

Resolution Adopted at
The NewsGuild-CWA Sector Conference
Jan. 26, 2019

Helping CWA STRONG

Even before the U.S. Supreme Court's anti-union Janus decision encouraged public sector employees to opt out of their unions -- and paying dues or fees -- The NewsGuild-CWA needed to grow stronger.

While most TNG-CWA locals do not have public sector members, some do have a number of language interpreters who work for government agencies, and they represent an important part of our union. We also have many open shops, where employees have No financial obligation to the union. We need to bolster membership in those locals.

Even where we have strong union shop contracts, many of our members pay their dues but don't actively participate in the Guild. Many members are unaware of the benefits of union membership, even things as basic as Weingarten rights. Some would prefer to leave the work to elected union officers.

It's our job to change that, and CWA STRONG gives locals the tools and assistance for the job. We've already experienced successes under CWA STRONG in the Guild, bolstering our strength in several shops with long recent histories of low membership and involvement.

Passed by the convention in 2017, CWA STRONG is a comprehensive plan to move every member to action, with the goal of strengthening our union at all levels and expanding our capacity to fight back, survive and thrive. The CWA STRONG plan has real, measurable goals that keep us all accountable for the work that will allow our union not just to survive the crisis presented by Janus but to make gains.

Together, we can bring more workers into our union, strengthen our membership in open shops and build the power to win on issues that affect us all. We must all commit to this work.

In addition to reaching out to all members, locals are encouraged to negotiate provisions into all of their collective bargaining agreements that strengthen our abilities to communicate with our members, persuade non-members to join and strengthen our power at the bargaining table. Many of these matters are already part of the Guild's Collective Bargaining Program and Model Contract but deserve extra attention for the important role they can play in the CWA STRONG program.

Strengthen CWA with a stronger contract

While the basis of CWA STRONG involves establishing better communication among members, TNG locals can further that effort by attempting to negotiate certain terms into their collective bargaining agreements.

Therefore, delegates to The NewsGuild-CWA Sector Conference declare:

Resolved: To promote and improve timely and regular communication with members, locals will attempt to negotiate reasonable union representative access to workplaces at convenient times and locations.

Resolved: As bulletin boards are a highly visible and effective communication tool, with the added benefit of being irritating to management, locals should attempt to negotiate for the presence of Guild bulletin boards in workplaces.

Resolved: Since new employees often have questions about joining the Guild, locals should negotiate the right to meet with them during orientations.

Resolved: Locals should bargain to have employers pay the wages of employee members of bargaining teams during contract negotiations.

Resolved: Locals should obtain contact and payroll information for all represented employees in the bargaining unit, regardless of whether or not they pay dues or agency fees. The names of non-members should be added to locals' per capita prelists and provided to the national union. (No per capitas are due for non-members.)

Resolved: Locals should inventory the terms of their collective bargaining agreements to identify any goals of the CWA Strong program that are not sufficiently addressed and develop a plan to include them in an upcoming bargaining agenda.