

# Report of the Defense Fund Oversight Committee to the 75<sup>th</sup> CWA Convention

# **CWA**

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**Communications Workers of America  
Detroit, Michigan  
June 8-10, 2015**

**Report of the  
Defense Fund Oversight Committee  
June 2015**

Through resolutions and rules adopted by various CWA conventions, the Defense Fund Oversight Committee (DFOC) is charged with the responsibility to review activities associated with the Defense Fund, the Robert Lilja Members' Relief Fund (RLMRF), the Strategic Industry Fund (SIF) and the Growth Fund. The DFOC is authorized to examine receipts, disbursements, investments and the administrative policies associated with the funds. The DFOC may also, with a 2/3 vote; affirm CWA Executive Board actions that are consistent with the rules governing those funds. The DFOC is required to report its findings to each CWA Convention and make recommendations to the Convention where appropriate. The DFOC also issued a report to the Local Presidents in 2014 as required under the rules.

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

The DFOC met on July 15-17, 2013, October 29-31, 2013, March 3-5, 2014, July 21-24, 2014, October 20-22, 2014 and March 30 – April 1, 2015 in Washington, DC. The committee reviewed activities associated with The Robert Lilja Members' Relief Fund (RLMRF), the Defense Fund (DF), Strategic Industry Fund (SIF) and Growth Fund.

**INVESTMENTS**

Prior to submitting this Biennial Report, the DFOC met with representatives of the Marco Consulting Group (MCG) to review investment performance for the Funds. MCG was selected to serve as investment advisors and co-fiduciaries on these funds effective June 1, 2009, after a Request for Proposals was issued for these services in the spring of 2009. MCG first presented an investment analysis to the DFOC at the CWA convention in June 2009 and has subsequently updated the DFOC on investment performance at meetings in Washington, DC. Investment Performance Services (IPS) was selected as an independent monitor and is responsible for monitoring and verifying that fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer, who are trustees of the funds. The DFOC reviewed the IPS report in March 2014.

The opening balance of the RLMRF on April 1, 2014 was \$459,417,000. Total investment earnings during the 2013 calendar year were \$28,167,000 a 6.1% increase. According to the rules, one-half of these earnings or \$14,083,500 was moved to the Growth Fund. In calendar year 2014, the total return for the MRF was \$20,690,000 a 4.6% increase, one-half of these earnings or \$10,345,000 will be moved to the Growth Fund as well. Earnings on RLMRF investments from January 1, 2015 to March 31, 2015 were \$6,995,378 or 1.5% increase. **This resulted in a balance of \$465,370,349 in the MRF on March 31, 2015.**

At the 74<sup>th</sup> convention, the DFOC requested that a new Request for Proposals for investment advisors and co-fiduciaries on these funds be issued to ensure that the fees are minimized and investment returns increased while minimizing risk. That process is now in the final stages.

In the fall of 2014, the DFOC Chairman and the Representative from the Media sector met with the President, Secretary-Treasurer and MCG to review the asset allocation of the RLMRF. Following the meeting, MCG recommended a modification of the asset allocation, which the President and Secretary-Treasurer adopted.

According to RLMRF guidelines, when the fund's assets fall below the floor of \$377,484,108, the quarter hour dues that would otherwise be sent to the SIF are retained by the RLMRF. Once the target floor balance is achieved, the quarter hour of dues is redirected to the SIF and the RLMRF's growth is fueled by investment returns and asset appreciation. The RLMRF did not fall below the floor during the period from April 1, 2014 to March 31, 2015. When the RLMRF reserves reach \$500,000,000, the floor will be raised to \$400,000,000.

## THE DEFENSE FUND

The Defense Fund had a balance of \$0.00 as of March 31, 2015. The Defense Fund investments were moved to the RLMRF as of October 31, 2013 as approved by the Delegates to the 2013 CWA Convention.

## THE ROBERT LILJA MEMBERS' RELIEF FUND

The balance of the RLMRF as of March 31, 2015 is **\$465,370,349.**

The DFOC discussed the current mortgages to locals held by the fund. All mortgages are current. The fund is the first lien holder and the loan may be up to 80% of current appraised value and with a clear title.

