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## MONDAY MORNING SESSION

July 26, 1993

The 55th Annual Convention of the Communications Workers of America, held at the Las Vegas Convention Center, Las Vegas, Nevada, July 26-28, 1993, convened at nine o'clock a.m., Temporary Chair Val Afanasiev, President of the Northern California/Nevada Council and CWA Local 9409, presiding.

**TEMPORARY CHAIR VAL AFANASIEV:** We have a very full agenda this morning, so I want to ask all of you to please take your seats at this time.

Will all the delegates please take their seats at this time.

The 55th Annual Convention of the Communications Workers of America will now come to order.

Good morning. Welcome to Las Vegas and District 9. My name is Val Afanasiev, and I am president of CWA Local 9409 in Mountain View, California and president of the Northern California/Nevada Council.

I have the honor of serving as your Temporary Chair for this morning session. Some of you may recognize me from our Convention in San Francisco where I also served as Temporary Chair.

It is a great pleasure to once again open our Convention. As is our custom, we will begin our Convention with a prayer.

I would like to call upon Reverend Jesse D. Scott of the Second Baptist Church to lead us in the invocation.

Reverend Scott is also president of the Las Vegas Branch of the NAACP, and we welcome him to our Convention. Reverend Scott.

Will the delegates please rise.

**REVEREND JESSE SCOTT (Second Baptist Church, Las Vegas, Nevada):** Our Father, God, we come once again into Your presence, and, as we come, Lord, we pause to recognize that You are the Father and that we are Your children. And, as we come, Lord, we come with a heart filled with thanksgiving and praise for all the wonderful blessings that You have given unto us.

Lord, we are thankful that as we assemble here in Las Vegas, we are not under siege by the militia. As we assemble here, O Lord, we are not fearing a tornado. And as we assemble we are not fearing a flood or an earthquake.

You have blessed us and spared us and allowed us to be here, and we are thankful for all of those wonderful blessings that you have given unto us, that we do not have, that we do not see in many other lands and many other countries. And we are going to thank You.

Lord, we want to thank you for the head of this organization, the Communications Workers of America. Lord, I ask that your blessings would be upon the leadership of this organization and to bless all of the people that made the arrangements, all of the people who are in charge, and let them know that they are only temporarily in charge, that You are truly in charge of everything.

And as they come to manifest their mission, and their mission is service and their mission is love, and their mission is caring, and we would ask that they would follow You, because You humbled Yourself to wash the feet of the apostles and You gave food to those that were hungry, and You forgave those that did things to You.

O, Lord, but most of all You came to this world to spread love and as the mission of the Communications Workers of America, we would ask them that they would spread love throughout this world. That you told us first that we must love You and then we must love ourselves and our neighbors everywhere. Lord, if we would just stopped to love, we would have less crime in our streets and in our schools. Lord, if we just stopped to love we would have better relations with one another. And ask that Your blessings be upon us individually and collectively and cause us to look to the hills from whence our help comes, because our help comes from You. These blessings we ask in Your Son Jesus' name. Let us all say amen.

**TEMPORARY CHAIR AFANASIEV:** Thank you, Reverend Scott.

Please remain standing as we prepare for the presentation of the Colors and the singing

of the U.S. and Canadian National Anthems.

Donna Ludolph, Secretary of the Printing, Publishing and Media Workers Sector, will lead us in singing "The Star Spangled Banner" and "O Canada."

Our Colors this morning will be presented by the Frontier Girl Scout Council which serves more than 8,000 girls in the five southeastern counties of Nevada and a portion of California.

The Color guard is comprised of members of Troop 228 which is one of 300 Girl Scout troops active in the Frontier Girl Scout Council.

We will now have the presentation of the Colors and the national anthems.

I will also ask the delegates to remain standing until the Colors are retired.

... Thereupon, the Colors were presented by the Girl Scouts Color Guard, after which Donna Ludolph, Secretary, PPMW Sector, led the delegates in "The Star Spangled Banner" and "O' Canada" (Applause) ...

**TEMPORARY CHAIR AFANASIEV:** Please remain standing until the Colors are retired. Please join me in a round of applause for the Girl Scouts Color Guard and to Donna for doing a great job. (Applause) Thank you.

The delegates may now be seated.

An enormous amount of planning and hard work has gone into our efforts to make this week a memorable and enjoyable one for you.

Our committee has been working overtime to ensure this convention's success. I want to take just a moment to recognize the members of the District 9, Host Committee.

In addition to serving as the Temporary Chair of the Convention, I also have the honor of serving as the Chair of the Host Committee. Other members of the Host Committee are:

... As each member of the Committee was introduced, the delegates responded with a clap of recognition...

Dianne Dion, President, Local 9426;

Marcella Lambert, Steward, Local 9413;

Donna Soliz, Steward, Local 9503;

The Host Committee was also assisted by:

Mary Anderson, Secretary-Treasurer, Local 9417;

Dan Rodriguez, COE Chair and Steward, Local 9418;

Lynn Johnson, Vice President, Local 9418;

Linder Bolden, Secretary-Treasurer, Local 9426;

Charlie Dunn, President, Local 9430;

Clay Seals, Steward, Local 9408;

Martin Robinson, Executive Board, Local 9408;

Marilyn Strasser, Executive Board Member and Organizing Chair, Local 9408;

Barbara Spradlin, President, Local 9417;

Tom Stewart, Vice President, Local 9426;

Addie Brinkley, Vice President, Local 9409;

Terri Kambeitz, Vice President, Local 9423;

Jessie Wilson, Member, Local 9415;

Barbara Gomez, Contractual Vice President, Local 9415;

And Jeanne Perry, Vice President, Local 9423.

Please take a minute to show the Host Committee and those who assisted them our appreciation for their work with a nice round of applause. (Applause)

Throughout the week, the Host Committee will be available to answer your questions and to help make your stay in Las Vegas as enjoyable and pleasant as possible.

Our first guest speaker is Walter Elliot, President of Nevada State AFL-CIO. Walter is also Secretary-Treasurer and Business Manager for Local 165 of the Bartenders and Beverage Dispensers Union here in Las Vegas.

In addition, he serves as an international organizer for the Hotel Employees Restaurant, Employees International Union.

He held his first official position in Local 165 in 1974, when he served as union business agent, and was elected president in 1980.

Walt became president of the Nevada State AFL-CIO in 1987. He has long been active in the campaign against Frontier Hotel and I'm certain he will have a few words to say about that

in his remarks.

Please give a CWA welcome to Walter Elliot, President of the Nevada State AFL-CIO.  
Walter.

... The delegates applauded as President Walter Elliot proceeded to the podium ...

**BROTHER WALTER ELLIOT (President of the Nevada State AFL-CIO):** Good morning, brothers and sisters. Welcome to my beautiful city.

I'm a transplanted Bostonian and have been in Nevada State for 33 years now. We are quite proud of our city. We are the fastest growing city in the United States. We are one of the strongest union cities in the United States, and in fact, as Blackie Evans, the Secretary-Treasurer of the AFL, is proud to say, Nevada is the only state that is a 100 percent affiliated with the AF of L. (Applause)

We have had tremendous growth in the last three or four years in Nevada, and we are anticipating even more in the next four or five years.

Within a year, we will have over 9,000 more hotel rooms. We have two hotels opening, with three to four thousand rooms apiece, and one hotel, the largest in the world, the MGM, will have 5,000 rooms.

We have commitments from the Luxor Hotel and the Treasure Island Hotel, two of the new ones to be union; we have a neutrality agreement which will give us a contract once we have more than 51 percent of the vote. (Applause)

We anticipate doing the same thing with the MGM. At this moment they aren't taking that position, but I'm sure we will be able to convince them otherwise.

We have the unfortunate distinction of having the longest running strike in the AFL-CIO, that being at the Frontier Hotel. Twenty-three months.

I want to give you a few statistics on that strike.

When we picketed those folks, 550 of the 780 workers came out. Not one has gone back to work. (Applause)

It's been the longest, toughest strike in the history of labor in Southern Nevada. We feel we will be successful. Of course, the company feels differently.

We have had the support of every national union that's come into our city, and I know we are going to have your support. (Applause)

Those workers out there appreciate when someone walks by and shakes their hand and thanks them for the job that they are doing. They are taking care of the labor needs of all of us. The longer they stay out there suffering, the better it is for all of us in Organized Labor.

I will give you some examples of the reason they are out there. My bartenders throughout the City get \$12 an hour. Frontier bartenders get \$6 an hour. My bartenders get \$2 an hour in health and welfare. Frontier bartenders have to pay for their own. My bartenders get \$.45 an hour in pension. Frontier bartenders get none.

They have a scheme in the plan that they put together for their people that they have had in operation for two years. Whereby, in order to get your vacation and holiday pay, you work two thousand hours after which time you will get a lump sum check for vacation or holidays. If you leave for any reason before that, you get none of that.

Our workers have fought many years in Southern Nevada for the terrific contracts we have for the people in our industry.

Hotel workers traditionally suffer greatly in the work force. They are menial jobs, the jobs that are normally taken by new immigrants to the country or people with low education. It's very difficult for them to reach the same standards as other people in our society.

We have been successful in our union negotiations in this city to be able to give them good contracts, and they are willing to fight to maintain them.

As you all know, there are terrible things that happen during strikes. You may have seen the videos on the attack in front of the Frontier Hotel. And it was terrible and it was not condoned by the unions. But it's understandable after 23 months, when people come by and insult you and spit at you and yell at you, that workers will react.

We try to keep them as calm as possible. We do not run a placid strike. We will request that guests don't go through our picket lines, but when they do, we insult them. They are taking our jobs away. They are protecting the company. They are not our friends. We will not treat them as friends, and those insults will often end in altercation.

Often our own people have been beaten, bottles thrown, all the serious things that we all know and recognize that happen on picket lines.

I am going to tell you of one incident that adds a little humor. Almost a year ago we had a fellow in town called John, 3:16, Cook. He is a minister to the poor people in town, tries to help everyone he can. He came to me and said, "Walt, I don't know if you realize it, but my wife is a white witch. And we would like to put a formal curse upon the Frontier Hotel."

I said, "John, we have been informally cursing this property for quite a while." (Laughter)

I said, "Maybe a formal one would do the job."

So, as you know how boring it is on the picket line, the workers like to get hyped up for any activity it can have, so we said, "The witch is coming, the witch is coming."

We sent everybody out there one evening. We brought the lady out, escorted her to the front door. The security guards stood at the front door, not allowing her to go in. She stood in the driveway and did her incantations and her curse, and she had a little voodoo doll she placed on the ramp.

We filmed them and they filmed us.

It took them two hours after she left to pick up the voodoo doll. They walked around it. They looked, they sent security in, they sent them out. They finally sent some poor young security guard out to pick up the voodoo doll. (Laughter)

Within the next five days there was a serious fire, a suicide, and the power went out for seventeen hours, all of which the company attributed to our witch. (Laughter and applause)

Well, three weeks later it was Halloween. I spoke with John and said, "John does your wife have any friends, any other witches?" He said, "We have a coven of them in Los Angeles."

I said, "Somehow I knew you would have a coven in Los Angeles."

They brought the witches up to do a mass curse. When we lined them up, the son of the owner of the hotel, with his three top security people, came out with bags of rock salt and threw it in the path of the witches.

I told Blackie and Jim Arnold, the head of the Barmen's Union, that if we win this strike because of witches' curses, I am going to take the show out on the road. (Laughter)

I am sure we will be successful through the rest of the country. (Laughter and applause)

I just want to close with once again thanking you for all the support that CWA has given to us in the past, and I am sure in the future, in this major struggle, and I wish you all the success and best of luck in your Convention in our city.

Finally, remember, the most important thing that you can do while you are here is to drink, because the more you drink, the more my bartenders work.

Thank you. God bless you. (Applause)

**TEMPORARY CHAIR AFANASIEV:** Thank you, Walter.

We have had a request that the delegates please refrain from talking on the convention floor. (Applause)

If anyone wishes to have a conversation, please go out of the hall. Thank you.

At this time I want to introduce Jan Laverty Jones, Mayor of Las Vegas. She was elected the fifteenth mayor of Las Vegas in 1991 in a landslide victory, and she is the first female elected official in the city.

Mayor Jones' election is recognition of her many years of active involvement in the civic, community and business life. She currently serves on several regional transportation, housing and environmental boards. She is the founder and chair of the Mayor's Committee for a Better Community and honorary member of the National Conference of Christians and Jews, which presented her its 1992 Woman of the Year award. She was also honored as the 1992 Distinguished Citizen of the Year by the Nate Mack B'nai B'rith Lodge.

Mayor Jones is a graduate of Stanford University.

Please join me in giving a warm CWA welcome to the Mayor of our host city, the Mayor of Las Vegas, Jan Laverty Jones. (Applause)

**HON. JAN LAVERTY JONES (Mayor, City of Las Vegas):** Good morning. As Mayor of the City of Las Vegas, it is my great pleasure to welcome all of you. We are very pleased you selected our city. We know you will have the time of your life.

When people talk about Las Vegas, you always think about the entertainment and the fun. In reality, we are a very progressive community. Not only am I the first woman elected as

Mayor, we have a woman Attorney General and a woman Secretary of State. Moreover, we are a dynamic, progressive community with a thriving business climate and flourishing cultural activities. We are a great place to raise a family, and I should know because I am raising three children of my own here.

One other little known fact about Las Vegas, per capita we have more churches, more Little Leagues, more Boy Scouts, Girl Scouts, Cub Scouts and Frontier Girls, not to mention Little League and football. When you think of Las Vegas I want you always to remember there is another side and I hope you have the opportunity while you are here to go out and familiarize yourself with the real Las Vegas.

Right now we are booming. There is over \$2 billion being invested in the Las Vegas Strip. In the next year we expect over 10,000 new rooms to come on line with an additional 15,000 jobs.

Our economy is booming. When you look at what is happening in Las Vegas, as is around the country, our future is bright. In the last decade, over 300,000 people have moved to this valley, and there are indications that it will continue and by the year 2000 our population will top one million people.

I would like to thank Morton Bahr, the National President of the CWA, for allowing me to welcome you to the City, and also to recognize Janice Wood, President of District 9, for her work in making it possible for me to be here. I would like to also mention her husband, Jim Wood, who you know is the President of the AFL-CIO in Los Angeles County and has been one of my inspirations in bringing some progressive programs to the City of Las Vegas, including programs for the homeless and affordable housing.

One of the things I would like to really commend the CWA on is the strong stand you have taken not only on national health care reform, but the final form of NAFTA to provide adequate protection for American workers and our environment. (Applause) Stay strong and keep it up.

Finally, I know you're going to have the time of your life in Las Vegas, and I know you're here to do very serious business. I like to tell people when they come, I usually tell all of the hotels to set their slot machines at a level that is in the best interests of our visitors.

Now, I'm sure that all of you are going to win, but for those of you who might lose, I want you to know over 56 percent of our gaming revenues go to education, so you're not losing money, you're educating our children.

Have a great time. Welcome to our city. (Applause)

**TEMPORARY CHAIR AFANASIEV:** Thank you, Mayor Jones.

Now, it is my pleasure to present to you the leader of District 9, Vice President Janice Wood. Janice was elected the Vice President of District 9 at our convention in Miami last year. Prior to that, she served as President of Local 9000 in Los Angeles for ten years.

Janice first went to work with the telephone company in 1969 as a customer service representative, which was an unrepresented part of the company. In 1972, she became an installer and immediately joined the union. She began her union service as a shop steward in 1973 and joined the local's executive board in 1975.

She is proud of two distinctions during her years of service to CWA: She was the first woman to serve as a Sergeant-of-Arms at an AFL-CIO convention; and second, she received the "Woman of the Year in Organizing" award from District 9 for going back and organizing the marketing department where she first went to work.

Janice isn't the only person in her family with union leadership skills. Last week, her husband Jim was unanimously elected Secretary-Treasurer of the Los Angeles County Federation of Labor, the largest AFL-CIO local body in the country.

I now have the pleasure of introducing the Vice President of District 9, Janice Wood. (Applause)

**VICE PRESIDENT JANICE WOOD (District 9):** Thank you, Val, for that very nice introduction, and good morning to all of you. I want to say I am very proud of my husband James' election to lead the Los Angeles AFL-CIO. On behalf of the 70,000 CWA members represented by District 9 in California, Nevada and Hawaii, I welcome you to the 55th Annual Convention. Welcome to Las Vegas. Welcome to District 9.

Las Vegas is a great place to have a convention, and it is also a very appropriate place to

do so. In the last few days, I have seen many of you sitting in front of slot machines paying homage to the President of our union, pulling the slot machine handle and shouting "Bahr, Bahr, Bahr." (Laughter)

We are also here to do serious work. We should have some fun while we are here, and this is a good city for it. Do not ever forget that the odds favor the house. In fact, I walked over and had a conference with President Bahr and Executive Vice President Nichols on Monday morning and we ran into a fellow who had obviously had a string of bad luck. He approached Mr. Nichols and said, "Mister, can you help me out? I am really hungry. I haven't eaten for a while and I don't have any money for food. Could you give me some money to get something to eat?"

You may not know this, but Nick is a very generous guy. He immediately reached into his pocket and he pulled out \$5 and as he started to hand it over to the fellow, he stopped and he said, "Wait. How do I know if I give you this money you won't use it to gamble." The guy said, "Oh, no, I have gambling money." (Laughter)

This is my first opportunity to welcome our convention to District 9, but that is not the only reason that I am pleased to have the convention in our district this year. We are in an era of change and currently we have many opportunities to achieve many positive changes for our members in the future. Our largest District 9 employer, Pacific Telesis, has announced plans to divest itself of its subsidiaries. They want to break up their company and spin off everything from the utility. It is like another AT&T break up all over again, except it is taking place at a regional level.

We are concerned about the future of our members and the union with Pacific Bell. At our insistence, the California Public Utility Company Commission held hearings on this proposal and because of our intervention, the company engaged in discussions with us over these issues. One result of these talks was a written commitment from the company to the CWA that our members will build and maintain the personal communications system network of the future in the area served by Pacific Bell. That is important because PCS is an important part of the technological revolution taking place in telecommunications. The significance of the company's commitment to us is that we are guaranteed to become part of a brand new technology right from the outset instead of being placed in a position of catch up.

This is an important success for us in new technology that will some day affect all of us in this convention today, which leads me to the most important job I have this week, which is introducing our President Morton Bahr. We achieved this breakthrough with Pacific Bell with the support, personal involvement and leadership of Morty. He put the resources of the union behind our efforts. He joined with me in conversations with top officers of Pacific Bell and helped clarify and articulate the issues for the entire union. He helped make it clear to the company that CWA was not going to roll over and let them introduce new technology that was going to steal our jobs from us. We in California and Nevada owe him a debt of gratitude.

As a new member of the Board, I want to offer my personal thanks to you, Morty, for your support and counsel over the past fifteen months. You have made me feel welcomed and a real partner on the Executive Board and I appreciate it.

There is a story I want to tell. It is a short story that illustrates the kind of person that Morty Bahr is. It is a small story, but it tells more about Morty than all the speeches I can give listing all the achievements and accomplishments.

Shortly after my election, I was working on a problem on the holiday. I called the National Union Headquarters for some help. I really did not expect anybody to be there, but I called the main switchboard number hoping that somebody would answer the phone.

I dialed the number and to my complete surprise a man did indeed answer the phone. It was Morty Bahr. He said, "CWA." I said, "Morty, I know you answer your own mail. I know you answer your own telephone. What are you doing answering the union's main telephone." His reply was typical of Morty, he said, "Well, I thought it might be one of our members calling who needed some help."

That is the kind of person that I want as a president of my union. A person who is dedicated, committed, in touch with the daily concerns of our members, a person with knowledge, character and visionary leadership, a person who cares deeply about our union and our people.

Brothers and sisters, please join me in welcoming our President and our leader, Morton Bahr.

... The delegates arose and applauded ...

