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CBTU Founders:

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

May 2023

COALITION OF BLACK TRADE UNIONISTS

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President Emeritus

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Exec. Vice President Emeritus

UFCW

GWEND JOHNSON

Treasurer Emeritus CWA Greetings,

Welcome to CBTU's 52nd International Convention. This is our second year gathering in person and it is wonderful to be amongst so many friends and family. But while we enjoy the comforts of our commraderie we cannot forget the forces mobilzing against us. We can never forget the real and eminent threat of White Nationalism.

Our nation is at risk just as much as our Black babies to this national cancer. It has infected our schools, our churches, and our way of life. No longer are we safe knocking on doors or making simple mistakes. The dehumanization of Black life has led to the dehumanization of all lives. Now our nation is riddled with death, violence, and poverty.

So we gather in New Orleans to plan once again our strategies and campaigns. We meet to collaborate and connect, to build bridges and opportunities across sectors and oceans. We are as committed today as we were 52 years ago. We did not break or bow down then and we will not now. For our people, for our culture, and for our country we will continue to remain vigilant.

Thank you for being here with us. Thank you for being part of our family. And most importantly thank you for continuing to struggle and fight.

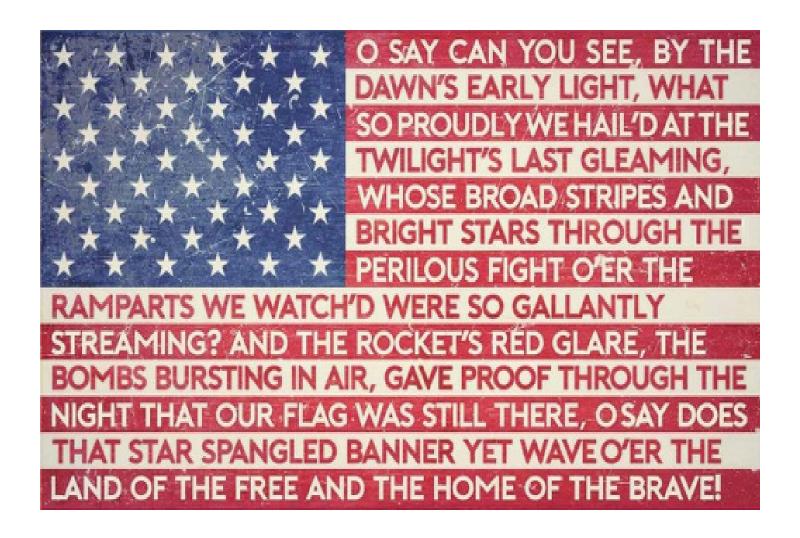
In Solidarity,

Rev. Terrence L. Melvin

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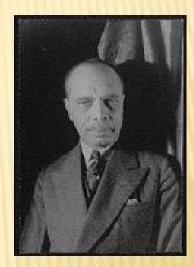


LIFT EVERY VOICE AND SING

The Black National Anthem

Lift every voice and sing, till earth and heav'n ring.
Ring with the harmonies of liberty;
Let our rejoicing rise, high as the list'ning skies.
Let it resound loud as the rolling sea.
Sing a song full of the faith
that the dark past has taught us,
Sing a song full of the hope
that the present has brought us;
Facing the rising sun of our new day begun,

Let us march on till victory is won.



James Weldon Johnson

Stony the road we trod, bitter the chastening rod
felt in the days when hope unborn had died
yet with a steady beat, have not our weary feet
come to the place for which our fathers sighed
we have come over a way that with tears has been watered
we have come treading a path through the blood of the slaughtered
out of the gloomy past till now we stand at last
where the white gleam of our bright star is cast

God of our weary years, God of our silent tears
thou who has brought us thus far on the way
thou who has by thy might led us into the light
keep us forever on the path we pray
lest our feet stray from the places oh god where we met thee
lest our heart drunk with the wine of the world we forget thee
shadowed beneath thy hand
may we forever stand
true to our God, true to our native land.



