

Electrical Workers Minority Caucus COMMUNICATOR



2011 FALL EDITION

LETTER FROM PRESIDENT ROBBIE SPARKS

Change is Gonna Come



Brothers and Sisters, people all over the world are struggling with the economic, political and social upheaval taking place in their lives. When I think about it, I am reminded of a classic R&B song by Sam Cook, "It's been a long time coming, but I know a change is gonna come." It became an anthem for the civil rights movement because it speaks to the weariness that oppressed people feel with the powers that be. The weary tone and lyrics of "A Change is Gonna Come" perfectly reflect the theme of the recent social protests that have sprung up in cities all across America: "I was born by the river in a little tent, and just like that river I've been running ever since." There is a personal meaning in this lyric for me, which I will address later. But, it is also impossible to ignore all the little tents that have been sprouting up all over our country as people have returned to basic grass-roots protests to address their frustrations. This is a perfect time for our seasoned, experienced, visionary principles to take a firm hold again. We know this territory well and know this road. Indeed we have paved this road. Therefore I can tell you with confidence that I know change is coming to the labor movement, America and the global community too.

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How we achieve this change is what concerns me. It will take much more than speeches and conference strategy sessions. It will take much more than debates among our intellectual and political leaders. And it certainly will take much more than putting our President, Barack Obama, back in the White House. There is nothing more effective for sustained progress in our social, political and economical development than a deep collective change in you. Each of you must vow to yourself, your families and your communities, that you will not fall prey to complacency again. You must make a personal vow to remove the target from your children and grandchildren's backs that big business and conservative forces across this country have placed there. Most importantly, you must vow to work with like minded people of all races to bring about a change that works for all of the 'have-nots'; for any division that pits you against your brother is simply a lie. You must vow to always be aware of the game of division and conflict being perpetrated by the 'have a lots' to keep the disadvantaged and uninformed confused and unfocused.

Your commitment to progress must continue when the tents of the occupy movement come down. You must continue to be the voice that inspires such movements; but also the firm structure that makes those well intentioned movements practical when the TV crews stop covering the commotion and people have to get some work done. We have been organizing for social justice across this country for generations. Jobs have always been a priority on our agenda. Quality, affordable healthcare has always been our clarion call; as has been quality housing, education and fair trade agreements. There is not much new under this protest sun; except, perhaps, that some members of our society have been forced to accept that they too have been taken advantage of by the greed of a conservative, big business, culture that cares very little for their well being. Again, minorities

LETTER FROM THE PRESIDENT (continued)

have faced these issues and more for generations; and we have risen to the task time and time again through collective action and a visionary faith that will not let us see anything but the change we instinctively know that we deserve. This visionary faith is what encourages me to tell you that indeed more changes for our collective good are in store for us.

As for my part in this process; just like that river that Sam Cooke sang about, I've been running 'ever since' I came into this movement. I am proud of how much progress we have made together even as I realize there is unfinished work ahead. Still, I know that our legacy is rich and that it is ordained by powers that are much greater than we are. I feel especially blessed to have been used by God to serve this force for good in the world that is our united labor movement. And with

our rich legacy in heart and mind, I announce to you here that I am moving aside to rest after 45 plus years of service to the IBEW and the labor movement. I am passing the proverbial baton to you. I am passing our legacy onto you, those who have benefitted from what has been created on an earlier watch. I do this with faith that you will succeed. I am happy and confident that you have the collective will to continue to make sure that, in spirit and in truth, a change is surely going to come. Stand strong, Keep the visionary faith and know that I am always with you.

In Unity,

Robbie Sparks

MESSAGE FROM VICE PRESIDENT VICTOR UNO

Forever Lifting and Forever Changing - Congratulations and Our Collective 'Thank You!'

Our Sister Robbie Sparks has announced her retirement as president of our Electrical Workers Minority Caucus. With this news, we are all filled with great love and appreciation for Sister Sparks and her lifelong commitment to lift all of us to a better station, in our personal lives and in our work in the IBEW.

