

MINUTES OF THE TNG-CWA Human Rights and Equity Committee

April 25, 2009

Minutes of the TNG-CWA Human Rights and Equity Committee

Saturday, April 25, 2009

PRESENT: Michael D'Souza, Chair; Randy Gilliam; Yoko Kuramoto-Eidsmoe; Ka Yan Ng; Matthew Olson; Natalie Hill; Carl Younger and Vincent Proteau.

Melissa Nelson, TNG-CWA Director of Collective Bargaining; Sheila Lindsay, Chair SEC HRE Committee; Carol Rothman, Secretary-Treasurer, TNG-CWA; Arnold Amber, Director CWA/SCA Canada; Barbara Saxberg, Canada East VP.

ABSENT: Vernon Clark;

MINUTES PREPARED BY MICHAEL D'SOUZA

Checked by Yoko Kuramoto-Eidsmoe

Budget:

Carol Rothman, Secretary-Treasurer, TNG-CWA, informed the committee that the TNG has decided to deal with projects on an allocation basis rather than approve a budget for the TNG-HRE Committee. Michael D'Souza said he was disappointed with this ad hoc process and the rejection of the will of the last sector conference.

Sector Conference:

The committee had an extensive discussion about Human Rights and Equity issues at the next sector conference. The committee was concerned about continuing improving the diversity of the union in the face of the economic downturn. Carol Rothman said there would be room to discuss and act on these issues at the plenary sessions, the committee meetings and the workshops.

The TNG standing committee on HRE agreed to the following actions at the Sector Conference in Washington in June:
Committee Meetings: During committee meetings (collective bargaining, organizing, etc.) Friday morning, the HR&E committee will send representatives to the other committees to make them aware of the issues and concerns of members of equity-seeking groups.

Workshop:

Workshops on Friday afternoon are expected to repeat twice. In the first of the sessions, the Standing Committee on HRE will organize a workshop on practical ways of addressing the conflict between standard workforce adjustment language and protecting the rights and presence of members of equity-seeking groups in the workplace. This workshop will include discussions on language that can be included in collective agreements addressing these issues. Instead of repeating the workshop in the second session, that session will be used to discuss the regular business of the committee.

Plenary Session:

HRE Chair's presentation to plenary. This is the annual report on the committee's activities presented to the sector conference

Panel:

A one- or two-hour discussion with a panel of activists or experts on protecting diversity in our existing workplaces and organizing new members of equity-seeking groups.

The committee agreed to communicate by telephone and e-mail so that all details can be finalized at its next meeting.

Adjournment:

The committee adjourned at 13:45 eastern and agreed to meet again, in telephone conference on Saturday, May 9, at 13:00 Eastern (10:00 Pacific)