Convention Information

Exhibits & Registration Hours Location: Churchill Room

Wednesday: 8:30am - 5:00pm
Thursday: 8:00am - 5:00pm
Friday: 10:00am - 1:00pm
Saturday: Registration in Office

Youth Conference Hours Location: Newberry/Ascot

Friday: 8:00am - 3:30pm Saturday: 8:00am - 3:30pm

(Field Grip)

Youth Dance 9:00pm - 11:00pm

* Registration Required

CBTU Region Breakdown

Region	Representative	States
1	Sharon Lovelady-Hall	Connecticut, New Jersey, New York, Massachusetts & Ontario, Canada
2	Jamaal Craig	Delaware, District of Columbia, Maryland, Virginia, & Pennsylvania
3	Mike D. Payne	Florida, Georgia, North Carolina & South Carolina
4	Randall Payne	Kentucky, Tennessee, Mississippi, Alabama, & Louisiana
5	Pierrette "Petee" Talley	Ohio
6	Ralph Portwood	Indiana, Illinois, Iowa, Minnesota, & Wisconsin
7	Dana Harris	Michigan
8	Jean Hervey	Arkansas, Colorado, Kansas, Missouri, New Mexico, Oklahoma, & Texas
10	Maurice Washington	Arizona, California, Nevada, Oregon, & Washington

RULES & ORDER of BUSINESS

Rule 1	The meeting of the Coalition of Black Trade Unionists shall be called to order as outlined in the agenda.
Rule 2	All cell phones are to be turned OFF during all sessions of this convention. The Sergeant-at-Arms will collect \$50.00 from you if your phone goes off during any session.
Rule 3	Before a delegate is granted the floor, they shall proceed to the nearest microphone and, before expressing their views, shall make known their name and/or chapter/city they represent.
Rule 4	No question shall be subject to debate until it has been made, seconded and stated from the chair.
Rule 5	If a delegate is called to order while speaking, they shall, at the request of the chair, take their seat until the question of order is decided.
Rule 6	Should 2 or more delegates rise to speak at the same time, the chair shall decide which delegate is entitled to the floor. This decision is not subject to appeal.
Rule 7	No delegate shall interrupt another delegate in their remarks, except to raise a point of privilege. The chair shall determine with the advice of the parliamentarian whether the point raised is a question of privilege. An appeal from the decision of the chair shall not be entertained unless it has support of 25% of the present voting delegates.
Rule 8	Speeches on matters of business shall be limited to 5 minutes, however time may be extended by majority vote of the delegates present and voting.
Rule 9	A delegate may not speak a second time upon the same question until all delegates wishing to speak have had an opportunity to do so.
Rule 10	The chair with the approval of the Executive Council shall appoint the following committees: Constitution, Credentials, Resolutions, Rules, and Sergeant-at-Arms
Rule 11	Robert's Rules of Order, revised, shall be the guide in all cases in which they are applicable.



2023 CONVENTION PROGRAM

DAILY PROGRAM, TIMES & LOCATIONS

Wednesday, May 24th

TIME	EVENT	LOCATION
8:30 am	Registration & Exhibits Open	Churchill
9:00 am	International Executive Council Meeting	Grand Ballroom D
11:00 am	Building Trades Fair	Salon A
11:30 am	Retirees Conference	St. James
12-1:15pm	Registration Closes for Lunch	Churchill
3:30 pm	Convention Committee Meetings: - Constitution - Resolutions - Rules - Scholarship - Sergeant-at-Arms	Norwich Newberry/Ascot Trafalgar Durham Fulton
5:00 pm	Registration Closes	
5:30 pm	Line Dancing	Camp
5:30 pm	Under40 Committee Event	Canal
6:00 pm	First Time Attendees	Magazine
7:00 pm	HILTON RIVERSIDE PRESENTS: Delegate's Welcome Reception	St. Charles