When there were few voices challenging the IBEW status quo, when minority workers were small in numbers and smaller still in leadership positions, Robbie raised her voice to challenge all of us, and the IBEW, to "do the right thing" under her leadership.

As our president, she was able to build a strong, national organization by starting with each one of us as individuals. She showed us our own personal strengths and our own true worth. Robbie always showed great love and care for every member, intently listening to personal stories of struggle, on the job or in our family lives. By her example, word and deed, she touched each one of us, gave confidence and showed that each person mattered.

When we might have felt alone and isolated in our local union efforts, President Sparks gave us the strength of her vision, of diversity and full inclusion for all, to lift us and give us strength in our work. Members of all colors, cultures, genders and occupations were brought together in a common bond of unity and purpose to support, encourage and work for a better IBEW.

Our work in our community mattered, and EWMC members were lifted in spirit and purpose to be-

come involved in local union activities. Because of her leadership, we persevered in our work, and we took up her challenge to become activists and advocates for the union cause. Member succeeded in completing apprenticeship programs, then took up responsibilities as mentors, instructors, union steward and officers. Stronger individuals and stronger locals have been built. The IBEW has been strengthened nationwide because of her work.

President Sparks has always spoken truth to power, with an engaging and effective manner and with personal powers of persuasion that moved IBEW policy and commitment to greater inclusion and diversity for all members. Because of her leadership, our EWMC is looked upon by other international unions as a model for activism and engagement to build a stronger labor movement.

Each one of us will have our own, personal words of appreciation for Sister Robbie Sparks as she retires as our president and I encourage every member to share with her your personal words and thoughts. Knowing Robbie, she will probably say that the greatest appreciation possible would be to continue the work of the EWMC and to continue to work hard to make our IBEW a stronger union.

We will make that commitment with the same deep and abiding faith in the purpose of the EWMC that Sister Sparks carried over these many years as our president. We send Robbie our thanks, our love and best wishes as she enters into her future endeavors.

Forever Lifting. Forever Challenging.

EMWC CONFERENCE CALL

2012 ANNUAL MEETING: January 12 - 15, 2012 - Oakland, CA

The Electrical Workers Minority Caucus will hold its 22nd Annual National Meeting from January 12 – 15, 2012 in Oakland, California at the Oakland Marriott City Center Hotel. Please join the EWMC in the San Francisco Bay Area for an interactive, informative and exciting conference. Come and share your insights, gather fresh and progressive perspectives, network and enjoy the beauty of the Bay Area.

The 2012 conference will be very special. We have a wonderful celebration planned in honor of our president, Sister Robbie Sparks, who will retire in January 2012 after 45 years of service in the labor movement. You do not want to miss it. The EWMC has grown and prospered due in large measure to the phenomenal leadership of Robbie Sparks.

The EWMC mission is as relevant now as it was 25 years ago when Sister Sparks and a vision group of six decided it was befitting for the EWMC to come together annually on the Martin Luther King Jr. memorial weekend to address worker, civil, human, and women's rights and other issues of importance to people of color and women.

The EWMC mission continues to challenge members to work hard to become true leaders in their field of endeavor, help eliminate discriminatory practices in the workplace and union, lift up and help other workers along the way and create a spirit of inclusion and unification in the IBEW. It is in this spirit that we welcome you to join us this year for a very important conference.

The Conference Registration fee is \$210, which includes your 2012 membership dues of \$60.00, the Awards luncheon and one dinner meal ticket for the Retirement Celebration. Article IV, Section 4, requires payment of the current year's membership dues before admission to the meeting.

Please make reservations directly with the Oakland Marriott City Center Hotel by calling 1(888) 236-2427 or 1(510) 451-4000. The EWMC discount room rate is \$109.00 single/double.

