

**TWELFTH BIENNIAL CONVENTION
OF THE
COALITION OF LABOR UNION WOMEN**

**OCTOBER 9 - 12, 2003
SEATTLE, WASHINGTON**

**CONVENTION
PROGRAM**



**TWELFTH BIENNIAL CONVENTION
OF THE
COALITION OF LABOR UNION WOMEN**

CONVENTION PROGRAM

MONDAY, OCTOBER 6, 2003

12 noon	CLUW Office Opens <i>Grand Crescent</i>
2:00 p.m.	Credentials Committee Meeting <i>Orcas</i>

TUESDAY, OCTOBER 7, 2003

10:00 a.m.	Credentials Committee Meeting <i>Orcas</i>
10:00 a.m.	Resolutions Committee Meeting <i>Blakely</i>
3:00 p.m.	Constitution Committee Meeting <i>Whidbey</i>

WEDNESDAY, OCTOBER 8, 2003

9:00 a.m.	Resolutions Committee Meeting <i>Blakely</i>
10:00 a.m.	Media/Communications Committee Meeting <i>Grand Convention Office</i>
12 noon	Exhibition Hall Set-Up Begins <i>Fifth Avenue</i>
12:30 p.m.	National Officers Council Meeting

Vashon 2

1:00 - 8:00 p.m.	CONVENTION REGISTRATION Grand Ballroom Foyer
3:00 p.m.	Elections Committee Meeting Adams
3:00 p.m.	International Guests Committee Meeting Stuart
5:00 p.m.	Sergeants-at-Arms Committee Meeting Cascade 1A-B
5:00 p.m.	Escort Committee Meeting Cascade 1C
6:00 p.m.	Rules Committee Meeting Adams
6:00 - 9:00 p.m.	REGISTRATION Power Walk for Homeless Women Grand Foyer

THURSDAY, OCTOBER 9, 2003

6:00 - 6:45 a.m.	REGISTRATION Power Walk for Homeless Women Grand Foyer <i>Receive a free CLUW T-shirt for a pledge of \$20 or more</i>
7:00 a.m.	5K Power Walk Meet in Westin Hotel Lobby
8:00 a.m. - 12 noon <i>and</i> 2:00 - 8:00 p.m.	CONVENTION REGISTRATION Grand Foyer
8:00 a.m. - 6:00 p.m.	Convention Exhibition Hall Open Fifth Avenue
8:00 a.m. - 6:00 p.m.	Health Fair and Exhibition Cascade Foyer
9:00 a.m. - 5:30 p.m.	CONFERENCE Union Women: Achieving Quality

Health Care in Challenging Times
Cascade Ballroom
(See agenda that follows)

5:45 - 6:45 p.m.

First-Time Participants=
Orientation Session
Elliott Bay

7:00 - 9:00 p.m.

Opening Ceremony Rehearsal
Grand Ballroom 3

SPECIAL CLUW HEALTH CONFERENCE
Union Women: Achieving Quality Health Care in Challenging Times
THURSDAY, OCTOBER 9, 2003
9 a.m. - 5:30 p.m.
Cascade Ballroom

8:00 a.m. - 6:00 p.m.

Health Fair
Cascade Foyer

9:00 - 10:45 a.m.

Welcome Gloria T. Johnson, IUE-CWA, CLUW National President

PANEL **Health Today: Where We Are and Ideas for Meeting the Challenges**

Speakers: **Health in the USA Today: What We Used to Have and How We Can Reclaim It**

Dr. Stephen Bezruchka, Department of Health Services, School of Public Health and Community Medicine, University of Washington

Federal Legislation and Health Care: The Union Perspective

Barbara Coufal, AFSCME, Legislative Affairs Specialist

State Legislation and Health Care: The Union Perspective

Chris Barton, SEIU 1199 NW, Secretary-Treasurer

Women's Health: Issues of Particular Concern to Us

Jacci Thompson-Dodd, Executive Director, We Speak Loudly, Member, Minority Panel of Experts, HHS, Office on Women's Health

Moderator: Washington State Representative Eileen Cody, RN

11:00 a.m. - 12:30 p.m. **Workshops**

1. Choice: Action, Access and Politics

Orcas

The workshop will focus primarily on reproductive rights: the politics of abortion (current federal legislation governing abortion access and the definition of abortion, possible upcoming legislation limiting a woman's right to choose) and reproductive healthcare in this country (access to abortion providers, feminist healthcare, contraceptive insurance coverage, and emergency contraception).

