The two airlines merged in 2013,
61 and American posted its biggest profit ever last year, an industry-leading \$4.2 billion. Now,
62 American Airlines agents and their US Airways colleagues are negotiating a first contract.

63
64 Verizon Communications has posted an increase in corporate profits of 215 percent since
65 2009. CWA members at Verizon East want to expand and keep good jobs, and gain a fair share
66 of those profits.

67
68 At these and every contract fight this year, CWA members will be standing up for
69 fairness.

70
71 **Resolved:** CWA locals, sectors, and districts will continue to support the bargaining
72 fights of members, joining mobilizations and actions to help our brothers and sisters achieve the
73 good contracts we all deserve.

74
75 **Resolved:** CWA districts, sectors, and locals will continue to work to build effective
76 coalitions with our allies to protect and fight for the fundamental right to collective bargaining
77 and to build a movement to move our agenda forward.

Resolution 75A-15-6

Resolution in support of the release of Oscar López Rivera

1 Oscar López Rivera is a decorated veteran of the Vietnam War who returned to the
2 Puerto Rican community of Chicago to become a successful community organizer and help
3 improve conditions in education, housing, and employment.
4

5 In May, 1981, Rivera was arrested, along with 14 other men and women, and was
6 convicted of seditious conspiracy and related offenses, yet neither he nor any of his co-
7 defendants was convicted of harming or killing anyone.
8

9 In 1999, as a result of an international campaign for their release, President Clinton
10 commuted the sentences of most of these men and women. The President offered to commute
11 Oscar's sentence after he served another 10 years in prison. In solidarity with those not included
12 in the commutation, Oscar declined.
13

14 All those released are living productive, law-abiding lives. Oscar is the only one of his
15 co-defendants still behind bars.
16

17 At 72 years old, he is the longest held political prisoner in the history of Puerto Rico. He
18 has served more time than the South African leader Nelson Mandela.

19 There have been many personalities and international organizations, including the AFL-
20 CIO at the 2013 Convention, which have applied for his release over the past 34 years. Support
21 also includes several members of the U.S. House of Representatives, civic and religious leaders
22 throughout the U.S., elected officials from New York, California, Ohio, Pennsylvania, and
23 Illinois, international figures from Haiti, Mexico and Australia among others, as well as many
24 Puerto Rican and Latino communities throughout the United States.

25 In Puerto Rico, several former governors, including Rafael Hernández Colón, Sila María
26 Calderón, Anibal Acevedo Vilá, and the current governor Alejandro García Padilla have all
27 requested in writing the immediate release of Oscar López Rivera. Both the current Puerto Rico
28 Resident Commissioner to the U.S. Congress, Pedro Pierluissi, and the Mayor of San Juan,
29 Carmen Yulín Cruz, have taken similar positions. The Puerto Rico Senate and House of
30 Representatives have also weighed in on the issue by passing resolutions in their respective
31 bodies in favor Oscar López Rivera's release.
32

33 The United Nations Special Committee on Decolonization has adopted resolutions
34 annually, and as recently as 2014, calling on the President of the United States to release Oscar
35 López Rivera.
36

37 AFSCME, the Labor Council for Latin American Advancement, The NewsGuild/CWA,
38 and the Puerto Rico AFL-CIO have all passed similar resolutions in their respective conventions
39 in support of the release of Oscar López Rivera.

40 **Resolved:** CWA calls on the President of the United States to exercise his Constitutional
41 power of pardon to grant the immediate and unconditional release of Oscar López Rivera.

Resolution 75A-15-7

Women's Voices Must Be Heard and Respected

1 The CWA National Women's Committee and the CWA Civil Rights and Equity
2 Committee are at the forefront of movement building in our union. Many of the battles for equity
3 that we thought we had won have resurfaced with a vengeance. Women's rights are on the front
4 lines of the battlefield. We must put our energy into retaining and expanding the rights of women
5 on every front.
6

7 The current gender makeup at all levels of government and industry do not reflect the
8 population. The United States Congress is made up of 80 percent men and 20 percent women.
9 Yet, the overall population in the United States is 51 percent women and 49 percent men.
10

11 The United Nations Convention on the Elimination of All Forms of Discrimination
12 Against Women (CEDAW), first adopted in 1979, has yet to pass the United State Senate—
13 making the U.S. one of the few countries in the world that have failed to do so. CEDAW plays a
14 key role in strengthening the promotion and protection of women's rights throughout the world
15 by addressing these issues: sex trafficking (at least four million women and girls are sold into
16 sexual slavery each year), pornography (which degrades women and promotes a climate of
17 sexual hostility), education (two-thirds of the world's 857 million illiterate adults are women),
18 maternal mortality (510,000 women die annually from pregnancy-related complications and
19 millions more suffer from serious injury), HIV/AIDS (women are four times more vulnerable
20 than men), violence (25 percent to 30 percent of women around the world experience domestic
21 violence), war crimes (gender-based violence during war is often hidden but is being
22 increasingly exposed), sexual harassment (as illustrated by recent campus and military
23 experiences reported by women), and female genital mutilation (130 million women are victims).
24