Thursday, May 25th

8:00 am	Registration & Exhibits Open	Churchill
9:00 am	Opening Session: Clayola Brown, Presiding Officer	Grand Ballroom
	Color Guard	
	National Anthems - USA National Anthem - Canadian National Anthem - Negro National Anthem	
	Greetings & Welcome	
	Randall Payne, Region 4 Representative	
	Committee Reports: - Partial Credentials - Convention Rules - Sergeant-at-Arms - Golf Tournament	
	Introduction of Executive Council	
	Introduction of CBTU President: Sonja Melvin, First Lady	
	President's Report: Rev. Terrence L. Melvin	
12-1:30 pm	Registration Closes for Lunch	Churchill
1:30 pm	Bridging the Gap: Under40 Committee	Grand Ballroom
	Black Home Ownership: Wells Fargo	
	Organizing Across the Country: - Sierra Club - Starbucks - Delta Airlines - Veterans	
4:00 pm	Registration Closes	Churchill
6:30 pm	TWU PRESENTS: CBTU Townhall - Organizing & Activism in Sports	Grand Ballroom



Friday, May 26th

6:00 am	Buses Depart for Golf Tournament	
7:30 am	Region Caucuses: Region 1 Region 2 Region 3 Region 4 Region 5 Region 6 Region 7 Region 8 Region 10	Grand Ballroom Grand Salon C Grand Salon B Grand Salon D Grand Salon D Grand Salon C St. Charles Grand Salon A Grand Salon A
9:00 am	Registration & Exhibits Open	Churchill
9:00 am	General Session: Cherika Carter, Presiding Officer	Grand Ballroom
	 Presentations: NNU Sierra Club AFT Speakers: Randi Weingarten, President, AFT Fred Redmond, Secretary-Treasurer, AFL-CIO Kwasi Adu-Amankwah, General Secretary, ITUC-Africa 	
	SOLIDARITY CENTER PRESENTS: The Global Assault on Democracy	
	Resolutions	
1:00 pm	Registration Closes	Churchill
1:30 pm	Women's Committee Luncheon: <i>Tickets Required</i>	St. James
3:30 pm	Women's Committee Workshop	St. James
4:30 pm	Under40 Leaders Meeting & Social Event	Fulton
4:30 pm	Line Dancing	Camp
5:30 pm	International Briefing	Windsor
7:00 pm	Mardi Gras Concert: <i>Tickets Required</i>	Grand Ballroom



Saturday, May 27th

7:15 am	WELLS FARGO PRESENTS: Men's Breakfast: <i>Tickets Required</i>	Churchill C
9:00 am	Registration Opens	Marlborough B
9:00 am	Opening Session: Anthony Harmon, Presiding Officer	Grand Ballroom
	 Congressional Black Caucus Leaders: Rep. Troy Carter, 2nd District, Louisiana MP Matthew Green, Canada Rep. Bennie Thompson, 2nd District, Mississippi 	
	Speaker: Lee Saunders, President, AFSCME	
	Resolutions	
1:00 pm	Skills Building Workshops: 1. Organizing pt. 1 2. Steward & Committeeperson Training pt. 1 3. Pre-Apprenticeship Programs 4. Building CBTU Power 5. Public Speaking 6. Unions Protecting Internet Freedom 7. Digital Organizing	Grand Salon B Grand Salon D Grand Salon C Grand Salon A Grand Salon A Grand Salon C Grand Salon C
1:15 pm	Registration Closes	
3:00 pm	Skills Building Workshops: 1. Organizing pt. 2 2. Steward & Committeeperson Training pt. 2 3. Pre-Apprenticeship Programs 4. Building CBTU Power 5. Public Speaking 6. Building Grassroots Power 7. Achieving & Sustaining Home Ownership	Grand Salon B Grand Salon D Grand Salon C Grand Salon A Grand Salon A Grand Salon C Grand Salon C
7:00 pm	1199SEIU/UHWE PRESENTS: CBTU Gospel Concert	Grand Ballroom