Speakers: Roberta Riley, General Counsel, Planned Parenthood of Western Washington
Marcy Bloom, Executive Director, Aradia Women's Health Center
Moderator: Kathy Black, AFSCME, Philadelphia CLUW Chapter President

2. Healthcare in Black and White: The Realities of Women's Health Disparities *(also offered in the afternoon)*

St. Helens

Women of color face unique challenges in attaining and maintaining good health. While some of these challenges come from lack of access to quality medical care and other issues outside our control, there are things women of color can do to live healthier lives. The aim of this workshop is to turn attention from statistics and diseases to the lifestyle and behavioral changes women can adopt to improve their health. Wellness strategies will be explored and resources that are readily available to help sustain good health will be shared.

Speaker: Jacci Thompson-Dodd, Executive Director, We Speak Loudly
Moderator: Katie Jordan, UNITE!, Chicago CLUW Chapter President

3. Heart Health: The Owner-s Manual You Never Got

Adams

Cardiovascular disease kills more women under age 45 than any other single disease. Women are 10 times more likely to die of heart disease than breast cancer. Heart disease is a silent killer that catches many women and their loved ones by surprise. This workshop will integrate conventional and naturopathic approaches to heart and vascular health. Risk factors, lifestyle issues, and current interventions will be presented to provide a clearer understanding of the broad range of self-empowering options that will allow women to take charge effectively in this critical aspect of health.

Speakers: Kristin Wurz, Director, Health Initiatives, American Heart/Stroke Association, Pacific Mountain Affiliate
Marielle Harrington, Director, Health Initiatives, American Heart/Stroke Association, Northern Puget Sound Region
Dr. Herb Joiner-Bey, ND (Naturopathic Doctor), Adjunct Professor, Bastyr University
Moderator: Connie Cordovilla, AFT, Associate Director, Human Rights and Community Relations Department

4. Stress and Its Relationship to You: How Stress Impacts Your Mind, Body and Health

Baker

Everyone experiences stress at one time or another to varying degrees. Chronic stress can be insidious, its effects can "sneak up" without notice, and its impact can be felt both physically and psychologically. The workshop will focus on short and long term impacts of stress on women and their bodies; possible connections between stress (particularly chronic stress) and the development of depression, anxiety and/or eating disorders; and information and resources to offer to friends or family members.

Speaker: Amy Brassert, OPEIU, LICSW

Moderator: Helen Ramirez-Odell, AFT, Co-Chair, CLUW Women's Health Task Force

5. Workplace Safety and Health: Women's Risks, Women's Roles *Vashon 2*

Women workers can influence their organization's safety culture through union activism, workplace safety committees, and informal education of their peers. This session focuses on how women can become active, particularly in two areas where they have higher rates of injury or illness than men C workplace violence and musculoskeletal (ergonomic) injuries.

Speakers: Kathy Hall, Senior Editor, University of Washington Department of Environmental and Occupational Health Sciences
Sharon Ness, RN, UFCW Local 141
Jerri Wood, CWA Local 7800

Moderator: Shelvy Young-Abrams, AFT, New York City CLUW Chapter President

6. Techniques for Self-Defense in the Workplace

Olympic

The three A's of self defense C awareness, assessment, and action C will be covered. Workshop leaders will instruct participants in the proper use of breath, body language, posture, and stance for dealing with physical confrontations. Simple blocks, strikes and targeting, and hold breaks will be demonstrated. Interested participants will have the opportunity to practice the techniques described. Participants should wear loose, comfortable clothing, sensible shoes, and minimal jewelry.

Speakers: Aleeta Van Patten, MD, Chief Instructor, Feminist Karate Union, Seattle Chapter
Joanne Factor, SEIU Local 925, Instructor, Feminist Karate Union

Moderator: Susan L. Phillips, UFCW International Vice President, CLUW National Treasurer

12:45 - 1:45 p.m.

