

FIRST DAY

Sunday, September 8, 2013

The 27th Constitutional Convention of the American Federation of Labor and Congress of Industrial Organizations was called to order in the Los Angeles Convention Center in Los Angeles, commencing at 3 p.m., María Elena Durazo, executive secretary-treasurer of the Los Angeles County Federation of Labor, presiding as temporary chairperson.

TEMPORARY CHAIRPERSON MARÍA ELENA DURAZO: Sisters and brothers, the 2013 AFL-CIO Convention will now come to order. *(Applause)*

Welcome to Los Angeles.

“¡Bienvenidos a La Ciudad de Nuestra Señora de Los Angeles!”

When you think of Los Angeles, I bet two things come to mind: Our beaches and movie stars.

I want you to know that our beaches are guarded by union lifeguards. And our movie stars are proud union members too, along with an army of skilled craftspeople behind the camera. *(Applause)*

So while you're here, have fun, enjoy the sun, see the sights and come with us on Tuesday night to see the best team in baseball, the Los Angeles Dodgers! *(Cheers and boos)*

That's right, wherever you are. But I've got to tell you, that which side you are on could be as much about sports as it is about the class war.

But it's a real-life class war we find ourselves in as we meet here in this great convention.

Corporate America and the right-wing extremists like the Koch brothers continue to drive down the standard of living of American workers bit by bit by bit when they plan to destroy our movement.

The Koch brothers may have a plan to destroy us, but like Mike Tyson once said about his boxing opponents, “Everybody's got a plan until I hit 'em in the face.” *(Laughter)*

There are a few rounds left in the fight for the heart and soul of our country.

Our country is the Wisconsin worker uprising. We had the privilege to be a small part of that. With just 48 hours notice, we sent an entire planeload of rank-and-file workers and community activists to participate in the occupation of that capital.

I'll never forget that Wisconsin chant, “This is what democracy looks like!”

We sent 80 union members from L.A. to Ohio to beat back the Kochs' anti-labor ballot initiative.

When immigrants were under attack in Arizona, we sent seven busloads of workers to Phoenix.

When miners were locked out of the Rio Tinto borax mine, 120 miles away in the middle of the Mojave Desert, we organized an emergency caravan of 250 cars and trucks and brought food to the miners and their families. *(Applause)*

That's just a little picture of what we've done in Los Angeles. And you, brothers and sisters, have done similar things in cities and in states all across this country. There's a lot of fight left in the American labor movement, and there sure as hell is a lot of fight left in us as we push for a path to citizenship for our country's immigrants. *(Applause)*

At the L.A. Federation of Labor, we made a conscious decision to link the struggle for immigration reform with organizing workers. At the beginning of this summer we hired 20 young immigrant students, most of them Dreamers. We partnered with a handful of our unions engaged in active unionizing campaigns in a variety of industries.

Our young student organizers wake up early in the morning to meet nonunion immigrant workers at their jobs in hotels, in carwashes, in construction sites and in grocery stores. In less than four months these young people have gotten 2,000 contacts! *(Applause)*

Brothers and sisters, let's take the same spirit, the same determination of these young Dreamers into this convention and emerge as a stronger voice for all of America's workers.

Welcome to L.A.! *(Applause)*

Now, please stand for the presentation of the colors by the United Firefighters of Los Angeles City Local 112.

...United Firefighters of Los Angeles City Local 112 presented the colors.

DURAZO: Brothers and sisters, please remain standing for the singing of our National Anthem by Stephanie Reese.

...The National Anthem of the United States was sung by Stephanie Reese. (Applause)

DURAZO: Thank you, Stephanie. *(Applause)*

It is now my privilege to introduce the Archbishop of Los Angeles. He has distinguished himself serving the Latino communities of Mexico and Texas and as a national leader in a number of the church's most important campaigns and initiatives. He has also emerged as a champion of the immigrants in our midst.

When the history of modern L.A. is written, one of its proudest chapters will record how, beginning in the '90s, L.A. Labor and the church steadfastly stood time after time against bigotry and oppression by championing the cause of immigrants and immigrant workers.

In a book he recently wrote, the archbishop told of how, as a child, he went back and forth over the border from his home in Mexico to visit his uncle in San Antonio, so that he scarcely distinguished between Mexico and the U.S. He is working hard with us to pass the bipartisan immigration reform bill with its path to citizenship.

In a recent sermon, the archbishop asked us to think of immigrants as souls and not statistics. "We are talking about fathers who, without warning, won't be coming home for dinner tonight," the archbishop said.

With approximately 5 million professing members, the Archdiocese of Los Angeles is numerically the single largest diocese in the United States, with church services offered to 72 different ethnic groups.

Sisters and brothers, please join me in giving a warm labor movement welcome to the archbishop of Los Angeles, the Most Reverend José H. Gomez. *(Applause)*

INVOCATION

MOST REVEREND JOSÉ H. GOMEZ Los Angeles Archdiocese

Thank you, María Elena. Good afternoon everyone, and welcome to Los Angeles. We are at a serious moment in the life of our country. As we know, our leaders in Washington seem to be getting ready to make a decision against the Syrian regime for using chemical weapons

against its people. The Catholic Church does not believe that violence is the right answer to these atrocities: Proportionate ceasefire negotiations.

Yesterday, at the Cathedral of Our Lady of the Angels in Los Angeles, we joined Pope Francis and all Catholics all around the world in observing a day of prayer and fasting for peace. So we need to keep the innocent people of Syria in our hearts today, and we need to pray for peace everywhere beginning with peace in our whole hearts.

Today is also a day that the Catholic bishops in the United States have asked to be a day of prayer for immigration reform. As you know, Congress comes back this week to debate this issue, so we need to keep that in our prayers, too. I want to commend all of you for your work on this issue. In my opinion, the immigration reform is the great human rights test of our time. For me, our national debate with immigration is a great struggle for the American experience and the American soul.

So we need to keep working together, my dear friends. We need to be the conscience of our nation. I am grateful for the invitation today. I am happy to be here to renew our friendship. As you know, the Catholic Church has always strived to better the workers, here in Los Angeles and everywhere in the world. That commitment will always continue.

So, now, let us settle our hearts and minds. May God's blessings be upon us as we keep working together for human dignity and justice and peace. So let us pray.

God, we thank you for the gift of life that makes us all sisters and brothers.

Father, we thank you for the gift of work. Give us love for those that do not have work, and those who do not have enough work.

Give us faith as a society where every worker is treated with dignity and the economy works for the common good.

Give us hope, Lord, that God's gifts are shared—especially your gift of peace.

Father, give us the strength to work together to meet the challenges we face in our commitments, to build strong marriages and healthy families, teach good values to our children.

Give us courage to defend the sanctity of human life and to stand with anyone who is suffering.

Father of wisdom, we pray that you guide us as we seek to have comprehensive immigration reform now so we can continue to build an America that lives up to its beautiful promises of liberty, equality, opportunity and justice for all.

Dear God, we trust in your holy strength of love, and the love for anyone. And we ask all these things through your son, Jesus Christ. Work with human hands and love with our human heart. Amen. *(Applause)*

DURAZO: Thank you, Archbishop José Gomez.

You know, not too many people can say they beat the Koch brothers. Our next speaker has beaten them twice. In 2012, the Koch brothers and other ultra-rich, ring-wing extremists put a Wisconsin-style anti-labor initiative on the California ballot.

Under the leadership of our next speaker, California voters defeated the Koch ballot initiative by 13 points. *(Applause)*

Now he did that at the same time we passed a ballot initiative to tax the rich. *(Applause)*

And then last, but not least, when the Koch brothers announced they wanted to buy the L.A. Times and the other papers in the Tribune chain, he organized a fight back that took us from the streets to pension funds. Just a few weeks ago, in a very rare move, the Kochs spoke

publicly and announced they were no longer interested in buying the L.A. Times and the other Tribune papers. (*Applause*)

Sisters and brothers, please welcome the leader of the California Labor Federation, representing 2 million unionized workers, Art Pulaski. (*Standing ovation*)

ART PULASKI

Executive Secretary-Treasurer, California Labor Federation

Thank you, María Elena Durazo, my friend and partner in building power for working people in California where we all, the best unions and the best labor councils anywhere, where we all beat the Koch brothers together. (*Applause*)

Then we thanked them. We thanked them for being the best organizers we had to mobilize our members when they went to the polls. They said, “Well, since we’re here, we might as well take the defense and turn it into the offense.” Right?

Well, so they passed two-thirds majority in both houses in the legislature, we won four additional Democratic congressional seats in California, and then we passed Prop 30, the measure to tax the millionaires.

So thank you to the Koch brothers. Maybe you’ll come back and visit us again some day.

So I’m honored to be here with some friends to welcome this assembly, this assembly of the best leaders, the best organizers and the best freedom fighters for economic justice anywhere on the globe. Congratulations! We’re delighted we’re here, we’re honored you are here.

So these are just a few of my friends here from the 110,000 new union members who organized and joined the union last year in California.

I’d like to introduce them to you. (*Applause*)

Jeanine Wakehouse, AFSCME United Nurses. (*Applause*)

Juan Echevarria, from the Carwash Workers, USW. (*Applause*)

Susana Garcia, you’re not here.

Prince Jones, you’re not here.

Adriana Diaz, IBW 47. (*Applause*)

Marc Bender and Matthew De Carolis from AFSCME 946. (*Applause*)

Martha Mendez, Raquel Miranda, Marcos Gurubel and Irma Garcia, all from UFCW 770 here in L.A., and Damian Gomez from SAG-AFTRA. (*Applause*)

They don’t just represent our labor movement. They define it. They are our heart and soul.

No one knows that better than this man. In 1989, the Pittston Coal Company took health care away from retirees, the disabled and widows of the miners.

This young Mine Workers president named Rich Trumka took his members into a tough 10-month street fight with company goons, the courts and the state police all opposing him.

He said to his members, “Let’s throw out all those restraining orders. Let’s get back to the basics. Let’s fight like hell.”

When the dust was settled, with sheer force of will and the dynamic leadership of one of the most dynamic leaders we will ever know, they won. I think that history will show that he is leading labor now through one of our most challenging times and will win again.

He's taking on anti-union CEOs, right-wing sons of billionaires who have never had a pink slip, a giveback or a setback in their lives. He can take on a struggle to the streets or beat the opponent in a primetime TV debate.

But on the way you'll watch Rich Trumka and he'll always stop to pay attention to a disadvantaged kid or a struggling single mom. He's also leading the fight nationally for immigrant rights.

Now, with this convention, he is setting us on a course to build our strength for the fights ahead. So please welcome the man who will lead the way to organize more members, to build more power, to win more battles and to set this country on a new path, where together we will reclaim the American dream for everybody.

Please welcome our leader, my friend, our friend, our brother, the president of the AFL-CIO, Rich Trumka. (*Standing ovation*)

WELCOMING ADDRESS

RICHARD TRUMKA President, AFL-CIO

Thank you. Thank you. Thank you. I want to thank you, Art, and I want to thank you, María Elena, and I want to thank you for your warm welcome to the wonderful city of Los Angeles.

You see, we're here together for what I believe will be one of the most important and historic gatherings of our lifetime. It comes at a time of economic and political turmoil. The people who are the heart and the soul of America are in trouble. Jobs are scarce. Wages are flat-lining. Benefits are disappearing. Job quality is eroding, and prospects are dimming for our children and our grandchildren.

For four decades, Wall Street and corporate America have been gaining power over the economy and over workmen and women. This has not been some accident of nature. Powerful corporations are forcing down wages and benefits across industries and across sectors. Politicians and policy makers are doing their bidding.

Regular working people have not had so little voice in a very long time. But it's still too much for the deep-pocketed ideologues who are moving anti-voter and anti-worker initiatives in state after state.

And America's labor movement, key to the revival of the middle class and the restoration of America's leadership position in a global economy, is in peril. This is a seminal moment.

We are here together to seize it. This is where we confront the truth of what we have to do to build shared prosperity and to build a new working-class movement. This is where we come together with workers who are standing up from North Carolina to New York, from Milwaukee to the Bay area, from taxi stands to tobacco fields, from schoolrooms to factories, and make the decisions to shape our movement into a broader, stronger, more modern and effective force for all working people now and into the future.

Now, this convention doesn't begin today, and it will not end on Wednesday, not if we expect to succeed. See, the convention is an ongoing process. Since March, we've been gathering the best ideas for transforming our movement from people who belong to unions and from people who don't, from community partners and activists, academics, progressive leaders and many others. These have been our listening sessions, online and in person, reaching thousands and thousands of people from literally every walk of life.

Now, let me see some hands of who here has held a listening session, or taken part in one, or joined the online discussions on websites and Facebook and Twitter, please raise your hand right now. (*Delegates raise hands*)

Looking good. And we heard you. Throughout this convention and in the plaza outside this hall, you'll see some of what you said on display screens.

The listening sessions have been just one of the strategies that we've employed to develop the resolutions we will consider at this convention. We also have had the benefit of the best ideas, commitment and hard work of more than 100 diverse and dynamic union and community leaders and activists on these three unique convention program committees—the Committee on Growth Innovation and Political Action, the Committee on Shared Prosperity in the Global Community, and the Committee on Partnerships and Grassroots Power, appointed in consultation with our Executive Council. Now, let me thank every one of those committee members, and especially the chairs, for what you've done.

You see, this first-time-ever approach we've taken to this convention guarantees that the decisions we make here this week, and they will be big decisions, are guided by representatives of the broadest, most diverse ranks of working people possible.

The ideas and the energy that will drive the rebirth of the labor movement will be on the table here this week.

At this convention we have with us Jim Slaughter as our parliamentarian. Now, Jim, who works with many of your unions, is an attorney, Certified Professional Parliamentarian, Professional Registered Parliamentarian, and the author of two books on parliamentary procedure.

Jim, could you please stand so that everyone will know who's actually running the show up here? (*Applause*)

Good to see you, buddy, and thank you.

You see, we have several days of important business ahead of us at this convention, and we may have some vigorous debate. In keeping with our democratic values, I urge everyone here to help make this an orderly convention with each one of us showing the respect that's due the trade union brothers and sisters.

In keeping with the purposefully inclusive approach to this convention, you will notice that our convention hall is set up quite a bit differently than in the past. Solidarity Partners, allies from outside the movement who share our values and share our commitment, are seated here, too. And union leaders are seated with their delegations rather than being isolated up here.

Now, not all of the convention will be concentrated at this podium. You'll see three microphone areas out there in the hall. That's where much of the action and much of the debate will take place.

Now, these seating arrangements require me to remind you that when a vote is taking place, only official delegates may vote, whether it's a voice vote or other form of vote. I'll ask our Solidarity Partners and other guests to remain seated, and as tempting as it may be to take part in the vote, please remain quiet during a voice vote.

Now, as we conduct debate, those of you who will speak from the floor should be aware of the lighting system on the three microphones out there. As we'll hear in the Rules Committee report, there will be a limit on debate time so that everyone can get a chance to speak.

When you begin speaking, the light will be green. When you have two minutes remaining on your three-minute limit, the green light will be blinking. The yellow light will

turn on when you have one minute remaining, and the red light comes on when you've hit the three-minute limit.

Now, another difference in this year's convention is our use of technology. Now, you'll find everything you need on our convention website, which has been optimized to be easily used on your smart phones. So you can get out your smart phone right now, or your tablet now, and if you haven't already, bookmark this page: www.aflcio2013.org. There you'll have no trouble finding convention materials. The Executive Council Report to the Convention, coverage of the convention, and much, much more will be on that website.

A second aspect of our higher-tech approach this year, above me on the big screen you'll see a Twitter feed. I encourage all of you to tweet while you're here, using the hashtag #aflcio13. Let me repeat that, it's #aflcio13. If you're not used to tweeting, and would like to learn, you can visit the Online Digital Strategy booth in the exhibit area and you can get a quick and easy how-to.

There's one more point that I want to make about the convention. Every day from 12:30 until 2, you'll have the opportunity to take part in Action Sessions. You can choose from 48 sessions on every topic that you could hope to investigate, from using art in organizing to the global economy and large-scale organizing. I really, really, really urge you to take advantage of these sessions, because every one of them is designed to provide something new for you to take home with you and then put to work.

As I said earlier, this is an important and even historic convention, and I have to tell you, I truly look forward to working with you during these next couple days. Then I truly look forward to putting what we do here these next couple of days into action all the way down the road.

I really appreciate all of you being here and all you've done.

Now, I would like to call on my brother, Cecil Roberts, chair of the Credentials Committee, for the Credentials Committee report.

Cecil.

REPORT OF THE CREDENTIALS COMMITTEE

VICE PRESIDENT CECIL ROBERTS, Mine Workers: Good afternoon.

Oh, come on. Good gracious. Asleep already? Good afternoon.

...Delegation shouted, "Good afternoon!"

ROBERTS: I asked Rich if I could, this afternoon, bring a pickup truck and park it there where I could speak out of the back of it, because I do my best speaking out of the back of a truck, not at this fancy podium here.

But I want to thank Rich for this wonderful honor to be, once again, the chairman of the Credentials Committee. I'd like to take a moment, if I might, and thank my co-chair, Brother Fred Redmond, along with Brother Larry Hanley, Brother Matthew Loeb, Sister Laura Reyes, Sister Veda Shook and Brother Bruce Smith.

Give those brothers and sisters a round of applause, please. *(Applause)*

Before we get into the official report, I'd like to make a few comments and observations, if I might. I would like to take you back to 2005 in Chicago, if I may.

That was an interesting time, to say the least. We had a number of unions choose to leave the AFL-CIO, but we did not stop fighting. We stood in solidarity and unity and had a vigorous debate. One of the main topics of that Convention was inclusion and diversity.

We passed a resolution at that Convention in Chicago that by 2009, our Convention would reflect the actual membership of the AFL-CIO affiliated unions. And we pledged to one another that we would bring to the 2009 Convention a delegation from every affiliated union that reflected what we stood for.

