



### CLUW Helps Women Design Their Own Future

Over 1,000 union members came to Las Vegas to "design their own future," at CLUW's 11th Biennial Convention in October. The convention, as well as a special technology conference, helped women better prepare for the challenges that lie ahead and to help get working families back on track after the tragedy of September 11.

The CLUW Convention not only provided unparalleled networking opportunities for union women, but also an opportunity to learn and have fun. Some of labor's brightest minds and up and coming activists provided valuable information and insight keeping women informed,

active and mobilized for change.

In her opening address, CLUW **President Gloria T. Johnson** paid special tribute to all the union members who perished on September 11. She explained that CLUW will help the nation heal and then begin moving forward on important domestic needs like strengthening Social Security, winning pay equity, adding a prescription drug benefit to Medicare and addressing many inequities in union contracts including contraceptive coverage.

Johnson's sentiments were echoed by nearly all the Convention speakers who were deeply saddened by the drastic loss of life in the terrorist attacks. **AFSCME President**

**Gerald W. McEntee** praised the union heroes who responded with great courage and conviction. "The only people going up the stairs in the World Trade Center that day were trade unionists." McEntee talked

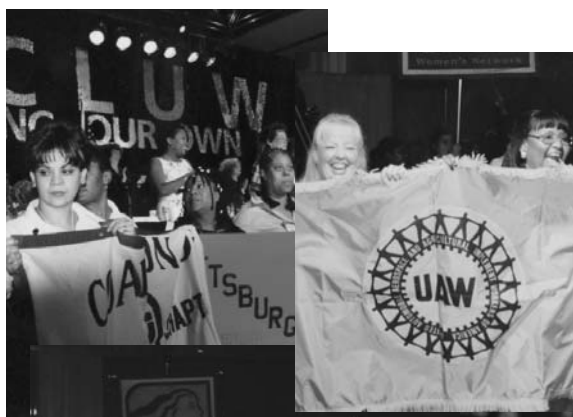


**Debra Robinson (IUE/CWA, top) and Debbie Shoaf (IAM) croon delegates at an emotional and patriotic opening day ceremony.**

about the need to mourn and then continue to move forward on addressing the needs of workers and the nation.

**Nevada State Senator Maggie Carlton** delivered a message of inspiration and power. Carlton exemplifies what hard work and determination can accomplish. Carlton, a waitress and member of HERE, is the first labor activist elected to the Nevada Senate. When talking about her election to state government Carlton said, "We didn't do it with money. We did it

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**Gloria T. Johnson (left) honors the victims of September 11 and calls on working women to keep America on the track to prosperity at CLUW's "Designing Our Own Future," national convention.**

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## Officers Directory 2001-2003

Congratulations to the 2001-2003 CLUW National Officers' Council. CLUW proudly welcomes its new and incumbent national officers:

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# CLUW Point

## Economic Recovery of America's Workers

Those of you who set travel fear and anxiety aside to attend the 11th Biennial Convention may have witnessed one of the most moving and memorable opening ceremonies in the history of CLUW. Remembering all of our sisters and brothers who died so tragically and heroically

brought many of the delegates to tears. Through an outpouring of sympathy, donations and volunteer efforts, CLUW is making certain that their lives and accomplishments will never be forgotten.

When the first plane struck the World Trade Center on September 11, our lives and the course of history were forever altered. The tragedies that would unfold that day, and on the days to follow, have shifted national priorities from issues that address the needs of working Americans to protecting the homeland we hold so dearly. When the smoke cleared in Manhattan, Arlington and the Pennsylvania countryside, the flames of destruction and anger still burned in our hearts. We wept with those who lost family members and friends and worried about those who lost jobs and whose economic security remains threatened.

Although the signs of an economic downturn were well-marked for some time, the events of September 11 led the economy into a thunderous crash. From workers in the airline, hotel and travel industry, to high tech employees, factory workers and food service employees, the recessive aftermath that followed the terrorist attacks threatens the future of millions of Americans.

