

2006 DISTRICT 7 GOALS

“THE YEAR OF THE LEADER”

District 7 goals are based on a vision to re-establish collective bargaining as the primary means of distribution of wealth and power in this country AND to establish workers right to form unions in the United States and Canada. The programs that make up the CWA Triangle provide us the path and direction to reach this goal.

We will also strive to encompass all of our locals and members in order to create a more unified and powerful presence within our District.

COPE AND POLITICAL ACTION

District Wide Goal

11% participation of members District wide

Staff will determine the number of Locals with active Legislative/ Political and Community Service committees and supply contact information including e-mail addresses.

Numeric goals will be established after baseline data is analyzed.

Local Union Goals

15 Locals with at least 20% participation
20 Locals with at least 15% participation
18 Locals with at least 10% participation
10 Locals with at least 7% participation
Total Locals 63

UNION TO UNION

75% of Locals participating at Quota

PEDIATRIC AIDS FOUNDATION

75% of Locals participating at Quota

ORGANIZING

Internal Organizing

92% membership

New Unit Organizing

- Have 1400 new members in the state of Arizona.
- Have 1800 new members at Cingular
- Increase our New Mexico State membership by 300
- Have at least one local in each 4 corner state work together and organize one new public sector unit in each state.
- Have leverage to win a fair contract in Alamosa and organize three new units at Bresnan Cable
- Have 14 local organizing programs.
- Have at least one Qwest engineering group organized.
- Have one NNS group organized in District 7.
- Have the Frontier and Northwest campaigns following the CWA organizing model.
- Have 8 CWA Representatives actively talking to Cingular workers.
- Have at least 3 CWA Representatives participate in FSCA organizing campaigns.

REPRESENTATION

2006

The two most visible forms of representation for existing members are the grievance and arbitration process and collective bargaining. While the outcome of grievances and arbitrations is important, the time it takes for the end result is also important. Therefore we have a District wide data base to track cycle times for grievances, arbitrations, bench arbitrations and mediation for all cases that the District 7 Staff and Administrator's process.

Cycle Times For Grievances, Arbitrations, Bench Arbitration and Mediation

Grievances

Cycle Time Reports will be submitted for all grievances for all employers monthly. The clock starts when the grievance is received by Staff or Administrator. This year's goals are as follows:

90 % of the grievances shall be met on within 90 days.

90 % of the grievances will be settled, closed, or moved to arbitration within 180 days.

Arbitrations, Bench Arbitration, and Mediation

Cycle Time Reports will be submitted for all arbitrations, bench arbitration and mediation for all employers monthly. The clock starts when the employer is informed of the intent to arbitrate. Goals are as follows:

60% of the cases will have a scheduled date within 30 days.

80% of the cases will have a scheduled date within 60 days.

unity and visibility

2006

District will continue to develop new strategies to include all Locals and bargaining units in the fabric of our district. Some of the plans include the following:

Continue to do targeted outreach through mailings and calling to Locals that normally do not attend the District meetings, Local Officers Training, Leadership school, etc. This same approach should be used by Staff for State, Regional or council meetings.

Continue to do targeted mailings and outreach to Locals that normally do not participate in the Triangle activities. This will include additional educational information on COPE, Pediatric Aids and Union to Union.

Make additional efforts to include information and updates from all of our Locals and bargaining units on the District 7 website.

RESOLUTION ONE ---READY FOR THE FUTURE

Resolution one, Ready for the Future provides the opportunity for the Locals and Staff to provide input and direction for CWA's future. To that end we will do the necessary work to submit a proposal from District 7 that is representative of the cross-section of Locals that make up our diverse District.

District 7's input will be finalized at our District 7 meeting in March of 2006. District 7 Staff will work with as many locals as possible to compile information for this meeting.

We will also continue to discuss Staff's ideas for the future so the information can be included in our recommendations.