



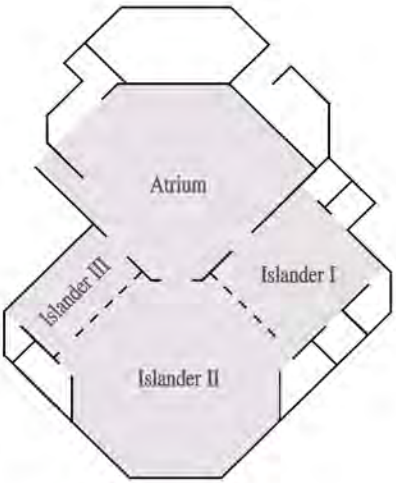
**INTERNATIONAL
CONVENTION**

CRTU

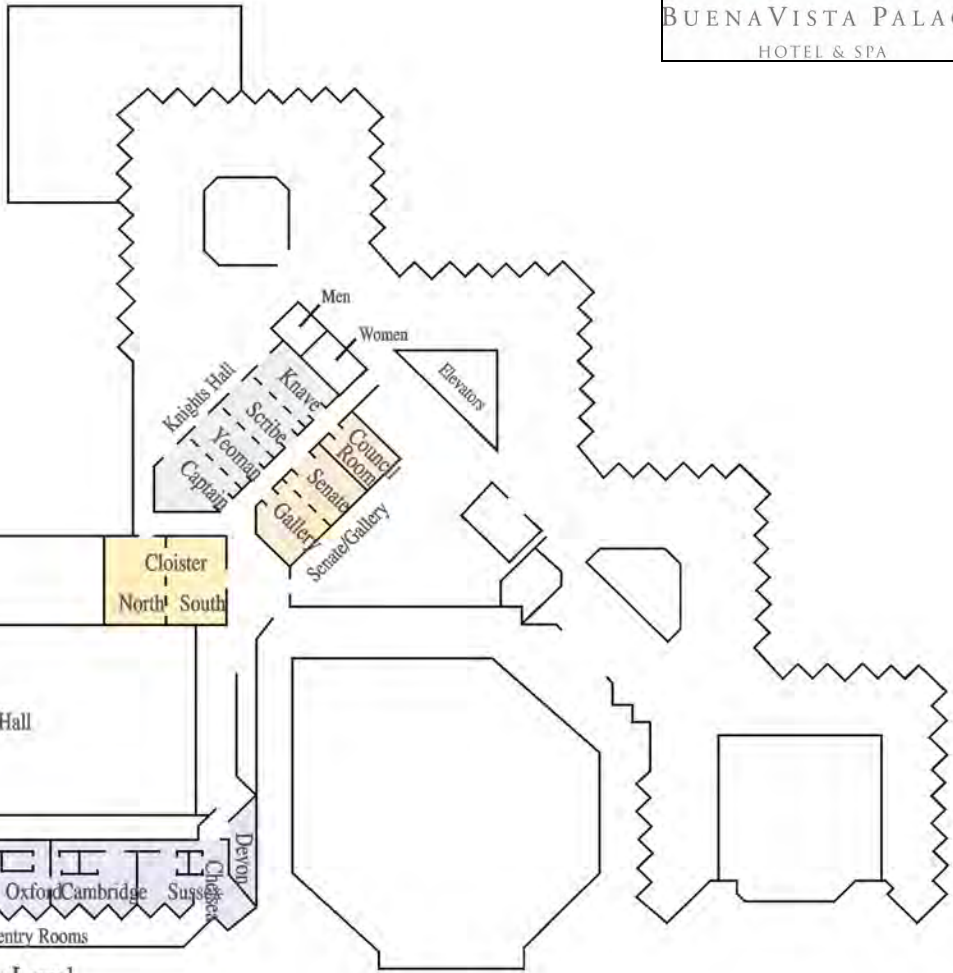
COALITION OF BLACK TRADE UNIONISTS

ORLANDO, FL

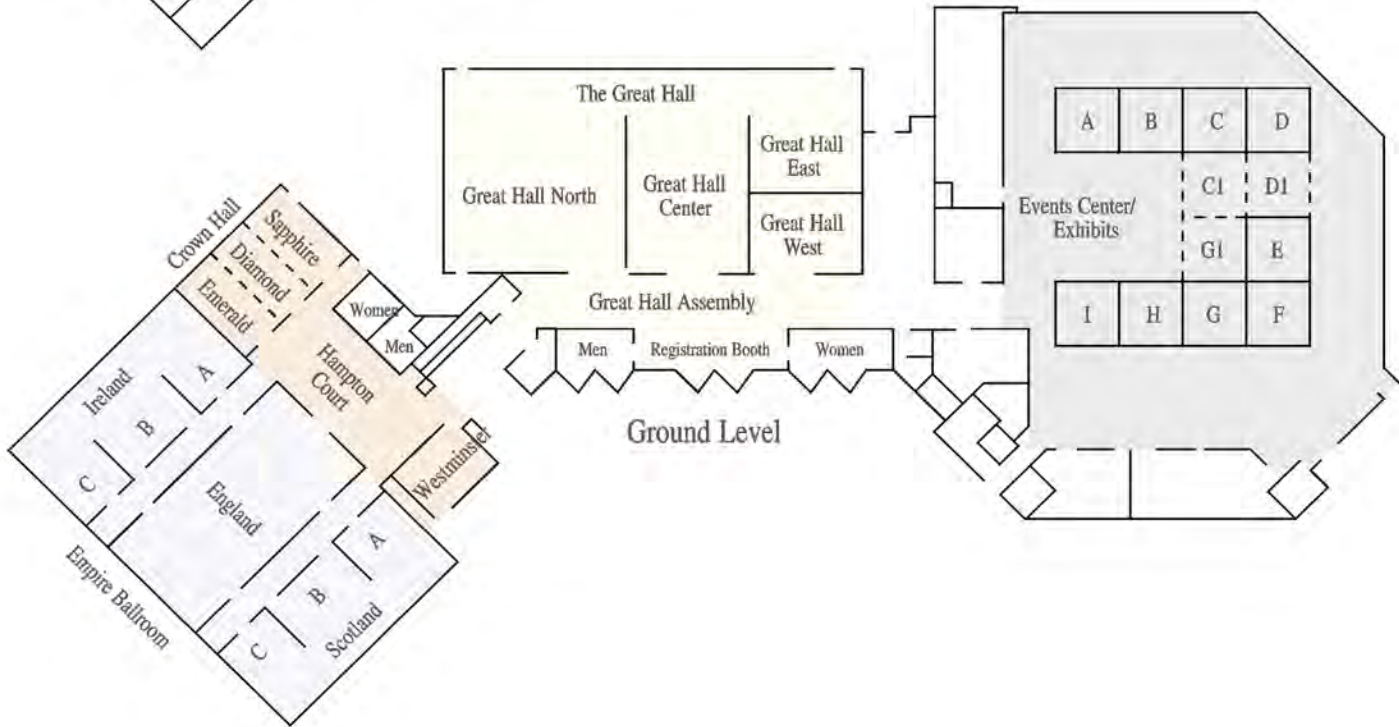
**WEDNESDAY 22, MAY - SUNDAY 26, MAY
2013**



Palace Suites
Islander Rooms



Lobby Level



Ground Level



42nd Annual Convention Program

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CBTU Founders:

Nelson "Jack" Edwards (UAW)
Charles A. Hayes (UFCW)
Cleveland Robinson (District 65 UAW)
William Lucy (AFSCME)
William Simons (AFT)

REV. TERENCE L. MELVIN
President
AFSCME

EXECUTIVE COMMITTEE:

HENRY NICHOLAS
Exec. Vice President
NUHHCE/AFSCME

CLAYOLA BROWN
First Vice President

WORKERS UNITED/SEIU

LEW MOYE
Second Vice President
UAW

GWEND JOHNSON
Treasurer
CWA

JIMMY SETTLES
Recording Secretary
UAW

ROBERT SIMPSON
Corresponding Secretary
IBT

TRUSTEES:

NAT LaCOUR
AFT

DEBRA ROBINSON
IUE/CWA

GABE WHITE
AFSCME

DIANE BABINEAUX
IAMAW

OSCAR OWENS
ATU

TERRY STAPLETON
AFL-CIO/APWU

JOS WILLIAMS
DCIMD AFL-CIO

KEN RIGMAIDEN
IUPAT

WILLIAM LUCY
President (Emeritus)
APWU

WILLIE L. BAKER, JR.
Exec. Vice President (Emeritus)
UFCW

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May 2013

On behalf of the entire organization I wish to welcome you to CBTU's 42nd Annual Convention. This is a momentous occasion and I am truly humbled to be the first President to preside over a convention since the great William "Bill" Lucy stepped aside. As your new CBTU President I am greatly honored by the trust and faith the members have given me. While this is my first convention as President, it is by no means my first convention. I annually attended these conventions as first a member, then a Chapter Officer, and lastly as a Region Director. It was at these conventions that we got our marching orders, were educated on the issues affecting our community and given a vision of the direction the organization would be moving in.

This year, with the support of our Executive Committee, Region Representatives, Chapter Presidents, and committed Members, we are pleased to continue that tradition and expect to bring the members another amazing and dynamic convention. Our theme: "The Paths to Building on Our Foundation," encapsulates our goals and vision for this year. We want to build on the solid foundation established by our founders President Emeritus Bill Lucy, Nelson Edwards, Cleveland Robinson, Charles Hayes and Bill Simons. In addition to building on their legacy, this convention is meant to lay a path as to the future direction we will take in the years ahead.

While there is no longer "separate but equal," that does not mean we are actually equal. There is still much work ahead of us. As unionists, progressives and people of color we must continue to reach for the Mountain Top. We're not there yet brothers and sisters, but we must never stop reaching.

Our agenda is ambitious and packed. We are going to provide you with information, arm you with tools and offer a road map to continue moving this great organization forward. I am asking each of you to fully participate in every aspect of this convention from the plenary sessions to the workshops to our most spiritual worship service on Sunday. Remember, all are asked to bring \$1 per week (a total \$52) for the Sunday morning offering so that we will have the resources to move our agenda.

I want to thank you for leaving your families, friends, job and the comfort of home to join us in Orlando and do some work. We will add more bricks to our foundation, reach for greater heights and continue moving forward. When you return to you homes, local unions and worksites, please share the information and knowledge you have gained at this convention.

This is our time....this is our season!

In solidarity,

Rev. Terrence (Terry) L. Melvin
President

TLM/ss
opeiu153





CITY OF ORLANDO

OFFICE OF
BUDDY DYER
MAYOR

GREETINGS,

As Mayor of the City of Orlando, it is my pleasure to welcome you to the “City Beautiful” and to the Coalition of Black Trade Unionists 42nd Annual International Convention. I hope that your conference is a successful one, as attendees explore the theme "Paths to Building on Our Future.”

Orlando is a City on the rise.

I encourage those of you visiting Orlando to experience all of the things that make Orlando one of the fastest growing, most business-friendly and quality of life-centered cities in our nation.

Underneath a skyline that has doubled in just the last five years, our dynamic, bustling Downtown is alive with fine dining, exciting night life, fabulous shopping, year-round outdoor activities, arts and culture, professional sports and abundant parks.

Our vibrant and diverse culture is evidenced by the many distinctive neighborhoods that dot our City. I invite you to walk our red brick, tree lined streets, visit our beautiful historic districts or our Downtown Arts District and take in Orlando’s crown jewel, Lake Eola Park.

Again, welcome to Orlando! We are happy to have you here and hope you enjoy taking part in the wonderful experiences that can only be found here.

Best wishes for a productive conference and continued success. I hope you enjoy your time here and I hope you visit Orlando again soon.

Sincerely,

Buddy Dyer
Mayor



Hours

Conference Registration Hours

Wednesday	10:00 a.m.— 5:00 p.m.
Thursday	8:00 a.m.— 4:00 p.m.
Friday	8:00 a.m.— 4:00 p.m.

Conference Registration Hours

Wednesday	10:00 a.m.—4:00 p.m.
Thursday	10:00 a.m.—4:00 p.m.
Friday	10:00 a.m.—4:00 p.m.