Mortgages as of March 31, 2015 are:

LOCAL	BALANCE @ 03/31/15	LOAN AMOUNT
1105	\$434,369.36	\$450,000.00
1107	141,178.04	200,000.00
1109	422,715.30	525,000.00
1133	635,416.38	997,986.67
2108	553,522.64	698,000.00
2222	75,230.41	261,000.00
3406	5,900.06	125,000.00
4100	287,739.67	334,000.00
4103	59,663.75	70,000.00
4340	839,082.39	1,100,000.00
4501	70,295.18	158,000.00
6222	4,583,845.19	4,748,796.28
7704	60,885.37	66,026.03
7708	124,831.32	265,000.00
7803	127,714.40	190,000.00
9003	298,701.56	303,246.24
9415	97,556.64	100,000.00
9423	662,077.58	906,216.15
9509	709,100.84	850,000.00
9510	249,088.62	250,000.00
9588	192,168.20	200,000.00
<b>Total</b>	<b>\$10,631,082.90</b>	<b>\$12,798,271.37</b>

## THE ROBERT LILJA MEMBERS' RELIEF FUND EXPENDITURES APRIL 1, 2014 - MARCH 31, 2015

There was one strike related payment during this period. Only one Victim of Collective Bargaining was paid this year.

### STRIKE RELATED:

LOCAL 1400 – FAIRPOINT \$ 1,285,802

### VICTIMS OF COLLECTIVE BARGAINING:

LOCAL 30130 – HALIFAX TYPOGRAPHICAL UNION \$ 7,422

## DEFENSE FUND

As noted above the balance of the Defense Fund as of March 31, 2015 is **\$0.00**.

## STRATEGIC INDUSTRY FUNDS (SIF)

The balance of the Strategic Industry Fund as of March 31, 2015, is **\$59,414,487**.

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

The campaigns operate with specific budgets and clear measurable benchmarks at six-month evaluations. We currently have over 70 active SIF campaigns.

SIF campaigns continue to stay well within their budgets.

The breakdown by industry is listed below:

		BUDGETED	EXPENSE	BALANCE	SIF DISTRIBUTION & ADMIN FEES*	2.5% ADMIN EXPENSE
100	Telecom share of SIF Distribution, 2.5% & Admin Costs				\$15,323,414.41	\$1,168,091.54
102	Speed Matters SIF	\$3,550,000.00	\$3,247,840.73	\$302,159.27		
106	Internal Organizing of Non-Members	\$670,000 .00	\$434,765.34	\$235,234.66		
107	Windstream	\$383,000.00	\$360,275.94	\$22,724.06		
136	Telecom Deregulation in Pennsylvania	\$400,000.00	\$371,183.74	\$28,816.26		
140	District 213 Defeat Deregulation of Telephone Line-Sale in MD	\$200,000 .00	\$195,488.42	\$4,511.58		
142	Customer Service Industry-Phase II	\$825,000.00	\$334,129.24	\$490,870.76		
146	Frontier-Fighting for Our Future (formerly Project 111)	\$338,356.27	\$124,992.31	\$213,363.96		
156	District 6 Education of Premises Technicians	\$180,470.00	\$71,953.93	\$108,516.07		
157	Dist 9 California "Save the Copper"	\$368,000 .00	\$216,754.92	\$151,245.08		
159	Heat Stress Phase II Continuation of funding	\$295,000.00	\$167,777.81	\$127,222.19		
166	Brodsky Legal – PSC	\$275,000.00	\$99,938.47	\$175,061.53		
169	Campaign to Defeat New Telecom Deregulation in Virginia	\$180,000 .00	\$20,606.03	\$159,393.97		
170	D1 VoiceLink & FIOS Buildout	\$329,500.00	\$192,524.32	\$136,975.68		
176	D6 Protecting Union Jobs from Unfairly Advantaged No-Union Entities	\$400,000.00	\$329,691.20	\$70,308.80		
182	D6 Right to Work	\$210,000.00	\$28,558.52	\$181,441.48		
183	D1 Wireless/Cable	\$531,968.00	\$141,266.64	\$390,702.36		
184	EZ Pass/Xerox	\$50,100.00	\$14,460.83	\$35,639.17		
185	Building a Grassroots Movement in District 3	\$330,460.00	\$99,453.77	\$231,006.23		
189	Unity @ Mobility Phase II	\$1,889,255.00	\$843,351.95	\$1,045,903.05		
190	Controlling the Agenda in the Texas Senate	\$701,000.00	\$341,841.23	\$359,158.77		
191	Fairness at Fairpoint	\$97,721.25	\$54,951.48	\$42,769.77		
193	Building Unity & Union in the Independent Telecom	\$730,230.00	\$49,945.60	\$680,284.40		
194	T-Mobile, Phase III	\$4,975,080.00	\$320,540.43	\$4,654,539.57		

