

MINUTES OF THE TNG-CWA Human Rights and Equity Committee

November 19, 2009

PRESENT: Carl Younger, Chair; Natalie Hill, Melissa Nelson, TNG-CWA Director of Collective Bargaining; Sheila Lindsay, Chair SEC HRE Committee; Arnold Amber, Director, CWA-SCA Canada

ABSENT: Vernon Clark, Ka Yan Ng, Vincent Proteau, Matt Olson, Yoko Kuramoto-Eidsmoe, Tiffany Heath, Carol Rothman, Bernie Lunzer

MINUTES PREPARED BY Carl Younger.

Called to order at 7:05 pm eastern time.

The Committee discussed the NAACP initiative in regarding under representation of minorities in Alaska Government. Should we send a letter of support? It was thought that this should be brought up again when more of the committee is present and check with TNG President Bernie Lunzer about the possibility of some type of joint letter with the CWA's Diversity committee.

Melissa informed us that funds have been made available for a Cornell University on-line class Dec. 14, for up to 8 People, (the number of elected Equity committee members) dead line for confirmation was set at Monday Nov. 23rd.

Discussion went to the presentations of the Demographic Surveys. Carl Younger reported that the Nov. 14th New England District Council presentation went well but emphasized the necessity of letting locals know that diversity is in the best interest of business as we move to a more diverse society, Business must reflect the change in their customer base or become irrelevant. It was agreed that more conversation on this is needed after more District councils have meet so we can better judge reactions.

Melissa informed us that TNG has the ability to send out an e-mail blast to locals with fresh copies of the Survey and will get more information from Carol Rothman on the CWA's Research group requirement.

Discussion went to a possible joint meeting with the CWA's Diversity group. Melissa informed us that they had scheduled their first conference call and we should wait until more information is available. The possible request of minutes and mission statement from that group was suggested.

Further discussion of Arnold Ambers Diversity seat proposal was discussed and possible back lash. The question of the effect it would have on overall union cohesiveness was discussed. Arnold said it is important to put down as many roots as possible and would work with Sheila Lindsay to take another look at his proposal.

Discussion of potential candidates for NLOS. Natalie said that they have two candidates from Pittsburgh and one is a member of an equity seeking group. Melissa said that up to 10 subsidies of about \$400 are available to locals who send an equity member.

Sheila informed us that she is working with Professor Elise Bryant of the National Labor college to condense some of her works for publication in the Guild Reporter. Sheila will have more information on that at a later date.

It was agreed that much of the November agenda should be revisited in our next meeting when we have more members of the committee present.

The next meeting was scheduled for Saturday December 5th at 1:00pm eastern time.

The meeting adjourned at 8:05 pm