CBTU 2013 Convention Program

Daily programs, times and locations

Wednesday May 22

9:00 a.m.	Executive Council Meeting	Great Hall North
10:00 a.m. – 5:00 p.m.	Registration/Exhibits	Event Center
1:00 p.m.– 5:00 p.m.	Retiree Conference	Emerald/Diamond
3:00 p.m. – 5:00 p.m.	<u>Convention Committee Meetings</u> - Resolutions - Constitution - Rules - Scholarship - Sergeant-at-Arms	Senate/Gallery Cambridge Westminster Scribe Sapphire
5:30 p.m.	Line Dancing	Islander I/II/III
6:00 p.m.	CARAT Team Conference	Knave
6:00 p.m.	First Time Attendees	Emerald/Diamond
7:00 p.m.	Attendees Welcome	Event Center
8:00 p.m.	Choir Rehearsal	Empire Ballroom



Thursday May 23

7:00 a.m.	Sergeant-at-Arms Meeting	Sapphire
8:00 a.m. – 4:00 p.m.	Registration/Exhibits	Event Center
8:00 a.m. – 5:00 p.m.	C.A.R.A.T. Team Meeting	Knave
9:00 a.m. Ballroom	Opening Session	Empire

*Presiding Officer, Clayola Brown
CBTU First Vice President*

Call to Order

*Parliamentarian, Judy Beard
American Postal Workers Union*

Invocation

*Pastor O.C. Oden
Antioch Baptist Church, Fairfield, AL*

Presentation of Colors

Evans High School

Pledge of Allegiance

Rayquan Neilly

US National Anthem

Canadian National Anthem

Harold Palmer, OAPSE/AFSCME

Negro National Anthem

Welcoming Remarks

*Mike D. Payne, Regional Representative
Gary Showers, Orlando Chapter President*

Official Welcome

*Mike Williams, President
Florida AFL-CIO*

Committee Reports

*Partial Credentials
Convention Rules
Sergeant-at-Arms
Golf Tournament*



Thursday May 23

“Wealth In Our Community or Its Absence”

The focus of this session is to present information and stimulate a discussion regarding the gap between Black and White wealth in the respective communities. This discussion will address the "public policy and institutional practices" which foster this expanding wealth gap. A primary reference to this issue is a February 2013 publication of Brandeis University, Institute on Assets and Social Policy, " The Roots of the Widening Racial Wealth Gap: Explaining the Black-White Divide".

Moderator: *Fred Redmond, International VP, USW*

Panelists: *Dr. Bill Spriggs, Economist, AFL-CIO*

Heather McGee, VP of Policy and Research, DEMOS

Dedrick Muhammed, Sr. Dir. Of Economic Dev., NAACP

Lew Moye, CBTU Second Vice President

Introduction of Executive Council

Isabelle Miller, CBTU Ontario Chapter

Introduction of the President

Sonja Melvin, Treasurer, CBTU Buffalo Chapter

President's Report

Rev. Terrence “Terry” Melvin, National President

“Immigration: America’s Untouchables – Citizens Without Rights”

We live our lives surrounded by 2nd Class Citizens. Immigrants are a real class of people denied some of the most basic rights of humanity. They are not a ghost population, but rather our relatives, neighbors, and friends. How do we empower this population without sacrificing our rights? How do we navigate a subject filled with political pitfalls, but rank with human rights violations?

Maria Elena Durazo, Executive Secretary-Treasurer, LA County ALF



6:00 p.m.

Town Hall Meeting

Empire Ballroom

“My Right, My Vote: Forward Not Backward”

Leading up to the 2012 elections and after, there have been discussions, policies, procedures, and actions meant to alter people’s access to voting. What is the impact of the recent voter suppression schemes and how have they weakened our democracy? Panel participants will be asked to identify forward-looking offensive measures that can be taken to protect our voting rights.

Moderator: *Arlene Holt-Baker, Executive Vice President National AFL-CIO*

Panelists: *Carmen Berkley, Executive Director Generational Alliance*

Judith Browne Dianis, Co-Director Advancement Project

Tom Saenz, President and General Counsel MALDEF

Hector Sanchez, Executive Director LCLAA

8:00 p.m.