At the Convention, CLUW delegates passed many important resolutions. But one in particular takes a head on approach to the problems that resulted from the day of terror. CLUW's "Economic Recovery of America's Workers," resolution will help workers come to terms with loss of health care benefits, little or no unemployment benefits and the lack of job placement and retraining opportunities.

Because so many Americans experienced layoffs as companies folded or downsized, CLUW is urging Congress to extend the period of worker unemployment benefits beyond the current 26 - week limit. CLUW is also urging Congress to extend the support system for the present welfare to work program and fund health care benefits to cover unemployed workers until such benefits can be obtained in a new workplace.

CLUW is calling on lawmakers to build education and job-training programs in collaboration with local governments, businesses and labor unions that will assist dislocated workers in their search for new jobs and occupations and enact public works jobs projects to rebuild the infrastructure and create jobs.

Since building stronger communities builds a stronger nation, CLUW is asking all union members to work with local labor agencies and unions to address the immediate needs of displaced workers and to propose labor/management programs to stimulate economic growth and full employment in their communities. We hope CLUW members continue to give generously to all community organizations strained or left short from the increased demands they now face. A complete list of resolutions passed by Convention delegates is published in this issue of the News.

# Amendments

Delegates to the 11th Biennial Convention passed several amendments to the CLUW Constitution. Amendments include:

- CLUW National Officers shall serve a term of four years beginning with the Convention in 2001.
- State Vice Presidents shall be elected by a secret ballot referendum within 90 days of the close of the Convention in which elections are held. State Vice Presidents' term of office shall be four years.
- Delegates and alternates to the CLUW National Executive Board term of office shall be four years beginning with the elections in 2001.
- State Vice Presidents failing to comply with the duty of office may result in disciplinary action, and the suspension of dues rebates. State Vice Presidents may be recalled by a majority vote of the state CLUW members, or by a petition of two-thirds of the chapters in the state. State Vice Presidents have the right of appeal to the National Review Panel.
- The term of chapter delegates and alternates shall be determined by the chapter, provided that the term shall not be longer than four years.
- State Vice Presidents shall call and preside over at least one state meeting between each national convention.

## Congratulations



Philadelphia Chapter wins the prestigious Joyce Miller Award, presented to the chapter that organizes the most new members. Kathy Black, Philadelphia CLUW President (right), receives award from Joyce Miller.

## Thank You

Thank you to all of the all of the Sustaining members (\$150), Supporting members (\$75), and Contributing members (\$50) for your support. **So CLUW can continue meeting the demands of working women, delegates passed a slight dues increase effective in January 2002. New CLUW dues are \$30 for working members and \$15 for retirees.**

### Contributing (\$50)

This is a continuation of the list printed in the last issue of CLUWNews.

Patricia A. Thomas(SEIU)  
Clarice Wilson(AFSCME)  
Diane Nelson(AFSCME)  
Barbara Reeves(AFSCME)  
Florence Tripi(AFSCME)  
Kathy Garrison(AFSCME)  
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Michael Thompson(OPEIU)  
Sedora Villa(OPEIU)  
Helen Mehalcik(OPEIU)  
Anthony Cetrola(OPEIU)  
Vicki Di Maggio(OPEIU)



## In Memoriam

In a solemn ceremony at the Convention, CLUW members took time to share their personal experiences and thoughts regarding the tragic events of September 11. Sisters raised their voices in song with numbers including "He's Got the Whole World in His Hands," "Decoration Day," and "My Living Shall Not be in Vain."

CLUW called for understanding and cautioned against racial hatred. One sister said it best when she stood and proclaimed, "Peace is more than the absence of war. If you want peace, you have to work for justice." Sonny Hall, TWU President also spoke to the CLUW delegates during this ceremony.

Afterwards, the lights were dimmed and the names of CLUW sisters and brothers were read in a somber remembrance of those who died since the last convention.



