

COALITION OF BLACK TRADE UNIONISTS NORTHERN CA CHAPTER

BUILDING LABOR AND COMMUNITIES



FRIDAY, FEBRUARY 24, 2023

Just Dance Ballroom

2500 Embarcadero, Oakland, CA

5:30 pm-6:00 pm reception

8:00 pm to 10:00 pm program



Congratulations to all the Award & Scholarship 2023 Recipients



Iron Workers Local Union No.
378, Oakland CA 3120 Bayshore Road, Benicia CA 94510



707-746-6100

Jason Gallia
Business Manager-FST



Jason Lindsey
President/Business Agent

James Ashcroft
Business Agent



Ken Miller
Business Agent/Organizer

Tim Wright, VP



Michael Miller
Recording Secretary

Executive Board Members

Chris Derrico | Doug Boyum | Carric Stcclc | Joyanna Lallement | Daniel Gentry



PRESIDENT'S PAGE

We gather again to recognize trailblazers in our community, labor, and government. With your support and generosity, we continue to assist deserving students in Northern California with scholarship funding.

On behalf of the CBTU-NCC chapter and its Executive Board, I would like to thank this year's Awardees for their exceptional work within the Labor Movement and our Community. Thank you to all the Labor Unions, Community partners, and local businesses for your continued support of our Scholarship Fundraiser.

In 2023 we find ourselves as a nation still recovering from the effects of COVID and four years of having a privileged degenerate as Commander in Chief who stoked the flames of ignorance to enrich himself. We all know that America was a nation birthed with flaws but because of the constant determination and resiliency of our forefathers, a more just nation was formed. A nation where all citizens have the right to vote no matter their ethnicity or gender. We also got to see the fragility of our Republic. Rights that took centuries to attain were nearly obliterated by a one-term president and a political party in Congress more hostile and anti-Black than the Congress of 1877. Being born in the early 70s I was born with citizenship, the right to vote and the ability to marry whom I choose, and the knowledge that women have ownership over their reproductive rights. I was made to believe these rights are what made America and that these rights were this unmovable object. To see and hear these rights being attacked in State after State and the ruling by biased Supreme Court Judges is a definite eye-opener to understanding nothing is truly protected. Our vote is our power and our strength, and we have to protect that by any means necessary. The way we protect our voting rights and this Republic from harm is by showing up at every election, pushing for term limits to rid our Republic of career Politicians who go to Congress with the intent to only enrich themselves and not work for the American people and get the money out of politics from the same companies we work for are the same companies funding the campaigns of the destructive party.

The Coalition of Black Trade Unionists will continue to provide leadership and mentoring to unionists and assist with securing employment opportunities for Black workers, and a voice for black participation in voter registration, and support civil rights, increase alliances between labor and community. In order to do this, we need the buy-in from more Labor Unions. Most labor unions have a sub or auxiliary group for diversity and inclusion and or civil rights. the bare minimum we need the Chairs and Vice Chairs and members to be a part of CBTU and other Constituency groups. CBTU needs friends and allies year-round, we cannot be that friend you call once a year to celebrate black history month with us. We need constant contact with our labor unions and businesses that are seeking to hire individuals from our community. Your collaboration with us, and with community leaders and political allies that support our agenda will move our society to be more fair and equitable for all citizens.

In Solidarity,



5:30-6:00 PM

No Host Reception

6:15 PM

Negro National Anthem
Oakland School of Arts Choir

6:30 PM

Welcome & Acknowledgement
CloudeLL Douglas, CBTU-NCC President

6:40 PM

Invocation and Blessing of Dinner
Reverend Adumasa Adeyemi M.Div. ,
BCC, APCE Certified Chaplain

6:50 PM

Dinner Served

7:15 PM

Master of Ceremonies
A.Keith Gibbs, CBTU-NCC 1st VP

7:20 PM

2022 Scholarship Recipient
Imani Tustison

7:25 PM

UDW In Home Care Workers

7:30 PM

Keynote Speaker
Honorable Attorney General Rob Bonta

7:40 PM

Presentation of Awards
Community Service- Marlon McWilson
C.L. Dellums- Eric Shanks
Charles A. Hayes- Tony Thurmond
Miranda Smith-Dee Johnson

8:00-10:00PM

Music and Dancing

PROGRAM



GERALDINE JOHNSON

Community Service Award

Geraldine M. Johnson was instrumental in the establishment and empowerment of several organizations.

In 1976 she founded the Northern California Chapter of the Coalition of Black Trade Unionists to provide an independent voice for black labor. For the last 20 years, she made sure that the CBTU banner was held high for workers everywhere; whether it was the streets of Watsonville for the strawberry workers, or the parking lots of Safeway stores striking UFCW workers, Geraldine was always there.

In 1983 she founded the San Francisco Martin Luther King Jr. Civic Committee after serving as the principal organizer of the West Coast march and rally that attracted over 70,000 people to commemorate the 20th anniversary of the 1963 March on Washington.

She worked diligently in the Bay Area for the dismantling of the apartheid system in South Africa. Under the umbrella of the San Francisco Council of Churches, she initiated the “Kids for Kids South Africa Project” and donated over 1,000 lbs of books, school supplies, clothes and other supplies to the ANC’s Solomon Mahlunga School in Tanzania. The items were shipped free of charge, courtesy of the International Longshoremen and Warehousemen.

She was very concerned about our children and along with others put together the MLK Scholarship fund that has sponsored many high school students on educational exchange visits to Seoul, Korea.