Lunch

Cascade Ballroom

(Hosted by Coalition of Kaiser Permanente Unions)

Speakers: Katherine S. Nash, Postmaster, USPS, Seattle, Washington
Claudia Wayne, National Breast Cancer Coalition

Providing Health Care From a Union Perspective

Speakers: Maggie Anderson, SEIU
Natalie Richards, AFSCME
Priscilla Kania, SEIU

2:00 - 3:30 p.m. **Workshops**

7. Organizing and Bargaining on Health Care Issues

Orcas

The United States spends more money on health care than any other country in the world, yet nearly 44 million Americans lack medical coverage. While most Americans with health insurance rely on their employers for access to quality care, employers increasingly are shifting rising costs to workers who struggle to pay higher premiums, deductibles and co-payments. This workshop will share success stories regarding how members can maintain and improve their health care coverage, as well as how the issue can be used in organizing campaigns.

Speakers: Ligia Velazquez, OPEIU Local 8 Organizer
Shelby Mooney, OPEIU Local 8 Organizer
Carla Katz, CWA, Local 1034 President

Moderator: Jean Hervey, UNITE! International Vice President, CLUW Recording Secretary

8. Organizing Health Workers

Vashon 2

An increasing number of unions are organizing units in the health industry. The panelists have been involved in organizing in the industry and will share their experiences and insights.

Speakers: Cindy Schu, OPEIU Local 8 Organizer
Anne Marie Cavanaugh, UFCW Local 1001 Organizer
Emily Van Bronkhorst, Local 1199 NW

Moderator: Sylvia Lieberman, Philadelphia Federation of Teachers/AFT

9. Healthcare in Black and White: The Realities of Women's Health Disparities

St. Helens

Women of color face unique challenges in attaining and maintaining good health. While some

of these challenges come from lack of access to quality medical care and other issues outside our control, there are things women of color can do to live healthier lives. The aim of this workshop is to turn attention from statistics and diseases to the lifestyle and behavioral changes women can adopt to improve their health. Wellness strategies will be explored and resources that are readily available to help sustain good health will be shared.

Speaker: Jacci Thompson-Dodd, Executive Director, We Speak Loudly
Moderator: Katie Jordan, UNITE!, Chicago CLUW Chapter President

10. Menopause and Beyond: What We Have Learned from The Women's Health Initiative Study and What To Do Next *Baker*

The Women's Health Initiative (WHI) is a major 15-year research program to address the most common causes of death, disability and poor quality of life in postmenopausal women C cardiovascular disease, cancer, and osteoporosis. In July 2002, the investigators stopped the estrogen-plus-progestin study after finding that the associated health risks outweighed the benefits. The researchers are continuing to analyze and report on data from this trial while they complete other WHI studies. The study and the results have created a great deal of confusion. This workshop is aimed at answering questions that CLUW members have regarding the study.

Speaker: Nancy Fugate-Woods PhD, RN, FAAN, Dean, School of Nursing, University of Washington
Moderator: Dolores Gorczyca, IFPTE Secretary-Treasurer, CLUW Vice President

11. HIV/AIDS: Beyond Condoms *Olympic*

The AIDS epidemic continues to be perceived as a disease that affects gay men. But the number of women with HIV and AIDS continues to increase worldwide. Women represent an estimated 30 percent of new HIV infections in the United States. Women must learn how to reduce their risk for HIV/AIDS. Participants will learn everything they need to know about HIV/AIDS from practical solutions to reducing one's risk to the new rapid testing procedure.

Speakers: Gwen Johnson, AFSCME, Vice President, Local 1199C
Mary McCall, Consultant, CLUW HIV/AIDS Program
Speaker and Moderator: Karen McMillan, Project Director, CLUW HIV/AIDS Program

12. Dem Bones, Dem Bones ... What-s Happening to Dem Bones *Adams*

Osteoporosis affects 25 percent of all post-menopausal women. It contributes to 1.5 million fractures annually, of which 250,000 are hip fractures. Twenty percent of these result in fatalities. Bone is a complex, dynamic living tissue. Many factors can contribute to either healthy maintenance or rapid depletion. This session will address the factors you can control to prevent

bone loss and the lifestyle habits that can build and maintain bone mass.

