

# PROUD & POWERFUL

2018 Pride at Work Convention  
August 23-25, 2018

Sheraton Grand Phoenix  
Phoenix, Arizona





[f /afgeunion](#) [@ /afgeunion](#) [t /afgenational](#)

**AFGE is proud to sponsor the *Pride at Work Triennial Convention*.  
Thank you for your commitment to furthering social and economic  
justice for the LGBTQ Community.**



**Augusta Y. Thomas**  
National Vice President for  
Women and Fair Practices



**J. David Cox Sr.**  
National President



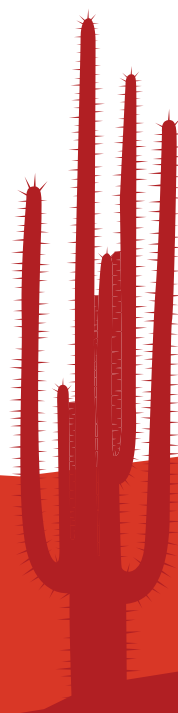
**Joseph P. Flynn**  
National Secretary-Treasurer



# TABLE OF CONTENTS



WELCOME .....	02
AGENDA .....	06
SPEAKERS .....	10
WORKSHOPS .....	18
ACKNOWLEDGMENTS .....	20
FAQS .....	21
SPONSORS .....	22
CHAPTERS .....	23
LOCAL RESOURCES .....	24
BOARD & STAFF .....	26



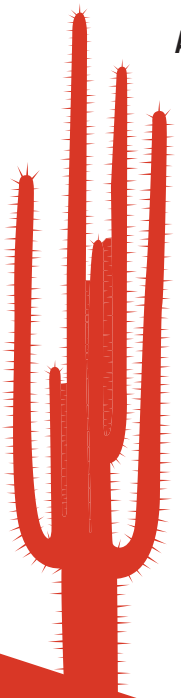
# WELCOME!

## Welcome to Phoenix!

**"It's a dry heat!"** And there are plenty of things to do that will distract you from that dry heat... Keep in mind, that August is far from our driest month so you may be lucky enough to get caught in an epic Arizona thunderstorm known as Monsoon's! If you get caught in a HABOOB storm, well, they are just as epic, but you will not consider yourself 'lucky'.

These massive & fast-moving dust storms will leave a layer of dirt all over the city! It will certainly be something to talk about when you return to wherever you call home. Either way, have your cameras ready, they both produce fabulous rainbow-colored sunsets. We're glad you're here, we're glad you're queer, and we're glad to host the **2018 Pride at Work Convention** here in Phoenix, AZ!

**As a thriving homo-opolis**, it would be impossible to list all of the fun things to see and do, the resources available, and all of the 'must-see's' that Phoenix and the State of Arizona have to offer the LGBTQ Community. Here is a smattering of establishments that are nearby the Sheraton Downtown Phoenix, which is where the 2018 Pride At Work Convention will be held. We'll begin with some fun facts.



**Arizona Trivia:** Arizona became the 48th State on Valentine's Day 1912. Durant's Steakhouse (a legendary Phoenix steakhouse on Central Ave) was opened by former Las Vegas mobster Jack Durant in 1950. Big Surf Waterpark in Tempe was the world's first wave-pool (August is a great time to check it out!). In 1981 Arizona Judge Sandra Day O'Connor was the first woman named to the US Supreme Court. Bill & Ted's Excellent Adventure was filmed at an Arizona mall called MetroCenter.

1990 still holds our highest temperature record at 122 sizzling degrees! In 2006, Phoenix became the **5th largest city in the USA**. During the 2010 recession period, 50,000 residents leave Phoenix so it slips back to 6th. 2017 Phoenix thrives again and is the 5th largest city in the USA. Arizona was once a citrus grove haven and much of valley had cotton fields. You heard of Pima cotton? Yup, just a few miles outside of PHX is where it is grown.



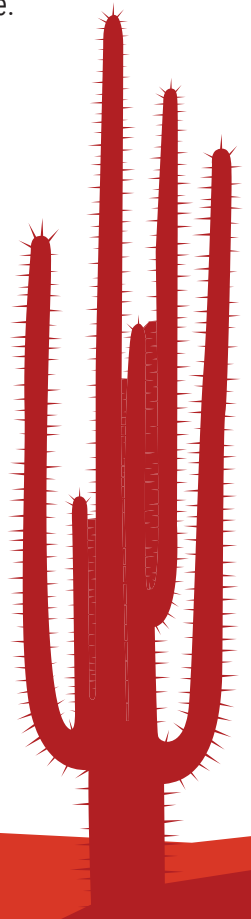
The general attitude in Phoenix towards LGBTQ people is friendly, welcoming, & open. There are still the occasional occurrences regarding hate crimes. Be a little more discreet when traveling through rural Arizona, but Phoenix, Scottsdale, Glendale, Tempe, Tucson, & Flagstaff are very gay friendly. Don't be afraid to explore!



**Speaking of exploring:** The city of Phoenix, Tempe and Mesa are connected with a 26-mile light rail line. The airport is also connected to the light rail by using the “sky train” from inside terminal 4 and terminal 3. Rides are \$2. Schedules are online using “Valley Metro” and selecting light rail. It runs from roughly 430am until 1:00am. Downtown PHX has been brought to life with the additions of Arizona State University Campus, University of Arizona Campus and Northern Arizona University campus. New College campuses, condos, apartments, bars, coffee shops and local eateries are a huge part of downtown Phoenix.

We’re glad to host all of you in our great city. Have fun while you’re here and be safe!

– Pride at Work Arizona







**PROUD AND POWERFUL.  
WITH POWER, COMES RESPECT.**

## AFA Celebrates PRIDE@WORK's 2018 Triennial Convention

*The Association of Flight Attendants-CWA, AFL-CIO (AFA), representing 50,000 of aviation's first responders at 20 airlines, was founded in 1945 as a democratic member driven union. AFA's mission is to unite all Flight Attendants in order to achieve fair compensation, job security, and improved quality of life through organizing, bargaining and political action while serving as the leading voice for a safe, healthy and secure aircraft cabin for passengers and crew alike. We are committed to equality at work for all.*

*AFA and PRIDE@WORK: Stronger Together, Better Together.*

Congratulations on behalf of  
the 1.6 million members of the AFSCME.

**AFSCME**  
**AFSCME**  
**AFSCME**  
***We Make America Happen***



Produced by  
**AFSCME**  
Union Fund  
232-17

# AGENDA



## WEDNESDAY, AUGUST 22, 2018

9AM-5PM	<b>Pride at Work National Executive Board Meeting</b>
4PM-7PM	<b>Registration</b>
6PM-8PM	<b>Welcome Reception</b> <ul style="list-style-type: none"><li>• Performance by: Lynn Marie aka "The Motown Diva"</li><li>• Sponsored by: Pride at Work Arizona</li></ul>

<b>LOCATION</b>
South Mountain
Encanto Foyer
Paradise Valley

## THURSDAY, AUGUST 23, 2018

8AM – 5PM	<b>Registration</b>	Encanto Foyer
9AM	<b>Opening Plenary Session</b>	Encanto Hall

### **Welcome & Opening Gavel & Presidents' Report**

- Shellea Allen & Tim Schlittner – Pride at Work Co-Presidents

### **Rules of the Day & Credentials Report**

- Steve Schembs – Rules and Credentials Committee

### **Speakers**

- Tefere Gebre – Executive Vice President, AFL-CIO
- Lee Saunders – President, AFSCME
- Angel Darcourt – Senior Field Director, Working America
- Josette Jaramillo – President, Colorado AFL-CIO
- Tim Eicher – Principal, Slevin & Hart, PC
- Chris Stergalas – Associate Communications Director, Working America

### **The Future of Civil & Human Rights Work in Labor**

- Moderator: Nakisha Lewis – Director of Civil, Women, and Human Rights, AFL-CIO
- Terry Melvin – President, CBTU; Secretary-Treasurer NY State AFL-CIO
- Rhonda Rogers – Director, Women's, Human Rights, and Young Workers Departments - IAMAW
- Sheva Diagne – Queer labor activist and consultant
- Brittany Anderson – Field Director, Southeast Minnesota Labor Council

12:00 PM	<b>Lunch Provided</b> <ul style="list-style-type: none"><li>• Reorganization Report – Pride at Work Co-Presidents &amp; Sheva Diagne</li></ul>	Encanto Hall
----------	--	--------------

2PM-5PM	<b>Day of Action Activities</b>
---------	---------------------------------



# AGENDA

**FRIDAY, AUGUST 24, 2018**

**LOCATION**

8AM	<b>Union Caucuses</b> <ul style="list-style-type: none"><li>• AFSCME</li><li>• SEIU</li><li>• AFGE</li><li>• UAW</li><li>• TWU</li></ul>	Paradise Valley Alhambra Camelback A Encanto Hall Camelback B
-----	--	---