HOTEL RESERVATIONS

Please make reservations at the Oakland Marriott City Center, by calling 1 (888) 236-2427 or 1 (510) 451-4000. The EWMC discount room rate is \$109.00 for a single or double room. The hotel's discount rate cutoff date is Tuesday, December 20, 2011. After the cutoff date rooms will be provided based on hotel availability and at the hotel's prevailing rate. Guests wishing to avoid an early checkout fee should advise the Marriott, at or before check-in, of any change in planned length of stay. The check-in time is 3:00 p.m. and check-out time is 12:00 noon.

The hotel represents that the facilities will be in substantial compliance with applicable public accommodation obligations under the Americans with Disabilities Act. If you require any auxiliary aids you must let us know by contacting ewmc2@yahoo.com no later than January 2, 2012.

TENTATIVE AGENDA

JANUARY 2012

Wednesday 11Th	4:00pm Executive Committee Meeting	5:00pm - 7:00pm Registration for Community Service Project	6:00pm - 7:00pm Chapter Presidents Meeting	
Thursday 12Th	6:30am Breakfast for Community Service Volunteers	1:30pm - 3:30pm Lunch for Community Service Volunteers	4:00pm - 7:00pm Conference Registration	5:00pm - 6:30pm Youth Caucus
Friday 13Th	7:00am - 12:00pm Conference Registration	7:30am - 8:15am New Member Orientation	8:30am - 5:00pm Opening Session, Caucuses & Workshops	12:00pm - 1:30pm Lunch (Awards & Scholarship Presentation)
Saturday 14Th	7:00am - 12:00pm Conference Registration	8:30am - 5:00pm General Sessions & Workshops	12:00pm - 1:30pm Lunch (on your own)	6:00pm - 11:00pm Robbie Sparks Retirement Celebration (Dressy Attire)
Sunday 15Th	8:30am - 2:00pm Closing Session, EWMC Business	2:00pm Adjournment		

NOTE: Plenary sessions, workshops, panel discussions, and formal EWMC business will be conducted Friday, Saturday and Sunday.

COMMUNITY SERVICE

“GIVE UNTO OTHERS”

One of the most rewarding conference activities is the Community Service Project. By contributing our skills and talents to the surrounding community, we strive to leave it better than when we came.

Our members take great pride in their work. In January, let's show Oakland what brotherhood truly means. Help us by registering early.

All members are encouraged to participate. You may contact the EWMC at ewmc2@yahoo.com to request additional information.

Join in the “Giving” on Thursday, January 12, 2012.

CONFERENCE SHIRTS

The deadline for pre-registered delegates to request a specific shirt size is November 21, 2011. (See Conference Registration Form)

SCHOLARSHIP AWARD

The EWMC will award a scholarship to the child of a member in good standing of the National EWMC at the 22nd Annual National Meeting in Oakland, CA.

A scholarship candidate must be the child of a National EWMC member and a high school student who graduated in 2011. A copy of the diploma or a letter from the high school confirming graduation must be attached to the scholarship request. Scholarships are approved for enrollment in a state certified trade school or a college certified by the Department of Education and accredited by the local accrediting association.

Only those scholarship request letters mailed to the EWMC at P. O. Box 642, El Cerrito, CA 94530 by certified, return receipt mail and postmarked no later than January 2, 2012, will be eligible for consideration.

CONFERENCE REGISTRATION FORM

Electrical Workers Minority Caucus

22nd Annual Leadership Conference

January 12 – 15, 2012

Marriott Hotel, 1001 Broadway, Oakland, CA

The EWMC Conference hotel rate is \$109.00 for a single or double room. Call 1(888) 236-2427 or 1(510) 451-4000 to make room reservations. The hotel cutoff date is December 20, 2011. If you have a problem making reservation or if the hotel says the EWMC room block is full, please call Dorothy Fortier at 1(510) 848-6714 or ewmc2@yahoo.com. Please submit a separate registration form for each delegate.

The \$210.00 conference registration fee includes \$60.00 membership dues. Please check the appropriate box.

- ☐ \$210.00 for conference registration and 2012 membership dues
- ☐ \$150.00 for conference registration only
- ☐ \$60 for EWMC membership dues for 2012
- ☐ I would like to give a retirement gift donation of \$_____.