Speaker: Dr. Herb Joiner-Bey, ND, Adjunct Professor, Bastyr University

Moderator: Dorothy Adams, AFT, Co-Chair, CLUW Mature Women Workers Committee

3:45 - 4:45 p.m. Developing a Health Plan of Action

***Participants remain
in workshop rooms***

Facilitators: Mary Frances Hills, IBT, CLUW Vice President
Gloria Brimm, UAW, Assistant Director, Women's Department
Kerry Newkirk, SEIU, CLUW Vice President
Marti Rodriguez-Harris, UWUA, CLUW Vice President
Connie Cordovilla, AFT, Associate Director, Human Rights and
Community Relations
Jean Ross, ANA, CLUW Delegate NEB
Helen Ramirez-Odell, AFT, Co-Chair, CLUW Women's Health Task
Force

5:00 - 5:30 p.m.

CLOSING PLENARY
Now What??

Cascade Ballroom

Speaker: Karen Keiser, Washington State Senator

FRIDAY, OCTOBER 10, 2003

7:00 a.m.

Opening Ceremony Participants

7:00 - 7:45 a.m. and
12 noon - 1:30 p.m.

Convene
Vashon

CONVENTION REGISTRATION
Grand Foyer

OPENING PLENARY

8:00 a.m. - 12:00 noon
Grand Ballroom

Call to Order	Pat Stell, UBC CLUW Washington State Vice President
Musical Presentation	Renee Barnes-McSwain, OPEIU CLUW Membership Coordinator
Opening Ceremonies	
Invocation	Rev. Addie L. Wyatt, UFCW CLUW Executive Vice President Emerita
Welcoming Remarks	Mari Wyatt, AFSCME CLUW Puget Sound President
Greetings	Rick Bender, President Washington State Labor Council
Rules Committee Report	Sarah A. Puente, IBT Lorna Arrington, AFT Committee Co-Chairs
Introduction of International Guests	Douglas Brooks, Program Officer AFL-CIO Solidarity Center
President-s Report	Gloria T. Johnson, IUE-CWA CLUW National President
Interim Credentials Report	Susan L. Phillips, UFCW CLUW National Treasurer
Speaker	Linda Chavez-Thompson Executive Vice President, AFL-CIO
Special Presentation	Katie Jordan, UNITE! CLUW Chicago Chapter President

Constitution Committee Report

Anita Patterson, AFSCME
Theresa Horner, OPEIU
Committee Co-Chairs

Speaker

Honorable Patty Murray
U.S. Senator, Washington

12:00 noon - 1:30 p.m.

LUNCH RECESS

AFTERNOON PLENARY

1:30 - 5:00 p.m.

Grand Ballroom

Call to Order

Gloria T. Johnson, IUE-CWA
CLUW National President

Speaker

Honorable Christine O. Gregoire
Attorney General, Washington

Speaker

Marie Clarke Walker
Executive Vice President
Canadian Labour Congress

Resolutions Committee Report

Dina Beaumont, CWA
Committee Chair

PANEL *Political Action C Getting Ready for 2004*

Speakers: Gloria T. Caoile, Executive Director, APALA
Wil Duncan, Special Assistant to the President, CBTU
Jan Denali, National Treasurer, PAW
Debra Renteria-Styers, National Vice President, LCLAA
Norman Hill, President, APRI
Carol Rosenblatt, Executive Director, CLUW

Moderator: Irasema Garza, AFSCME, Women-s Rights Department Director

Supporting Our Sisters

Sheila Jones, IAM
Candidate for State Representative,
Georgia

Speaker

Andrea E. Brooks, AFGE
National Vice President

5:30 - 7:00 p.m.

Happy Hour and a Half
Sponsored by the CLUW Young
Women Workers Task Force
St. Helens

7:30 - 9:30 p.m.

Celebrating Union Women
CLUW Gala Reception
Grand Ballroom

SATURDAY, OCTOBER 11, 2003

7:30 - 9:00 a.m.