I want to remind you that we were extremely proud of ourselves in 2009 when 43% of our delegates at that Convention were either women or persons of color.

We should applaud that right now because that's what we stand for. *(Applause)*

But I've got better news today. I want to thank, first of all, the leadership of the AFL-CIO for shining the light in the proper direction here. Forty-six percent of the delegates that are on this floor today to start this Convention are either people of color or women. That calls for a standing ovation, brothers and sisters. *(Standing ovation)*

This labor movement recognizes that whether we're gay or straight, whether we're male or female, whether we're red or yellow, or black or white, we know that we're all precious in God's sight. *(Applause)*

If you would allow me a moment of personal privilege, I spent the day at the diversity conference and listened. Because when you get as old as I am, you ought to listen to what folks got to say instead of trying to tell them what you think. It was very informative.

But I think President Trumka would agree, and Secretary-Treasurer Shuler would agree, that we need to recognize one person for the way she's led this movement to try to make us more reflective on what we stand for, and for the makeup of our delegates to be the folks who make up this movement, whether we're a woman, a person of color, or where we're from, whether we're gay or straight, and that person is Arlene Holt Baker, our executive vice president.

If you'd give her a round of applause, I'd appreciate it. *(Standing ovation)*

Before we move much further, I would like to take a moment to thank many of you in this hall today who stood with the United Mine Workers over the course of the last six months in our terrible, difficult struggle with Patriot Coal, Peabody and Arch. Many of you've been to jail with us and come to our rallies.

Rich was at the March on April the 1st in Charleston, West Virginia, which was the largest demonstration of any type in the state of West Virginia in over 40 years.

My friend Arlene was arrested in Fairmont with us. Liz Shuler has continually said to me, "Anytime you need me, I will be there for you."

And I want to thank the leadership of the AFL-CIO, and all of you, and God bless all of you for the help you've given us. *(Applause)*

Let me give you a little bit of direction with respect to the diversity rule. The Credentials Committee examined the makeup of all the unions that submitted credentials, and we have found that every single affiliate has met the requirements of the diversity provision.

However, if you look at Rule 10 that I think you have on your desk, with respect to the Credentials Committee, it says that any delegate can challenge the makeup of any of the delegations that are here today. It doesn't have to be your delegation.

Someone from AFSCME could look over in the UMWA delegation and say, "Just doesn't quite look right to me because I think there ought to be more women there, or persons of color," and vice versa. We could look over at AFSCME and say the same thing.

I can tell you that we have examined it closely. You will not find any violations. However, you have a right to register a protest with respect to that, raise an objection, if you choose to do that, as a delegate.

You do not go to the mike and do that. You must go to the registration desk and inform the staff at the registration desk that you want to make this a complaint with the Credentials Committee itself.

I know that someone's looking at these credentials as we stand here right now and saying, "Somebody spelled my name wrong. They have my address wrong," or something along those lines. That is not the opportunity for you to go to the mike and point that out. All you have to do is go to the registration desk and notify someone there and the Credentials Committee will correct that for you.

When we pass a motion today to accept these credentials, it takes us to tomorrow morning. It doesn't take us to the end of the convention. This is the last time you'll see me here because we believe in sharing on the Credentials Committee. Tomorrow my co-chair will be here, and each day we will alternate the person who will present the report to you.

Anytime that you need to make a change with respect to your makeup of your delegation, all you've got to do is go right to the place that you registered.

So with that, Mr. Chairman, I would like to, at this point in time, to move and report the actual makeup of the body here today.

Mr. President, the Credentials Committee has examined and approved the credentials of over 580 delegates representing 55 national and international unions and organizing committees, five trade and industrial departments, 49 state federations, 153 area labor federations and central labor councils, and directly affiliated NEA locals.

We also have examined and approved the credentials of 276 alternate delegates.

As of noon today, Mr. Chairman, to ensure the maximum participation at this convention, we have also approved the credentials of 43 delegates whose credentials came to this body late.

We did not have to do that, but we erred on the side of the delegates because most of the problems with the credentials were not their problems, it was because someone mailed the credentials late, didn't do what they were supposed to do online. So we said, "Let's seat these delegates." They made the trip to Los Angeles and we believe in inclusion, not exclusion.

But, however, we did have seven directly affiliated local unions who were in arrears with respect to their per capita tax, and they will not be seated at this convention, and it is my belief that they are not here.

I would like to take one more moment to say something to you that I think is very important that we should recognize.

The 2005 Convention, a number of unions did leave. But I think we should applaud the leadership of the AFL-CIO, because three of those unions have come home. And over the course of time since, mostly between 2009 to today, and they're here with us today from the Laborers union, my good friend Terry O'Sullivan. I look out in the crowd and I've known him for 40 years. I'm going to give his age away in a minute if I'm not careful. They're back here with us.

HERE was back at the last convention.

Our brothers and sisters from the Food and Commercial Workers, they're not here as a delegation, but their president and one other delegate is here today, and we should be proud that we've brought home three of these unions. *(Applause)*

With that, Mr. Chairman, the committee moves for adoption.

TRUMKA: It's been moved and seconded to adopt the report of the Credentials Committee. Is there any discussion?

Seeing none. The question is on the adoption of the report of the Credentials Committee. Those in favor of the report, signify by saying aye. Opposed, by saying no.

The Credentials Committee report is adopted.

Thank you very much, Cecil. And thank you very much to the members of the Credentials Committee.

(The full report of the Credentials Committee follows; included are delegates registered by their organizations as of September 8, 2013.)

INTERNATIONAL UNIONS

Actors' Equity Association—Ira Mont, Paige Price, Melissa Robinette, Nick Wyman—**14,311** votes

Air Line Pilots Association—James Anderson, William Couette, Michael Donatelli, Donald Moak, Michael Robbins—**41,483** votes

Air Traffic Controllers Association, National—Patricia Gilbert, Barry Krasner, Michael MacDonald, Paul Rinaldi—**15,507** votes

American Federation of Government Employees—J. David Cox, Roy Flores, Keith Hill, Eugene Hudson, Dorothy James, Jane Nygaard, Arnold Scott, Gerald Swanke, Augusta Thomas, Derrick Thomas—**275,748** votes

Automobile, Aerospace, & Agricultural Implement Workers of America, International Union, United—Gary Casteel, Charissa Fields, Wendy Fields-Jacobs, Mark Haasis, General Holiefield, Norwood Jewell, Gerald Kariem, Robert King, Ron McInroy, Dennis Williams—**372,412** votes

Bakery, Confectionery, Tobacco Workers and Grain Millers, International Union—Joyce Alston, Steven Bertelli, Shad Clark, David Durkee, Felipe Lopez, James Rivers—**68,511** votes

Boilermakers, Iron Ship Builders, Blacksmith, Forgers and Helpers, International Brotherhood of—J. Tom Baca, Cecile Conroy, William Creeden, Robert Godinez, Newton Jones, Bridget Martin—**57,196** votes

Bricklayers and Allied Craftsmen, International Union of—Carlos Aquin, James Boland, Timothy Driscoll, Laurel Harris, David Jackson, Henry Kramer, Gerard Scarano—**76,250** votes

California School Employees Association—Michael Bilbrey, Cheryl Carter, Manuel O'Campo, Clyde Rivers, Delores Rodriguez, Don Snyder, Ben Valdepena—**116,724** votes

Communications Workers Of America—James Clark, Larry Cohen, Ronald Collins, Claude Cummings, Yvette Herrera, Annie Hill, Bernie Lunzer, Laura Reynolds, Nestor Soto-Lopez, Gregory Wynn—**459,527** votes

Electrical Workers, International Brotherhood of—Dean Apple, Rachel Bryan, Jasmine Bush, Sam Chilia, Mike Compton, Christopher Erikson, Frank Grijalva, Edwin Hill, Gary Kelly, Larry Langley, Billy Powell, Robert Prunn, Bryan Stage, Rick Thompson—**569,866** votes

Elevator Constructors, International Union of—James Bender II, Frank Christensen, Larry McGann, Patrick McGarvey—**22,485** votes

Operating Engineers, International Union of—Russell Burns, James Callahan, Michael Gallagher, Brian Hickey, Greg Laveve, Daniel McGraw, Louis Rasetta, William Waggoner—**280,000** votes

Farm Labor Organizing Committee—Baldemar Velásquez—**1,836** votes

Fire Fighters, International Association of—James Ferguson, Gaylynn Jordan, Frank Lima, Mike Lopez, Thomas Miller, Mahlon Mitchell, A. Mullane, Lou Paulson, Harold Schaitberger, Ricky Walsh—**260,000** votes

Glass, Molders, Pottery, Plastics & Allied Workers International Union—Donald Carter, Randy Gould, Charles McIntyre, Bruce Smith, Wanda Williams—**27,269** votes

Heat and Frost Insulators and Allied Workers, International Association of—James Grogan, Thomas Haun, Terry Lynch, James McCourt—**18,311** votes

Iron Workers, International Association of Bridge, Structural, Ornamental and Reinforcing—Eric Dean, Angel Dominguez, Jay Hurley, Marvin Ragsdale, Joe Standley, Edward Walsh, Walter Wise—**75,036** votes

Laborers' International Union of North America—Rocco Davis, Oscar De La Torre, Terrence Healy, John Hegarty, Vincent Masino, Terry O'Sullivan, John Penn, Raymond Pocino, Sergio Rascon, Armand Sabitoni—**301,861** votes

Letter Carriers, National Association of—Ingrid Armada, Jane Broendel, Denise Brooks, Lloyd Doucet Jr., Eloise Foster, Anita Guzik, Stephen Hanna, Charles Heege, Fredric Rolando—**183,438** votes

Longshoremen's Association, International—Dennis Daggett, Harold Daggett, Benny Holland, Stephen Knott, Gerald Owens—**38,901** votes

Machinists and Aerospace Workers, International Association of—Gary Allen, Tom Buffenbarger, James Conigliaro, Philip Gruber, Shelley Kessler, Robert Martinez, Sito Pantoja, Robert Roach, Lynn Tucker, Rickey Wallace—**268,122** votes

Marine Engineers' Beneficial Association—Matt Dwyer, Michael Jewell, Dave Nolan—**20,384** votes

Mine Workers of America, United—Shirley Inman, Tanya James, Daniel Kane, Judy Medley, Cecil Roberts, Donnie Samms—**65,000** votes

Musicians of the United States and Canada, American Federation of—Sam Folio, Raymond Hair—**7,200** votes

National Nurses United—Michael Beshears, John Borsos, Audel Contreras, Turusew Gebedu-Wilson, David Mallon, Sophia Mendoza, Ben Snyder, Elizabeth White—**144,434** votes

New York Taxi Workers Alliance—Bhairavi Desai—**1,223** votes

Novelty and Production Workers, International Union of Allied,—Mark Spano, Steve Torello—**10,300** votes

Office and Professional Employees International Union—Michael Goodwin, Richard Lanigan, Green Lewis, Mary Mahoney, Tim Sullivan, Becky Turner, Nancy Wohlforth—**103,575** votes

Painters and Allied Trades of the United States and Canada, International Union of—William Candelori, George Galis, Davon Lomax, James Reid, Kenneth Rigmaiden, James Williams—**71,920** votes

Plasterers' and Cement Masons' International Association of the United States and Canada, Operative—Patrick Finley, Earl Hurd, Thomas Mora, Michael Moylan, Daniel Stepano—**40,000** votes

Plumbing and Pipe Fitting Industry of the United States and Canada, United Association of Journeymen and Apprentices of the—Gary Cook, Bruce Dantley, William Hite, Robert Lamb, Mark McManus, Anne St. Eloi, Sid Stolper, Ricky Terven, George Vasquez—**219,800** votes

Police Associations, International Union of—Kevin Boyle, Samuel Cabral, Thomas Jordan, John O'Keefe—**14,890** votes

Postal Workers Union, AFL-CIO, American—Judy Beard, Sue Carney, Mike Foster, Omar Gonzalez, Gary Kloepfer, Elizabeth Powell, Keith Richardson, Joyce Robinson, Rob Strunk—**220,000** votes

Professional and Technical Engineers, International Federation of—Dean Coate, Gay Henson, Gregory Junemann, Debbie Logsdon, Gerald Newsome, Paul Shearon—**51,247** votes

Professional Athletes, Federation of—DeMaurice Smith—**1,484** votes

Radio Association, American—Cliff Walker—**40** votes

Roofers, Waterproofers and Allied Workers, United Union of—Robert Danley, Thomas Pedrick, Kinsey Robinson, Douglas Ziegler—**17,055** votes

School Administrators, American Federation of—Wendi Caporicci, James Dierke, Ernest Logan, Diann Woodard—**12,631** votes

Screen Actors Guild-American Federation of Television and Radio Artists—Amy Aquino, Catherine Brown, Jim Ferguson, Mike Hodge, Ken Howard, Clyde Kusatsu, Roberta Reardon—**100,000** votes

Seafarers International Union of North America—Thomas Bethel, Dean Corgey, David Heindel, Gunnar Lundeberg, Kermet Mangram, Nick Marrone, Anthony Poplawski—**84,245** votes

Sheet Metal Workers International Association—Charles Henson, Linda Jaloma, Richard McClees, Luther Medina, Joseph Nigro, Joseph Sellers, Arthur Tolentino—**85,000** votes

Signalmen, Brotherhood of Railroad—Jerry Boles, Mark Ciurej, Dan Pickett—**10,083** votes

Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, International Alliance of Theatrical—Michael Barnes, J. Walter Cahill, Thom Davis, Michael Miller, Deborah Reid, Emily Tao, James Wood—**80,023** votes

State, County and Municipal Employees, American Federation of—Henry Bayer, Paul Booth, Linda Canan Stephens, David Fillman, Kathleen Garrison, Raglan George, Mattie Harrell, Salvatore Luciano, Kathryn Lybarger, Roberta Lynch, Glenard Middleton, Doug Moore, Henry Nicholas, Johanna Puno Hester, Laura Reyes, Joseph Rugola, Lee Saunders, Shelley Seeberg, Mary Sullivan, Braulio Torres, Dorothy Townsend, Naomi Walker, Jessica Weinstein, Jeanette Wynn—**1,320,328** votes

Steelworkers, United—Gary Beevers, Roxanne Brown, Leo Gerard, Holly Hart, Carol Landry, Robert LaVenture, Connie Mabin, Ken Neumann, Guillermo Perez, Fred Redmond, John Shinn, Maria Somma—**436,323** votes

Teachers, American Federation of—Linda Bridges, Kathy Chavez, Lee Cutler, Kathleen Donahue, David Gray, Judy Hale, David Hecker, Richard Iannuzzi, Lorretta Johnson, Dennis Kelly, Ted Kirsch, Francine (Fran) Lawrence, Dan Montgomery, Michael Mulgrew, Maria Neira, Ruby Newbold, Joshua Pechthalt, Sandra Schroeder, Adam Urbanski, Randi Weingarten—**1,107,642** votes

Transit Union, Amalgamated—Freda Braylock, Antonette Bryant, Paul Harrington, Roland Jeter, James Lindsay, Javier Perez—**119,571** votes

Transport Workers Union of America—Sandra Burleson, Cassandra Gilbert, Harry Lombardo, Gary Maslanka, John Samuelson—**90,000** votes

Transportation Union, United—John England, Alvy Hughes, Bonnie Morr, John Previsich, Robert Resendez, James Stem—**60,343** votes

Transportation Communications International Union/IAM—Ron Kloos, Cathleen Parker, Joel Parker, Robert Scardelletti, Mark Taylor—**37,202** votes

UNITE HERE—Jo Marie Agriesti, Debbie Anderson, Brigette Browning, Eric Clinton, Tho Do, D. Taylor, Rachel Torres, Leain Vashon, Donald Wilson—**226,500** votes

Utility Workers Union of America—Gerardo (Jerry) Acosta, Reggie Davis, Michael Langford, Deborah Smith, Steven VanSlooten—**45,319** votes