**PRESIDENT MORTY BAHR:** Thank you all. Thank you very, very much. Thank you, Janice, for that real lovely introduction. I would hope that each of you would join me in thanking Val for the great job he has done in getting our convention underway. Val. (Applause)

Let's also thank the Host Committee for that great reception last night. (Applause)

I want to introduce to you a few special people. First, the lady that for many years has kept me heading in the right direction, my wife, Florence. (Applause)

Next, a man for more years than he cares to count who kept us in the right direction, President Emeritus Glenn Watts. (Applause) And his wife Beatrice. (Applause)

I believe sitting with the retired members is Secretary-Treasurer Emeritus Jim Booe and Judy. (Applause)

I want to thank Barbara and Nick for the way we have been able to work together this past year. The friendship and working as colleagues makes working together on difficult problems not only easier, but even fun. I want to thank the members of the Board for their support, all of whom are sitting up here today, with the exception of Bill Boarman, who is home attending the funeral of his father.

We have the camaraderie that is so important to deal with the problems facing our members. I want to thank the staff and all of the great employees of this union for their dedication to this union and all of those that we are privileged to represent. Most of all, I want to thank each and every one of you and through you, the members of our union. I have traveled this past year to dozens and dozens of cities and I can tell you that without exception, whether it was a membership meeting, committee meeting of some kind, a district meeting, never once was I treated in any other way than as a member of the CWA family, and for that I'm grateful.

I would like to correct what I said just a moment ago. At the request of the White House where there is a conference going on in Chicago today attended by both President Clinton and Secretary of Labor Reich and Secretary of Commerce Brown, the request came to me for the presence of Vice Presidents Irvine and Pisha to attend this particular conference. In fact, the President will be sitting in the workshop today at which Sue Pisha will be making a presentation. I think we can all feel proud about that. (Applause)

You know, we have always prided ourselves as being family. Our caring for one another is continually being tested. During the past three years, we have experienced more natural disasters than any other similar period in 200 years. Hurricane Andrew last year was one such disaster, and Vice President Russo has asked me to extend to you his personal thanks and the thanks of all of our folks in South Florida for contributions from our locals and members of more than \$100,000 that went into direct aid of our members who needed it.

Now, as we watch the news on television, our hearts go out to all who are experiencing the devastating floods in the Midwestern states. Vice Presidents Johnson, Crawley and Pisha have advised me that we still don't know what aid our members will need.

It appears that we will continue to experience these disasters somewhere in our nation each year. I believe we need to prepare for them. So I will be asking each district vice president to appoint one member of the staff to have disaster relief responsibilities. They will work with Lela Foreman who has the nationwide responsibility for community services. Executive Vice President Nichols will have the overall responsibility.

All of those so assigned will be given the best disaster relief training that is available. When a disaster hits a particular area of our country, here or in Canada, they will move in and provide the liaison to all disaster service agencies. They will know who to call and where to go for each kind of problem.

On occasion, there may also be a need for assistance for a local union because the local union officers are overwhelmed by that particular disaster. In such cases, if the assistance of an officer of another local is requested, the district vice president will provide that help. We intend to mobilize all of our resources to assist our members and local officers who become victims of nature's power.

To all of you from states hit by the floods, please let your members know that the members of their extended family will be there when they need us.

Now, I want to take you back to when we last met in Convention. It was in April of last year. President Bush was still riding high in the polls, the unspoken and frightening question was

whether Organized Labor could survive four more years of the deunionization policies of the Reagan/Bush Administrations.

In Congress, our most important legislative objectives, in fact, any legislation that was pro worker or pro family faced the Bush veto pen. We were coming up to a tough round of bargaining that would affect more than 400,000 of our telecommunications members. We were preparing for the worst.

CWA members in every industry-- the public sector, health care, cable television, publishing and information services-- were under attack at the collective bargaining table all around the country. Waves and waves of big layoff announcements struck fear in the hearts of our members as the threat of job insecurity spread throughout our nation.

Organizing campaigns routinely turned into an open warfare between corporate America and the American and Canadian Labor Movements. Every set of negotiations became a new battleground. We knew, as we met in Miami, that we were a union facing an enormous challenge.

Now, we chose Miami because we wanted to return to the place where the Jobs With Justice movement was launched five years earlier. And I know any one of you, just as I, who was privileged to be at that Jobs with Justice rally attended by more than twelve thousand people, has an emotional and inspirational feeling and experience that we will never forget for as long as we live.

We wanted to recapture that spirit and the soul of what we as a union movement are all about. We sought renewal and revitalization, and as the convention progressed during the week, all of you who attended could sense a shift in the atmosphere and attitude.

We won a big arbitration victory against AT&T, where the company tried violating the seniority of the System Techs. We welcomed the Teamsters and their new President Ron Carey into the Jobs With Justice Movement. We built a new partnership between CWA and the Teamsters that has continued to strengthen over the past year.

And, in a very emotional moment, we announced that the leading Democratic candidate for President, then Governor Bill Clinton, was walking the picket line in support of our striking UAW brothers and sisters at Caterpillar.

When, we asked, was the last time we can remember any Presidential candidate walking a union picket line?

We left Miami with a strong fighting spirit. Things started to change as we achieved many victories during the past year.

We showed through the long months of bargaining last summer and fall that mobilization really works. We learned that mobilization is hard work, that it is much easier just to strike. But we soon recognized that Mobilization was largely the reason why we were successful at AT&T and the operating companies.

Despite very difficult circumstances, we organized 16,000 new members into our Union the past year. More than 100 of our locals took the pledge to organize 100 or more new members. I look forward to recognizing their efforts tonight at our dinner.

The National Association of Broadcast Employees and Technicians and the University Professional and Technical Employees from California decided to join forces with us. NABET represents 9,500 radio and television workers, and we welcome to their first CWA Convention President Jim Nolan and the other NABET officers. (Applause)

UPTe represents 700 technical and administrative workers with the University of California, and they have the potential of organizing thousands more throughout the system. We welcome UPTe President Libby Sayre and the other officers who are here today. I don't know just where they are sitting, but we will recognize them later. (Applause)

Most importantly, brothers and sisters, we ended the Reagan/Bush era. (Applause)

We now have a new President who is elected to bring change to our country. Change is never easy to achieve, but we must have change if we are going to make life better for our members, and indeed, all Americans.

We must restore our nation's failed promise to guarantee the rights of working Americans on the job. We have got to make it clear that we do not leave the Bill of Rights at the plant gate or the office door when we go to work each day. (Applause)

What do I mean by workers' rights? The rights of workers to dignity on the job; to speak



their minds at work; to a safe and healthful workplace, free of fear; to secure employment; to a peaceful and contented retirement; to hope for the future. And, yes, to be able to form and organize a union and to exercise our right to strike without being fired, or as they say nicely, permanently replaced.

Child labor abuse is on the rise. Who could imagine that in 1993 we would see front page pictures of hundreds of Chinese immigrants smuggled into this country to slave at illegal sweatshops?

We watched on television as Food Lion ordered its employees to sell tainted meat and work its employees "off the clock."

Nordstrom Department store agreed to a \$24 million settlement for working its employees off the clock.

And who could forget the 25 workers who were killed on the job in a fire at Hamlet, North Carolina, when the employer locked the exit doors because he knew there would be no inspections by state or federal authorities.

And more recently, German automaker BMW located its new plant in South Carolina after the governor promised that the work force will remain non-union. In fact, Governor Campbell said that \$17 an hour in South Carolina was better than \$25 an hour in New Jersey. I don't know that there are many workers who believe Governor Campbell.

But these are not isolated incidents by renegade employers. This is a pattern of actions by the business community which believes that it can break the law and abuse our rights with impunity, or which sees the end result worth far more than the possible penalties.

In the name of global competitiveness, some government leaders and the business community are trying to convince us to accept less, to expect less, and to work for less. This must stop. (Applause)

For CWA, for the entire labor movement, workers' rights must become the new human rights fight for the rest of this decade. We must have the right to organize to affect change and to have the power to make change happen.

We will hear later today some direct testimony of the atrocities committed against workers simply trying to organize a union. And today, organized labor represents a lower percentage of the private sector work force than when the Wagner Act first went into effect more than 50 years ago. Who will take us seriously if our numbers reach single digits?

Public workers also should be very concerned about this downward trend. As the number of union workers in the private sector drops, along with their standard of living, how long will the politicians tolerate unions in the public sector?

The pressure to privatize public services will only increase and build in the years ahead if unions continue to decline in the private sector.

We now have before us the best opportunity in decades to restore the balance in workers' rights. We enter this new era with great expectations and hope, with confidence and optimism, with determination, fortitude and perseverance to bring the same rights that we enjoy as citizens to our jobs as workers.

And I have to tell you that I am totally fed up with the media's and the Republican Party's treatment of this President. (Applause)

It sounds every day like the child's fairy tale, "Chicken Little, the sky is falling." We read about a failed presidency, but what is this President's record?

The truth is that President Clinton has accomplished more in the first six months of his administration than any other President since Franklin Delano Roosevelt. (Applause)

But what has he done?

Within days of being sworn in, he issued two Executive Orders to nullify two of Bush's Executive Orders that had been issued just before he went out of office.

One we are very familiar with because it dealt with the infamous Beck case, and the order would have destroyed the unionized sector of building trades, because what's most important to me, that in his message the President said he was issuing these worthy Executive Orders because Bush's orders were driven by anti-unionism, and he was not going to stand for it.

On the seventeenth day in office, he signed into law the Family Medical Leave Act which Bush had vetoed twice.

Now while most CWA members will not be impacted because we have negotiated better,

the facts of life are, or were, that each year 30,000 men and women lost their jobs because they were forced to choose between their job and a sick child, mother or other relative. That will no longer happen in the United States of America. (Applause)

He signed into law the Motor Voter Bill strongly opposed by Bush and the Republican Party that will enable us to sign up more minorities and poor people who support the Democratic Party. And he stated clearly and emphatically that not only will he sign a law, a bill into law that will prohibit an employer from replacing a worker who goes out on strike, but that he's helping us to round up senators to be able to block a filibuster. (Applause)

And he's supporting the reform of the Occupational Safety and Health Act. The tragedy of some 10,000 deaths a year in places of work in America must stop.

And he shortly will sign into law, as soon as the Senate and House work out their differences, the repeal of the Hatch Act, which will permit three million federal workers to have the same rights and politics as you and I have. (Applause)

And we anticipate at any time, because we know he's going to do it, that he will remove that curse that Ronald Reagan placed on those air traffic controllers not only when he fired them, but when he put them on a black list so that they couldn't work at any government agency for the rest of their lives, and that's going to happen. (Applause)

Do you know, it was Harry Truman, more than 40 years ago, who called for national health care reform. Not a single President since Harry Truman, until now President Bill Clinton, has wanted to deal with that issue.

Some time after Labor Day we will have from the White House a proposal that will finally bring us health care as a matter of right and not because of who you are and what you can pay for. (Applause)

There is absolutely no reason why two babies born today, one to a poor mother and one to a wealthy mother, should not have equal access to the health care system and quality of health care, and that's going to happen under Bill Clinton. (Applause)

He appointed an outstanding Secretary of Labor in Bob Reich who has pledged stronger enforcement of protective labor laws. He has returned the Labor Department to its original mission of defending and promoting the interests of American workers. And we have today, within the Labor Department and in the White House, more trade unionists than anyone alive can remember. These are people who have come out of the Trade Union Movement who are in important policy-making positions.

In the White House, the top political director is a woman who came out of the Bricklayers Union, and her Deputy, Joe Velasquez, was the AFL-CIO Community Service Director. We have not had that, certainly not in any of our lifetimes.

And very importantly, he created the Commission that is now known as the Dunlop Commission, which is charged with reviewing our labor laws.

And there is a little story that goes with that. The day that Secretary Reich related the names of the members of that Commission, the business round table was meeting. That's the group of corporate executives that meet to deal with many of their issues. One corporate executive, in seeing the list of names, said to the person sitting next to him, "There's not one anti-union company represented on this Commission," and the other fellow said, "Have you forgotten, we lost the election." (Applause)

Now I have been asked by John Dunlop to appear before the Commission and testify as to our beliefs on workers' rights, and I'll be doing that in September.

And at a recent meeting with Vice President Gore that I attended with the seven CEO's of the regional telephone companies, the Vice President made it abundantly clear that CWA's support of their objectives would be crucial to how this Administration moves.

To make a point, so you know we have substance and perception, when these seven CEO's asked to meet with the Vice President, they went through the normal channels, through his office, and it was set up for a particular day. But when it came on the Vice President's calendar and he looked at it for the succeeding week, he called his Chief of Staff in and he said, "We can't have a meeting like this without the President of CWA present," and not only did he invite me to the meeting, but he then told the companies to come and check with me on the date. (Laughter and applause)

This sends a strong message to at least our employers that the curtain has come down

on the 12 years when they had the access. (Applause)

And just a couple of weeks ago, President Clinton appointed Professor Bill Gould to the National Labor Relations Board where he will be designated as chairman. He is a marvelous choice. Bill Gould believes that unions should be given bargaining rights without an election when they show majority support. (Applause)

We applaud Professor Gould's nomination and you can be sure we will be working hard in support of his confirmation by the Senate.

And when the AFL-CIO Executive Council met with the President in April, it was clear that our agenda was his agenda, that his failures would be our failures. But we can not expect the President to enact our agenda for us.

President Clinton needs our support. His economic program is desperately needed to turn our economy around. The President must emerge from the current budget reconciliation process as a winner for many reasons. The least not being because the real recession is far from over.

In 1991, layoff announcements by companies-- and I don't mean the loss of jobs through attrition and other reasons-- averaged 4,000 a week. In 1992, they rose to 4,500 a week, and for the first six months of this year, they are running at 10,000 a week.

We need jobs in this country, not pink slips. And so-called free trade is no substitute for a job creation policy. And that is why we are opposed to the North American Free Trade Agreement. (Applause)

Each of us in this room should be outraged. Indeed, the American people should be outraged that the outdated filibuster rule in the Senate permits 41 Senators to override the wishes of the other 59, the 435 members of the House of Representatives and indeed the American people.

Bob Dole and the Republicans aided by some Democrats that should be Republicans have used the filibuster more than 15 times in the first five months of this year. And Bob Dole has already announced that he will do it again when S.55, the Workplace Fairness Act, striker replacement, comes to the Senate.

Just last week the Chamber of Commerce, the National Association of Manufacturers, the National Federation of Independent Business held a rally of business leaders on Capitol Hill to oppose S.55. They were addressed by these great advocates of working people: Senators Bob Dole, Orrin Hatch and Don Nickels.

And this is what Senator Dole had to say-- and I am quoting-- talking about S.55, "We believe this is one bill that should be stopped in its tracks. We think we have 41 votes to filibuster."

And so, I am today announcing the beginning of a nationwide effort to rally the American people to force the next Senate when it organizes in January 1995, to abandon this undemocratic rule that permits minority rule. (Applause)

But until we change the filibuster rule, the American people must let Dole and the Republican party know that reckless and irresponsible use of the rule will result in retaliation at the polls.

With a strong President Clinton, the next three and a half years offer us the greatest opportunity, perhaps the last opportunity in many of our lifetimes, to create the climate to overcome the fear and to change a culture that accepts a system where more than two-thirds of all United States workers are employed at the will and the pleasure of the boss.

We sell our time when we work, not our human rights. Our campaign to restore workers rights must be our union's new priority.

I have always been proud that CWA leaders stand just as much for decent social values as we do for the economic responsibilities that come with representing our members.

Whatever the issue, whatever the fight, whenever the need arises, time and time again, CWA goes out in the crusade for social and economic justice. Our founding President, Joe Beirne, many years ago articulated the three legs of the triangle that is the support of our union: organizing, collective bargaining, and community service and political action.

The right to organize and form a union is the foundation on which our union is built. Strengthening those rights to bring a level playing field to labor management relations is the most important objective our union has. Nothing is more important to our future, and I expect and hope

that everyone in our union will support this campaign.

I personally will raise this matter consistently in conversations that I may have with the President, the Vice President, the Secretary of Labor and other administration officials.

We have a resolution on organizing rights for this convention to act upon. I urge you to consider the words and sentiments of the resolution carefully and then to carry them out.

This afternoon we will demonstrate our concern for workers rights when we march in support of the striking workers at the Frontier Hotel.

You heard a little bit from Walt Elliot, but you will be hearing their story later. It is a heartwrenching one.

Also later this afternoon you will meet some very brave and courageous people, workers from NCR/AT&T, who are putting everything on the line against an anti-union company dedicated to breaking their spirit and denying them their rights as workers, and we have very much to learn from them.

Wherever and whenever your local organizes new members in our union, you broaden the base of community support for stronger workers' rights. You demonstrate through first-hand experience to new members how the same democratic principles that guarantee their rights as citizens should also apply to their lives as workers.

In 1992 we made significant progress in our goal of Wall-to-Wall Recognition. In US West, for example, as a result of accretion and recognition we represent more workers today in that company than we did in 1987. (Applause)

We have organized 4,000 new workers through the Wall-to-Wall provisions of the AT&T contract and have won six units in Southwestern Bell for 250 workers.

And late last night we concluded an agreement with Ameritech that will give us recognition for 2,143 additional jobs. (Applause)

Hundreds of workers were gained at BellSouth through recognition.

Those are but a few of the examples of the success of Wall-to-Wall, and we must escalate the pressure on all employers to move in that direction.

On the national level, labor law reform remains the essential vehicle for the rebirth of workers' rights in our nation. We stand firm on two principles:

First, employers have no right to interfere in union organizing campaigns. Period. (Applause)

And as AFL-CIO President Lane Kirkland said recently, "It's none of their damned business." (Applause and cheers)

When the Wagner Act was adopted in 1934, Congress declared that it was the policy of the United States government to promote collective bargaining in the workplace.

Today employer interference with both the spirit and the intent of federal labor law is so widespread that it renders our government's policy on collective bargaining to be virtually meaningless.

Second, we will accept no employer involvement or domination of joint labor-management committees. (Applause)

We will never give up our right to appoint members to joint committees; nor will we ever accept the right of employers to set up worker committees in non-union workplaces, just as a sham to keep out a union. (Applause)

I want to say now a few words about corporate greed.

Last Saturday I met with our AT&T VRCP Committee. What was originally a task to humanely phase out a number of offices due to voice recognition technology has now turned into a tale of greed.

The unannounced plan is to close 40 to 50 offices and to consolidate them into six or seven megacenters.

The management is fully aware that most of the operators are not mobile. There are few, if any, other AT&T jobs in the closing areas.

This, brothers and sisters, is being done despite a profit in this line of business, in the last year, of \$1.1 billion.

Why is it being done?

The head of the line of business needs to find \$200 million to make his objective.

A few days ago there was a shakeup in the top of AT&T. The Chief Executive Officer,

Alex Mandl replaced Vic Pelson as head of this line of business. And Jim Irvine and I will be meeting with Mandl after the convention to give him an opportunity to correct this inhumane approach to the treatment of these workers.

I hope it will not be necessary, but we are ready to ask Senator Kennedy to convene the Senate Labor Committee and Congressman Billy Ford to convene the House Labor Committee, to conduct open hearings on this matter. (Applause)

We will seek the assistance of the National Organization of Women, the National Women's Political Caucus and the Coalition of Labor Union Women to make AT&T's treatment of women a national shame. (Applause)

We will be calling on you and our members to take other actions in support of the basic, decent treatment we expect all of our members to receive from each of the companies where we hold contracts.

And I know that I can pledge on behalf of everyone in this room that these CWA members have our full support, no matter what it takes. (Applause)

I have laid a bold challenge before you. But I call your attention to the theme of our convention: "Workin' On Tomorrow.

We meet in 1993 a stronger union than last year. But as our convention theme says, we must work on tomorrow to guarantee that we will be a stronger union next year and the years that follow.

Professor Ray Marshall, who is a member of the Dunlop Commission, once wrote that working Americans are the "unheard voices" that play virtually no role in decisions that affect their everyday lives.

By focusing on workers' rights, we can give voice to their concerns, hopes and fears. We can strengthen the ability of our union and our members to take control over how change affects us. We will never have a better opportunity in our lifetimes to unleash the voices of America's workers than right now.

Our voices must be heard. The voices of the workers at NCR fighting for a union; the voices of the courageous workers at Sprint fighting for a union; the voices of tens of thousands of working Americans across the nation denied their basic rights as citizens cry out for justice; for freedom from anti-union employers; threats, harassment, intimidation and fear; for the freedom to exercise their rights as American citizens.

When I first came into the labor movement, nearly 40 percent of all workers belonged to unions. Anti-union management consultants were unheard of. The use of replacements for strikers was considered socially unacceptable.

