



Coalition of Labor Union Women

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Virginia Rodino

June 18, 2025

Greetings,

It is with great pleasure that we issue the Official Call for the 23rd Biennial Convention of the Coalition of Labor Union Women, November 9-11, 2025, at the **Sheraton San Diego Resort Hotel**. The link to make hotel reservations will be posted at CLUW.org as soon as it is available, but no later than July 15.. DO NOT CALL THE HOTEL.

Our theme is "Women of the World, UNITE!". CLUW's National Executive Board will be meeting in person on November 6 and 7th, prior to the convention. Also, on November 8, there will be a series of workshops focused on issues impacting CLUW and its members. Workshop Registration will be posted on the CLUW website at CLUW.org.

Hotel room rates are \$199.00 per day for single and doubles, \$229.00 for triples, and \$249.00 for quads plus current taxes of 14.95%. The rate is available 3 days before and after the convention, based on availability for all guest rooms. Reservation deadline is October 14, 2025. Anyone interested in finding a roommate to share room costs should contact the National CLUW office. We will assist in making those connections.

Only delegates to the convention will be acting on the business of the convention that will set the future direction for CLUW. Delegates must be a CLUW member in good standing by September 26, 2025.

Please note that observers are welcome to attend the convention and fully participate in all activities. However, they will be required to pay the appropriate registration fee and will be seated in a special section in the convention hall as they will not be able to have a voice or vote. There will be activities outside of the convention that everyone can participate in.

This year's convention will include election of officers, National Executive Board Delegates, and Union delegates. General Election information can be found under Convention Rules, included in this packet. More specific information will be posted online and available in person at the Convention.

We hope you will enjoy this exciting convention that will cover a variety of topics, featuring dynamic speakers and sessions to inspire and empower delegates and guests.

In Solidarity,

Janet Hill

CLUW Corresponding Secretary



*Women of the
World Unite*

*Coalition of Labor Union Women
23rd Biennial Convention
Nov. 9-11, 2025 | San Diego, CA*

ENCLOSURES

1. Convention Registration Form
2. Member Application/Renewal Form
3. Convention Rules
4. Convention Check List
5. Tentative Convention Agenda
6. Constitutional Amendment Form
7. Convention Resolutions Form



CONVENTION REGISTRATION FORM

Coalition of Labor Union Women
23rd Biennial Convention
November 9-11, 2025
Sheraton San Diego Rersort
San Diego, California

Early Registration \$300 - Under 35 \$150 - Retirees \$150 - Students \$150

Registrations received after October 1st will incur an additional \$100 fee

Registration Payment	Qty	Cost
*Registrations fees are transferable , but not refundable		
\$300 Early Registration		
*\$150 Early CLUW Member <u>under 35</u>		
\$150 Early Retiree		
\$150 Early Student		
\$50 Additional (Guest) Reception		
TOTAL		
\$100 Late Fee (after October 1st)		
Total Amount Enclosed		

*You Must be a CLUW member to qualify for this discount

Name _____

Address _____

City _____

State _____ Zip Code _____

Cell _____

(W) _____ (H) _____

Email _____

Check one immediately below:

___ I am a Delegate or ___ I am an Observer

I am a member of: _____
(Union Name)

I am a member of: _____
(Chapter Name)

Is this your 1st time attending a CLUW convention ? Yes ___ No ___

T-shirt size _____

Please list any special needs for meeting attendance:

Emergency Contact:

Name: _____

Phone: _____

Onsite contact: Yes ___ No ___ Offsite contact: Yes ___ No ___

Delegate credentials and receipts will be mailed or sent electronically:

Mailed-out _____ Electronically sent _____

Convention registration can be made online at cluwo.org or send this form and your check made payable to "CLUW" to the following address of our special convention registration provider:

CLUW Registration
Attn: Judy Beard, National Treasurer
815 16th St., NW, 2nd FL S
Washington, DC 20006

You will be receiving updated information and confirmation by email or mail. Be sure to open emails regarding the CLUW convention from Convention2025@cluwo.org.

Registration Fees are transferable, but not refundable

Delegate credentials and receipts will be mailed or sent electronically starting October 1. If you do not receive your receipt or credentials you may be asked to verify payment.

Registrations received after October 1, 2025 will incur an additional \$100. fee.