Please check the appropriate box below to specify your shirt size. We must have your prepaid conference registration by November 21, 2011 to pre-order your shirt.

Shirt size: ☐ S ☐ M ☐ L ☐ XL ☐ 2X Other _____

Name _____

Delegate Mailing Address _____

[Street]

[City, State and Zip Code]

Delegate Email Address _____

Delegate Telephone Numbers

Home () - Cell () - Work () -

[Please include your area code for home and work.]

[Please include your area code for home, cell and work.]

Member or Retiree in "good standing" of IBEW Local _____ VP District _____

Current Job Classification or IBEW Officer/Position _____

EWMC Chapter or National Officer Title _____

Please make your check or money order payable to: Electrical Workers Minority Caucus (EWMC)
PO Box 642, El Cerrito, CA 94530.

EWMC Conference Registration Questions: Call (510) 848-6714

Pre-Registration Deadline: January 4, 2012

On-Site Registration starts Wednesday, January 11, 2012 at 4:00 p.m.

No Conference Registration Refunds after December 31, 2011.

The Electrical Workers Minority Caucus & Friends

Invite You to Attend

A Leadership and Legacy Retirement Celebration

Honoring

Sister Robbie Sparks

Celebrating 45 Years of Service to the IBEW and Labor

Saturday, January 14, 2012

Oakland Marriott City Center Hotel, 1001 Broadway, Oakland, California

Reception: 6:00 p.m.

Dinner & Program: 7:00 p.m.

Dressy Attire

"Leadership and Legacy: A Retirement Celebration for Sister Robbie Sparks" is our opportunity to celebrate the contributions of an outstanding trade unionist. During her remarkable career, Sister Sparks has served as Business Manager/President of IBEW Local Union 2127, Atlanta, Georgia, President of the EWMC, and represented the IBEW as a member of the Executive Council of the National AFL-CIO. Sister Sparks has been a tireless advocate for civil, human, and workers' rights, social and economic justice, and equality in the workplace and union. Throughout her illustrious career, she strove for greater diversity and inclusiveness for people of color and women within the IBEW and the entire trade union movement. Join us as we congratulate Sister Sparks for a job well done and extend our best wishes for much happiness in her retirement years.

Sponsorship Information

<u>Sponsorship Level</u>	<u>Acknowledgement</u>	<u>Amount</u>
Platinum	Platinum level recognition & 20 dinner tickets	\$10,000.00
Gold	Gold level recognition & 10 dinner tickets	\$ 5,000.00
Silver	Silver level recognition & 6 dinner tickets	\$ 2,000.00
Bronze	Bronze level recognition & 4 dinner tickets	\$ 1,000.00
Patron	Patron level recognition & 2 dinner tickets	\$ 500.00
Guests	Individual dinner ticket and donation for gift	\$ 250.00

Please see attached Sponsorship form to register for the Celebration. **EWMC conference delegates who have paid the entire conference registration fee of \$210 are deemed prepaid and registered for the Celebration.**

NOTE: All Acknowledgements will be via the Electronic Journal displayed during the dinner program, and CD copies will be distributed to attendees.

Hotel Information

The gala reception and dinner celebration will be held at the Oakland Marriott City Center Hotel, 1001 Broadway, Oakland, California. If you plan to stay at the Marriott Hotel, please make reservations early by calling 1 (888) 236-2427 or 1 (510) 451-4000. The hotel rate is \$109.00/single or double room. Please ask for the EWMC room block.

Questions & Assistance

For assistance or additional information, please contact Dorothy Fortier at ewmc2@yahoo.com or (510) 848 6714 or contact Royetta Sanford at roykarl@aol.com or (404) 387-2078.

Leadership & Legacy Retirement Celebration for
Sister Robbie Sparks

Saturday, January 14, 2012 - Oakland Marriott City Center Hotel - 1001 Broadway - Oakland, California

Sponsorship/Ticket Order Form

The EWMC and Friends are honored to host a celebration for Sister Robbie Sparks on her retirement as EWMC President and IBEW Local 2127 Business Manager/President.