Geraldine initiated and organized a highly successful community-wide effort to persuade then-San Francisco Mayor Art Agnos and the Redevelopment Agency to adopt a policy, that required majority participation and control by African Americans in the development of the last parcel of vacant land in the Western Addition.

Geraldine was known to work 23 hours one day organizing folks in the workplace or community and then deliver a topnotch keynote address at a major labor convention the next day. Geraldine was the epitome and defining voice on community and labor organizing. She was an astute political analyst and strategist. She looked out for the interest of others. Like so many other good trade unionists, she could not stand by and let people suffer from the injustices of society either at home or at work.

Geraldine was a labor leader ahead of her time. Geraldine did what every trade unionist should do; organize; politically, in the community, and in the workplace. She truly was the epitome of a Great Unionist.





C.L. DELLUMS

“Fight or be Slaves.”

By Albert Lannon, 1 March 1999

Those were the words of C.L. Dellums when the Brotherhood of Sleeping Car Porters was founded in 1925 and remained his credo for the rest of his life. Here's the story of a local working-class hero.

C.L. Dellums' father was born in slavery, just two and a half months before Juneteenth (June 19), 1865, the date emancipation belatedly came to Corsican Texas for California determined to become a lawyer, declaring that “I don't plan to wear these overalls for the of my life.” But in 1920 there were few decent jobs for African Americans, and Dellums went to work as Pullman railroad porter as a last resort, reading constantly to learn about the world and ideas. Facing racism, he remembered his father's advice to “be angry, but not bitter.”

BROTHERHOOD OF SLEEPING CAR PORTERS

The anger made C.L. a union activist during when most unions refused to accept black members. He learned that there had been five attempts to organize the Pullman porters, but the company had intimidated or bought off the organizers. Popular songs set the tone of the times:

There's something about a darkie dressed in Pullman blue.....

In 1925 the porters tried again and brought in A. Phillip Randolph, a radical young African American. Randolph, the son of a Florida preacher, had recognized that black and white workers were being pitted against each other for the son of a Florida preacher, had recognized that black and white workers were being pitted against each other for the boss's benefit, and had been fired by the railroad for talking union in 1917. The Brotherhood of Sleeping Car Porters was founded in 1925, but it took twelve years to finally win recognition and a contract with the Pullman Company.


Dellums became a pacific coast vice president of the new union in 1928, joining Morris “Dad” Morris, whom C.L. described as militant “two-fisted vulgar old man who was quite a scraper. Dellums vowed to spread the spirit of Dad Moore across the nation. Pullman fired C.L. Dellums, superintendent O.W. Snotty telling him, “All we're doing is furnishing you transportation over this country to spread this Randolph Bolshevik propaganda. “Some 500 to 1,000 union activists were fired before a contract was won.

PULLMAN SURRENDERS

In August 1937 the Brotherhood finally won a contract with Pullman. It was the first economic agreement ever signed between African Americans and a white institution. It sent the message of unionism to the black community nationally. Dellums became a major figure in Oaklands African American community, heading up NACCP and bringing its support to the 1946 Oakland General Strike.

In 1968 C.L. Dellums replaced A. Phillip Randolph as President of the BSCP, but the sleeping car industry was in a steep and quick decline.

Dellums told this story in October 1953 the 28th anniversary of the founding of the union: Once upon a time the people paid tribute to the king. There was no freedom. There was only monarch in government and the kind could do no wrong. The people were subjects or slaves by the same token, before the Brotherhood, porters on Pullman, and on every railroad in the United States and Canada, were subjects. But happily, the Brotherhood drove the monarchy out of the Pullmans and railroad industries and made porter-free workers.





CHARLES A. HAYES

Charlie Hayes was the first trade unionist ever elected to Congress. He served five terms, from 1983 to 1993. He represented one of the poorest districts in the nation, the southside of Chicago.

His predecessor, Harold Washington, became Chicago's first elected Black Mayor in a bitter 1983 campaign, a close race where Hayes lobbied, cajoled, and raised a lot of union money, mobilized thousands of labor volunteers, and rallied scores of union voters for Washington's landmark victory.

Often Congressman Hayes was the "voice of conscience." He passionately urged his colleagues in Congress to spare federal job training and anti-poverty programs, while warning CBTU members not to get complacent.

Congressman Hayes was a prolific union man for 45 years. In the 1950s, he raised funds that fueled Dr. Martin Luther King, Jr.'s voter registration drive in the South. Later, he was one of the major Labor leaders arrested during the 1980s anti-apartheid protests that eventually won the freedom of Nelson Mandela.

Congressman Hayes was CBTU's first executive vice president, serving until 1986. He died in April 1997. The Charles A. Hayes Labor, Cultural, and Community Center in Chicago, Illinois, is named in honor of this distinguished "statesman for the people."





MIRANDA SMITH

In June 1943, two hundred black women began a sit-down strike against the R. J. Reynolds Tobacco Company in Winston-Salem, North Carolina when an elderly black man died on the job after being denied medical attention by his foreman. The underlying causes of the strike were a lifetime of abuse, low wages, and intolerable working conditions

In many cases, their wages and job classifications were decided by the whims of management. They hung their street clothes on a nail due to a lack of locker-room facilities. They had to set their lunches on a bench, where roaches and other vermin roamed freely. By the end of the day, they were covered with dirt and sweat; but there was no place to wash up. A six-day, 50-hour workweek was normal.

The strike led to a successful union organizing drive, in which 8,000 cards were signed by both black and white workers. Ten months after the strike began, the tobacco workers had a union contract, one that included an eight-hour day and a 44-hour workweek, with time-and-a-half for overtime, seniority rights, a grievance procedure, and the reinstatement of all workers who had been fired for union activity. Paid vacations, union security, dues check-off, and a retroactive wage increase was later won through arbitration.