Deunionization was a word that did not exist. The National Labor Relations Board was an instrument of government policy to promote the spread of collective bargaining and democracy on the job. The sanctity of the union picket line was seldom violated.

I do not want to leave the labor movement before our sons and daughters have the same protected right to join a union as I did in 1947. (Applause)

We embark on a campaign to change the culture in America, to change labor law, to restore the right of workers to organize and form a union.

Workers' rights is a fight for freedom, a fight for justice, a fight for the right to make our union strong.

Thank you very, very much.

... The delegates arose and there was a prolonged applause ...

**TEMPORARY CHAIR AFANASIEV:** Before I turn the gavel over to President Bahr, I want to thank all of the delegates for the opportunity of serving you as Temporary Chair. This has been a very special privilege for me and an opportunity that I appreciate.

I will now turn over the gavel to President Bahr who will assume the position of Permanent Convention Chair under the rules of our convention.

**PRESIDENT BAHR:** Join me in thanking Val for really helping us get underway this morning. (Applause)

Would the Credentials Committee prepare to come to the platform.

While they come to the platform and particularly to help those who are here for the first time, I would like to explain how the microphones come into play. On page 21 of the CWA constitution, there is a copy of the permanent rules for the convention. Let me now again advise

the newcomers how the mikes are supposed to be used.

There are microphones on the platform for use by our committees and special speakers, as you see at the table up front, or persons who would have an appropriate occasion to be discussing matters with the convention from the platform, even making motions from these mikes.

Microphone number 1, which is right in front of me, is where you go if you want to make a motion. The telephone which is associated with the motions microphone is connected directly to our parliamentarians. They are seated immediately behind me..

Let me introduce them to you:

Pat Scanlon, our General Counsel from Washington, D.C.

Leon Adair, Special Counsel to District 3.

Patricia Shea, Counsel, Washington, D.C.

When you pick up the motions mike to telephone, you are to advise the parliamentarians of the motion you wish to make. They will give you a preliminary parliamentary ruling. If it is in order, the Chair will be advised and you will be recognized. If you disagree with a preliminary ruling, advise the parliamentarians. They will then bring that disagreement to the attention of the Chair. The Chair will then make a ruling, after which if there is still disagreement, the matter can be placed before the Convention to determine whether or not the ruling is proper, by voting on whether or not to sustain the Chair's ruling.

In the center of the hall is the Privilege Microphone No. 2. Use it to raise a point of order, or raise a point of personal privilege. That too is connected to the parliamentarians. The rules also say that for a point of order you can shout out from wherever you sit and then approach the nearest mike.

Microphone 4, which is to my left, is the microphone you go to if you want to vote against the motion on the floor.

Microphone 3 is to my right and is just the opposite. If you are going to speak on behalf of the motion go to that mike.

Microphone 5, the last mike at the back of the hall, is the question mike where you obviously go to be recognized for the purpose of asking questions or to clarify an issue that is before the convention or simply to get information.

Under our rules, we rotate the mikes. The maker of the motion may speak for their motion from Microphone 1.

Under our rules, there is a five-minute limit on debate. There is a red light here on the platform to my left, you see it up there, which will give you the four-minute warning. There is also a small red light at the microphone telephone. I will endeavor, when I see the light on at the podium here, to simply go like that (tapping the gavel) to let you know you have one minute left.

After five minutes the mike will go dead. In rotation, the movement will be from the motions microphone or the platform to Microphone 4 and to Microphone 3. The rotation also includes Microphone 5 for questions.

The rotation continues until at least two people have had an opportunity to speak for and against, after which a motion to close debate is in order.

As you go to the for and against and questions microphones, lift the telephone, give the switchboard attendant your name and local number and state or province, if you are from Canada. You will be recognized in the order called for under our rules.

Now, let me introduce the people who will be handling the switchboards and answering as you call from mikes 4 and 5. They advise the Chair to recognize you and they are seated at my left and they are:

Linda Crawford, CWA Representative, District 3.

Mike Grieco, CWA Representative, District 3.

Mike Joyce, CWA Representative, District 4.

Linda Rasmussen, CWA Representative, District 7.

Doug Thompson, CWA Representative, District 2, Chair of the Committee.

Keeping track of the five-minute rule will be:

Leroy Christensen, CWA Representative, District 7.

Rudy Mendoza, CWA Representative, District 9.

Now, during the course of our discussion, a verbatim record is kept. The record is carefully prepared by our editing group seated on my left. Shortly after adjournment, a complete

set of Convention proceedings will be mailed to you. You will have thirty days to review the record and report to us any errors you may wish to have corrected. An errata sheet will then be sent to you reflecting these corrections.

The individuals who are editing and indexing for us are:

Dennis Dearing, CWA Representative, District 3.

Dodie Ditmer, CWA Representative, District 4.

Ken Prairie, Representative, PPMWS.

Yvette Herrera, Administrative Assistant to the President, Headquarters.

Clara Allen, Administrative Assistant to the Vice President, District 1, Chair of the Committee.

To help us with who is to be recognized and to be sure that we follow procedures as provided in the Constitution, each day we have two delegates up here. These delegates sit with the people who operate our telephones and keep track of who is asking to be recognized. For that purpose today, I want to introduce to you Patty Summers, President Local 3314 and Bill Bain President, Local 4108. Let me introduce the members of the Credentials Committee to you, Joe Fazio, Secretary Treasurer, Local 1060; Michelle Kooker, Executive Vice President, Local 1031; James Farris, President, Local 2105; Ralph Jenkins, President, Local 2106; Ted Pogue, Vice President, Local 3250; Warren Livingston, President Local 3684; Dana Christner, President, Local 4101; Daniel Wielgat, President, Local 4277; Denny Kramer, Secretary-Treasurer, Local 6201; Janet Gardner, President, Local 6407; Eldon Hesselius, President, Local 7717; Denese Dolan, Vice President, Local 7804; Penny Knapp, Area Vice President, Local 9417; Jerry Foy, President, Local 9575; Suzye Gardner Marino, President, Local 14629; Ron Miller, President, Local 14830; Charles Sangmeister, CWA Representative, C&T, Co-Chair, District 2; Sandra Cox, CWA Representative, District 6, Co-Chair; and the Chair of the Committee, Michael Ash, Upstate New York-New England Director, District 1 and the Chair recognizes the Chair of the Credentials Committee.

**CHAIR ASH:** Thank you, Mr. President.

Mr. Chairman, delegates and guests, I am happy to announce on behalf of the Credentials Committee, we have registered over 3,200 delegates, alternates, guests and retirees to the 55th annual convention. The committee appreciates the assistance rendered by the Secretary-Treasurer's office, especially the help of the information systems and membership dues departments. With the assistance of the two departments mentioned, we are continuing to improve service to our delegates, alternates and guests.

The committee also wishes to thank the staff who were assigned to the committee for their able assistance and we especially appreciate the cooperation and assistance of the delegates over the last three days as the committee worked to complete its assignment.

Since our last convention, new locals have been added to our ranks. These locals are 1133, 6100 and 9119. Let's welcome these locals. (Applause)

We shall be reporting on credentials in the following categories:

Category 1, those credentials properly executed and received on time;

Category 1A, new units to existing locals;

Category 2, credentials properly executed, but late;

Category 3, improperly executed;

Category 4A, proxy credentials properly executed, but late;

Category 4B, proxy credentials improperly executed, and

Category 5, unusual circumstances.

In the Category 1, credentials properly executed and on time. The committee moves that these delegates be seated.

**PRESIDENT BAHR:** You heard the motion.

... The motion was duly seconded ...

**PRESIDENT BAHR:** Seconded from the floor. Any discussion?

All those in favor of the motion indicate by saying aye. Opposed no. It is adopted.

**CHAIR ASH:** In Category 1A, the following locals have received dues for new bargaining units after the 12 month averaging period: 1032, 1103, 1180 and 4217. The committee moves that the additional votes be approved.

**PRESIDENT BAHR:** You heard the motion.

... The motion was duly seconded ...

**PRESIDENT BAHR:** Seconded from the floor. Any discussion?

Seeing none, all those in favor, say aye. Opposed, no. It is adopted.

**CHAIR ASH:** In Category 2, properly executed, but late credentials: 1006, Delegate Johnson; 14117, Delegate Heffernan and 6412, Delegate Fry. The committee moves that the delegates from these locals be seated.

... The motion was duly made and seconded ...

**PRESIDENT BAHR:** The motion has been seconded. Any discussion?

Seeing no one at the mikes, all those in favor say aye. Opposed, no. It is adopted.

**CHAIR ASH:** We are proud to report that we have no category errors to report in 3, 4A, 4B and 5.

The Credentials Committee will be in session each day one-half hour prior to the opening of the Convention for the convenience of the delegates and alternates, in the Convention Hall, that is under the lobby, in registering late arrivals, replacing lost badges, and handling other problems. Guests will continue to be registered immediately prior to and during each session for the remainder of the week. Those delegates other than Category 1 who have now been seated by the action of this Convention may present themselves to the committee and obtain their proper badges. Other delegates who may have arrived late will also be served by the Committee shortly at the registration counters in the lobby.

Mr. Chairman and Delegates, this completes the Committee's report.

**PRESIDENT BAHR:** Please join me in thanking the members of the Credentials Committee who worked so very hard to get us off on the right track. (Applause)

Would the Resolution and Rules Committee come to the platform, please. While they are coming to the platform, let me point out to you that Resolutions 55A-93-1, 2, 3 and 7 are prepared and will be reported by the committee today if time permits. Our normal procedure calls for us to report our resolutions in numerical order; however, in order to accommodate our schedule of events and some of our guests, it may be necessary to rearrange the order in which the resolutions are reported out.

I would like to introduce the members of the Resolutions and Rules Committee.

... As each member of the Resolutions and Rules Committee was introduced, the delegates responded with a single clap of recognition ...

**PRESIDENT BAHR:** Josephine Dentino, President, Local 1007; Mike Upton, President, Local 2202; Cecilia Peltier, Secretary-Treasurer, Local 6326; Val Afanasiev, President, Local 9409; John Petrini, Executive Vice President, Local 13500; and the Chair of the Committee Steve Israel, President, Local 7037.

The Chair recognizes the Chair of the Resolutions Committee.

**DELEGATE STEVE ISRAEL (Local 7037, Chair, Resolutions Committee):** Thank you, President Bahr.

## **REPORT OF THE RESOLUTIONS AND RULES COMMITTEE**

The Resolutions and Rules Committee met in the City of Las Vegas, Nevada, beginning on July 21, 1993, for the purpose of reviewing and considering any proposed amendments to the Permanent Rules Governing the Conduct of CWA Conventions which can be found printed in your CWA Constitution beginning on Page 21 and ending on Page 23.

There were no proposed amendments received by the Committee. It is the opinion of the Committee that the Permanent Rules adequately assure the democratic functioning of the Union's Convention. Therefore, the Resolutions and Rules Committee of the 55th Annual CWA Convention recommends no changes be made in the Permanent Rules.

## **HOURS OF THE CONVENTION**

Rule VI (Hours of Convention) of the Permanent Rules Governing Conduct of CWA Conventions provides that the hours of the Convention, recesses and other arrangements relating to the Convention shall be established by resolution or motion by each Convention.

**BE IT RESOLVED:** That the regular sessions of the 55th Annual Convention shall be as follows:

On Monday, July 26, 1993, the Convention shall be called to order at 9:00 a.m. The



Convention will be in recess from Noon to 1:30 p.m., and shall be recessed subject to the call of the Chair, but not later than 4:00 p.m.

On Tuesday, July 27, 1993, the Convention shall convene at 12:30 p.m. and shall recess from 3:15 to 3:45 p.m. and shall be recessed subject to the call of the Chair, but no later than 5:30 p.m.

On Wednesday, July 28, 1993, the Convention shall convene at 9:00 a.m. and shall recess from Noon to 1:30 p.m. and will continue until all business has been conducted.

**PRESIDENT BAHR:** You have heard the motion. Is there a second?

... The motion was duly seconded ...

**PRESIDENT BAHR:** Seconded from the floor. Any discussion?

All in favor indicate by raising your hand. Down hands. Opposed by like sign. The motion is adopted.

Would the National Women's Committee please come to the platform.

You will recall that I believe it was our 1991 Convention when we acted to have the National Women's Committee and the Committee on Equity give reports to this Convention. The members of the National Women's Committee who are here today are:

... As each member of the Committee was introduced, the delegates responded with a single clap of recognition ...

**PRESIDENT BAHR:** Elaine Harris, Executive Vice President, Local 2001; Kim Kennedy, Member of Local 3511; Marilyn Peterson, President, Local 4621; Sylvia Meyer, President, Local 7818; Andrea Montoya, Executive Vice President, Local 9510; Lois Grimes, President of Local 13500.

The Chair recognizes the committee for its report.

**DELEGATE ELAINE HARRIS (Local 2001, Chair, National Women's Committee):**

Thank you, Mr. President.

**PRESIDENT BAHR:** Before I recognize the Committee, please, as Val Afanasiev asked, if you find it necessary to talk, do it outside so you don't disturb those who want to listen. Thank you.

**CHAIR HARRIS:** Thank you, Mr. President.

... The Report of the CWA National Women's Committee to the 55th Annual Convention was read by the various members of the committee, as follows ...

## **REPORT OF THE NATIONAL WOMEN'S COMMITTEE**

The CWA National Women's Committee met in Las Vegas, Nevada, beginning Friday, July 23, 1993, to discuss issues of common concern to CWA women members and their families. Every issue before this Convention and in our Union is of great importance to all members, but there are many issues that have greater impact on our women members.

In 1974 when the Convention established the Women's Committee, there was concern expressed that females were not being considered for staff positions and promotions within our Union. In 1974 there was a total of 184 authorized staff, 12 vacancies, and 27 females on staff. In 1993 there is presently a total of 212 staff, of which 59 are women, an increase of 32 females added to the staff in 19 years.

The Committee applauds the Director of Organization who has a staff of 12, 8 of whom are women. Although there have been some gains for women, the statistics clearly show that great inequities still exist.

The Committee requests that the President and the Executive Board give priority consideration to this matter when making future staff appointments.

## **WOMEN IN UNIONS**

Women's representation in unions has grown steadily over the past several years. Unions need to adopt new organizing and internal practices to attract and retain women members. Fourteen percent of women workers in the United States are unionized today, about the same percentage as 30 years ago. At the same time, unionization among men has decreased from 35 percent to 20 percent, while women's percentage among union members has climbed to 37 percent. Less than 20 percent of the United States work force is organized.

Unions should be offering formal leadership opportunities to women and launching more organizing campaigns geared specifically toward women or the labor sectors where women are found.

Although research has shown that women, particularly those with low wages, are more likely than men to join unions, most unions continue to devote their resources to servicing existing members rather than organizing on new fronts.

Employers and unions must implement pay equity, affirmative action, and training programs in the workplace to alleviate the discrimination and segregation that hampers organizing among women. Unions must devote more resources to organizing in the expanding sectors of the economy, to provide training and leadership development for women members in order to change the union culture to welcome diversity, and to implement structural changes that will allow for more women in leadership positions. "Women need unions and unions need women to build a just and hopeful egalitarian (social and/or political equality) future."

## **MONITORING**

New studies on electronic monitoring indicate as many as twenty million American workers are subject to this form of screening. The monitoring with managers or computers has been used to discipline and harass employees, causing psychological and physical stress. This continues in areas around the country.

While some inroads have been made with contractual language protecting some employees' rights, an increased effort should be made to enforce the language already bargained and to cover employees not currently covered. Where there is no contract language, we must mark as a priority to include this as an important part of any newly negotiated language.

The Committee recommends that CWA and its members continue to strive to introduce and pass legislation at both the State and Federal levels that would eliminate monitoring in all forms and in all workplaces.

## **WOMEN'S HEALTH ISSUES**

As people and organizations explore the health care crisis in the United States, one fact is abundantly clear: the health of American women has been put at risk by lack of access to health care services, gender bias in the delivery of services, and insufficient investment in research on women's health issues.

Women are more likely to be employed part-time, with limited access to health insurance, or to work for smaller companies that do not offer health insurance.

The inequity between health care for men and women also exists on another level; women who are sick don't often get the same quality of treatment. An American Medical Association (AMA) study confirms that women are less likely than men to receive kidney transplants, undergo coronary bypass surgery or have their lung cancer diagnosed. In its own analysis of gender disparity the AMA concluded that "there is evidence that physicians are more likely to perceive women's maladies than men's as the result of emotionality."

Conventional medical wisdom, for instance, holds that heart disease is primarily a male disease. Yet for the last two years, more American women have died of heart disease than men. The medical community also considers lung cancer a man's health problem. Yet the death rate for lung cancer has increased more than 100 percent in the last twenty years-- virtually all due to the growing number of women who smoke.

Another problem women face in addressing their health issue is the historical exclusion from health research. For example, women are twice as likely as men to suffer from clinical depression, yet initial research on anti-depressants was conducted exclusively on men. Diseases of the aging are another example. Women live an average of seven years longer than men and are often plagued with arthritis and osteoporosis as they age, yet women were excluded from a long-term study by the National Institute On Aging.

Finally, and perhaps the most devastating health care inequity for women is the lack of interest in the funding for research on women's health issues. For example, although breast cancer affects one in nine women in the U.S., only \$17 million was spent on breast cancer research in fiscal year 1990, two-tenths of one percent of the National Institute of Health's (NIH)

research budget.

In June of 1992, George Bush made good on his threat to veto the NIH reauthorization bill calling it "unacceptable on almost every ground." In his veto message, President Bush called the women's health provisions unnecessary. The bill would have permanently established the office for Research on Women's Health at NIH, and required that, where feasible, women be included in clinical research studies, and increased funding for research on breast and ovarian cancer, osteoporosis, contraceptives and infertility.

The Women's Committee requests that GWA work to bring public awareness of the discriminatory practices in the research, funding and treatment of women's health needs. We further request that GWA work with the Locals and other organizations to end this discrimination through education and support of legislation that supports and protects women's special health needs.

## **THE COALITION OF LABOR UNION WOMEN**

The Coalition of Labor Union Women (CLUW), founded in 1974, adopted four goals in their Statement of Purpose. The four goals are:

- Greater participation of women within their union.
- Affirmative action at the workplace and in the union.
- Increased participation of women in the legislative and political process.
- Organizing the unorganized.

CLUW is the only national women's organization that addresses issues and concerns for trade union women. CWA has supported CLUW since its founding and many CWA members serve on the CLUW National Executive Board as national treasurer, union delegates and alternates, chapter presidents and state vice presidents. We urge all delegates and members to join CLUW.

The GCA Women's Committee applauds the work of CLUW and congratulates them on their upcoming 20th Anniversary.

## **TRAINING/EDUCATION**

The CWA National Women's Committee recognizes in today's environment of fast-paced technological change that family demands can adversely affect the CWA member's ability to attend training/educational programs.

In order to correct these problems, early intervention of the union is imperative. Therefore, the Committee recommends the establishment of labor/management based committees designed to facilitate rapid response to assist these workers.

The Committee further recognizes the need for coherent bargaining strategies to foster full employment and to assist dislocated workers. We recommend contract language to include, but not limited, to the following:

- Labor management information.
- Counseling.
- Job search/job placement assistance.
- Family support services and transition counseling.
- Relocation assistance.
- Occupational skill training (classroom and on-the-job).
- Basic skills education.
- Convenient access to all information services.

Training, as with all benefits, must be available to all members equally. Employers should be required to provide all members with an equal opportunity to share in funds or hours allocated for education and training.

## **VIOLENCE AGAINST WOMEN**

Recent years have seen a dramatic increase in the number of violent assaults committed against women. The number of rapes committed each year has been rising at a rate four times that of other crimes. Millions of women are battered in their homes each year by their husbands

or partners, making battering the leading cause of injury to American women.

In response to this rising tide of violence against women, the Violence Against Women Act (S.11/H.R.1133) has been introduced. This legislation is designed to make streets and homes safe for women by increasing law enforcement and prosecution; preventing sexual assaults; providing victim compensation; establishing an interagency advisory board of experts in the fields of law enforcement and victims services to assess and review the policies of the federal government with regard to violence against women; protection of women from abusive spouses or partners; protection of battered immigrant women; labeling sex crimes as "Bias" or "Hate" crimes and to extend civil rights protection to sex crime victims; and the authorization of grants for education and training of state and federal court judges.

