

Report of the Defense Fund Oversight Committee

CWA



**Communications Workers of America
Washington, D.C.
June 2016**

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Through resolutions and rules adopted by various CWA conventions, the Defense Fund Oversight Committee (DFOC) is charged with the responsibility to review activities associated with the Robert Lilja Members' Relief Fund (RLMRF), the Strategic Industry Fund (SIF) and the Growth Fund. The DFOC is authorized to examine receipts, disbursements, investments and the administrative policies associated with the funds. The DFOC may also, with a 2/3 vote; affirm CWA Executive Board actions that are consistent with the rules governing those funds. The DFOC is required to report its findings to each CWA Convention and make recommendations to the Convention where appropriate. The DFOC also issues a report at the Biennial Presidents' meeting.

In April 2013, the delegates to the Convention established the Growth Fund. The Growth Fund is to support and enhance the Union's movement building, organizing, leadership development, research, industry analysis and efforts to achieve economic justice, including the hiring of staff needed to provide resources for launching new and sustaining existing efforts. It will be funded with one-half of the investment earnings in the RLMRF beginning with the investment return for the calendar year 2012.

The DFOC met on October 19-22, 2015 and April 18-21, 2016 in Washington, DC. The committee reviewed activities associated with The Robert Lilja Members' Relief Fund (RLMRF), Strategic Industry Fund (SIF) and Growth Fund (GF).

I. INVESTMENTS

Prior to submitting this Biennial Report, the DFOC met with representatives of the Marco Consulting Group (MCG) to review investment performance for the Funds. MCG was selected to serve as investment advisors and co-fiduciaries on these funds effective June 1, 2009, after a Request for Proposals was issued for these services in the spring of 2009. MCG first presented an investment analysis to the DFOC at the CWA convention in June 2009 and has subsequently updated the DFOC on investment performance at meetings in Washington, DC. Investment Performance Services (IPS) was selected as an independent monitor and is responsible for monitoring and verifying that fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer, who are trustees of the Funds.

The opening balance of the RLMRF on April 1, 2015 was \$465,370,349. According to the rules, one-half of the earnings in the Member's Relief Fund are moved to the Growth Fund. Earnings on RLMRF investments from January 1, 2015 to December 31, 2015 were negative and therefore no transfer took place. The balance of the MRF, as of February 29, 2016, is \$438,450,931.

At the 74th convention, the DFOC requested that a new Request for Proposals for investment advisors and co-fiduciaries for these funds be issued to ensure that the fees are minimized and investment returns increased while minimizing risk. That process is now complete. The officers evaluated proposals from several qualified bidders and decided to retain the services of the Marco Consulting Group after negotiating a reduction in the fee schedule of approximately \$160,000 each year.

In June 2015, in consultation with the Defense Fund Oversight Committee and with the approval of the Executive Board, the Executive Committee entered into a Memorandum of Understanding whereby the Members Relief Fund loaned the General Fund \$40.4 million so that CWA could immediately repay a loan from SunTrust bank. The SunTrust loan was a 10-year (2011-2021), interest-only loan for \$40.4 million at an annual interest rate of 3.9 percent. This "internal loan"

transaction was undertaken to eliminate increasingly expensive tax liabilities for CWA while maintaining investment returns for the MRF. With the SunTrust loan fully paid off, the tax liabilities cease. Going forward, the General Fund will make payments to the MRF on the \$40.4 million interest only loan at 3 percent annually, through December 2021. The “internal loan” is callable with 6-months notice, should the MRF require the funds sooner.

In summary, following a review of the proposal by the Marco Consulting Group, the parties viewed this transaction as beneficial to both the General Fund and the Members Relief Fund. By providing 3% interest over 6 ½ years, the internal loan provides higher rates of return for the MRF than on similar short-term investments in the marketplace. And paying off the loan eliminates the unrelated business income tax on rental income for CWA going forward.

According to RLMRF guidelines, when the Fund’s assets fall below the floor of \$377,484,108, the quarter hour dues that would otherwise be sent to the SIF are retained by the RLMRF. Once the target floor balance is achieved, the quarter hour of dues is redirected to the SIF and the RLMRF’s growth is fueled by investment returns and asset appreciation. The RLMRF did not fall below the floor during the period from April 1, 2015 to February 29, 2016. When the RLMRF reserves reach \$500,000,000, the floor will be raised to \$400,000,000.