Other unions may caucus ad hoc in the available space in Encanto Hall

9AM	<b>Plenary Session</b> <ul style="list-style-type: none"><li>• James McLaughlin – President, Arizona AFL-CIO</li><li>• Rep. Ruben Gallego – US Congress (AZ-7)</li><li>• Rep. Kyrsten Sinema – US Congress (AZ-9)</li><li>• Dora Cervantes – Secretary-Treasurer, IAMAW</li><li>• Hon. Steve Gallardo – Supervisor, Maricopa County Board of Supervisors</li><li>• Sara Nelson – President, AFA-CWA</li><li>• Sonari Ginton – Freelance Journalist, SAG-AFTRA</li></ul>	Encanto Hall
-----	---	--------------

## **Decriminalizing Queerness**

- Stephanie Pope – Criminal Defense Attorney, UAW Local 2325
- Jared Trujillo – Criminal Defense Attorney, UAW Local 2325
- Ricky Blum – Employment Law Attorney, UAW Local 2325
- Taylor James – Community Development Attorney, UAW Local 2325
- Lindsay Adams – Criminal Defense Attorney, UAW Local 2325

12:00PM	<b>Bylaws Discussion and Vote</b>
---------	-----------------------------------

12:30PM	<b>Lunch (on your own)</b> <ul style="list-style-type: none"><li>• Elders Caucus</li><li>• Trans Caucus</li><li>• PoC Caucus</li><li>• Youth Caucus</li></ul>	Alhambra Camelback A Camelback B Paradise Valley
---------	---	---

# AGENDA

## FRIDAY, AUGUST 24, 2018 (CONT)

## LOCATION

2-3:30PM

### Workshop Session 1

#### Chapter Leadership Strategy Session

Alhambra

- Aaron True & Jerame Davis, Pride at Work

#### Runaway Inequality: The Financial Strip-mining of our Economy

Camelback B

- Ginger Lane, CWA

#### Winning (& Defending) Inclusive Paid Leave & Nondiscrimination Protection

Camelback A

- Carl Charles, A Better Balance; Molly McGovern, Legislative Director, UFCW  
Local 99; Lauren Kuby, Councilmember, Tempe, AZ; Jim Barton, Torres Group

#### Creating Effective Messaging for Traditional and Digital Media

Paradise Valley

- Ray Bradford, SAG-AFTRA & Chris Stergalas, Working America

3:40-5:10PM

### Workshop Session 2

#### Engaging and Mobilizing Aviation Workers in a post-Janus World

Paradise Valley

- Steve Schembs, AFA-CWA

#### Neoliberalism in Crisis

Camelback A

- Mike Roskey, SEIU Lavender Caucus

#### Inclusive Contracts

Alhambra

- Shellea Allen, SAG-AFTRA & Jerame Davis, Pride at Work

#### Path to Power: Union Members Running for Public Office

Camelback B

- Gabe González, AFL-CIO

6:30PM

### Pride at Work 2018 Solidarity Awards Banquet

Encanto Hall

- Honorees: UNITE HERE, Nancy Wohlforth
- Speakers: Shellea Allen, UNITE HERE, Clayola Brown, Nancy Wohlforth
- Dress to Impress

# AGENDA

**SATURDAY, AUGUST 25, 2018**

8:30AM

## **Chapter & Regional Caucuses**

- Please use Encanto Hall or any of the breakout rooms to hold your caucuses.

9:30AM

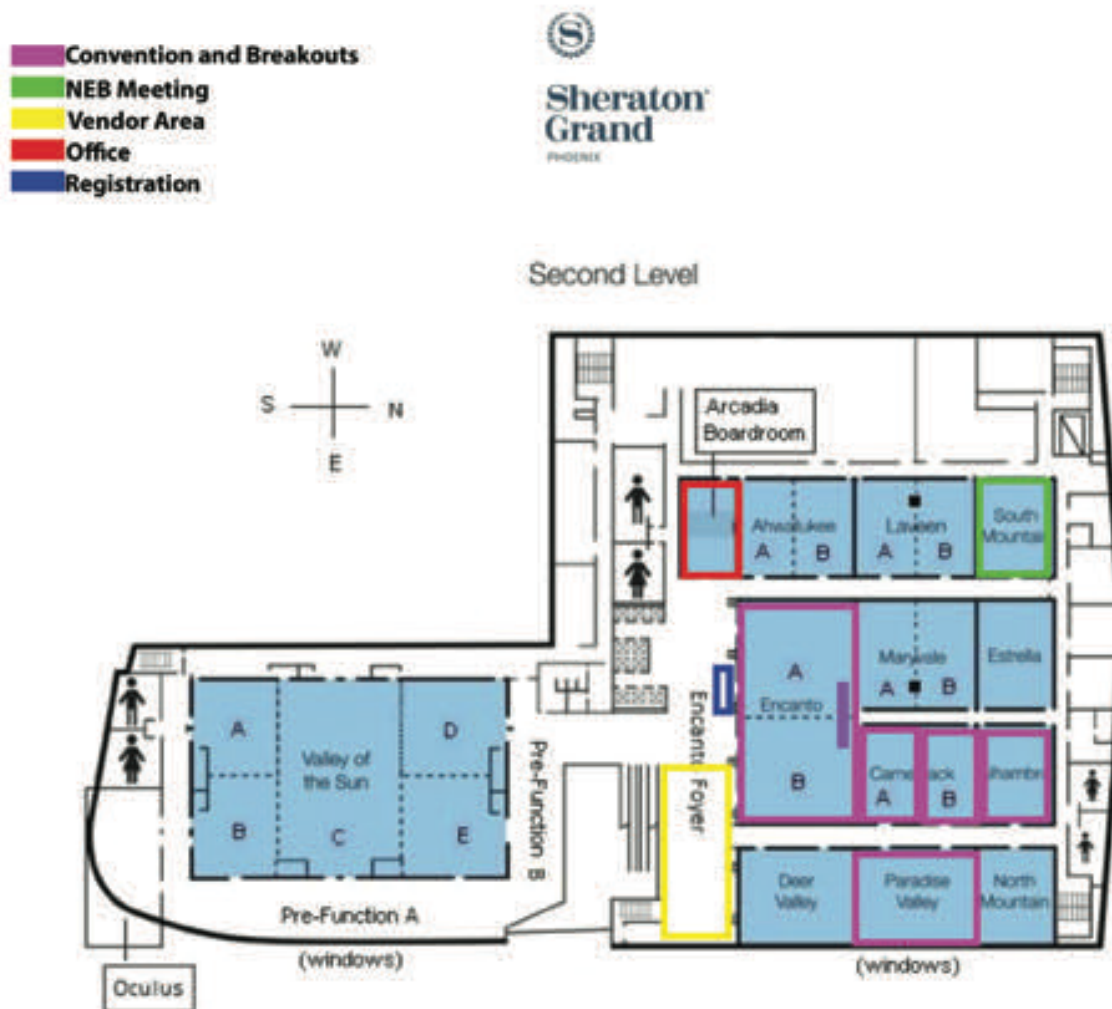
## **Business Meeting – Encanto Hall**

- Resolutions Report
- Officer Elections
- Other Business

1PM

## **Adjourn**

# CONVENTION SPACE





# SPEAKERS

## BRITTANY ANDERSON

Field Director

Southeast MN Area Labor Council, AFL-CIO

Brittany Anderson is a proud queer/bisexual woman and member of IAM District Lodge No. 77.

As a Field Director for the Southeast MN Area Labor Council, AFL-CIO she builds

power and solidarity with unions and all working people across 7 counties in rural Minnesota. She is also an At-Large Director of the Stonewall DFL (Democratic-Farmer-Labor party).

After spending several years working non-union, low wage retail, service, and factory jobs, Brittany met union organizers at Occupy Wall Street and found a home in the labor movement through the CUNY Murphy Institutes's Union Semester program. She then worked for the RWDSU/UFCW Local 338 and RWDSU international in the organizing, service, health and welfare funds, political, and worker center departments. She has previously served as President of the New York City/Long Island chapter of Pride at Work and as

an international union representative on the AFL-CIO Young Worker Advisory Council.



## CLAYOLA BROWN

President

APRI

Clayola Brown began serving as National President of the A. Philip Randolph Institute, located in Washington, D.C., in August 2004 – the first female to serve in that role.



Ms. Brown's lifelong commitment to labor activism began in her hometown of Charleston, South Carolina, where she—alongside her activist mother—campaigns to organize the Manhattan Shirt Factory. She eventually became Education Director for the newly merged Amalgamated Clothing and Textile Workers Union; was appointed Civil Rights Director and served as Manager for the Laundry Division affiliate for more than 13 years. In 1991, she was elected International Vice President and continues to serve in that capacity. Clayola is also the Civil Rights Director under the repositioned union Workers United, an SEIU affiliate. She has served as a member of the General Executive Board of Workers United since its formation in March 2009. In 1995, she was elected to the AFL-CIO Executive Council, where she served for 10 years. Ms. Brown is now, and has been, a Director of the Amalgamated Bank for 20 years, the most senior sitting Bank Director.