The CWA National Women's Committee supports the Violence Against Women Act (S.11/H.R. 1133) and further requests the CWA Executive Board, Legislative Department, and the delegates to this Convention actively work in pursuing passage of this most important legislation.

The Women's Committee further recognizes the increase in workplace violence and its impact to our members, both men and women. We urge Locals to participate in an awareness campaign designed to assist in these unfortunate crises.

## **SEXUAL HARASSMENT**

The issue of sexual harassment continues to remain one of the most crucial problems plaguing women in the work force.

Recognizing its impact on working women, CWA has developed a strong policy to address this concern. Thanks to the outcry after Anita Hill's testimony, the 1991 Civil Rights Act was passed and signed into law. For the first time, sexual harassment victims will be able to receive compensatory and punitive damages, although only in a limited amount.

In February 1992, the Supreme Court affirmed that Title IX of the Education Amendments of 1972 gives students the right to recover damages from schools and school officials for sexual harassment and other forms of sex discrimination.

Recent court decisions have defined sexual harassment to include pornography at the workplace and established the criteria for judging complaints from the point of view of a reasonable woman rather than a reasonable person.

As new statutes are passed and new cases decided, sexual harassment law continues to evolve. In the meantime, significant strides must be made toward more effectively preventing harassment, protecting the victim and imposing appropriate penalties.

The CWA Women's Committee urges Locals to continue to fight sexual harassment; to investigate sexual harassment grievances as quickly and as thoroughly as all other grievances; and to press for the enactment of the Equal Remedies Act to guarantee victims of sexual harassment unlimited damages as provided in race discrimination cases.

## **LIVE OPERATOR - NO ROBOTS**

The National Women's Committee wishes to recognize President B.J. Etzel of Local 6222 for his idea which translated into the Live Operator Bill in Texas. This has meant protection of jobs for many women and better services for citizens in Texas. We thank CWA member Governor Ann Richards for signing this bill into law. This bill will require telephone companies that provide operator services to make a live operator available when the customer first dials "O". Similar legislation has been proposed in California, Alabama and Florida. As we have seen more and more operator jobs threatened by the robotic operator, these types of efforts are more important to keep pressure on the Companies we represent to keep the personal touch. The robotic voice concept is now being expanded to other job titles and has the possibility of impacting many more jobs.

The Committee encourages all CWA Districts to support legislation in their states for Live Operator bills.

## **PAY EQUITY**

Despite the Equal Pay Act of 1963-- passed 30 years ago-- women and people of color still do not receive equal pay for equal work.

Statistics show that women's median annual earnings lag behind men's earnings in all ethnic distinctions. In 1991, the last year for which information is available, women earned 69.8 percent less than men. Women of color often have larger gaps in their earning power.

Union jobs are one area where wage discrimination is not as evident as in non-union jobs. Union representation has made a difference for women in the work force. CWA is no exception. There is, however, a need for pay equity efforts in union jobs: statistics show that even in union jobs, women and people of color lag behind in earnings, primarily due to occupational segregation.

Where there is traditionally a greater proportion of women in an occupation, the pay is usually lower. Perhaps a surprising example of wage discrimination proving this point is in the health care sector, an area of growth in CWA organizing. The nursing work force is 93 percent female, yet male nurses earn an average of 10 percent more than female nurses. College educated Hispanic and African-American women earn less than white male high school graduates.

Employment trends show that women and people of color will make up more of the work force in the future. Trends are also toward more temporary and part-time employment. Currently, two out of three temporary workers are women.

Inequitable pay disrupts the economy and hurts the buying power and tax paying power of employees. This Committee recommends that CWA make pay equity an issue of importance. With CWA's continued commitment to organizing the unorganized, women will have a better chance for improved quality of life and working conditions. This will serve as a valuable tool in our organizing women workers.

The CWA Women's Committee urges Locals to embark on an awareness campaign on Women's and Family Issues and how we have fared in collective bargaining as well as through the legislative process.

The Family and Medical Leave Act was finally passed and signed into law after 12 years of defeat under the Reagan and Bush administrations. We would like to thank President Clinton for signing the bill within his first twelve days in office.

We are pleased to report that a fourth CWA National Women's Conference will be held in 1994, and we encourage all Locals to support the active participation of CWA women.

We thank the delegates for their time and consideration of our Women's Committee report.

**CHAIR HARRIS:** At this time, Mr. President, the Women's Committee would like to have a motion that our report be accepted by this Convention.

**PRESIDENT BAHR:** No motion is required. The report is received, and it will be referred to the Executive Board for the action parts of it.

Please join with me in thanking the members of this committee for a very fine and thorough report. (Applause)

Would you just stay here for a moment, because I am going to recognize a delegate at the questions mike, and I don't know if it pertains to your report.

The Chair recognizes Delegate Diamond.

**DELEGATE BETTY DIAMOND (Local 3122):** Thank you, President Bahr. It does pertain to the committee.

May I ask the committee if in their findings on the 32 staff positions filled in 19 years if that also includes the CWA organizers who presently, I understand, have just recently started making the same salaries as CWA representatives. However, it takes them twice as long to obtain that salary.

**CHAIR HARRIS:** Yes, it does.

**PRESIDENT BAHR:** You are entitled to a second question.

**DELEGATE DIAMOND:** Could you tell me out of those 32 females that are in that position, that have been promoted to staff, how many of those are CWA organizers that work at the same salary, but it takes twice as long to obtain it?

**CHAIR HARRIS:** We do not have the salary information available at this time.

**PRESIDENT BAHR:** We will as soon as we can make that available to you.

**DELEGATE DIAMOND:** Thank you very much, President Bahr. And thanks to the committee.

**PRESIDENT BAHR:** With the thanks of this Convention-- I am not discharging the committee, but we thank you for the work. (Applause)

Would the Committee on Equity come to the platform?

... As each member of the Committee was introduced, the delegation responded with a single clap of recognition...

Raul Angulo, Steward, Local 2260

Walter D. Andrews, EVP, Local 3204

Jack Henderson, Chief Steward, Local 6012

Cecilia Valdez, Vice President, Local 7026

Don McGee, Vice President, Local 9587

Roberta Boateng, Steward, Local 13500

Mary Jo Avery, Vice President, Local 4600, Co-Chair

Nelson Zapata, Business Agent, Local 1105, Chair

... The Report of the CWA Committee on Equity to the 55th Annual Convention was read by the various members of the committee, as follows ...

## **REPORT OF THE NATIONAL COMMITTEE ON EQUITY**

The National Committee On Equity reviewed the progress made on the recommendations adopted at last year's Convention and although there has been some movement forward on these, there remains much work to be done to achieve our objectives. At this time we would like to commend District 3 for its outstanding Committee On Equity program.

We are pleased to report that the black boycott of Miami which lasted three years has ended in a positive agreement which will funnel \$1.6 million to minority businesses and provide scholarships for black students, and increase the number of black workers in the city's hotels. Further, the City of Miami Beach and the Dade County Commission issued proclamations honoring Nelson Mandela.

The Committee On Equity urges all delegates to support the Justice for Wards Cove Workers Act introduced in the U.S. Senate (S.1037) and House (H.R.1172). This bill would repeal the Wards Cove exemption in the Civil Rights Act of 1991. The exemption excludes from coverage under the Civil Rights Act a group of Asian-American and Alaskan Native workers who filed an employment discrimination case against the Wards Cove Packing Company. Delegates should contact their Representatives and Senators urging support for the bill. If this legislation is not changed it may set a precedent for future discrimination.

The Committee On Equity wishes to recognize the Clinton Administration on its appointments and creation of a far more diverse government in terms of gender and ethnicity than any previous Administration. Of the 236 people named to positions requiring Senate confirmation, 34 percent were women, 15 percent were Blacks, 8 percent were Hispanics and 2 percent were Asian-Americans as of June 5, 1993. Just as President Clinton is working towards an "Administration that looks like America", CWA must strive to develop and appoint Union leadership that looks like the membership.

On August 28, 1993 thousands will come together to celebrate the 30th Anniversary of the march on Washington where Dr. Martin Luther King, Jr. delivered his now famous "I Have A Dream" speech. The theme of the march is JOBS PEACE and JUSTICE. The Committee On Equity urges all Locals to support and send representatives to this historic march in Washington, D.C.

In closing, the diverse composition of today's work force and the cultural clashes it can produce requires us as union leaders to pay attention to our differences. Ignoring these differences or keeping certain groups out of the union or from attaining leadership positions is a short-sighted strategy which only serves to weaken the union.

Given today's demographics and the projections for the year 2000 CWA leadership must lead the way by educating ourselves on the concerns, hardships and values of minority workers. Minority workers join unions in proportionately higher numbers than other segments of the general working population. As trade unionists, we must continue to work to make CWA a union

that is attractive and accessible to these workers.

We must also make every effort to make the union accessible to members with disabilities and aggressively utilize the Americans with Disabilities Act of 1990 (ADA) to protect our members, jobs and employment rights.

The National Committee on Equity recommends that:1. The CWA Executive Board attend diversity training prior to the 1994 Convention.2. The CWA Executive Board formulate strategic plan (after completing the training) to make diversity training available to staff and local leaders.3. District Vice Presidents give consideration to National Committee On Equity members' recommendations for Minorities Leadership Institute, (MLI) candidates. In addition notification will be given to National Committee On Equity members when District candidates for the Minorities Leadership Institute are sought.4. CWA hold a National Minorities Conference every two years beginning in 1994.

**PRESIDENT BAHR:** On behalf of the Convention, the Committee report is received. The action parts will be referred to the Executive Board for follow through, but I would like to point out one piece of information with regard to the August 28th march. There will be a resolution later in the week, that last Friday the Executive Board appropriated \$50,000 to be used as subsidies for buses to assist as many members as possible to come to Washington for this important event. (Applause)

Please join me in thanking the committee for a very fine report. (Applause)

It's now my pleasure to introduce, for the purpose of giving a report, the Secretary-Treasurer of CWA, Barbara Easterling. (Applause)

**SECRETARY-TREASURER BARBARA J. EASTERLING:** Good morning. Our convention theme this year, "Workin' On Tomorrow," could not be more appropriate in characterizing the appropriate work of the programs that are administered through the Secretary-Treasurer's office.

From political and legislative action to a host of membership service programs, the past year has been a time of challenge, a time of exhilaration, a time of change, a time of victory, and most importantly, a time of renewed commitment to the ideals of CWA and trade unionism.

Our goal as a union is simple yet very profound: to make life better for CWA members, their families and for the next generation. In everything we do, the focus is on tomorrow, on working to make tomorrow better than today.

In that quest, I suggest to you that we have made significant progress during the past year. We have taken important steps to improve the state of our union. We have taken an exhaustive look at all aspects of our membership service programs, with a particular emphasis on improving our response to you as well as increasing efficiency, both from a procedural and a cost standpoint.

During the months since we met in Miami, our collective actions point to one unmistakable truth-- CWA members have indeed been working on tomorrow and that work is paying off. Nowhere is the fruit of our labor more apparent than in the political arena. Last fall we brought change to America. The efforts of CWA members, officers, and staff propelled Bill Clinton and Al Gore to victory and closed the door on Ronald Reagan and George Bush's 12-year anti-union reign in Washington, D.C.

CWA's general election mobilization campaign marked the first time we have used our mobilization structure for a political campaign and it turned out to be the most political program we have ever had.

Bill Clinton would not be in the White House today if it had not been for the Labor Movement. We made that difference and CWA stood front and center in that history making campaign.

We also played a significant role in many important races in the U.S. Senate and in the House of Representatives. CWA COPE gave financial support to 29 Senate candidates last fall, and we were victorious in 18 of those races. The Democrats recorded a net gain of one seat in the Senate, bringing the current Senate line-up to 56 Democrats and of 46 Republicans. Unfortunately, we still do not have a filibuster-proof Senate and therein lies our challenge for the 1994 campaign and beyond.

In the House of Representatives, CWA made financial contributions to 225 candidates, with 154 of those candidates claiming victory. Another 92 House winners received CWA's



endorsement.

We have already begun work on next year's mid-term elections. Historically, the party that controls the White House loses Congressional seats in the mid-term elections, and that's an important thing to remember. Historically the party that controls the White House loses Congressional seats in the mid-term elections. So, our challenge is to once again mobilize to retain the Democratic majorities in both the House and the Senate.

In terms of our political action efforts, we must always keep one important point in mind. Our success in winning elections is in direct proportion to the amount of money we raise for CWA COPE.

Political and legislative action are directly linked and since our last convention 16 months ago, we have intensified our efforts on Capitol Hill in pursuit of economic and social policies which benefit the workers and their families.

The Family and Medical Leave Act, which has long been a CWA priority, was the first piece of legislation approved by the new Congress and then signed into law by President Clinton.

Another victory came when Congress approved the new voter registration bill known as the "Motor Voter" bill. This progressive legislation which could add as many as 50 million voters to the electorate was a victim of the Bush veto pen in 1992.

As you know, CWA has been a leader in the campaign against the North American Free Trade Agreement, as the president reported this morning, that agreement negotiated by the Bush Administration. We will continue our strong opposition to NAFTA, a policy that would sacrifice hundreds of thousands of American jobs in the name of free trade.

We are continuing to push for legislation to ban the permanent replacement of strikers. The workplace Fairness Bill passed the House of Representative in June. But just as before, we are again going to face the challenge of a filibuster in the Senate, because we need 60 votes. Even though the Democrats have a majority in the Senate, that majority is not filibuster proof. This is the perfect example of the link between strong political action and legislative action and why we must redouble our efforts as we look towards the 1994 mid-term elections.

On your tables this morning, you found a sample letter on the striker replacement bill. I want you to take that home. I want you to reproduce it and I want you to have your members send it in to the Senators. We think that vote will be taken after the August recess, so you will have time. But you must move swiftly to return those letters.

Another important item on CWA's agenda is legislation that would restrict the use of secret electronic monitoring in the workplace.

The time has come to put an end to the electronic sweatshop environment and we will not rest until this legislation becomes a law. (Applause)

As a final note regarding legislative and government affairs, you all know that in the coming months, health care will be at the top of the Congressional calendar. And we are now gearing up to make our case to the Congress on behalf of a single payer national health care system which will guarantee affordable health care coverage for every American. A nation with our resources should accept nothing less, and that is exactly what we intend to tell Congress and the American public.

When your Senators and Representatives are home during the August recess, you should contact them and urge them to co-sponsor Senate bill 941 and House Resolution 1200. That is the single payer health care legislation which has now been introduced.

CWA has a long and a very proud history of supporting free and democratic trade labor movement in every part of the world. That commitment has never been stronger than it is today. Through CWA's International Affairs Department, our union is recognized around the world as a leader in the campaign to bring the benefits of trade unionism to workers everywhere.

With the brothers and sisters in PTTI and other international labor organizations, we are forming global alliances to counter the growing anti-union campaigns of multi-national corporations.

Through these alliances and through our commitment to international solidarity, we are sending a very strong message to the global union busters-- you can run, but you can't hide. (Applause)

As technology brings the world ever closer together, international labor solidarity becomes even more important and CWA will continue to be a leader in this area.



Before I turn to the final part of my report, which deals with membership services, I want to pay special recognition to our Retired Members' Council. Today, we have some 15,000 CWA Retirees who are members of the Council. And an average of 10 new clubs are being formed each year.

CWA's Retirees made our Union what it is today, and it's great to see so many continuing to play an active and important role in the CWA family. (Applause)

I would be remiss if I didn't mention our Associate Member Program and the CWA Health Trust.

The Associate Member Program has some 2,500 dues-paying members and the organization will soon be forming an executive board to help develop policy.

The CWA Health Trust now provides a variety of medical plans to 101 CWA-represented companies, hundreds of CWA Retirees, and a growing number of individuals within NABET who are without company provided health plans. Both of these programs represent excellent examples of CWA looking for new and innovative ways to serve our members.

During the past year, the Secretary-Treasurer's office has conducted a detailed analysis of every department in an effort to find better and more efficient methods of responding to the needs of our members.

We have met with locals throughout the country regarding their relationship with the Secretary-Treasurer's office, and the purpose of these meetings has been to solicit input as to ways in which our membership services network can be more efficient, both from a procedural standpoint as well as from a cost standpoint. And this is an ongoing analysis and our goal is to constantly review our operations in search of greater efficiency in membership services.

Upon my election as Secretary-Treasurer, I was aware that this office, while providing these support services to the locals, was not involved in collective bargaining or the growth of the Union.

I was determined to review all of our operations in an effort to make more money available for direct service to our members.

After a study, and after consulting with my staff, I decided to expand some areas such as printing better quality materials and enhanced support for associate and retired members. In addition, we now have self-insured medical insurance with a minimum payment plan. The CWA Health & Welfare Trust is not only self-insured, but self-administered, adding seven more union jobs.

In a few areas such as payroll and check processing, I found costs that were exorbitant due primarily to the national character of our organization, with few employees or part-time vouchers from any one state, but different deductions in every state and many cities.

When I learned that other large national unions were using the ADP company, I contacted them for a bid. I learned that by having them just do the check writing and tax records, we would save \$428,000 a year.

At the same time we were faced with a surplus of clerical employees.

In collective bargaining-- I repeat and stress-- in collective bargaining with the OPEIU, a negotiated agreement was reached. There would be no layoffs and CWA could do this minor portion of the work outside.

The \$428,000 savings helped balance the budget you will vote on later.

This negotiated settlement can in no way be construed to compare with what we face with our employers' unilateral actions. In fact, the OPEIU bargaining agent has told CWA local officers that this was a most satisfactory agreement to them.

Recently, we have learned that AT&T and several of the RBOCs are interested in doing our payroll. We are now in a position to provide coded information so that the company winning the bid will not receive any detailed expenditures, that information will remain at CWA's headquarters.

Next week we will put out a bid request for proposals to these companies. Once we go to one of our employers, other unions will certainly follow, those unions that are currently using ADP. (Applause)

This is a win-win for CWA, our members and our employees.

Service is what the Secretary-Treasurer's office is all about, and I am confident-- I am sure-- that we have made progress in the ways in which we go about serving our members.

Local Pay Day is up and running. Some 350 locals are now on direct deposit and phased implementation is continuing.

The headquarters computer downsizing from mainframe into more cost-efficient and flexible PC-based systems began last October and is well on its way to completion.

In everything we are doing in the Union today, we must repeatedly ask ourselves how that task can be accomplished in the most efficient, responsive and cost-efficient manner.

Have we solved all our problems with regard to the delivery of membership services?  
No.

Have we made progress? Yes.

And in the coming year, with your help, input and advice, we will build on that progress.

Before I close, I want to thank President Bahr for his leadership and support during the past year. As he has indicated, there is an excellent working relationship which exists today between the Secretary-Treasurer's office and the President's office, as well as with the office of Executive Vice President M. E. Nichols.

Our goal is simple: to work together to provide the best possible service to all of our members.

So as we look to tomorrow, the future of our Union is directly tied to how successful we are in organizing new members.

Nothing, nothing is more important to the long-term success and growth of CWA, and nothing speaks more to "Workin' On Tomorrow" than aggressive organizing.

I'm sure many of you saw the movie "Field of Dreams." Remember the line about "Build it, and they will come"? Well, the same thing applies to CWA.

If we organize and build this Union, they will come. And the result will be a stronger, more vibrant CWA, a Union that is poised for the 21st Century.

Thank you. (Prolonged applause)

**PRESIDENT BAHR:** On microphone 5, Delegate Rogers.

**DELEGATE LOUISE ROGERS (Local 9509):** I'd like to ask to the Chair, to the Secretary-Treasurer I want to make sure I heard this report correctly and that I understood the applause from the floor.

I heard her say that we must organize to defeat nonunion, that we must defeat NAFTA to preserve unions, but did I also hear her say that our Union has subcontracted union represented work to a nonunion contractor? (Applause)

**PRESIDENT BAHR:** You heard her say that in order to do a job and save \$428,000 annually in a negotiated settlement, we went to the only company that we knew of, that anyone knew of, that was able to do it, but now upon finding a unionized company where our members are employed, we will transfer that operation to one of the RBOCs or AT&T, whichever is the best bidder.

You are entitled to a second question.