Writers Guild of America, East, Inc.—Michael Winship—**3,680** votes

TRADE and INDUSTRIAL DEPARTMENTS

Building and Construction Trades Department—Sean McGarvey—**1** vote

Department for Professional Employees—Paul Almeida—**1** vote

Maritime Trades Department—Daniel Duncan—**1** vote

Metal Trades Department—Ronald Ault—**1** vote

Transportation Trades Department, AFL-CIO—Ed Wytkind—**1** vote

STATE FEDERATIONS

Alabama AFL-CIO—Al Henley—**1** vote

Alaska State AFL-CIO—Vince Beltrami—**1** vote

Arizona AFL-CIO—Rebekah Friend—**1** vote

Arkansas AFL-CIO—Alan Hughes—**1** vote

California Labor Federation, AFL-CIO—Art Pulaski—**1** vote

Colorado AFL-CIO—Mike Cerbo—**1** vote

Connecticut AFL-CIO—John Olsen—**1** vote

Delaware State AFL-CIO—Sam Lathem—**1** vote

Florida AFL-CIO—Mike Williams—**1** vote

Georgia State AFL-CIO—Charlie Flemming—**1** vote

Hawaii State AFL-CIO—Jason Bradshaw—**1** vote

Idaho State AFL-CIO—Rian Van Leuven—**1** vote

Illinois AFL-CIO—Michael Carrigan—**1** vote

Indiana State AFL-CIO—Nancy Guyott—**1** vote

Iowa Federation of Labor, AFL-CIO—Charlie Wishman—**1** vote

Kansas AFL-CIO—Andy Sanchez—**1** vote

Kentucky State AFL-CIO—Bill Londrigan—**1** vote

Maine AFL-CIO—Matt Schlobohm—**1** vote

Maryland State and D.C. AFL-CIO—Fred Mason—**1** vote

Massachusetts AFL-CIO—Steven Tolman—**1** vote

Michigan State AFL-CIO—Karla Swift—**1** vote

Minnesota AFL-CIO—Shar Knutson—**1** vote

Mississippi AFL-CIO—Robert Shaffer—**1** vote

Missouri AFL-CIO—Mary Paden Otto—**1** vote
Montana State AFL-CIO—Al Ekblad—**1** vote
Nebraska State AFL-CIO—Ken Mass—**1** vote
Nevada State AFL-CIO—Dan'l Cook—**1** vote
New Hampshire AFL-CIO—Mark MacKenzie—**1** vote
New Jersey State AFL-CIO—Charles Wowkanech—**1** vote
New Mexico Federation of Labor, AFL-CIO—Jon Hendry—**1** vote
New York State AFL-CIO—Mario Cilento—**1** vote
North Carolina State AFL-CIO—MaryBe McMillan—**1** vote
North Dakota AFL-CIO—Tom Ricker—**1** vote
Ohio AFL-CIO—Tim Burga—**1** vote
Oklahoma State AFL-CIO—Jimmy Curry—**1** vote
Oregon AFL-CIO—Tom Chamberlain—**1** vote
Pennsylvania AFL-CIO—Richard Bloomingdale—**1** vote
Puerto Rico Federation of Labor, AFL-CIO—José Rodriguez-Baez—**1** vote
Rhode Island AFL-CIO—George Nee—**1** vote
South Carolina AFL-CIO—Erin McKee—**1** vote
South Dakota State Federation of Labor, AFL-CIO—Mark Anderson—**1** vote
Tennessee AFL-CIO Labor Council—Gary Moore—**1** vote
Texas AFL-CIO—Becky Moeller—**1** vote
Utah State AFL-CIO—Dale Cox—**1** vote
Vermont State Labor Council, AFL-CIO—Ben Johnson—**1** vote
Virginia AFL-CIO—Doris Crouse-Mays—**1** vote
Washington State Labor Council, AFL-CIO—Jeff Johnson—**1** vote
West Virginia AFL-CIO—Kenny Perdue—**1** vote
Wisconsin State AFL-CIO—Phillip Neuenfeldt—**1** vote
Wyoming State AFL-CIO—Kim Floyd—**1** vote

CENTRAL LABOR BODIES

Alameda, CA—Josie Camacho—**1** vote
Allegheny County, PA—Sylvia Wilson—**1** vote
Ashtabula County OH—Davida Russell—**1** vote
Atlanta-North Georgia—Dewey McClain—**1** vote
Atlantic City and Cape May Counties, NJ—Roy Foster—**1** vote
Austin Area, TX—Ann Pannell—**1** vote

Baltimore (Metropolitan), MD—Ernie Grecco—**1** vote
Bluegrass, KY—Robert Akin—**1** vote
Boise Central Trades and Labor Council, IA—Andrea Wassner—**1** vote
Boston (Greater), MA—Richard Rogers—**1** vote
Bristol (Greater), CT—Janeen Olsen—**1** vote
Buffalo, NY—Michael Hoffert—**1** vote
Butte and Glenn Counties, CA—Mickey Harrington—**1** vote

Capital District, NY—Frank Natalie—**1** vote
Central Alabama—Jimmy Thomas—**1** vote

Central Arkansas—Jessica Akers—**1** vote
Central Georgia—Yvonne Robinson—**1** vote
Central Maryland—Donna Edwards—**1** vote
Central Massachusetts—Joseph Carlson—**1** vote
Central New Mexico—Joel Villareal—**1** vote
Central New York—Patrick Costello—**1** vote
Central Ohio Area Labor Federation—Debra King Hutchinson—**1** vote
Central Oklahoma Labor Federation—Tim O'Connor—**1** vote
Central Oregon—Jim Gourley—**1** vote
Central Pennsylvania—Carla Insinga—**1** vote
Central Utah—Brandon Dew—**1** vote
Central Virginia—Richard Hatch—**1** vote
Chicago, IL—Jorge Ramirez—**1** vote
Cincinnati, OH—Douglas Sizemore—**1** vote
Clatsop County, OR—Ken Allen—**1** vote
Contra Costa County, CA—John May—**1** vote

Dallas County, TX—Mark York—**1** vote
Decatur, IL—Carl Draper—**1** vote
Denver, CO—Sheila Lieder—**1** vote
Detroit (Metropolitan), MI—Christos Michalakis—**1** vote

Eastern Maine—Emery Deabay—**1** vote
Eastern Panhandle, WV—Grant Crandall—**1** vote
Eastern Virginia—Carlton Davenport—**1** vote
Elgins, IL—Rick Terven—**1** vote

Fairbanks, AK—Mayonka Green—**1** vote
Five Counties, CA—Ruth Rhodes—**1** vote
Flint (Greater), MI—Lawrence Roehrig—**1** vote
Fresno-Madera-Tulare-Kings, CA—Randy Ghan—**1** vote

Galveston County, TX—Lee Medley—**1** vote
Green Mountain, VT—Traven Leyshon—**1** vote

Hall of Fame, OH—Daniel Sciury—**1** vote
Harris County, TX—Richard Shaw—**1** vote
Hartford (Greater), CT—Clarke King—**1** vote
Hudson County, NJ—Peter Busacca—**1** vote
Humboldt and Del Norte Counties, CA—John Frahm—**1** vote

Illinois Valley, IL—Steven Conrad—**1** vote
Iowa City—Patrick Hughes—**1** vote

Kent-Ionia, MI—Randy Belliel—**1** vote
Kern, Inyo and Mono Counties, CA—Donny Williams—**1** vote

Lane County, OH—Bob Baldwin—**1** vote
Lewiston, Idaho-Clarkston Washington—Aaron White—**1** vote
Linn-Benton-Lincoln, OR—Lisa Gourley—**1** vote
Long Island, NY—John Durso—**1** vote
Lorain County, OH—Nellie Caraballo—**1** vote
Los Angeles, CA—María Elena Durazo—**1** vote
Louisville, KY—Kenneth Koch—**1** vote

Maricopa, AZ—Paul Castaneda—**1** vote
Marion County, WV—F. Banig—**1** vote
Marion Polk and Yamhill Counties, OR—Richard Swyers—**1** vote
Martin Luther King Jr., WA—David Freiboth—**1** vote
Merced-Mariposa County, CA—Jerry Hunsucker—**1** vote
Mercer County, NJ—Michele Liebttag—**1** vote
Merrimack Valley, MA—Paul Georges—**1** vote
Middlesex County, NJ—Laurel Brennan—**1** vote
Minneapolis, MN—Bill McCarthy—**1** vote
Missoula Area, MT—Mark Anderlik—**1** vote
Monmouth and Ocean Counties, NJ—Wyatt Earp—**1** vote
Monterey Bay, CA—Cesar Lara—**1** vote

Nashville and Middle Tennessee—Vonda McDaniel—**1** vote
New Orleans (Greater), LA—Robert Hammond—**1** vote
New York City—Suzy Ballantyne—**1** vote
Norfolk County, MA—Robert Bower—**1** vote
North Alabama—Timothy Waters—**1** vote
North Bay, CA—Lisa Maldonado—**1** vote
North Central West Virginia—Sherry Breeden—**1** vote
North Coast, OH—Patrick Gallagher—**1** vote
North Florida—Charles Spencer—**1** vote
North Shore, OH—Harriet Applegate—**1** vote
North Shore, MA—Jeffrey Crosby—**1** vote
North Valley, CA—Timothy Robertson—**1** vote
Northeast Alabama—Darrell Riley—**1** vote
Northeast Ohio—George Tucker—**1** vote
Northeastern Illinois—Patrick Statter—**1** vote
Northeastern Oklahoma—Dennis Hall—**1** vote
Northern Nevada—John Stevens—**1** vote
Northern New Mexico—Jerald Rule—**1** vote
Northern Valley, ND—Mark Froemke—**1** vote
Northwest Oregon—Bob Tackett—**1** vote

Orange County, CA—Tefere Gebre—**1** vote

Passaic County, FL—Juan Negron—**1** vote

Pennyrile Area, KY—Brad Burton—1 vote
Philadelphia, PA—Patrick Eiding—1 vote
Pierce County, WA—Patty Rose—1 vote
Pima Area, AZ—Linda Hatfield—1 vote
Pioneer Valley, MA—Steve Dondley—1 vote
Providence, RI—Donald Iannazzi—1 vote

River Region, AL—John Whitaker—1 vote

Sabine Area, TX—Sylvia McDuffie—1 vote
Sacramento, CA—Bill Camp—1 vote
San Antonio, TX—Katherine Thompson-Garcia—1 vote
San Diego-Imperial Counties, CA—Richard Barrera—1 vote
San Francisco, CA—Tim Paulson—1 vote
San Joaquin & Calaveras Counties, CA—Catherine Houston—1 vote
San Mateo, CA—Julie Lind—1 vote
Savannah, GA—Brett Hulme—1 vote
Sioux Falls, SD—James Larson—1 vote
Smith County, TX—John Patrick—1 vote
Snohomish, WA—Darrell Chapman—1 vote
South Bay, CA—Ben Field—1 vote
South Central, WI—Kevin Gundlach—1 vote
South Central, WV—Teddy Hapney—1 vote
South Central Iowa—Mark Cooper—1 vote
South Central Michigan—Richard Frantz—1 vote
South Florida—Andy Madtes—1 vote
Southeast Minnesota—Laura Askelin—1 vote
Southeastern Massachusetts (Greater)—Louis Mandarini—1 vote
Southeastern North Carolina—Jason Rosin—1 vote
Southeastern Ohio—Ted Linscott—1 vote
Southeastern Oregon—Barbara Byrd—1 vote
Southeastern Washington—Mari Wyatt—1 vote
Southern Colorado—Rudy Ortiz—1 vote
Southern Illinois—Timothy Drea—1 vote
Southern Nevada—Debra Berko—1 vote
Southern Piedmont, NC—Charlie Hines—1 vote
Southwest Washington—Herb Krohn—1 vote
Southwestern New Mexico—Richard Espinosa—1 vote
Spokane, WA—Steve Warren—1 vote
Springfield and Central Illinois—Terry Reed—1 vote
St. Paul, MN—Robert Kasper—1 vote
Stanislaus and Tuolumne Counties, CA—Astrid Zuniga—1 vote

Thurston-Lewis-Mason, WA—Lynne Dodson—1 vote
Topeka, KS—James Grunewald—1 vote
Triangle, NC—Larry Sorrells—1 vote

Tri-Counties, CA—Marilyn Valenzuela—**1** vote

Tri-County Council of Labor—Phil Smith—**1** vote

Tri-County, KS—Roger Beach—**1** vote

Troy, NY—Herb Hennings—**1** vote

Volusia/Flagler, FL—Stacy Stepanovich—**1** vote

Washington (Metropolitan), DC—Joslyn Williams—**1** vote

Washington/Greene County, PA—Ed Yankovich—**1** vote

West Alabama—Daryl Dewberry—**1** vote

West Central Florida—Cheryl Schroeder—**1** vote

West Central Illinois—Nan Gardner—**1** vote

West Minnesota—Dale Moerke—**1** vote

Western Colorado—Travis Lancaster—**1** vote

Western Connecticut—Richard Golembiewski—**1** vote

Western Kentucky—Jerry Stallard—**1** vote

Western Maryland—Denise Riley—**1** vote

Western New York—Patty DeVinney—**1** vote

Western North Carolina—Andrew Oyaas—**1** vote

Western Trades and Labor Assembly, IL—Bert Miller Jr.—**1** vote

Western Virginia—James Gibbs—**1** vote

Western Wisconsin—Bill Brockmiller—**1** vote

Wichita/Hutchinson, KS—Judy Pierce—**1** vote

Wilkes-Barre, PA—Herman Matthews—**1** vote

York-Adams, PA—Frank Snyder—**1** vote

DIRECTLY AFFILIATED LOCAL UNIONS

DALU No. 20711 Advertising Publicity & Newspaper—Ed Finkelstein—**7** votes

Montana Public Employees Association—Quinton Nyman—**7,188** votes

TRUMKA: And now, brothers and sisters, on to the rules.

Copies of the proposed Convention Standing Rules that the Rules Committee recommends have been given to you and are also available at aflcio2013.org, so everyone should have access to them.

If not, please raise your hand right now and floor operation staff will provide you with a copy of the Rules Committee report.

I now call on Sister Diann Woodard of the School Administrators for the report of the Rules Committee.

Sister Woodard.

REPORT OF THE RULES COMMITTEE

VICE PRESIDENT DIANN WOODARD, School Administrators: Thank you, Mr. Chairman. Good afternoon, brothers and sisters. Let me first acknowledge and thank the members of the Rules Committee, my vice chair, Mike Goodwin and members Mike Carrigan,

Roy Flores, John Hegarty, Lorretta Johnson, Newton Jones, Jim Little, Bob Scardelletti and Karen See. (*Applause*)

Yes, you can clap. (*Applause*)

The committee met in July and again yesterday to consider rules for this Convention. Article IV, Section 19 of the Constitution provides that the rules of one Convention are also enforced from the beginning of the next Convention until that Convention adopts new rules.

In reviewing the rules of the last Convention, the committee determined that some clarifications are warranted. In other respects, the rules must be revised in order to more accurately and completely reflect the Constitution and past practice.

There are several proposed substantive revisions of the 2009 rules.

First, Rule 15 clarifies how a Convention committee is to handle a resolution that the Executive Council refers to it for its review and recommendation to the convention.

Second, Rule 19 recognizes that the Executive Council has the authority to propose resolutions to the Convention at any time. This reflects a constitutional provision and it belongs in the rules as well.

Third, Rules 5, 6, and 20 explain in some detail how materials may be submitted for distribution in the Convention hall, including materials that relate to the election of officers.

Rule 20 also describes how delegates may convey their support or opposition regarding candidates for AFL-CIO office in the hall on different days of the Convention.

Otherwise, the nomination and election rules, which include Rules 20 through 47, are essentially the same as they were in 2009.

President Trumka has appointed as the Convention Election Officer Jimmy Williams, the former president of the International Union of Painters and Allied Trades, and a former AFL-CIO vice president, who has been a strong and independent voice for the labor movement for many years. He will oversee any election that is conducted, and he will report to the convention as necessary.

Finally, let me summarize some of the key points of Rules 1 through 19, which govern all other Convention proceedings.

First, any delegate who seeks recognition to speak on any matter shall speak only upon recognition by the chair, and the delegate shall first state his or her name and delegation.

Second, a delegate may speak no more than three minutes on a pending question.

Third, total debate on a main motion, whether on a resolution or other matter, shall be limited to 30 minutes. That period includes all debate on all proposed amendments to that main motion as well as any other secondary motions to the main motion.

Fourth, when a Convention committee presents a resolution, including a constitutional amendment for a vote, the question presented shall be whether or not to approve the resolution regardless of whether the committee recommends its approval or rejection.

Finally, the following method of voting will be used in the following order as may be necessary on a particular question: First, a voice vote; second, an uncounted rising vote; third, a counted rising vote; and finally, a roll call vote if 30% of the delegates present request one.

So, on behalf of the Rules Committee, I move the adoption of the Convention Standing Rules.

TRUMKA: Thank you, Sister. And I thank the Rules Committee for all their hard work.

It has been moved and seconded to adopt the convention standing rules. Is there any discussion?

Seeing none, the question is on adoption of the convention standing rules.

Those in favor of adopting the convention standing rulings, say aye. Those opposed, no.

The Convention Standing Rules are hereby adopted. Thank you.

(Following are the general rules of the convention and the rules governing the nomination and election of officers as approved by the delegates.)

INSERT RULES HERE

TRUMKA: I mentioned earlier the great work of our convention program and governance committees. According to Article IV, Section 10 of the AFL-CIO Constitution, I need to get a motion from the convention to approve the appointment of those committees.

May I get a motion to that effect?

...The motion was made and seconded by several unidentified delegates.

TRUMKA: It's been moved and seconded to approve the appointment of the Convention Committees. Is there any discussion?

Seeing none, the question is on approving the appointment of the convention committees.

Those in favor, say aye. Those opposed, nay.

The appointment of the convention committees is approved and I want to thank you for that.

And I want to thank you, Sister Diann Woodard, and the Rules Committee.

We are ready to go. Next thing.

Now, I would like to call on Secretary-Treasurer Liz Shuler and Executive Vice President Arlene Holt Baker to introduce the delegates and the guests that are here with us today.

INTRODUCTION OF UNIONS, UNION PRESIDENTS and EXECUTIVE COUNCIL

SECRETARY-TREASURER ELIZABETH SHULER: Thank you. And welcome again everyone. This is the time in our Convention when we take a few minutes to look around the room and recognize who we are.

We are first responders, bus drivers, roofers and, yes, rocket scientists, teachers, secretaries and sanitation workers, home care aides and electricians—you knew I would mention electricians, didn't you?

We build bridges and cars, fly planes and write TV shows. We are women and men, all races, all faiths, all ages, all sexual orientations. We are America.

EXECUTIVE VICE PRESIDENT ARLENE HOLT BAKER: Sisters and brothers, look around you and you should feel so proud. We come from 50 states and we speak for millions of working people. Together, we make America happen. *(Applause)*

SHULER: And today we have with us 120 brothers and sisters from the global labor movement who are with us from nearly 50 different countries and international organizations. Will our international guests please stand so you can be welcomed.

We hear you. We see you. *(Applause)*

And now, this is the fun part. Let's introduce the unions of the AFL-CIO, their presidents and our Executive Council members. So, please, stand up for your union as it's introduced. And it's in alphabetical order, so you can anticipate.

We first have Actors' Equity, with President Nick Wyman. *(Applause)*

AFGE, including National President J. David Cox and 10th District National Vice President Roy Flores. *(Applause)*

We have AFSCME with President Lee Saunders and Secretary-Treasurer Laura Reyes. *(Applause)*

We have AFT, with President Randi Weingarten and Secretary-Treasurer Lorretta Johnson. *(Applause)*

The Air Line Pilots with your president, Captain Lee Moak. *(Applause)*

Amalgamated Transit Union. International President Lawrence Hanley couldn't be with us today and we wish him well. But you're here.