Choir Rehearsal

Empire Ballroom

Region Caucuses

Friday, May 24:

7:30 a.m. - 8:30 a.m.

Region 1

Emerald/Diamond

Connecticut, New Jersey, New York, Massachusetts & Ontario, Canada

Region 2

Westminster

Delaware, DC, Maryland, Virginia, Philadelphia & Harrisburg, PA)

Region 3

Empire Ballroom

Florida, Georgia, North Carolina & South Carolina

Region 4 & Region 9

Cloister North

Kentucky, Tennessee, Mississippi, Alabama & Louisiana

Region 5

Cloister South

Ohio and Western Pennsylvania

Region 6

Great Hall North

Indiana, Illinois, Iowa, Minnesota & Wisconsin)

Region 7

Great Hall Center

Michigan

Region 8

Great Hall East

Arkansas, Kansas, Missouri, New Mexico, Oklahoma & Texas

Region 10

Great Hall West

Arizona, California, Nevada, Oregon & Washington



Friday May 24



12:00 pm

Women's Luncheon (Tickets Required) Great Hall North
Presiding, Anita Patterson, Chair CBTU Womens' Committee

Invocation

*Salandra Benton
Florida AFL-CIO*

Remarks

Rev. Terrence Melvin, President CBTU

Presentation of Addie Wyatt Award

Keynote Address

*Yvette Register, Owner
State Farm Insurance Company*

Introduction of National Women's Committee

Presentation of Chapter Awards

Announcements & Adjournment

2:00 p.m.

Membership Skills Building Workshops

- | | |
|--|------------------------|
| 1. Activating & Motivating Your Membership | Emerald |
| 2. Building Chapter Membership | Diamond |
| 3. Let's Organize! Mobilizing our Chapter Members! | Sapphire |
| 4. Public Speaking 101 | Cloister North |
| 5. International Affairs | Great Hall West |
| 6. Strategically Moving Your Chapter Forward | Cloister South |
- Mandatory for Region Representatives & Chapter Presidents**



Friday May 24

4:00 p.m.

Men's Workshop

Captain/Yeoman

Introduction

Gabe White, Chairman of CBTU's National Men's Committee

Invocation

"Improving The Health, Wealth and Well-Being for Men Of Color: A labor Perspective"

In accordance with the National Men's Committee of the Coalition of Black Trade Unionists Mission Statement, this educational forum focuses on specific issues relating to the health, wealth and well-being for Men of Color. The forum will be moderated by William "Bill" Lucy, a long-time International Labor Leader, who believes in coming to the aid of unorganized workers and helping to mobilize communities. Mr. Lucy's vast history and experience is vital in pulling together the topics being discussed; his understanding of the issues addressing men of color and how the labor movement can help educate and support our community; enables us to understand the "bigger picture".

Moderator: *William "Bill" Lucy, CBTU President Emeritus*
Panelist: *Henry Nicholas, President of 1199C*
TBA



"Financial Independence Through Entrepreneurial Opportunities"

Speaker: *Bennie Payne*

Well-Being: "A Lynching in Hudson NY"

One man's struggle in fighting to bring to justice those who took part in the lynching of an African American man. Michael Elliot Moore, a professional musician and phlebotomist along with Criminal and Civil Rights Attorney Lowell Siegel, discuss the lynching of Lamar Autery on October 9, 1983, in Hudson New York. In the act of exposing those responsible for the death of Mr. Autery, several attempts have been made to assassinate both Mr. Moore and his family.

4:30 p.m.

Zumba

Islander I/II/III

7:00 p.m.

Choir Rehearsal

Empire Ballroom

7:00 p.m.

Bid Whist Tournament

Cloister North/South

Membership Skills Building Workshops

1. Activating & Motivating Your Membership

Emerald

Many chapters have rosters of members but few actually attending meetings and participating in activities. How do we activate this quiet membership? Participants will receive some basic principles and best practices to bring back and implement locally.

Anthony Harmon, Director of Parent and Community Engagement: United Federation of Teachers

2. Building Chapter Membership

Diamond

To be an impactful organization, local chapters need to have robust membership to support the programs and activities both with bodies and financial stability. How do we find new members? How do we engage potential members? Participants will receive some basic principles and best practices to bring back and implement locally.