All CLUW members in good standing as of **September 26, 2025** may attend the convention as voting delegates per Article V Section 2A.

The Registration Fee covers Attendance to the Convention, **one ticket to the Reception**, Convention material and one t-shirt.

Attendee Information

Age: _____
18-35 years of age _____ 55 + years of age
36-55 years of age

If you are a member of a union please indicate your union: _____
and what position/title you hold in that union: _____

If you are on Staff or an Officer of your union please check all that apply:
___ Local
___ State, Region or District
___ National/International

If you are a member of a CLUW chapter please list the chapter's name: _____

If you hold a position/title in your chapter please list here: _____

During convention plenary sessions I wish to be seated with my:
Union ___ or Chapter ___

See Convention Hotel Information Page for Reservation Details



NATIONAL CLUW MEMBERSHIP APPLICATION

You can also join CLUW online at www.cluw.org

NAME: _____

ADDRESS: _____

(City) _____ (State) _____ (Zip Code) _____

TELEPHONE: (Cell): _____ (W): _____

(H) : _____

E-MAIL ADDRESS: _____

CLUW members who provide their email address are automatically signed up as CLUW e-Activists to receive periodic emails on issues important to union women and working families. If you no longer want to receive them, please use the "unsubscribe" link included in every e-Activist Alert.

INTERNATIONAL UNION: _____ LOCAL UNION: _____

Chapter: _____

Chapter dues (If Included): _____

Chapter dues are in addition to the amounts listed below for National dues. All chapter dues included in your membership check will be forwarded to your local chapter.

I WOULD LIKE TO RENEW MY CLUW MEMBERSHIP AS A: (CHECK ONE) National Dues Amount

☐	\$35	NEW MEMBER
☐	\$50	REGULAR MEMBER
☐	\$50	ASSOCIATE MEMBER
☐	\$75	CONTRIBUTING MEMBER
☐	\$100	SUPPORTING MEMBER

☐	\$150	SUSTAINING MEMBER
☐	\$15	RETIREE MEMBER
☐	\$15	STUDENT MEMBER
☐	\$15	UNEMPLOYED MEMBER
☐	\$1000	LIFETIME MEMBER (One time fee)

MAKE YOUR CHECK OUT TO “**CLUW**” AND MAIL TO:

Judy Beard
CLUW National Treasurer
815 16th St NW 2nd Fl S
Washington DC 20006

202-508-6969 · (fax 202-508-6968) ·
www.cluw.org

*DUES, CONTRIBUTIONS OR GIFTS TO CLUW ARE NOT DEDUCTIBLE AS
CHARITABLE CONTRIBUTIONS FOR FEDERAL INCOME TAX PURPOSES*



TWENTIETH-THIRD BIENNIAL CLUW CONVENTION
November 9-11, 2025
San Diego, California

ARTICLE 1. PROCEDURES FOR CONDUCT OF CLUW CONVENTION

I. ORDER OF BUSINESS

- A. Call to Order.
- B. Appointment of Parliamentarian, two (2) Timekeepers for each session, Sergeants-at-Arms.
- C. Adoption of Rules.
- D. Business of the CLUW Convention (hereinafter referred to as "the Convention").
- E. The business of the Constitution Committee shall take precedence over all other convention business, except elections.

- II. SERGEANTS-AT-ARMS:** Sergeants-at-Arms shall keep order at the Convention and shall ascertain that all delegates, observers, guests, and press are seated in their assigned places and that every participant is wearing a convention badge. Sergeants-at-Arms shall be responsible for tabulating roll call votes and collecting fines.

III. REGISTERING AND SEATING OF DELEGATES

- A. The Credentials Committee shall register and certify all delegates.
- B. Badges must be worn at all convention sessions and meetings. No one will be admitted to any session of the Convention without a badge.
- C. Seating.
 - 1. Delegates and observers will each be seated in the specially designated sections of the convention room.
 - 2. The placement of delegates will occur prior to the opening of the Convention.
 - 3. Designated areas shall be provided for Union and Chapter delegations.