HOLT BAKER: We have the American Federation of Musicians with President Ray Hair. *(Applause)*

The Bakery, Confectionery, Tobacco Workers and Grain Millers, with International President David Durkee. *(Applause)*

And the Boilermakers, with International President Newton Jones. *(Applause)*

The Bricklayers, with President James Boland. *(Applause)*

And welcome Sean McGarvey, president of the Building and Construction Trades Department. *(Applause)*

The California School Employees Association, with Association President Michael Bilbrey and former president, Clyde Rivers. *(Applause)*

Communications Workers of America, with President Larry Cohen, and AFA-CWA, Electronic Workers-CWA with James D. Clark, division president. NABET-CWA, The Newspaper Guild-CWA, and the Printing, Publishing and Media Workers-CWA. *(Applause)*

SHULER: And we have my union, the Electrical Workers, with International President Edwin D. Hill. Woop, woop. *(Applause)*

The Elevator Constructors, with General President Frank Christensen. *(Applause)*

Farm Labor Organizing Committee, with President Baldemar Velasquez. *(Applause)*

And the Fire Fighters, with General President Harold Schaitberger. *(Applause)*

Grass, Molders, Pottery, Plastics and Allied Workers, with President Bruce Smith. *(Applause)*

Heat and Frost Insulators, with General President James Grogan. *(Applause)*

And let's welcome IATSE, with President Matthew Loeb. *(Applause)*

HOLT BAKER: And welcome to the International Federation of Professional and Technical Engineers, with Greg Junemann. *(Applause)*

The International Union of Police Associations, with International President Sam Cabral. *(Applause)*

The Iron Workers, with General President Walter Wise. *(Applause)*
Executive Secretary-Treasurer María Elena Durazo of the Los Angeles County AFL-CIO. *(Applause)*

And the Letter Carriers, with President Fredric Rolando. *(Applause)*

The Laborers, with General President Terry O'Sullivan. *(Applause)*

As Cecil has told the convention, this is the first time that we've had the Laborers back with us since 2005, and we are so happy the Laborers are back in the house.

SHULER: Hello to the Longshoremen, with President Harold Daggett. *(Applause)*

The Machinists, with International President Tom Buffenbarger and TCU/IAM President Robert Scardelletti. *(Applause)*

The Marine Engineers' Beneficial Association and President Mike Jewell. *(Applause)*

And the United Mine Workers of America, with President Cecil Roberts. Right in front. *(Applause)*

National Air Traffic Controllers Association, with President Paul Rinaldi. *(Applause)*

National Nurses United, Rose Ann DeMoro. *(Applause)*

NFL Players Association with Executive Director DeMaurice Smith. *(Applause)*

National Postal Mail Handlers Union, with National President John Hegarty. *(Applause)*

HOLT BAKER: And welcome to the National Taxi Workers Alliance, with President Bhairavi Desai. *(Applause)*

North Carolina AFL-CIO President James Andrews. *(Applause)*

The Novelty and Production Workers, with President Mark Spano. *(Applause)*

The Office of Professional Employees, with President Michael Goodwin and Nancy Wohlforth. *(Applause)*

The Operating Engineers, with General President James Callahan. *(Applause)*

And welcome, Painters and Allied Trades with President Ken Rigmaiden, along with recently retired President James Williams. *(Applause)*

The Plasterers and Cement Masons, with General President Patrick Finley. *(Applause)*

SHULER: Plumbers and Pipe Fitters, with General President William Hite. *(Applause)*

Postal Workers, with President Cliff Guffey and Bill Lucy. *(Applause)*

The Railroad Signalmen, with President Dan Pickett. *(Applause)*

And SAG/AFTRA, with President Ken Howard and founding Co-President Roberta Reardon. *(Applause)*

Welcome School Administrators, with Diann Woodard. *(Applause)*

And we have Seafarers, with President Mike Sacco. *(Applause)*

HOLT BAKER: SMART, the Sheet Metal, Air, Rail and Transportation Workers, with General President Joe Nigro—and the United Transportation Workers. *(Applause)*

The UAW, with President Bob King and Vice President General Holiefield. *(Applause)*

UNITE HERE, with President D. Taylor. *(Applause)*

The United Steelworkers, with President Leo Gerard and Vice President from Human Affairs Fred Redmond. *(Applause)*

SHULER: The United Union of Roofers and Waterproofers, with International President Kinsey Robinson. *(Applause)*

Utility Workers, with National President Michael Langford. *(Applause)*

Working America with Executive Director Karen Nussbaum. *(Applause)*

And finally—but certainly not the last word—the Writers Guild of America, East, with President Michael Winship. *(Applause)*

Welcome to you all, brothers and sisters. *(Applause)*

As good as we want to think we are up here, did we miss anyone, because that's always the worst? So stand up, don't be shy, if we missed you for some reason.

All right. Are we good? All right.

HOLT BAKER: Also with us today are representatives of our state federations and central labor councils. This is our grassroots power. It's the heart of our movement. Welcome. *(Applause)*

And we are so proud and fortunate to have with us today many of our community partners. First, I have to thank the partners who have served on our three convention committees. We owe you a special thanks.

We also have so many allies here, civil and human rights groups, women's organizations, immigrant rights organizations, funders, think tanks, worker centers, faith-based groups, student organizations, university programs, democracy and voting rights groups, environmental partners, digital activists and veterans' group.

Welcome to you all. We are one. *(Applause)*

TRUMKA: Thank you, Liz. Thank you, Arlene. And thank you, and welcome to all of you.

I've got to tell you, there are two more special recognitions that I would really like to make. The first is a man who's meant so much to me personally. He's a man whose pure devotion to this labor movement has been an inspiration to me and so many others. For more than five decades he's put his heart and he's put his soul into improving the lives of working people in the United States and around the world, and for 14 of those years, he led the AFL-CIO. Take a look at this brief video of the man that I'm talking about.

...A video presentation honoring President Emeritus John Sweeney was presented to the delegation. (Applause)

TRUMKA: Of course, brothers and sisters, please join me in recognizing President Emeritus John Sweeney. *(Standing ovation)*

My second special welcome goes to our longtime friends and our newest affiliates as of September 1st, the United Food and Commercial Workers. *(Applause)*

I got to tell you, we are thrilled to have you here with us. Really are. Thank you, back there. Joe Hansen and leaders from the UFCW, please come on up and join me. Come on up. Come on up and join me. *(Applause)*

Now many of our delegates here have been working together with the UFCW colleagues at the state and at the local levels all along. And, quite frankly, Joe and I have been working together and standing together for a long, long time, too, on issues especially like immigration reform and health care. We've done a lot of good work together, and I know that we're going to do a whole lot more together. It's as simple as this: We are stronger together.

Please join me in welcoming our brother, Joe Hansen.

Joe. *(Standing ovation)*

JOSEPH T. HANSEN
President, United Food and Commercial Workers

Thank you. Thank you very much. I want to thank President Rich Trumka, Secretary-Treasurer Shuler and Executive Vice President Holt Baker.

Cecil, you're right. We're home. You said it right. *(Applause)*

I want to thank all of you for welcoming us into the AFL-CIO—the UFCW goal—back into the AFL-CIO. As President Trumka saw at our convention just a few short weeks ago, the UFCW is clear. We believe in labor unity. We know labor cannot be a collection of individual unions. We must be one movement, strong, united and steadfast. I know, and all of the UFCW knows, we are only powerful when we are together.

TRUMKA: Hear, hear! *(Applause)*

HANSEN: The attack to collective bargaining in 2010 in state legislatures brought the labor movement together. It did not matter whether we were public sector, building trades or private sector. Unity was not optional, it was imperative.

Sisters and brothers, we need that same solidarity today and every day. Not just to defend against attacks but to innovate, to strategize and to grow our movement. We also know that labor unions cannot do this alone. We are excited about the inclusion focus of this convention and of the direction of the AFL-CIO in their plans to the future.

But our solidarity did not just start today. I've seen firsthand Rich Trumka fight like hell to fix the ACA and to protect our members' health care. Rich and I have also been working side by side to make comprehensive immigration reform a reality in this country. *(Applause)*

We are glad to have Rich on our side, we are glad to have the entire AFL-CIO on our side. I, and all of the UFCW, are ready to stand with Rich, to stand with you, to follow his leadership and the entire AFL-CIO to take on all the fights, all struggles and all the campaigns that we have to do together to make our movement stronger and to make our country a better place, not only for our members but for all our citizens.

Sisters and brothers and Rich and the leadership, thank you so much. We are glad to be here and we are going to go forward together with all of you, today. Thank you. *(Applause)*

TRUMKA: Let's hear it again for the United Food and Commercial Workers. *(Applause)*

Looks good.

Now, we had expected to have Senator Warren with us tomorrow, and then world events and the Senate schedule intervened. But she is a senator who doesn't know the meaning of the word "can't," and she shows what a great friend she is by joining us today. *(Applause)*

Brothers and sisters, Senator Elizabeth Warren is taking the redeye home tonight for us. Now, it's impossible to talk about Elizabeth Warren, the senator, without talking about her as a person.

I want to say how much I admire her, how much I respect her, how much true respect I have for her personally. Senator Warren is persistent, she's an activist, and she's always looking for a way forward, whatever the odds.

Now when the hard-line Republican Senate minority stonewalled her nomination to head the Consumer Financial Protection Bureau—well, quite frankly, it just flatly refused to

consider her—she didn't hear the word "can't." See, she went back home to Massachusetts and fought her way into that Senate. That's what I've got to tell you, that's what I love about this woman.

She's a fighter, she's an activist. Brothers and sisters, please welcome a United States senator who stands up to the billion-dollar corporations and Wall Street and the lobbyists on behalf of working people; who plows new ground in leading for the middle class; who leads with as much integrity and grit as the good people that she represents when working people deserve a fair shake; and who fought tooth and nail to create the Consumer Financial Protection Bureau.

Brothers and sisters, please welcome an honest-to-God champion, the real deal. Please welcome Senator Elizabeth Warren. *(Standing ovation)*

HONORABLE ELIZABETH WARREN
(D) Massachusetts, U.S. Senate

Thank you. Thank you. It is great to be able to be here with you, even if it is for too short a time. As Rich said, I was just in Washington for classified briefings on Syria; I'm headed right back to participate in the Senate debate and the vote on military intervention. But it was very important to me to be here with you today, so thank you for inviting me and thank you for making this possible. Thank you. *(Applause)*

Thank you.

I also want to say to Rich Trumka, to my old friend, Damon Silvers, to Steve Tolman, to Lou Mandarini, to all my friends from Massachusetts, to all of you who are here today: thank you for your hard work and, most of all, thank you for your friendship. I wouldn't be here today as the senior senator from Massachusetts without your extraordinary support. So thank you. Thank you. *(Applause)*

I also want to give a special shout out to the Operating Engineers, my brother's union. Way to go guys! *(Applause)*

I'd just like to point out, my brother has a pension today because of your hard work. So thank you. That's what it means to be part of a union. *(Applause)*

You know, I love being here with labor. It reminds me of a family reunion: lots of roughhousing, occasional arguments, plenty of food. But ultimately, in a family, we know we've got each other's backs.

There's another reason I love being here with labor. When I'm here, I know I'm with people who stand up for working families across this country. It's true. *(Applause)*

Here's the problem. When important decisions are being made in Washington, too often working families are ignored. From tax policy to retirement security, the voices of hard-working people get drowned out by powerful industries and well-financed front groups. Those with power fight to take care of themselves and to feed at the trough, even when it comes at the expense of giving working families a fair shot at a better future.

This isn't new. Throughout our history, powerful interests have tried to capture Washington and rig the system in their favor. But we didn't roll over. At every turn in every time of challenge, organized labor has been there, fighting on behalf of the American people. That's what we do. *(Applause)*

Now, at the beginning of the 20th century when factories were death traps, when owners exploited workers and children, when robber barons amassed the kind of power and influence that made them think they were modern-day kings, the American people came together under

the leadership of progressives to bring our nation back from the brink, and labor was there leading the way. That's right. *(Applause)*

Labor was on the front lines to take children out of factories and put them in schools. Labor was there to give meaning to the words "consumer protection" by making our food and medicine safe. Labor was there to fight for minimum wages in states across this country. Powerful interests did everything they could to block reform. But our agenda was America's agenda, and we prevailed. *(Applause)*

A generation later, when our country was mired in a Great Depression, when people were on bread lines and looking for work, we fought back. We created jobs by investing in infrastructure and public works, we brought light and power to the poorest and most remote areas, we established federal laws on wages and hours and we enshrined into law the right to organize. Yes. *(Applause)*

We made banking boring and put real cops on the beat on Wall Street. And because we believed those in old age should not be mired in poverty, we created Social Security. *(Applause)*

All along that journey, Labor was there leading the way. And once again, the powerful interests did everything they could to stop it. But our agenda was America's agenda, and we prevailed. *(Applause)*

When political injustice threatened to break our democracy, members of the labor movement were there working for jobs and freedom, marching right alongside the Reverend Dr. King, fighting together for civil rights and the Voting Rights Act. When hard-working families were getting squeezed, labor was there fighting alongside our beloved Ted Kennedy. Now we have the Family and Medical Leave Act and we have the Lilly Ledbetter act, and we have continued to protect Medicare. That's what we do. *(Applause)*

In 2008, when the economy crashed and it was time to rein in the financial predators and Wall Street banks, labor was there. You were there standing shoulder to shoulder with me, standing with President Obama, and fighting for consumer protection. You were. *(Applause)*

Thanks to your efforts, we now have a good, strong Consumer Financial Protection Bureau, and we have got a director confirmed to lead it. That's your work. *(Applause)*

By the way, just so everyone knows, that little agency has already returned half a billion dollars to families who were cheated by big financial institutions. *(Applause)*

Yeah, yeah. Not bad. *(Applause)*

It's helped tens of thousands of consumers solve their problems with Big Banks. It's out there working for us every single day.

This is how I see it: In every fight to build opportunity in this country, in every fight to level the playing field, in every fight for working families, we have been on the front lines because our agenda is America's agenda. That's why we're there. *(Applause)*

Let's be clear about this. We've always had to run uphill. We've had to fight for what we've achieved. Powerful interests have done everything they can to block reform. They attacked Social Security and Medicare. They attacked pensions and public employees. They attacked bank regulation and consumer protection. The powerful interests have attacked so many of the basic foundations that build a strong middle class, and too many times they have prevailed.

Even today, our work is uphill. The powerful interests fight us on every battlefield they can. Look at the increasing corporate capture of the federal courts. According to a recent study—listen to this one—the five conservative justices currently sitting on the United States

Supreme Court are in the top 10 most pro-corporate justices in half a century. And Justices Alito and Roberts—are you ready?—Number 1 and Number 2, the most anti-consumer justices in this entire time.

The Chamber of Commerce is now a major player in the Supreme Court, and its win rate has risen to 70% of all the cases it supports.

Think about this: You follow this pro-corporate trend to its logical conclusion, and sooner or later, you'll end up with a Supreme Court that functions as a wholly owned subsidiary of Big Business.

Look at where we are on “too big to fail.” Five years ago experts said the banks have to be bailed out because there's too much concentration in banking, and the failure of one would bring down the entire economy.

Now, the four biggest banks are 30% bigger than they were five years ago. The five largest banks in America now hold more than half of all the banking assets in the country. And because investors know that they are too big to fail, those banks get cheaper borrowing, which, according to one study, adds up to an annual \$83 billion subsidy from taxpayers, just another benefit of being too big to fail.

Now what about reform? The Dodd-Frank Act was an incredibly important achievement but, since it passed, the Big Banks and their army of lobbyists have fought every step of the way to delay, water down, block or strike down regulations. When a new approach is proposed, like my bill with John McCain, Angus King and Maria Cantwell to bring back Glass-Steagall, you know what happens. They throw everything they have got against it.

And one more. Take a look at what's happening with trade deals. For big corporations, trade agreement time is like Christmas morning. They can get special gifts that they could never pass through Congress out in public. Because it's a trade deal, the negotiations are secret and the big corporations can do their work behind closed doors. We've seen what happens here at home when our trading partners around the world are allowed to ignore worker rights, wages and environmental rules. From what I hear, Wall Street, pharmaceuticals, telecom, big polluters, and outsourcers are all salivating at the chance to rig the upcoming trade deals in their favor.

So here's a question. Why are trade deals secret? You know, I've actually heard people say they have to be secret because if the American people knew what was going on, they would be opposed. Think about that. (*Applause*)

Well, I believe that if people would be opposed to a particular trade agreement, then that trade agreement should not happen. Yeah! You bet. (*Applause*)

Finally, look's what's happening in our states. Republican governors in Indiana and Michigan push for so-called “right to work” laws. In Wisconsin, Scott Walker and the legislature he controls—(*Booing*)—have declared war on working families by ripping the guts out of collective bargaining agreements. The fight continues to rage, and the powerful interests continue to be guided by their age-old principle: “I got mine. The rest of you are on your own.”