Sunday, May 28th

8:15 am	Devotion & Testimonials	Grand Ballroom
9:00 am	Worship Service - Featuring "William Bill Lucy International Fellowship Choir"	Grand Ballroom
	Guest Preacher: <i>Rev. Dion J. Watkins</i> Progressive Minissionary Baptist Church, Huntsville, AL	
	IMMEDIATELY FOLLOWING WORSHIP SERVICE	
	Business Session: Maurice Washington, Presiding Officer	
	Convention Reports: - CARAT Team - Youth Convention - Resolutions - Workshops	
1:00 pm	NEA PRESENTS: African Diaspora Young Leaders Roundtable	St. James
3:00 pm	Committee Meetings: - Men's - Women's - Under40 - Retirees - Building Trades	Fulton Camp St. James Royal Canal
4:30 pm	Raffle Drawings Winner Board	Burgundy
6:00 pm	Awards Reception	Grand Ballroom Foyer
6:30 pm	Awards Banquet: Lew Moye, Presiding Officer Dinner Awards Scholarship	Grand Ballroom
9:00 pm	Farewell Party	St. James



CBTU CONVENTION

WORKSHOP DESCRIPTIONS



THE CAROL ANDERSON LEADERSHIP INSTITUTE

Tuesday, May 23, 2023 12:00 – 7:00pm

The Carol Anderson Leadership Institute was named after CBTU's Educational Director Carol Andersonn in honor of her legacy and committment to CBTU and the movement.

The Institute is designed to develop, harness, and advance the skills of CBTU leadership and aspiring leadership. The Institute is an opportunity for activist to gain the tools needed to advance the labor movement.

Track 1: Parliamentary Procedure

Robert's Rules of Order are the foundation of running a meeting and handling the business of any meeting. In this workshop participants will learn the basics of Parliamentary Procedure and how it can help you change the way your meetings are run.

Track 2: Organizing

Unions gain strength when we are many. To have many we must organize and bring others with us. In this workshop participants will learn how to organize and strategies that can be used.



CONVENTION WORKSHOPS

Organizing (Parts 1&2)

This workshop will provide an overview of organizing in the labor movement. Members must attend Part 1 & 2 of this workshop.

Steward & Committeeperson Training (Parts 1&2)

This workshop, designed for front-line representatives and activists, will provide basic skills, such as writing grievances, holding hearings & winning justice for our members. Members must attend Part 1 & 2 of this workshop.

<u>Pre-Apprenticeship Programs - Preparing For a More Diverse & Inclusive Workforce</u>

Crickett Thomas-O'Dell, NYS Workforce Development Institute

Pre-Apprenticeship programs provide skills that assist participants in forming the foundations of their careers that can last a lifetime. Union Building & Construction Trades registered apprenticeship programs provide individuals with current and relevant skills that will lead to careers with family sustaining wages, benefits and the opportunity to retire with dignity. This workshop will provide the basics for implementing a successful pre-apprentice program and share "best practices" for retaining and growing a program.

Building CBTU Power: Identifying and Recruiting New Members

April Land, CSEA Deputy Director of Organizing

As CBTU members, we are the independent voice of black workers within the trade union movement. We have a responsibility to challenge organized labor to include & be more relevant to the progress of Black & poor workers. What would happen if your CBTU chapter doubled in members? Tripled? Would your chapter challenge organized labor any differently with double or triple the members? This interactive workshop looks at how to grow your CBTU chapter and build our power. Learn and apply new strategies, tools, and other skills for identifying and recruiting new CBTU members to build our power.

Public Speaking Tips & Techniques

Shelly Clements, NYSUT

In this workshop, participants will identify the characteristics of effective public speaking, learn and analyze ways to prepare to speak in public and review various tips and techniques to improve their skills.

Unions Protecting Internet Freedom in Partnership with Civil Society Organizations

Solidarity Center

Digital Organizing: Building, Engaging & Activating Our Communities Online & Offline

CBTU International Under 40 Committee

Good organizers organize online and offline. This workshop will provide strategies of how digital organizing tools can be used to move passive citizens into active stakeholders in your organization and push them to take meaningful actions towards social change in our communities.