**DELEGATE ROGERS:** Do we have insurance that if that work is transferred to an RBOC, that that RBOC, that piece of it, would be union represented?

**PRESIDENT BAHR:** Yes.

Would the Resolutions Committee come back to the platform, please.

I would also hope that after we make this election to whichever company we finally go to, that those locals in CWA, as well as other national unions and other local unions, would also move from ADP to the successful bidder so that we do make it all union.

The Chair of the Resolutions Committee.

**CHAIR ISRAEL:** Thank you, President Bahr. The Chair would like to recognize Delegate John Petrini.

**DELEGATE JOHN D. PETRINI (Local 13500):** Resolution 55A-93-1, Workplace Organizational Rights.

## **WORKPLACE ORGANIZATIONAL RIGHTS**

On May 27, 1993 Jobs With Justice coordinated sit-ins at twenty-five regional offices of the NLRB with 7,000 demonstrators and 400 arrests. These actions are reminiscent of the mass actions taken at an earlier period in labor history.

In 1935, the majority of American workers were given the right to organize and engage in collective action to improve their economic well-being. In the face of a collapsing economy, the National Labor Relations Act gave workers a voice that led to revitalization of the economy, the expansion of the middle class and the belief that hard work would be rewarded with economic security for workers and their family.

We are now at another historic point of economic change and again the rights of workers must be acknowledged. The United States provides less statutory and organizational support for its workers than any other industrial democracy. Unless there is a structure created that encourages self-organization at the workplace, there is little chance that American workers will have the confidence or the power to act as change agents as they have in the past. Economic power and wealth remains concentrated in 2 percent of the population and there is little hope that this small group will do other than try to maintain their power and economic position.

Working Americans should be encouraged to organize in all sectors of our economy. Self organization can only occur if ALL employer interference in the organizing process is removed. Managers and owners should not be involved in the process.

In the last forty years, workplace organization has practically disappeared, and now organized workers in the U.S. make up less than 16% of the workforce. This is less than half the rate of organization of any other democracy. Disappearing job security, falling wages, decreasing buying power, and longer hours all are impediments to the high skill wage economy we envision.

Employer interference and coercion in the organization process is the single primary reason for the falling organizational rate. Now virtually every U.S. employer seeks to contain, eliminate or prevent unionization. We must return to the basic premise of the original National Labor Relations Act that unions and collective bargaining are essential for our democracy and to distribute economic power. The role of government today should be to encourage workers to organize and bargain collectively, just as it was more than fifty years ago when the National Labor Relations Act was first adopted.

There are seven (7) major changes that are necessary in order to give workers a proper voice in our economy.

1) **Exclusive representation through demonstration of majority support.** The single most important factor in explaining the difference in union density between Canada and the United States is union recognition based on the presentation of signed cards. Within Canada, this type of recognition largely explains the differences in level of unionization between provinces. In enterprises in the United States where card check is available, success has been much higher.

2) **Increased protection against coercion.** In the United States, worker coercion is a standard practice by management when they fight workers' attempts to organize. An entire industry has developed that counsels managers on how to intimidate workers, extend the process and fire the "ring leaders" during organizing campaigns. The existing law permits these practices to continue. In order to address this abuse we need protection that will insure discharge hearings and determination within 30 days of dismissal, disqualification of offending employers from all government contracts, and stiffer sanctions such as triple damages when employers violate the law.

3) **Extending protection to workers currently excluded.** The reality of a "worker" in the current economy has changed dramatically since workers were first defined as a term of law in the 1935 Act. Today people who work for the government are not "public servants" but workers who face the same economic pressures as everyone else. And yet one-half of the states do not extend "meet and confer" rights nor allow workers who wish to organize the right to dues check-off. This must be changed, public sector workers should be granted full collective bargaining rights.

In 1935 people who had "professional training" or had their own office were almost always managers. Today many more people work in offices and possess substantial and expanding skills but they are not managers. The law must be changed to eliminate most if not all exclusions including farm workers, individual contractors, and supervisors.

4) **Organizational rights without majority status.** In order for the workers and the economy to enjoy the benefits of worker organizations, the law must be changed to provide workers these rights even without majority status. This protection would be extended to all workers covered by the law with or without union representation and it would include: the right to

join the union, and to pay dues through payroll deduction; the right to meet with union representatives in non-work areas during non-work time, either individually or in groups; and the right to organize around issues and present grievances to management with representatives of their own choosing.

5) **First contract arbitration to minimize conflict.** Once the union is recognized as the exclusive representative there should be an obligation for both parties to reach an agreement on an initial contract. In Ontario, for five years contract arbitration has provided an effective mechanism to reach an agreement once an impasse has been reached. During the same period in the U.S., in one half of all newly recognized units an initial contract was never negotiated.

**PRESIDENT BAHR:** Let me interrupt a moment. We continue to get complaints. We have asked in a very nice way all morning. Now would the Sergeants-at-Arms please circle the back of this auditorium and insist that those who would rather talk move outside the doors. (Applause)

**DELEGATE PETRINI:** 6) **Workplace restructuring should not require the workers to reorganize.** Aside from outright shutdowns, the constant restructuring of enterprises has been a major factor in the decline of union representation. Employees are turned into individual contractors, and as a result they lose everything from healthcare and pensions to coverage under the National Labor Relations Act (NLRA). This has eliminated hundreds of thousands of union-represented jobs beginning with taxi and newspaper drivers, and now including office workers and service workers in a wide variety of industries.

The use of temporary or agency workers are other tactics that produce the same result. Similarly when all or part of a company is sold, or if workers are re-assigned internally, there is often a loss of union recognition. Finally, many employers use double breasting to move work to their non-union companies and subsidiaries. Recognition of the work lies at the heart of our collective bargaining system, yet all of the above results in the loss of union jobs, the possible loss of many more, and a message to unorganized workers that they won't have much power if they do organize. If we are to pursue reforms that will do more than help win a few more elections, we must begin to address the issue of the rights of workers to organize despite the constant restructuring of their work. This should include recognizing that where there is a integrated process of production, a multi-employer unit may be appropriate that could include contractors.

7) **Continue the ban on company unions.** Section 8(a)2 of the National Labor Relations Act, as amended, prohibits employers from establishing or assisting labor organizations. CWA currently has an active complaint pending at the NLRB against NCR for establishing and dominating so-called "satisfaction councils." We should oppose changes in this aspect of the law, insisting that any employee organization be independent of management.

**RESOLVED:** That the Communications Workers of America strongly supports reform of the existing labor laws.

**RESOLVED:** That those reforms will include: Exclusive representation through the demonstration of majority support; increased protection against worker coercion; extending labor law protection to those workers who are currently excluded; organizational rights without majority status; first contract arbitration to minimize conflict; the maintenance of recognition during corporate restructuring; and that the ban on company unions be maintained.

**RESOLVED:** That CWA continue to support Jobs with Justice and other actions to restore real protection for the right to organize.

Mr. President, the Resolutions Committee moves the adoption to Resolution 55A-93-1, Workplace Organizational Rights.

**PRESIDENT BAHR:** You have heard the motion.

... The motion was duly seconded ...

**PRESIDENT BAHR:** It has been seconded from the floor. Mike 3, Delegate Tucker.

**DELEGATE JIM TUCKER (Local 6320):** Thank you, Mr. President, I would like to begin by recognizing and extending to you, President Bahr, the Executive Board, the fellow Delegation and guests at this Convention my best wishes. I am proud to be standing before you on this issue.

On May 27th I was one of the 400 that was arrested. I was arrested because I believe

very strongly and have witnessed first hand the atrocities employers are willing to perpetrate on those who wish to organize.

I cannot as eloquently as you did, sir, speak about the need for all of our efforts in this area to be extended, so I will limit my remarks to my personal situations that have arisen around us.

I am very proud to be the president of a local that already endorses these philosophies and has shared them throughout the membership; but we have been involved in three organizing campaigns, and at each of those campaigns we have lost one of the members of the unit that was most vital to the campaign through terminations.

In each one of those campaigns we did get more than a majority of the members on cards. At each one of those campaigns management did everything they could to change the card signers' minds so they would not vote in the subsequent elections.

I am pleased to say that we won all three of those elections. (Applause)

But I am also sorry to say that three people paid for that with their jobs. The laws that we have in this country are antiquated. They sincerely need to be reformed, and I am hopeful for the work that the Dunlop Commission has set about doing.

But, if the National Labor Relations Board continues to refuse to endorse and to enforce those laws, we will be faced with the same situation over and over again.

I believe very strongly, sir, that we should endorse this proposal unanimously and send a strong signal to our employers that we will do everything we can to follow their subcontractors, to go to their subsidiaries, and to force them to recognize the union and to recognize what unions are about.

There would be no middle class if it were not for Organized Labor.

Thank you, and I urge your support. (Applause)

**PRESIDENT BAHR:** On Mike 3, Delegate Hayes.

**DELEGATE DEBORA HAYES (Local 1168):** President Bahr and fellow Delegates, I rise in support of Resolution 55A-93-1, Workplace Organizational Rights.

Local 1168 has been actively organizing workers since we were first chartered eleven years ago. Never has organizing been as difficult for us as it has in the past two years. We are currently experiencing the devastating effects of how the NRA fails to protect American workers who exercise their right to organize.

In July 1992 we began organizing the employees at the Sheridan Manor Nursing Home in Tanawanda, New York, a small facility, where we have approximately a hundred employees in eight job titles. Despite the presence of the union-busting law firm of Jackson, Lewis, the support for the organizing grew consistently over the first six months of the campaign and on January 20th of this year it was our intention to circulate a petition demanding an election.

The Jackson, Lewis influence became obvious when on the 19th of January the employer fired 16 of the 21 LPNs employed at Sheridan Manor.

We immediately filed charges protesting the firing as illegal at the National Labor Relations Board, and on January 27th filed our petition with majority support.

Between February 17th and May 12th we went through 14 days of hearings to determine the unit, a unit which could have been easily stipulated to based on previous unit determination.

We waited two months for a decision and direction for an election, which we received on July 12th. The NLRB decided in the union's favor on each of the job titles.

On July 23 the NLRB issued a complaint against the employer for firing the 16 LPNs, and ordered the employer to take back the workers with full back pay and benefits. But both decisions have been appealed by the employer, which means we will go forward with our election on August 5th. But the ballots will be impounded and held until the appeals are decided.

We must prepare and pay for additional litigation. The fired nurses will not go back to work, and the Sheridan Manor workers will be further denied their right to join a union.

The experience of being fired has been personally and professionally devastating to the women affected. The employees inside the facility are filled with fear and face endless harassment at work. Of the 100 employees employed at the onset of our campaign, only forty are still working. We have had to organize fifty new workers in the past three months. Despite the organizing committee's tireless efforts, our support has dwindled to 50 percent and we are facing the very real possibility that we could lose this election.

Workers' rights must be reestablished in this country. There must be a structure created that encourages self-organization in the workplace.

All employer interference in the organizing process must be removed and real penalties must be levied against employers who break the law. Through passage of this resolution CWA can send a strong message to employers and to those in government that we support reform in the existing labor law and the recreation of workers' rights in this country. Thank you. (Applause)

**PRESIDENT BAHR:** On microphone 3, Delegate Cox.

**DELEGATE ERIC COX (Local 3519):** We need to have major reorganization within the NLRA and the right to organize. I come from a right-to-work state, the State of Mississippi, wherein public workers' campaign there now and do some things, such as our illustrious governor did with payroll deductions at the whim and a stroke of pen has really created some problems within the campaign.

In organizing small units and cable companies in Mississippi, we have a lot of support, but people are really afraid to move forward and sign the union card to organize and bargain a contract for fear of their jobs.

In our area it is economically depressed in many ways. Many rural communities and job opportunities are not there and people are settling for sub-standard jobs strictly to try to feed a family and other types of things that are important to them. They are afraid to organize. They are afraid of losing a job that is not that good, and we continue to fight that battle day after day. Even within our union campaigns we have seen the campaigns restructure for nonunion companies, we have seen benefits go down the drain. Almost every week on "Sixty Minutes" and "20/20" you can see reports of where pension plans have been done away with because of reorganizing, and people have been put in economic distress. Pension plans, health care, have gone down the drain.

There has got to be some major changes in the way the enforcement of our labor laws in this country are done. I think we are going back into the period that began the creation of NLRA in the first place. I think people will come forward. It hasn't gotten bad enough yet. With our own industries continuing to subdivide, reorganize and move in nonunion entities, competing against ourselves with nonunion workers is becoming more dominant.

Companies are taking managers off the payroll and putting them back on the payroll as contract workers, taking the work away from us. These people need to be organized. They need to be brought into the union and they need to do it without fear.

This is probably one of the most important things that we can do, that we can try to have changed. With this new administration that looks in favor of the unions, maybe we can see some progress.

The '80s brought about a decline in unionism and people look and they wonder why. If they sign a card, they are fired. That is ridiculous and they have to make those changes.

**PRESIDENT BAHR:** Microphone number 3, Delegate Karabinus.

**DELEGATE WILLIAM SAUNDERS:** Bill Saunders, CWA--

**PRESIDENT BAHR:** Wrong one. Ted, are you there?

**DELEGATE TED KARABINUS:** Yes.

**PRESIDENT BAHR:** You're next, Bill.

**DELEGATE KARABINUS:** My name is Ted Karabinus. I'm the Legislative Committee Chair from the Retired Members Counsel. At this time, I would like to ask a question of the committee. When you stated in your resolution--

**PRESIDENT BAHR:** You're at the wrong mike for a question, Ted. I'm sorry. You should be at microphone number 54. I will let you do it. You're there. Go ahead.

**DELEGATE KARABINUS:** Thank you very much, President Bahr. I would like to ask the committee that when you in your resolution said you would like to extend the labor laws to all persons who are not represented, does this include bargaining rights for retirees?

**PRESIDENT BAHR:** Recognize the Chair of the Committee.

**CHAIR ISRAEL:** The Chair would recognize Delegate Michael Upton.

**DELEGATE UPTON:** Yes, we did.

**PRESIDENT BAHR:** Ted, you're entitled to a second question, even though you're at the wrong mike.

**DELEGATE KARABINUS:** I'm sorry, I didn't hear the answer.

**PRESIDENT BAHR:** He said yes, they did.

**DELEGATE KARABINUS:** Thank you very much.

**PRESIDENT BAHR:** Now, at microphone number 3, Delegate Saunders.

**DELEGATE WILLIAM SAUNDERS (Local 14002):** Thank you very, very much, President Bahr. It's the first time I have spoken at the convention. I didn't know you had to phone in first. I'm sorry.

**PRESIDENT BAHR:** Would you state your local union number, Bill?

**DELEGATE SAUNDERS:** William Saunders, Delegate from Vancouver, Canada, CWA Local 14002. I rise in support of the resolution. I have read the resolution through. I think the Resolutions Committee or whoever drafted the resolution should be commended because it's a very well thought out and well drafted resolution. I noticed, of course, that it made some references to the parallel situation or the positive situation in lessons that can be drawn out of Canada. It is that point I want to speak a bit to the delegates about today.

You referred to the necessity in the U.S. to have card check, what we call card check or membership evidence as the basis of making an organizational drive successful. That is really a positive thing. I understand exactly the importance of it.

You should understand, however, in Canada, at least in British Columbia, we did not have membership evidence as the basis for certifying representation. We were forced to have a vote every time we made an application for certification. We meet the same kind of resistance that you meet here. We meet the employer resistance, the lies, the bribery and everything else that is used in the campaign.

I guess the only real advantage that we have is that the employer could only conduct his vicious campaign for ten days. We had to endure a ten-day campaign.

Now, we have card check and we don't have to put up with that. Ourselves and our locals in the last three and a half years have conducted 25 organizing drives. We have been successful in 22 of them. (Applause)

It's a good record, and it's a good record even in Canada. A couple of the other ones, we had majority support before we went in. We lost the vote. We lost the vote for exactly the same reason that you lost the vote. They lie about us and they offer bribes and they manage to turn around enough people inside that ten-day window.

What we are discovering now with card check, with membership it is evident that you have got to consider there is still an aspect of having to win a vote. Our last three or four organizing drives, we have won them on strictly the basis of majority support presenting the evidence in front of the board and winning the unit. That does not get you a fair collective agreement. You still have to demonstrate to the members that you have the support and the unity of those members. If you can't do that, you can't negotiate.

So we understand that even though we have got the ability to be able to get the certification, we need to take a strict vote in order to get the contract. What we work towards from the very first day that we start into a situation and where we are looking for an organizational win, we know we have to get those members into a position to understand their situation enough to vote to strike to support the union's position. It is very important.

So you are still going to be in this kind of campaign. The advantage you have at that point is that they are your members. You can deal with them. The member, he hasn't got the opportunity to wage that two-way kind of campaign of offering the choice of his way. You are talking about their wages, their working conditions, and the possibility that you can offer them for success and improvement.

We found that we can be very successful that way. When we were winning votes for certification and we would say a good vote, a good win would be 65 percent. If we got a 65 or 70 percent vote, we were really pleased. You know, when it comes time to negotiate and develop, when we would take our strike votes, we would get 90 percent. When you go to the member and you have got a 90 percent strike vote in your pocket, and he knows that you have shown and demonstrated to those people that they have got that much to gain, that that many more of them have come on your side, then you can win the first collective agreement and you can be successful.

Thank you very much. (Applause)

**PRESIDENT BAHR:** On Microphone 1, Delegate LaCause.

**DELEGATE SAL LACAUSE (Local 4302):** I move to close the debate.

**PRESIDENT BAHR:** Motion to close debate. It is not debatable. It requires a two-thirds vote. All those in favor of closing debate indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

... The following remarks were presented to the stenographers for inclusion in the proceedings:

**DELEGATE RITA BIONDO (Local 16100):** I rise in support of Resolution 55A-93-1, Workplace Organizational Rights.

As a retired member of CWA Retired Members Council, I rise in support of this resolution. Over the years, many of us faced the situation Debbie Hayes mentioned and we sympathize with her. I remember when I first began to work at New York Telephone Company and a strike was imminent by the plant union. I worked in the traffic department and we were called into a meeting by the supervisor and were told that if a picket line was established we would have to come to work, even if it meant crossing the picket line, or we would lose our jobs.

The workers in the traffic department were represented by a company union, and that union, the Telephone Traffic Union, TTU, did not support the plant union. When I complained to the TTU steward, I was told we would have to do what the supervisor said or we would lose our jobs. I couldn't believe this. I was ready to lose my job before I crossed the picket line, but an agreement was reached and there was no need for a picket line.

A few years later when I was organizing for CWA in the traffic department of New York Telephone Company, where the operators worked, I was banned from lunch rooms, break rooms, et cetera, where I wanted to talk to the operators on their own time about CWA.

Yet, the stewards of the company union, TTU, were allowed to take the operators off the job and talk to them against CWA and urge them to vote against CWA in a representation election. This was with the company's blessing. Thankfully, CWA finally won an election.

Now, in my retirement, this same company, New York Telephone Company and its parent company, Nynex, has refused to negotiate with the union, CWA for us, the retirees, to resolve our problems, or to increase our pensions and benefits.

The right to organize must be protected by law to give American workers the right to belong to a union of their choice. Where else do they find protection of their jobs, the benefits that unions win for them and a caring attitude about their problems.

Retired members of the union must also have the right to have their union bargain for them after retirement to protect their benefits and increase them.

I urge you to support this resolution. Thank you. ...

**PRESIDENT BAHR:** In front of you is Resolution 1. All those in favor of the resolution indicate by raising your hands. Down hands. Opposed by like sign. It is adopted unanimously. (Applause)

Now we are at the end of the session, but let me just say I am going to recognize Bill Sonnik at the privilege mike. Don't leave because before we adjourn and recess for lunch, there will be the convention photo. So on Mike 2, Delegate Sonnik.

**DELEGATE BILL SONNIK (Local 2105):** We have been made aware that a milestone has been reached on the Executive Board and our own Secretary-Treasurer Barbara Easterling is celebrating her 60th birthday. So I wish you would join in singing her "Happy Birthday." (Applause)

... The delegates joined in singing "Happy Birthday" to Secretary-Treasurer Barbara Easterling ...

**PRESIDENT BAHR:** Thank you for the thoughtfulness.

Now we are going to get instructions from the photographer in the back who has got a loud voice. I think he was saying face towards him. We need everyone to be seated.