II. THE ROBERT LILJA MEMBERS’ RELIEF FUND

The balance of the RLMRF as of February 29, 2016, is \$438,450,931.

Mortgages

The DFOC discussed the current mortgages to locals held by the fund. All mortgages are current. The fund is the first lien holder and loans may be up to 80% of current appraised value with a clear title. Mortgages as of February 29, 2016, are:

LOCAL	BALANCE @ 02/29/2016	LOAN AMOUNT
1038	\$212,000.00	\$212,000.00
1107	132,884.25	200,000.00
1109	404,758.78	525,000.00
1133	588,977.18	997,986.67
2108	529,027.84	698,000.00
2222	56,429.17	261,000.00
3112	24,210.71	25,000.00
4100	277,692.74	334,000.00
4103	56,366.07	70,000.00
4340	811,130.94	1,100,000.00
4501	60,725.26	158,000.00
6222	5,229,758.93	5,448,796.28
7704	58,098.81	66,026.03
7708	109,287.83	265,000.00
7803	119,366.54	190,000.00
9003	294,881.65	303,246.24
9415	93,540.50	100,000.00
9423	582,329.79	906,216.15
9509	681,836.33	850,000.00
9510	246,478.36	250,000.00
9588	189,480.83	200,000.00
Total	\$10,759,262.51	\$13,160,271.37

RLMRF Expenditures — April 1, 2015 - February 29, 2016

Strikes/Victims of Collective Bargaining

There was one strike related payment during this period and one victim of collective bargaining this year.

STRIKE RELATED:	LOCAL 30130 – HALIFAX CHRONICLE HERALD	\$ 114,943
VICTIMS OF COLLECTIVE BARGAINING:	LOCAL 59053 – KTTV	\$ 8,560

III. STRATEGIC INDUSTRY FUND (SIF)

The balance of the Strategic Industry Fund as of February 29, 2016, is \$63,587,191.

The Strategic Industry Fund campaigns approved by the Executive Board and the DFOC continue to increase our leverage at the bargaining table and further our major policy initiatives. Over the course of the years, we have experienced many successful projects and are gaining insights on how to best manage future projects.

The campaigns operate with specific budgets and clear measurable benchmarks with six-month evaluations. We currently have 73 active SIF campaigns.

While all SIF grants operate well within their budgets there is one situation that we wish to bring to your attention. At the October 2015 DFOC meeting the President and Secretary-Treasurer reported to the committee that there was significant overspending in the Unity@Mobility Phase 2 SIF. The full extent of the overspending was not known at that time. The Unity@Mobility Phase 2 SIF was administered by and the responsibility of the former Secretary-Treasurer. Upon learning of this situation the DFOC requested that a full review be conducted. President Shelton appointed District 1 Vice President Trainor responsibility for the Unity@Mobility program and directed him to conduct a full review and provide a recommendation on the program's future. A sub-committee of the DFOC held a conference call and was briefed on the results of the investigation. The review found mismanagement and even disregard for the approved Unity@Mobility Phase 2 budget leading to significant overspending. Subsequently, the Executive Board and the full DFOC were briefed on the findings. Never since the inception of the Strategic Industry Fund had an SIF campaign budget been overspent. Consideration was given to closing the program but it was determined that there was value in the core mission of the Unity@Mobility work and that locals and members should not be penalized for the budget mismanagement.

As a result of these findings and after consultation with the DFOC, President Shelton implemented the following safeguards for all SIF/GF grants:

1. All commitments/contracts over \$100,000 must be approved in advance by the President of the union.
2. All vendor contracts must be reviewed by legal.
3. No contract can be entered into that goes beyond the duration of the individual SIF/Growth Fund grant.
4. Locals and Staff will be advised in writing of the reimbursement rules, including the 90-day rule, every year.

Vice President Trainor requested and the Executive Board and the DFOC approved a three month (Sept– Nov 2015) Unity@Mobility Bridge SIF for \$803,437 to cover the projected overspending. The Unity@Mobility Bridge SIF was approved November 20, 2015, and all outstanding invoices and

reimbursements to locals totaling \$652,490 were paid. The remaining balance of \$153,947 in the Unity@Mobility Bridge SIF was returned to the Telco SIF silo. The Unity@Mobility Bridge SIF is closed.