Ms. Brown was appointed to the National Commission on Employment Policy by President Bill Clinton for 2 terms, and appointed a member of the New York State Workforce Investment Board by Governor George Pataki. At the invitation of President Barack Obama under former Labor Secretary Hilda Solis, she served as a representative member on the Labor Advisory Committee for Trade Negotiations and Trade Policy; and continued that role under former Labor Secretary Tom Perez.

## DORA CERVANTES

General Secretary Treasurer  
IAMAW

Dora Cervantes became the IAM's 12th General Secretary-Treasurer on August 1, 2015. She is the first woman to direct the IAM's finances as General Secretary-Treasurer.



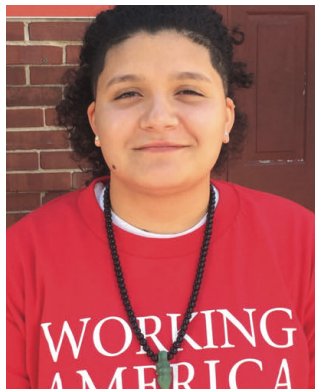
Cervantes first joined the IAM Executive Council on July 1, 2013 as the first Hispanic woman to serve as a General Vice President. Cervantes has served as the Assistant Secretary to the General Secretary-Treasurer since 2012. As General Vice President, Cervantes worked in partnership with the General Secretary-Treasurer to administer the IAM's financial operations.

Cervantes currently serves as a National Board Member on the Labor Council for Latin American Advancement (LCLAA), is an active member of the Coalition of Labor Union Women (CLUW), is member of United Against Human Trafficking, and also serves as a Trustee for both, the National IAM Benefit Trust Fund and the IAM National 401(k) Plan.

## ANGEL DAR COURT

Senior Field Director  
Working America

Angel started organizing with Working America in 2012 to re-elect Barack Obama and to stop statewide legislation that would limit the freedom to marry for same-sex couples in Minnesota. Since then she has worked on various campaigns throughout the country including work in Houston, Texas where she ran a door to door campaign to elect progressive Mayor Sylvester Turner as well as work on the front lines in the battleground state of Florida during the 2016 elections. Angel is no stranger to tough campaigns and is now serving as a Senior Field Director with Working America.



## SHEVA DIAGNE

President  
Thought Partners, LLC

Sheva Diagne is an independent consultant, providing strategic communications and campaign planning to labor organizations. She is also an at-large member of Pride at Work and currently serves on the Pride at Work Reorganization Committee.



Prior to starting her consulting practice, Sheva served as the gender justice Program Coordinator for the AFL-CIO's Advocacy Department, where she led national programs to expand and support the leadership and engagement of women and LGBTQ working people. Her background in the labor movement includes experience as a campus organizer, union representative for a healthcare workers local, and researcher for SEIU International. She also brings to her role experience in nonprofit organizational development and progressive policy advocacy. Sheva received her BA in Urban Studies from Stanford University and Masters of Public Policy from Georgetown University.

## TIMOTHY K. EICHER

Principal  
Slevin & Hart, PC

Tim Eicher has focused exclusively on employee benefits law since he began his career, and advises union and multi-employer clients on a wide range of compliance issues under ERISA, the Internal Revenue Code, and related laws. He is actively involved with the American Bar Association's Employee Benefits Committee and is a contributing author of the ABA Section of Labor and Employment Law's treatise, Employee Benefits Law. He also serves as a continuing faculty member for the District of Columbia Bar Association's ERISA Basics educational program, which he helped design.



Mr. Eicher received his law degree from Georgetown University Law Center and his undergraduate degree from Princeton University, where he majored in Classics. Tim lives in Washington, DC, and still can't believe the Caps actually won the Stanley Cup.

# SPEAKERS

## HON. STEVE GALLARDO

Supervisor, District 5  
Maricopa County Board of Supervisors

Supervisor Steve Gallardo was born in Phoenix, Arizona. He is a fourth generation Arizona native. In 2002, Supervisor Gallardo was elected to the State House of Representative in a new legislative district covering the southwest valley. In October of 2001, Steve Gallardo was appointed to the Cartwright Elementary School Governing Board to fulfill an unexpired term and then later elected in 2002 and in 2010 for a 4-year term. Supervisor Gallardo currently serves as the Governing Board President of the Cartwright Elementary School District. In 2004, He was elected to the Phoenix Union High School Board to the at-large district position and left Phoenix Union to run for the Arizona State Senate.



He has been involved in numerous boards and commissions, including the Arizona Civil Right Advisory Board and Maryvale Village Planning Committee. Steve is very involved with the local and national Hispanic community and served as a member of such organization as NALEO (National Association of Latino Elected and Appointed Officials), LCLAA (Labor Council for Latin American Advancement) and an MALDEF alumnus (Mexican American Legal Defense and Education Fund).

## REP. RUBEN GALLEGO

United State Representative  
Arizona's 7th District

Congressman Ruben Gallego is the son of Hispanic immigrants, a veteran, and a community leader. He was the first in his family to attend college, graduating from Harvard University with a degree in International Relations. He later joined the Marine Corps, serving in Iraq with the well-known combat unit Lima 3/25.



Congressman Gallego was elected to the Arizona House of Representatives in 2010, and served until 2014. He represented District 27, which covers much of Phoenix.

He rose quickly in the state legislature, serving as Assistant Minority Leader. Congressman Gallego became known for his tough stand against extreme legislation pushed by Republicans in the state legislature. He led the opposition to the discriminatory SB 1062, which Governor Jan Brewer ultimately vetoed. As a state legislator, Congressman Gallego also led the push for Medicaid expansion and to secure in-state tuition for veterans.



## TEFERE GEBRE

Executive Vice President  
AFL-CIO

Tefere Gebre is the Executive Vice President of the AFL-CIO, the national federation of labor unions representing 12.5 million workers. Now a naturalized U.S. citizen, Tefere was the first former political refugee and the first local labor council leader elected to this top office. His experience and personal story demonstrate perseverance and success in advancing the rights of working people.



As a child refugee from Ethiopia Tefere found his way to Sudan and then to Los Angeles, California where he studied and earned a scholarship for college. At nights he worked his first union job as a UPS loader with Teamsters Local 396. Later Tefere led government relations and political work for the Laborers Local 270 and the California Fed. He then helped redefine and dramatically grow the labor movement as Executive Director of the Orange County Labor Federation by doubling the Fed's political capacity and building strategic labor-community partnerships. Now, as EVP he leads efforts to strengthen local labor capacity, strengthen strategic political and organizing work, as well as to advance voting rights, racial justice and immigrant workers' rights.

## SONARI GLINTON

Freelance Journalist  
SAG-AFTRA member

Sonari Glinton is a SAG-AFTRA member and currently a freelance journalist and formerly a Correspondent for NPR. Sonari played a key role in NPR's contract campaigns in 2015 2017 in which he took a leadership role in the internal organizing and developed the successful social media campaign strategy #WeMakeNPR. Sonari has played an important role within his union as they continued to organize other public media journalists, including the successful wave of SAG-AFTRA organizing that brought in NPR member stations across the country.



Sonari has focused on cars, marketing and the new economy. He's the recent recipient of the Edward R Murrow award for for investigative reporting on President Trump's golf business. In addition Sonari has worked with Youth Radio (Oakland-based youth journalism program) helping to teach and mentor future journalists.



# SPEAKERS

## JOSETTE JARAMILLO

President  
Colorado AFL-CIO

Josette Jaramillo was born and raised in Pueblo, Colorado. She received her undergraduate degree from Colorado State University-Pueblo and completed her graduate studies at Adams State College in 2007. Josette's grandfather was a long-time member of United Steel Workers Local 2102. Her parents are both self-employed, but instilled unionist values into her from a young age, including refusing to cross a picket line to buy groceries.



Josette began working for the Pueblo County Department of Social Services in 2005 and became a member of AFSCME Local 1335. After getting involved as a canvasser for the City Council elections in 2009, Josette began her journey into union leadership. She served on the Executive Board for her local union that same year before running for president in 2010. She has served as local union President ever since. Josette has served on the Executive Board for AFSCME Colorado Council 76 since 2011 as both the Vice President and President and currently serves as an advisory member on New Mexico/Colorado AFSCME Council 18.

In 2015 Josette was elected to serve Southern Colorado Labor Council as the recording secretary and political chair for the lower sixteen counties of Colorado. Josette served as an Executive Vice President of the Colorado AFL-CIO from 2013-2017. She was elected as President of the Colorado AFL-CIO in September of 2017 and was the first Latina, first Southern Colorado president, and first LGBTQ person to hold this state-wide office.

