



Communications Workers of America,
AFL-CIO, CLC
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NAME:

Communications Workers of America (CWA)

Headquarters:

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Website: <http://www.cwa-union.org>

Affiliations: CWA is affiliated to the AFL-CIO, the Canadian Labor Council (CLC) and the worldwide Union Network International (UNI)

Size: CWA, the largest telecommunications union in the world, represents more than 700,000 workers in private and public sector employment in the United States, Canada, and Puerto Rico. More than 1200 chartered CWA local unions are affiliated. members live and work in some 10,000 communities.

Membership: CWA members are employed in telecommunications, printing, news media, public service, health care, broadcast and cable television, law enforcement, higher education, the airline industry, manufacturing, ski patrol, and other fields.

Collective Bargaining: CWA holds more than 2000 collective bargaining agreements outlining wages, benefits, and working conditions for its members. Among major employers of CWA members are AT&T, SBC, Verizon, Qwest, and other telecoms, General Electric, The New York Times, The Wall Street Journal, NBC and ABC television networks, the Canadian Broadcasting Co., US Airways, The University of California system, the State of New Jersey, the Arizona Police Department, and other various law enforcement agencies.

Leadership: The CWA Executive Committee of top officers includes President Larry Cohen, Secretary-

Treasurer Jeffrey Rechenbach, and Executive Vice president Annie Hill. Other members of CWA's Executive board are: District 1 Vice President Chris Shelton; District 2 Vice President Ron Collins; District 3 Vice President Beverly Hicks; District 4 Vice President Seth Rosen; District 6 Vice President Andy Milburn; District 7 Vice President Louise Caddell; District 9 Vice President Jim Weitkamp; District 13 Vice President Ed Mooney; Association of Flight Attendants-CWA (AFA-CWA) Vice President Patricia Friend, President, AFA-CWA; Communications & Technologies (AT&T and Lucent) Vice President Ralph Maly; CWA Industrial Division/International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers (IUE-CWA) Vice President Jim Clark, President, IUE-CWA Industrial Division; Printing, Publishing & Media Workers Vice President William J. Boorman; Public and Health Care Workers Vice President Brooks W. Sunkett; National Association of Broadcast Employees and Technicians (NABET-CWA) Vice President John S. Clark, President, NABET-CWA; The Newspaper Guild Vice President Bernie Lunzer, President, TNG-CWA; Telecommunications (Independent Telephone Companies) Vice President Jimmy Gurganus.

Historical Background: CWA was founded in 1938 at meetings in Chicago and New Orleans. First known as the national federation of Telephone Workers, the union became the Communications Workers of America in 1947. CWA joined the Congress of Industrialized Organizations in 1949, and has been an AFL-CIO affiliate ever since the 1955 merger of the two labor groups.

CWA has broadened its membership beyond the telephone industry into other aspects of communications, customer service, technology and public service. more than 100,000 CWA members now work in the public and health care fields. The 110,000 member International Union of Electronic Workers merged with CWA in 2000, becoming the IUE-CWA industrial Division. In 1997 the 30,000 member Newspaper Guild merged with CWA as did the 2500 member Independent Association of Publisher' Employees which represents workers at the Dow Jones operations. Other employees whom

recently joined with CWA include 18,000 Florida Corrections and Probation Officers, 10,000 research professionals and technical employees and 2,000 medical professionals at the University of California, and 10,000 passenger service professionals at U.S. Airways. The former National Association of Broadcast Employees and Technicians (NABET), and representing some 12,000 TV industry workers became the CWA Broadcast and Cable Television Workers Sector in 1994, and in 1987 the International Typographical Union, America's oldest labor union, merged with CWA. The printing sector represents some 14,000 workers.

Morton Bahr became the third president of CWA with his election on July 16, 1985, after serving 16 years as Vice President of District 1 covering New York, New Jersey, and New England. The late Joseph A. Beirne was CWA's founding President; Beirne was succeeded by Glenn E. Watts, who served from 1974 until his retirement in 1985.

At the Bargaining Table: CWA Elected officers and trained staff lead collective bargaining efforts within the union. Working with them are rank and file CWA members who represent the concerns of unit members.

Most CWA contracts cover health and medical insurance, pensions, wages and overtime pay, vacations, holidays, sick leave policies, training and education funds, employment security, and grievance procedures and arbitration rights. Many also provide for child and family care, uniform allowances, tool and equipment benefits, bereavement pay and differentials for certain job types or hours of work.

To reach a contract, CWA members discuss and vote on bargaining goals, elect a bargaining committee and vote to ratify the terms of a negotiated agreement.

On the Job: CWA membership means representation on the job every day of the year. Union job stewards are trained to deal with workplace issues and handle individual grievances at the job site. In addition, CWA Local officers and professional staff are trained and experienced in such areas as workplace health and safety, handling arbitration cases and legal concerns, economic research, education and employment counseling, contract negotiation, and more.

In the Community: CWA members and their families live and work in 10,000 communities across the United States, Canada and Puerto Rico and have made community based organizing an important part of the union's mission.

CWA leaders and members participate in countless community and civic projects, earning CWA a widely respected reputation as "the Community-Minded Union."

CWA's charity of choice is the Elizabeth Glaser Pediatric AIDS Foundation, and CWA is among the largest contributors to PAF, raising millions of pediatric HIV/AIDS research and education.

CWA legislative and political activists devote time and energy to the election of worker friendly politicians and the passage of laws that will benefit the workers and their families.

CWA also is in the forefront of legislative initiatives to improve workplace safety and health, strengthen labor laws, promote creating of good paying, high skill jobs in America and improve the lives of America's working families.

To promote these and other interests, CWA is an active part of the Jobs with Justice coalition.

Around the World: CWA maintains close relations with counterpart unions in Asia, the United Kingdom, Europe, and Latin America, both individually and through the 15,000,000 member Union Network International.

CWA plays an active role in UNI; President Larry Cohen serves as President of the UNI telecom sector.

As business expands operations throughout the world, CWA continues to fight for better labor standards and conditions for workers, consumers, and the environment.

CWA has taken a leading role in organizing worldwide activities and conferences to monitor global development and investment in telecommunications and other industries.