IV. COMMITTEE PROCEDURES

- A. Committees shall function according to the provisions of Article V, Section 5 of the CLUW Constitution.
- B. The following committees shall formally report to the Convention:
 - 1. Rules Committee:** The Rules Committee shall submit proposed rules for the conduct of convention business to the convention body for approval.
 - 2. Credentials Committee:**
 - a. The Credentials Committee shall decide all questions of certification of delegates.
 - b. The Committee shall give a full credentials report to the Convention.

- 3. Resolutions Committee:** Resolutions submitted in a timely manner to the Resolutions Committee, and in full accordance with the Constitution, shall be considered by the Committee.
- a. The Committee may combine and/or consolidate resolutions having the same intent.
 - b. The Committee may consult, where appropriate, with CLUW standing committees regarding resolutions relevant to the subject matter of those committees.
 - c. The Committee may establish priorities for reporting resolutions to the Convention.
 - d. The Committee shall report on the disposition of all resolutions to the Convention.
 - e. Any resolution submitted in a timely manner and in full accordance with the Constitution but not acted upon by the Convention shall be forwarded to the National Executive Board for disposition.
- 4. Constitution Committee:**
- a. There will be two (2) documents concerning the Constitution Committee report. One document will contain those proposed amendments which the Committee is recommending to the Convention for adoption. The other document will contain all proposals submitted to the Committee on a timely basis.
 - b. The Committee will present for discussion only those proposals it is recommending to the Convention for adoption. A delegate wishing to bring to the floor a timely submitted constitutional amendment must do so at the appropriate time in the Committee report.
 - c. There are two (2) ways in which amendments received timely and in accordance with the Constitution, but not recommended by the Committee, may be introduced:
 - 1) Amendments received timely and in full accordance with the Constitution concerning an article for which changes are proposed by the Committee may be introduced at the time the appropriate article is under consideration by the body.
 - 2) Amendments received timely and in full accordance with the Constitution concerning articles not contained in the Committee's recommendations may be introduced at the end of the final report.
 - d. Any amendment which was not submitted on a timely basis and in full accordance with the Constitution shall be allowed if accepted by a 2/3 vote of the Convention body.
- 5. Elections Committee:**
- a. The Elections Committee shall prepare rules for the conduct of all elections to take place at the Convention.
 - b. The Committee shall give a report of election results.

- V. DISTRIBUTION OF UNAUTHORIZED MATERIALS:** No unauthorized materials may be distributed in the convention rooms. Delegates wishing to distribute materials in convention rooms must submit such materials to the CLUW Executive Director at least twenty-four (24) hours in advance of the session at which s/he wishes to distribute such materials. The Executive Director will convene the Rules Committee and the committee will determine if such materials are relevant to convention business and approved for distribution. Any person distributing unauthorized materials will be removed from the room along with the unauthorized materials.

ARTICLE 2. PROPOSED RULES FOR CONVENTION PLENARY

- I. These rules and the National Constitution of CLUW shall prevail throughout the Convention. These rules may be suspended or amended by a two-thirds (2/3) vote of the delegates present.
- II. The Order of Business of the Convention shall be set forth in the official printed program so that delegates may be aware of the agenda.
- III. **PLENARY RULES**
 - A. **Microphones:**
 1. Microphones shall be numbered in order. There shall be six (6) microphones available for speakers on the floor.
 2. The Chair shall call on speakers in a rotation of all microphones.
 3. Delegates desiring to make a motion or speak on the question before the body must wait to be recognized by the Chair. The Sergeants-at-Arms will ensure delegates remain orderly while at the microphones and are informed of the microphone rules. The Sergeant-at-Arms will signal the Chair as to the purpose of the delegate at the microphone by holding up a color-coded card:
 - red card = privileged motions
 - yellow card = incidental motions
 - green card = subsidiary motions (including amendments)
 4. Microphones shall be cleared after consideration of each question before the body.
 - B. **Recognition to Speak:**
 1. Only certified delegates may speak on the floor of the plenary.
 2. Any delegate recognized by the Chair must state name, union, and chapter (if any) before speaking.
 3. A delegate shall not be recognized to speak more than once on the same subject until all who desire to speak have had an opportunity to do so.
 4. Any delegate, when called to order by the Chair, shall remain silent until the question on the floor is decided.
 - C. **Motions and Amendments:**
 1. Every motion and amendment duly moved and seconded shall be repeated clearly to the convention body before it is open for discussion.
 2. Every motion or amendment must be submitted to the Chair in writing.
 3. Every motion or amendment that is to be voted upon must be repeated clearly to the convention body before it is voted upon.
 4. The maker of a motion or amendment shall have the first opportunity to speak to it.
 5. Total time for debate on each main motion (including resolutions and all amendments thereto) shall be limited to a maximum of fifteen (15) minutes.
 6. If a delegate requests an extension of debate, the Chair shall immediately place it to a vote without debate. If carried by a majority vote, additional time of ten (10) minutes shall be allowed.
 7. A delegate shall be allowed to speak for a period not to exceed three (3) minutes. She/he shall be notified when two (2) minutes have elapsed and again at the end of three (3)