## NAKISHA M. LEWIS

Director, Civil, Human, and Women's Rights Dept.  
AFL-CIO

Nakisha M. Lewis is the Director of Civil, Human and Women's Rights at the AFL-CIO. She is an experienced philanthropic and political impact strategist with deep roots in community organizing. She comes to the Labor Movement after more than twenty years organizing for racial justice, women's rights and LGBTQ equality at the local and national levels.



Prior to joining the AFL-CIO, Nakisha spent ten years in philanthropy working with individual donors and foundations to develop grant making strategies that address inequities and strengthen marginalized communities. Most recently, she served as Program Officer and Senior Strategist for Safety at the Ms. Foundation for Women where she created a national portfolio for women and girls with a Black, queer, feminist lens. Rising" – a national conference to build an agenda for Black women and girls.

Nakisha's career and community engagement are driven by an unwavering passion for civil rights and justice. She has worked on a range of justice issues—from education and fair housing to welfare and workers' rights.

## JAMES J. MCLAUGHLIN

President

Arizona AFL-CIO, UFCW Local 99

James McLaughlin currently serves the working men and women of Arizona as President of United Food and Commercial Workers Union, Local 99 representing more than 23,000 workers. Mr. McLaughlin began his career working for Ralph's grocery store in Orange County, California as a member of UFCW Local 324. In 1992, McLaughlin was hired as a field Representative with Local 99, later became an Organizer, and was elected President in November 2001.



Since that time, he has served on the national level at the UFCW International Advisory Board, Retiree Health Care Committee, Constitution Committee, and Committee for the Future. He currently serves on the national level as International Vice President of the UFCW International Union. In Arizona he continues to serve as trustee for the Desert States Employers and United Food and Commercial Workers Union Pension Plan and the United Food and Commercial Workers & Employers Arizona Health and Welfare Trust. Jim and his wife Tara have three children and make their home in metro-Phoenix.

## RHONDA ROGERS

Director, Women's, Human Rights, Young Workers  
& Community Services Departments  
IAMAW

Rhonda Rogers, is the Director of the Women's, Human Rights, Young Workers, and Community Services Departments at the International Association of Machinists & Aerospace Worker's (IAMAW). Rhonda began her union career in 1997, where she worked at an auto parts assembly plant and was a member of IUE-CWA local 801 in Dayton, Ohio. When the company downsized, Rhonda was hired at AK Steel in her hometown of Middletown, Ohio where she became a member of the Armco Employees Independent Federation (AEIF), an independent union that merged with the Machinists Union in 2006 during a 13 ½ month lockout. Rhonda was a union steward and a member of the Community Services Committee.



In 2007, Rhonda was the first woman elected at her local lodge to the position of Committee person, a full-time union position. She was re-elected in 2010. Rhonda was a member the Negotiating Committee, and Organizing Committee. Additionally, she chaired the Human Rights and Community Services Committees. In 2011, Rhonda moved to Hollywood, Maryland to begin her career at the IAM's William W. Winpisinger Education & Technology Center as an Education Representative. Rhonda was promoted to the position of Director of the Women's, Human Rights, Young Workers, and Community Services Departments in August 2017.

# SPEAKERS

## LEE SAUNDERS

President  
AFSCME

Lee Saunders is the president of the American Federation of State, County and Municipal Employees, AFL-CIO, which represents 1.6 million members. He was elected at the union's 40th International Convention in June 2012.



Saunders, the first African American to serve as AFSCME's president, was previously elected secretary-treasurer at the union's 39th International Convention in July 2010.

Under Saunders' leadership, the union has launched a program called AFSCME Strong that builds power through internal and external organizing, and recognizes the individual contributions AFSCME members make to serving and strengthening their communities. The program is credited with growth in AFSCME membership despite current challenges faced by the labor movement as a whole.

Saunders serves as a vice president of the AFL-CIO Executive Council, which guides the daily work of the labor federation; he also serves as chair of its Political Committee. He is an at-large member of the Democratic National Committee, president of Working America, treasurer of the Leadership Conference on Civil and Human Rights and a member of the Board of Directors of the Democracy Alliance.

## REP. KYRSTEN SINEMA

United States Representative  
Arizona's 9th District

In the Arizona where Kyrsten Sinema grew up, strong schools and tight-knit communities meant opportunity for future generations. The hard-working middle class could get ahead, and government was there to help ensure that there was opportunity for all who were willing to work hard and play by the rules.



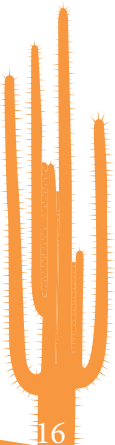
Because she believes that everyone should get the same shot and that the system should not favor those at the very top, she ran for the legislature and won.

There she worked to pass tough immigration laws, securing funding for our vets, working to provide business incentives for job creation and fighting back against attempts to gut basic health care for kids, cuts to services for the elderly and dramatic drops to school funding.

## CHRIS STERGALAS

Associate Communications Director  
Working America

Chris Stergalas, is the associate communications director for Working America, the Community Affiliate of the AFL-CIO. He is also the Working America representative on Pride at Work's National Executive Board. Chris manages Working America's digital presence and online tools. He focuses on building the organization's digital footprint and expanding awareness across digital platforms.





# PERFORMANCE

Special Performance By

**LYNN MARIE - "THE MOTOWN DIVA"**

Lynn Marie is a Labor Educator, Motivational Speaker, Actress, a Billboard credited Singer- Songwriter and Union Organizer. As an organizer for over 20 years this high energy performer calls herself "a foot soldier on the frontline for justice."

As such she has traveled the nation collecting workers stories and struggles and found a unique way to spread the message of the need and importance of organizing.

By writing workers stories and applying them to popular music she has been able to touch workers across generations and genres. For this special skill set her peers have crowned her "The Motown Diva".





# WORKSHOPS

## CREATE YOUR MESSAGE AND GET IT NOTICED

*Ray Bradford, Pride@Work NEB and former broadcaster*  
*Chris Stergalas, Pride@Work NEB and Associate Communications Director at Working America*

Part One ...You've created your talking points and want to get them out to the public; but how do you get the news media to cover it? This interactive session shares how TV and Radio newsrooms create their "lead" stories, giving you inside tips so you have a leg up on how to get your message across and, most importantly, your key points included. (Ray Bradford, Facilitator)

Part Two...Now that you have your media pitch down, how do you amplify your efforts online? Part two will focus on utilizing digital tools like email, Facebook and mobile messaging platforms to amplify your message and engage with your membership in a whole new way. Tools discussed will be Facebook, Action Network and Hustle! Come to learn how the tools work, or ask your expert-level questions. (Chris Stergalas, Facilitator)

## RUNAWAY INEQUALITY: THE FINANCIAL STRIP-MINING OF OUR ECONOMY

*Ginger Lane, CWA Local 7019*

What happened to American working class prosperity? Why can't the richest country in history afford a decent public sector and infrastructure? Why is it so hard for us to bargain for just about anything? This workshop will explore why worker wages stalled in the U.S. and why the richer have become super-rich. We'll see how

Wall Street is financially strip-mining every part of our economy at our expense. We'll learn why 95% of all new income generated in the current recovery has gone to the top 1% and why so little has gone to us. And we'll look at what must do to reverse runaway inequality.

## NEOLIBERALISM IN CRISIS

*Mike Roskey, SEIU Lavender Caucus*

The progressive "wing" of our LGBTI union organization and probably the U.S. in general share a concern with the increasing ascendancy of neoliberal politicians and policies worldwide and its implications. For unions, and, for LGBTI people, most importantly, how it will affect their workplaces or just their human rights. However, in a new turn of events, we have felt increasing alarm at the political disarray and reaction that appears to have arisen, as well, from its failures

## PATH TO POWER: UNION MEMBERS RUNNING FOR PUBLIC OFFICE

*Gabe González, AFL-CIO*

The labor movement's political power is a necessary ingredient for ensuring justice for working people and their families, and for balancing the power of corporations and wealthy elites. We find the seeds of that political power at the local level, among union activists engaging their co-workers and neighbors on relevant issues, and with union members who run for public office to represent workers' interests.

*In this session, we will have a discussion about how to work with your State Federation and local labor bodies to recruit, support, and elect union members to run for public office.*

## WINNING (AND DEFENDING) INCLUSIVE PAID LEAVE AND NONDISCRIMINATION PROTECTIONS

*Carl Charles, A Better Balance*

*Molly McGovern, Legislative Director, UFCW Local 99*

*Lauren Kuby, Councilmember, Tempe, AZ*

*Jim Barton, Torres Group*

In this interactive panel, we will discuss opportunities for labor organizers to advance inclusive paid leave and nondiscrimination protections through both collective bargaining and public policy campaigns. Using Arizona as a case study, attendees will learn about opportunities in their own unions, cities, and states to win paid leave and nondiscrimination protections that recognize all workers and families. We will also address the need to be prepared for opposition and discuss how we can work together to resist state laws seeking to block this progress.