		BUDGETED	EXPENSE	BALANCE	SIF DISTRIBUTION & ADMIN FEES*	2.5% ADMIN EXPENSE
195	Job Security @ Frontier in CT & NY	\$150,000.00	\$148,922.38	\$1,077.62		
196	Analyzing Verizon's Testing	\$150,000.00	0.00	\$150,000.00		
197	AT&T Contract Mobilization 2015	\$1,053,000.00	\$97,00.48	\$955,299.52		
198	D1 Campaign for Low Workers (Don Basco)	\$51,500.00	0.00	\$51,500.00		
199	D9 Telecom	\$275,810.91	\$5,171.53	\$270,639.38		
T01	D9 Bakersfield Call Center Closing	\$45,680.00	0.00	\$45,680.00		
T02	CableVision Phase VI	\$427,825.00	\$21,245.00	\$406,630.00		
T03	Norton VA Dual Relay Center, Phase 2	\$68,940.00	\$259.58	\$68,680.42		
T04	D3 AT&T Mobilization	\$1,453,200.00	0	\$1,453,200.00		
200	<b>Media share of SIF Distribution, 2.5% &amp; Admin Fee</b>				\$3,031,684.27	\$218,105.38
206	Growing News Media Membership	\$454,000.00	\$363,003.72	\$90,996.28		
207	CWA/SCA Canada Three Year Organizing	\$665,000.00	\$621,830.65	\$43,169.35		
212	Interpreters Organizing	\$43,934.00	\$23,718.93	\$20,215.07		
213	CA Media Training	\$50,008.00	\$1,701.46	\$48,306.54		
215	TNG – NH Union Leader Bargaining	\$60,000.00	\$18,658.38	\$41,341.62		
216	CNN Post NLRB Decision	\$71,337.60	\$13,431.40	\$57,906.20		
217	TNG – FCC	\$20,000.00	\$5,000.00	\$15,000.00		
218	Canadian Media – Save the CBC	\$250,000.00	0.00	\$250,000.00		
219	Pittsburgh Newspaper Guild	\$154,740.00	\$36,000.00	\$118,740.00		
220	KQED	\$190,000.00	0.00	\$190,000.00		
221	TNG – Buffalo	\$24,980.00	0.00	\$24,950.00		
222	TNG – The Washington Post	\$30,000.00	\$2,769.37	\$27,230.65		
223	TNG – United Springfield	\$11,010.00	\$11,010.00	0.00		
224	CWA/Canada – Factual TV	\$97,078.22	0.00	\$97,078.22		
300	<b>Public &amp; Health share of SIF Distribution, 2.5% &amp; Admin Fees</b>				\$1,259,372.17	\$102,218.93
305	Red Cross District 13 & 1	\$59,396.00	\$9,136.31	\$50,259.69		
310	Prime Healthcare	\$52,466.00	\$14,629.50	\$37,836.50		
311	Defend Public Pension	\$66,500.00	\$65,000.00	\$1,500.00		
312	Fight Against Privatization	\$76,700.00	\$61,200.00	\$15,500.00		
313	New York State Budget Fight	\$165,400.00	\$152,782.07	\$12,617.93		
314	D1 Healthcare Workers Safe Patient Handling,Phase2	\$89,325.00	\$76,239.22	\$13,085.78		
315	One Ohio Now, Phase 2	\$180,000.00	\$25,934.65	\$154,065.35		
316	D4 Indiana University	\$11,500.00	\$2,615.36	\$8,884.24		
317	St Mary-Corwin Hospital	\$59,415.00	\$33,959.98	\$25,455.02		
318	Catholic Health Contract	\$208,000.00	\$38,145.99	\$169,854.41		
319	Healthcare Workers – Phase 2	\$225,000.00	\$55,527.76	\$169,472.24		
400	<b>Manufacturing share of SIF Distribution, 2.5% &amp; Admin Fees</b>				\$3,624,426.19	\$263,370.92
402	Lean/High Performance	\$1,413,000.00	\$958,630.94	\$454,369.06		
404	Automotive Bankruptcy	\$1,100,000.00	\$1,080,655.62	\$19,344.38		

