PHEW MANY ORE UNION ORE UNION ORANGERICA SOLIDARITS OF AMERICA PUBLIC, HEALTHCARE & EDUCATION WORKERS SECTOR

2025 CONFERENCE JUNE 5-8 DENVER, COLORADO

> MARGARET COOK Vice-President

Welcome to Denver, CWA-PHEW! Our Conference this year is PHEW for the Many - focusing on how we build our sector to strengthen and grow CWA, the labor movement, and win for our members and the communities in which we work, live, and serve.

All Conference activities will take place on Level 3 in the Centennial Ballroom area. (Hotel map below.) You can access this level via elevator or via escalator from the main hotel Lobby.

Please remember to show some solidarity to our union sisters, brothers and family in UNITE HERE Local 23 which works at this hotel, and is currently engaged in contract negotiations.

If you have any questions or accommodation needs, please reach out to Thomas Walker via text at 865-776-3094 or email at <u>twalker@cwa-union.org</u>

Wifi credentials for Conference goers:

Network name:	CWA-PHEW
Password:	phew4many!

AGENDA

Check-in and registrationt able will open **4:30pm-7:00pm on Thursday, June 5 in the Centennial Ballroom Foyer**. You can also check-in on Friday morning.

Day 1, Friday June 6						
8:00am-9:00am Registration, breakfast and coffee Location: Centennial Ballroom Foyer						
9:00am-12pm Plenary day 1 Location: Centennial Ballroom E	 Welcome to Denver with Denver City Councillors Serena Gonzales Gutierrez, Shontel Lewis, and Sarah Parady, and Local 7799 President Jade Kelly Remarks from CWA PHEW Vice-Presdient Margaret Cook Remarks from CWA Internatioanl President Claude Cummings, Jr. Unbreakable: Fighting Attacks on Public Sector Bargaining in Florida DFOC Report - Ken McNamara Legislative-Political Update from Sr. Director Dan Mauer Remarks from District 7 Vice-President Susie McAllister and TheNewsGuild-CWA President Jon 					

	 Schleuss Update on Retired Members Council with Gwen Parker and Lisa Kermish Remarks from RCS Union Software Partner Tony Greazel Remarks from LocalProgress Partner Ivan Luevanos-Elms
12pm-1:30pm Lunch on your own	
1:30pm-3:00pm Workshop block 1	 Ongoing Class War - Public Sector Edition Location: Centennial H Fighting Campaigns You Can't Lose Location: Centennial G Public Pension Power #1 Location: Centennial F HELU Strategy Summit Location: Centennial E
3:00pm-3:30pm Break in Centennial Ballroom	Foyer
3:30pm-5:00pm Workshop block 2	 The Political Terrain & Our Plan to Fight Back Location: Centennial H Federal Funding Threats & Our Union Location: Centennial G Public Pension Power #2 Location: Centennial F HELU Strategy Summit Location: Centennial E
6:00pm-8:00pm Hospitality in Centennial Ballro	oom Foyer, dinner on your own

Day 2, Saturday, June 7					
8:00am-9:00am Breakfast and coffee Location: Centennial Ballroom Foyer					
9:00am-12pm Plenary day 2 Location: Centennial Ballroom E	 Opening and welcome, VP Cook Remarks from UNITE HERE Local 23 Expanding Public Sector Collective Bargaining in D7 Organizing report - Tom Smith UPTE Strike Update - Dan Russell Remarks from District 3 Vice-President Richard Honeycutt, 				

	 District 4 Vice-President Linda Hinton, and District 6 Vice-President Derrick Osobase Remarks from FHE Health, Janet Gerhard
12pm-1:30pm Lunch on your own	
1:30pm-3:00pm Workshop block 3	 Leadership Development and Building Structure for LP Location: Centennial H Research for Bargaining #1 Location: Centennial G Combatting Stress & Anxiety in the Workplace Location: Centennial F Growing My Local to Build Power Location: Centennial E
3:00pm-3:30pm Break in Centennial Ballro	oom Foyer
3:30pm-5:00pm Workshop block 2	 Strategy Chart - Legislative/Political Location: Centennial H Unbreakable: fighting attacks on the public sector collective bargaining Location: Centennial G Research for Bargaining #2 Location: Centennial F CWA Higher Education United Location: Centennial E

Workshop sessions detailed agenda

• Legislative and Political

Session 1: The On-Going Class War: Public Sector Edition CWA'ers marquee political education module on the history of working people winning political power and what it took, how the 1% swung back to regain political power and opening the hood to understand our opposition so we can better defeat them. This module will have an emphasis on the history and issues relevant to our public sector.

Session 2: The Political Terrain and Fight Back Plan

This module is focused on understanding the current political moment and fights. This examines the differing political alignments of the working class that voted in the 2024 election, the attacks we've seen under the second Trump term, and how CWA is fighting back through examining our ongoing national field plan.

Session 3: Leadership Development and Building Structure This module is designed to support PHEW leaders in going home and building out their LP structures. How to recruit activists? How to develop activists skills and leadership? How do we build a functioning LP Committee? These questions will be answered here.

