

COMMUNICATIONS WORKERS OF AMERICA

MINORITY CAUCUS CONFERENCE

51ST ANNIVERSARY

1970 – 2021



THE BEGINNING OF THE NEXT 50 YEARS

<https://cwanationalminoritycaucus.com>

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CWA Minority Caucus Officers

President

Maurice Washington
Local 9400 - Paramount, CA

Vice President

Gerald Brown
Local 1180 – New York, NY

Treasurer

Rose Whitney
Local 9400 - Paramount, CA

Recording Secretary

Rachelle Long
Local 7102 – Des Moines, IA

Assistant Treasurer

Adriane M. Weems
Local 4340 – Cleveland, OH

Assistant Recording Secretary

Renee Wilder
Local 1040 – Trenton, NJ

President, CWA Minority Caucus



Maurice Washington

2017 to Present

As a member of CWA and a representative, I have been involved in addressing issues and supporting many of the initiatives that we have successfully confronted over the years.

- 2019-Present - CWA Local 9400 President
- 2018 - Instructor California Council Education Conference
- 2016-Present - Vice President Coalition of Black Trades Unions
- 2013-2017 - CWA Minority Caucus Vice President
- 2012-Present - Southern California Council Equity Chair
- 2012 - Instructor Southern California Council Education Conference
- 2011 - Member of the A. Phillip Randolph Institute
- 2011 - Member of the Coalition of Black Trade Unionists
- 2011 - Member of the NAACP
- 2011 - CWA Local 9400 Education Committee
- 2010-2013 - District 9 Minority Caucus Representative
- 2010 - CWA Local 9400 Political Legislative Committee
- 2009 - CWA Local 9400 Equity Committee
- 2009 - CWA Local 9400 Women's Committee
- 2009 - CWA Local 9400 Community Services Committee.
- 2008 - CWA Minority Leadership Institute Graduate
- 2008 - CWA Minority Caucus Member
- 2007 - CWA Local 9400 Advance Leadership Training
- 2000-Present - Splicing Technician
- 1998-2000 - Service Representative
- 1986-1996 - United States Air Force rank of Staff Sergeant
- 1984-1986 - McNeese State University

Vice President, CWA Minority Caucus



Gerald Brown

2017 to Present

Employment

Human Resources Administration, City of New York

- Office of Financial Management, Field Audit Manager
- Office of Personnel Administration, Executive Assistant to the MIS Administrator

Hunter College, University of New York

- Office of Financial Aide, College Work Study Coordinator
- Office of Dean of Student Services, Assistant to the Dean

Affiliations

- Second Vice President, CWA Local 1180
- Legislative and Political Chairperson, CWA Local 1180
- Legislative Director, New York State Public Employee Conference
- Legislative Director, New York City Central Labor Council
- NAACP Branch President
- Advisory Council 56th New York State Assembly District
- Judicial Delegate Kings County of New York State
- Omicron Delta Epsilon, Economics Honor Society

Education

New York University (NYU) Wagner School

Masters Degree: Human Resources Management with focus on Labor Relations, Personnel Administration and Organizational Development

Hunter College, City University of New York

Bachelor of Arts Degree: Economics (Cum Laude)

New York City College of Technology, City University of New York

Associate Degree: Applied Science

Treasurer, CWA Minority Caucus



Rose Whitney
Treasurer
2011 to Present

Education:

Manual Arts High School, 1969

Bachelor of Arts: Pan African Studies from California University Northridge, 1973

African American Union Leadership School, 2002

CWA National Minority Leadership Institute, 2002

Work Experience: 1974-2004

Pacific Bell/SBC, Operator, Collection Rep. Final Accounts and Business Service Representative .

Labor Experience:

1984 - Elected District Representative in Local 11500 - later with a merger of Local 11500 & Local 11513 in 1986 - Local 9400 was created

1986 – Elected Executive Board member

1987 – CWA Local 9400 Map Committee

2000 - Elected Vice President

2002 - ADT & SEIU Bargaining Committee member

2005 - Appointed then elected in 2008 to the of position of Secretary – Treasurer – position I still hold today

2011 - 2017 Served as the Chair of Local 9400's Equity Committee, Women Committee and Community Service Committee

2007 – 2010 District 9 Minority Caucus Representative

1988 to present Member of District 9 CRE Committee & Women Committee member

Community Service & Affiliations:

Member of APRI (Asa Phillips Randolph Institute)

Secretary of the Southern California Chapter Coalition of Black Trade Unionist (CBTU)

Member of CLUW (Coalition of Labor Union Women)

I am a Lifetime member of NAACP

Held the following positions - 1st Vice President and Treasurer in the Compton NAACP Chapter

Board of Director AACLLA (African American Community Labor Leaders Alliance – Los Angeles, CA)