Miranda Smith and Velma Hopkins were among the strong, black women who emerged as leaders out of this struggle. Not content with just a strong contract, they began to build the local union. Together, with the other women, they set up an education committee with a full-time director; classes in union history, contracts, health, reading and writing, public speaking home management, and municipal government were offered at the union haft

A radio program was broadcast every Saturday in which community issues were discussed, and various union members presented their views. A political action committee was also formed to register people to vote and to give courses on the state and local constitutions. Door-to-door registration drives were conducted, and by election time 7,000 new voters were registered.

Although most of the local 's membership was black and operated in a highly segregated society, the members understood the importance of black-white unity. The preamble, to their constitution, pledged to build the organization democratically, without any regard for craft, age, sex, race, color, nationality, religion, or political beliefs. The black women leaders attended the national convention to exchange strategies and experiences with other union members.

The local 's influence spread throughout the south. Miranda Smith became regional director, and Velma Hopkins was chairperson of the Regional Council. Addressing the 1947 CIO convention against the proposed Taft-Hartley Act, Smith also. told of the local's political efforts, which resulted in the election of two labor leaders one black and one white -to the City Council. With the election of the black labor leader, Winston-Salem became the first city since Reconstruction to elect a Black Alderman.





A strike was called in 1947 to demand a wage increase and other benefits. The Local had found out that the Company's profits had increased by forty-two percent and Reynolds had, a surplus of \$72 million, but only offered its workers five and a half-cent per hour. The strike received broad support from black churches, black and white citizens, the NAACP, and the CIO. The strike also drew the support of Paul Robeson, who spoke and sang at a mass gathering of twelve thousand people


The company took advantage of this situation to launch a campaign based on racism and redbaiting. The cry by the local press that the communists were trying to capture Winston-Salem was picked up by the House Un-American Activities Committee, which began an investigation of the locals. Richard Nixon, then a fledgling Congressman declared that the Reynolds' Union might be the first test case of the new Taft-Hartley Act. The redbaiting reached a crescendo when the Local released information on Reynold's finances.

The strike lasted thirty-eight days; but the H.U.A.C. investigation, the use of scab labor recruited by a rural school, and the hunger of eight thousand strikers compelled the Local to settle short of its goals. The settlement included twelve cents an hour increase, more paid holidays, automatic raises, and seventy cents an-hour minimum wage. However, the Local lost its dues check-off. Black women could resist the sexual advances of foremen without fear of losing their jobs. They had a private place to change their clothes. A system of wage and job classification meant greater job security and promotions on a basis other than favoritism.

The company launched a campaign to persuade workers to quit the Union because "it was dominated by communists. The election went NO UNION by 62 votes out of the 8,500 votes cast. Thus, a progressive Local Union with a program -in the 1940s -that many Local Unions cannot equal today was lost to the trade union movement. Many attempts have been made since that time to organize R. J. Reynolds, but they have all failed.

Miranda Smith's career did not end with the loss of the election. She continued to serve as regional director and was elected to the national executive board, the highest position any black woman had held in the labor movement. She died in 1950 at the age of thirty-five. Paul Robeson, who knew her well, paid tribute to her - a young, black, militant, forty-cents-an-hour tobacco worker, who had to fight against the harsh, racist, and inhumane tunnel of monopoly.

Robeson told of the efforts Miranda Smith put into building the Local, of the long hours of work for the company during the day, and of building the Union at night. He talked of brutal segregation and discrimination, the unjust firings, 'the arrests for Union activity, the slow-downs and shut-downs, the strikes, and the courage it took to organize in the early years in Winston-Salem, a citadel of white supremacy. With the demise of Local 22, an important chapter of blacks in the trade union movement had come to an end.



GUEST SPEAKER



ROB BONTA ATTORNEY GENERAL

On April 23, 2021, Rob Bonta was sworn in as the 34th Attorney General of the State of California, the first person of Filipino descent and the second Asian-American to occupy the position. Attorney General Bonta's passion for justice and fairness was instilled in him by his parents, who served on the frontlines of some of America's most important social justice movements. It's why he decided to become a lawyer — to help right historic wrongs and fight for people who have been harmed. He worked his way through college and graduated with honors from Yale University and attended Yale Law School. Attorney General Bonta has led statewide fights for racial, economic, and environmental justice and worked to further the rights of immigrant families, renters, and working Californians. He previously worked as a Deputy City Attorney for the City and County of San Francisco, where he represented the City and County and its employees, and fought to protect Californians from exploitation and racial profiling. He went on to pursue elected office in Alameda County, first as an Alameda Council Member and later as an Assemblymember representing Oakland, Alameda, and San Leandro. In the State Assembly, Attorney General Bonta enacted nation-leading reforms to inject more justice and fairness into government and institutions. As the People's Attorney, he sees seeking accountability from those who abuse their power and harm others as one of the most important functions of the job. He is married to Mia Bonta, and they are the proud parents of three children Reina, Iliana, and Andres, as well as their dog Legolas.



MARLON MCWILSON

Community Service Award

FOUNDER OF COMMUNITY GIVING FOUNDATION INC

Marlon McWilson is passionate about education and community. He is a graduate of the University of California, Berkeley where he ran track and played football on an athletic scholarship, while majoring in African American Studies.

During Marlon's tenure at UC Berkeley, he realized his calling to education, community work and mentorship. He was an integral part of a mentoring program at McClymonds High School in West Oakland through Stiles Hall. These experiences lead him to go into the teaching profession in the Oakland Unified School District where he taught at the elementary and high school level.