On November 20, 2015, a Unity@Mobility Phase 3 SIF was approved by the Executive Board and the DFOC for \$1,876,785. The expenses for the Unity@Mobility Phase 3 SIF are being closely monitored and managed under the new safeguards and are to date well within the budget allocation.

SIF Campaign List

		BUDGETED	EXPENSE	BALANCE	SIF DISTRIBUTION & ADMIN FEES*	2.5% ADMIN EXPENSE
100	Telecom share of SIF Distribution, 2.5% & Admin Costs				\$15,323,414	\$1,414,640
	Solidarity Work – ½ Telecom, 1/3 Manufacturing, 1/3 PS NRTS	\$42,536	\$23,904	\$18,632		
102	Speed Matters SIF	\$3,550,000	\$3,322,501	\$227,499		
106	Internal Organizing of Non-Members	\$1,230,000	\$639,094	\$590,906		
142	Customer Service Industry-Phase II	\$825,000	\$428,893	\$396,107		
156	District 6 Education of Premises Technicians	\$180,470	\$78,182	\$102,288		
159	Heat Stress Phase II Continuation of funding	\$295,000	\$264,284	\$30,716		
166	Brodsky Legal - PSC	\$275,000	\$214,564	\$60,436		
176	D6 Protecting Union Jobs from Unfairly Advantaged No-Union Entities	\$400,000	\$348,744	\$51,256		
182	D6 Right to Work	\$210,000	\$107,115	\$102,885		
185	Building a Grassroots Movement in District 3	\$330,460	\$196,247	\$134,213		
190	Controlling the Agenda in the Texas Senate	\$701,000	\$679,097	\$21,903		
193	Building Unity & Union in the Independent Telecom	\$730,230	\$197,061	\$533,169		
194	T-Mobile, Phase III	\$4,975,080	\$1,840,609	\$3,134,471		
196	Analyzing Verizon's Testing	\$150,000	\$12,863	\$137,138		
198	D1 Campaign for Low Workers (Don Basco)	\$51,500	\$42,248	\$9,252		
199	D9 Telecom	\$275,811	\$162,598	\$113,213		
T02	CableVision Phase VI	\$428,875	\$95,045	\$333,830		
T06	2015 Verizon Mobilization	\$3,413,991	\$2,873,558	\$540,433		
T07	D1 Verizon/Frontier	\$421,200	\$127,572	\$293,628		
T08	D6 AT&T Mobility	\$822,980	\$376,947	\$446,033		
T09	Verizon Regulatory	\$1,650,000	\$1,065,558	\$584,442		
T10	D1 Verizon/Wireless, Phase 2	\$449,333	\$63,408	\$385,925		

		BUDGETED	EXPENSE	BALANCE	SIF DISTRIBUTION & ADMIN FEES*	2.5% ADMIN EXPENSE
T11	D4 Benefit Changes Training	\$50,414	\$29,748	\$20,666		
T12	D4 Education of Premises Technicians	\$154,420	\$0	\$154,420		
T13	D2-13 PA Deregulation, Phase 2	\$455,000	\$47,874	\$407,126		
T14	D6 Houston Mayoral Race	\$400,000	\$361,624	\$38,376		
T15	Alcatel/Lucent Retirement	\$372,994	\$59,904	\$313,090		
T17	D2-13 PA Supreme Court	\$200,000	\$200,000	\$0		
T18	D9 AT&T Bargaining and Mobilization	\$977,500	\$86,202	\$891,298		
T19	Unity @ Mobility, Bridge	\$806,437	\$652,490	\$153,947		
T20	Unity @ Mobility, Phase 3	\$1,876,785	\$62,718	\$1,814,067		
T21	D3 KY Membership Education	\$358,644	\$39,799	\$318,846		
T22	D9 Comcast	\$17,423	\$0	\$17,423		
T23	D9 Environmental Coalition and Mobilization	\$175,350	\$0	\$175,350		
T24	Industry Analysis	\$750,637	\$0	\$750,637		
T25	D3 AT&T Benefit Changes Education	\$176,800	\$0	\$176,800		
T26	Saving Call Center Jobs From Offshoring	\$627,000	\$0	\$627,000		
T27	D3 Education of Wire Technicians	\$517,960	\$0	\$517,960		
200	Media share of SIF Distribution, 2.5% & Admin Fee				\$3,031,684	\$260,714
206	Growing News Media Membership	\$454,000	\$364,809	\$89,191		
213	CA Media Training	\$50,008	\$1,851	\$48,157		
216	CNN Post NLRB Decision	\$71,338	\$14,419	\$56,919		
218	Canadian Media – Save the CBC	\$250,000	\$192,743	\$57,257		
220	KQED	\$190,000	\$80,570	\$109,430		
221	TNG – Buffalo	\$24,950	\$6,752	\$18,198		
224	CWA/Canada – Factual TV	\$97,078	\$35,257	\$61,821		
225	Media Technology and Training	\$200,000	\$0	\$200,000		
226	Hawaii Tribune – Hilo	\$30,349	\$967	\$29,383		
227	Gatehouse Corporation	\$100,585	\$1,833	\$98,752		
228	Chicago News Guild	\$39,111	\$0	\$39,111		
229	Digital First Media	\$150,448	\$1,223	\$149,225		
230	Halifax Herald	\$10,000	\$0	\$10,000		
300	Public & Health share of SIF Distribution, 2.5% & Admin Fees				\$1,259,372	\$126,633
305	Red Cross District 13 & 1	\$59,396	\$28,422	\$30,974		
310	Prime Healthcare	\$52,466	\$37,717	\$14,749		
315	One Ohio Now, Phase 2	\$180,000	\$52,888	\$127,112		