CA 52nd Assembly District Delegate

2001 Recipient of ACLLA – MLK, JR Life and Legacy Award

2010 Proud recipient of Eugene Mays Award

Member of National Organization of Women (NOW)

Currently, the Chairperson of the Union Yes Federal Credit Union Supervisory Committee

Personal:

Married to Herman E. Whitney for 32 years

Widowed since 2005

One daughter and 5 grandchildren

Recording Secretary, CWA Minority Caucus



Rachelle Long

2020 - Present

Rachelle Long is an entrepreneur, small business owner and a proud advocate for marginalized populations in our communities. She received her Associate of Arts and Bachelor of Arts degrees with specialization in leadership from William Penn University. Throughout her professional career, Rachelle has always sought to not only better herself but also to ensure that those around her succeed and grow as well.

In 2011, Rachelle opened her own online bakery, Chellie's Sugar Shack Bakery, LLC. This business allows her to share her love of baking with others throughout Des Moines, Iowa and surrounding communities.

She retired from Century Link in 2012. During her 30 year career in the private sector, she has held several leadership positions within the Employee Diversity Resource groups. Rachelle was the Past National President for the Alliance of Black Telecommunications Professionals (ABTP), Second Vice President of Qwest (now CenturyLink) Women-Iowa Chapter. She is a lifetime member of Communications Worker of America (CWA) Local 7102, where she was CWA Equity, Human & Civil Rights Chair.

In 2013, she founded Taste of the Junction, Inc. and currently serves as the CEO. This nonprofit celebrates and promotes the people, culture, and cuisines of the Historic Valley Junction area in West Des Moines, Iowa. One of the major events is the Annual Multicultural Festival on Labor Day weekend. The wholesome event is free and open to the public.

Since 2015, she has served at The Evelyn K. Davis Center for Working Families as the Community and Business Relations Specialist, Re-entry Co-Coordinator, and Mentoring Program for ex-offenders. She also serves as the Des Moines Area Community College (DMACC) Adjunct Instructor of Life Skills & HiSet at Iowa Correctional Institution for Women and the Polk County Jail, respectively.

She continues her allegiance to labor and her community. She served on the CWA National Minority Caucus Executive Board as District 7 Representative for two consecutive terms. She currently serves in an officer position as the Assistant Secretary. She is also the current Webmaster and manages the Social Media sites.

She holds memberships in the Coalition of Labor Union Women (CLUW), her local NAACP chapter, and the West Des Moines Chamber of Commerce. Rachelle refers to herself as 'semi-retired' however her small business, non-profit and community activism shows that she is always staying busy. She is the doting mother of four adult children and nine grandchildren as well as a long-standing resident of West Des Moines, Iowa.

Assistant Treasurer, CWA Minority Caucus



Adriane Weems

2017 - Present

Adriane M. Weems began her career at AT&T (Ameritech) as a Maintenance Administrator in the Small Business repair department in 1994. She currently work in the Fiber Provisioning Center for AT&T. She attends Bethany Christian Church, is active in the community and in her local union office. Adriane is currently seeking a Bachelor's Degree at Cleveland State University, lives in a suburb of Cleveland Ohio, and is married with 5 children and 8 grandchildren.

Adriane is active in many groups and organizations but here a few:

- Current CWA National Minority Caucus Assistant Treasurer
- Member of CWA Local 1994
- CWA activist since 1999
- CWA Minority Leadership Institute Graduate
- Appointed as CWA Steward in 2000
- Completed Wayne State Labor Leadership Development program
- CWA Chief Steward in 2004-Present
- Completed CWA First- and Second-Year Leadership school
- CWA 4340 Legislative Chairperson
- Current CWA District 4 LPAT
- CWA District 4 Rapid Response team member
- CWA District 4 Civil Rights and Equity Member
- CWA District 4 PAF Captain
- Past Vice President of Northeast Ohio CLUW Chapter
- Vice President of A. Philip Randolph Institute Greater Cleveland Chapter
- Member of NAACP
- AFL-CIO Political Coordinator
- AFL-CIO Scanning Committee
- Recipient of AFL-CIO Unsung Hero Award 2018
- United Labor Agency graduate
- Union Community Activist Network graduate
- Member of the Black Student Union at Cleveland State University
- Served on Tamir Rice's Justice Committee
- CWA Poor People's Campaign Northeast Ohio

Assistant Recording Secretary, CWA National Minority Caucus



Renee Wilder

2020 - Present

Profile

Natural leader dedicated to the Labor Movement who has the ability to:

- Communicate with union members and management to promote a harmonious working environment
- Assist in the development and implementation of set Union practices and procedures
- Create a cohesive environment that involves collaboration among leadership and membership
- Demonstrate skills in team building to promote unity and solidarity.