25 Women are responsible not only for their own health, but traditionally they are also
26 responsible for their entire family's health, which makes maintaining their own good health even
27 more critical. Prior to the adoption of the Affordable Care Act, women had been charged up to
28 150 percent more for individual health care coverage than men. Although more women die
29 from heart disease than from cancer, chronic obstructive pulmonary disease, Alzheimer's, and
30 accidents combined, many women underestimate the threat that coronary artery disease (CAD)
31 poses to their health. Symptoms of a heart blockage can be harder to identify and more
32 difficult to diagnose in women. Also many women do not know what they can do to help
33 prevent heart disease. Fortunately, the Coalition of Labor Union Women (CLUW) recently
34 received a grant to promote the "Spread the Word (STW)" campaign – a patient advocacy
35 campaign to educate women about the overlooked symptoms of coronary artery disease and the
36 various testing options available, and to partner with their healthcare provider on deciding the
37 right test for them.
38

39 The Trans Pacific Partnership (TPP) poses a special threat to women. It could undermine
40 wage and hour provisions that are protected in the United States by the 1938 Fair Labor

41 Standards Act, and it could further diminish the rights and living standards of women and
42 children worldwide. The TPP will accelerate the offshoring of call center jobs, a majority female
43 sector, further eroding the economic status of women.
44

45 The CWA National Women's Committee reports some limited progress in some states
46 and cities on Paid Sick Leave legislation, in building support for the federal Family and Medical
47 Insurance Leave (FAMILY) Act which would require paid leave to care for oneself or family
48 members with a serious illness, state endeavors for a renewed Equal Rights Amendment Act
49 (ERA), coalition building to pass the CEDAW, equal pay provisions, and opposition to the anti-
50 worker Trans Pacific Partnership (TPP) trade agreement.
51

52 Despite progress in our own union, the number of women in leadership positions still
53 does not reflect the proportion of female membership in CWA. There is still much work to be
54 done to encourage, support, and promote women leadership in our union.
55

56 We must join together to oppose all policies and actions designed to diminish womens'
57 rights. We must upgrade skills to empower women to address inequalities and to oppose all
58 attempts to reduce the rights of women. The fight for justice is greatly enhanced when women
59 are heard and respected. Achieving gender equality in our lifetime is an important mission for
60 all of us.
61

62 **Resolved:** CWA must make women's critical issues -- including Paid Sick Leave, Equal
63 Pay, the FAMILY Act providing paid leave to care for one's own or a close family member's
64 serious illness, the Equal Rights Amendment, and passage of the United Nations Convention on
65 the Elimination of All Forms of Discrimination Against Women (CEDAW) – CWA legislative
66 priorities in the same manner we fight for other democracy issues, thereby enhancing women's
67 basic human rights in society.
68

69 **Resolved:** CWA will collaborate with the Coalition of Labor Union Women in
70 promoting the Spread the Word campaign at all levels of our Union with the goal that all union
71 women are aware of coronary artery disease (CAD) symptoms and the available heart test
72 options, thereby ensuring that they receive proper care.
73

74 **Resolved:** CWA encourages greater constituency group movement building by
75 promoting and expanding the current CWA sponsorship program targeting greater female
76 participation, thereby creating the capacity for a more balanced workforce, society, and union in
77 which a woman's voice cannot be silenced and women's rights can be respected.
78

79 **Resolved:** The CWA National Women's Committee, in conjunction with the Human
80 Rights Ad Hoc Committee, shall conduct a comprehensive study to explore options for
81 leadership development for women designed to maximize the number of women involved in
82 leadership roles throughout CWA. Options to be explored, which would include a funding
83 recommendation, could include Summer Schools for Union Women, training with the Wellstone
84 Group, AFL-CIO training opportunities, the Harvard Trade Union Program and other university
85 programs.

Resolution 75A-15-8

**Equal Access to Jobs, Housing, and Public Accommodations
for Lesbian, Gay, Bi-Sexual, and Transgender (LGBT) People**

1 CWA opposes all forms of discrimination, including discrimination on the basis of sexual
2 orientation and gender identity or expression.

3
4 LGBT (lesbian, gay, bi-sexual, and transgender) people stand on the brink of historic
5 gains in relationship recognition, healthcare access, and employment nondiscrimination.

6
7 Nevertheless, LGBT people continue to face serious discrimination in employment,
8 housing, public accommodations, and other aspects of social life.

9
10 Such discrimination and marginalization also makes LGBT people, and particularly
11 transgender women of color, disproportionately vulnerable to harassment and violence.

12
13 The opponents of LGBT equality, who are nearly always also opponents of workers'
14 rights, continue to raise obstacles to full equality.

15
16 Under the guise of protecting religious freedom, these right-wing forces have campaigned
17 to strip LGBT people of anti-discrimination protection at the state and local level, setting back
18 the movement for equality in several places.