_____ YES! I/We/Local Union _____ want(s) to show my/our appreciation for Sister Sparks at her retirement celebration at the sponsorship level checked below:

_____ Platinum level (full screen) recognition/Electronic Journal & 20 dinner tickets	\$10,000.00
_____ Gold level (full screen) recognition/Electronic Journal & 10 dinner tickets	\$ 5,000.00
_____ Silver level (full screen) recognition/Electronic Journal & 6 dinner tickets	\$ 2,000.00
_____ Bronze level (one-half page) recognition/Electronic Journal & 4 dinner tickets	\$ 1,000.00
_____ Patron level (one-fourth page) recognition/Electronic Journal & 2 dinner tickets	\$ 500.00
_____ Individual tickets – per guest	\$ 250.00
_____ Cannot attend but want to show appreciation to Sister Sparks with a donation	\$ _____

Total Enclosed \$ _____

NOTE: Sponsors may order as many tickets as they will actually use up to the maximum number of the sponsorship level.

Number of sponsor tickets: _____

Number of individual tickets: _____

Name: _____

Local Union: _____

Address _____

City: _____

State: _____ Zip: _____

Phone: _____

Email: _____

Please email congratulatory message that you want included in the Electronic Journal as a PDF file to sparksevent@sackscom.com, Attn: Alina at (718-646-2700 Ext. 109) or submit your message on a separate page along with payment via U.S. mail. Size of message is based on sponsorship level. The deadline to submit your message is Thursday, December 15, 2011.

Please make checks payable to: "Robbie Sparks Retirement Celebration"

Please mail to:

Robbie Sparks Retirement Celebration

c/o Dorothy Fortier

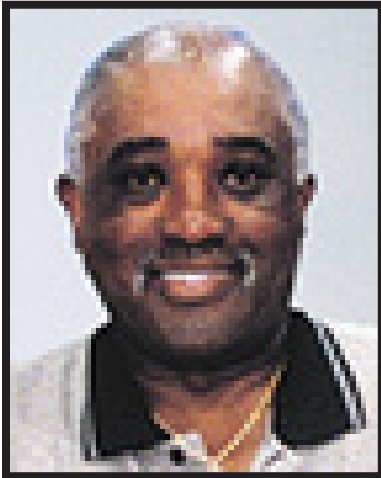
Sr. Assistant Business Manager, Local 1245

30 Orange Tree Circle, P.O. Box 2547

Vacaville, CA 95696

For additional information, please contact Dorothy Fortier at ewmc2@yahoo.com or (510) 848-6714 or contact Royetta Sanford at roykarl@aol.com or (404) 691-4556.

Tribute to EWMC Founding Member: ART JONES



It is with great sadness we inform you that Art Jones, Ninth District International Representative, passed away on September 12, 2011. Art grew up in Northern California and graduated from Weed High School in Weed, California. He spent three years in the U.S. Army where he played football and ran track for the 4th Armored Division while stationed in Germany.

Brother Jones was initiated into IBEW Local 1969 in Redwood City, California, in May of 1963. In 1968 a strike led him into a career of union service. He served as a picket captain, then as the strike's rank-and-file chairman. He was assigned to the local union staff later that same year. He was appointed business manager/ financial secretary in 1969 and was elected to that office in 1970 and again in 1973. Art also served on all of the committees negotiating the local's 34 separate agreements.

He was one of the founders of the Black Caucus (EWMC) in 1974. Art worked diligently over the years to help build the Minority Caucus to improve the working conditions and representation of minorities in the IBEW. Most importantly, he led by example. He was always kind, thoughtful, knowledgeable and professional to all.

Brother Jones was appointed an international representative by then International President Charles Pillard in 1976. He organized in Louisiana, Alabama and Florida for a couple of years before returning to California, where he spent 25 years servicing manufacturing and construction locals in the Ninth District. Art took courses at the University of San Francisco, University of California at Berkeley and University of Oregon. He has also lectured on labor issues at UC Berkeley and Skyline College. He was a skilled negotiator and arbiter.