Education & Credentials

- 1985 - Bachelor of Arts in Sociology: Kean University Union, NJ
- 2003 - Clara Allen, CWA District One Leadership School Certificate of Completion
- Cornell University ILR Ithaca, NY

Professional & Leadership Experience

- 1987-2017 - Union County Division of Social Services Retired WFNJ Social Worker

Communications Workers of America Local 1080

- 2002-2003 - Treasurer
- 2003-2004 - Committee on Equity Chairperson
- 2000-2002 & 2005-2007 - Executive Secretary
- 2207-2011 - Vice President
- 2015-2016 - President

Communications Workers of America Local 1040

- 2017-Present - Local Staff Representative/Organize

Coalition of Labor Union Women (Greater NJ Chapter)

- 2012-2014 - Chapter Secretary
- 2015-Present - Chapter Trustee

CWA Minority Caucus

2000-Present - Member

District 2/13, CWA Minority Caucus



Traci Hagans

2019 - Present

- 2021 - Member of AFA/CWA Human Rights Committee
- 2019 - present CWA Minority Caucus District 2/13 representative
- 2016 - present AFA/CWA local council 88 President
- 2014- 2016 AFA/CWA MEC Mesa airlines hotel and scheduling rep
- 2011-2014 AFA/CWA local council 88 grievance chair
- 2007-2010 AFA Freedom Airlines grievance rep

District Three Representative



Ed Barlow

2019 - Present

- 2014-Present - Local 3204 President
- 2019 - VP Atlanta North GA Labor Council
- 2017-Present - VP GA AFL-CIO
- 2011-2014 - Local 3204 EVP
- 2013 - Served on CWA National Resolutions Committee
- 2012,2018 - Served as Chair of District 3 Resolutions Committee
- 2012-2018 - Served on District 3 Resolutions Committee
- 2012 - Minority Leadership Institute Graduate
- 2011 - Attended District 6 Organizer Institute
- 2011 - Organized AT&T Mobility 2005, Premise/Wire Techs
- 2010 - Attended AFL-CIO Organizer institute
- 2009 - 75/25 Organizer
- 2005 - Organizer for Local 3204
- 2002 - Steward
- 1999 - CWA Member
- Completed 3 years of District 3 Leadership School
- Member of CWA Minority Caucus
- Member of CWA Next Generation
- Member of AFL-CIO Atlanta Leaders of Tomorrow
- Member of Atlanta CBTU
- Member of Atlanta Jobs With Justice

District Four Representative



Danielle Brewer-Collier

2017 - Present

Danielle Brewer-Collier is a lifelong resident of Indianapolis, IN and began her career 23 years ago at AT&T as a Service Representative in the Consumer Department. In 2003, she transferred to the NAC and is currently in RCMAC. She is the Vice President of CWA Local 4900 and the Chair of the Equity Committee. Danielle's union career started from the beginning as an elected Steward, followed by Chief Steward and Area Representative until becoming the Vice President. She is currently in her third term as Vice President. Danielle attended Arsenal Technical High School where she received her diploma and her cosmetology license. She is a member of St. Luke Missionary Baptist Church and earned her master's degree from University of Phoenix.

Union Training/Involvement

- 2017-Current - CWA National Minority Caucus District 4 Representative
- 2003-Current - CWA Local 4900 Executive Board Member
- 1997-Current - Member of CWA Local 4900
- 2009 - Minority Leadership Institute graduate
- Minority Caucus Member
- NAACP Member
- Completed Officers Training
- Completed 1st Year Leadership Training
- 2nd Year Leadership Training
- CWA 4900 Equity Committee Member
- A. Philip Randolph Institute Member
- CWA District 4 Civil Rights and Equity Member
- CWA Local 4900 Officer Advisor to the Equity Committee
- CWA Local 4900 Mobilization Committee Member
- CWA Local 4900 Officer Advisor to the Women's Committee
- CWA Local 4900 Community Service Committee Member
- Worked Election Campaign for Julia and Andre Carson
- Worked Election Campaign for President Obama

District Seven Representative



Arthur Clemens Jr.

2017 - Present

- I have been a union member and an employee of CenturyLink for the past thirty-four years.
- I have been active in the union since 2005 and I have held many titles along the way. Those titles include Steward, Area Vice President, Vice President, and I am currently the President of CWA Local 7800.
- I am a 2017 graduate of the Minority Leadership Institute.
- I have been a member of the CWA Minority Caucus since 2015.
- I am currently the district 7 representative to the CWA Minority Caucus and have been since 2017.
- I am a co-chair of Workers United Against Racism at Lumen Committee and dedicated to fighting racism and other injustices.

District Nine Representative



Kristy Pham

2017 - Present

My name is Kristy Pham. I am a proud member of the Communications Workers of America Local 9510. I am honored to have the opportunity to represent you as the District 9 Representative of the CWA National Minority Caucus.