## ENGAGING AND MOBILIZING AVIATION WORKERS IN A POST-JANUS WORLD

*Steve Schembs, AFA-CWA*

The aviation sector is one of the most heavily unionized private sector industries – in part thanks to the Railway Labor Act. Based on Janus and anticipation of additional anti-union justices being confirmed to the Supreme Court our agency shops will be under attack.

*This workshop will explain the unique nature of the aviation industry and explores the implications for workers/leaders who have only worked in a closed shop environment. We will examine ways to educate and involve members in protecting and defending decades-old collective agreements and LGBTQ protections.*

## BARGAINING FOR INCLUSIVE UNION CONTRACTS

*Shellea Allen, SAG-AFTRA & Pride at Work*

*Jerame Davis, Pride at Work*

With the advent of marriage equality and the advancement of LGBTQ equality, we have to look at our union contracts differently.

Many of the larger items we've bargained for - and won - are now matters of law. But that doesn't mean our contracts aren't still important vehicles to expand equality for LGBTQ working people.

*In this workshop, we will explore the ways in which contract concerns have changed and what our contracts need to consider going forward to ensure inclusion for all.*

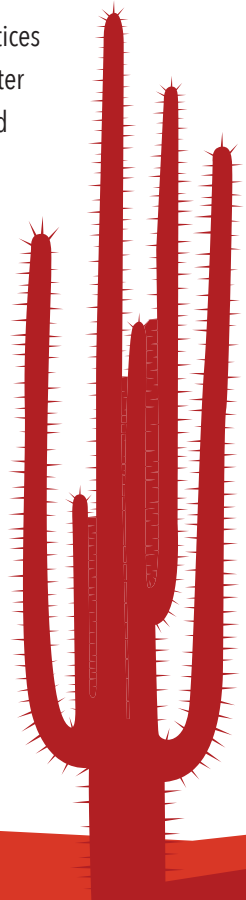
## CHAPTER LEADERSHIP STRATEGY SESSION

*Aaron True, Pride at Work*

*Jerame Davis, Pride at Work*

This is a two-part MANDATORY workshop for Pride at Work Chapter Leaders, but is open to any who would like to attend. In part one we will discuss Pride at Work's engagement in Labor 2018 and strategize ways to plug into the electoral work that is already being done by local labor councils or local LGBTQ organizations. You will be able to hear from fellow chapter leaders about their engagement in this work, and collaborate across chapters.

In part two, we will go over best practices for maintaining a Pride at Work chapter including but not limited to the required financial documents, tax filings, and internal audit requirements. We will also discuss some new policies as recommended by the Reorg committee to streamline this process for Chapters and limit the amount of administrative work required to run a chapter.



# ACKNOWLEDGMENTS

## **HOTEL STAFF**

Thank you to all the union members from UNITE HERE Local 11 for their hard work at the Sheraton Grand - Phoenix. Please remember to tip your housekeepers and wait staff!

## **AFL-CIO SUPPORT SERVICES**

We are grateful for the dedicated, quality work of OPEIU Local 2 members in the AFL-CIO print shop for their work producing our convention program book, handouts, banners, and signs.

## **PRIDE AT WORK ARIZONA**

A special thank you to the Pride at Work Arizona chapter team for such amazing work helping us prepare for this convention. Strong, vibrant chapters - like theirs - are what make Pride at Work a great organization.

## **ARIZONA STATE AFL-CIO**

Thank you to the President James McLaughlin and Executive Director Fred Yamashita, along with the rest of the Arizona State AFL-CIO team, for such a great welcome to Phoenix and for all you do for all working people, including our Arizona Pride at Work chapter.

## **PROGRAM AND GRAPHIC SERVICE**

Much thanks to Hashtag Creative for the graphics work and program layout. We appreciate their professionalism and flexibility. [HashtagCreative.CO](http://HashtagCreative.CO)

## **PRIDE AT WORK STAFF**

We appreciate the hard work and dedication of our national staff. They go above and beyond every day to build power for LGBTQ working people.

## **2018 CONVENTION COMMITTEES**

### **Elections**

Ray Bradford  
Donna Cartwright  
Nancy Wohlforth

### **Rules & Credentials**

Steve Schembs  
Kim Frost  
Stan Kiino  
Donna Cartwright

### **Agenda & Program**

Tim Schlittner  
Shellea Allen  
Asher Huey  
Gabe Gonzalez  
Jim Volpe

### **Resolutions & Bylaws**

Gabe Gonzalez  
Nancy Wohlforth  
Patricia Crispino  
Tim Schlittner  
Shellea Allen

# FAQS

## **DO I NEED MY CREDENTIALS?**

Yes - Be sure to carry your credentials with you at all times during convention sessions and while in the convention area. Access to convention spaces and meals will require visible credentials every day.

## **ARE THERE GENDER NEUTRAL RESTROOMS?**

Yes - Gender neutral restrooms are located at the end of the hallway near the Alhambra and North Mountain meeting rooms.

## **IS THERE A LOST & FOUND?**

Any lost items will be kept in the Pride at Work convention office through the end of convention. If you find or lose anything, please notify the Pride at Work staff. You may also want to check with the hotel front desk if we don't have your item.

## **I HAVE ISSUES WITH MY ROOM OR BILL, WHAT DO I DO?**

Please see the front desk staff with any issues. If they cannot resolve your concern, please inform Pride at Work staff and we will see what we can do.

## **CAN I BRING MY FIREARM? I HAVE A PERMIT.**

No - Despite state law and hotel policy, the Pride at Work convention and convention area are designated as firearm-free zones.

## **WHAT IF I NEED MEDICAL ATTENTION?**

If you're having a medical emergency, dial 911 immediately. For minor medical issues, the hotel gift shop has a limited number of health-related items. For further assistance, ask the hotel staff.

## **DO I NEED TO TIP MY HOUSEKEEPER?**

The standard tip for housekeepers is \$5 per day. If you choose to tip your housekeeper (and you should!) place the money under the pillow with a note indicating it's for housekeeping. Additionally, it is customary to tip 20% for restaurant service and \$1 per drink for bar service.

## **WHAT DO I DO IF SOMEONE IS HARASSING ME OR GIVING ME UNWANTED ATTENTION?**

Pride at Work and the Pride at Work Triennial Convention are dedicated to providing a harassment-free convention experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, immigration status, employment status, union affiliation, or income level. We do not tolerate harassment of convention participants in any form. Convention participants violating these rules may be sanctioned or expelled from the convention without a refund at the discretion of the presiding officers. Our anti-harassment policy can be found at: <https://pride-at-work/harassment>

# SPONSORS

AFL-CIO



UNITE  
HERE!





# CHAPTERS



**PRIDE@WORK**

Lesbian, Gay, Bisexual,  
and Transgender Labor and our Allies.

AZ

Arizona

CA

San Diego

CA

Los Angeles

CO

Colorado

CT

Connecticut

DC

Baltimore-DC

FL

South Florida

GA

Atlanta

HI

Hawai'i

IL

Chicago

MA

Western Massachusetts

MA

Eastern Massachusetts

The Gay and Lesbian Labor Activist Alliance  
(GALLAN)

MI

Michigan

MO

Missouri

NJ

New Jersey

NY

Buffalo-Niagara WNY

NY

Eastern NY

NY

New York City/Long Island

NY

Rochester Finger Lakes

OR

Oregon

PA

Pennsylvania

TX

Texas

WA

King County (Seattle)

WA

Pierce County (Tacoma)

# LOCAL RESOURCES

## LGBTQ ORGANIZATIONS

- One N Ten [onenten.org](http://onenten.org)
- Pride at Work AZ [prideatworkaz.org](http://prideatworkaz.org)
- Other LGBTQ resources [gayarizona.com/phoenix/resources](http://gayarizona.com/phoenix/resources)

## LGBTQ MEDIA

- ION Arizona [www.ionaz.com](http://www.ionaz.com)
- Echo Magazine [www.echomag.com](http://www.echomag.com)
- Phoenix Pride [Phoenixpride.org](http://Phoenixpride.org)
- New Times [phoenixnewtimes.com](http://phoenixnewtimes.com)

## LGBTQ BARS

- The Rock (Drag, Karaoke) 4129 N 7th Ave. [therockdmphoenix.com](http://therockdmphoenix.com)
- Cruisin' (Drag, Showbar) 7th3702 N 7th St. [cruisin7th.com](http://cruisin7th.com)
- Charlie's Phoenix (Western) 727 W Camelback Rd [charliesphoenix.com](http://charliesphoenix.com)
- Karamba Nightclub (Dance, Latino) 1724 E McDowell Rd  
[karambanightclub.com](http://karambanightclub.com)
- Kobalt (Karaoke, Showtunes) 3110 N Central Ave.  
[kobaltbarphoenix.com](http://kobaltbarphoenix.com)
- Bunk House Saloon 4428 N 7th Ave. [bunkhousesaloonphx.com](http://bunkhousesaloonphx.com)
- Stacy's @ Melrose 4343 N 7th Ave [stacysatmelrose.com](http://stacysatmelrose.com)
- Bliss/Rebar 901 N 4th St. [blissrebar.com](http://blissrebar.com)