But, while growing up in Southeast San Diego there were plenty of times when his family was given assistance especially during the holiday season. Marlon would later state, "As a boy growing up, I didn't really understand or appreciate the assistance we were given. When you're young, you don't appreciate a box of food and a frozen turkey at Thanksgiving. You only know that you are eating what you normally eat, oblivious to the fact that the bills are due and your mother is doing the best she can, but ultimately doesn't have money enough to splurge on the Thanksgiving dinner and she needs a helping hand."

In November 1997 after graduating from UC Berkeley, Marlon founded the McWilson, Friends and Family Network which later become the Community Giving Foundation Inc. Through his efforts and network, the organization has sponsored health fairs, back to school backpack giveaways, sponsored students for trips abroad, given academic scholarships and for the past 26 years hosted turkey drives giving 39,000+ turkeys.

Marlon is PROUD to be a servant the people.



ERIC SHANKS EXECUTIVE

C.L Dellums Award

DIRECTOR, AND CEO, CYPRESS MANDELA

Eric Shanks is the Executive Director and CEO of Cypress Mandela, a workforce development training center located in Oakland, with satellite offices regionally. Cypress Mandela has captured the attention internationally for those seeking what Cypress provides which is economic and community development models utilizing emerging green technologies and climate change initiatives in underserved communities. He serves as a key figure in the development/implementation of Cypress Mandela's dynamic training solutions to address critical infrastructure workforce demands for transportation, utility, building trades, environmental, health and safety, and energy efficiency sectors

Eric has over two decades of experience in the public and private sectors of community and economic development. Working closely with policymakers at the municipal/state/federal levels, contractors, school districts, community members, funders, and other stakeholders to create real opportunities that align with the desired outcomes for sustainable careers and wages.

Eric began his career consulting under HUD for local Housing Authorities in Alameda and San Francisco under HOPE IV, and V focused on helping residents grow from poverty to home ownership. He also worked on environmental litigation support under DOJ/EPA involving the Exxon Valdez case which was listed as the worst oil spill in US history at the time. This environmental tragedy helped to shape his engagement in environmental justice and health and safety training for the underserved community to help restore contaminated brownfield properties by partnering with developers and remediation specialists. The collection of his experiences has fastened a holistic approach to building more eco-sustainable communities.




AFSCME 3299



TONY THURMOND

Charles Hayes Award

STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

State Superintendent of Public Instruction Tony Thurmond is responsible for the largest public school system in the nation, with nearly 6 million students and over 10,000 schools. Since taking office in 2019, he has created and championed historic initiatives to close the achievement gap, support student mental health and improve equity, access, and opportunity for all of California's public school students.

His achievements include securing \$6.6 billion in funding to safely re-open California schools for in-person instruction, ensuring schools had funding and technical support to implement the layered safety measures necessary to mitigate the transmission of COVID-19. He closed the Digital Divide by expanding access to low-cost internet and devices to thousands of school children and families during the pandemic.

His bold efforts to Transform California Schools integrate new programs and strategies into K-12 public schools in seven key areas:

- He secured a historic \$4.13 billion investment in a community school to ensure an equity-driven approach to public education.
- He wrote and sponsored Senate Bill (SB) 1229, which led to the inclusion of \$184 million in the 2022-23 State Budget for teacher and school counselor residency programs to support student mental health needs.
- He is supporting teachers through an unprecedented \$1.5 billion investment in professional learning for educators and a workgroup addressing education sector workforce shortages and diversifying the profession;
- He championed the \$2.7 billion Universal Transitional Kindergarten program to ensure that California leads the nation in expanding quality preschool.
- He fought for Universal Meals- to make California one of the only states that continues to provide free school meals to every child, so all students reach their full academic potential.
- His Anti-bias Education strategies empower educators and students to confront hate, bigotry, racism, and bias rising in communities across the state and nation. He has sponsored legislation to increase funding to lowest performing students, ban suspension and expulsions in preschools, and secured \$90 million for suspensions and chronic absenteeism programming; and
- He fought to increase Expanded Learning funding to \$4 billion ongoing to add opportunities for our students before, after, and throughout the summer.

Superintendent Thurmond's vision for California schools also includes building robust and historic levels of mental health programs to support students and families, investing in literacy and biliteracy so all students can learn to read by the third grade, and developing robust college, STEAM and other career pathways to ensure that all students have opportunities to heal, recover and thrive.



DEE JOHNSON,
Miranda Smith award

**EXECUTIVE DIRECTOR,
LEND A HAND FOUNDATION**

Dee Johnson, whose experience with youth includes being a devoted parent, a former foster parent for nine years, community volunteer, and a mentor, founded the Lend A Hand Foundation (LAHF) in 1997 along with her God Sister, the late Betty Dimmer Cutrer. The organization started with little or no funds. The first mission of love provided over 100 youth at the Henry Robinson Multi-Service Center with Easter Baskets that she and other volunteers prepared. The team dug deep in their own pockets as well as held fish fries, raffles, and other fundraising activities to provide services to underserved children, youth, and families with a special focus on youth in transitional housing facilities (shelters and foster care). Today, the organization has grown to an eleven-member Board of Directors, a strategic planning team, friends of Lend A Hand, and community partners.

Now in its 26th year of giving, Dee has spearheaded a successful Annual Back to School Giveaway and other programs. This past August (2022), LAHF celebrated its 25th Year Anniversary and in honor of that raised over \$400,000 to make sure 25,000 students received their educational supply kits to start the new school year. This project (Stay In School) started in 1999 and has to date provided over 133,000 supply kits to underserved students mostly attending in the Oakland Unified School District. She believes that if we all come together the thousands of students attending just Oakland schools alone would have their needs met.