... The official convention photograph was taken ...

**PRESIDENT BAHR:** Thank you. We stand in recess until 1:30.

... The Convention recessed at twelve-twenty o'clock, p.m. ...

## **MONDAY AFTERNOON SESSION**



The Convention reconvened at one-thirty o'clock p.m., President Bahr presiding.

**PRESIDENT BAHR:** Would the delegates please take their seats?

The Convention will be in order. The Chair recognizes the Secretary-Treasurer for greetings.

**SECRETARY-TREASURER EASTERLING:** We have received two communications I would like to share with you. The first one is:

President Morty Bahr  
Communication Workers of America  
Las Vegas Hilton Hotel  
Las Vegas, Nevada

Dear Morty:

Congratulations on the holding of your fifty-fifth annual convention in Las Vegas. Please give your delegates the best on my behalf. Say a special hello to the Massachusetts folks. The Andover folks are real troopers.

Senator Metzenbaum and I are pushing hard to bring striker replacement to the floor in September. As you know, passage in the Senate won't be easy. So send those fighting CWA members back to their home states ready and able to help us pass this legislation. With their support, we can put the striker replacement bill on the President's desk for signing.

Sincerely,  
S/Edward M. Kennedy

Mr. Morton Bahr, President  
Communications Workers of America  
501 Third St., NW  
Washington, DC 20001-2797

Dear Morty and Members of the CWA:

It is with great pleasure that I send my greetings to all of you during the Communications Workers of America's 55th Annual Convention.

You can be proud of the achievements made by your hard work and dedication to improving working conditions for your members. I believe you can also be proud that these achievements are not limited to members of CWA only, but have the potential to affect all workers who are seeking decent pay, employee benefits, and safe working conditions.

I commend all of you and wish you a productive and successful week.

Warmest regards,

Sincerely,

S/James H. Quello  
Chairman, FAA

**PRESIDENT BAHR:** Thank you, Barbara.

Would the Finance Committee please come to the podium.

On Microphone 2, the Chair recognizes Delegate Kambeitz, 9423.

**DELEGATE TERRI KAMBEITZ (Local 9423):** In view of the fact that the delegates have had an opportunity to read and study the Finance Committee report, I make a motion to dispense with the reading of the Finance Committee report. (Applause)

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have heard the motion. It's been seconded from the floor. Is there any discussion?

Seeing no one at any microphone, all those in favor of the motion indicate by raising your

hand. Down hands opposed by like sign. It is carried.

... See Appendix "A" for the complete Report of the Finance Committee, together with the Supplemental Report and the Quarterly Report...

**PRESIDENT BAHR:** Let me introduce to you the members of the Finance Committee.

... As each member of the committee was introduced, the delegates responded with a single clap of recognition ...

Richard Arriola, President, Local 6132

Rhoda Hailey, Secretary-Treasurer, Local 7019

Nancy Biagini, President, Local 9423

Tony Matarazzo, President, Local 1109, Chair

And the ex-officio member, Barbara Easterling, Secretary -Treasurer.

The Chair recognizes Chairman Matarazzo.

**DELEGATE TONY MATARAZZO (Local 1109, Chair of Finance Committee):**

President Bahr, members of the Executive Board and delegates, I'd like to take this opportunity to thank my fellow committee members for their dedication and hard work and the Secretary - Treasurer's office for their cooperation.

It has been an honor to be of service to our Union. It has also been an enlightening experience which reaffirms my opinion that CWA is the most democratic union in the nation.

On behalf of the committee, I move for the adoption of the Finance Committee report and the supplemental report.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You heard the motion. It's been seconded from the floor. Is there any discussion?

Seeing no one at a microphone-- I see a hand being raised at microphone number 5.

**PRESIDENT BAHR:** The Chair recognizes Delegate Unger at Microphone 5.

**DELEGATE LAURA UNGER (Local 1150):** I just have a question about a section of the report. There is a section of the report that calls for an increase in the salaries of the elected officers. I had sent a letter to the Finance Committee requesting a list of what the current salaries are. I was wondering if that could be provided to the Convention before we vote on this.

**PRESIDENT BAHR:** Chair of the committee.

**CHAIR MATARAZZO:** We didn't think it was necessary to put that in because that information would be available at any time and the Committee had met on two different days before we got here to be available for any questions like that. I don't think there would be an objection for a future Finance Committee to report that.

**PRESIDENT BAHR:** If we had a copy of the last LM-2 form handy, we would just read it off to you. I don't know offhand.

You are entitled to a second question.

**DELEGATE UNGER:** My question is, I just don't understand why we couldn't have gotten that information in advance. Most of the delegates cannot come early to meet with the committees.

**PRESIDENT BAHR:** The Chair of the committee has indicated we have it. We have it, Laura.

**CHAIR MATARAZZO:** To answer your question, President Bahr's salary is \$113,572.

**VOICE FROM THE FLOOR:** Underpaid. (Applause)

**CHAIR MATARAZZO:** The Secretary-Treasurer's is \$101,381. The Executive Vice President's is \$93,613. And each of the Vice Presidents' is \$88,234.

**PRESIDENT BAHR:** On Microphone 5, Delegate Rogers.

**DELEGATE LOUISE ROGERS (Local 9505):** President Bahr, if this delegation votes and approves the finance report, are we then approving the subcontracting of union work to a nonunion outfit?

**PRESIDENT BAHR:** No. The delegate does not have a second question.

No one else is at a mike. All those in favor of the Finance Committee Report, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Please join me in thanking the Finance Committee for a wonderful job. (Applause)

Would the Resolutions Committee return. The Chair recognizes the Resolutions Committee as soon as they are ready. Before that, we have at microphone No. 1 Delegate

Parks.

**DELEGATE ROBERT A. PARKS (Local 2202):** Thank you, Morty. Robert Parks, Executive Vice President, Local 2202, Virginia Beach, Virginia. I move that the members of the Resolutions Committee of this 55th Annual Convention read only the Resolveds for the remaining resolutions. (Applause)

**PRESIDENT BAHR:** You heard the motion.

... The motion was duly seconded ...

**PRESIDENT BAHR:** Moved and seconded. Is there any discussion?

There is no one at the microphone. All those in favor indicate by raising their hands. Opposed by like sign. It is adopted and so ordered. Chair of the Resolutions Committee.

**CHAIR ISRAEL:** Thank you, President Bahr. The Chair would like to recognize Delegate Mike Upton.

**DELEGATE MICHAEL D. UPTON (Local 2202):** If the delegates will please turn to page 4 of the Resolutions Committee report, I will read the Resolved of 55A-93-2, Economic Policy.

## ECONOMIC POLICY

We are now at a crossroads. After twelve years of failed Republican trickle-down economics, there is a new Administration in Washington, D.C. committed to getting the U.S. economy moving again by "putting people first."

The Clinton-Gore economic program is based on the premise that increased public investments in people and communities are essential to create a high-wage, high-skill, globally competitive economy, with growing prosperity for U.S. workers.

The top priority for our economy is to create good jobs at good wages for working Americans. An immediate \$60 billion federal stimulus package is needed to jump-start a stagnant economy and to put people back to work.

For despite two years of so-called recovery, official unemployment remains high at 7 percent. More than sixteen million Americans, 14.6 percent of the work force, are either out of work, too discouraged to look for work, or working part-time because they can't find full-time jobs.

Corporate America's response to global competition and slow growth continues to be to cut wages, cut jobs, and attack unions. Workers' weekly earnings dropped again last year, so that workers' purchasing power is now 19.3 percent below what it was in 1972. Average family income declined 4.3 percent in the past two years, even as more family members are in the workforce. The few new jobs created are low-wage, part time or temporary ones, with the result that today one-fourth of all working Americans earn poverty-level wages.

We must block the low-wage path. The protection and extension of workers' rights is an essential component of a high-wage, high-productivity economic program. A strong independent, collective voice in the workplace facilitates the introduction of worker-centered skill-based technology, the upgrading of workers' skills, and the implementation of productivity-enhancing work reorganization. Strengthening unions in the workplace will foster economic growth, while ensuring that working people have a powerful voice as well as an equitable share in the wealth of this nation.

Today, even as we face a desperate need for federal stimulus and new investments, deficit politics and more gridlock dominate the political landscape. The federal budget deficit-- which totaled \$290 billion in 1992-- is a direct result of Republican era tax cuts to the wealthy exacerbated by recession-induced lower tax revenues and higher government expenses. Tax cuts to the wealthy over the past 15 years cost the U.S. Treasury \$87 billion a year. The recession added \$88 billion to the deficit in 1992 alone.

These billions in tax cuts and recession-induced deficits translate into concrete losses in essential public services. For example, one teacher, police officer, or social worker costs taxpayers about \$50,000 a year in wages and benefits. Twenty public workers cost \$1 million. Two hundred cost \$10 million. Twenty thousand cost \$1 billion. The \$87 billion in tax cuts to the wealthy is equivalent to cutting one and three-quarter million teachers, social workers, police officers, or other public workers from the public payroll.

Despite the rhetoric, the federal debt is not out of control. The total accumulated federal

debt today represents the same portion of national income as it did in the middle 1950's, when our economy was growing at an unprecedented rate. Borrowing today to invest in productive capacity for the future is sound economic and social policy.

The real danger facing our economy today lies not in budget deficits, but in the failure to take action to stimulate the economy and to rebuild our decaying social fabric. Jobs produce tax revenues and reduce social expenditures, the best form of deficit reduction.

In our global economy, sound trade policies are essential to the well-being of American workers. But last year the trade deficit grew \$84 billion, causing a loss of 1.6 million jobs. Failure to implement fair trade policies has moved the U.S. from a creditor nation to one with a total of \$488 billion in foreign debt in just six years.

In the face of these troubling economic signs, the Clinton-Gore Administration's economic program is a significant step in the right direction to build a Jobs with Justice economic program which would begin to put people back to work and reverse a twelve-year decline in public support for our domestic needs.

The Clinton-Gore economic program would increase public investments in critical social and economic needs by about \$150 billion over the next five years. These investments would be paid for by a sound combination of reductions in military spending, with support to dislocated workers and communities, and revenue increases on the wealthy and corporations who have benefited from a windfall over the past fifteen years. In addition, the tax plan would raise new revenue while promoting environmental protection with an energy tax which includes an expansion of the earned income tax credit to offset the regressive impact on the working poor.

**RESOLVED:** That the Communications Workers of America support equitable and growth-oriented economic policies that will provide Jobs with Justice. The Communications Workers of America support the Clinton-Gore economic program as a first significant step toward such policies, which include the following:

1. The right of all workers to organize.
2. Federal budget priorities which meet our domestic needs, restore the federal government's responsibility to assist states and localities to meet those needs, create jobs in the short-term while investing in our productive capacity for the future, and convert our industrial base to a peace economy while easing the transition for workers and communities.
3. Fair and equitable tax policies at all levels of government that recapture tax-giveaways to the wealthy and corporations by raising the rates and closing business tax loopholes. Capital gains should be taxed at the same rate as individual income. We support a responsible tax on energy consumption with provisions to offset the regressive impact on working people.
4. Fair international trade policies that protect workers' jobs at home and raise living standards abroad, restore a reasonable trade balance, implement and enforce strong environmental standards, and promote workers' rights in all nations. The North American Free Trade Agreement (NAFTA) must be re-negotiated to include such protections.
5. Labor market policies based on full employment with high quality high-wage jobs for all workers.

Mr. President, the Resolutions Committee moves the adoption of Resolution 55A-93-2 Economic Policy.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have heard the motion. It has been seconded from the floor. The Chair recognizes at microphone No. 3 Delegate Cheliotas.

**DELEGATE ARTHUR CHELIOTES (Local 1180):** I think it is important for us to realize what economic policy means to all of us, and how important it is for us to play an active role in shaping that policy. All too often we have allowed bankers, corporate leaders and some politicians to shape the economic policy of this country, while we have sat on the sidelines. And when we have spoken, we have been rendered marginal and marginalized and not given an opportunity to impact on the economic policy of the nation.

All too often our members hear again and again about the Dow Jones Industrial Average, and they hear from the Federal Reserve about interest rates. They do not hear about the misery of working people. That is not on the media day in and day out.

We need to sit together and force the AFL-CIO, our union, the academic community, to come together to begin to address the living standards of the American people and put that as the

priority agenda, not the corporate agenda, of this nation.

Our economic policy needs to be a policy for working people in this nation. The priority needs to be organizing. And we as trade unionists need to educate ourselves about economic policy. If we are really to be labor leaders, then our obligation is to understand economic policy and its impact. We need to read the current literature. We need to educate our members and realize it is not the Dow Jones Industrial Average that measures the ability of us to live a decent life or provide a decent life for our children, but it depends upon us fighting for those rights for working people, for a living wage, to not allow money to be concentrated in the hands of the few.

That means a strong labor movement. That means a labor movement committed to economic justice. And it means our taking a leadership role to do that.

I urge all of you to take seriously your commitment at local labor council bodies and state bodies to see that the economic policy of every city and state reflects the needs of working people. That is the only way we will be able to insure a better life for our children in the future.

Thank you. (Applause)

**PRESIDENT BAHR:** Microphone 3, Delegate Kosar.

**DELEGATE ANDREW KOSAR (Local 1153):** Good afternoon. President Bahr, members of the Executive Board, staff, committees, guests and my fellow delegates, I rise in support of this resolution for the CWA to support equitable and growth-oriented policies that will provide jobs with justice.

Too many of my friends were laid off and still remain jobless. Too many members of my local in White Plains, New York were laid off and many remain jobless. Those who were fortunate enough to find a job are working for much less in wages than they were making at AT&T.

Those who are not as fortunate have either lost their homes, have had to move to a less costly residence, or have moved in with relatives. Some marriages have suffered with separations, and a few have even resulted in divorce.

Support of this resolution is not just to support our laid off CWA members and laid off members of all other unions. It is to strengthen and support the United States of America.

We need jobs in this country, not in Mexico and not in Asia. (Applause)

We need fair trade agreements and policies for this country, not for Mexico and Asia.

Some are worried about an increase in taxes. No income tax increases will be assessed on those with family incomes of thirty thousand dollars or less. The increase in income tax to those making less than one hundred thousand dollars would be minimal. This is a small price to pay to help our country and to help our laid-off brothers and sisters.

A job and a successful business creates more jobs. I urge your support for this proposal. Thank you very much. (Applause)

**PRESIDENT BAHR:** On microphone 2, Delegate Schultz.

**DELEGATE JIM SCHULTZ (Local 9408):** I am President of California Local 9408, past member of 4302 Akron, Ohio where Barbara Easterling is from. I call for the question.

... The motion was duly seconded ...

**PRESIDENT BAHR:** There is a motion to close debate. It is not debatable. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

... The following remarks on Resolution 55A-93-2 were presented to the stenographers for inclusion in the proceedings as follows:

**DELEGATE GERALD SOUDER (Local 4351):** I rise in support of Resolution 55A-93-2. While there has been much discussion concerning the deficit, the answer is not cutbacks, it is growth. The issue is job creation. High wage, high skill, union jobs will get the economy back on track and at the same time increase revenue, thereby reducing the deficit. We, the workers, have endured enough sacrifice at the hands of Reagan/Bush economics. It is time to support the Clinton-Gore economic plan and get this great country back to being the leading economic power. I urge your support on this resolution.

**PRESIDENT BAHR:** Before us is Resolution No. 2. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Before I call on the Resolutions Committee to proceed, time permitting, we intend to also deal with Resolutions 13 and 15 in the supplemental report.

The committee.

**CHAIR ISRAEL:** Thank you, President Bahr. The Chair would like to call on Val Afanasiev for a presentation of the next resolution.

**DELEGATE VAL AFANASIEV:** If the delegates will please turn to page 11 of the Resolutions Committee Report, I will read the resolves of Resolution 55A-93-7.

## **SUPPORT FOR PRESIDENT CLINTON'S PROGRAMS**

On January 20, 1993, Bill Clinton was sworn in as President of the United States.

Now, just six short months later, our President is under attack from the national news media, and from right-wing Republicans both on and off Capitol Hill. In the Senate, they have led 14 filibusters to deny the President's programs.

Bill Clinton was elected to the White House on the platform of change, and in these six months, he has accomplished more than any other President before him.

Just seventeen days after entering the White House, Clinton signed into law the Family Emergency and Medical Leave Act-- vetoed by Bush twice. He has signed into law the Motor Voter Bill-- also opposed by Bush because it will make it easier for many Americans to register and vote.

- He openly and vigorously supports legislation that will make it illegal for employers to permanently replace strikers.
- Clinton supports OSHA reform, the kind of reform that will make the working environment a less hazardous place than the commute to get there.
- The President will sign into law repeal of the Hatch Act that will lift restrictions on federal workers to engage in political activities. This, too, was opposed by Bush.
- And, we anticipate that very shortly, President Clinton will issue an executive order that will make it possible for the PATCO strikers who were fired by Reagan to work again as air traffic controllers or in other federal employment.

To his credit, he has had the courage to tackle the federal budget deficit, which under twelve years of Republican spend and borrow policies has risen to 4.2 trillion dollars. His plan to cut \$500 billion from that deficit would mandate that for every \$10 dollars cut; five dollars would come from reduced federal spending; four dollars from taxes on big corporations and the wealthy; and only one dollar from the middle class.

Shortly, the Clinton Administration, will introduce major reform initiatives in both the health care delivery system and the welfare system. CWA has had the opportunity to present our views to the chair of the White House Health Care Task Force, Hillary Clinton.

All of these actions were taken on the part of an Administration that has named Robert Reich as Secretary of Labor; nominated Professor Gould as Chairman of the National Labor Relations Board and will make other sweeping changes to the NLRB. In addition President Clinton will appoint federal judges who do not have to show their conservative credentials before being named to the bench.

For all of these reasons:

**RESOLVED:** That this 55th Annual Convention of the Communications Workers of America expresses its appreciation for this administration's achievements and reaffirms its support for President Bill Clinton and his economic program.

Mr. President, the Resolutions Committee moves the adoption of Resolution 55-93-7, entitled Support for President Clinton's Programs.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have heard the motion. It has been seconded.

On Microphone 3, Delegate Magee.

**DELEGATE CARROL MAGEE (Local 6215):** President Bahr, Fellow Delegates, I rise in support of convention effort to collectively promote the programs of the first United States President in twelve years to be elected by working men and women.

In addition to these resolutions, I would recall your enthusiasm, President Bahr, when at the CWA legislative conference in May you spoke of finally being received at the front door of the White House.

President Clinton, with his progressive agenda, has provided this great Union a rightful place in society and for Organized Labor, representation with dignity.

I urge your support of Resolution 55A-93-7. Thank you. (Applause)

**PRESIDENT BAHR:** On microphone number 3, Delegate Smith.

**DELEGATE CONSTANCE D. SMITH (Local 4108):** President Bahr, sisters and brothers, I stand in support of this resolution and I stand in support of President Bill Clinton, because I stand in support of CWA members and all working women and men across our country.

For 12 years we have been under attack by the Reagan/Bush Administrations, PATCO members fired and black-listed, NLRB restricting union rights, sabotage of legislation to ensure our right to strike.

Contrast this with President Clinton's support of right to strike legislation. His nomination of Professor Gould of the NLRB, his support of Robert Reich, Secretary of Labor and his plans to free PATCO strikers from their ban on federal employment.

These issues alone give us ample reason to support President Clinton, and to emphasize his support of us to our members.

We must not fall prey to the media attacks and Republican's propaganda surrounding President Clinton's economic plan.

If we even remain silent, we are aiding their efforts.

Fellow delegates, we must not forget, and our members must not forget that President Bill Clinton inherited a \$4.2 trillion Republican deficit. In the first eight years alone the Reagan/Bush era had amassed a deficit greater than all the administrations before them, from George Washington through Jimmy Carter.

Borrow and spend and tax cuts for the wealthy were the theme of the day. They charged up the credit card with no preset spending limits. Unlike American Express, however, the entire balance was not due immediately. It was left for our children and our grandchildren.

Candidate Clinton promised change. The American people want change, but change of this magnitude is not painless.