Building Our Grassroots Power to Win for Our Communities

In this workshop participants will gain tools and resources necessary to engage our community to realize, push for and sustain desired changes in the political system.

Achieving & Sustaining Homeownership Across Generations

Wells Fargo



CBTU CONVENTION

COMMITTEE AGENDAS



CBTU RETIREE COMMITTEE LUNCHEON & CONFERENCE AGENDA

Call to Order & Invocation

David Claxton, Co-chair CBTU Retirees Conference

Opening Remarks

Donald Afflick, Co-Chair, CBTU Retirees' Conference

Welcome

Rev. Terrence L. Melvin, President, CBTU

Presentation & Guest Speaker

Richard Fiesta, Executive Director, Alliance for Retired Americans (ARA)

Healthy Hearts Presentation

Mentoring: Ensuring the Future of CBTU

Carolyn Williams, Co-Chair, CBTU Retiree's Conference
CBTU Young Workers
CBTU Retirees

CBTU Chapter Retirees' Reports

CBTU Retirees' PostCard Party

Open Mic

Closing Remarks

Adjournment



CBTU Women's Conmmittee Luncheon & Conference Agenda

Invocation: Dr. Audrey Terrell

Negro National Anthem: Lisa Maria Nero

Welcome Address: CBTU Women's Chair- Denise Berkley

Mistresses of Ceremony: Faye Wilke & Sheila Woolfolk

Introduction of International Women's Committee:
Introduction of Core Group
Introduction of distinguished guests

Greetings from President Terrence L. Melvin

Blessing of the Food: Dr. Aufrey Terrell

Clips of Straight Talk TV interviews with Anita Patterson/ Petee Talley / Clayola Brown

Presentation Of Addie Wyatt Award

Introduction of Keynote Speaker: Angela Powell Keynote Speaker: Lauren Dickerson, UAW Region 1A Director

Spoken Word: Kash'mir Foley

Raffle Committee & Winners

Workshops Outline

Closing Remarks: Mamie Pratt, Co-Chair

Benediction: Rev, Regina Thomas, AFT



CBTU MEN's Committee BREAKFAST PROGRAM

Welcome to the inaugural CBTU Men's Committee Breakfast. This event is a milestone and a special bonding of brothers in the struggle with elders sharing their wisdom and hopes for a rising generation of activists and leaders. It also highlights CBTU's commitment to educating, advancing, and advocating for the unique needs of Black men within the trade union movement. At this first breakfast, guests will be treated to dynamic speakers who will ignite the much-needed conversation about issues impacting Black men's physical and mental health. Thank you for being part of history and breaking bread with us.

Invocation

Opening Remarks: CBTU Men's Committee Vice Chair - Willie Hughes

Greetings from CBTU International President Terrence L. Melvin

Intro/Recognition of Sponsors

Wells Fargo Greetings

Introduction of International CBTU Men's Committee

Introduction of Distinguish Guests: CBTU Under40 Chair Oluwadamini Melvin Greetings from International Union Official

Introduction of Keynote Speaker Keynote Speaker: Cedric Richmond

Democratic National Committee

CBTU Men's Committee Chair - Fedrick Ingram



CBTU YOUTH AGENDA

Friday (Day 26th

8:00 am: Doors Open

8:30 am: Program Begins

8:45 am: Ice Breaker

9:15 am: Group Workshop - Perception

10:30 am: LUNCП

12:15 pm: (Doney (Datters

1:15 pm: Scavenger hunt

2:30 pm: Group Discussion

3:30 pm: Dismissal

Saturday (Day 27th

8:00 am: BREAKFASG

8:30 am: Ice Breaker

9:00 am: Buses Depart - Whitney Plantation

1:30 pm: LUNCIT

2:30 pm: Buses Depart - ħotel

3:00 pm: Develop Presentation

3:30 pm: Dismissal

9 pm -11 pm: Party for Kids



Hello CBTU Brothers and Sisters,

In 2018, the Under 40 Committee revived CBTU's Convention Community Service ambitions. We hope to continue to leave a lasting impact on every city we visit.