She is most grateful to everyone who has paved the way so LAHF can continue to be a blessing to others through its Stay In School Program, Annual Joy of Giving, Youth Development, and their Families Essential Program that supports families in various ways throughout the year.

Dee has received several recognitions including the Jefferson Award. She received an honorable discharge from the United States Coast Guard Reserves, wrote and published a book "Facing the Nonprofit Blues: Turning Life's Challenges into Life's Joys, she developed an online magazine – And the Beat Goes On, focusing on unsung community leaders, she attended and completed the Sanford Institute of Philanthropy Fundraising Academy course, and she is now continuing to find like-minded people to carry the organization forward.

Dee holds a BS/BM degree from the University of Phoenix. She further states that she has followed in the footsteps of positive female leaders who have touched her life tremendously. Her role model is her mom (now deceased) who taught her at an early age about the importance of giving back. She will never forget the mentorship she has received from Gloria Taylor, Cathy Adams, and Barbara Taylor. Each of them helped in a big way to pave the way for this milestone. For more information about Lend A Hand please visit -

www.lendahandfoundation.org.
You can reach Dee at info@lendahandfoundation.org.



SPONSORS

BOILMAKERS
LOCAL 549

MAHJV
FAMILY FUND

CC
Building & Construction
Trades Council

IUPAT
DISTRICT
COUNCIL 16

AFSCME
LOCAL 1

CNA-PAC

Thank You
FOR YOUR SUPPORT



OFFICERS PAGE

CBTU Officers

President: Cloudell Douglas
1st Vice President: Keith Gibbs
2nd Vice President: Tonia Dumas

Recording Secretary:
Eleanor Gulatt-Brown

Corresponding Secretary:
Jervon Graves

Treasurer:
Teresa Green

Executive Board Members

Eric Shanks
Terry Washington
VACANT
Jervon Graves
Roz Myers
Sacramento Unit Chair, VACANT



Mission Statement

The Coalition of Black Trade Unionists consists of members from seventy-seven international and national unions with forty-two chapters across the country. CBTU seeks to fulfill the dream of those Black trade unionists, both living and deceased, who throughout this century have courageously and unremittingly struggled to build a national movement that would bring all our strengths and varied talents to bear in the unending effort to achieve economic, political and social justice for every American.

The basic objectives of the CBTU are reflected in its activities and projects:

- Improve economic development and employment opportunities for black workers.
- Work within the framework of the trade union movement to provide a voice and vehicle for greater black and minority participation.
- Increase union involvement in voter registration, voter education and voter turnout projects
- Organize unorganized workers
- Actively support civil rights and civic groups working to improve living and working conditions in the black community.
- Increase effective political alliances between labor, churches and the general community.

CBTU will continue to support job training initiatives and programs aimed at reducing the black youth unemployment rate, which consistently hovers around 50%. Recognizing the correlation between youth unemployment and education, CBTU chapters continue their support for the public-school systems and oppose reduced funding for educational projects and programs, particularly those involving inner city schools.

CBTU will continue to work for protection of consumers from escalating price increase for the four necessities of life: food, energy, housing and medical care, the areas where inflation hits hardest. We oppose cutbacks in social programs, health, welfare, aid to the cities and support services for the disadvantaged until they are replaced with full employment and other necessary safety nets.

We pledge to work in coalition with organized labor and other allies whose mission is consistent with these objectives.





The Sacramento Central Labor Council, AFL-CIO, proudly supports the Coalition of Black Trade Unionists.



**UA LOCAL
159**

PLUMBERS & STEAMFITTERS

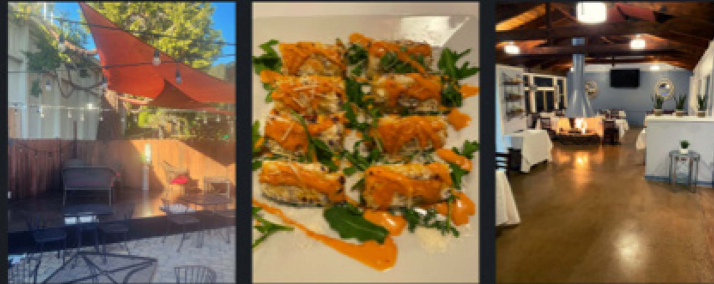
Dee Johnson, Lend A Hand Foundation
Marlon McWilson, Community Giving Foundation
Eric Shanks, Cypress Mandela Training Center
Tony Thurmond, Superintendent of Public Schools