Well, we're guided by principle, too. It's a simple idea, and all of you know it as an old labor idea. We all do better when we work together and invest in our future. That's what we believe. Yeah. (*Applause*)

We know that the economy grows when hard-working families can improve their lives. We know that the country gets stronger when we invest in helping people succeed. We know that our lives improve when we care for our neighbors. And we know that even though pundits

and big corporate lobbyists in Washington might need to be dragged kicking and screaming, we know that America agrees with us. *(Applause)*

So here's the key part of what I want to talk about. On almost every issue of economic concern, our values are America's values and our agenda is America's agenda. We believe that Wall Street needs stronger rules and tougher enforcement. Yeah, we believe that. *(Applause)*

And you know what? So do more than 80% of people. Wall Street will fight us, but the American people are on our side, and that's what we have to remember. *(Applause)*

This is it. We believe in raising the minimum wage. *(Applause)*

Here's the key: So do 71% of people. The Republicans will fight us, but American people are on our side. *(Applause)*

We believe in preventing cuts to Social Security benefits. *(Applause)*

And so do 87% of Americans. The Washington insiders will fight us, but the American people are on our side. *(Applause)*

We believe in rebuilding our infrastructure and in passing legislation to create jobs, and so do 75% of Americans. Yes. *(Applause)*

The Tea Party will fight us, but the American people are on our side. And we believe that the sequester is stupid. *(Applause)*

You know what? A majority of Americans—including a majority of Republicans—agree with us on that one, too. Yep. *(Applause)*

We ought to be making smart choices about where to cut and where to invest. Washington will fight us, but the American people are on our side.

You know, it was less than a year ago that the American people overwhelmingly re-elected President Obama and gave us a mandate to fight for the middle class. We have a mandate. *(Applause)*

We have a mandate to build a fair tax code, one that isn't rigged to give breaks to big oil and billionaires while it crushes working families. We have a mandate to invest in the future, in infrastructure, in research and innovation and in education. We have a mandate to create jobs, jobs right here in America, jobs for hard-working people. *(Applause)*

That's right.

So here's my message: Our agenda is America's agenda. The American people know that the system is rigged against them, and they want us to level the playing field. That's our mandate. That's what we're here to do. That's right.

Now, I've already fought and lost my share of battles in Washington, and I've been around long enough to know Washington is a tough place. Real reform isn't easy. But I also know this: If we don't fight, we can't win. But if we fight, we will win. *(Applause)*

The budget, immigration, minimum wage, uphill battles, you bet.

But however tough the challenge, however steep our climb, I am proud to stand with you, to march with you, to fight side by side with you. *(Standing ovation)*

Our agenda is America's agenda. Let me hear it. Our agenda is America's agenda!

If we fight for it, we win. We win. We'll do this. Thank you. Thank you all. Thank you. *(Standing ovation)*

TRUMKA: Let's hear it for Senator Elizabeth Warren one more time. *(Applause)*

If we could only clone her and we had another 60 or 70 like her.

REPORT ON INCLUSION CONFERENCE

**“Building a Diverse Movement for Shared Prosperity in Our Workplaces,
in Our Communities and in Our World”**

TRUMKA: Earlier today many of us participated in a very lively and inspiring Inclusion Conference, “Building a Diverse Movement for Shared Prosperity in Our Workplaces, in Our Communities and in Our World.” Before we begin our report on the conference, let’s take a look at this short video that shows us what diversity means in our community of unions.

Play the video, please.

...A video presentation was shown to the delegation. (Applause)

TRUMKA: God, I love that video. Every time I see it, I get fired up.

Now I’d like to call on Arlene and Liz for a report of the conference. Arlene.

HOLT BAKER: You know, if we had been at church this morning, we would have said, “What a morning, what a morning!” And that it was.

Our conference, “Building a Diverse Movement for Shared Prosperity in Our Workplaces, in Our Communities and in Our World,” lived up to its history. More than 1,200 people—women, men, all races and ethnicities, young and, well, not so young, LGBTQ and straight—came together to continue the progress we’ve been aspiring to since before the first Full Participation Conference in 1995. We were so very pleased to have with us this morning Linda Chavez-Thompson, the executive vice president emerita of the AFL-CIO. *(Applause)*

We have come a long way since those days, sisters and brothers. But none of us will say we’ve come far enough.

The same year that the first Full Participation Conference was held, the AFL-CIO expanded the Executive Council so more women and people of color had a seat and a voice at the federation’s table of leadership. Today, women hold 20% of the seats on the AFL-CIO’s Executive Council. People of color hold 23% of the seats on the council. *(Applause)*

In 2005, the convention adopted constitutional language requiring union delegations to the AFL-CIO Convention to generally reflect the racial and gender diversity of the union membership. You heard that report today. You see the results of it around this room.

Today at the conference we heard that America is becoming a majority minority nation; that women are half of our workforce; that today’s young people make up the largest wave of entrants to the workforce since the baby boom.

But today’s conference was not just about numbers, it was about people, and not only the over 1,200 people who attended but the millions we represent. It was about the African Americans who, 50 years ago, when Reverend Dr. Martin Luther King shared his dream for a new America, still hold in their heart that dream of jobs and freedom for all.

It was about 11 million aspiring Americans who, too, are Dreamers, but are forced to live in the shadows. It was about the LGBTQ workers who can still be legally discriminated against on the job, and the women who still make 77 cents for every dollar a man makes.

It was about ensuring that all of us, including the manufacturing worker in Michigan and the building trades worker in Pennsylvania, can realize their dreams. As much as anyone, today’s conference was about the young people who are our future. Simply put, it was about the power of a diverse movement to move forward an agenda of shared prosperity for all.

Liz. (Applause)

SHULER: Thanks, Arlene.

Absolutely. At today's conference we also discussed the three resolutions that we are about to take up that will expand the union movement's outreach, engagement and leadership development of people of color, women and young people.

We are looking hard at our progress on inclusion and diversity because it's the right thing to do, it's the fair and decent thing to do. We're also tackling these steps, though, because we must. For the labor movement to survive and thrive, our leadership has to reflect the changing face of America. To build a strong movement that can meet the needs of all working people into the future, we must be fully open to all.

We also know that the labor movement won't be rebuilt if we just keep trying to do the same things in the same ways we've always done. We need the broad perspectives and the fresh ideas of the full cross-section of the American people. Without them, we will not be able to meet the needs of the communities that we exist to serve.

So we have to do more than just attend a conference and pass a few resolutions, right? We must each take change to heart and live it every single day. It's up to us to put into practice the ideas that we surfaced at the conference and the commitments we will find in these resolutions—and hold ourselves accountable to all the people we represent.

Arlene.

HOLT BAKER: Now it's time for us to hear a few quick reports from some of the people who attended this morning's conference. I'd like to call on Petee Talley, Hector Sanchez and Jessica Hayssen.

PIERRETTE "PETEE" TALLEY, Ohio AFL-CIO: Thank you. Good afternoon. I'm Petee Tally, the secretary-treasurer of the Ohio AFL-CIO, and a proud member of that great AFSCME union. *(Applause)*

As Executive Vice President Holt Baker has mentioned, close to a thousand people were in attendance over at the Marriott this morning. We were joined by union leaders, young leaders, faith leaders, community leaders, activists and allies discussing how we move forward an agenda to build a more inclusive labor movement.

Our speakers talked about the changing demographics in our union membership, and I was honored to lead a panel on how we build and support a more inclusive labor movement.

Our panel was rich with conversation about gender equality, building a black/brown coalition, leadership development within labor, being more inclusive of LGBTQ workers, and building—encouraging—more young workers to run for local leadership.

Their stories, your stories, our stories and the work being done is helping us to meet the challenge of building a broad and diverse movement.

The energy in the room was electrifying.

Thank you. *(Applause)*

HECTOR SANCHEZ, Labor Council for Latin American Advancement: Good evening, brothers and sisters. My name is Hector Sanchez, and I'm the executive director of the Labor Council for Latin American Advancement.

You're right, Arlene. It was a beautiful day, a day of reflection, a day of analysis, a day of recognizing the struggles that we have gone through. But it was, more than anything, a day to really look into the opportunities in the future to grow our beautiful labor movement.

We were graced by the senior adviser to President Obama, Valerie Jarrett, who spoke about the importance of diversity and community within labor. We took the opportunity to remind the administration that they still have a long way to go to reflect in their cabinet the composition and the diversity of the nation.

We had come from the UCLA Labor Center, with María Elena Durazo, executive secretary-treasurer of the L.A. County Federation of Labor, and we also had Tefere Gebre, the executive director of the Orange County Labor Federation, help us set up a vision for the future and in tabletop discussions ask us to answer two important questions: What is the best ideal proposal you have to build a more inclusive labor movement? If we are successful in building a more inclusive labor movement, what headline would you write for the new labor movement one year from now?

The Diversity Conference continued to provide a space for multitude of voices to come together and continue to build the vision for our movement. One message was clear: There are some improvements on the issue of diversity in our movement, but we need to do much better, brothers and sisters, if we want to have a labor movement that reflects the diversity and beautiful composition of our nation.

We cannot wait to go back and start getting these ideas implemented. *Muchas gracias.* (Applause)

JESSICA HAYSSSEN, Minnesota AFL-CIO: Good evening, brothers and sisters. My name is Jessica Hayssen, and I work at the Minnesota AFL-CIO. I'm a proud member of the News Guild and the Twin Cities Musicians Union.

I'm also proud to serve as a member of the Young Workers Advisory Council. I have a few observations I'd like to share about this morning's conference. First, we know we have to get this right. The labor movement continues to do the hard work of ensuring that our movement is a movement for women, young people and people of color.

Inclusion and equal opportunity are core values of the labor movement, but they are not only abstract principles. We care about these issues because we have to care, and I know we have to care. The modern workforce is diverse. Young people under 35 account for nearly 36 percent of the current workforce, and that number will grow. Women account for half the workforce and are increasingly the family breadwinners and, soon enough, we'll be a majority minority nation.

So we're doing great work to make our movement inclusive, but we need to work even harder. As I said before, women make up half the workforce and almost half of our membership, but they don't hold half the leadership positions—not even close.

We started to reach out to young people in earnest, and I'm proud of that, but we need to do more than invite young workers to a meeting or sign them up for email lists. We have to communicate with young people differently, engage them differently and give them a voice for our organizations.

Our power is in our diversity. Women, young people and people of color are more open to joining together in the workplace, and our growth and our survival depends on tapping into that potential. For example, sick days help women make the responsibilities at home and at work but also offer us an opportunity to build powerful community-labor coalitions.

And young people care about issues like access to job opportunities, improved wages, student debt, a voice in the workplace and immigration reform. Sound familiar? We don't have

to change our core values or priorities to get young people's attention, but we have to figure out how to engage them.

So the most striking thing about the conference to me today was how many people attended and signed up—over a thousand. So there is energy and commitment on these issues. I was excited to be a part of it.

One of the questions asked that we heard earlier in the small group discussions was, originally, if we are successful in building a more inclusive labor movement—and Tefere challenged us to think “when” we are successful in building a more-inclusive labor movement—what headline would you write for the labor movement one year from now?

The one that resonated with me the most and struck me the most was “Labor Movement Doubles by Reflecting the Entire Working Population.” (*Applause*)

I know as a young person I look forward to working together in mentorship, partnership with you to make this a reality so we do more than double that. Thank you. (*Applause*)

HOLT BAKER: Thank you. Thank you, Petee. Thank you, Hector. And, thank you, Jessica.

Now we will turn it over to Harold Schaitberger, chair of the Resolutions Committee, to chair our discussion on three key resolutions that will deepen our commitment and expand our actions to make this a more representative and truly inclusive labor movement that recognizes, celebrates and prioritizes diversity.

Harold. (*Applause*)

REPORT OF THE RESOLUTIONS COMMITTEE

VICE PRESIDENT HAROLD A. SCHAITBERGER, Fire Fighters: Thank you, Arlene.

Good afternoon, sisters and brothers. First, I'd like to introduce and thank the members of the Resolutions Committee for their work over the past number of months. The committee was co-chaired by J. David Cox of AFGE.

The full committee includes James Boland of the Bricklayers, Bob King of the UAW, Shar Knutson of the Minnesota AFL-CIO, Fred Mason of the Maryland-D.C. AFL-CIO, Captain Lee Moak of ALPA, Doug Sizemore of the Cincinnati Labor Council, Walter Wise of the Ironworkers and Nancy Wohlforth of OPEIU. (*Applause*)

I'd like to thank all of you for the incredible job you did. It was a pleasure serving our movement with you as part of this important committee.

Now let's move on with the business before us.

The first three resolutions we're about to take up pledge that each of us will continue to pursue what's right and what's just. These three resolutions put into words the work that most of us in this room have been pursuing individually in our own unions for decades. Together they sum up the great challenges still lying before us as leaders of America's labor movement.

These resolutions commit all of us to the vision declared clearly in the preamble of the AFL-CIO Constitution that “The American Federation of Labor and Congress of Industrial Organizations is an expression of the hopes and aspirations of the working people of America.”

And to that end, the AFL-CIO Executive Council, along with the Committee on Women Workers, the Committee on Civil and Human Rights, and members of the AFL-CIO's Young Workers Advisory Council, brought forward Resolutions 18, 19 and 20 for consideration by the Resolutions Committee.

Resolution 18, “AFL-CIO Women's Initiative: Shared Values, Shared Leadership, Shared Prosperity.”

Resolution 19, “Investing in Our Future: Young Workers and Youth Engagement.”
And Resolution 20, “Building a Diverse and Inclusive Labor Movement Now and for the Future.”

These resolutions call on all of us for fundamental changes, to take every measure necessary to reflect at every level the faces of our members.

They call on us to embrace our differences, and what makes each of us unique.

And they call on us to change our policy, legislative, political and structural priorities to align more closely with those of all workers everywhere, to make sure we clearly reflect the different races, creeds, colors, religions, sexual orientations and identities of those we all represent.

The Resolutions Committee is proud to bring these resolutions to the floor of this convention for action; and we recommended to the delegates that these resolutions be adopted.

Now I'd like to ask Ken Rigmaiden of the Civil and Human Rights Committee to report on Resolution 20, “Building a Diverse and Inclusive Labor Movement Now and for the Future.”

Ken. (*Applause*)

RESOLUTION NO. 20

Building a Diverse and Inclusive Labor Movement Now and for the Future

VICE PRESIDENT KENNETH RIGMAIDEN, Painters and Allied Trades: Good afternoon delegates.

Good afternoon, alternate delegates. (*Laughter*)

Good afternoon, guests. And good afternoon, partners.

First, let me thank our committee chair, Arlene Holt Baker, for her leadership on the committee and on this resolution.

I'd like to introduce my other sisters and brothers on the Civil and Human Rights Committee: Our vice chair, Michael Goodwin of OPEIU; James Andrews of the North Carolina State AFL-CIO; General Holiefield of the UAW; Lorretta Johnson of AFT; Gregory Junemann of IFPTE; James Little of TWU; **Bill Lucy of APWU**; Roberta Reardon of SAG-AFTRA; Fred Redmond of USW; Laura Reyes of AFSCME; Clyde Rivers of CSEA; Cecil Roberts of the Mine Workers; and Nancy Wohlforth of OPEIU.

Thank you all for your hard work on this committee. (*Applause*)

All of us are here together with a common goal, to revitalize the larger, broader, stronger movement to meet the needs of America's working people now and in the future. As one of the participants in our pre-convention listening sessions said, “It's extremely important that the labor movement make a concerted effort to grow leaders that are younger and of color. The labor movement has been at the forefront of many a progressive cause, but the perception is that regardless of what the rank-and-file look like, white men continue to dominate the upper ranks.” And that, sisters and brothers, is something we are going to change.

We seek diversity because it is the right thing to do. It's where our values are. But also, because we know that only a diverse and inclusive movement at every level will be meaningful to the workforce of the future, where women workers, workers of color, LGBT workers and young workers will be the clear majority.

This resolution builds on a progress made over many years to form that broad and inclusive movement, the heart of which is in this room.

Convention Resolutions 2 from 2005 and 7 from 2009 have had a real and positive effect in moving us forward toward true diversity and inclusiveness.

And as Arlene noted today, women hold 20% of the seats on the AFL-CIO's Executive Council and people of color hold 23% of the council seats. Also today, 24% of state federation officers are women and 16% are people of color. And you heard earlier in the Credentials Report about the makeup of this convention.

These figures represent improvement, but not on the scale that we seek. We are not yet where we want to be or where we are committed to go.

This resolution reaffirms Resolutions 2 and 7 and urges continued progress based on them.

It also calls on us to prioritize and deepen our commitment to investment and leadership development to equip a diverse group of future leaders with the skills and background to succeed. The AFL-CIO will continue to emphasize diversity when recruiting and training new organizers and leaders, participants in the AFL-CIO Leadership Institute, Union Summer interns, Organizing Institute trainees and the LCC's Minority Outreach Program.

The AFL-CIO also must lead by example, in its hiring, promotions, leadership development, purchasing practices and decisions about resource allocation.

This resolution commits the federation to legislative and policy advocacy on issues of importance to diverse groups of workers, including priorities such as voting rights, mass incarceration, student debt, paid sick days, racial profiling and the Employment Nondiscrimination Act.

Finally, under this resolution the AFL-CIO will conduct a comprehensive review of diversity throughout the labor movement by July 2014 and present recommendations to the Executive Council at its summer 2014 meeting.

Resolution 20 subsumes proposed Resolution 22.

Brothers and sisters, on behalf of the committee, I, Kenneth Rigmaiden, move the adoption of Resolution 20, "Building a Diverse and Inclusive Labor Movement Now and for the Future." (*Applause*)

TRUMKA: The committee moves that Resolution 20 be adopted.

Is there any discussion?

Is there someone at mike 2? Mike 3?

LINDA BRIDGES, AFT: Thank you. My name is Linda Bridges. I'm with the American Federation of Teachers. I'm president of the Texas AFT. And I rise in support of Resolution 20, which affirms the labor movement's commitment to diversity and opportunity and equal rights for all Americans, irrespective of race and national origin, citizenship status, age, gender and sexual orientation.

I am proud of the history of support for civil rights and diversity of my national union, the AFT.

Our first national president was a woman, as are our three top officers today. I think you would agree with me that people of color, immigrants and women are among the most exploited workers in our society and among the most likely to join and support unions.

It is true that we've come a long way in the labor movement with regard to providing and promoting opportunity for all Americans, but we still have a long way to go.

Let's continue the AFL-CIO's progress in building a diverse and inclusive labor movement and adopt Resolution 20. *(Applause)*

TRUMKA: Thank you, Sister. Delegate at mike 1.