CLUW's guest speakers motivated, informed and mobilized the delegates as union women met to "Design Their Own Future." AFSCME President Gerald McEntee (above), and Nevada State Senator Maggie Carlton (top).

## Convention (cont'd)

with people because people are what it is all about. You do not know the power you have."

**Director of the AFL-CIO Working Women's Department Karen Nussbaum** explained how women like Carlton are monitoring political policy and developing community outreach programs. The AFL-CIO has been working with CLUW to promote leadership in women. Noting that the number of women in union leadership roles falls vastly short of the number of women in unions, Nussbaum said, "This should be our time. We must act to demand our rightful place. We must make ourselves heard and make ourselves strong."

One woman who is working toward that goal is the new **President of the Asian Pacific American Labor Alliance Luisa Blue**. Blue noted that labor women have made many gains and have taken on more leadership roles in their unions and central labor councils. However, Blue sees the need to work even harder on affordable and accessible child care, equal pay, strengthening laws on domestic violence, improving health and safety laws and enforcement and providing more education on health issues such as HIV/AIDS.

CLUW will play a critical role in HIV/AIDS education and was a recipient of a national Center for Disease Control (CDC) grant to help labor best respond to this health problem. Director of the CDC Business and Labor Resource Service Jesse Milan and **Director of CLUW's HIV/AIDS Education and Prevention Initiative Karen McMillan** led a panel examining the different dimensions of this virus on women and unions. McMillan also talked about the CLUW initiative and how CLUW will develop collaborative programs to reenergize, refocus and broaden labor's response to AIDS.

Another important focus for unionists is to continue purchasing union made goods and support union services. In bringing hope to those in New York, **UNITE! Secretary-Treasurer Edgar Romney** proposed a new union label. Romney's idea of a "Made in New York" label would help the New York garment workers who have experienced extended layoffs and economic devastation that was worsened by the events of September.

**AFL-CIO Executive Vice President Linda Chavez-Thompson** delivered a closing speech that lifted spirits and once again called on women to help make a difference. In a very personal speech about her family, Chavez-Thompson talked about the need to fight for change by speaking your mind and speaking loudly.

Also at the Convention CLUW delegates raised money for Safe Nest, a domestic violence shelter. Special thanks to host chapter Las Vegas CLUW and its president Audrey Arnold.

**Below: UNITE! Secretary-Treasurer Edgar Romney** spoke at the convention about a "Made in New York" label.



## Sharing Stories of Success

Since its founding in 1974, one of CLUW's main missions has been to empower women through the labor movement. CLUW highlighted the success of several of its members at the Convention. In addition to those honored in Las Vegas, CLUW congratulates all members who have succeeded both in and out of the workplace. CLUW continues to remain a strong resource and inspiration for women who are climbing new heights.

**CLUW highlighted the success of these members:**

**Audrey Terrell**, UAW International Representative, Women's Department

**Carrie Biggs Adams** – CWA Representative International Affairs

**Maria Elena Durazo** – HERE Executive Vice President

**Patricia Ford**, SEIU Executive Vice President

**Dolores Gorczyca** – IFPTE Secretary-Treasurer

## CLUW Honors Its Own



Sad CLUW farewells to lifelong CLUW activists, National Treasurer Lela Foreman (CWA), left, and National Vice President Dolores Huerta (UFW), bottom, who stepped down in 2001.



Dolores Huerta listens attentively at the LCLAA Conference held before the Convention.

## Mary Harris "Mother Jones" Award

CLUW established a new award to celebrate the accomplishments of one of labor's best known and most loved leaders—Mother Jones. CLUW awarded the first Mother Jones Award to Clara Day (IBT) for her lifetime commitment to improving the lives of working men and women, both in her home town of Chicago and nationwide.

Clara Day, like Mother Jones, went wherever she was needed. But due to declining health, Day stepped down this year from CLUW after serving for years on its national officers council.