## GAYBORHOODS

- The Melrose District 7th Avenue corridor
- Central Avenue Corridor
- Roosevelt Arts District (just 2 blocks from the hotel)

## THEATRE & FILM

- Nearly Naked Theatre [nearlynakedtheatre.org](http://nearlynakedtheatre.org)
- Film Bar [thefilmbarphx.com](http://thefilmbarphx.com)
- Arizona Theatre Company [arizonatheatre.org](http://arizonatheatre.org)

# LOCAL RESOURCES

## LGBTQ RESTAURANTS

- FEZ
  - BlissRebar
  - The Dressing Room
- all three above are just a few blocks from the hotel and VERY popular*
- Hula's
  - Switch
  - Mi Patio
  - China Chili
- and so many more! Just about all central Phoenix restaurants are gay-friendly.*

## SUBSTANCE ABUSE

- Alcoholics Anonymous [aaphoenix.org/meetings](http://aaphoenix.org/meetings) for a meeting near you
- Continuum Recovery Center Phoenix for substance abuse assistance & resources  
[continuumrecoverycenter.com](http://continuumrecoverycenter.com)

## RELIGIOUS GROUPS

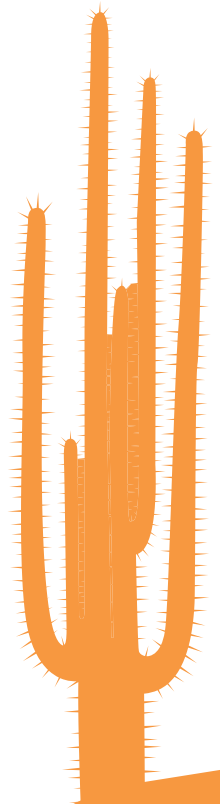
- Foothills Christian Church Glendale [foothillsdisciples.com](http://foothillsdisciples.com)
- Community Church of Hope [communitychurchofhope.com](http://communitychurchofhope.com)

## LGBTQ HEALTH & PHARMACY

- CVS 1002 E McDowell has HIV care team
- Fairmont Pharmacy is local LGBTQ pharmacy
- Southwest Center for HIV/AIDS [swhiv.org](http://swhiv.org)

## CLOTHING & NOVELTY

- Off Chute Too (trendy apparel, jocks, and sex toys)



# BOARD OF DIRECTORS



**PRIDE@WORK**

Lesbian, Gay, Bisexual,  
and Transgender Labor and our Allies.

## EXECUTIVE OFFICERS

Shellea Allen, Co-President (SAG-AFTRA)  
Tim Schlittner, Co-President (AFL-CIO)  
Tiffany Heath, Co-Vice President (WBNG-CWA)  
Shane Larson, Co-Vice President (CWA)  
Bess Watts, Vice President of Organizing (CSEA-AFSCME)  
Gabe González, Treasurer (WBNG-CWA)  
Linda Donahue, Secretary (Cornell ILR)

## CHAPTER REPRESENTATIVES

Be Marston (UNITE-HERE) – Small Chapters  
Representative – Pride at Work Oregon  
Michael Gentry (UAW) – Pride at Work  
Chicago  
Asher Huey (AFT) – DC-Baltimore  
Pride at Work  
Kim Frost (RWDSU) – Pride at Work NYC/  
Long Island  
Jessie Faige (Ally) – Pride at Work Hawai'i

## DIVERSITY REPRESENTATIVES

Ray Bradford (SAG-AFTRA), Los Angeles, CA  
Richard Fowler (AFT), Washington, DC  
Stan Kiino (AFA-CWA), San Francisco, CA  
Donna Cartwright, NewsGuild-CWA,  
Baltimore, MD

## STAFF

Jerame Davis - Executive Director  
Aaron True - Program Coordinator

## INTERNATIONAL UNION REPRESENTATIVES

Pat Crispino – AFT Representative  
Paul Gonzalez-Coke – SEIU Representative  
Peter Greenberg – IAMAW Representative  
Vacant – CWA Representative  
Karen Rosenberg – UAW Representative  
Steve Schembs – AFA-CWA Representative  
Michele Kessler – UFCW Representative  
Nancy Wohlforth – OPEIU Representative  
Christopher Torres – CSEA Representative  
Thom McDaniel – TWU Representative  
Vacant – USW Representative  
Diana Limon – IBEW Representative  
Francis Nichols III – AFGE Representative  
Janice Loux – UNITE HERE Representative  
Vacant – AFSCME Representative  
Chris Stergalas – Working America  
Representative  
Doug Boney - IATSE Representative



# 2018 Solidarity Awards Banquet

**Friday August 24, 6:30pm**

Encanto Ballroom

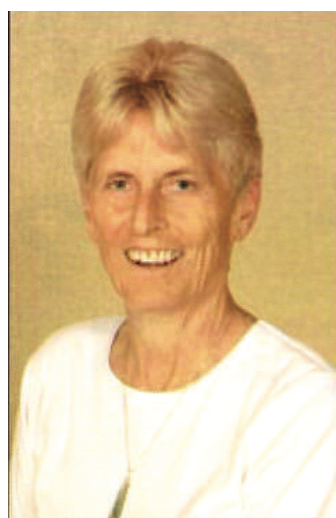
Tickets included with registration

Additional tickets: \$100

"Dress to Impress"

## Honoring:

President Emerita and OPEIU Rep. Nancy Wohlforth and the members of UNITE HERE for their unwavering support of all LGBTQ working people



**UNITE  
HERE!**



*UFCW Local 99 proudly supports*

# **PRIDE AT WORK**

**and the work they do for  
the LGBTQ in our communities**



**JAMES J. McLAUGHLIN**  
**President, UFCW Local 99**  
**International Vice President**

**STAN E. CHAVIRA**  
**Secretary - Treasurer**

**Executive Board and Staff of UFCW Local 99**



**Sleep With The Right People** is a collaboration between UNITE HERE and the LGBT community, working jointly to use our power as consumers to ensure that hotels respect their workers. LGBT travelers spend over \$60 billion a year on business and recreational travel, and major hotel chains spend millions of dollars annually on advertising that specifically targets the gay market. Our coalition is calling on members of the LGBT community to “Sleep With The Right People” by honoring picket lines, respecting boycotts at various hotels across North America, and whenever possible patronizing unionized hotels when traveling.

We are stronger together than alone when combating wealthy individuals and corporations who stand in the way of us achieving full civil and economic equality.

[unitehere.org](http://unitehere.org)      [fairhotel.org](http://fairhotel.org)