I am currently the Secretary Treasurer at CWA Local 9510, a Women's Committee Chairperson and an Area Steward for the Asian Market Group Language Call Center at AT&T. I was formally a shop steward, an Executive Board Member, Mobilization Chairperson and in 2010 graduated Minority Leadership.

Regardless of what position I am holding, I am a devoted union activist. I am passionate about fighting for equity and equality, social justice, fair wages and member's rights at work. I have been involved with the community outreach program, political actions and supporting labor leaders statewide. My mission is to build a strong membership for the CWA National Minority Caucus.

CWA Minority Caucus Bylaws



Article I – Name

This Caucus shall be known as CWA (Communications Workers of America) Minority Caucus.

Article II – Objectives

The Objectives of the CWA Minority Caucus are as follows:

1. To actively pursue fair and equitable treatment of minorities and other members at all levels of the Union.
2. To establish a positive and active rapport with the minority members of CWA.
3. To encourage the education of our minority members on union policies at the National, District and Local levels through active networking.

Article III – Membership

Section 1: Eligibility

Any person eligible for membership in the Communications Workers of America, as defined in Article V, Section I of the CWA Constitution, shall be eligible for membership in the Caucus.

Section 2: Application

Membership in CWA Minority Caucus shall be obtained upon evidence of membership in good standing in a CWA Local.

Article IV – Caucus Assessments

Effective January 1, 2022, each member of the Caucus shall tender dues in the amount of \$35.00 (Thirty-five dollars) per year. The dues will be for a calendar year: January 1 through December 31.

CWA Minority Caucus Bylaws - Continued

Article V – Caucus Meetings

Section 1: Caucus Meetings

- A. Meetings of the CWA Minority Caucus shall so be scheduled annually by the President.
- B. CWA Minority Caucus meetings shall not conflict with CWA Convention Proceedings.
- C. Only CWA members who are Minority Caucus members in good standing shall vote at a General Caucus Meeting.

Section 2: Executive Board Meetings

The Caucus Executive Board shall meet at least once every three months(quarterly).

Article VI – Conduct of Meetings and Quorums

Section 1: Meetings

- A. CWA Minority Caucus Meetings, Executive Board Meetings and all other meetings of the Minority Caucus shall be conducted in compliance with these Bylaws and in conformity with the Union Constitution. Where the Bylaws and Union Constitution do not apply, ROBERTS RULES OF ORDER shall govern.
- B. The President shall appoint no less that two (2) members to serve as Sergeant-at-Arms at General Caucus Meetings and at Caucus Membership Meetings.

Section 2: Quorums

- A. The number constituting a quorum for Caucus General Membership Meetings shall be those members in attendance.
- B. A majority of its members in attendance shall constitute a quorum of the Executive Board.

CWA Minority Caucus Bylaws - Continued

Article VII – Order of Business

The order of business for all meetings shall be as follows:

1. Call to order
2. Invocation
3. Roll Call – Executive Board
4. Approve minutes of last meeting
5. Communications
6. Officer's Reports
7. District Reports
8. Committee Reports
9. Old Business
10. New Business
11. Good and Welfare
12. Adjournment

Article VIII – Caucus Officers and Executive Board

Section 1: Minority Caucus Officers and Executive Board

The officers and Executive Board of CWA Minority Caucus shall be:

1. President
2. Vice President
3. Treasurer
4. Assistant Treasurer
5. Recording Secretary
6. Assistant Recording Secretary
7. District Representatives

Section 2: Duties of Minority Caucus Officers and Executive Board

Duties of the President

The President shall:

- a) Have full authority to execute the policies of CWA Minority Caucus as so established.
- b) Call and preside over all CWA Minority Caucus meetings.
- c) Be the official spokesperson for the CWA Minority Caucus.

CWA Minority Caucus Bylaws - Continued

Duties of the Vice President

The Vice President Shall:

- a) Assist the President and work under the President's direction.
- b) Assume the Office of the President in the event the Office becomes vacant; and shall thereupon assume all responsibilities as President for the unexpired term.

Duties of the Treasurer

The Treasurer shall:

- a) Be custodian of all assets of the Caucus and shall submit a financial report at Caucus meetings.
- b) Pay the proper bills and expenses of the Caucus as approved by the President when evidenced by satisfactory statements, with checks signed by the Treasurer and countersigned by the President.
- c) Deposit all funds belonging to the Caucus in a bank or banks approved by the Executive Board.

Duties of the Assistant Treasurer

The Assistant Treasurer shall:

- a) Work under the direction of the President and Treasurer.
- b) Shall serve as the Member Committee chair.
 1. Shall oversee policy and procedures for the Membership Committee.
 2. Shall be responsible for the forwarding of district membership lists to District Representatives.
 3. Shall be responsible for sending membership renewal notices to all Caucus members on December 1st of each year.
 4. Assume the Office of the Treasurer in the event the office becomes vacant and shall thereupon assume all responsibilities as Treasurer for the unexpired term.