Union Caucuses
See posted listing of rooms

MORNING PLENARY

9:00 a.m. - 12:30 p.m.

Grand Ballroom

Call to Order

Musical Presentation

Debbie Shoaf, CWA
CLUW State Vice President,
Missouri

Interim Credentials Report

Greetings

Nancy Holland-Young
President, King County Central
Labor Council

Speaker

Cheryl L. Johnson, UAN
President

Joyce D. Miller Chapter Recruitment Award Presentation

Clara Day Award

Special Presentation

Ann McLemore, UNITE!
CLUW Pittsburgh Chapter President

PANEL *Women Organizing Women*

Speakers: Petee Talley, Secretary-Treasurer, Ohio AFL-CIO
Sharon Pinnock, AFGE, Director of Membership and Organization
Department
Linda Tosti-Lane, President, Washington NOW
Mary Finger, UFCW International Vice President
Rachna Choudhry, Program Specialist, AFL-CIO Civil, Human
and Women-s Rights Department
Moderator: Mary Crayton, Director, AFL-CIO Field Mobilization Department,
Midwest Region

Convention Committee Reports

Mother Jones Award

In Memoriam Service

Musical Accompaniment:
William Micenko, AFM Local 76

Jean Hervey, UNITE!
CLUW Recording Secretary
Royetta Sanford, IBEW
CLUW Corresponding Secretary

12:30 - 2:00 p.m.

LUNCH RECESS

12:30 - 2:00 p.m.

Union Caucuses
See posted listing of rooms

2:30 - 4:00 p.m.

International Guests Forum
Elliott Bay

PANEL The Impact of Globalization on Working Women

Speakers: International convention dignitaries and Karen McMillan, Director of CLUW-s HIV/AIDS Project

Moderator: Dr. Angela Gilliam, Evergreen State College

Panelists will address health care, education, reproductive rights and employment issues.

2:30 - 4:00 p.m. *and*

4:15 - 5:45 p.m.

Issues Workshops
See following for descriptions and locations

Issues Workshops
SESSION 1: 2:30 - 4:00 p.m.
SESSION 2: 4:15 - 5:45 p.m.

(Each workshop is offered twice in the same room, except for number 11, Eleanor Roosevelt and Human Rights, which is offered at the second session only)

1. HIV/AIDS: Beyond Condoms

Cascade 1C

The AIDS epidemic continues to be perceived as a disease that affects gay men. But the number of women with HIV and AIDS continues to increase worldwide. Women represent an estimated 30 percent of new HIV infections in the United States. Women must learn how to reduce their risk for HIV/AIDS. Participants will learn everything they need to know about HIV/AIDS from practical solutions to reducing one's risk to the new rapid testing procedure.

Speakers: Gwen Johnson, AFSCME Local 1199C Vice President
Mary McCall, Consultant, CLUW HIV/AIDS Program

Speaker and

Moderator: Karen McMillan, Project Director, CLUW HIV/AIDS Program

**2. Starting and Invigorating Your CLUW Chapter:
What You Need to Know**

Orcas

Learn from CLUW activists how to start a CLUW chapter, as well as how to put a CLUW chapter on the map C by getting members actively involved in projects and programs. Workshop leaders will share successful strategies, as well as what they have learned that doesn't work.

Speakers: Bonnita Spikes, TNG-CWA, Washington, D.C. CLUW Chapter President
Jeanette Davis, IUE-CWA, Greater Miami Valley (Ohio) CLUW Chapter President

Maggie Cook, TCU, Los Angeles CLUW Chapter President
Moderator: Dessadra Lomax, CLUW National Organizer

3. Tips to Help Bring Young Women Workers Into CLUW

Olympic

Young workers comprise a growing number of union members. In 1999, there were 8.3 million union members between ages 25 and 44 and more than one million union members under age 25. This workshop will focus on ways to make inroads into this group of workers, who are the future of CLUW and the labor movement.

