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**Charles G. Braico**  
**PRESIDENT**

**8 Minutes, 46 Seconds—Stop and Reflect**  
**Thursday, June 11, 12 Noon**  
**Black Lives Matter**

Dear Sisters and Brothers,

As union members and as Americans, we were all outraged by the vicious murder of George Floyd. We are heartened by the uprising of hundreds of thousands of Americans, black, brown, and white, demanding an end to racism and declaring: “Black Lives Matter.” Because of Covid-19, it has been difficult for many of us to show our solidarity with this movement.

But on Thursday, June 11, at 12 noon (**in your respective time zone**), NABET-CWA members and allies across the globe will take a stand against racism by doing what trade unionists do when they are protesting for what’s right and fair: Stand Up – Speak Out – Stop and Reflect!.

We are asking members to stop and reflect for **8 minutes and 46 seconds** — to remember the length of time the Minneapolis police officer had his knee on George Floyd’s neck.

Obviously, our members work in many different circumstances. Some are still working at home. Some may be on-the-air with a live broadcast, or involved in a studio or a field production. Please encourage your members to observe the 8:46 in whatever way works best for them, without interrupting a newscast or production. Here are some suggestions:

- Gather in a small group in your workplace, socially distanced, and hold signs in solidarity. Downloadable signs are available at [cwa-union.org/cwa-against-racism-downloadable-materials](http://cwa-union.org/cwa-against-racism-downloadable-materials)
- Stand up in your work location.
- Take a knee in your work location.

**Do not interrupt or abandon any work assignment or production. Find a way to engage in this protest that works for you, without interfering with the production.**

**The morning of the protest, Local Officers and Shop Stewards should reach out to local management to make them aware of the plans for protest and ask them to join the action.**

This is not an action that we take lightly. But we are asking you to observe these moments of solidarity on Thursday, and in the future, because the problems of racism and police violence are deadly serious business.

Thank you in advance and Solidarity Forever!

Charlie Braico  
President NABET-CWA,  
On behalf of CWA President Chris Shelton and the CWA Executive Board

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