Arthur Jones was a great mentor and had a huge influence on the IBEW and the EWMC. He was always positive and gave constructive criticism. Brother Jones had a rare gift that he shared through mentoring. He helped enhance the credibility of the IBEW through his organizing and leadership. When International Representative Arthur J. Jones retired February 1, 2004, it was just a tad short of his 41st anniversary as an IBEW member. He leaves two children, Stanley and Michelle, and wife Alice along with other family and many friends.

Arthur J. Jones left a gigantic footprint on the IBEW and the labor movement. His contributions will live on through the many sisters and brothers he mentored.

Art will forever remain in our hearts.

Interested in Volunteering for a Conference Committee?

Members interested in serving on any of the committees described in Article VI (Registration; Rules and Order of Business; Resolutions/Bylaw Amendments; and Sergeant-At-Arms) should submit a written request to President Robbie Sparks no later than December 1, 2011, c/o Secretary/Treasurer at P. O. Box 642, El Cerrito, CA 94530.

EWMC CONVENTION MEETING

The Electrical Workers Minority Caucus met on September 17, 2011 at the 38th International Convention, under the banner, "Always Moving Forward, Forever Lifting Up", where hundreds of members from every district of the brotherhood were called to action to build a more diverse and inclusive IBEW and labor movement. The meeting featured inspiring speeches, a poignant memorial and two strategic panel discussions with leaders from local unions that have exemplified the mission of building a more inclusive organization.

EWMC President Robbie Sparks charged the delegates to continue to fight to keep the gains of the labor and civil rights movement from being snatched away. She asked the delegates to make their voices heard in supporting and shoring up President Obama and the democratic party who are under constant attack. She then recalled her own roots, the daughter of a postal worker and a mother who, she says, "kept our house and cleaned someone else's too". "She remembered her first impression of unions: "I was making \$1.03 per hour in 1966. I looked over at a union job that paid \$2 per hour and I said that's where I want to be...It's time for all of us to hit the bricks [to defend collective bargaining and unions]. She also stated the way to make progress is to be prepared and "be inside the room [where decisions are made]."

She closed with "we can disagree with each other, but we don't have to fall out. So let's stop pointing the finger at what others aren't doing and point the finger back at ourselves and ask what are we doing for our union." She asked the delegates to continue the tradition of responsible and persistent advocacy that is the hallmark of the EWMC.

Carolyn Williams, Director of the Human Services Department, introduced a powerful Diversity statement from President Hill. (Please go to the IBEW website to view the 2-minute segment.) She discussed the IBEW's Diversity Training

Program, AMPS, and indicated the program was the result of a resolution adopted at the 2006 IBEW Convention. She noted that the EWMC was largely responsible for generating and promoting passage of diversity and full participation resolutions since the late 1980s.

President Edwin Hill, Secretary-Treasurer Sam Chilia and First District Vice President Phil Flemming brought greetings to the delegates. Accompanying them were other International Vice Presidents and Officers. President Hill saluted the Caucus' role in fighting against an onslaught of anti-labor corporations and politicians. He said: "Dr. King once said that our lives begin to end the day we become silent about things that matter. And I take heart that I am here with an organization of proud trade unionists who have not and will never be silent as the ladder is pulled out from under workers who have worked so hard and played by the rules."

Local 3 Business Manager Christopher Erikson introduced a video memorializing his grandfather, the legendary Local 3 Business Manager, Harry VanArsdale, who was also a visionary and a civil rights activist. VanArsdale was shown beside President John F. Kennedy, Dr. Martin Luther King Jr., Robert F. Kennedy and labor leader A. Philip Randolph, backed by the song, "Abraham, Martin and John."