**PROUD
SUPPORTERS OF
THE NORTHERN
CALIFORNIA
CBTU
SCHOLARSHIP
FUND**



D. MONAGHANS ON THE HILL

ONE OF THE BEST TACO TUESDAY IN OAKLAND



WING WEDNESDAYS / LIVE MUSIC

(510) 482-2500
2820 MOUNTAIN BLVD
OAKLAND CA



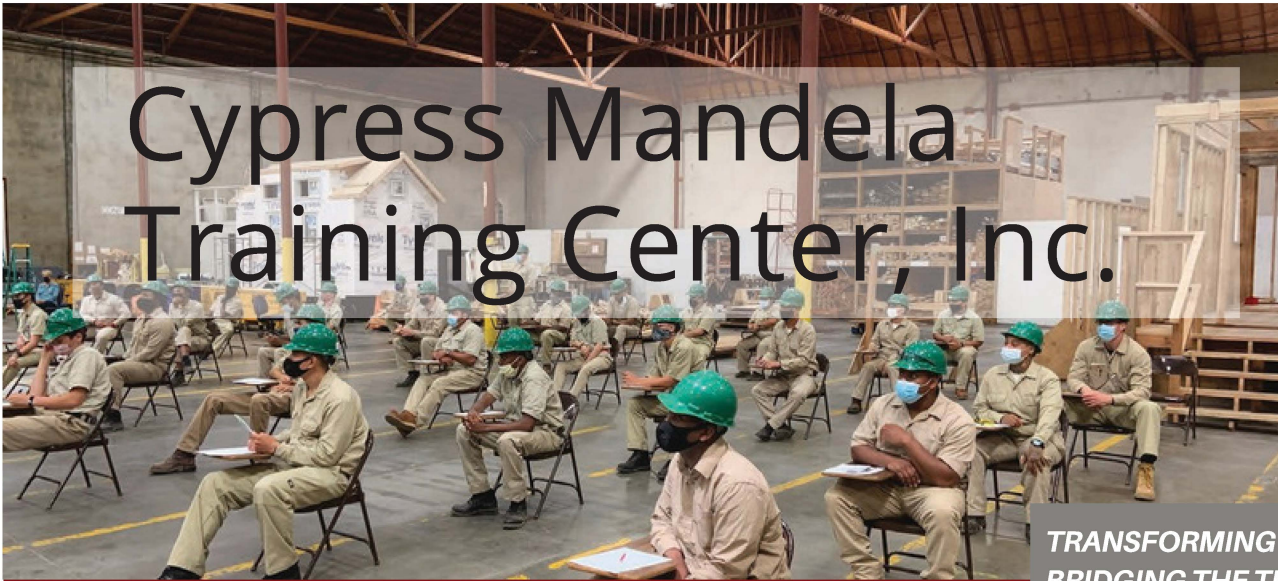
CONGRATULATES

- DEE JOHNSON, LEND A HAND FOUNDATION
- MARLON MCWILSON, COMMUNITY GIVING FOUNDATION
- ERIC SHANKS, CYPRESS MANDELA TRAINING CENTRE
- TONY THURMOND, SUPERINTENDENT OF PUBLIC SCHOOLS

80 SWAN WAY SUITE 110 • OAKLAND CA 94621-1438
O: 510-577-9694 F: 510-383-9613
www.afscme57.org



Cypress Mandela Training Center, Inc.

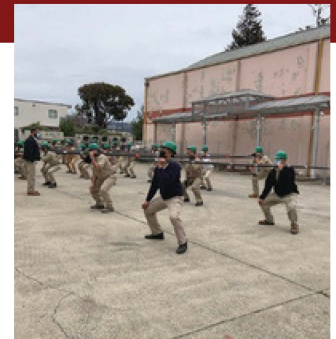


**TRANSFORMING LIVES.
BRIDGING THE TRADES.
BUILDING COMMUNITIES.**

977 66th Ave, Oakland, CA 94621

About Us

The Cypress Mandela Training Center, Inc. (CMTC) is a 501 (c) 3 non-profit organization founded in 1993 in response to the reconstruction in Oakland following the Loma Prieta Earthquake. CMTC operates for the purpose of creating a pipeline of qualified and trained individuals for the construction building trades. We continue to train men and women in need of accessing higher livable wage careers. Our training focuses on green construction techniques as well as life skills that enable trainees to make life-changing, positive decisions. Major construction projects provide significant opportunities for local residents to enter into the building trade's apprenticeship programs and earn higher wages as they learn their craft.



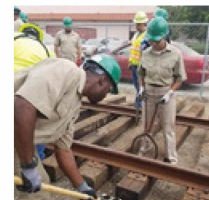
What is Cypress Mandela?

CMTC is a community-based organization dedicated to improving the lives of the people it serves by providing pre-apprentice construction and life skills training along with employment assistance.

We help prepare our graduates to enter apprenticeships in green construction, carpentry, cement masonry, ironwork plumbing, heavy equipment operation, and other trades related to today's construction industry.

Our Programs

- 16-week Pre-Apprenticeship
- 8-week EPA Environmental Health & Safety
- Energy & Water Efficiency
- UC Berkeley Labor Occupational Health & Safety
- I Can Fix it Myself
- Oakland Police Department (O.P.A.L.)
- 5-week OUSD Summer Internship Advanced Training Programs
- 8-week PG&E PowerPathway
- Bay Area Rapid Transit
- East Bay Mud



For More Info:

(510) 208-7350

info@cypressmandela.org

www.cypressmandela.org

Our Focus:

Our free training focuses on green technology construction techniques, material handling, discipline, physical fitness, and safety to help ensure students succeed in both their apprenticeship programs and careers!

**FOLLOW
US ON**



THE CONTRA COSTA LABOR COUNCIL, AFL-CIO

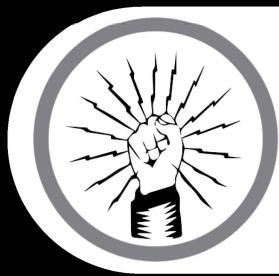
**PROUDLY STANDS WITH
THE NORTHERN CALIFORNIA COALITION
OF BLACK TRADE UNIONISTS**