minutes, at which time the speaker must be seated.

8. The Chair shall allow at least two (2) delegates to speak on each side of any debatable question.
9. A motion to close debate or to table shall not be in order until there has been an opportunity for two (2) speakers on each side of the issue to speak to the original motion.

D. Voting Procedures:

1. Voting shall be by voice or by a show of hands. However, the Chair may call for a standing vote to facilitate counting.
2. A motion for a roll call vote is neither debatable nor amendable and requires a forty percent (40%) vote of the delegates present to pass.
3. Show-of-hands or standing votes shall be tabulated by members of the Sergeants-at-Arms Committee.

E. Quorum: Thirty percent (30%) of the registered delegates shall constitute a quorum.

F. Appeals:

1. An appeal of the ruling of the Chair must be recognized before any other order of business.
2. A motion to overrule the decision of the Chair is not debatable and must carry a two-thirds (2/3) vote of delegates present.

G. Miscellaneous Motions: The following motions are not debatable or amendable and take precedence over all other motions:

- call for the question;
- point of information;
- point of order or procedure;
- point of personal privilege.

H. No Smoking: Because of health concerns, there shall be no cigarette smoking (including electronic cigarettes) in convention, workshop, or meeting rooms.

I. Electronic Devices: All electronic devices must be turned off or **silenced** in convention, workshop, or meeting rooms. Violators will be subject to a fine of ten dollars (\$10.00) to be collected immediately by the Sergeants-at-Arms and deposited in the CLUW general fund. This rule does **not** apply to photography, texting, or note-taking when using a silenced electronic device. All phone conversations must be taken outside of convention, workshop, or meeting rooms. The chair shall remind delegates, guests, and observers of this rule at the beginning of each session.

J. Penalties for Non-Compliance: Failure to comply with the above rules will result in the Sergeants-At-Arms escorting the delegate, observer, or guest from the convention, workshop, or meeting room.



Coalition of Labor Union Women
23rd Biennial Convention
November 09-11, 2025
San Diego, CA

Convention 2025 Checklist

Done	Activity To Be Completed	Deadline
	Submit Current Chapter Member list to compete in Joyce D. Miller Award	August 1, 2025
	Submit Proposed Constitution Amendments and/or Convention Resolutions. Procedures and submission forms can be found at www.cluw.org and in your registration package	September 5, 2025
	Proposed Constitutional Amendments and Resolutions Reports are due to President Elise Bryant	September 22, 2025
	<u>Must be a member in good standing to be seated as a convention delegate.</u> Membership expiring in August and September must be paid prior to the opening of the convention	September 26, 2025
	The number of NEB Delegates each union may elect will be based on the number of CLUW Members in good standing each union has on September 26, 2025.	September 26, 2025
	Early Bird Registration discount ends September 29, 2025. Registration can be made online or legible completed registration forms can be sent to the CLUW National Treasurer	September 29, 2025
	Proposed Constitution Amendments and Resolutions booklets to be mailed October 5, 2025	October 5, 2025
	Convention Registration forms, (regular non-discounted) can be made online or legible completed registration forms can be sent to the CLUW National Treasurer (Note: Registrations received after October 1, 2025 will incur an additional \$100.00 fee)	October 7, 2025
	Submit In Memoriam forms to the CLUW National Office. Procedures and submission form(s) can be found at www.cluw.org	October 10, 2025
	Hotel Reservations deadline	October 14, 2025
	Parade of Banners (each union has 2 members marching in the parade carrying their union banner on the opening day of the convention) Banners should be no larger than 3'x6'	November 09, 2025