Session 4: The Strategy Chart This fun interactive module is about folks practicing building their own legislative campaign using the Midwest Academy Strategy Chart. I will be creating a custom scenario based on the anti-privatization state bill we have been discussing. We review each component of the strategy chart and then participants break out into groups to craft their own.

• Fighting Campaigns You Can't Lose (1 session)

In a moment when we need to aggressively grow our ranks in the labor movement to effectively counter attacks on workers, we also need to embrace a wider array of methodologies to build a movement to effectively harness working class power in our lifetimes. Drawing on the lessons of direct-join unions in CWA like United Campus Workers, United Videogame Workers, and Florida Unbreakable, this workshop offers a methodology for building "Campaigns You Can't Lose," fights that can be sustained over the long haul and grow our membership without sole dependence on narrow paths to legal certification.

<u>Using Strategic Research to Win</u> <u>Gains in the Workplace (2</u> <u>sessions)</u>

Campaigns to increase wages and improve our public sector workplaces can take various forms, from a traditional collective bargaining process to lobbying and mobilization in support of legislation or executive action. This training will empower public sector local officers and activists to undertake research to help improve wages and working conditions at the bargaining table, in the political sphere, and beyond.

<u>The Threat to Federal Funds and</u> <u>Effective Fight Back Strategies (1</u> <u>session)</u>

This training will help participants track what federal budget cuts might mean for state and local workers, your communities, and the people you serve. As the Trump Administration and Republicans in Congress hack through federal funding and critical services, we need to understand the many ways these attacks threaten state services and funding and discuss coordinated efforts to fight back.

<u>Growing My Local to Build Power</u> (1 session)

Discuss generally different ways to build power(thru PERBS and PERCS, through political pressure to allow for recognition, and of course direct join), and then talk about how to start building an organizing program from scratch, how to access funds

Public Pension Power & Organizing Retirees (2 sessions) Session One

An interactive introduction to the Public Pension Power Building curriculum - the engaging, customizable tool for educating and training to build a bench of trainers and active members. Learn steps to organize and charter a new Retiree Members Council (RMC) in your local.

Session Two

Hear a first-hand case study about a local mobilization campaign on pension issues which integrated the Public Pension Power Building Curriculum as a part of that process. Receive an update on current national and state legislative and political trends concerning public pensions, and members' fiduciary responsibility in managing those plans for the long term.

<u>Unbreakable: Building Strength</u> and Fighting Back Against <u>Attacks on Public Sector</u> <u>Bargaining and Unions (1</u> <u>session)</u>

Learn from our ongoing powerful campaign in Florida to fight back against attacks on public sector collective bargaining and unions led by the Far Right, Freedom Foundation and other anti-worker entities. You will learn about protecting against attacks on payroll deduction and against decertification, building up committees, and activating members against apathy.

• <u>Combatting Stress and Anxiety in</u> <u>the Workplace (1 session)</u>

We are battling stress and anxiety every day in our workplace and then when we leave for home. This training identifies the signs and symptoms of high stress and offers solutions for creating balance in your life. This is an interactive training that requires audience participation. This session is led by Janet Gerhard, Director of Public and Community Affairs at FHE HEALTH, a nationally recognized dual diagnosis mental health provider. Janet speaks nationally to unions on issues related to mental health, substance use, and recognizing signs and symptoms of mental health issues in the workplace.

<u>CWA Higher Education United (1</u> session)

This session is to connect with members and leaders across CWA's higher education units and organizing to strategize for growing our membership, building coalitions, and positioning our union not just to defend higher education in this country - but transform it. We will talk about our efforts to better coordinate and develop initiatives nationally.

<u>Higher Education Labor United</u> <u>strategy retreat (Friday, 2</u> <u>sessions)</u>

This afternoon meeting is in partnership with Higher Education Labor United (HELU) and will take a deep look at the state of our higher education organizing, the ongoing attacks on our higher education system, and strategize about fight back plans.

The Star Spangled Banner

O say can you see, by the dawn's early light, What so proudly we hail'd at the twilight's last gleaming, Whose broad stripes and bright stars through the perilous fight O'er the ramparts we watch'd were so gallantly streaming? And the rocket's red glare, the bombs bursting in air, Gave proof through the night that our flag was still there. O say does that star-spangled banner yet wave O'er the land of the free and the home of the brave?

La Boriqueña

[Puerto Rican National Anthem]

La tierra de Boringuen donde he nacido yo es un jardín florido de mágico primor. Un cielo siempre nítido le sirve de dosel y dan arrullos plácidos las olas a sus pies. Cuando a sus playas llegó Colón Exclamó lleno de admiración: "Oh!, oh!, oh!, esta es la linda tierra que busco yo". Es Borinquen la hija, la hija del mar y el sol, del mar y el sol. del mar y el sol, del mar y el sol, del mar y el sol.

Lift Every Voice and Sing [Black National Anthem]

Lift every voice and sing, Till earth and heaven ring, Ring with the harmonies of Liberty; Let our rejoicing rise High as the list'ning skies, Let it resound loud as the rolling sea. Sing a song full of the faith that the dark past has taught us, Sing a song full of the hope that the present has brought us; Facing the rising sun of our new day begun, Let us march on till victory is won.