		BUDGETED	EXPENSE	BALANCE	SIF DISTRIBUTION & ADMIN FEES	2.5% ADMIN EXPENSE
405	Service Contract Act	\$450,000.00	\$403,669.23	\$46,330.77		
406	Manufacturing Organizing Training SIF	\$500,000.00	\$48,512.59	\$451,487.41		
410	Green Jobs Phase 2	\$760,000.00	\$202,033.07	\$557,966.93		
411	IUE GE Negotiations	\$598,000.00	\$291,988.75	\$306,011.25		
412	IUE Diversity	\$221,000.00	\$107,078.68	\$113,921.32		
413	Lynn MA Coalition & Political Engagement	\$114,500.00	\$19,775.72	\$94,724.28		
414	IUE/CWA Health & Safety, Phase II	\$290,000.00	\$14,326.82	\$275,673.18		
415	IUE/CWA Next Generation Mentorship, Phase II	\$221,021.00	\$70,202.54	\$150,998.46		
509	Human Rights SIF	\$876,000.00	\$870,704.62	\$5,295.38		
604	NJ Pension Crisis	\$370,000.00	\$119,323.65	\$250,676.35		
699	Public Sector/NRTS Admin Fees					
701	AFA Admin Fees					
703	Endeavor the MEC	\$299,705.00	\$41,562.19	\$25,857.81		
800	Passenger Service share of SIF Distribution, 2.5% & Admin Fees				\$305,689.40	\$32,612.83
802	US Airways Passenger Service	\$164,500.00	\$129,365.42	\$35,134.58		
	TOTALS	\$32,045,256.85	\$14,325,715.01	\$17,719,541.84	\$23,544,586.44	\$1,784,399.60

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

### SIF BUDGET AS OF 3/31/15

TOTAL INCOME SINCE INCEPTION 09/06-3/15	\$197,771,355
TOTAL SIF OPEN ALLOCATIONS	\$32,045,257
TOTAL SIF OPEN EXPENSE	\$14,325,715
ALLOCATED OPEN SIF BALANCE 09/06-03/15	\$17,719,542
SIF DISTRIBUTION & ADMIN FEES 12/11-3/15	\$23,544,586
2.5% ADMINISTRATIVE EXPENSE	\$1,784,400
CLOSED EXPENSES 06/06-3/15	\$95,782,021
TOTAL SIF FUND BALANCE	\$61,694,344
UNALLOCATED SIF BALANCE	\$43,897,852

**NOTE-** Beginning with this report, only open SIF projects will be listed in the report. Any member wishing to review a closed SIF report should arrange to meet with the DFOC during usual hours posted in the Convention schedule.

### **SIF Campaign Successes**

**CableVision Phase V** – Given the difficulty of this battle, the two goals of this project were to win a contract for the 265 Cablevision technicians in Brooklyn, N.Y. and to keep the bargaining unit intact. We succeeded in keeping the bargaining unit intact through this very challenging period, which coincided with a tremendous intensification of the company's anti-union campaign. A contract was negotiated and ratified in January and February 2015.

**US Airways Passenger Service Victory** – The goals in this project were to organize, mobilize and negotiate an industry leading contract for US Airways and American Airlines Passenger Service groups in Districts 1, 2-13, 3, 4 and 6. In the fall of 2014, nearly 20 years after passenger service agents at American Airlines started working towards a voice at work they won the election for CWA-IBT (Teamsters) representation at the new combined American Airlines. Out of 11,187 total votes (13,962 eligible), a resounding 9,640 (86%) voted in favor of representation. This is a huge victory for both legacy American Airlines workers who finally get to join our Union and legacy US Airways workers who will continue to have a strong voice on the job. In fact, with nearly 9,000 legacy American Airlines workers joining CWA and IBT this is the biggest union organizing win in the south in decades.

**Customer Service** – The Customer Service SIF was intended to elevate the work of CWA’s customer service members, to build a core group of activists, pass state and federal legislation that restricts offshoring, to organize unorganized workers and to provide strategic research on the customer service industry. Focusing Legislative work on derailing TPP, in fall 2014 we made the campaign against TPP the focus on our annual Customer Service professional month. The teach-in participants and coordinators collected post cards, generated calls to congress and wrote letters to the editor for newspaper print to educate the public about TPP. Briefs were issued and distributed to bargainers at AT&T Midwest and AT&T Legacy describing customer service working conditions and protections to help them understand customer service issues. The Philippines has become a top destination for US call center offshoring. Following up on research conducted when we developed reports on the call center industry in India and Philippines, we engaged a labor support firm, ReAct. They were tasked to field two research organizers to contact workers and develop a preliminary profile of the working conditions and begin to identify call centers where CWA employers offshore work. In addition, CWA joined with UNI and the New Zealand and Australian unions on a mission to the Philippines to meet with labor leaders, government agencies and employer associations to get a better understanding of the dynamics of the industry. The mission is underway and a report will be issued in the near future.