CWA Minority Caucus Bylaws - Continued

Duties of the Recording Secretary

The Recording Secretary shall:

- a) Maintain a record of all Caucus meetings.
- b) Provide copies of minutes at Caucus meetings.
- c) Send out meeting notices.
- d) Provide Executive board with copies of minutes as soon as possible.

Duties of the Assistant Recording Secretary

The Assistant Recording Secretary shall:

- a) Work under the direction of the President and Recording Secretary.
- b) Assume the Office of Recording Secretary in the event the Office becomes vacant; and shall thereupon assume all responsibilities as Recording Secretary for the unexpired term.

Duties of the District Representatives

The District Representatives shall:

- a) Work under the direction of the Caucus President.
- b) Collect dues and forward all money and applications to the Caucus Treasurer by Certified Mail/Returned Receipt Requested.
- c) Communicate (National and District) Caucus meetings and business information as received to the members of their District.
- d) Act as the District Membership Coordinator.
- e) Shall serve on the Caucus National Membership Committee.
- f) Establish a rapport with the District Vice President in order to promote Caucus objectives and full participation of minorities in their District.
- g) Submit a written report of district activities at all Executive Board meetings.
 - 1) A report shall be given at regular Membership Meetings of the Caucus.
- h) In the event a District Representative cannot perform their duties, the President may appoint an alternate District Representative to carry out the mission of the CWA Minority Caucus.

CWA Minority Caucus Bylaws - Continued

Duties of the District Representatives

- I) The District Representative shall have the authority to appoint State Representative and in areas outside the 50 United States where the District has CWA Membership e.g., Puerto Rico, Canada and Washington, D.C., etc. The State Representative will assist the District Representative in carrying out the mission of the Caucus. The appointed State Representative must be a member or retired member of a CWA Local and must be a member in good standing of the Caucus. The State Representative will serve at the discretion of the District Representative and submit an annual report of their activities. The District Representative must notify the Caucus Reporting Secretary of the appointment and effective date and will subsequently notify the Caucus Recording Secretary of any changes to the appointment.

CWA Minority Caucus Bylaws - Continued

Article IX – Nominations, Elections of Caucus Officers and District Representatives

Section 1: Nominations of Caucus Officers and District Representatives

- A. The President, Vice President, Treasurer, Assistant Treasurer, Recording Secretary and Assistant Recording Secretary shall be elected separately by secret ballot after nomination have been duly made at the general membership meeting.
- B. Beginning with the election held in 2021, their term of office shall be four (4) years or until their successor is duly elected.
- C. In the event of a vacancy in the position of an Officer, the President of the Caucus shall appoint a replacement until such time the vacancy can be filled by the election of the Officer's position. **Note this bylaw pertains to the Vice President, Assistant Treasurer and Assistant Secretary. Article VIII address all other officer's line of succession.**
- D. In the event of a vacancy in the position of a District Representative, the President of the Caucus shall appoint a replacement, until such time the vacancy can be filled by the election of a new District Representative.
- E. The President shall notify all members in writing or electronic notification that an election will take place and include location, date and time.
- F. All elections shall be determined by plurality vote.
- G. Newly elected Caucus officers and District Representatives shall take office when the election is certified by the election committee, and they have been sworn in.

Section 2: General Provisions

- A. Only members in good standing 30 days prior to nominations shall be eligible to vote or hold office.
- B. A Representative from each District shall be nominated and elected from the group to be represented in a Caucus meeting during election of Caucus Officers.

Article X – Recall of Caucus Officers

Elected Officers of the Caucus may be recalled for willfully violating these Bylaws, misappropriating Caucus funds and bringing the Caucus into disrepute.

CWA Minority Caucus Bylaws - Continued

Article XI – Executive Board

Section 1: Caucus Executive Board

The Caucus Executive Board consists of:

- a) President
- b) Vice President
- c) Treasurer
- d) Assistant Treasurer
- e) Recording Secretary
- f) Assistant Recording Secretary
- g) District Representatives

Section 2: Caucus Committees

The Caucus shall have the following Committees:

- a) Election Committee
- b) Bylaws Committee
- c) Eugene Mays Award Committee
- d) Walter D. Andrews Award Committee
- e) Scholarship Committee

A. Election Committee

1. Members of the Election Committee must be a member in good standing of the Caucus 30 days prior to election.
2. The chair of the Election Committee shall be appointed by the Executive Board.
3. Members of the Election Committee shall not be a candidate for office or hold an elected position on the Caucus Executive Board.
4. Election Committee shall conduct all Caucus nominations.

B. Bylaws Committee

Consider changes to the Bylaws and make a recommendation to the membership.