		BUDGETED	EXPENSE	BALANCE	SIF DISTRIBUTION & ADMIN FEES*	2.5% ADMIN EXPENSE
316	D4 Indiana University	\$11,500	\$2,615	\$8,884		
321	D1 Healthcare Workers, Phase IV	\$299,600	\$32,451	\$267,149		
322	D1 Catholic Health, Phase 2	\$555,300	\$153,967	\$401,333		
323	D1 Safe Patient Handling, Phase V	\$321,570	\$0	\$321,570		
400	Manufacturing share of SIF Distribution, 2.5% & Admin Fees				\$3,624,426	\$319,747
	Solidarity Work – 1/3 Telecom, 1/3 Manufacturing, 1/3 PS NRTS	\$42,536	\$23,904	\$18,632		
402	Lean/High Performance	\$1,413,000	\$986,341	\$426,659		
406	Manufacturing Organizing Training SIF	\$500,000	\$72,939	\$427,061		
410	Green Jobs Phase 2	\$760,000	\$352,531	\$407,469		
411	IUE GE Negotiations	\$598,000	\$438,159	\$159,841		
413	Lynn MA Coalition & Political Engagement	\$114,500	\$37,960	\$76,540		
414	IUE/CWA Health & Safety, Phase II	\$290,000	\$87,203	\$202,797		
415	IUE/CWA Next Generation Mentorship, Phase II	\$221,201	\$202,788	\$18,413		
416	IUE/CWA Manufacturing Skills and Job Fair	\$183,300	\$105,431	\$77,869		
417	IUE/CWA Diversity, Phase II	\$472,050	\$125,110	\$346,940		
418	IUE/CWA Service Contract Act, Phase II	\$385,800	\$7,488	\$378,312		
419	IUE/CWA GE Retiree Fightback	\$267,000	\$46,825	\$220,175		
605	NJ Pension, Phase 3	\$273,394	\$196,110	\$77,284		
699	Public Sector/NRTS Admin Fees					
	Solidarity Work – 1/3 Telecom, 1/3 Manufacturing, 1/3 PS NRTS	\$42,536	\$23,904	\$18,632		
701	AFA Admin Fees					
704	AFA Legislative Defense & Offense	\$188,900	\$97,557	\$91,343		
705	AFA Communications for the 21 st Century	\$159,500	\$46,918	\$112,582		
706	AFA UAL	\$199,000	\$72,519	\$126,481		
800	Passenger Service share of SIF Distribution, 2.5% & Admin Fees				\$305,689	\$40,349
	TOTALS	\$38,584,245	\$18,632,622	\$19,951,624	\$23,544,586	\$2,162,084

* SIF distribution: Paid to Locals and the National Union pursuant with Convention Resolution 73A-11-1 in 2011.

NOTE- Only open SIF projects are listed in this report. Any member wishing to review a closed SIF report should contact the Secretary-Treasurer's office.