**CWA/SCA 3 Year Organizing** – This project was designed to improve our capacity to organize workers in traditional and non-traditional fields and sign up as many new members as possible. Our Associate membership has grown to 417 students. We now have over 150 mentorships and a dozen internships. Bi-monthly eNewsletters were sent to members and the “Media Works” Labor Rights Reporting Project was launched.

**New York State Budget Fight** – The purpose of this project was to make it possible for CWA to participate in and provide needed support to the campaigns in Albany in 2014 to defeat Gov. Cuomo’s plans to cut taxes for the wealthy and to win approval of a modest tax increase on the wealthy in order to fund Mayor de Blasio’s expansion of pre-Kindergarten programs for NYC 4 year olds. The money was also used to mobilize rank and file CWA members to participate in rallies and lobbying efforts as part of these campaigns and to deepen our relationships with state employees who were fighting major attacks on their jobs and working conditions. Over 200 CWA members did participate in the March 4<sup>th</sup> Mass Lobby Day in support of de Blasio Universal Pre-K Plan. Even though Gov. Cuomo blocked NYC’s authority to raise taxes, Mayor de Blasio won a huge victory in obtaining funding for a universal pre-k program in NYC, which was put in place for 50,000 pre-school children. We worked with AFSCME State Employees and other unions and advocacy groups to establish a new coalition around the state budget called Strong Communities, which resulted in a much stronger relationship with AFSCME-represented state workers.

### **Growth Fund**

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

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

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

This newly created CWA Growth Fund will be used to support and enhance the Union's movement building, organizing, leadership development, research, industry analysis and efforts to achieve economic justice, including the hiring of staff needed to provide resources for launching new and existing efforts.

**The balance of the Growth Fund as of March 31, 2015, is \$20,806,999.**

Growth Fund Projects that have been approved as of March 31, 2015 are as follows:

	Date Approved by DFOC	Budget	Bank Fees Dec 2013 - March 2015	Prior Months Expenses December 2013 - March 2015							Total Project Balance
				G01	G02	G03	G04	G05	G06	G07	
001 - Mobile App Development	11/15/2013	474,000.00		707.60			187,002.89			94,723.96	191,565.55
002 - Legislative Support for Growth Campaigns	11/15/2013	161,751.00		59.86		27.01				74,113.35	87,550.78
003 - New Jersey State	12/11/2013	896,500.00		183,991.53						199,168.10	513,340.37
004 - Texas State	12/11/2013	895,063.00		256,715.29	11,682.50		180,374.26			107,045.25	339,245.70
005 - Finance Industry Organzing	12/11/2013	496,000.00		441,321.77							54,678.23
006 - New York State	1/31/2014	499,630.00			245,282.23				316.19	181,535.56	72,496.02
007 - Retiree	1/31/2014	471,500.00		4,992.69	53,578.15		74,716.52		23,723.84	5,787.50	308,701.30
008 - Media	1/31/2014	211,028.00			898.59		26,011.36		772.05	71,050.87	112,295.13
009 - Manufacturing	2/21/2014	995,656.00		38,364.37	3,565.79	70,645.16	348.20			202,672.35	680,060.13
010 - Human Rights	4/11/2014	962,950.00		287,359.84	110,607.36	54,460.42	176,555.14		19,899.42	9,240.39	304,827.43
011 - Legislative & Political	4/11/2014	4,542,000.00		33,925.63	88,313.05	1,800,324.79	69,484.86			268,632.29	2,281,319.38
012 - Ohio	5/13/2014	645,562.00		1,064.14		154,956.02				49,994.11	439,547.73
013 - California	6/10/2014	705,124.00		19,597.90	13,847.99	49,946.47			6,322.31	100,347.06	515,062.27
014 - Industry Anaylsis and Information	7/23/2014	470,000.00						229,527.28			240,472.72
015 - STOP the TPP	1/2/2015	3,419,000.00		92.92	28,010.88	217,228.07	74,233.75				3,099,434.38
016 - CWA Canada - Building A Student Movement	1/2/2015	300,000.00									300,000.00
017 - CWA Website	1/16/2015	425,500.00		75,000.00							350,500.00
018 - Canada CMG Freelance	3/27/2015	95,102.15									95,102.15
019 - Next Generation	3/30/2015	466,500.00									466,500.00
Bank Fees & Unallocated AMEX			\$1,522.74								
<b>Total</b>		<b>17,132,866.15</b>	<b>1,522.74</b>	<b>1,343,193.54</b>	<b>555,786.54</b>	<b>2,347,587.94</b>	<b>788,726.98</b>	<b>229,527.28</b>	<b>51,033.81</b>	<b>1,364,310.79</b>	<b>10,452,699.27</b>