C. Eugene Mays Award Committee

Select Award Recipient

D. Walter D. Andrews Award Committee

Select Award Recipient

E. Scholarship Committee

Select Scholarship Recipients

CWA Minority Caucus Bylaws - Continued

Article XII – Gender

Words in these Bylaws indicating masculine gender shall be deemed also to refer to the feminine gender.

Article XIII – Amendments to CWA Minority Caucus Bylaws

After adoption, these Bylaws may be amended by a majority vote of the members present if the prepared amendment has been submitted in writing thirty (30) days prior to the CWA Minority Caucus General Membership Meeting.

Article XIV – Oaths of Office

“I (give name) hereby accept the office (name of office) with full knowledge of the responsibilities and duties of such office. I promise to faithfully discharge my duties according to these Bylaws. I further promise to give my successor in office all books, funds and records in my possession. I shall at all times endeavor to serve the Caucus and its members to the best of my ability, so help me God.”

Bylaw Amendment Dates

Amended July 26, 1987: Articles II, VII, VIII

Amended June 10, 1990: Articles IV, V, VI, VIII, X

Amended August 21, 2003: Articles IV, IX

Amended June 7, 2014: Articles IV, VI, VII, VIII, IX, XI

Amended June 6, 2015: Article VIII (Merge District 2 and 13 to District 2/13)

Amended September 11, 2021: Articles IV, V, VII, IX, XIII **(Due to the Pandemic)**

Past Conference Themes

1988	The First Move is Ours
1989	Working Together Toward Equality
1990	Linking Together...Networking is the Key
1991	Forward Forever...Backwards Never
1992	CWA, Yes We Can
1993	Each One...Reach One
1994	Sharing the Knowledge
1995	Alive After 25
1996	Our Future Our Responsibility
1997	Where We Were, Where We've Been and Where We Are Going
1998	The First Move Was Ours...The Next Move Is Yours
1999	Ensuring Our Future in the New Millennium
2000	Planning Our Work and Working Our Plan
2001	Changes Today...Reflects Our Future
2002	There Is Room At The Table...Do We Have A Seat?
2003	Moving Forward in Perilous Times
2004	Choose or Lose
2005	Honoring our Past and Preparing for our Future
2006	Let's Not Talk About It...Let's Get It Fixed in 2006
2007	We Have a Date in 2008
2008	It's 2008, Let's Educate
2009	It's Labor Time in 2009
2010	40 Years Celebrating the Past, Focusing on the Future
2011	We Stand at the Twilight, Shall We Live or Shall We Die
2013	We Stand at the Twilight, Shall We Live or Shall We Die
2015	Where Do We Go From Here?
2017	State of the Union, Fighting to Survive
2019	How Do We Make CWA Strong Again?

Eugene Mays Award Past Recipients

1988	Robert Atkins
1989	Gerald L. Nelson
1990	Norma Powell
1991	Andriea McGee
1992	Linda L. Hinton
1993	Charles S. Tackett
1994	Bernell Farnen
1995	Gwend Johnson
1996	Tony Hill
1997	Dennis Serette
1998	Willie Leggett
1999	Mary Mays-Carroll
2000	Adrienne Taylor
2001	Albert Lee, Jr.
2002	Mary Jo Avery
2003	Douglas Thompson
2004	T. Santora
2005	Jetty Wells
2006	Freddie Green
2007	Walter D. Andrews
2008	Ruth Marriott
2009	Memory of Stephen Johns
2010	Rose Whitney
2011	Gwen Richardson
2013	Carl W. Baxter
2015	Larry Cohen
2017	Carolyn Wade Booker Lester
2019	Gerald Brown

Eugene Mays Award Nomination Form Info

The Eugene Mays Award is given to any CWA Minority Caucus member who has demonstrated, by their involvement, the commitment to the areas of Organized Labor and Community. Individuals can be nominated by writing a brief essay about the person and what they have done in the areas of Labor and Community in their careers.

The essay should be no less than 500 words.

All properly received nominations then will be reviewed at that year's conference by the Eugene Mays Award Committee. The name of the award winner will be announced at the Awards Breakfast or Luncheon of the conference.

SUBMIT ONLINE NO LATER THAN OCTOBER 8, 2021

<https://cwanationalminoritycaucus.com>

Member dues must be current to submit nomination

Ed Barlow, Committee Chair

Eugene “Gene” Mays – CWA Pioneer



The story of Gene Mays, the first African-American CWA officer, vividly illustrates the connection between the struggles for civil rights and workers rights. Mays was a coal miner in West Virginia until 1943. After a stint in the Army, he migrated to Buffalo, New York, where he was introduced to the union while working at a Western Electric Wire and Cable plant. He soon joined CWA Local 1162, which together with three other locals, 1192, 1152 and 1170, formed the foundation of CWA in Western New York in the 40's and 50's.