**D. Taylor**  
President

**Gwen Mills**  
Secretary Treasurer

**Peter Ward**  
Recording Secretary

**Jo Marie Agriesti**  
General Vice President

**Maria Elena Durazo**  
General Vice President for  
Immigration, Diversity and Civil Rights

**UNITEHERE!**



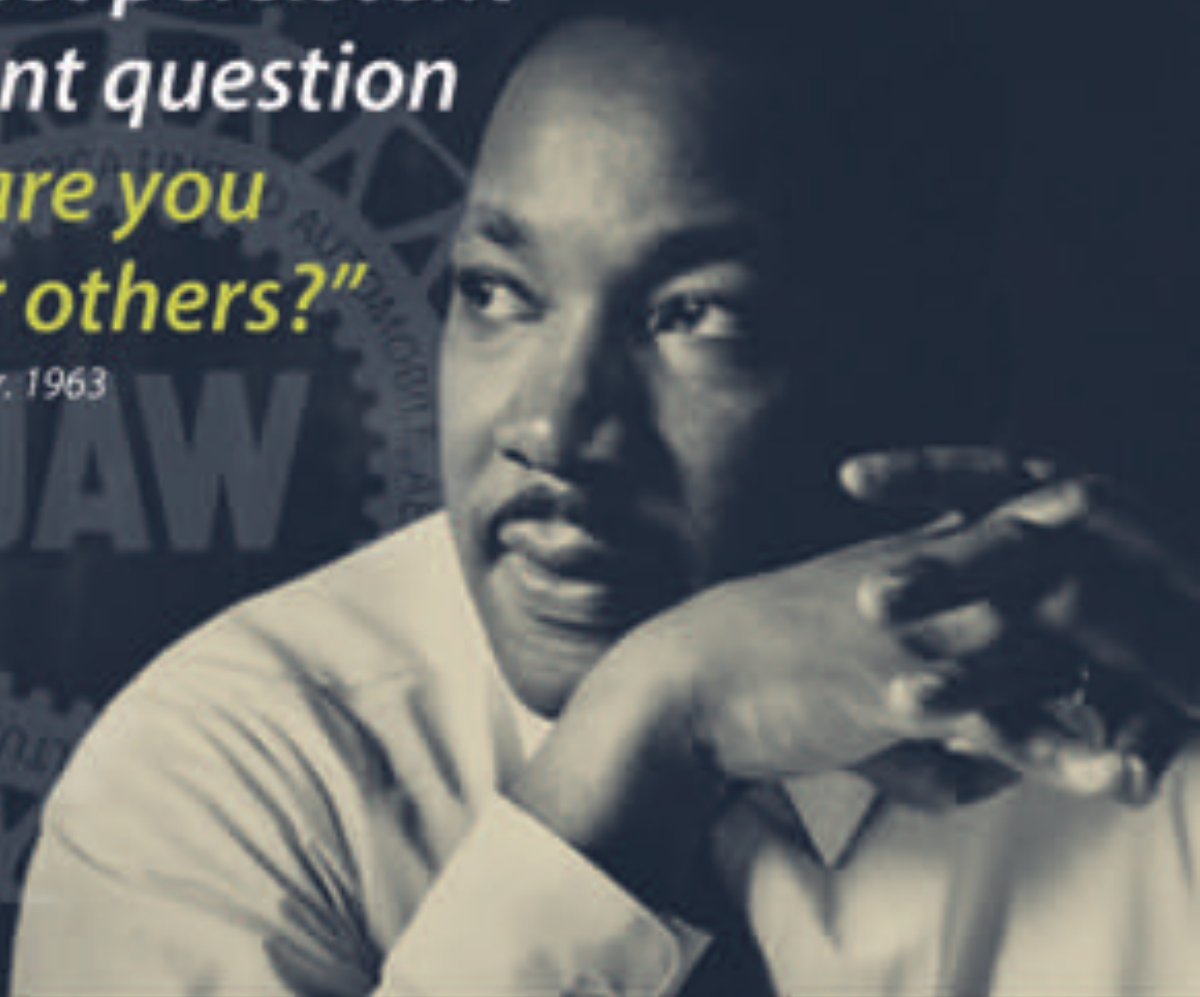
The working women and men of the UAW

Congratulates **PRIDE AT WORK**  
and stands with you in the fight for

≡ **EQUALITY FOR ALL** ≡

*"Life's most persistent  
and urgent question  
is, **what are you  
doing for others?**"*



*Martin Luther King, Jr. 1963*



President, Gary Jones

Secretary-Treasurer, Ray Curry

Vice Presidents, Terry Dittes, Cindy Estrada, Rory Gamble

UAW.ORG   

# LGBT LABOR LEADERSHIP INITIATIVE



Education, Training and Leadership Development with  
Lesbian, Gay, Bisexual and Transgender Labor & our Allies

## Available Trainings

**LGBTQ 101 Training:** a modular training to introduce your audience to the basics of LGBTQ organizing. We tailor each 101 training to meet the unique needs of any union or local. We discuss LGBTQ language, typical issues for LGBTQ union members, and a brief legislative update.

**LGBTQ Political Bootcamp:** typically conducted over two days, our political bootcamp is a non-partisan training that teaches the basics of organizing, fundraising, managing volunteers, and engaging elected officials. This training is especially recommended for all P@W Chapter Leaders and any union that wants its members to have these crucial skills for building power.

**LGBTQ-Inclusive Contracts Training:** this training helps provide the most effective language, strategies, and tactics to use in negotiating for benefits and protections for LGBTQ union members. It is typically 4-5 hours long and is designed for Local Union leaders, stewards, and members who will be involved in contract negotiations or preparing for them.

Contact the Pride at Work office at [info@prideatwork.org](mailto:info@prideatwork.org) to schedule a training. All trainings can be modified to fit your needs.



The Labor Council for Latin American Advancement  
(LCLAA)

Congratulates

**Pride at Work**

on its

**2018 TRIENNIAL CONVENTION "PROUD & POWERFUL"**

We stand together in solidarity to take action in our  
shared struggles for equality and all workers' rights.

"When you have people together who believe in  
something very strongly - whether it's religion or  
politics or unions - things happen."

- Cesar Chavez

Follow us!

[www.lclaa.org](http://www.lclaa.org)







*The International Union of  
Painters and Allied Trades,  
AFL-CIO*

*Extends Best Wishes to  
the Delegates and Guests*

*Of the*

*Pride at Work*

*2018 Triennial  
Convention*

*“Proud & Powerful”*

Kenneth E. Rigmaiden  
General President

George Galis  
General Secretary-Treasurer

William D. Candelori, Jr.  
General Vice President

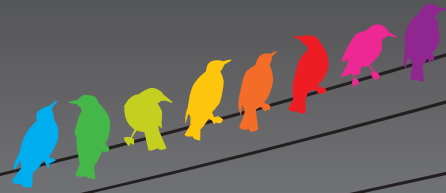
Robert Kucheran  
General Vice President

Harry Zell  
General Vice President

Mark Van Zevern  
General Vice President

James A. Williams, Jr.  
General Vice President at Large

International Union of  
Painters and Allied Trades,  
AFL-CIO  
7234 Parkway Drive  
Hanover, MD 21076



The IBEW  
proudly supports  
**PRIDE AT WORK**

# MACHINISTS

The IAM stands with **Pride at Work** in opposition to discrimination on the job and in our unions.



**The International Association of  
Machinists and Aerospace Workers**

INTERNATIONAL PRESIDENT  
Robert Martinez, Jr.

GENERAL SECRETARY-TREASURER  
Dora Cervantes

Philip J. Gruber  
Gary R. Allen  
Sito Pantoja  
Mark Blondin  
James Conigliaro, Sr.  
Rickey Wallace  
Stan Pickthall  
Brian Bryant

Best Wishes to Pride at Work on  
their Triennial Convention:

## **Proud and Powerful**

Special congratulations to the Gala Award  
Honorees:

**Nancy Wohlforth, President Emerita and  
OPEIU Representative  
and  
UNITE HERE**

Thank you for your steadfast dedication to  
social and economic justice.



**Richard Lanigan**  
President

**Mary Mahoney**  
Secretary-Treasurer



**"PROUD AND POWERFUL"**  
**THE A. PHILIP RANDOLPH INSTITUTE**

*proudly supports the*

**Pride At Work**

**2018 National Convention**

*Wishing you much success in the future!*



Clayola Brown  
President

Nat LaCour  
Vice President

Richard Womack, Jr.  
Vice President

Mike D. Payne  
Vice President

Fred Redmond  
Chair

Edgar Romney  
Secretary

Loretta Johnson  
Treasurer

Norman Hill  
President Emeritus





THE UNION BEHIND  
ENTERTAINMENT®

# THE IATSE SUPPORTS PRIDE AT WORK

## *“PROUD & POWERFUL”*

*International Alliance of Theatrical Stage Employees, Moving Picture Technicians,  
Artists and Allied Crafts of the United States, Its Territories and Canada*

**MATTHEW D. LOEB**  
*International President*

**JAMES B. WOOD**  
*General Secretary-Treasurer*

#### VICE PRESIDENTS

**MICHAEL BARNES**  
*First Vice President*

**DAMIAN PETTI**  
*Third Vice President*

**JOHN FORD**  
*Sixth Vice President*

**PHIL S. LOCICERO**  
*Ninth Vice President*

**JAMES J. CLAFFEY, JR.**  
*Twelfth Vice President*

**THOM DAVIS**  
*Second Vice President*

**MICHAEL F. MILLER, JR.**  
*Fourth Vice President*

**JOHN M. LEWIS**  
*Seventh Vice President*

**C. FAYE HARPER**  
*Tenth Vice President*

**JOANNE M. SANDERS**  
*Thirteenth Vice President*

**DANIEL DI TOLLA**  
*Fifth Vice President*

**CRAIG CARLSON**  
*Eighth Vice President*

**COLLEEN GLYNN**  
*Eleventh Vice President*

#### INTERNATIONAL TRUSTEES

PATRICIA WHITE

CARLOS COTA

ANDREW OYAAS

#### CLC DELEGATE

SIOBHAN VIPOND

207 W. 25th St., 4th Fl. • New York, NY 10001 • [www.iatse.net](http://www.iatse.net)





IN THIS UNION WE BELIEVE

*Black Lives Matter*

WOMEN'S RIGHTS ARE HUMAN RIGHTS

DON'T MOURN,  
ORGANIZE

ACCESS TO  
QUALITY  
HEALTHCARE  
IS NOT A  
PRIVILEGE

community  
engagement  
is required  
for real  
change

LOVE

is Love

Public Education is  
a Pillar of Democracy

SCIENCE  
IS REAL

PUBLIC SERVICES STRENGTHEN OUR COMMUNITIES

FAIRNESS IS A COMMON CAUSE

KINDNESS IS

EVERYTHING

Democracy  
requires  
participation

Randi Weingarten  
PRESIDENT

Lorretta Johnson  
SECRETARY-TREASURER

Mary Cathryn Ricker  
EXECUTIVE VICE PRESIDENT

The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

American Federation of Teachers, AFL-CIO • 555 New Jersey Ave. N.W. • Washington, DC 20001 • 202-879-4400 • [www.aft.org](http://www.aft.org)