The first panel entitled "Leading the Way" was moderated by Larry Greenhill Sr. of Local 26, and included Eric Brown, and Diana Limon, Local 11; Stan Stosel, Local 47; Madison Burnette, Local 357; and John Easton Jr., Local 716. The panel discussed strategies used by progressive union leaders to overcome challenges that plague people of color and women in the workplace and union; the status of women in the workplace; the importance of political and community alliances; building unionism in a sometimes hostile environment; leadership and skills enhancement training.

EWMC CONVENTION MEETING (continued)

Dorothy Fortier, EWMC Secretary-Treasurer, first recognized Votis Stamps, a founding member of the 1974 Caucus, then called “Black Caucus,” and talked about the initial formation, history, struggles and mission of the EWMC to date.

Victor Uno, EWMC Vice President and Karen Stoshnof, Assistant Business Manager from Canadian Local 254, talked about “The State of the Union” and the myriad of issues confronting people of color and women in today’s economy (from an U.S. and Canadian perspective) and the need for diversity and inclusion as part of any strategic plan labor will employ in the future.

The second panel, “Mission Possible”, moderated by Charlotte White from Local 15, included Gary Parker, Local 11; Sean Bagsby, Local 46; Wendell Yee, Local 3; Grace Smith, Local 824;

and Martin Marrufo, Local 18. They discussed methods of successful organizing (internal and external) people of color and women. Organizing and leadership strategies related to youth, women and immigrants, as well as community relations and politics were highlighted along with the benefits of union membership for workers, unions and communities. Brothers Bagsby, Marrufo and Parker spoke about the new workforce entering the electrical field, some of whom have “difficult backgrounds and issues. Each presenter detailed successful training programs their unions have undertaken to prepare these workers with the necessary skills to enter today’s workplace.

President Sparks closed the meeting by asking the delegates to continue to speak in one strong voice for labor and working families and lift those up who have no voice, which she said “is what the EWMC is all about.”

IMPORTANT CONVENTION ACTION: The following Resolutions (13 and 14) coincide with the EWMC Mission and provide significant guidance to and inform policy for the local unions. They were unanimously adopted by the delegates at the Convention.

RESOLUTION 13: Diversity and Full Inclusion

WHEREAS, the IBEW has stood as a leader among the great unions in the American and Canadian labor movements; and

WHEREAS, one of the IBEW’s greatest strengths is the diversity of its membership; and

WHEREAS, diversity and inclusion are issues of respect, and the IBEW must have a goal of equal welcome and opportunity for all in hiring, organizing, representation, outreach, and leadership; and

WHEREAS, when inclusive, the labor movement has broken barriers, challenged prejudice, improved wages and benefits for all workers, opened doors, and created opportunity for leadership; and

WHEREAS, the IBEW cannot build a better future for working families without the full strength brought by sisters and brothers of every description, and this strength is the core of the IBEW for collective bargaining, political and legislative action, organizing, and other activities; and

WHEREAS, many people from different walks of life still encounter negative stereotypes and discrimination throughout society and, sadly, even within the labor movement; and

WHEREAS, the IBEW Committee on Diversity and Full Inclusion was established and provided recommendations to the International President on methods to achieve greater visibility for people of color, women, and other underrepresented groups in union activities, and as representatives of the IBEW;

THEREFORE, BE IT RESOLVED that building on the successful work of the IBEW Committee on Diversity and Full Inclusion and the introduction of the Amplified Membership Participation = Strength (AMPS) training program, the IBEW will continue to devote time and resources to promote an organizational culture of respect that makes our Brotherhood a union that welcomes, values, and gives voice to all members, protecting members from discrimination and inequality and promoting awareness of and skills for respecting differences and building solidarity across a diverse membership; and

RESOLUTION 13 (continued)

BE IT FURTHER RESOLVED that the IBEW will continue to encourage diverse representation at all levels of the organization, provide education to inform of the unique needs of a diverse membership, and ensure that training and opportunity for leadership is inclusive rather than arbitrary; and

BE IT FURTHER RESOLVED that the IBEW will accelerate its effort to attract and recruit a diverse pool of young people into the union; and

BE IT FINALLY RESOLVED that the IBEW will be a model of hiring and promotion practices for women, people of color, and other underrepresented groups and review internal policies and practices with an eye toward making them as open and inclusive as possible.