This year, we are hosting a \$1 donation drive for the Giving Hope NOLA Food Pantry. They are a nonprofit dedicated to the vision "Where Love Changes Everything." We ask all members to bring at least \$1 to the convention or donate via... https://givinghopenola.org/donate or you can cashapp \$friesonjones for the monies to be properly recorded as an Under 40 donation drive.

We are also collaborating with the Men's Committee for a sock drive to benefit a Men's Homeless Shelter. Please ask your Chapter and Union members to pack some new, unused socks for the benefit of the Shelter.

In Solidarity,

CBTU Under 40 Leaders Committee

<u>Under 40 Leaders Committee</u> <u>Chairpersons</u>

> Oluwadamini Melvin *Chair*

> > Natasha Isma <u>Co-Chair</u>

Contact Us:

international.under40leaders@gmail.com



More than low down payment financing, it's making home possible More than jumbo financing, it's owning that sanctuary

More than a VA loan, it's lending support to those who serve

More than financing a newly built home, it's framing out the future

More than a condo loan, it's making it home sooner

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JOHN SAMUELSEN International President ALEX GARCIA Executive Vice President JEROME LAFRAGOLA Secretary-Treasurer Administraive Vice President

MIKE MAYES Administraive Vice President

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AFGE stands with CBTU in the fight for justice!
Our members are proud participants and supporters of
CBTU's 52nd International Convention!



Everett Kelley *AFGE National President*

"Any clean energy transition must start with workers and their communities. Environmentalists and the labor movement must work together to solve the climate crisis."



Ben Jealous

Sierra Club Executive Director







CBTU NATIONAL OFFICE • P.O. BOX 66268 • WASHINGTON, DC 20035

CBTU is not a black separatist or civil rights organization. It is the fiercely independent voice of black workers within the trade union movement, challenging organized labor to be more relevant to the needs and aspirations of Black and poor workers.

CBTU is recognized as a potent economic and political force within the African American community. One of every five black workers (20%) belong to a union and, black union members earn 40 percent more than non-union black workers. In the political arena, CBTU has leveraged the vast resources of unions to mobilize black voters to influence public policy at every level of government.

Currently, more than 50 different international and national unions are represented in CBTU. With 50 chapters nationwide and one in Ontario, Canada, CBTU is maximizing the strength and influence of black workers in unions and empowering their communities.

Membership in CBTU is strictly voluntary. Only active or retired members of bona fide unions can join CBTU. Dues should be paid to the Local Chapter. The Local Chapter then submits a portion to National.



A SLEEPING GIANT AWAKENS

In September of 1972, more than 1,200 black union officials and rank and file members, representing thirty-seven different international and national unions, met in Chicago for two days to discuss the role of black trade unionist in the labor movement. Five black labor leaders (William Lucy, Nelson "Jack" Edwards, William Simons, Charles A. Hayes, Cleveland Robinson), alarmed the the AFL-CIO Executive Council had taken a "neutral" position in the 1972 presidential election between incumbent Richard Nixon and challenger George McGovern, called this founding conference of the Coalition of Black Trade Unionists. They believed AFL-CIO President George Meany had ignored the voice of black trade unionists. Neutrality, they believed, would contribute to the re-election of Nixon.

Turnout at the initial meeting, which took place September 23-24, 1972, at the LaSalle Hotel, constituted the largest single gathering of Black Unionists in the history of the American labor movement. It was a bold, empowering action. while the impetus for the Chicago conference was the presidential campaign, the most significant development was the establishment of a permanent organization the Coalition of Black Trade Unionists. The delegates made it clear that black workers were ready to share in the power of the labor movement at every level of its policy-making process. CBTU would be a progressive forum for black workers to bring their special issues within unions as well as act as a bridge between organized labor and the black community. And as they say, the rest is history.