DAVIDA RUSSELL, Ashtabula County (Ohio) AFL-CIO Labor Council: Good afternoon. I'm Davida Russell. I'm the delegate for the Ashtabula labor federation. Two weeks ago, I was elected as the new secretary-treasurer for the North Coast Area Labor Federation. I'm the state vice president of OAPSE/AFSCME, and a proud member of AFSCME. *(Applause)*

I rise in support of Resolution 20. The federation must continue to prioritize and deepen its commitment to invest in leadership development to equip a diverse group of future activists and leaders.

The AFL-CIO must lead by example in its hiring practices, promotions and leadership development opportunities.

The federation staff should reflect its rainbow membership, which it serves.

Thank you. *(Applause)*

TRUMKA: Thank you, Sister. Delegate at mike 2.

JOSIE CAMACHO, Alameda (Calif.) Labor Council: Thank you, President Trumka. My name is Josie Camacho, delegate from the California Alameda Labor Council, secretary-treasurer, and I rise in strong support of Resolution 20.

I also want to say that my second son was 9.1 pounds, so I think women can carry a lot of weight. *(Cheers and applause)*

The federation has prioritized and deepened its commitment to invest in leadership development in order to equip diverse groups of future leaders with the skills and the background to succeed. We must also do this on our regional and on our local level.

I want to briefly share my story with you that I shared at the Diversity Conference.

My parents came to the U.S. from the island of Guam, which is a U.S. territory. All 10 of us were raised in East Oakland, California.

My parents spoke English, but they also spoke their native language, Chamorro.

We were raised to respect each other and to respect our elders. But one day my mother went to the bank and a teller there, who was white, told her, "I can't understand what you're saying." And so at 13, I said, "Don't talk to my mother like that." And I think that spirit that a lot of us, especially women and people of color, we had to fight all of our lives, and we continue to fight.

And I want to say that if we are going to develop a labor movement that is a labor movement that represents and shows the changing demographics of the working class in this country and globally, we must and we shall have that representation at the top levels of the labor movement.

Would you agree? *(Shouts of "Yes!")*

My final point is that diversity is our destiny. Inclusion is our strength.

If we have diversity inclusion, it will mean a brighter future for our seniors, for our children and our children's children. It will mean a stronger movement. It will mean a united working class that is ready to stand together and fight for all working families.

When we stand together and fight, we win.

Thank you. *(Applause)*

TRUMKA: Well done. Thank you, Sister Josie. Delegate at mike 2.

CHAD JOHNSON, AFSCME: Thank you, Mr. President.

My name is Chad Johnson, delegate from AFSCME, The Green Machine.

I rise in support of Resolution 20, but more specifically, the focus on organizing and the union summers to get that next generation.

Just like AFSCME has alternative spring breaks, UNCF scholars, it's the next two generations that we must bring into the fold to ensure our future. And as a part of that, it is also the need of this federation to strongly encourage our front-line CLCs and state federations to reflect the diversity of their membership, because they are the first faces that workers see on the ground. *(Applause)*

TRUMKA: Thank you, Brother.

Seeing no further debate, the question's on the adoption of Resolution 20.

The committee recommends that you vote for the resolution.

Those in favor of the resolution, signify by saying aye. Those opposed, say no.

Resolution 20 is adopted. *(Applause)*

(The text of the resolution as adopted by the convention follows. The resolution covered by Resolution No. 20 appears in the appendix in numerical order.)

[[INSERT TEXT OF RESOLUTION 20]]

(End Resolution No. 20)

SCHAITBERGER: I now call on Diann Woodard, vice chair of the Committee on Women Workers, to report on Resolution 18, "AFL-CIO Women's Initiative: Shared Values, Shared Leadership, Shared Prosperity."

Diann.

RESOLUTION NO. 18

AFL-CIO Women's Initiative: Shared Values, Shared Leadership, Shared Prosperity

WOODARD: Thank you, Harold.

Before we go further, let me introduce the other members of the Women Workers Committee. First, our chair, Liz Shuler. *(Applause)*

Also, Paul Almeida of the Department for Professional Employees, Rose Ann DeMoro of NNU, Michael Goodwin of OPEIU, Lorretta Johnson of AFT, Roberta Reardon of SAG-AFTRA, Laura Reyes of AFSCME, Karen See of the Coalition of Labor Union Women and Veda Shook of AFA-CWA, as well as Nancy Wohlforth of OPEIU. *(Applause)*

Women may hold up half the sky, as the resolution states, but we don't have half the pie. And that's the fact despite more than a century of struggle and significant gains. Women still only make 77 cents of every dollar paid to men; two-thirds of all minimum wage workers

are women, especially women of color; and women are the majority of workers in the lowest-paying occupations.

In Resolution 18, the AFL-CIO commits to standing with women and insisting on: (1) equality and pay and opportunity for all; (2) the right of women to control their own bodies and be free from violence—(*Applause*)—and (3) the right of every woman to meet her fullest potential and the opportunity to serve and lead her community.

That means we will work to raise the minimum wage, close the wage gap, expand job training and educational opportunities, and make wage and benefit standards across industries more transparent.

While protecting bedrock social safety net programs, we will ramp up our support for paid sick days, paid family and medical leave, and affordable quality child care. We also will continue our stand for contraceptive equity and respect for women's choices in their health care. (*Applause*)

Recognizing that the labor movement is not alone in this struggle, we will continue to invest in inclusive, enduring alliances locally and internationally. At the same time, we'll ensure that women are fully engaged and represented at all levels of our movement and of our work, and thoroughly integrate women's issues in our policy, legislative and political strategies and campaigns.

I want to thank Secretary-Treasurer Liz Shuler for her leadership on women's issues. Liz was also a leader of a recent online listening session that focused on the question: How do we make our movement all it can be for working women?

It was really a lively conversation, and the discussion of this resolution reminds me of one of the comments that came in, pointing out that strong and independent women often are cast aside and not given any respect for their contributions within our movement as well as in the workplace and society.

I believe that Resolution 18 will take us several steps closer to a movement and a nation that respects the contributions of all women, and that's important for all of us.

On behalf of the Committee of Women Workers, I move the adoption of Resolution 18, the AFL-CIO Women's Initiative: Shared Values, Shared Leadership, Shared Prosperity. (*Applause*)

TRUMKA: Thank you, Diann.

The committee recommends that Resolution 18 be adopted.

Is there any discussion? I'll start at mike 2 this time.

MATTIE HARRELL, AFSCME: Good afternoon, brothers and sisters. My name is Mattie Harrell, and I'm a part of the great AFSCME. (*Applause*)

I rise in support of the resolution for No. 18, because we still only make 77 cents to every dollar earned by men.

Two-thirds of our minimum wage workers are women, especially women of color. Women make up the majority of workers in the lowest-paid jobs.

Thank you. (*Applause*)

TRUMKA: Thank you, Sister. Delegate at mike 3.

KATHY CHAVEZ, AFT: Thank you. My name is Kathy Chavez, and I'm a very proud member of the American Federation of Teachers. I'm an executive vice president of AFT New Mexico, and I'm also president of Local 4129, representing the educational assistants. But most importantly, I'm a proud woman of two colors.

Why is this important? Today, women of all colors, all walks of life, all professions are at least half of the workforce in the United States, but as women, we continue to experience lower wages for the same jobs performed by men. Ensuring equal pay for women is hardly ever enforced, allowing employers to ignore the Equal Pay Act of 1963 and continue to discriminate.

Because women make less, they will have less for child care costs, have lower retirement accounts and lower Social Security earnings, keeping them behind men again.

Women make the majority of health decisions for families across all generations, yet their ability to make decisions and choices about their own health care is too often called into question.

When women try to get a higher education, they are often caught in the incredible debt cycle, compromising their ability to raise and provide for their own children's education.

Women are the caretakers of children and the elderly in our society, often having their jobs and work put on hold to care for others. It is not by choice, but by necessity that they find their work interrupted.

Women are still facing pregnancy discrimination in the 21st century. Women find themselves discharged as unable to perform their jobs at a time when a source of income and medical care is critical.

Communities are where we all live and function. The threads that weave that space enclose all of us. Women are often the communicators, the contact points, the peacemakers, the weavers—and so, they are the ones best informed to make the connections between groups and ideas.

Very few women occupy leadership in the union movement. Yet in some unions we are as much as 70% of the membership, and in some cases higher.

One might ask why the gates have not opened wide to take them in equally. This resolution is calling on us to demand equal pay for equal work. Push for the passage of the Paycheck Fairness Act, which has languished for the last eight years between the U.S. House and Senate, push for workplace fairness through the adoption of paid sick days.

TRUMKA: The delegate's time has expired. Please conclude.

CHAVEZ: We just need to urge support of Resolution 18. Thank you.

TRUMKA: Thank you, Sister. Delegate at mike 1.

DOROTHY TOWNSEND, AFSCME: Good afternoon, brothers and sisters. My name is Dorothy Townsend. I am a board member of the Atlanta-North Georgia Labor Council, and I am also a proud board member of the Georgia state federation. But I am most proud of my 30-year membership in AFSCME. *(Applause)*

Mr. Chairman, I rise to urge support of Resolution 18. Our union takes women's issues, concerns and forward mobility seriously. **Of the 1.4 million members of AFSCME**, 60% of those members are women. *(Applause)*

On our international staff at the director and manager level, 50% are women. I am very proud of that.

But it does not stop there. Last June, our union launched our first women's leadership academy to train and mentor our female rank-and-file activists. I'm proud of the investment our union is making in women.

Our members just elected our first female international secretary-treasurer, Laura Reyes.

President Saunders does not just talk the talk, he is committed to walking the walk, and I urge the federation to do the same. Support the women.

Thank you. *(Applause)*

TRUMKA: Thank you, Sister. Delegate at mike 2.

MARY SULLIVAN, AFSCME: Good afternoon, sisters and brothers. My name is Mary Sullivan. I am an international vice president of AFSCME. I am also the executive vice president of CSEA/AFSCME Local 1000 in New York, AFSCME's largest affiliate. And I am the proud president of the Capital District Area Labor Federation in Albany, New York.

(Applause)

Women are increasingly the primary wage earner in families. This economy has caused our brothers to lose their work and it forces women often to go into the workplace where they have not been. They have been at home caring for the children, or they have been the partner in the workplace given the fact that, as you all know, there's not much left of the middle class.

Women must have access to paid sick leave, of the right to control the health needs of their own bodies. Women must be engaged and empowered at every level of this federation.

Brothers and sisters, women's issues are organized labor's issues. A woman's place is in her union.

Thank you.

TRUMKA: Hear, hear! Thank you, Sister. Delegate at mike 3.

HOLLY HART, United Steelworkers: Hello, my name is Holly Hart, and I am a proud delegate from the United Steelworkers. I'm going to tell a three-minute story, I hope.

Once upon a time, back in the 1970s when I was a young worker, my generation was fighting for equal rights. They were fighting for women's reproductive rights, job and wage equality in the workplace, and equality in society. That was the era of the constitutional amendment for equal rights.

I entered the workforce at that time as a secretary. Now, I'm a legislative director and assistant to the president of the United Steelworkers.

Well, what I want to say is that it didn't happen to me because of those battles in the 1970s. It's 40 years later and where are we? We're still fighting for all those things. Women's reproductive rights have been eroded. We're still all fighting for equality in the workplace.

What made it happen for me and for others like me in my union, my sisters and my brothers? My union has leadership programs. It has leadership programs for young workers, for our activists, for women. And we have a leadership that is committed to growing those groups.

It happened because I had mentors who recognized that our future, our union's future, our diversity, depended upon each of us reaching out to our fellow sisters and brothers, our youth. And as a movement, we must see beyond our generations, our genders, our race, our

orientation to ensure that everyone has the opportunity and the support, like I did, to reach your full potential.

Thank you. (*Applause*)

TRUMKA: Thank you, Sister Holly. Delegate at mike 1.

BRIANNA RODRIGUEZ, Young Workers Advisory Council: My name is Brianna Rodriguez, and I'm a member of the Young Workers Advisory Council and Younger Work at Working America.

I rise in support of this resolution for the women in my family who have always had to balance work and family because rent had to be paid and children needed to be fed.

I support this resolution because they have traditionally held what society continues to undervalue and call women's work.

I stand here today for them because they have never known what it's like to have health care on the job, a paid sick day or access to a 401(k). I'm the first in my family.

I take this opportunity to support this resolution in honor of my *abuela*, who always taught her daughters to take advantage of every opportunity because she knew what it felt like to watch her brothers finish school while she had to drop out in the 8th grade to provide for her family.

I stand in support of this resolution for my mother, who turned women's work into a small business as a daycare provider, and will remind you not to call her a babysitter because she doesn't sit on the job. (*Applause*)

I remember growing up what she always told me, "Use your voice, Brianna." She said, "Fight. This is the only way people will know where you stand."

So, Mom, I fight for this resolution for you and for the young women leaders, like Karen Nussbaum who, at the age of 23, reinvented collective power on the job in a way that spoke to women. And at the age of 23, she understood that the only way we could win was with strength in numbers.

So I stand with the young women of my generation who know the fight lives on, and I'm here to tell you that we're ready, that we're determined and that we're hopeful.

We believe in ourselves and we ask that you believe in us, too.

We ask that you believe in young workers and young women workers and young women of color.

And finally, I rise in support of this resolution because too few women are recognized as leaders in and outside of the labor movement.

I fight for this resolution because the women's movement that belongs to my mother and my *abuela* is the labor movement, and that movement is my movement, too. (*Applause*)

TRUMKA: Thank you, Sister. Delegate at mike 2.

PAUL ALMEIDA, Department for Professional Employees: My name is Paul Almeida. I'm the president of the Department for Professional Employees, a coalition of 22 national unions affiliated with the AFL-CIO, and a proud member of the AFL-CIO's Committee on Women Workers.

I am honored on behalf of the more than 4 million union professional and technical people to rise in support of Resolution 18.

Among the other memorable events that happened 50 years ago was the passage of the Equal Pay Act. Maybe not so memorable, because 50 years later the Department of Labor still reports a persistent wage gap for women. Why?

Are women a small part of the workforce? No, 67 million women work, 47% of the workforce.

Aren't women always taking time off to have children? No, in fact, even among women with children under the age of 1, almost 56% of them work.

Aren't women typically in low-paying service-sector jobs? No, 51% of working women are employed in professional and technical occupations.

Aren't women less educated? No, women have earned more bachelor's degrees than men since 1982, more master's degrees than men since 1981 and more Ph.D.s than men since 2006.

So who wins and who loses by having unequal pay? Every woman worker and her family loses. So who wins? Corporate America wins, and wins big.

From day one, a newly elected woman senator or member of Congress earns exactly the same amount as her counterpart. Why? Because it's the law. Perhaps if the women in Congress earned 30% less than their male counterparts, something would be done about this gross injustice.

I fully support Resolution 18 and hope when my 8-year-old granddaughter starts working, she will earn equal pay.

Women's issues are our issues. Women's leaders are our leaders. The woman's movement is the labor movement.

Thank you. *(Applause)*

TRUMKA: Thank you, Brother Paul. Delegate at mike 1.

BONNIE MOORE, SMART: Yes, thank you. I'd like to take an opportunity to speak in support of this initiative.

My mom was an immigrant worker who came from Europe many years ago.

TRUMKA: You have to state your name and affiliation.

MOORE: My name is Bonnie Moore. I'm with the Sheet Metal Air Rail Transportation Division, and I'm a vice president.

TRUMKA: Thank you, Sister.

MOORE: You're welcome. At any rate, my mom came and she was an immigrant worker in New York; worked in sweatshops. She was a child laborer. She fought with the International Ladies' Garment Workers' Union to form the union. She had her teeth knocked out. She was beaten. She fought hard, but she never gave up the fight. She continued on and both my mom and my aunt struggled to become, you know, union representatives through the years until she passed away a few years ago at the age of 100.

TRUMKA: God bless.

MOORE: She never gave up her belief in the union. *(Applause)*

TRUMKA: Hear, hear!

MOORE: She had always encouraged my position and to move forward and to never keep silent and to always keep fighting.

And the importance behind that is that for our children and our grandchildren coming behind us, we need to cut that pathway so that they can be part of the AFL-CIO, part of the corporations, part of the unions for equal rights within the workforce. And I—therefore, I'd like to just share my support of this resolution. Thank you.

TRUMKA: Thank you, Sister.

Seeing no further debate, the question is on the adoption of Resolution 18. The committee recommends that you vote for the resolution.

All those in favor of the resolution, signify by saying aye. Opposed, nay.

Resolution 18 is adopted. *(Applause)*

(The text of the resolution as adopted by the convention follows.)

[[INSERT TEXT OF RESOLUTION 18]]

(End Resolution No. 18)

TRUMKA: Harold.

SCHAITBERGER: Our next resolution deals with young workers and youth engagement.

But before we begin discussing it, I'd like to show you a video where young workers speak for themselves.

The AFL-CIO Young Workers Advisory Council put out a call for young people across the country to submit videos and make their voices heard in this convention hall.

Please turn your attention to the video screens.

...A video presentation was shown to the delegation. (Applause)

SCHAITBERGER: Nice job. Next I'm going to call on two people who understand the importance of this resolution firsthand, and had a hand in creating it. They will report on Resolution 19, "Investing in Our Future: Young Workers and Youth Engagement."

Lorenzo Arciniega and Michelle Wyvill are co-chairs of the Young Workers Advisory Council.

Lorenzo.

RESOLUTION NO. 19

Investing in Our Future: Young Workers and Youth Engagement

LORENZO ARCINIEGA, Young Workers Advisory Council: Hello and welcome. Today's young workers are part of the largest generation to enter the workforce since the baby boomers. We also make up the most diverse and technologically savvy generation in America's history,

but we suffer, and suffer we do. We suffer the nation's highest unemployment. We also suffer the fewest job opportunities in today's economy. My generation of workers—we are active, we are engaged and we are ready to reverse this economic and social injustice. All of us must recognize that the continued strength and energy of the labor movement depends deeply on the ability of young union members to develop into effective labor leaders.