President Clinton has accomplished much in his first six months, and is ambitiously addressing the problems of this country. He has demonstrated his support of us. Pass this resolution and show our support of him. Thank you. (Applause)

**PRESIDENT BAHR:** I have a delegate that wishes to close debate, and what I would suggest through Brother Mooney, who wishes to speak, is that if you have prepared remarks, and this would go for the previous resolution and those that will follow, that you would like entered into the record, all you have to do is bring them up here.

So on microphone number 1, Delegate Schaeff.

**DELEGATE JERRY SCHAEFF (Local 4322):** I call for the question.

... Calls for the question ...

**PRESIDENT BAHR:** You have heard the motion to close debate. It's not debatable. All those in favor indicate by raising your hand. Down hands opposed by like sign. Debate has been closed.

... The following remarks on Resolution 55A-93-7 were presented to the stenographers for inclusion in the proceedings as follows:

**DELEGATE GEORGE A. GONZALES (Local 3150):** Brothers and sisters, I rise in strong support of this resolution.

I would like to begin with a confession and my deepest apologies.

After the days of 21 percent inflation under Jimmy Carter, I panicked and voted for Ronald Reagan and spent the next 12 years trying to undo what I had done. I'm sorry, it will never happen again.

I have a saying, "I was with Clinton when Clinton wasn't cool."

Before CWA decided to back Clinton during the primaries I was already telling everyone he would be our next President.

Now a few short months after taking office, our President is under attack by the very Republican that didn't have the ba-- I mean guts-- to tackle the budget, by the same politicians who nodded yes while President Bush vetoed every bill that came across his desk that showed any caring for the American people. He is being attacked by a media who in recent years must

have decided that their job is no longer to report the news, but to try to sway public opinion with their editorial comment.

I must be honest, I don't agree with every part of President Clinton's programs, but I do know these things.

He wholeheartedly supports the Striker Replacement Bill, and with a little pressure on our senators President Clinton has a good chance of signing into law our most important need. President Clinton already has signed into law the Family Emergency and Medical Leave Act and the Motor Voter Bill.

We know the Republicans don't want that, because we all know if we could register most low and middle income Americans, there would never be another Republican in the White House.

Soon an injustice created against PATCO workers by Reagan will be at least partially corrected. We finally have a President who is facing the problems in America with real solutions instead of smoke and mirrors.

Most of the burden of all of these reform programs will be borne by the rich. What little we may hurt is no comparison to what our children and grandchildren will hurt in the future after we are gone.

Brothers and sisters, we cannot waiver in the face of some things that may be unpopular. We know President Clinton's programs are necessary and we can show that we believe by adopting this resolution.

Thank you.

**PRESIDENT BAHR:** Before the convention is Resolution 55A-93-7, "Support for President Clinton's Programs".

All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Committee.

**CHAIR ISRAEL:** The Chair recognizes Delegate Cecelia Peltier.

**DELEGATE CECELIA PELTIER (Local 6326):** If the delegates will please turn to page 3 of the Supplemental Resolutions Committee report, I will read the "Resolved" of Resolution 55A-93-13.

### **30th ANNIVERSARY OF THE HISTORIC 1963 MARCH ON WASHINGTON**

August 28, 1993 will be the 30th Anniversary of the historic March on Washington for jobs and freedom. The 1963 March, organized by A. Philip Randolph and Bayard Rustin and where Dr. Martin Luther King, Jr., delivered his historic "I Have a Dream" speech, was the major impetus for passage of the 1964 Civil Rights Act.

The nation has made progress in the last 30 years toward achieving social and economic justice for all, but the need to achieve jobs and social justice still exist.

To commemorate the 1963 March on Washington and to highlight the continuing need for social and economic justice, national civil rights organizations, the AFL-CIO and other allies have issued a 1993 call for a March on Washington, August 28, 1993.

**RESOLVED:** That the Communications Workers of America endorses the 1993 March on Washington and urges its locals to participate, and the Communications Workers of America reaffirms its commitment to social and economic justice.

Mr. President, the Resolutions Committee moves the adoption of Resolution 55A-93-13, entitled "30th Anniversary of the Historic 1963 March on Washington".

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have heard the resolution. It's been seconded from the floor. Microphone number 3, Delegate Bell.

**DELEGATE JOANNE C. BELL (Local 2336):** First of all, I think it's only right that the Labor Movement as well as other civil rights groups participate in this 30th Anniversary, because that march 30 years ago was about what we stand for today, and what we are still working to achieve today, and we need to be there in force.

We need to be there in force to first let them know what labor stands for. We need to be there so that we can support one another and we can continue to fight for our goals. And if you



have ever been to one of those gatherings, you know how good it makes you feel to be with the union people, the ones that stand for the same thing and fight for the same thing. We need to have that fellowship.

But also as a resident of Washington, D.C., I want to encourage each and every one of you to come to the "March On Washington," to participate, come to our city and let them know that labor, minorities, women, while we have come a long way in these 30 years, our fight is at least 30 years more and we will stand up for the fight.

I will look forward to seeing you in my home town, and I hope that as many of you that are here will be there, and that you will bring your children and your families to the nation's capital.

Thank you. (Applause)

**PRESIDENT BAHR:** On microphone number 3, Delegate Walker.

**DELEGATE KENNETH WALKER (Local 9505):** Mr. Chair, delegates, members and guests, I also rise in support of this resolution. I find that for some reason people love to hate. Some of us are intelligent enough to realize that our survival requires ignoring meaningless differences in the human species. Some of our citizens have been sanctimoniously outraged over what the then Soviet Union was doing to impose Communism on Hungary, and yet we were tolerant of what the Klansmen and the White Citizen's Councils, bankers and police chiefs, governors and presidents were doing to preserve Jim Crowe in America.

Hate and racism. It's not an Asian thing or a black thing or even a color thing. It's not a gay or a woman thing. It's an evil and mean-spirited thing. There are no boundaries to hatred. There are holy wars that were fought in the name of religion. In Ireland whites are killing whites. In Africa blacks are killing blacks. It's a man's or a woman's or a people's inhumanity to each other.

Conflicts can be productive. However, the violence people often choose to resolve conflict is destructive. It seems that racism is a growth industry, especially in an economic depression.

It is not the suffering; it's the taste of better things to come that excite people to revolt.

Frustration is greater when we have much and want more than when we have nothing and want some.

We must understand that we should seek perfection and not find fault with those who are imperfect.

If we don't come together soon we will all perish, and if we don't try to live together, we may very well die together.

There is an African proverb that states, "There is no medicine to cure hatred. We should try to live simply so that others might simply live."

Thank you very much. (Applause)

**PRESIDENT BAHR:** There are no other speakers at microphones. In front of the convention is Resolution 55A-93-13, "30th Anniversary of the Historic 1963 March on Washington."

All those in favor indicate by raising your hand. Down hands opposed by like sign. It is adopted.

The Chair recognizes the Committee.

**CHAIR ISRAEL:** The Chair recognizes Delegate Josephine Dentino.

**DELEGATE JOSEPHIE DENTINO (Local 1007):** If the delegates would please turn to page 5 of the Supplemental Resolutions Committee Report, I will read the "Resolved" of the Supplementary 55A-93-15.

## **CITY OF HOPE BOYCOTT**

The California Nurses Association (CNA) is presently embroiled in an intense dispute with the City of Hope National Medical Center of Duarte, California. The Los Angeles County Federation of Labor has placed the City of Hope on the "We Do Not Patronize" list. Jack Henning of the California Labor Federation, AFL-CIO has authorized a boycott of the City of Hope, thereby launching a national boycott of labor fundraising for the City of Hope.

At the heart of the current conflict is the onerous decision by City of Hope to permanently

replace 517 Registered Nurses, some of them have worked at City of Hope as long as 25 years. Replacements began on the first day of the strike-- June 15, 1993. This is a dramatic demonstration of the importance of winning the fight on behalf of all working people to pass the Workplace Fairness Bill, to prohibit permanent replacement of striking employees.

While the CNA members have made the difficult decision to return to work without a contract, CNA and the City of Hope nurses are firmly committed to fight for the full restoration of all the members' jobs. CNA has, as a result, launched a nationwide corporate campaign intended to compel City of Hope to reverse its action.

The City of Hope is not a small employer whose survival was endangered by a strike, but a multi-million dollar operation which is one of the wealthiest charities in the nation, with much of their money coming from fund-raisers sponsored by AFL-CIO unions. The Medical Center alone earned \$19,053,040 in surplus last year, and paid their Chief Executive Officer \$353,726.

CNA represents 430 Registered Nurses at City of Hope, a contract held for more than 40 years. For some time, the CNA City of Hope contract has been considered a model for the health care industry both in California and nationally with excellent protections, wages, and benefits. As contract negotiations approached this spring, it is CNA's view that the hospital industry made the decision to use the City of Hope negotiations to destroy the advances made in the model contract, specifically to remove job descriptions from the contract.

RESOLVED that the Communications Workers of America, AFL-CIO urge all affiliates and members to support the City of Hope nurses by endorsing a boycott of City of Hope fundraising, until such time that California State AFL-CIO removes the City of Hope From the "We Do Not Patronize" list.

Mr. President, the Resolutions Committee moves the adoption of Supplementary Resolution 55A-93-15 entitled "City of Hope Boycott".

**PRESIDENT BAHR:** You have heard the motion.

... The motion was duly seconded ...

**PRESIDENT BAHR:** It's been seconded.

On microphone number 3, Delegate Cox.

**DELEGATE ERIC COX (Local 3519):** We have discussed this issue before you. I think the resolution is in order, but it is really unnecessary. We have taken this action before. But there is one problem that I notice on the podium, and within one unit of this union. And there is continued support for the City of Hope and has been since Toronto when we dealt with this issue on the floor of the convention there. The City of Hope may have had a good record, Labor has got a tremendous record in District 3, and I am proud to say for years sponsored the City of Hope beyond any question.

But when they took their anti-union stance and began to deal with the workers to try to bus a union, in their continued activity, I think it is ridiculous and hypocritical that any officer or any local in this union would continue to support and endorse the City of Hope. But there is one other problem that we have with this. We continue to let Richard Egan maintain his presence at our convention.

I remember a convention-- I believe it was in Miami where we ran the reporters literally out of the convention, because of some things that went on. We continue to let that man show up. We continue to let that man use our logo on his letterhead, to continue to solicit CWA locals across this country for support. And I think it's ridiculous that anybody on that podium will continue to let that go on, when this convention has spoken so strongly over the years in opposition to the activities of this organization.

We have dealt with it. We should deal with it again. We can't stop the locals, and I certainly don't want to dictate to the locals, but I want to dictate to you on that podium: If there is one officer with this International that continues to support the City of Hope, he should resign today and remove himself, because he is as anti-union as the City of Hope. (Applause and cheers)

And I will continue to add that any officer ought to take a pledge today before this convention to support this boycott. So, we know today clear well where everybody in this union stands with this organization. I am dealing with it. (Applause)

And Morty, you know, I don't normally get irritated with you about many things, but this is one issue that I am sick and tired of dealing with at this convention. It doesn't matter what the

AFL-CIO in California says. This Convention has already said we will not support that organization until they give a good contract, they treat their people with dignity, (applause) and they do what we need to have done. And I urge the adoption of this resolution and I urge the Executive Board to take that pledge when we are through with it. One by one. Thank you.

**PRESIDENT BAHR:** On Mike 3, Judy Perez.

**DELEGATE JUDY PEREZ (Local 9400):** Mr. President, Delegates, Alternates and Guests: For years, CWA endorsed, supported and gave massive amounts of money which were donated by all our members nationwide to the City of Hope in Daugherty, California. We did help those not only afflicted by the terrible disease of cancer and other catastrophic diseases, but just as importantly provided treatment for those who cannot afford the experimental drugs needed to fight these diseases. It was a total shock to me that the City of Hope would refuse to negotiate a decent contract with the California nurses' organization.

It also came as a total shock that this organization, which on an ongoing basis expects our members to contribute, does not live up to our expectations in providing health care for those who need it. I would like to relate a short personal story to you.

As Secretary-Treasurer of Local 9400, I contacted the City of Hope several months ago to seek aid for a member's brother. Brian is 21 years old and terminally ill with brain cancer. He is in dire need of a bone marrow transplant. Brian's HMO would not cover this procedure because it had been classified as "experimental" in his case. I have contacted the City of Hope many times from the hospital administrator in Daugherty, California, to Richard Egan in Philadelphia. Finally I was told they would do the transplant for \$250,000.

Delegates, that is one quarter of a million dollars. Brian will not live to be 22 as he cannot afford this procedure. If the City of Hope has so little respect for this dying young man, why did we ever think they would be above hiring scabs and forcing the nurses back without a contract? We need to strongly support this resolution by boycotting the City of Hope, not only until the nurses receive a decent contract, but until our members and their family receive proper treatment.

Help Brian and all those others turned away. Support the nurses care for those fortunate enough to receive care. My local of over 10,000 members pledges its support of this boycott and I urge the delegates to join us by voting yes on this resolution. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone 5, Delegate Kambeitz.

**DELEGATE TERRI KAMBEITZ (Local 9423):** I know at one time we had donated money to the City of Hope via check-off out of payroll deductions. Does that currently exist, because it is my opinion that if it does, it should cease.

**PRESIDENT BAHR:** I don't know if it exists in any bargaining unit, but I would agree with you that if this exists when this resolution passes, that it should cease.

You are entitled to a second question.

**DELEGATE KAMBEITZ:** Thank you.

**PRESIDENT BAHR:** On Mike 3, Delegate Santora.

**DELEGATE T. SANTORA (Local 9000):** Thank you. President Bahr, Delegates and Guests: In 1988, I stood before this convention and spoke on resolution 50A-88-5, entitled "City of Hope" over the same issue we are addressing today. We could call today's resolution "City of Hope II, the Revenge on the Union Busters."

The need to come before you again is self-evident. Even the United Way of Los Angeles County has ceased its relationship with the City of Hope by removing them as a health partner as of July 1, 1993. We can do no less.

I urge your support.

**PRESIDENT BAHR:** Microphone 5, Delegate O'Neill.

**DELEGATE ELEANOR O'NEILL (Local 4209):** Morty, I guess the question that I need to know, and I'm sure the rest of the Convention does, is are there any people represented by the union working for the City of Hope?

Now, before you answer that, we cut off our City of Hope back four years ago. They kept sending us literature and I wrote a letter with a nasty note on the back. But I think we need to know why the AFL-CIO is supporting them, because I am strongly in the Illinois AFL-CIO and my local council.

**PRESIDENT BAHR:** You're making a speech now. I don't know that the AFL-CIO is supporting it. I don't know who is supporting them. When the nurses were replaced, I wrote a

letter within the last couple of weeks to our Executive Board saying that this action on the part of the City of Hope made it abundantly clear that those who are running the City of Hope today are not interested in having the support of union men and women in this country, and so we won't give it to them.

You are entitled to a second question.

**DELEGATE O'NEILL:** Are there any people working in the City of Hope that belong to unions; do you know that?

**PRESIDENT BAHR:** I don't know.

Eleanor, before you go, will you state your local number for the record.

**DELEGATE O'NEILL:** Local 4209.

**PRESIDENT BAHR:** On Mike 3, Delegate Belanger.

**DELEGATE TONI BELANGER (Local 9586):** I am going to keep this short and sweet. The City of Hope is within the jurisdiction of my local. I ask you to support this resolution. The City of Hope has been nothing but a thorn in our side for a long time. President Mark Crowell, my Executive Board will do whatever it takes to support this resolution and anything you need of us within that area. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone 1, Delegate Morris.

**DELEGATE MORRIS (Local 9000):** I call for the question.

**PRESIDENT BAHR:** Motion has been made to close debate. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

All those in favor of the resolution, City of Hope Boycott, indicate by raising your hand. Down hands. Opposed by like sign.

Let me make one thing very clear, and I want to disagree with my friend and colleague, Brother Cox. What we have just done is binding on everyone in the CWA and not just those up on this platform. This convention's actions are binding on all of us, so there is now a total boycott of the City of Hope by the Communications Workers of America. (Applause)

We are now going to focus on our future, our ability to change our future. That is what organizing is all about. Our power comes from increasing numbers of working women and men willing to work and fight for a common vision. We cannot substitute words or slogans because organizing is hard work, but it is inspiring work. First I would like to call on Jim Nolan, the President of NABET, National Association of Broadcast Employees and Technicians.

I view NABET's affiliation and merger next year with CWA as an important step in our transition to the information union, as the transmission and production of voice data and video conversion, workers in these industries must unite to deal effectively with their multi-national employers.

Jim Nolan recognized this when he led the effort towards merger. Jim has been a leader in NABET for over 30 years and its president for the past eight. Under his leadership NABET has set the standards for technical work to which we all aspire. Jim Nolan and all NABET members, staff and officers in attendance, would you please stand.

... The delegates arose and applauded ...

**PRESIDENT BAHR:** Brothers and Sisters, Jim Nolan. (Applause)

**JIM NOLAN:** Thank you, President Bahr, delegates, officers and guests. First I would like to thank the CWA for inviting us to attend this convention. As many of you know, next year at the next convention we will be full-time members of the CWA. Hopefully the people that are attending from NABET will have an insight into how the CWA operates at a convention and this will help NABET to conform with your rules.

I have invited all the top officers of NABET, all the staff of NABET and many locals throughout the country to attend this convention, and I would hope that during the next three days, that people would get together to talk to each other, for NABET people to find out what the CWA is all about and for CWA to find out what NABET is about.

In five months we'll be merging with the CWA, so it's only fair that you should know what NABET is. NABET is a union that represents employees at two of the three networks, at small broadcast stations, at public stations and at cable companies throughout the country. We represent technicians, news writers, on-air personnel and many other categories who are amongst the highest earners in the labor movement.

For instance, technicians at the networks make on the average of \$1,000 per week for a

40 hour work week. That is a goal that I think we should be shooting for and I know NABET is going to be shooting for all the people that we organize after January 1, 1994.

It's also a union that takes pride in its democratic principles of the past 55 years and will continue to do the same in the future.

In 1990 at our Convention, the delegates saw the mood of the bargaining swinging towards concession bargaining, and being a small union they understood that in today's world we could not survive by ourselves. So, they passed a resolution urging me to seek an affiliation and a merger with some other union.

Now, the two unions that come to mind quickly are the other two unions in the broadcast industry-- that is the IBEW and IATSE. After brief discussions with them, it was abundantly clear to me that their only goal in a merger with us was to swallow us up and for us to disappear.

That was not our objective. Our objective was to merge with a union where we could keep our identity in the front.

Then I remembered the CWA. In 1980 in Miami we were on strike against NBC, and this Convention took a position that barred NBC news cameramen, scabs, from covering their Convention, and the judge ruled that to do that you would have to bar them all.

Well, the CWA just didn't forget about that. They took that to court, and the CWA's position was upheld. (Applause)

In 1967 and in 1977 we had major strikes against the ABC network. The only union that respected our picket lines was CWA. (Applause)

So, our Executive Council voted to make President Bahr an honorary member of NABET, which happened in the late 1980s. And when I was presenting his card to him he made a remark to me, "Jim, if you ever want to get together, just give me a call."

So, with that in mind I contacted President Bahr, and the rest is history.

Now, you might ask: What does the CWA get from this merger? It appears that NABET is getting everything. They get a union that is large, if not the largest, that has the reputation of being the best union in the broadcast industry.

The only way that NABET and CWA are going to survive in the future is to join together to organize the unorganized. With this merger we can go after all those non-union cable companies that do business today under conditions that reflect back into the 1930s. (Applause)

NABET is the production arm. CWA is the installation and customer service arm. The potential is enormous. We can also have many organizing drives at many of the broadcast stations that are unorganized. We can do this with the help of the CWA's expertise in organizing.

We have knowledge that far surpasses other unions in this age of fiber optics and computers, which are helpless.

I just want to give you one quick example. Right now we are in the process of organizing an association in New England. There are nine hundred members there. They were not interested in us when we were NABET, and they weren't interested when the CWA was just the CWA. But now that it is going to be NABET-CWA, they are tremendously interested in us. (Applause)

Now, don't let anybody kid you that management is your friend. If they had a chance they would eliminate all our jobs tomorrow and make us casuals, with no benefits and no restrictions.

We see this every day at the networks.

We have to make sure that this does not happen, so that the next generation will have a bright future, and the only way that we can accomplish this is for us to stand together to meet this challenge.