Whether it was aiding the 1877 Pittsburgh railroad strikers and the victims of the Haymarket riot in 1886, the workers in the coalfields and mines of West Virginia, Pennsylvania and Colorado and Idaho, or those garment and streetcar workers in New York City, Mother Jones was there when workers needed a voice.

While presenting the first CLUW "Mother Jones Award" to Clara Day, Gloria Johnson said, "Day was much like Mother Jones because she was devoted to working people and committed to building the American labor movement. Clara Day and Mother Jones are fitting role models for union women who face the same struggles as our foremothers did over one-hundred years ago."



Mother Jones Award Winner Clara Day (IBT) photographed at the 10th biennial CLUW Convention in her hometown of Chicago.

### Clara Day Award Created

Beginning in 2003, a new award will be presented to CLUW's most outstanding state vice president. Honoring one of CLUW's founding members Clara Day, this award will be presented at each convention to the vice president who implements the responsibilities of office in an exemplary manner. A committee is being established that will set criteria and nominate the first awardee.



**What's My Line?** The Young Women Workers Forum included an impromptu game where the audience tried to guess which one of three contestants was "Sparky," a union electrician earning nearly \$50 an hour. The answer: contestant number 3 (right).



**AFL-CIO's Mia Smith (left) helps CLUW provide a forum for young workers to define and discuss their issues of concern and turn to CLUW and the labor movement for help.**

## Young Women Workers Forum

In order to attract more young women to CLUW and to organized labor, CLUW held its third consecutive "Young Women Workers Forum" at the Convention in October. This year, women had an opportunity to visit special issue stations to explore areas of importance to newer entrants to the workplace. From learning about domestic violence to winning contraceptive coverage, women were armed with information about the issues and where to go for help.

For a 33-year old credit union employee from Arizona Tammy Hofacker, who was a first-time guest at the CLUW Convention, the session was an eye-opener. "I never knew labor had so many resources to handle the challenges many of us face. The fact that struck me the hardest was that union women out earn their nonunion counterparts. For young women, especially my friends that are raising families, the added income is crucial."

The Forum contained a special issues track as well as information tables loaded with giveaways designed to educate and attract younger members. The Forum also included a special game of "What's My Line," where young women explored the endless potential of nontraditional jobs and met women who have been breaking gender barriers in skilled trades and professions.

## Workshops

The most effective way to keep women on top of the issues that impact their lives, is through the issue workshops that continue to play a major role at the CLUW Convention and National Executive Board meetings. Future editions of the News will include guest articles by workshop presenters so everyone can benefit from the wealth of information provided through these sessions.

Union women learned how to secure contraceptive coverage. **CLUW Contraceptive Equity Project Director Carolyn Jacobson** and Judy Applebaum of the National Women's Law Center led the workshop on this issue. Some of the other workshops included how to fight and prevent HIV/AIDS, start a CLUW Chapter, break the "Old Boys" network, provide sound advice for younger union members, plan a sound financial future, end racial profiling, take control of your own body, curb school violence, avoid fraud and scams, combat domestic violence, handle stress and start and strengthen a working women's committee. High accolades go to all workshop presenters. In a post-workshop evaluation survey of the sessions, participants called this year's workshops the "best ever."



**Workshops continue to play a crucial role in helping women stay on top of the issues they care most about.**



# International Guests

CLUW has always worked to promote the economic advancement of workers around the world and once again played host to international guests at its biennial convention. Eight international guests joined CLUW in Las Vegas and developed a dialogue with American union women to help promote equality in the workplace, empower women politically, develop strategies to reduce child labor and institute core labor standards as part of international trade agreements.

The international guests all remarked that regardless of the nationality and culture, women from around the globe face similar problems and challenges. The guests each stressed the importance for CLUW members to work with international trade union centers and other progressive organizations to promote international solidarity.