It's time. Now it's time. Now it's time to build on Resolution 55 that was passed at the 2009 Convention. Now it's time to build on the AFL-CIO's Next Up program, which ushered in dozens of start-up young worker groups across the country. Now it's time. It's time now to build on the two successful national summits of young workers that brought in young workers, activists and community partners.

Now is the time to build on the Young Workers Leadership Institute that took place in 2012. Now is the time to build on the program that was built through the Labor 2012 political program as well. These programs have inspired and supported young workers from around the country to take action in their local community. Now.

Me personally, in my hometown of San Jose, California, young workers stood in solidarity with San Jose State University students to raise the minimum wage in our city. The efforts started off as an idea in a college classroom, just in the classroom, just a discussion. Students themselves were working minimum wage jobs trying to pay their bills and go to school full time. It was a struggle.

But with the support of the South Bay Labor Council, the idea turned into a robust labor-community partnership bringing together young people, students, labor and a range of progressive allies. It was such an amazing experience to be a part of. We built solidarity in our community and, even better, we were successful. We raised the minimum wage in San Jose by two dollars. (*Applause*)

Now, as we all know, work here in labor is very hard and hard work it is. But as young workers we manage to find a little fun in it, too, wouldn't you say, Michelle?

MICHELLE WYVILL, Young Workers Advisory Council: Absolutely. Now, let's talk about exactly what Resolution 19 is to do.

Resolution 19, "Investing in Our Future: Young Workers and Youth Engagement," was drafted by the Young Workers Advisory Council and considered by the committees on Civil and Human Rights and Women Workers before being approved by the Executive Council in July. This resolution commits the AFL-CIO to recognize the Young Workers Advisory Council on the General Board of the AFL-CIO with the goal of empowering the next generation of labor leaders to challenge them, inspire, build and organize around issues that matter to them and to us, and it ensures the process for getting on the council reflects our new responsibilities.

The resolution deepens our commitment to young worker programming, building on the work we started with Secretary-Treasurer Shuler four years ago.

And finally, the resolution calls on state federations and central labor councils to include young worker engagement in their strategic plans, and sets the goal of tripling the number of local young worker groups over the next four years. Given the opportunity, young workers will meet this goal.

A young machinist named Caleb McConaughy, who I have had the pleasure of mentoring, attended a Next Up conference and was so inspired he went back home to Cedar Rapids, Iowa, gathered some friends and organized a young worker group. This resolution will take that work to the next level.

On behalf of myself, Lorenzo and the rest of the YWAC, we would love to thank you for your support and your solidarity.

SCHAITBERGER: Terrific job, Michelle and Lorenzo. Terrific job. There's an example of the leadership of our future. Thank you to the Young Workers Advisory Council.

I think we all need to give our youth and new leaders a really big hand. Nice job. Job well done. *(Applause)*

Brothers and sisters, on behalf of the committee, I move the adoption of Resolution 19.

TRUMKA: The committee recommends that Resolution 19 be adopted.

Is there any discussion? Delegate at mike 1.

CHRIS SLOAN, IUPAT: I rise today in support of Resolution 19. My name is Chris Sloan. I'm 28 years old, and I work for the International Union of Painters and Allied Trades.

I rise today on behalf of my international, IUPAT District Council 51, Local Union 1937, the IUPAT Young Lions and a generation of young workers who support Resolution 19. Our generation inherited a brutal economy, high unemployment, skyrocketing education costs and stagnant wages. But we're also a generation of dreamers looking ahead to the America of tomorrow, the America we will make happen through our activism, our energy and our innovation.

We are a generation that believes the labor movement has a beautiful history—a history that we turn to for guidance, for motivation, for grounding. But our future depends on moving forward, organizing and building a movement for the future. And young workers are ready to continue to dream, act and innovate in order to organize and grow our movement.

For all those who fear that future generations will fail to carry the torch, fear not. When given a chance to contribute and lead within the labor movement, young workers have stepped up time and time again to help reinvigorate, reposition and drive innovation with our own organizations.

These resolutions recognize our collective dream and act to drive innovation and inclusion within the movement. This resolution provides young workers standing as true partners with a place at the table.

I respectfully submit these **letters of endorsement for the resolution** to you, Mr. Chairman, for your consideration of their inclusion into the minutes of the convention. These letters from international unions, state federations, CLCs, Working America and young worker groups not only urge delegates of this convention to vote in favor of this resolution, but to carry with them the promise of carrying out this resolution should it receive the support of this convention.

Resolution 19 will drive local union activism, build community and partnerships, and develop young leaders by investing in young worker groups across the country. This resolution is about building capacity to deliver on the change we all seek, building a movement for the future.

Thank you, Mr. Chairman.

TRUMKA: Thank you, Brother, and **the letters will be accepted into the record.**

Delegate at mike 2.

DAVE LEVINE, AFSCME: Good afternoon, Mr. President. My name is Dave Levine. I'm a delegate from The Mighty Green Machine, the home of Arlene Holt Baker, of AFSCME.
(Applause)

I have the pleasure of co-chairing AFSCME's Wave Committee, and I rise in support and to echo the remarks of my good friend and brother, my brother from the YWAC and I rise in support of this resolution.

Mr. President, empowering the next generation is a top priority for AFSCME. For the last seven years, all across the nation, we have developed innovative and powerful programs under the flag of the Next Wave. These programs have allowed our members to develop our skills and prepare us for our turn to carry the torch forward of leadership of what it means to be laborer.

Just two months ago, 600 new and young activists of AFSCME gathered in Detroit for our third Next Wave conference. At that conference, we collaborated with one another, discussed how we can work together on our common goals across this nation.

We went into the City Hall of Detroit and made our voices heard against the attacks on working people and the local dictator.

Mr. President, and fellow delegates, by golly, we were heard. We were all over the news that entire weekend. That is the power of young workers. (Applause)

Mr. President, this resolution is a commitment to our future. I can speak for AFSCME, the Next Wave Committee, and the entire 1.6 million members of AFSCME, that we are committed to invest in that future.

I know my brother who just spoke last, he and his union have a commitment. I know many national leaders all across this room have that same commitment, and this resolution reflects that very commitment.

I ask that this entire delegation support Resolution 19. I thank you for support, and God bless you all. (Applause)

TRUMKA: Thank you, Brother Dave. Delegate at mike 3.

DAN MONTGOMERY, AFT: Thank you, Mr. President. I'm Dan Montgomery, a proud member of the AFT, and AFT vice president, and president of the Illinois Federation of Teachers and vice president of the aligned AFL-CIO.

I urge brothers and sisters to support this resolution. The long-term viability and success of our movement depends in very large part on the next generation of union rank-and-file members, workers and leaders.

How can we forget that it was GEOs and students who occupied Madison and began the Wisconsin uprising in 2010. From the beginning, young workers have been at the forefront and defending labor rights whenever they've come under attack. It was young people, again, who focused national attention on increasing economic inequality with the Occupy movement in 2011.

This year, it's been young people, groups like the DREAM defenders, who have been pushing the envelope and, frankly, pushing us in the larger movement on issues such as corporate accountability, immigration, racial justice and marriage equality.

But let's make no mistake. We're not here just to talk about simply engaging young people around labor's values or developing new union leaders. Our young members are already engaged in our values. They are already among our leaders. Our task is to bring young workers

to the table to help them shape our future and to follow their lead to work with them to shape the present.

This collaboration across generations has the potential to transform all our members, from the worker stepping on the shop floor for the first time to longtime activists who have been in the vanguard of social changes for 50 years.

At the AFT, we are committed to engaging our younger leaders and encouraging our affiliates at all levels to make sure that our workers are part of leadership, our younger workers, and that their voices and issues are heard, and we draw upon their experiences. We're working with progressive student groups who want to work with labor to build a common agenda, the United States Student Association, student PIRG chapters around the country.

We're working with United Students Against Sweatshops to educate undergraduates about the role of labor, and to counter anti-union groups like Students for Education Reform. In my state fed, we've got younger members actively engaged in governance with a young members' constituency council.

Brothers and sisters, I urge you to support the resolution and move back home and commit your locals and affiliates and federations to make this come alive.

Thank you.

TRUMKA: Thank you, Brother Dan. Delegate at mike 1.

ASTRID ZUNIGA, United Domestic Workers/AFSCME: Good afternoon, brothers and sisters, or should I say evening. My name is Astrid Zuniga. I am the Stanislaus and Tuolumne Counties Central Labor Council secretary-treasurer and a proud member of the United Domestic Workers/AFSCME Local 3930. *(Applause)*

I am a Next Waver. As my brother from AFSCME discussed, our conferences that we've been having, Next Wave, has given all of our workers an opportunity to learn and to take back those tools to become leaders in their community and in their individual unions.

I urge everyone in that room to go back into your communities, into your labor councils, into your labor federations and get your youths involved. Go to the government classes in the schools. I'll be speaking at my daughter's school to educate them on labor, women's rights, elderly rights, disability rights.

We owe it to ourselves to invest in our future and I urge everyone in this room to continue to do so.

Thank you.

TRUMKA: Thank you, Sister Astrid. Delegate at mike 2.

VICE PRESIDENT FRED REDMOND, USW: Thank you, Mr. Chairman. My name is Fred Redmond, and I'm a proud member of the United Steelworkers union. *(Applause)*

I rise in support of Resolution No. 19, "Investing in Our Future: Young Workers and Youth Engagement."

My union, the Steelworkers, formalized our Young Members Program with unanimous passage of Resolution No. 4 in 2011. This resolution created the Next Generation Program as part of the Steelworkers permanent structure. We've devoted our leadership development program to train our next generation of leaders.

We have seen firsthand what happens when you bring young people into the conversations, have them at the table and allow them to participate, and we have been a better union for it.

Our program is still going, but we have made great strides. We now have Next Generation coordinators in each one of our U.S. and Canadian districts. Young people have been appointed to leadership roles and have done amazing work to help build a strong, modern union that honors our proud history while securing our future.

We have young brothers and sisters like Nick Gaitaud of Local 7150 in Albany, Oregon, and Tiffany Lewis of Local 3267 in Pueblo, Colorado, who are both here with us today as part of the Steelworkers delegation to this convention. In the field we have developed young sisters like Elba Martes, a public sector member, who knocked on hundreds of doors and handed out thousands of leaflets in Ohio during last year's election campaign.

We've developed young brothers like Ephraim Jenkins, a third-generation Steelworker in Gary, Indiana, who has organized dozens of young people in his local and got them more active in an area that's struggling to survive after decades of deindustrialization.

Brothers and sisters, the list of accomplishments from our young members goes on and on, but perhaps the most impressive impact of our Next Generation Program has been at the collective bargaining table. With Steelworkers of all ages at the bargaining table, our union has made great strides in fighting divide-and-conquer corporate tactics like tiered wage and benefits systems, attacks against retirement security and pensions, and attempts to break promises to our retirees.

So our commitment to including, developing and mentoring our young members has made us a stronger union. I believe it has made us a stronger movement. Brothers and sisters, if we continue this effort by passing this resolution and taking continued actions to engage our younger members, I believe that it will make us a stronger society.

Thank you, Mr. Chairman. *(Applause)*

TRUMKA: Thank you, Brother Fred.

You know, Brother Fred, this morning at the Inclusion Conference anybody under 35 was a young worker, everybody over 35—we were called seasoned workers. I told them that I was very seasoned, quite frankly. But of the seasoned workers, I think you're the youngest seasoned worker I've ever known, and I want to compliment you for that. *(Applause)*

Delegate at mike 3.

NEIDI DOMINGUEZ, CLEAN Carwash Campaign: Good afternoon, everyone. My name is Neidi Dominguez. I'm 25 years old, a Mexican immigrant and was an undocumented woman until three months ago, when I received my green card. *(Applause)*

I am currently the strategic campaign coordinator for the CLEAN Carwash Campaign in Los Angeles and the campaign manager for the California Immigrant Youth Justice Alliance.

On June 15 of 2012, under President Obama's administration, the Department of Homeland Security issued a directive to grant Deferred Action for Childhood Arrivals, DACA, to provide relief from deportation to undocumented youth just like me. And let's make it clear, it was because of the leadership and determination of those undocumented youth across the country. *(Applause)*

It is estimated that about 2 million undocumented youth benefit from DACA. These are young students and workers that come from diverse backgrounds based on our gender, ethnic

backgrounds, our language and sexual orientation. Resolution 19 will help guide the way for the labor movement to embrace and recognize these young workers, these leaders. And by doing so, it will ensure that we will build a strong, innovative, vibrant and inclusive labor movement.

I urge a strong support for Resolution 19. *(Applause)*

TRUMKA: Thank you, Sister. Delegate at mike 1.

CHARISSA FIELDS, UAW: Good afternoon, everyone. My name is Charissa Fields, and I am a proud delegate of the United Auto Workers union. *(Applause)*

I stand today in support of Resolution 19, as much of my work is done speaking with young people on college campuses that have never had the discussion of social justice or even understand what a union can really do.

I think it's important for people to understand that there are young workers out there that want to be engaged in the conversation of social justice, as we are the ones that are inheriting the socioeconomic issues such as student debt, unemployment and temporary labor.

I see today that the program here that could help to invest in the future of young people is needed. So I came to the mike today to let you know that I stand in true support of this resolution and that more engagement needs to happen; that young people are ready to lead and be a part of the change. Thank you. *(Applause)*

TRUMKA: Thank you, Sister. Delegate at mike 1.

FRANK LIMA, IAFF: Thank you, Mr. Chairman. I rise before the delegates in support of Resolution No. 19. I am a seasoned worker. *(Laughter)*

And nothing like speaking when everybody wants to call the question. *(Laughter)*

My name is Frank Lima. I'm the president of Los Angeles City Firefighters, Local 112. *(Applause)*

I'm also a sitting member of the AFL-CIO Los Angeles County Federation of Labor and a California Professional Firefighters Eighth District vice president.

This one is kind of personal to me. I took the test to become an L.A. city firefighter when I was 17 years old, living in fire stations growing up on the east side, and people believed in me. I've never forgotten that.

I've had three union jobs. I was a Carpenter at Local 1506 right down the street. I drove a Budweiser truck. And I've been opening up roofs and putting out fires the last 22 years.

I want to personally thank two members on that stage. One, María Elena Durazo, thank you for having faith in me. *(Applause)*

And my general president from the International Association of Firefighters, Harold Schaitberger. Thank you for having faith in me, Brother. *(Applause)*

You know, we support young firefighters. Our union doesn't talk about it, we walk about it. We support cadets in the inner city financially and by volunteering. These are future union members. We target high schools, and we learn to communicate with them. We've always all been there. Don't forget your roots.

Thank you, brothers and sisters, for your consideration. *(Applause)*

TRUMKA: Seeing no further debate, the question is on the adoption of Resolution 19. The committee recommends that you vote for Resolution 19.

All those in favor of the resolution, signify by saying aye. Those opposed, nay.

Resolution 19 is adopted.

(Applause)

(The text of the resolution as adopted by the convention follows.)

[[INSERT TEXT OF RESOLUTION 19]]

(End Resolution No. 19)

TRUMKA: I want to thank you, Harold, and I want to thank all of the Resolutions Committee. Great job, pal.

You'll see more of him.

We're going to go a few minutes past 6 o'clock. We're supposed to adjourn at 6 but we have to do a couple of things. We have some special people that are here. They are with their parents; they won't be able to come back tomorrow. So I'm going to do that.

Then we have a special award to give to the Domestic Workers, the Meany-Kirkland Award, and they have to work tomorrow. So, with your indulgence, I'm going to try to get through those two items so that we don't lose both of these important guests.

So now I'd like to call Arlene back to offer a very, very, very special presentation.

Arlene.

AFL-CIO ADOPT-A-SCHOOL PROGRAM GRANTS DREAMS OF JOBS AND FREEDOM SCHOLARSHIPS

HOLT BAKER: Thank you, Mr. Chairman. This is a very special moment of great joy—the joy that comes of having a dream—and working together to make it real.

On August the 28th we celebrated the 50th anniversary of the March on Washington for Jobs and Freedom. It was the day—yes, we can applaud for that. Jobs and freedom. *(Applause)*

It was the day that Reverend Dr. Martin Luther King Jr. gave his historic “I Have a Dream” speech, which accelerated the nation’s own march toward social and economic justice, including passage of the Civil Rights Act and the Voting Rights Act.

Our demands are the same today as they were when the Reverend Dr. King gave that speech. No different. We need jobs and freedom. But still today, too many of our children who dream of a quality public—public—education sit in terribly under-resourced, overcrowded classrooms while urban school districts close school after school after school. *(Applause)*

It's not enough to march a rally at the Lincoln Memorial. We must take action. We cannot rest, and we will not rest.

So a few short months ago, in February, the AFL-CIO Executive Council authorized two programs to mark that anniversary in a unique and meaningful way. Today we celebrate what those two programs have done. One program is the Dreams of Job and Freedom Scholarship. The second is our Adopt-a-School Program.

Before I go any further, I want to give a very special thank you to the Civil and Human Rights Committee for their hard work, leadership and dedication to making this happen. I also

want to honor and introduce the Adopt-a-School Committee that helped with the selection of the public schools.

The committee members: Diann Woodard, School Administrators; Laura Reyes, AFSCME; Lorretta Johnson, AFT; Liz Powell, Postal Workers; Fred Redmond, United Steelworkers; and, J. David Cox, AFGE; and the Union Veterans Council. Thank you all. *(Applause)*

We have made it possible for us to provide one-time grants of \$5,000 to 21 public schools in every part of the country. These grants will support teaching, staff and classrooms to help educate young people on the vital connections between workers' rights and civil rights.