Fareed Michelen, Director of Constituency Groups: NYS AFL-CIO

3. Let's Organize! Mobilizing our Chapter Members!

Sapphire

Once we have active and participating members, the question now becomes how we continue to engage and build with them. How do we hold constructive members? How do we have meetings that teach members the parliamentary procedures followed by most organizations? Participants will receive some basic principles and best practices to bring back and implement locally.

Yolanda McClean, Equity Vice-President: Canadian Union of Public Employees

Megan Whitefield, South Central Chief Steward: Canadian Union of Postal Workers

Tricia Watt, Business Agent: Telecommunications Workers Union

4. Public Speaking 101

Cloister North

A crucial part of any organization is having ambassadors trained to articulate the message and principles. Being able to speak in front of audiences or on camera is a skill and something that does not come easy to everyone. Participants will learn some best practices and skillful tips to be able to better communicate publicly.

Shelly D. Clements, Labor Relations Specialist: New York State United Teachers

5. International Affairs

Great Hall West

The Solidarity Center (AFL-CIO), working in collaboration with TransAfrica, has organized two education and skill-building workshops that are designed to share information on the local features of the challenges facing labor globally. On Friday the workshop will focus on the challenges to trade unions in the Western Hemisphere with an emphasis on Haiti and Colombia. The Saturday workshop will focus on challenges to trade unions in Africa, with an emphasis on South Africa and on the extractive industry in Africa. Both workshops will provide practical tips on using your local power to influence the global world of work.

6. Strategically Moving Your Chapter Forward

Cloister South

Mandatory for Region Representatives & Chapter Presidents

The Strategic Initiatives of CBTU are critical in moving the organization forward. The only way for these Initiatives to be successful is for it to be implemented on a local and regional level. This session is mandatory for all Region Representatives and Chapter Presidents and will provide participants with a chance to brainstorm and develop plans for local implementation.

Darryl! Moch, Special Assistant to the President: CBTU

Lew Moye, Second Vice President: CBTU



Saturday May 25

7:00 a.m. Sergeant-at-Arms Meeting **Sapphire**

8:00 a.m. – 5:00 p.m. C.A.R.A.T. Team Meeting **Knave**

9:00 am **Plenary Session** **Empire Ballroom**
Presiding Officer, Jimmy Settles
CBTU Recording Secretary

Invocation

Pastor Dion J. Watkins
Mt. Olive Baptist Church, Lackawanna, NY

Remarks: *Honorable Benny Thompson*
Congressman, 1st CD Mississippi

Michael Mulgrew, President
United Federation of Teachers

Address: *Larry Rousseau, Executive Vice President*
Public Service Alliance of Canada

C.A.R.A.T. Team Report

Retiree Report

Constitution Committee Report

Resolutions

“The Affordable Care Act: How Affordable? How Much Care?”

The Affordable Care Act has changed the nature and access of health care for millions. From union provided insurance, to employer provided insurance, all the way to the uninsured the scope of health care has changed. Many in our shops and communities are unaware of the total impact and changes of the Act. It is time to educate our members to be ambassadors of knowledge for their fellow union members as well as their family and friends.

Dr. L. Toni Lewis: Chair of Healthcare Division, SEIU

Keynote Speaker: *Zwelinzima Vavi, General Secretary*
Congress of South African Trade Unions



Saturday May 25

Empire Ballroom

“Protect Our Future: Stop the Drop Out Cancer In Our Communities”

The focus of this session is to discuss the issues associated with the high numbers of dropouts in our communities and the long term implications for our communities. We will present the best solutions to this address this issue with a focus on the early education, especially the third and fourth grades, which have been determined to be one of the most important periods for the development of needed skills, especially reading, for future educational development.

Moderator: Anthony Harmon, Dir. Of Parent & Community Engagement, UFT

Panelists: Rebecca Pringle, Secretary-Treasurer, NEA
Dr. Lorretta Johnson, Secretary-Treasurer, AFT
Joanna Fox, John Hopkins University
Victor Good, Associate General Counsel, NAACP

3:00 p.m.