Rising quickly in the union, Mays was elected Local 1162 President in the late 40's and appointed CWA International Staff Rep in 1951. As a leader, he immediately faced major challenges. These were the McCarthy years and unions were not spared from being smeared with the “communist” brush. Shortly after Mays' election as local president, the company tried to decertify the union, making insinuations about the CWA's affiliation with the CIO and Mays' African-American heritage.

Under Mays' leadership, CWA won the battle against decertification in what amounted to a strike for recognition. CWA was certified for Western Electric workers and CWA's combined membership in Western New York grew to 2,000 members. Over the next 10 years, CWA's influence increased as telephone workers were organized, with Mays playing a major role in supervising the efforts in upstate New York. He continued his active involvement when he was appointed Assistant to the Vice President of District One, by Morton Bahr, in 1969. He was still the only black on the staff.

At District One, Mays served as CWA's defense fund agent during the longest strike in the union's history, against New York Tel from July 1971 to February 28, 1972. As defense fund agent, Gene made the decisions of “who got how much and when” says Morton Bahr, retired CWA National President. “He knew he had to make every dollar go to keep that strike going and really take care of the needs. And I know that it took such a tremendous toll out of him. He was never the same after that.” Gene Mays died unexpectedly in 1973.

Walter D. Andrews Award Past Recipients

2010 Mary Taylor

2013 Michael Lynch

2015 Ed Barlow

2019 Claude Cummings

Walter D. Andrews (WDA) Award Nomination Form Info

The Walter D. Andrews Sr.(WDA) Award is given to any CWA Minority Caucus member that has demonstrated by their involvement the commitment to the areas of Organized Labor and the Community. Individuals can be nominated by writing a brief essay about the person and what they have done in the areas of Labor and Community in their careers.

The essay should be no less than 500 words.

All properly received nominations then will be reviewed at that year's conference by the WDA award committee. The name of the award winner will be announced at the Awards breakfast or Luncheon of the conference.

SUBMIT ONLINE NO LATER THAN OCTOBER 8, 2021

<https://cwanationalminoritycaucus.com>

Member dues must be current to submit nomination

Rachelle Long, Committee Chair

Communications Workers of America Minority Caucus



Scholarship 2021

Children and Legal Wards of CWA Minority Caucus Members in Good Standing as of June 27, 2019 are eligible to compete for two \$500 Minority Caucus Scholarships. One of the two Scholarships will be granted to a graduating high school senior in the memory of Norma Powell. The other scholarship will be granted to a student already enrolled in a college, university, or institution of higher learning in the memory of Eduardo Diaz.

ELIGIBILITY REQUIREMENT INSTRUCTIONS

I ENROLLMENT:

- A) Currently enrolled in an Accredited College or University with a 2.5 GPA or higher
- B) Currently enrolled in an Accredited Institution of Higher Learning with a 2.5 GPA or higher
- C) 2021 High School Graduate with an acceptance to either A or B for the Fall of 2021

II SUBMISSION:

- A) Scholarship Application
- B) Most Recent Transcript
- C) Essay: Minimum of 400 words type written: What is your perspective of the Minority Caucus' role with the Communications Workers of America as it relates to the Labor Movement in the United States of America?
- D) List of awards you have received along with dates
- D) Describe community service activities which you have performed with dates
- E) Share with us why this scholarship is important to you
- F) Two reference letters supporting your application
- G) Sponsoring Minority Caucus member information
- H) Optional: Forward a 5x7 or 8x10 photo which will be used in our Presentation for scholarship winners. Photos will not be returned.

RETURN ALL DOCUMENTS (POSTMARKED BY OCTOBER 8, 2021) TO:

RENEE WILDER
CWA MINORITY CAUCUS SCHOLARSHIP 2021
230 PARKWAY AVENUE
TRENTON, N.J. 08618

(ANY ADDITIONAL QUESTIONS TELEPHONE RENE WILDER@ 908-966-6486)

Please note: * All scholarship funds will be forwarded to College, University or Institution of Higher learning.