On the screen you can see the map of where these schools are.

I would like to now ask María Elena Durazo to return to help us honor the two Los Angeles schools that will receive the Adopt-a-School grant.

María Elena. *(Applause)*

DURAZO: I am very pleased to be able to introduce the two Los Angeles Adopt-a-School grantees. These schools have committed to working with our labor community, to bringing union members into the schools to engage with students and to informing parents about the Adopt-a-School Program. Both schools will specifically use their funds to provide incentives to promote parental engagement and to increase school attendance, academic achievement and citizenship.

I would like to ask a few people to join us up here. These are the teams from the Susan Miller Dorsey High School and from the Miguel Contreras Learning Complex. *(Applause)*

For those who don't know, the Miguel Contreras Learning Complex was named after a man, a farm worker, a labor leader, a trailblazer in Los Angeles, and my late husband. *(Applause)*

From Dorsey, we have Administrator Jeremy McDavid, United Teachers of Los Angeles Chapter Chair Noah Lippe-Klein and student Kalob Houston. I'm going to give the check to Jeremy.

OK. Thank you very much. *(Applause)*

And Kalob, would you say a few words, please?

KALOB HOUSTON: On behalf of Dorsey High School, I'd like to thank the Adopt-a-School Program for giving us this generous donation. Thank you. *(Applause)*

DURAZO: And now, from the Miguel Contreras Learning Complex, we have Principal Nova Star Meza, United Teachers of Los Angeles Chapter Chair Philip Busalacchi and student Iranitzi Torres Santoyo.

Iranitzi, how about a few words from you, please.

IRANITZI TORRES SANTOYO: On behalf of Miguel Contreras, I would just like to thank María Elena for her generous donation. Thank you. *(Applause)*

DURAZO: Let's give these schools a round of applause, please. *(Applause)*

HOLT BAKER: Thank you, Sister Durazo, and thank you to the teams from Dorsey High School and the Miguel Contreras Learning Complex.

Sisters and brothers, now let me tell you something about the Dreams of Jobs and Freedom Scholarships. Our affiliates have made a college education within reach for 60 talented high school seniors from families in need, including union members and families in the community. They come from 60 different high schools and will be attending 58 different colleges.

These students had to work hard for their scholarships; it wasn't easy to get one. These were competitive scholarships that required academic ability, social awareness and an appreciation of labor in the face of demonstrated financial need.

The scholarship applicants were judged by a committee of impartial post-secondary educators, put together by our partner, Union Privilege. I can tell you, those judges weren't so jaded by experience that some tears weren't shed over the beauty and depth of feeling they saw in the essays that accompanied the more than 1,627 applications. *(Applause)*

Now I'd like you to take a look at this inspiring video, and you'll see what I mean when I say inspiration.

...The video, "The 2013 Dreams of Jobs and Freedom Scholarship," was presented to the delegation. (Applause)

HOLT BAKER: The power of words. So let me also just read a few excerpts from the thank you notes we received as well. One said, "Thank you so much for this scholarship. It is truly an honor to be recognized by an organization that values hard work and community."

Another said, "My dad lost his job a month ago, and I was unsure if I was going to attend college. With this award, I'm certainly sure I'll be attending college. Thank you again. It means so much to me."

And then there was, "I cannot even explain how big of a help the scholarship will be. This is a true honor and will most definitely help me reach my dream. Thank you for investing in my future. I will work hard to make the AFL-CIO proud and honor the legacy of the Dreams of Job and Freedom Scholarship."

And finally, "Thank you so much for awarding me the scholarship. It is going to get me through my first year of college."

I'd like you to meet two of the students who received these scholarships and are representing all of the scholarship winners. We give them a very special thanks for getting here because they're just starting school, like the other 58. But lucky for us, they are starting school in California.

Our first is Mona Abutouk, who comes from an AFT family and will be attending the University of California, Los Angeles.

Mona. *(Applause)*

MONA ABUTOUK: Hello. I'm absolutely honored to be standing in front of you all today. Fifty years ago, who would have thought that I—the daughter of an immigrant family from Jordan—would be living the American dream? I'm proud to be Jordanian American.

The AFL-CIO is fulfilling the dream I have for our generation—the dream of responsible thinking. By awarding scholarships to young college students like me, the union is fostering education, logic and intellect, which will lead to responsible thinking that can solve our social issues.

Winning this scholarship means so much to me because it will help further my educational goal of getting a degree in biology at UCLA and in the long run becoming a doctor. *(Applause)*

I know I'm still young and have a long and perilous journey in front of me, but being awarded this scholarship has cemented in me the idea that education is, and always will be, my best investment. Education pays.

Now I can breathe a little easier and worry a little less because it is as if a burden has been lifted off my shoulder, because this money will help contribute to the rising costs of tuition fees of college, so that I won't have to cringe every time I see the price of a new textbook.

But more than just helping me out financially, the AFL-CIO has taught me that although we may be strong individuals, nothing is more powerful than unity, community and solution-driven ideas. *(Applause)*

Thank you, AFL-CIO. Thank you, Executive Vice President Arlene Holt Baker. And thank you to all who made this scholarship possible and for believing in sponsoring the future generation. Thank you. *(Applause)*

HOLT BAKER: Next, I'd like to introduce Yoseline Escalante-Buendia. She also comes from an AFT family, and she attends the University of California at Irvine.

Yoseline. *(Applause)*

YOSELINE ESCALANTE-BUENDIA: Hi. My name is Yoseline Escalante-Buendia. I'm excited to be here representing the Dreams of Jobs and Freedom Scholarship. I'm from Berkeley, California, and I will be going to UC Irvine this fall. I will be the first in my family to attend college. *(Applause)*

My mother is a member of the American Federation of Teachers and has worked for the Berkeley Unified School District as a special education instructor for 18 years. *(Applause)*

She's always had a stable job, but raising a family of five is hard, and trying to put a child through college is even harder.

My mom and dad have talked about her going back to school, but she doesn't have the time or the money. And now that I'm going to college, finding a babysitter for my younger siblings will be a struggle.

Most students have to take out loans to go to college, but after my mother lost her house to foreclosure during the recession in 2006, she doesn't qualify for many loans.

There are many problems with today's economy—that's no secret—and it's also not a secret that the people who are at the bottom have very little chance of improving their economic situations. My family has always told me to go to college and get a career so that I won't face economic challenges.

People have many dreams—to be an actress, a singer, the president of the United States and so on—but mine is simply to have the opportunity to make my aspirations come true. My greatest aspiration is to become a pediatrician, which involves many years of dedication and hard work. Dedication won't be a problem—and neither is going to school for another 10 years—but what will be a problem for me is coming up with the money to do so.

What I ask for is to simply have equal opportunity as a student who comes from a family of doctors, to not be discriminated against because I'm Latino, and to not be looked

down on because of my socioeconomic status. I simply want my generation to have equal opportunity to overcome that adversity, economically and socially.

Receiving this scholarship has helped me make my dream come true in many ways. Not only will it allow me to go to college without having to get loans or put pressure on my mother to come up with the money, but it will also give one more student an equal opportunity to succeed. By allowing me to pursue a higher education and get a career, I can prove that dreams can come true for anyone and, perhaps, influence the lives of others that come from similar backgrounds as mine.

Receiving the Dreams of Jobs and Freedom Scholarship is a dream come true, not only for me but other students of my generation, because it shows that equal opportunity is gradually occurring, you just need to search for those opportunities. Thank you. (*Applause*)

TRUMKA: Thank you so much for being with us today, Mona and Yoseline, and representing the other scholarship winners.

Sisters and brothers, Dr. King knew he would not see his dream realized in his lifetime. Together, we are fortunate to live in the legacy of his dream and to be blessed to see the dream of our Adopt-a-School Program and our Dreams of Jobs and Freedom Scholarship made real. We're blessed to be able to help make the dream of jobs and freedom come true for these young women and men. We expect them to do great things.

Thank you, AFL-CIO, for making it possible. (*Applause*)

2013 MEANY-KIRKLAND HUMAN RIGHTS AWARD

TRUMKA: Let's take a moment to watch a video that I think will be just as inspiring as Arlene's was. Take a look.

*...The video, "Welcome Workers" was presented to the delegation.
(Singing of "My Mother was a Kitchen Girl.") (Standing ovation)
...Chants of "Si, se puede!"*

TRUMKA: Sisters, I want to thank you for sharing your song with us and thank you for your inspiration.

It's really an honor to have representatives from domestic workers' organizations from all over the world here with us today. From South Africa, to South L.A.

Now, the annual George Meany-Lane Kirkland Human Rights Award recognizes the efforts of workers' rights advocates in some of the most testing and difficult environments around the world. It recognizes efforts to promote and defend workers' rights and to put workers' rights squarely in the middle of discussions around human rights, inclusive economics and democracy.

Domestic workers for too long have been ignored or even forgotten. They make extraordinary sacrifices to support not only the families of their employers, but their own families. They work in private homes, away from the public eye, from typical workplaces and, too often, away from the law.

Here in the United States, domestic workers do not enjoy basic protections under our labor laws. The AFL-CIO is proud to have a partnership with the National Domestic Workers Alliance so that together—together we can fight to defend and expand domestic workers' rights. (*Applause*)

We applaud the actions of domestic workers here in the United States and around the world to have developed innovative ways of organizing and networking. Domestic workers' unions and associations have fought for and won passage of ILO Convention 189, Decent Work for Domestic Workers, and they have gone back home to their home countries and have lobbied their governments for ratification.

Now, we are very, very, very proud to work in partnership with domestic workers in the United States and around the world to build a stronger and more representative labor movement. And we're proud to award the 2013 George Meany-Lane Kirkland Human Rights Award to the International Domestic Workers' Network and to Myrtle Witbooi, the general secretary of the South African Domestic Service and Allied Workers Union, and chair of the IDWN.

Myrtle. (*Standing ovation*)

MYRTLE WITBOOI
General Secretary, South African Domestic Service and Allied Workers Union

Just for a moment, you know when they have the Oscars and they look at it to see if it's real. Just for a moment, I want to lift it up and to say this is for the domestic workers of the world. A tribute to them. (*Applause*)

Brothers, sisters, guests, all that is present here, I know you had a very long day and I know you must be all very tired, but I want to ask you just to listen for a minute to us, and just to listen to who we are and what we want.

The year 2006, FNV of Holland made it possible for domestic workers to come together in Holland. When they got together there, we laughed, we cried, we sang. But we had one thing in common—we all wanted recognition as workers. Myself being a former domestic worker, working for 12 years for the same family, I knew what it was and what we wanted. We wanted freedom. But it was not going to be given to us on a golden platter.

So what happened in 2006, like all good conferences, it gets put away and it's quiet.

The year 2008, the IUF, together again with FNV, made it possible for us to come together in Geneva. In Geneva we then discussed what do we want, how do we see ourselves, why is it that our work is not decent work? What are we doing? We decide to really take the struggle forward. Then, it's the long road, a long journey.

We then form the International Domestic Workers' Network. Like you see with me on the stage, you see all of them. They are all part and this domestic workers' network was women and it was domestic workers. We decided enough of slavery. We want to free ourselves. But we couldn't do it on our own, we needed the help. There was help in the form of the Solidarity Center, IUF, WIEGO. There were so many people to come forward and offer us the help.

But what is it that we really want? What is it that we want to achieve? We want to be workers like all other workers. (*Applause*)

Then all of a sudden the ILO started the campaign of Convention 189. Now, if you go into the world and you ask a domestic worker about Convention 189, she's going to look at you because she don't know what you're talking about. But if you're going to ask her, "What do you want?" she will start talking. Then you will say that is what we want for all workers.

So together with all the organizations and all the people assisting us, we took this long road to freedom. And slowly but surely the International Domestic Workers became a workforce to be reckoned with. We start bringing in organizations, we start bringing in unions,

we start mobilizing women. We start letting them speak out for themselves. It's what you want. What do you want to tell the ILO? What do you want to tell all the governments, what is it that we want?

And then slowly but surely, 2010, 2011, this dream became a reality. Convention 189 was then given to domestic workers. But Convention 189 is paper. This is all paper. Is that what we want as domestic workers? Do we want paper?

The time has come for the world to give recognition to that woman that is getting up every morning, leaving behind our children, leaving behind our family, sometimes some of us is so old we are grandmothers. We still need to come to foreign countries as migrant workers to be exposed, exploited by people like you, like us.

The time has come that this Convention 189 become a reality. But how will we make it a reality? On our own, we cannot do it. We need you. We need all the people together.

Because I can assure you, many of you sitting here today are employers. Many of you sitting here today have us at your homes while you are here. So what are we doing? Are we not contributing to the economy of the country in a silent way by keeping your home safe, your children, while our children is away from us?

So today we are facing reality. In my country we have mobilized, we have fought. Even if I got a democratic country, even if I got a democratic government, they still are employers of domestic workers. So we actually had to sleep in front of the gates of government. We actually had to sit in Pretoria and say, "President Zuma, hear our voice." And it worked. He heard our voice.

But why did we have to do that? Why do we have to remind people and governments about how important we are? Why do we always have to—you know there was in South Africa there was a system that if I get paid, I say, "Thank you, madam." Today I look very smart because I want to be a madam. *(Laughter and applause)*

We always say, "Thank you, madam."

No. I don't want to say, "Thank you, madam. I have worked for you. You pay me." *(Applause)*

There's another thing that we often do. We often hear, "Oh, you know, she's part of the family." I am not part of your family. *(Applause)*

I will never be part of your family. If I'm part of your family, you need to let me sit at your table, and then you get up and you wash the dishes, then I'm part of your family. *(Laughter and applause)*

So this is what I want to say to you. I want to say to you that there is still so much exploitation, there is still so much suffering of the migrant workers, there is still so much work to do. And like I always listen to your president, he always say, "America, you must do it."

So what am I going to say to you today here? I know there's a bill of rights, California, a bill of rights that will be debated at the Senate, so please pass it. We're asking you here, we're calling you here, please support the domestic workers.

America, we need to have a union in America. We need to know that America is recognizing domestic workers and giving them the same labor rights that all other workers have. We want it. *(Applause)*

We cannot stand here—and we have the biggest federation—this federation, AFL-CIO. I'm challenging you here today. I might not be alive when it happens, but I'm challenging you, make the domestic workers' of America dreams come true. *(Applause)*

Make them so that they can also have a union that they can enjoy all the labor rights. I plea to all other countries that might be here. Please treat the migrant workers with respect. Treat them, they are women. They left behind their families.

So my appeal to you—thank you so much for letting us. My appeal to you, the struggle is far from over. What do we need to do now? Like these young girls had a dream, I, too, had a dream. Now we have a dream for our children. We want our children also to be educated, but we cannot educate them with the low salary we got. We need a good salary, we need a living wage.

This is what I want: Like Martin Luther King—I want to leave this with you. We also have a dream. 46 years ago I also had a dream. Sitting alone in a back room I had a dream. Today, 46 years later, I'm standing. Our dream for all of us is becoming a reality. But we need you. So support us in the way forward. We need to educate, we need to mobilize, we need to make sure that the domestic workers understand Convention 189.

Only if we make them free, we as women, all of us, can be free. Let us work together.

I want to thank you all. I know I've been off my speech, but this is the way I feel.

(Applause)

I want to say to you thank you. Thank you. *(Standing ovation)*

So now I want to ask you to join me—to join me and to help us to strengthen the International Domestic Workers' Network. We are so strong, we are going to have a conference in October. We want your voices to be heard there when we take the resolutions. Join us in our conference where we are going to unite the world.

We've chosen Uruguay. The 5th of September, Convention 189 is a law. Nobody can avoid it anymore. We can only put pressure on our governments to bring our national laws into same with the convention. Domestic work is decent work. Slaves no more, but workers just like all of us.

I thank you. *(Standing ovation)*

TRUMKA: I love you, Myrtle. I love you.

I got to tell you, these are my heroes, my heroines. I lobbied in the state of California for domestic worker laws. We sat and we talked. Two of these ladies came up to me and told me that they had started when they were 10 years old, started working with their mother, going out to clean other people's homes and take care of other people.

They told me how they were abused, sometimes physically, sometimes sexually, and how they struggled. And they won our heart.

We finally got a bill out. And when it got to the governor's desk, he didn't quite follow through on everything he said.

I want to promise you something. The labor movement's going to fight with you in not only California but every state in this country to make sure that you have the rights and the protection. God bless you and thank you. *(Applause)*

Now I'm going to call on Liz to give you some announcements before we adjourn today.

WITBOOI: We will ask everybody to just stand and join us in our song, "My Mother Was a Kitchen Girl." And let us hold hands and truly believe that domestic workers are free. Thank you.

...Singing of "My Mother Was a Kitchen Girl." (Standing ovation)

ANNOUNCEMENTS

SHULER: Thank you. Wow! That was quite something.

So, now the moment you've all been waiting for. Please join us right outside this hall for the welcome reception sponsored by the California Labor Federation and its partners.

We also have tonight at 7:30 upstairs in Room 411 the one-man play called "From Wharf Rats to Lords of the Docks," with Ian Ruskin as Harry Bridges.

I want to give you a heads up about two items for tomorrow. First, 7 a.m., bright and early, in Room 403A, join AFT for a breakfast session on their "Reclaiming the Promise Initiative," which I believe Randi will be attending, she'll be holding.

At 7:30 a.m. at Solidarity Stage 2 in the plaza area just outside the hall, there will be a young worker meet-up tomorrow and also on Tuesday and Wednesday. Seasoned members are not invited. Sorry. *(Laughter)*

I want to remind you about the "Workers Lift Up the City: Cut-Out Action" following tomorrow's convention session. The details are online at aflcio2013.org.

The convention is now adjourned until 8:30 a.m. That's when the action starts, so please be here on time. Thank you.

(At 6:38 p.m., Sunday, September 8, 2013, the Convention recessed, to reconvene at 8:30 a.m., Monday, September 9, 2013.)