Speakers: Rachna Choudhry, Program Specialist, AFL-CIO Civil, Human and Women's Rights Department
Valancy Blackwell, OPEIU Local 8 Member, Delegate to Washington State Labor Council
Nancy Lemont, IAM, CLUW Alternate State Vice President, Minnesota
Erica Hill, UAW Local 36 Recording Secretary and President, Region 1A, Young Persons Council

Moderator: Toni McBroom, IAM, Co-Chair, CLUW Young Women Workers Task Force

4. Taking Charge of Your Life: Working Toward Financial, Emotional and Spiritual Well-being

Adams

Have you noticed when you are labeled a bitch, it's when you're taking care of *you*? Learn how to take charge of your financial, emotional and spiritual life ... and become the person you always knew you were. Regain self-esteem, self-respect and self-love.

Speakers: Sharon Lockhart, Financial Advisor and Feminist Advocate; CLUW member
Irene C. Saccoccio, Office of Communications, Social Security Administration

Moderator: Miriam Poe, UAW, Administrative Assistant, Daimler-Chrysler Department

5. Women in the Global Economy: What it Means to Each of Us

St. Helens

In the 21st Century, "global" has new meanings. We have a global economy, where what happens in one country's economy can affect us at our jobs before we get our cup of coffee the next morning. Transnational corporations move jobs from one hemisphere to another, seemingly overnight. The problems are global, so figuring out how to react and do something sometimes seems difficult. At this convention, there is a constitutional amendment to establish *AWomen in the Global Economy* as a standing committee. This workshop will focus on ways CLUW members and chapters can assist the committee in reaching its goals.

Speaker: Lucilene Lira, Instructor, Labor Education, Evergreen State College
Moderator: Mary Finger, UFCW International Vice President

6. Voice @ Work: Union Member Mobilization to Restore the Freedom to Form Unions

Vashon 2

The Voice @ Work program is the labor movement's campaign to restore the freedom to form unions in America. This workshop is designed to educate union members about what happens to workers when they try and form unions and what union members need to be doing about it. Come and preview the workshop C and be ready to take it back to your own unions C we all need to get engaged in this fight!

Speaker: Jeff Grabelsky, Director, Union-Building Strategies, Cornell University, School of Industrial and Labor Relations
Moderator: Pat Thomas, SEIU, Organizing Coordinator

7. The Changing Face of the U.S. Labor Movement: Immigration Issues

Whidbey

The United States is often called "a nation of immigrants." Throughout American history, immigrants helped build America, including the American union movement, providing generation after generation of members, activists, and leaders. But today, immigrant workers in America often face the harshest forms of workplace problems that affect all workers, immigrant and nonimmigrant alike. Unions are standing strong to demand protection for the rights of immigrant workers and to thwart employers' attempts to exploit immigrants and pit workers against each other. This workshop will discuss how to organize around immigrant rights issues, including CLUW's role in such efforts.

Speakers: Solange Bitol, SEIU Senior Legislative Advocate
Tania María Rosario, SEIU Local 925 Political Director
Rosalinda Guillen, Executive Director, La Union del Pueblo Entero
Marlene Pegrogosa, APALA
Moderator: Steve Williamson, Executive Secretary-Treasurer, King County, Washington Central Labor Council

8. Addressing Diversity in the State Feds/CLCs: The New Alliance

Vashon 1

The AFL-CIO's New Alliance program was established to strengthen organized labor on the state and local level so that these bodies have a specific plan of action and a structure in place which enables them to respond quickly to what might be happening around them. The program is the embodiment of the national AFL-CIO's commitment to guarantee that city and state labor bodies have the resources they need to shape the future of their communities. This workshop explores where women and the constituency groups, including CLUW, fit into this program and what can be done to maximize numbers.

Speakers: Verlene Wilder, Union Cities Organizer, King County Central Labor Council
Lori Province, WIA Labor Liaison, Washington State AFL-CIO
Moderator: Lorraine Darrington, CWA, CLUW Vice President

9. How to Effectively Deal With the "Isms" in Our Places of Work And Our Unions **Cascade 1A**

There is hardly a person today who has never experienced "hate" toward them based on their gender, race, religion, sexual orientation or physical condition. Each panelist (from personal experience and research findings) will share successful strategies for responding to overt and covert prejudice.