Solidarity Forever

When the union's inspiration through the workers' blood shall run,

There can be no power greater anywhere beneath the sun;

Yet what force on earth is weaker than the feeble strength of one,

But the union makes us strong.

Chorus:

Solidarity forever, Solidarity forever, Solidarity forever, For the union makes us strong.

Is there aught we hold in common with the greedy parasite,

Who would lash us into serfdom and would crush us with his might?

Is there anything left to us but to organize and fight?

For the union makes us strong.

Chorus

It is we who plowed the prairies; built the cities where they trade;

Dug the mines and built the workshops, endless miles of railroad laid;

Now we stand outcast and starving midst the wonders we have made;

But the union makes us strong.

Chorus

All the world that's owned by idle drones is ours and ours alone.

We have laid the wide foundations; built it skyward stone by stone.

It is ours, not to slave in, but to master and to own.

While the union makes us strong.

Chorus

They have taken untold millions that they never toiled to earn, But without our brain and muscle not a single wheel can turn. We can break their haughty power, gain our freedom when we learn That the union makes us strong.

Chorus

In our hands is placed a power greater than their hoarded gold,

Greater than the might of armies, magnified a thousand-fold.

We can bring to birth a new world from the ashes of the old

For the union makes us strong.

MOR Report - April 2025

(Fiscal Year Beginning 6/1/2024)

District Membership Summary

District	Members Last Month	Members Current	Gain/Loss	Agency Fee Payers	Non Members	Represented
CWA Canada	4,183	4,149	(34)	4,642	0	8,791
District 1	119,908	120,233	325	3,063	10,038	133,334
District 2-13	31,602	31,758	156	1,015	1,746	34,519
District 3	55,438	54,596	(842)	1,212	3,546	59,354
District 4	33,296	33,164	(132)	825	2,558	36,547
District 6	39,053	38,938	(115)	616	2,598	42,152
District 7	29,941	30,317	376	759	1,044	32,120
District 9	52,214	53,809	1,595	1,641	1,753	57,203
District 99	5	1	(4)	217	15	233
District Total	365,640	366,965	1,325	13,990	23,298	404,253

Industry Membership Summary

Industry	Members Last Month	Members Current	Gain Loss	Agency Fee Payers	Non Members	Represented
Flight Attendants	50,002	49,787	(215)	501	0	50,288
Healthcare	367	373	6	0	0	373
Manufacturing	37,408	38,027	619	1,272	30	39,329
Media	31,308	31,099	(209)	5,357	5,812	42,268
Other	13,631	14,429	798	1,644	29	16,102
Passenger Services	22,056	22,138	82	905	0	23,043
PHEW	118,424	119,210	786	1,147	10,193	130,550
T&T	20,407	20,438	31	781	253	21,472
Telecom	72,037	71,464	(573)	2,383	6,981	80,828
Industry Total	365,640	366,965	1,325	13,990	23,298	404,253

Sector Membership Summary

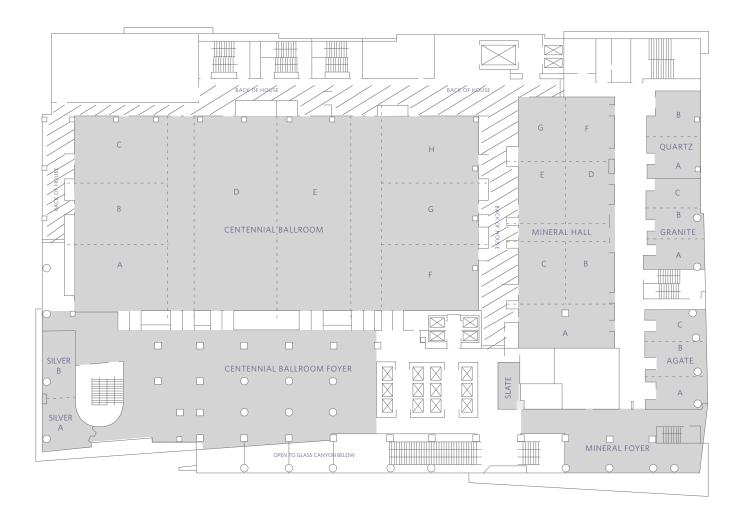
Sector	Members Last Month	Members Current	Gain Loss	Agency Fee Payers	Non Members	Represented
AFA	50,002	49,787	(215)	501	0	50,288
IUE Division	37,523	38,142	619	1,272	30	39,444
NABET Sector	8,433	8,363	(70)	484	5,775	14,622
PHEW	118,424	119,210	786	1,147	10,193	130,550
PPMWS Sector	1,990	1,978	(12)	50	3	2,031
T&T	20,407	20,438	31	781	253	21,472
TNG Sector	21,016	20,895	(121)	4,827	34	25,756
Traditional CWA	107,845	108,152	307	4,928	7,010	120,090
Sector Total	365,640	366,965	1,325	13,990	23,298	404,253

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