SIF BUDGET AS OF 2/29/2016

TOTAL INCOME SINCE INCEPTION 09/06-2/16	\$217,451,809
TOTAL SIF OPEN ALLOCATIONS	\$38,584,245
TOTAL SIF OPEN EXPENSE	\$18,632,62
ALLOCATED OPEN SIF BALANCE 09/06-2/16	\$19,951,624
SIF DISTRIBUTION & ADMIN FEES 12/11-2/16	\$23,544,586
2.5% ADMINISTRATIVE EXPENSE	\$2,162,084
CLOSED EXPENSES 06/06-2/16	\$105,574,298
TOTAL SIF FUND BALANCE	\$66,874,483
UNALLOCATED SIF BALANCE	\$46,922,860

SIF Campaign Successes

Telecom SIF- D9 Organizing

The D9 telecom organizing SIF placed special emphasis on training premise technicians as organizers. The training built up organizing capacity in the District and contributed greatly to the success of the DirecTV organizing win where we were able to get 1,000 signed union cards in the first four days. The premise technician organizers also helped organize DirecTV in Oregon and assisted in Alabama with New Flyer organizing.

Speed Matters

The Speed Matters SIF provided resources to support CWA's leadership role in building a successful coalition pushing the Federal Communications Commission to reform its Lifeline program to include subsidies for low-income households to support broadband service. CWA first proposed the reform when we launched the Speed Matters campaign in 2007 as an important step to close the digital divide. After many years of tireless advocacy, the FCC in 2016 adopted this critical piece of CWA's Speed Matters program.

AFA-CWA Legislative Defense and Offense

The AFA-CWA Legislative SIF provided resources to support AFA-CWA's ongoing fight for meaningful Flight Attendant rest to fight fatigue. Our *Fight for 10!* campaign has been our best organizing issue in almost twenty years. The fight for Flight Attendant rest has been a negotiating priority for our members and we are on the brink of achieving this through legislative action. We made a powerful impact on Capitol Hill through our direct presence and the thousands of Flight Attendants who backed up our rally with calls to the Senate from across the country.

IV. GROWTH FUND (GF)

The balance of the Growth Fund as of February 29, 2016, is \$21,612,547.

At the 74th CWA Convention held in April 2013 this committee recommended and the delegates approved the establishment of a new Growth Fund, which will allow us to search for better ways to change the course of our movement and nation. Beginning with the annual investment earnings from the 2012 calendar year, and going forward, one half of those earnings from the RLMRF will be invested in building CWA's ability to fight for economic justice for our members through this new

Fund. The Defense Fund Oversight Committee's responsibilities were expanded to include participation, with the Executive Board, in the approval and evaluation of requests submitted to this new Fund.

- A. The remaining investment returns will continue to accrue to the RLMRF.
- B. When the RLMRF reserves reach \$500 million, the floor shall be raised to \$400 million.
- C. Should the RLMRF reserve fall below the current floor of \$377,494,108 all investment returns shall go to the RLMRF until it is above the floor.

The Growth Fund supports and enhances the Union's movement building, organizing, leadership development, research, industry analysis and efforts to achieve economic justice, including the hiring of staff needed to provide resources for launching new and existing efforts.

Growth Fund Campaign List:

	Date Approved		As of 1/31/16	Total Project
	by DFOC	Budget	Expenses	Balance
002 - Legislative Support for Growth Campaigns - recurring Yr 3 \$161,751 Dec 2015 - Present	11/15/2013	161,751	18,398	133,515
004 - Texas State	12/11/2013	895,063	758,373	119,940
005 - Finance Industry Organizing Phase 2	4/3/2015	722,122	508,304	142,714
007 - Retiree	1/31/2014	471,500	283,471	181,940
009 - Manufacturing	2/21/2014	995,656	608,725	348,665
011 - Legislative & Political	4/11/2014	4,542,000	3,962,369	131,869
012 - Ohio	5/13/2014	645,562	276,381	369,181
013 - California	6/10/2014	705,124	373,494	317,249
014 - Industry Analysis and Information	7/23/2014	470,000	463,580	6,420
015 - STOP the TPP	1/2/2015	3,419,000	2,543,011	833,020
016 - CWA Canada - Building A Student Movement	1/2/2015	300,000	55,025	244,975
017 - CWA Website	1/16/2015	425,500	109,398	306,134
018 - Canada CMG Freelance	3/27/2015	95,102	14,987	80,116
019 - Next Generation	3/30/2015	466,500	127,929	313,259
020 - Media Phase 2	4/17/2015	228,676	82,342	142,383
021 - New York, Phase 2	5/1/2015	656,516	323,087	313,443
022 - Missouri	5/8/2015	297,900	55,516	233,226
023 - Growing the Union at ESPN and NBCSN	7/10/2015	250,000	46,295	194,842
024 - Human Rights, Phase 2	7/31/2015	1,158,500	881,573	240,220
025 - Digital Media Organizing	7/31/2015	478,626	97,833	365,648
026 - CWA Stronger, \$43,107 + 932,895	9/25/2015	976,002	139,624	822,084
027 - Legislative LPAT	10/2/2015	1,970,000	120,344	1,821,268
028 - Presidential Election 2016	10/2/2015	2,974,000	0	2,778,285
029 - Anti-Wall Street	11/20/2015	1,414,170	67,000	1,324,316
030 - Ski Industry	11/20/2015	98,345	823	80,553
031 - New Jersey, Phase 2	12/11/2015	860,975	16,074	807,120
032 - CWA App, Phase 2	12/18/2015	358,000	12,300	350,848
033 - D3 Passenger Service	2/12/2016	965,202	0	965,202
034 - CWA Database & Dues Processing	2/26/2016	2,798,568	0	2,798,568
Closed Projects		3,863,610	3,219,718	643,892
Total		33,663,970		17,410,892

Total Income for 2012 Investment Proceeds:	\$12,622,500.00
Total Income for 2013 Investment Proceeds:	\$14,083,500.00
Total Income for 2014 Investment Proceeds:	\$10,345,000.00
Total Income for 2015 Investment Proceeds:	-0-
Total Income	\$37,051,000.00
Total Allocated	\$33,633,970
Bank Fees	\$1745
Total Unallocated	\$4,029,176

GF Campaign Successes

Stop TPP

The commitments made by CWA in the fight to defeat the TPP were critical in getting us to the point where this top priority of the corporations, global 1% and the Obama Administration appears to currently be on life support and fading fast. While we were unsuccessful in defeating the fast track legislation that greases the track for expedited passage of TPP, the broad movement we helped build against this trade agreement has been successful in delaying its approval by Congress and further building on public opposition. The funds provided were critical in putting CWA members front and center in this fight. It was the CWA membership and LPATs that built the broad progressive coalition in communities all across the country necessary to build opposition to the TPP. We were also able to push critical research and issues into the broader public debate including in the presidential campaign. We were also able to provide resources to smaller progressive organizations that lifted up not only worker voices but also the immigrant community, environmentalists, faith groups and consumer rights advocates. Most importantly, the campaign we led supported and created a much broader and deeper progressive infrastructure that is still in place and growing today as we continue the effort to defeat the TPP. The fact that three years after the forces for the TPP began their campaign to push it through, and almost one year after passage of fast track trade authority, the TPP is still nowhere near being approved, this is a major accomplishment and victory. Never before have we been able to unite labor to one agenda.

Jobs to Move America

The Jobs to Move America campaign saw two major breakthroughs this year. The campaign was successful in getting Chicago and Sacramento to include language incentivizing unionization into their manufacturing RFP or bidding process. The campaign has also received a verbal commitment from IG Metall (Manufacturing Global Union) and Siemens that they will sign an agreement providing access and neutrality. Once we get this agreement in writing it will help us build on the union workforce we currently have at Siemens.

Next Gen

The Next Gen campaign has through its work expanded the active participation of younger workers engaging over 2,000 members 35 and under. Next Gen has held over 50 student debt clinics at locals and worksites which have brought more than 300 young CWA members participating for the first time in the union while learning how to save hundreds of dollars. The Next Gen activists have also hosted phone banks in 8 Districts/Sectors and generated over 1,000 calls for the Bernie Sanders Campaign.

Respectfully Submitted,

The Defense Fund Oversight Committee

Ken McNamara, District 1
James Gardler, District 2-13
Keith Patterson, District 3
Edwin Phillips, District 4
Nancy Brown, District 6
Cecilia Valdez, District 7

Joan Gifford, District 9 – Vice Chair
Arthur Cheliotas, Public Workers - Chair
John Lewis, IUE-CWA
Jeffrey Heisey, Airline Sector
Bill O'Meara, Media Sector