Repeat Membership Skills Building Workshops

- | | |
|--|------------------------|
| 1. Activating & Motivating Your Membership | Emerald |
| 2. Building Chapter Membership | Diamond |
| 3. Let's Organize! Mobilizing our Chapter Members! | Sapphire |
| 4. Public Speaking 101 | Cloister North |
| 5. International Affairs | Great Hall West |
| 6. Strategically Moving Your Chapter Forward | Cloister South |

Mandatory for Region Representatives & Chapter Presidents

4:30 p.m.

Under 40 Workshop **Captain/Yeoman**

7:00 p.m.

Gospel Concert **Empire Ballroom**
Sponsored by 1199SEIU/UHWE



Sunday May 26

7:00 a.m.	Sergeant-at-Arms Meeting	Sapphire
8:15 a.m.	Devotion and Testimonials	Empire Ballroom
9:00 a.m.	Worship Service	Empire Ballroom

Worship Leader

Pastor O.C. Oden

Antioch Baptist Church, Fairfield, AL

Musical Selections

William "Bill" Lucy CBTU International Fellowship Choir

The Preached Word of God

Pastor Dion J. Watkins

Mt. Olive Baptist Church, Lackawanna, NY

- Immediately following close of "Worship Service" -

General Business Session

Presiding Officer, Henry Nicholas

CBTU Executive Vice President

Youth Conference Report

Membership Skills Building Workshops Report

2:00 p.m.	Women Committee Meeting Men Committee Meeting	Senate/Gallery Knave/Scribe
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6:30 p.m.	Awards Banquet "Paths to Building Our Future" <i>Presiding Officer, Gwend Johnson</i> <i>CBTU Treasurer</i>	Empire Ballroom
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Keynote Speaker: *Dr. William "Bill" Lucy*
CBTU President Emeritus

9:00 p.m.	Farewell Party	Great Hall North
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CBTU NATIONAL RETIREES CONFERENCE
42TH INTERNATIONAL CONVENTION
“Seniors Surviving In These Changing Times”

Wednesday May 22

12:00 p.m. – 1:00 p.m.

Luncheon

Emerald/Diamond

1:00 p.m.—5:00 p.m.

Planary Session

Opening Remarks:

Bill Simons, CBTU National Retiree Co-Chair and Founder
Rev. Terrence Melvin, CBTU President



Introductions

Carolyn Williams, CBTU Retiree Program Coordinator

Greetings

Williams “Bill” Lucy, CBTU President Emeritus & Founder
Geraldine O. Hass – White, CBTU Retirees Rec. Secretary

Guest Speaker

Ed Coyle, Executive Director, Alliance for Retired Americans

Panel Discussion: “Don’t Touch My Entitlements:

The Attack on Social Security & Medicare and its Potential Negative Impact on Seniors”

Judy Beard, Retiree Director APWU

Rich Fiesta, Alliance for Retired Americans

Health and African-American Retirees

Beverly Engel, Program Coordinator, Alzheimer’s Association

CBTU National Retiree Conference Report

Round Table Discussion

How we can get involved

Open Mic & Closing Remarks



Annual Youth Leadership Conference

“Paths to Building on Our Future: You Are Our Future”

Friday May 24

8:00 a.m. — 9:00 a.m.	Continental Breakfast
9:00 a.m.— 9:30 a.m.	Introductions Conference overview
9:30 a.m.— 10:30 a.m.	Small Group Discussions
10:30 a.m.— 10:45 a.m.	Break
10:45 a.m.— 11:30 a.m.	Continue Group Discussions
11:30 a.m.— 12:00 p.m.	Group Reports
12:30 p.m.— 1:00 p.m.	Lunch
1:00 p.m.— 2:00p.m.	Dialogue



*Rev. Terrence Melvin, National CBTU President
Dr. Lorretta Johnson, AFT Secretary-Treasurer
Fareed Michelen, NYS AFL-CIO Dir. of Constituency Groups*

2:00 p.m.— 2:30 p.m.	Eatonville, Fl.: The town that Freedom bought
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Saturday May 25

8:30 a.m.— 9:00a.m.	Continental Breakfast
9:00 a.m.— 3:00 p.m.	Field trip
9:00 p.m.— 11:00 p.m.	Pizza Party





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