*Must be an enrolled student for Fall 2021

**CWA MINORITY CAUCUS SCHOLARSHIP
APPLICATION 2021 (Please print clearly)**

APPLICANT NAME: _____

ADDRESS: _____ CITY: _____ STATE: _____ ZIP: _____

HOME TELEPHONE # () _____ CELL PHONE # () _____
Area Code Area Code

COMPLETE EITHER A or B

A) COLLEGE, UNIVERSITY OR INSTITUTION OF HIGHER LEARNING

NAME OF COLLEGE, UNIVERSITY OR INSTITUTION OF HIGHER LEARNING

ADDRESS: _____ CITY: _____ STATE: _____ ZIP: _____

MAJOR COURSE OF STUDY _____

OR

B) GRADUATING HIGH SCHOOL SENIOR ENTERING COLLEGE,
UNIVERSITY OR INSTITUTION OF HIGHER LEARNING

NAME OF HIGH SCHOOL _____

ADDRESS: _____ CITY: _____ STATE: _____ ZIP: _____

MAJOR COURSE OF STUDY _____

NAME OF COLLEGE, UNIVERSITY OR INSTITUTE OF HIGHER LEARNING FOR FALL 2021

ADDRESS: _____ CITY: _____ STATE: _____ ZIP: _____

MAJOR COURSE OF STUDY _____

APPLICANT'S SIGNATURE _____ DATE _____

.....
**SPONSORING MINORITY CAUCUS MEMBER
INFORMATION SCHOLARSHIP 2021**

NAME _____

ADDRESS: _____ CITY: _____ STATE: _____ ZIP: _____

CWA LOCAL # _____ DISTRICT # _____

IF APPLICABLE, POSITION HELD _____

RELATIONSHIP TO SCHOLARSHIP APPLICANT _____

HOW MANY YEARS HAVE YOU BEEN A MEMBER OF THE CWA MINORITY CAUCUS? _____

LIST WAYS WHICH YOU HAVE SUPPORTED THE CAUCUS DURING YOUR MEMBERSHIP _____

SPONSOR'S SIGNATURE _____ DATE _____

Minority Caucus Past Scholarship Recipients

1993	Donald Johnson, Jr.
1994	Ronald Lamont Thomas
1995	Shelley Thomas
1996	Amina Nelson
1997	Ayanna Nelson
1998	Carla C. Hull
1999	Koran Goodwin
2000	Xandria Pipkins
2001	Dania T. Cordova
2002	A. Perkins
2003	Yaquita LaMasha Porter
2004	Michael Mulanaphy Leonard Middleton Sofia Mercado Riannah Hope-Hall Derrick Bailey
2005	Mikaela Haley Rayshawn Kizer Earnest Thomas III Michael Mulanaphy
2006	Earnest Bernard Goodrich II Alyana Turner Brittany King – Norma Powell Scholarship
2007	Ernest Thomas Brittany King
2008	Laura Cox Ernst Goodrich, Jr.
2009	Surrae T. Adams Allen M. Vickers
2010	Dania Cordova Courtney G. Dieudonne
2011	Jasmine Vickers Surrae T. Adams
2015	Nadge C. Dieudonne Jeremy Brewer Jasmine Michele Vickers
2017	Jenna Childs Jasmine A. White

COMMUNICATIONS WORKERS OF AMERICA AFL-CIO, MINORITY CAUCUS 2021



Minority Caucus of CWA
Communications Workers of America, AFL-CIO, CLC

I _____ hereby apply for membership in the Minority Caucus,
Communications Workers of America.

Name _____

Address _____ City/State/Zip _____

Mobile# _____ Home# _____ Work# _____

Email Address _____

CWA Local# _____ District# _____ Position Held _____

Local Address _____ Local Telephone# _____

Date _____ Signature of Applicant _____

Type of Application Circle One: New Renewal

I agree to pay the sum of \$35.00 annually as dues.

(January 1- December 31)

Mail Completed Application To:

**Rose Whitney, Treasurer CWA Minority Caucus
7844 Rosecrans Ave.
Paramount, CA 90723**

Date Received _____

Application received by _____

Approved by _____

CWA Minority Caucus

The CWA Minority Caucus was started in the early 1970's. Originally, it was the Black Caucus. The primary reason the Caucus was formed at the time was to address the needs of the Black Members within CWA.

A growing concern for similar problems within female Hispanics and other minority groups within CWA in 1980, brought about a name change and the broadening challenge to make the newly established Minority Caucus meet the needs of all of its members.

Mission Statement

It is our mission as the CWA Minority Caucus:

To obtain either by election or appointment, minorities to positions at all levels of CWA.

To grow in membership throughout the local level.

To continue the improvement of a well-informed network throughout CWA.

To develop a forum for all minorities to have a united voice in our union, nation and lives.

Our Accomplishments

- ☞ Responsible for the Appointment of four Diversity Representatives to the National Executive Board.
- ☞ Responsible for the Equity Committee reporting out at the National Level.
- ☞ Responsible for the Women's Committee reporting out at the National Level.
- ☞ National and District Minority Conferences.
- ☞ Various appointments of minorities to convention committees and staff positions.
- ☞ A substantial increase in the number of minority Local Officers and Delegates to the Convention.
- ☞ Quarterly Newsletter
- ☞ CWA Minority Caucus National Conferences.
- ☞ Minority Caucus Website
- ☞ Minority Caucus Directory
- ☞ Minority Caucus Scholarship
- ☞ Eugene Mays Award
- ☞ Walter D. Andrews Award
- ☞ Inclusion of all minorities



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Communication
Workers of America

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