<b>Total Income for 2012 Investment Proceeds:</b>	<b>\$12,622,500.00</b>
<b>Total Income for 2013 Investment Proceeds:</b>	<b>\$14,083,500.00</b>
<b>Total Income</b>	<b>\$26,706,000.00</b>
<b>Total Allocated</b>	<b>\$17,132,866.15</b>
<b>Bank Fees</b>	<b>\$1,522.74</b>
<b>Total Unallocated</b>	<b>\$9,571,611.11</b>

**Growth Fund Projects**

The CWA Growth Fund supports and enhances the Union's movement building, organizing, leadership development, research, industry analysis and efforts to achieve economic justice, by hiring the staff needed to provide resources for launching new and existing efforts. Growth fund resources have allowed CWA to achieve significant victories over the last few years. These funded campaigns have allowed us to increase our political and legislative power and engage in long term organizing campaigns.



**NLRB and the Senate Rules Campaign** - The senate rules campaign led to a fully functioning NLRB for the first time in over a decade. We could not have done the expansive work on this without Growth Fund resources. The fully functioning NLRB has delivered important decisions for CWA members declaring T-Mobile employment practices illegal, requiring the rehire of CNN workers with back pay and union recognition and affirming the right of Purple Communications employees to communicate in their organizing campaign through email. In addition, the fully functioning NLRB just recently implemented rule changes that allow for speedier representation elections. Since the rule change less than 2 months ago, CWA has filed for three elections and all have gone from filing to election in 19 - 29 days rather than the months experienced prior to the changes.

**Jobs to Move America** - The Growth Fund has also provided resources for IUE-CWA engagement in the Jobs to Move America initiative. Under this campaign, IUE-CWA has partnered with four manufacturing unions and numerous community organizations to organize an entire industry in public bus and railcar assembly by getting state and city governments to give contracts to companies that have "high road" employment practices.

**Stop TPP** - Our work on TPP and fast track has garnered CWA national media attention and recognition from Democratic congressional leaders, other unions and progressive groups. CWA's power and profile among Democratic elected leaders has been significantly enhanced. At the same time our TPP/fast track work has allowed us to develop CWA lead activists to a higher skill level expanding our campaign management capacity. Our lead activists in many locations have developed relationships with partner groups, put together town hall meetings, led joint Union-partner delegation meetings with members of congress, presented and fielded questions on TPP to other unions and groups and been the contact for the local media. The growth in our lead activists has and will pay off in future campaigns. This work would not have been possible without the Growth Funds.

**Building Political Power** - In a number of our largest states (CA, NJ, NY, TX and OH), we have significantly expanded and enhanced our political and legislative capacity, developed hundreds of new activists and leveraged our political/legislative work into organizing drives. For example, in Texas, we stopped the paycheck deception act funded by the Koch brothers and other anti-labor fools. Our strength and structural capacity has never been stronger in these states thanks in large part to Growth Fund resources.

The Growth Fund work has been transformational at every level of the Union.

Finally, a few words about our Union's departing President Larry Cohen. No accomplishments contained in this DFOC report could have been achieved without the visionary and passionate leadership of Larry Cohen. All who know him have experienced his boundless enthusiasm and commitment to workers rights and human rights...it is infectious.

Larry has the courage to take on some of the most powerful corporations and government leaders in the world. His leadership during the Senate rules fight, the fight for five at the NLRB and TPP are examples of his tenacity when others are quick to accept defeat.

We are sure that with his boundless energy Larry will continue his life's work for economic and social justice in our nation and the world. The DFOC thanks him for all he has done and wishes him well in his new endeavors.

Respectfully Submitted,

The Defense Fund Oversight Committee

Ken McNamara, District 1  
John Wills, District 2  
Richard Honeycutt, District 3  
Edwin Phillips, District 4  
Nancy Lee, District 6  
Cecilia Valdez, District 7

Joan Gifford, District 9 – Vice Chair  
Sandy Kmetyk, District 13  
Arthur Cheliotis, Public Workers - Chair  
John Lewis, IUE-CWA  
Jeffrey Heisey, Airline Sector  
Bill O'Meara, Media Sector