[aft.org](http://aft.org)



AFTunion



@AFTunion



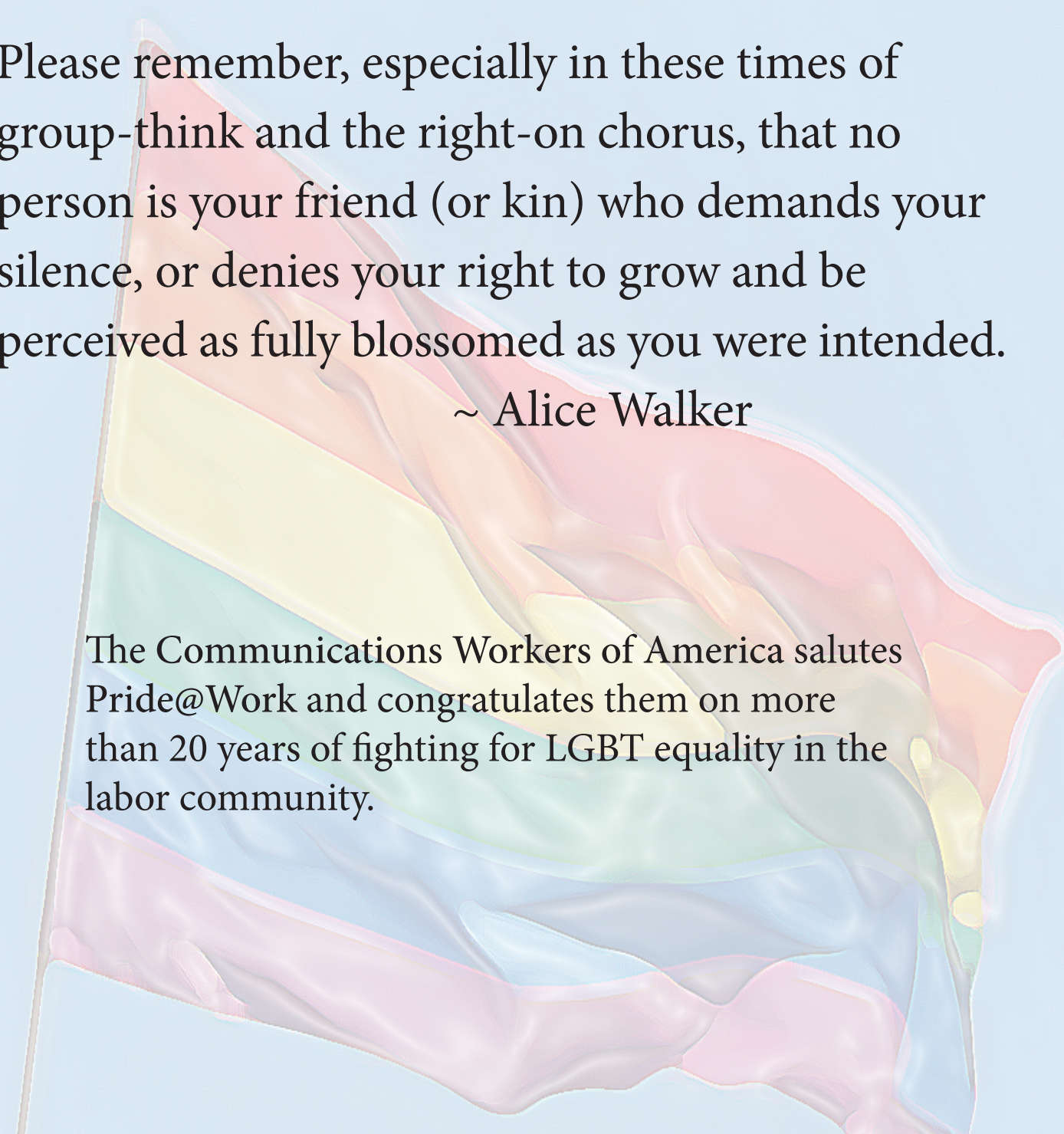
AFTunion



**SAG-AFTRA®**

**We Are Proud  
to stand with  
our LGBTQ members**





Please remember, especially in these times of group-think and the right-on chorus, that no person is your friend (or kin) who demands your silence, or denies your right to grow and be perceived as fully blossomed as you were intended.

~ Alice Walker

The Communications Workers of America salutes Pride@Work and congratulates them on more than 20 years of fighting for LGBT equality in the labor community.

**CWA**  
**STRONG**  
**UNION**  
**STRONG**

**CWA Pride**  


*Chris Shelton, President*  
*Sara Steffens, Secretary-Treasurer*

**We support Pride @ Work  
and are proud to be  
partners in our fight for  
Solidarity & Equality.**



For more information visit our UFCW OUTreach website, Facebook or twitter.

# THE COALITION OF BLACK TRADE UNIONISTS



Congratulates **Pride@Work** on  
your Triennial Convention

**“No, no, we are not satisfied, and we  
will not be satisfied until justice rolls  
down like waters and righteousness  
like a mighty stream.” - MLK**





and the  
SEIU International Lavender Caucus  
**Celebrate**



**PRIDE@WORK**

Lesbian, Gay, Bisexual,  
and Transgender Labor and our Allies

---

**Together,  
We are Proud & Powerful**

---





ASIAN PACIFIC AMERICAN LABOR ALLIANCE

# CONGRATULATES

PRIDE AT WORK FOR ITS 2018 TRIENNIAL CONVENTION  
"PROUD AND POWERFUL"

FOLLOW @APALANATIONAL | APALANET.ORG





**Anthony M. Perrone**  
International President

**Esther R. López**  
International Secretary-Treasurer

**Paul R. Meinema**  
Executive Vice President

**Stuart H. Appelbaum**  
Executive Vice President

**Shaun Barclay**  
Executive Vice President

## CONGRATULATIONS

The United Food and Commercial Workers International Union proudly supports the Pride at Work's Triennial Convention and Celebrating Solidarity Reception.

We salute Pride at Work and their efforts to seek workplace equality, education and leadership development for LGBTQ workers, while building support and solidarity in the union movement and LGBTQ community.

[www.ufcw.org](http://www.ufcw.org)

United Food and Commercial Workers International Union, AFL-CIO, CLC  
1775 K Street, NW, Washington, DC 20006-1598

# SLEVIN & HART, P.C.

Attorneys at Law

*Practicing in the Area of  
Employee Benefits Law and Related Litigation*

**A Proud Supporter of Pride at Work**

***Proud and Powerful***

WASHINGTON, DC  
1625 MASSACHUSETTS AVENUE, NW, #450  
WASHINGTON, DC 20036  
(202) 797.8700

NEW YORK, NY  
14 WALL STREET, 20TH FLOOR  
NEW YORK, NY 10005  
(212) 484.9098

[WWW.SLEVINHART.COM](http://WWW.SLEVINHART.COM)

Best wishes to **Pride at Work** for their

# **Proud and Powerful 2018 Triennial Convention**

from the Coalition of Labor Union Women

---

Elise Bryant  
President (CWA)

Carla Insinga  
Executive Vice President (AFSCME)

Judy Beard  
Treasurer (APWU)

Joanne M. Sanders  
Recording Secretary (IATSE)

Bennie R. Bridges  
Corresponding Secretary (AFGE)



WE WILL GOTV IN ALL NEIGHBORHOODS | WE WILL TALK  
TO OUR MEMBERS OF CONGRESS | WE WILL RUN FOR OFFICE



***CLUW WELCOMES YOU!***

***Become a CLUW member at  
[www.cluw.org](http://www.cluw.org) today!***





## UNITED INVINCIBLE

The Transport Workers Union of America, AFL-CIO  
congratulates your 2018 Pride at Work Convention

**Workers Rights are Human Rights!**



**JOHN SAMUELSEN**

TWU International  
President

**JEROME LAFRAGOLA**

TWU International  
Secretary-Treasurer

**ALEX GARCIA**

TWU International  
Executive Vice President

**MIKE MAYES**

TWU International  
Administrative Vice President

**CURTIS TATE**

TWU International  
Administrative Vice President

**“YOU HAVE TO JOIN  
EVERY OTHER MOVEMENT  
FOR THE  
FREEDOM OF PEOPLE.”**

**—BAYARD RUSTIN**

The AFL-CIO salutes  
Pride At Work,  
the premier movement for LGBTQ  
working people in America.



**AFL-CIO**

RICHARD L. TRUMKA  
President

ELIZABETH H. SHULER  
Secretary-Treasurer

TEFERE GEBRE  
Executive Vice President



# PROUD & POWERFUL