RESOLUTION 14: Empowering the Next Generation & Ensuring Our Future

WHEREAS, the continued strength and vitality of the labor movement depends heavily on the ability of younger union members to develop into strong and effective labor leaders; and

WHEREAS, the future of IBEW members, whether retired or just starting their careers, is reliant on our union's ability to attract new members and nurture effective new leadership; and

WHEREAS, investing in the next generation of union leaders, with special attention on women, people of color, newly organized, and young workers, is a strategic priority for the IBEW; and

WHEREAS, we must recognize and respond to the changes that have taken place in the American workforce, which reflects the most significant demographic change in the past 50 years with the increasing participation of women as well as a significant demographic change in the presence of young workers; and

WHEREAS, over 70 percent of those ages 16-34 are part of the civilian labor force, but only 8.2 percent of them belong to unions; and

WHEREAS, the future of the labor movement depends upon fresh approaches to organizing, including exciting and innovative strategies and tools being developed by young organizers using new technology and social media; and

WHEREAS, just as earlier IBEW leaders did, we must pass the message of strong unionism and the skills of responsible leadership to each generation of new members and officers; and

WHEREAS, the IBEW continues to provide great leadership within the American and Canadian labor movement and is recognized for improving the lives of its members; and

WHEREAS, the IBEW works hard to promote safety in the workplace in order to protect lives and property, and seeks to maintain the highest level of professionalism within the entire electrical industry while steadfastly holding to the belief that all workers deserve respect, dignity, and opportunity; and

WHEREAS, the strength of the labor movement can only be sustained by embracing diversity within the labor force, including young workers; and

WHEREAS, the economic crisis has disproportionately affected young workers; and

WHEREAS, the IBEW participated in the National AFL-CIO Young Workers Summit in June 2010 to promote new initiatives and programs to bring young workers into the labor movement at the national, state, and local levels; and

WHEREAS, many IBEW local unions who participated in the Young Workers Summit in June 2010 have taken the lead and initiated and/or improved systematic outreach to their younger members as part of a sustained leadership development and organizing drive to build and strengthen our union;

THEREFORE, BE IT RESOLVED that the IBEW address the predicament that young workers are facing in this recession by supporting legislation that creates jobs and affords education and training opportunities for new entrants into the workforce; and

BE IT FURTHER RESOLVED that the IBEW actively encourage and support programs among local unions and affiliates aimed at bringing young workers into the labor movement and dedicated to the leadership development of younger union members; and

BE IT FURTHER RESOLVED that youth must become a central outreach and organizing priority for all IBEW local unions; and

BE IT FURTHER RESOLVED that each local union is requested to recruit young members and leaders as participants in every major union event, from meetings and trainings to conferences and conventions; and

BE IT FURTHER RESOLVED that the International Office will encourage continued opportunities for young workers to participate at branch conferences and district progress meetings; and

BE IT FINALLY RESOLVED that the International Office will develop a conference, in 2012 in conjunction with the AFL-CIO Conference, specifically designed to encourage the growth of the young workers movement within the IBEW.

✓ **REMEMBER TO VOTE ON ELECTION DAY**
✓ **FOR PROWORKER CANDIDATES**

- WHOSE RECORDS AND POSITIONS SUPPORT THE VALUES OF HARD WORK AND A STRONG MIDDLE CLASS ECONOMY
- WHO WILL PUT AMERICANS BACK TO WORK WITH A DECENT STANDARD OF LIVING AND NOT SHIP JOBS OVERSEAS
- WHO PLEDGE SUPPORT FOR WORKERS, NOT BIG BUSINESS
- WHO WILL CREATE A BETTER FUTURE FOR OUR CHILDREN
- WHO KNOW AND UNDERSTAND THE TRUE FACTS
- WHO STAND WITH WORKING FAMILIES

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