In the U.S., the AFL-CIO Solidarity Center has taken charge of that role and helped facilitate the International Guest session and the delegation's trip to the states. CLUW's special guests were from the Balkans, Africa and the Philippines. They were Ms. Heidi Alipio, officer and board member of the Philippines Transport and General Workers Union; Ms. Luthgarda Ferrer, executive vice president, Integrated Labor Organization; Ms. Zenaida Gonzales, officer and board member, Philippines Transport and General Workers Union; Ms. Emina Huic, president, Trade Union of the "Adriatic Shipyard Bijela," Ms. Mummy Jafta, gender coordinator, Congress of South African Trade Unions; Ms. Alberta Laryea, head, Women's Desk of Ghana Trade Union Congress; and Ms. Ljubica Nikolic, attorney and shop steward, Trade Union Workers in the Tourism and Catering Industry of Montenegro.

Special thanks to Douglas Brooks and Lourdes Kistler of the AFL-CIO Solidarity Center for organizing the international guest participation as well as Darko Bosnjak, a U.S. State Department Interpreter. Appreciation is also extended to the CLUW International Guests Committee and their co-chairs, Judy Beard (APWU) and Aleta Hernandez (UNITE!).



**Members of the international guest delegation at the opening ceremony.**

# Organizing in the Internet Age

CLUW delegates learned firsthand about the use of new technology in organizing campaigns at a special pre-Convention conference, "Getting the Word Out -- Getting the Work Done." Meeting new demands to communicate more effectively with younger women and keeping pace with the changing way women work, participants learned how to use the web to educate, communicate and organize.

Special panels examined how computers played a major role in organizing campaigns at IBM, Boeing, Delta Airlines, and Wal-Mart. Participants also focused on techniques used to organize professional women and Spanish-speaking workers as well as fight for global justice in the garment industry and to build stronger communities here in the U.S.

Special thanks to all presenters including South Bay AFL-CIO Labor Council Executive Officer Amy Dean, CWA Organizing Coordinator Pauline Gallegos, President of the AFL-CIO Professional Employees Department Paul Almeida, Pat Tyson, Director of Community Campaign Support (SEIU), Association of Flight Attendants Organizer Veda Shook, behindthelable.org web developer Anastasia Ordonez, IAM Communications Representative Donna Georgallas, Assistant to the President of the AFL-CIO Professional Employees Department Pamela Wilson, AFL-CIO Field Mobilization Department Organizer Esther Lopez and SEIU Locals Online Manager Claire Grenewald. Linda Foley, President TNG/CWA spoke about the "Information Highway."

# Resolutions

CLUW delegates passed the following resolutions. Full copies of the resolutions are available by contacting the National CLUW Office and will be on our website [www.cluw.org](http://www.cluw.org).

- The Tragic Events of September 11

Economic Recovery of America's Workers

Achieving Contraceptive Equity

Trade Promotion Authority Act – Fast Track is Toxic

Justice for Charleston Dockworkers

Save Social Security – Improve It – Don't Change It

Steel Revitalization – Rebuilding America's Infrastructure With American Steel

Keep Nurses in Our Unions

Shine a Light on Wal-Mart's Unfair Labor Practices

Oklahoma Job Grab

Victimizing the Victims of Domestic Violence

Paid Parental Leave

Embracing Immigrant Rights

A House is a Home – If You Can Afford It

Sick Leave for Family Illness
- Join the Fight for Workers' Rights and Environmental Rights

Reaffirmation of the Need for Child Care

Stop the Prohibition on Medication and Treatment

Lack of Funds—Lack of Programs (Domestic Violence)

Family and Medical Leave Insurance

Arms Control and Pollution Treaties

Union Women's Committees

Statues of Women in the United States Capitol Building

Support Fair Trade Certified Coffee and Tea

Women's Outreach (Re-establishing White House Women's Office)

Eliminate Racial Profiling

Support Minnesota Striking Workers

California Assembly Bill 1025

Anti-Union Actions under guise of National Security

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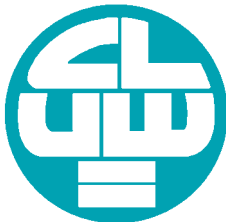
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