**IN HONORING FOUR POWERFUL
LEADERS IN CALIFORNIA!**

**DEE JOHNSON
MARLON MCWILSON
ERIC SHANKS
TONY THURMOND**



Central
Labor Council
Contra Costa County AFL-CIO



IBEW 1245

THE POWER IS IN OUR HANDS

Proud Sponsor of the
Northern California Chapter
Coalition of Black Trade
Unionists

www.ibew1245.com

BROWN EAGLE



est.2023

SUBLIMATION & PRINTING LLC

Facebook

TikTok

Instagram

P.O. Box 90
Napa, CA 94559
707 660-9557

browneaglesublimationprinting@gmail.com

**Congratulations to the 2023
Coalition Of Black Trade Unionist -NCC Award Recipients
Making A Difference in Building Labor and Community**

**Bruce & Eleanor Brown
Business Owners- Union Members**



SAFE RETURN PROJECT



The Safe Return Project is driven by individuals most impacted by the criminal justice system and inequity. Our goal is to identify strategies that respond to community needs while developing the capacity for formerly incarcerated residents to take the lead on the issues that impact their communities and build their sense of agency. We believe that the positive leadership of formerly incarcerated residents will contribute to the greater good of our communities by breaking cycles of incarceration and crime.

Since our inception, 10 years ago, we have worked with formerly incarcerated residents to carry out **critical participatory action research, community organizing, and policy advocacy** to build community power, foster healing, and address issues impacting individuals in reentry. In addition to developing the leadership and accountability of those returning home from incarceration, we also work to improve their quality of life by reducing barriers to quality programs, **economic dignity, housing, and family reunification**. The work of the Safe Return Project not only transforms the lives of many individuals, but has an impact on the culture of the broader community, as well as the national narrative around incarceration, reentry, and public safety.

SRP Programming for Youth and Adults:

Richard Boyd Empowerment Pathway Fellowship
Collective Impact Institute (CII)
Mentorships
Healing Circles
Life Coaching Services
Life Skill Building Training
Conflict Mediation Services
Participatory Budgeting and Research

Re-Entry Referral Network Services:

Arrest Intervention
Support with Pre & Post-Release
Court Process Advocacy
Support with Family Support & Planning Services
Support with Probation / Parole
Community Supervision Support
Volunteer Opportunities
Voter Registration

Re-Entry Referral Network Services:

GED/College
Soft Skills
Workforce Development



DONATE

OUR VISION

Our vision as an organization is to empower and increase the visibility of all those who have been impacted by the criminal legal system as a whole. We are invested in building a base of power at the political, social, and economic levels of formerly incarcerated persons across the state of California, addressing the root causes of poverty and the impact that the criminal legal system has had on black people and communities of color. This kind of collective power will drive larger political strategies by the formerly incarcerated at the state and national levels and will increase mobilization to fight for the rights and opportunity for people coming home from incarceration.

WE ALL BELONG



OUR ACCOMPLISHMENTS

POLICY WINS:

- **Fair Chance Hiring in West Contra Costa Unified School District: (WCCUSD):** Landmark settlement with WCCUSD that made important changes to the District's hiring practices and ensures job applicants with prior convictions have a fair chance at employment.
- **Fair Chance Housing in Richmond:** SRP led to the passing of Richmond's Fair Chance Housing Ordinance to protect people with criminal records from being discriminated against when looking for housing.
- **Ban the Box:** Spurred by SRP, the Richmond City Council passed a measure to ban the box for city applications.

OUR PARTNERS

- Budget Justice Coalition
- California Alliance Youth and Community Justice (CAYCJ)
- Coalition and Leadership Council
- Coalition of Black Trade Unionists
- Contra Costa Central Labor Council - Northern CA
- Contra Costa Racial Justice Coalition
- District Attorney Accountability Table
- Lift Up Contra Costa
- Our Power Coalition - Just Transition
- Reimagining Public Safety
- Reimagining Richmond Coalition
- Reimagining Youth Justice Task Force (District Attorney Task Force)



IBEW Local Union 595
Is Proud To Support The
Coalition of Black Trade Unionists
Northern California Chapter

**Congratulations To The
2023 Award Recipients**

Greg Bonato

*Business Manager-
Financial Secretary*

Dustin Baker

President

Greetings CLC Delegates & Supporters of Labor!



Cuba-California
Worker Solidarity



BUILDING RELATIONS WITH CUBAN LABOR

*invites you to join us for the experience of a lifetime
our 2023 trip to cuba!*

**April 25-May 3 (Havana only), or
April 25th-May 7 (Havana + provincial excursion)**

- How do unions work in Cuba?
- Has Cuba successfully battled Covid? How is their approach different from the US?
- Cuba has developed 5 vaccines against Covid! How'd they do it? How does it compare to US vaccines?
- How has the US Blockade impacted the economy? Women's rights? Medical Internationalism?
- What is the Family Code? How was it drafted and how will it be implemented?
- How is this island nation dealing with enjoying Cuban music, culture, and history!

Find answers to these questions and more while enjoying Cuban music, culture, and history!

For more information & to sign-up:

<https://www.buildingrelationswithcubanlabor.org/events>



IUEC LOCAL 8 *Congratulates*

DEE JOHNSON

Lend A Hand Foundation

MARLON MCWILSON

Community Giving Foundation

ERIC SHANKS

Cypress Mandela Training Center

TONY THURMOND

Superintendent of Public Schools

GREG HARDEMAN
BUSINESS REPRESENTATIVE

BILL CHISHOLM
BUSINESS REPRESENTATIVE

JAMES E LEONARD
PRESIDENT

MIKE MILLARD
VICE PRESIDENT

MATT DORAN
SECRETARY-TREASURER

MATT RUSSO
BUSINESS MANAGER

EXECUTIVE BOARD
ROBERT FRYE
NICK HESS
DYLAN JOHNSON
ZACH JONES
AMY KAYES
JAKE LEONARD
JARED LEONARD
TIM RODRIGUEZ

RYAN LANGE
BUSINESS REPRESENTATIVE

NICK MOORE
ORGANIZER

TRUSTEES
AUDIE ANDREWS
MATT HARVEY
PETE TANZILLO

ANGELA JOHNSON
WARDEN

CONGRATULATIONS TO THE COALITION OF BLACK TRADE UNIONISTS HONOREES FOR MAKING A DIFFERENCE IN BUILDING LABOR AND COMMUNITIES