*Women of the
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23rd Biennial Convention
Nov. 9-11, 2025 | San Diego, CA*

23rd Biennial Convention Tentative Agenda

THURSDAY, NOVEMBER 6, 2025

8:00am - 5:00pm
8:00am - 5:00pm
6:00pm – 10:00pm

Credentials/Finance Committee
Committee Co-Chairs
National Officers Council (closed meeting)

FRIDAY, NOVEMBER 7, 2025

8:00am – 5:00pm
9:00am
9:00am
9:00am
9:00am
1:00pm
2:00pm - 6:30pm
2:00pm – 6:30pm
3:00pm
6:00pm

National Officers Council (closed meeting)
Finance Committee
Constitution Committee
Media Committee
Resolutions Committee
Escort Committee
Convention Registration
Convention Exhibit Hall Open
Workshop Committee
Sergeant-at-Arms Committee

SATURDAY, NOVEMBER 8, 2025

9:00am – 5:00pm
2:00pm - 6:30pm
2:00pm – 6:30pm
9:00am – 8:00pm
6:00pm

Workshops (six choices)
Convention Registration
Convention Exhibit Hall Open
Union Caucuses
Union Banner Parade Rehearsal

SUNDAY, NOVEMBER 9, 2025

7:00am – 8:30am
7:00am – 8:30am
7:30am
9:00am
12:30pm – 2:00pm
Evening

Convention Registration
Convention Exhibit Hall Open
Opening Plenary Staging
Opening Plenary Call to Order
Union Caucuses
Union Caucuses

MONDAY, NOVEMBER 10, 2025

7:00am – 8:30am

7:30am

8:00am – 9:00am

8:00am – 9:00am

9:00am

12:00pm - 2:00pm & 4:30pm - 5:30pm

12:00pm - 2:00pm & 4:30pm - 5:30pm

12:00pm – 8:00pm

Union Caucuses

Women's Health & Wellness Activity

Convention Registration

Convention Exhibit Hall Open

General Session

Convention Registration

Convention Exhibit Hall Open

Election of Officers

TUESDAY, NOVEMBER 11, 2025

8:00am – 9:00am

8:00am – 2:00pm

9:00am

7:00pm

Convention Registration

Convention Exhibit Hall Open

General Session

Gala Reception



Coalition of Labor Union Women
23rd Biennial Convention
November 09-11, 2025
San Diego, California

Constitutional Amendment Submission Instructions

These instructions and the Proposed Amendment form(s) must be postmarked no later than **September 5, 2025** and mailed to:

Coalition of Labor Union Women (CLUW)
815 16th Street NW, 2nd Floor South
Washington, D.C. 20006

or emailed by 11:59pm in the sender's time zone on **September 5, 2025** to:
ConstitutionAmendmentsfor2025@CLUW.org.

Submitting Constitutional Amendments:

1. All constitutional amendments are changes that require a change to the **current** constitution, which is dated **November 10-12, 2023.**
2. All constitutional amendments must be submitted to the CLUW National President by mail, (send flash drive and hard copy) to: CLUW Convention Amendments, ATTN: President Elise Bryant, 815 Black Lives Matter Plaza, Second Floor South, Washington, DC 20006.
or emailed as attachments in an MS Word document form, 60 days before the start of the convention to:
ConstitutionAmendmentsfor2025@CLUW.org
3. Constitutional Amendments may be submitted by individual member(s), standing committees, chapters, or the National Officers Council.
Submissions by a standing committee must be signed by at least **one co-chair** of the committee.
Submissions by a chapter **must be** signed by the chapter president.
4. Constitutional Amendments must include a contact person who can answer questions regarding the submission, should the Constitution committee require additional information.
5. All Proposed Constitutional Amendments must be submitted with original language and the new language written on the enclosed form. (Preferably typed, if handwritten the information must be legible).

~~~~~

Date:

Section of Constitution being Amended:

Submitted by: Name and Union or Chapter and President's Name:

Amendment Contact Person for questions:

Cell Phone:

Email:

Remarks:

*Coalition of Labor Union Women*  
*23<sup>rd</sup> Biennial Convention*  
*November 09-11, 2025*  
*San Diego, CA*

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**AMENDMENT NO. (to be assigned by the committee)**

**ARTICLE  
NAME  
AMEND SECTION**

**Current Language:**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.
- 13.
- 14.
- 15.

**Proposed New Language:**

13.

14.

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16.

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23.

24.

25.

Submitted by:

Committee Recommendation:

Convention Action:



**Coalition of Labor Union Women  
23<sup>rd</sup> Biennial Convention  
November 09-11, 2025  
San Diego, CA**

**RESOLUTIONS SUBMISSION FORM**

**These instructions and the Proposed Resolution form(s) must be postmarked no later than September 5, 2025 and mailed to:**

**CLUW Convention Resolution Proposals, ATTN: President Elise Bryant  
Coalition of Labor Union Women (CLUW)  
815 16th Street NW, 2nd Floor South  
Washington, D.C. 20006**

**or emailed by 11:59pm in the sender's time zone on September 5, 2025 to:  
[Resolutionsfor2025@CLUW.org](mailto:Resolutionsfor2025@CLUW.org)**

**Submitting Resolutions:**

1. All resolutions must be related to one or more of the four goals of CLUW as stated in the CLUW Constitution: participation of women in their unions, affirmative action in the workplace, organizing unorganized women and political action and legislation. Please note what goal (s) you are linking your resolution to.
2. All proposed resolutions must be submitted to the CLUW National President by mail,  
**Do Not Submit a PDF** (send flash drive and hard copy) or emailed as attachments in an MS Word document form.
3. Resolutions may be submitted by an individual member(s), standing committee, state president, chapter or the National Officers Council.  
Submissions by a standing committee **must be** signed by at least **one co-chair** of the committee.  
Submissions by a chapter or state **must be** signed by the chapter/state president.
4. Resolutions must include a contact person who can answer questions regarding the submission, should the resolutions committee need additional information.
5. Resolutions should include a title (which may be changed by the committee) and action items for CLUW implementation at the national, state or chapter levels, and as individual members, along with a suggested timeline for actions.
6. Documentation of statistics, relevant legislation or other statements of fact referenced in the resolution should be included — copy of legislation, magazine articles, union publications, etc.
7. Resolutions should be submitted with background information made as statements of fact instead of “whereas” clauses and with **one** Resolved clause followed by your action items. (See format guide)
8. If you require confirmation of your resolution(s), please contact the National Office.

~~~~~  
Date:

Name of Resolution:

Submitted by: Name/Union, Committee/Chair, State President, Chapter/President, or NOC

Documentation Attached? Yes___ No___

Resolutions Contact Person for questions:

Cell Phone: _____ Email: _____

***Coalition of Labor Union Women
23rd Biennial Convention
November 09-11, 2025
San Diego, CA***

RESOLUTION NO. [to be assigned by committee]

Title

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
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- 8.
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- 10.
- 11.
- 12.

THEREFORE BE IT RESOLVED:

- 13.
- 14.
- 15.
- 16.
- 17.
- 18.
- 19.
- 20.

Submitted By: Page 1 of
Committee Recommendation:
Convention Action:
Committee/Task Force Assignment



*Women of the
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Nov. 9-11, 2025 | San Diego, CA*

Joyce D. Miller Award

At every convention, CLUW presents the Joyce D. Miller Award to the chapter that has recruited the most members between specified dates.

You can find out more information about Joyce D. Miller, the longest serving past CLUW president, by clicking on the In Memoriam section on the CLUW website.

The winning chapter will be recognized and honored at CLUW's 23rd Biennial Convention, to be held November 9-11 in San Diego, CA.

Chapters that want to compete for the Joyce Miller Award must submit a list of current members as of **August 1, 2025**. To register for the competition, please send this list to the National CLUW office by **August 25, 2025**. The list may be submitted by mail, or e-mail to:

CLUW – Joyce D. Miller Award
815 16th Street NW Second Floor South
Washington DC 20006
or: E-mail: CLUW@cluw.org, include Joyce D. Miller Award as subject

Submissions received after **August 25, 2025** will not be considered.

The deadline for submitting your chapter's **updated** Membership list is **October 15, 2025**. This list must include newly recruited members. Every member listed must be current in chapter and national dues for your chapter to be eligible.

Submissions received after **October 15, 2025** will not be considered.