19
20 In other places, they have introduced state and local legislation to deny transgender
21 people access to safe, clean restrooms consistent with their gender identity.

22
23 **Resolved:** CWA opposes all efforts to limit the rights of vulnerable minority groups.
24 CWA supports action by federal, state, and local authorities to protect vulnerable minorities from
25 harassment and violence and to reduce the social and economic marginalization that underlies it.

26
27 **Resolved:** CWA supports comprehensive civil rights legislation to protect LGBT people
28 from discrimination in employment, housing, credit, education, government-funded activities
29 and public accommodations.

30
31 **Resolved:** CWA insists that all persons must have access to safe, clean, appropriate
32 restrooms, both in the workplace and in places of public accommodation.

33
34 **Resolved:** CWA will continue to be active in the struggle for equality inside and outside
35 the workplace until all barriers to full participation in society are removed.

Resolution 75A-15-9

Black Lives Matter, All Lives Matter

1 Since last summer, around the nation, the idea that “black lives matter” has been the
2 subject of intense activism from many CWA members and CWA allied organizations.

3
4 Issues of systemic racism continue to plague the United States of America.

5
6 This racism plays out in many ways: in youth unemployment rates among people of
7 color that approach 25 percent or more; in the enormous disparity between total wealth in white
8 versus African-Americans households; in separate and unequal systems of public elementary and
9 secondary education; in enormous racial gulfs in post-secondary educational achievement.

10
11 This racism is revealed in the divisions in many cities across the nation following the
12 deaths of young African-American men during encounters with police - when deep seated fears
13 within our communities come to the forefront.

14
15 Neither the men nor women who work in the front lines of law enforcement nor the
16 people who belong to minority communities created the conditions of racial division that persist
17 in our country and divide working people along artificial lines.

18
19 The vast majority of the men and women who work in law enforcement do so out of a
20 sincere effort to serve and protect the community and everyone in it, without regard to race, color
21 or ethnicity. Yet, we also cannot ignore the widening gap of trust between the people who work
22 in this profession and many in the communities they serve.

23
24 Closing this gap requires that we address the underlying inequities that continue to divide
25 working people in this country along racial and economic lines. We must oppose policies
26 designed to marginalize minority communities and people of color, including the push to
27 privatize education primarily in communities with high concentrations of African-Americans;
28 attacks on public services using thinly veiled racial references that politicians use to stigmatize
29 people who use public services and the workers who provide those services; trade and economic
30 policies that destroy jobs in our big cities and small towns, many of which have large
31 populations of African-Americans; and voter suppression laws that suppress the rights of
32 minorities to vote.

33
34 In the labor movement, we have too often allowed ourselves to be divided along artificial
35 racial lines - divided actively by overt displays of prejudice or divided passively by willful
36 negligence in challenging inequality, divisions that always make us all weaker.

37
38 Racial inequality has always been a favored tool of those who wish to weaken and divide
39 working people.

40 Confronting and ameliorating the reality of racial prejudice and structural racial
41 inequality is the only means to effectively challenge this problem.

42

43 **Resolved:** CWA is committed to equality and believes that the lives of every person
44 matter. As long as powerful elites try to divide us by exploiting and oppressing the African-
45 American community, CWA remains dedicated to the principle that “black lives matter” and “all
46 lives matter.”

47

48 **Resolved:** CWA reaffirms its commitment to support policies and practices designed to
49 dismantle structural racial inequality, within our union, the labor movement, in our interactions
50 with employers, and at all levels of government. CWA will continue to fight for equal
51 opportunity in employment, housing, education, and the funding of public services, and to ensure
52 that all citizens are treated with the due process that is their legal right.

53

54 **Resolved:** CWA will continue to support policies that provide the men and women who
55 work in law enforcement with the resources they need to do their critical job of protecting the
56 public. The men and women who work in law enforcement deserve full, transparent and
57 impartial investigations into allegations of misconduct. At the same time, CWA will work to
58 ensure that law enforcement personnel are not themselves made the victims of racial division
59 which dishonors the profession and endangers the lives of those who work in it.

Resolution 75A-15-10

MUMS*LINK

1 Over the years, 325 CWA Locals have purchased the MUMS/2000 membership software
2 to assist them in meeting their many goals. This currently represents about 60 percent of the
3 CWA membership.

4
5 Additionally, 270 of these CWA Locals have subscribed to MUMS*LINK from CWA
6 headquarters to provide membership changes, dues deductions, and COPE deductions
7 electronically on a regular basis from each of headquarters' membership systems.

8
9 MUMS*LINK keeps the CWA Locals' MUMS/2000 membership database updated
10 without the local having to do any duplicate data entry.

11
12 A great majority of CWA MUMS Locals wish to continue to use all of the powerful
13 features of MUMS and maintain their records with CWA headquarters updates.

14
15 **Resolved:** CWA commits to support MUMS and MUMS*LINK until Orion performs
16 comparable functions and has comparable features. CWA will provide training and assistance to
17 CWA locals to assist them in the transition to the new system.