Speakers: Gloria T. Caoile, Executive Director, APALA
Jan Darger Denali, OPEIU, National Treasurer, PAW
Wil Duncan, Special Assistant to the President, CBTU
Moderator: Katie Jordan, UNITE!, Co-Chair, CLUW Minority Issues Committee

10. Political Action: How to Run for Office **Cascade 1B**

As more women whose politics and values like ours are elected to public office, the higher the probability that there will be legislation passed that reflects our politics and values. The speakers here all have direct successful personal experience with being elected to public office. They will share those experiences with us, which we hope will assist other CLUW women to follow in their footsteps.

Speakers: Joanne Sanders, IATSE, City-County Councillor at Large, Indianapolis
Veronica Turner, SEIU, Maryland State Representative
Millie Hall, UAW, CLUW Detroit Chapter President
Moderator: Sheila Jones, IAM

11. Eleanor Roosevelt and Human Rights: Lessons for Today's Union Women **Cascade 2**
(4:15 - 5:45 session only)

Eleanor Roosevelt, first lady of the world, was a champion of workers and a key player in defining workers' rights as human rights. She was also a teacher, writer, political activist, and long-time union member. Her leadership and vision, her words and actions, and especially her support for women workers provide inspiration as well as practical skills and strategies for achieving social justice. In this workshop, the Universal Declaration of Human Rights is used as a starting point for learning about this remarkable woman leader and how her legacy can be carried on in unions today.

Speakers: Brigid O'Farrell, Institute for Research on Women and Gender, Stanford University
Mary Jo Larson, Director of the Capacity Building Division, Center for Development and Population Activities
RUBY JONES, UNITE! Local 23-25 Political Director
Moderator: Diane Babineaux, IAM, Executive Assistant to the International President

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SUNDAY, OCTOBER 12, 2003

CLOSING PLENARY

8:00 a.m. - 12 noon

Grand Ballroom

Call to Order

Musical Presentation

Debra Robinson, IUE-CWA

19

	CLUW Mississippi Chapter President
Speaker	Rev. Dr. Flora Wilson Bridges Professor, Seattle University Pastor, Madrona Presbyterian Church
Greetings	Honorable Ron Sims King County Executive
Special Presentation	Helen Ramirez-Odell, AFT Co-Chair, CLUW Women's Health Task Force
International Guests Representative	
Final Credentials Report	Susan L. Phillips, UFCW CLUW National Treasurer
Closing Speaker	William Lucy, AFSCME International Secretary-Treasurer President, CBTU
Closing Remarks	Gloria T. Johnson National President, CLUW
Closing Ceremony	Singing of <i>Solidarity Forever</i>

CONVENTION ADJOURNS

12th Biennial CLUW Convention Acknowledgments

We wish to thank the Puget Sound
making this a successful convention.
Planning Committee.



CLUW Chapter for its great efforts in
Thank you also to the Convention

Special thanks to:

- < The AFL-CIO for its encouragement and support.
- < The International Unions represented on the CLUW National Officers= Council for their constant support.
- < The AFL-CIO Solidarity Center.
- < The volunteers, chairs, co-chairs and members of the Convention Committees; Special Planning Committees; and Health Conference and Fair.
- < The following International Unions who provided in-kind services in support of our convention: APWU, AFSCME, CWA, IBT, SEIU, and UFCW.
- < Other International Unions not represented on the CLUW Officers= Council.

Personal thanks to:

Mark Anderson	Jay Pascucci
William Gray	Michelle Prasser
Steve Hahn	Patricia Smith-Wright
Meredith Landis	Hope Swan
Vincent McSwain	Naomi Wright
Monique Morant	

The National CLUW Staff

Carol Rosenblatt, *Executive Director*
 Yvonne T. Cohen, *Office Manager*
 Dessadra Lomax, *National Organizer*
 Renee M. Barnes-McSwain, *Membership Coordinator*

The CLUW Center for Education and Research

Karen McMillan, HIV/AIDS Project Director
 Carolyn J. Jacobson, Contraceptive Equity Project Director and
 CLUW Health Conference/Fair and Convention Workshop Coordinator