7750 Pardee Lane, Suite 110 | Oakland, CA 94621
(510) 632-4242 | info@alamedalabor.org
www.alamedalabor.org

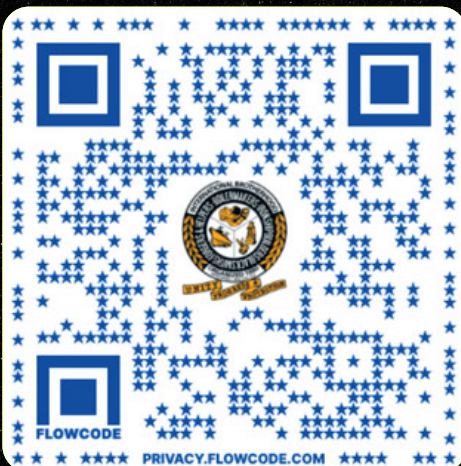
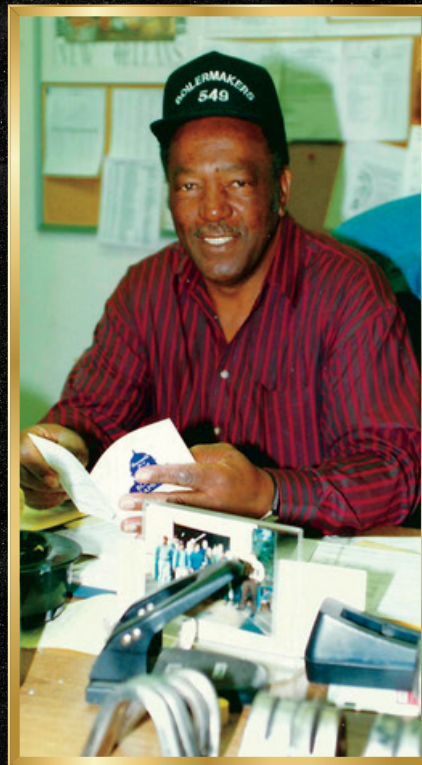


BOILERMAKERS



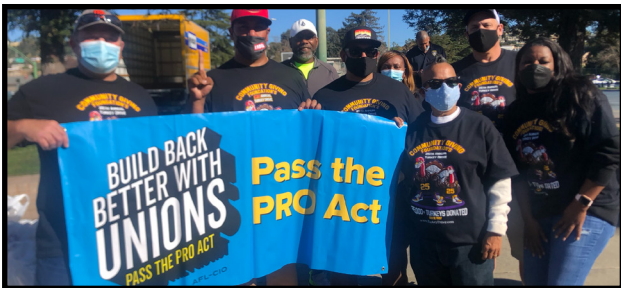
Boilermakers Local 549 would like to congratulate all the honorees at this years CBTU Celebration.

Boilermakers Local 549 prides itself on its culturally diverse membership of Journey workers and Apprentices. Acknowledging one of the pioneers and leaders in diverse out reach, Brother Edwards through his 58 years of services as a Boilemaker has done community outreach with the bay area apprenticeship coordinators association representing the Boilermakers all over the Bay area and beyond. Brother Edwards brought the Boilermakers to participate in the NAACP.



Boilermakers local 549
2191 Piedmont Way, Pittsburg, CA 94565
Phone: 925-427-4121
<https://www.boilermakerslocal549.org/>

GIVING FOUNDATION ANNUAL TURKEY GIVEAWAY





P.O. Box 6117 | Oakland, CA 94603
(415) 716-6133 | www.nccbtu.org

JOIN TODAY!

Please check the appropriate box below and make all checks or money orders payable to:

COALITION OF BLACK TRADE UNIONISTS

- | | |
|------------------------------------------------|--------------------|
| <input type="checkbox"/> International Officer | \$ 125.00 per year |
| <input type="checkbox"/> Rank and File | \$ 60.00 per year |
| <input type="checkbox"/> Staff | \$ 75.00 per year |
| <input type="checkbox"/> Retiree Staff | \$ 37.00 per year |
| <input type="checkbox"/> Retiree | \$ 15.00 per year |
| <input type="checkbox"/> Information Only | No Fee |

* A portion of these DUES amounts is for chapter dues.

Dues are effective for a calendar year:

January 1 - December 31





LIFT EVERY VOICE AND SING

Lift every voice and sing
Till earth and heaven ring,
Ring with the harmonies of Liberty;
Let our rejoicing rise High as the listening 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.

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 have been watered,
We have come, treading our path through the blood of the
slaughtered,
Out from the gloomy fast,
Till now we stand at last
Where the white gleam of our bright star is cash

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 in the path, we pray.
Lest our feet stray from the places, Our God, where we met Thee;
Lest, our Hearts 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

Words by James Weldon Johnson Music by John Rosamond Johnson 1899

**2023 COALITION OF BLACK TRADE UNIONISTS
SCHOLARSHIP APPLICATION LOCATED AT
NCCBTU.ORG**

*In Memory of
Cole Dorsey*



P.O. Box 6117 | Oakland, CA 94603
(415) 716-6133 | www.nccbtu.org