Hopefully, this merger will help us meet that goal.

Thank you. (Applause)

**PRESIDENT BAHR:** Now I would like to recognize another new affiliate, the University Professional and Technical Employees from the University of California, CWA Local 9119.

We are working with UPTE, as you will be hearing, Local 9119, to organize four thousand technical workers in the University of California.

Would President Libby Sayre and the other officers from UPTE please stand? (Applause)

Let me present to you Libby Sayre. Libby.

**SISTER LIBBY SAYER (President, UPTE):** Thank you very much. It is a pleasure to be here. It is a larger meeting than I am accustomed to addressing.

On behalf of the 750 University of California employees, we want to thank you of the CWA for making us a member of the family. We should be back here next year this time on behalf of 7,200 university employees to thank you again. (Applause)

**PRESIDENT BAHR:** As I discussed earlier, the last year has been filled with new examples of outrageous anti-union, anti-worker conduct. By nearly every major employer in North America. Union jobs have been cut, and AFL-CIO unions lost half a million members. Workers tried to organize and have been faced with increasing opposition, discharges and unending delays.

Despite this, in the last year CWA added 16,000 potential new members through our organizing.

It is now a pleasure for me to call on our Director of Organization, Larry Cohen, for this year's organizing report. (Applause)

**BROTHER LARRY COHEN (Director of Organization, CWA):** Last year we were joined by two NCR-AT&T field engineers, Roger Runyon and Bob Stevens, both of whom were veterans of NCA and AT&T and their one million dollar Jackson & Lewis-run anti-union campaigns. Both had participated in NLRB elections, had lost by close margins. Today we will be joined by the leaders of our 280-member National Association of NCR Employees, with 20 chapters. Twenty-seven leaders met here this weekend to map their strategy. How many of us would have the courage to openly form a union in a non-union workplace and keep it going? That is exactly what they are doing.

With help from twenty CWA local unions and CWA staff, this is what they are doing.

Join me in welcoming them as they put NCR-AT&T on notice. No more stalling, no more lies, we want the right to organize. (Applause)

... Brother Cohen led the delegates in the chant, "No more stalling/no more lies/we want the right/to organize." The delegates applauded as the members representing NCR paraded through the Convention Hall bearing banners and state placards, ending their march on the stage ...

**BROTHER PHIL BARNETT (Field Engineer, Portland, Oregon, representing NCR employees):** Thank you very much. My name is Phil Barnett, Field Engineer from Portland, Oregon. I work for NCR Corporation.

The Western Region NCR participants included delegates from the following local branches: Frank Vega from Colorado Springs; Jim Smith, Seattle, Washington; Scott Hickenlooper from Portland, Oregon; Jimmy Rhyne from Sacramento, California; Darrell Wolt, from Sacramento, California; and Jerry Bennet, Reno, Nevada.

Thank you very much, CWA, for letting us make our voices be heard. Thank you Seth Rosen, Organizer, District 4, Cleveland, for doing all the work.

Thank you. (Applause)

**SISTER TONI YUHAS:** I am from the Pennsylvania Rework Center. Also with me representing our branch is Rick Yuhas. (Applause)

**BROTHER MIKE WATSON:** Hi. Good afternoon, ladies and gentlemen. I am all fired up and I hope you are, too. (Applause and cheers)

I am a Rework Technician from Peachtree City, Georgia, also representing all Rework Technicians and Forge employees. Bob Stevens from Indianapolis is the steering committee representative from the Central Region. Bob had to leave, so I would like to recognize the participants from the Cleveland region and local branches. They are:

Jack Slutton, Detroit, Michigan.

Mark Redmon, Milwaukee, Wisconsin.

Robert Overtill, Madison, Wisconsin.

Tim Scoggins, Dallas, Texas.

Roger Lemonds, Dallas, Texas.

Mike Brown, Kansas City, Missouri.

Bob Stevens, Indianapolis, Indiana.

Gary Taylor, Indianapolis, Indiana.

Terry Simpson, Oklahoma City, Oklahoma.

**BROTHER ROB WEEKLY (Dayton, Ohio):** I am Rob Weekly, Field Engineer from Dayton, Ohio.

Today I would like to recognize the East Region Local Branches, as well as to say a few words about our efforts:

Hugh Beveridge

Tom Delaney

Roger Runyon

Gerald Elam

Doug Oaks

Doug Wachnick

I have worked for NCR for thirty years. As you can see, we have grown since your last Convention when Roger Runyon and Bob Stevens spoke about the elections in Dayton and Indianapolis.

As they told you, we would not give up. We developed a national organization of our own -- NANE/CWA.

We began to organize NANE last October. Since then over 280 NCR workers from 40 cities have joined. We have formed twenty local branches. In most of these branches we are publicly supporting organizing, wearing lapel pins, talking one-on-one with our co-workers and building our union.

The issues are still the same as last year. Even though we are part of AT&T, our benefits cost more and more for less and less coverage. Our pension plan is significantly less than other AT&T workers and is further reduced by a social security offset. We still have an unfair merit pay plan. Finally, we are excluded from the organizing rights gained by other AT&T non-union subsidiaries through your efforts in bargaining.

In fact NCR/AT&T continues to actively work to prevent us from organizing. Last year they set up something called the Satisfaction Council. They told us it would be a way for us to solve problems and address our issues. I serve on our district and regional Satisfaction Councils, and I can tell you from personal experience that the Council is completely dominated by management at the top. Management gets to decide what issues get addressed and which ones do not.

While they are willing to fix a door or make other minor changes at the local level, they have refused to deal with the important issues that affect us - benefits, pensions, wages and the right to organize.

In order to show our co-workers across the country the true nature of these Satisfaction Councils, we in Dayton, along with the NANE branches in Indianapolis and White Plains, filed unfair labor practice charges with the NLRB. I am pleased to report so far that the NLRB has issued two complaints, stating that the Satisfaction Councils are illegal management-dominated employee organizations.

We will continue to build our own employees organization. We make progress with the help of CWA from President Bahr and Vice President Irvin and nearly fifty staff and local organizers. We are truly grateful for all of your help and encouragement. We are looking forward to the day that we are sitting out there with you covered by a common contract with AT&T. We grow stronger every day. Thank you again. We will be back. (Applause)

... The delegates arose and applauded and marched with signs as Brother Weekly left the platform ...

**BROTHER COHEN:** Organizing alone is not enough to restore workers' rights in the USA. We need to organize and fight back to reestablish the basic right to organize and to bargain collectively.

On May 27 CWA joined with Jobs With Justice Coalitions across the USA in sit-ins, in demon strations and mass arrests in NLRB regional offices. As Morty has mentioned and as we adopted by resolution with your help, the Jobs With Justice campaign for workers' rights will be intensified in the coming year. District 13 Vice President Vince Maisano was one of the many officers, staff and members who led these activities on May 27. He will soon stand trial along with 17 others who sat in and were arrested at the Philadelphia National Labor Relations Board. Vince.

**VICE PRESIDENT VINCE MAISANO (District 13):** Thank you, Larry.

Like all of you, I am proud of our country and proud to be an American. I am not proud to be living in the only industrialized nation that permits employers to abuse workers that attempt to organize. We just heard about AT&T and NCR from field engineers and distribution workers courageous effort to stand up to their notoriously anti-union employer and say, "We want a union."

Today we will hear other stories of workers' abuse, each important in its own right, but more importantly they are typical stories of what occurs when any worker in our nation tries to build a union. Many of us are actively involved in helping workers like these build a union where they work. All of us have a responsibility to stand up and fight for their right to organize.

Last year our union was among the leaders in a labor movement and in our nation organizing 16,000 new members despite the obstacles we face.

More importantly, our organizers worked with more than 50,000 workers who wanted a union at their workplace. These tens of thousands of workers were denied a union because our community and our existing unions and our government did little or nothing to stop the abuse of workers trying to organize. If employer interference were eliminated, CWA and the other ten unions that do most of the organizing in the USA would together have organized more than 500,000 workers last year. Think, just think of the momentum we would now have if our movement had gained a million new members last year. Instead the unions in the AFL-CIO together lost more than one-half million workers last year.

On May 27, led by Jobs With Justice Coalitions around the country, I was one of 10,000 people to participate in sit-ins and other demonstrations at 25 offices of the National Labor Relations Board around the country. CWA helped to head many of these actions. A total of 400 people were arrested, demonstrating their commitment to winning jobs with justice and restoring workers rights in the U.S., particularly the very basic right to organize without employer interference.

Would everyone who participated in actions that day please stand. Everyone that picketed at the NLRB, that took any actions and/or were arrested.

... Some delegates arose ...

**VICE PRESIDENT MAISANO:** Everybody participating please stand.

Would everybody else join with me in thanking them for their commitment. (Applause)

**PRESIDENT BAHR:** Remain standing, if you will, and I would like the rest of the delegates to stand and let's chant three times in honor of the theme "Jobs With Justice," demonstrating our commitment to intensify that right for basic workers' rights in the coming year.

... The delegates arose and shouted in unison "Jobs With Justice" ...

**PRESIDENT BAHR:** Thank you all. (Applause)

**BROTHER COHEN:** The Jobs With Justice Coalitions will be leading demonstrations against union-busting employers all over the USA, as well as educating and mobilizing support to change our laws to effectively protect the brave men and women who risk their jobs when they organize at the workplace. That's something that we have to really honor, that all of us have the protection of our unions and our officers and stewards in our unions, but these people put their jobs and their livelihood on the line.

I was there on May 27th and was arrested along with staff, local officers, members of the CWA and also with members and officers and staff of many other unions. I know I can speak for my colleagues, and I am on the Executive Board, in saying we will be there next year and the next and the next and the next, and as long as it takes to win our fight for Jobs With Justice. Thank you all very much. (Applause)

The largest union organizing election win by any union in the USA in the last year occurred when 4,000 teaching and graduate assistants at the State University of New York voted overwhelmingly to join our union. This was after a decade-long fight to get the election held.

By that time, not a single member of the organized bargaining unit was still working. The union was passed on from year to year like a torch as teaching and graduate assistants at four campuses hundreds of miles apart organizing around issues such as health care and tuition costs kept the flame going.

Let us now welcome Anna Geronimo, a teaching assistant at the English Department, State University of New York in Buffalo, New York, and leader of the Graduate Leaders Members Union Local 1188.



**ANNA GERONIMO:** Thank you. The graduate student employees union is a union of graduate student employees who work for the State University of New York. We are enrolled in Masters and Ph.D. programs as graduate students while working 20 hours a week teaching classes, working in libraries and offices, and doing research in labs. We teach nearly 40 percent of the undergraduate classes in this system of the State University of New York. That means that we are fundamental to the day-to-day operation of the university. For this we are paid \$6,600 a year, with no health insurance, no guarantee of continued employment, and no grievance procedures.

Our organizing drive began 15 years ago at the Buffalo campus. That petition had to be withdrawn when the graduate students were told they would have to organize statewide.

In 1984, we affiliated with CWA, began the enormous task of organizing statewide, and petitioned again for reconsideration. In 1986, the State Public Employment Relations Board ruled against us saying we could not unionize because we were not employees at all, we were just students. We appealed this decision and endured with the help of CWA six years of legal limbo.

In 1992, our appeal was heard and in August of '92 they ruled unanimously in our favor and scheduled our certification election. There are 4,000 of us working in hundreds of departments at 20 different colleges and university campuses all across the State of New York.

About 20 percent of our members are international students coming from many different countries and cultures. Each year, 20 percent of us graduate and leave our jobs and are replaced by new members. We tracked down and talked to over 2,000 of our co-workers one on one by November of 1992 when our ballots were mailed out. Finally, in December of 1992, we won our vote, 1,900 to 300. (Applause)

After 15 years, after many, many graduate students who worked on this campaign graduated and sacrificed their graduate careers to this campaign. We are a union and we are now bargaining our first contract. (Applause)

We simply would not have survived without the support of our parent union, CWA. We have benefited immeasurably from the organizing skills and resources of the CWA. We have learned not only the importance of a mobilized member-driven union, but also the importance of taking our place in the CWA family and within the labor movement as a whole.

In Stonybrook on Long Island, our members are helping day care center workers organize with CWA and in Buffalo we are participating in rallies and fundraisers for health care workers and janitors who are trying to organize. We are the largest union of graduate student employees in the U.S. We are extremely grateful to CWA for its support and we are honored to join with other CWA members in the struggle to protect and empower workers.

Thank you. (Applause)

**BROTHER COHEN:** This organizing report is necessarily a mixture of success and hardship. Victories and painful defeats. As Vince described, our system of protecting workers' rights is broken, yet it can only be fixed if we document cases where workers are organizing and are abused by interference from their employers.

There are and were many such instances involving our union in the past year. You heard from the microphone earlier today from Debbie Hayes, President of Local 1168, about the horrible abuse of workers at Sheraton Manor Nursing Home in Buffalo, New York, where 14 workers have been fired for six months now solely for trying to organize and the NLRB has done nothing but issue complaints and schedule hearings.

In Greensboro, North Carolina, food service workers at the University of North Carolina employed by ARA voted two months ago in an NLRB election, but on appeal from ARA, the NLRB in Washington ordered the ballots impounded. They have still not been counted.

Next, we will hear another such atrocity from Gina Hyams, an employee at Harper Collins, part of the Rupert Murdoch empire, the largest publishing conglomerate in the world. Gina is a leader of the organizing committee and she was discharged along with many of her colleagues before a vote for union representation could be held.

This campaign was supported by Local 9410 in San Francisco. Please welcome Gina, still awaiting an NLRB hearing months after her discharge. (Applause)

**GINA HYAMS:** I was a member of the CWA Organizing Committee at Harper Collins Publishers in San Francisco. The West Coast division of Harper Collins specializes in religious,

feminist and psychology titles. There are 150 employees in California, about 70 of whom would have been in the bargaining unit.

Last fall we first interviewed a number of different unions and decided that CWA's Local 9410 was the most responsive and sympathetic to the goals that we had in organizing.

At our first organizing meeting, the CWA people gave us a pamphlet that described the script that employers typically used to fight a union coming in and very naively we saw those things and we said, "Oh, no, not our place."

Almost all of our bosses are liberal Democrats. All of our profits come from doing these very progressive titles on self help and things like that. If we want to form a union, then our bosses will just realize that we are helping ourselves and then sit down and they will be civil and negotiate a fair contract.

As you can imagine, we were very wrong on this. The employer immediately hired a union busting law firm and proceeded to do every single one of the hardball, ugly, cynical things listed on that pamphlet. The only thing they didn't do is slash our car tires because we didn't have a parking lot.

Unions are rare in publishing. Traditionally the field is low paying, the glamor of working in a creative industry is supposed to be enough, and entry level employees typically make under \$20,000 a year and are expected to work a lot of unpaid over time. If you complain about not receiving overtime pay, then you're considered lazy and without ambition.

Senior managers who are themselves making six figure salaries frequently tell their assistants that the corporation cannot afford to pay them overtime. That is despite high profit margins, let alone the law.

Three years ago out of a growing frustration with their working conditions, about 50 employees spontaneously founded what was called the non-management group. This group met once a week over the lunch hour in the conference room and they issued a long series of memos to the publisher asking for positive resolutions to the ongoing personnel problems.

At first some very good changes happened, but gradually things unraveled and the employees began to realize they didn't have anymore voice in the decision making process than they had before. So, eventually they decided that the only way that their concerns were going to be seriously heard and dealt with would be to have the strength of a union behind them.

The law says that union organizing is supposed to be a protected activity, but I can tell you from my personal experience that this protection is basically meaningless. The fines and penalties for breaking labor laws are so minor that corporations think nothing of lying to, intimidating, harassing and unfairly firing employees who wish to form a union.

The law is also very clear about who can and cannot be represented in a bargaining unit, yet Harper Collins management was allowed to delay our election for seven months by pursuing an utterly bogus NLRB hearing which should have been a simple procedure, but got dragged out over eight full days of testimony, because the company's lawyers did things like question the receptionist about her duties for more than three hours.

Eventually the NLRB ruled against the company on all 20 of the protested positions, but in fact the company won because the long delay enabled them to destroy our unit. In December when we filed our original union petition to unionize, more than 75 percent of the eligible employees signed cards. Seven months later, though, when the election happened, more than a third of those employees were no longer in the unit because they either quit in disgust over the company's behavior or had been unjustly fired.

The CEO George Craig flew out from New York to hold a company wide captive audience meeting. In front of all the employees he literally declared war on the organizing drive, saying that the company considered it nothing short of war and that they would fight it at every level. And then he laughed that management wouldn't do anything illegal unless it got too rough. He called the employee organizers disloyal and said he would never negotiate with CWA, if we ever went on strike he said they would just move out of town because they don't need the hassle of a union. He assured us that it wasn't too late to stop this act of unionizing self-destruction and he said if we dropped what he called the union bullshit, then he would negotiate with us. And he said that we would find, in fact, he is really a very good listener.

Contrary to the intent of that meeting, instead of getting terrified by it, a lot of us were transformed and came out more militant and committed to this cause than we had been before.

In the response to our willingness to fight back, the company decided to permanently lay-off four organizing committee members, including myself, due to what they called corporate downsizing. Interestingly, though, right after the lay-offs, they could afford to hire eleven new employees to do work which the four of us were well qualified for. CWA has filed unfair labor practice charges against the company on our behalf, but in the meantime last month the union lost the Harper Collins election by five votes.

After the election, the joke among Organizing Committee members was that we wanted to make up T-shirts that said, "I Survived The First Annual Harper Collins Organizing Drive and All I Got Was This Lousy T-shirt." (Applause)

This country and that company need real labor law reform if we are going to have half a chance of succeeding next time. Thank you. (Applause)

**BROTHER COHEN:** Finally, an extraordinary example of cross border solidarity between Canada and U.S. workers occurred in an organizing drive in Grand Forks, North Dakota at a Canadian owned manufacturing company. Lew Ellingson, the President of Local 7304 is an outstanding example of a local president from a small local working mostly as a volunteer. Lew has built his local into a community resource defending workers' rights.

A key part of our organizing strategy must be to support organizers like Lew working in less populated areas where CWA is often the only active union.

Lew Ellingson.

**LARRY "LEW" ELLINGSON (President, Local 7304):** Thank you.

Greetings, Sisters and Brothers: Local 7304, Grand Forks, North Dakota is a small local in numbers, but large in geography, heart and spirit. Our local covers the northeast corner of our state with Manitoba, Canada as our border on the north. Our charter includes members from U.S. West, AT&T, Polar Telephone and Viking Electronics, a cable TV company organized several years ago.

On February 19, 1993, I was contacted for the second time to try to organize a union at New Flyer of America, a bus manufacturing plant. The first contact ended when all but six people were laid off in December of 1991.

I stressed to the employees their need for commitment and was very surprised and encouraged when 90 percent of the employees showed up at our first public meeting and 20 percent of them signed on for the organizing committee.

Not only did the prospective members of New Flyer get an education, but the employer did also. After the first captive audience meeting when the manager finished with his propaganda, he turned to some members of the organizing committee and asked if they had anything to say. Needless to say it did not happen twice.

The plant in Grand Forks is a satellite plant with the main office in Winnipeg, Manitoba, 150 miles to the north. The 450 employees up there are represented by the Canadian auto workers. Many people had questions about the Canadian contracts, so our staff rep Annie Hill contacted Tony Zienkiewicz, the local president, to garner support of our organizing efforts. He and David Nazar, the financial secretary, traveled down and attended our next general meeting and answered many questions. They shared copies of the Canadian contract, discussed the Canadian health care plan, the advantage of the Canadian labor laws, stressed the need to defeat NAFTA in the present form and then went back to Winnipeg and sent three pages of signatures in a petition of support the very next day. I never again had to answer any questions on the meaning of solidarity.

Thank you, Tony, Dave, sisters and brothers, CWA Local 3003.

CWA Locals 7203 and 7213 along with the Districts and National Office also lent their support and was greatly appreciated.

The election was held and won on April 23, just over two months from the date of the initial contact, and six weeks after filing with the NLRB.

Organizing can and must be done by all locals regardless of size because there are workers all over the world that suffer the same issues that New Flyer had, as a delegate from Grand Forks, sister city of Ishim, Russia, located in Central Siberia, I can tell you that the safety concerns, fair and equitable treatment, lack of respect and dignity are issues that concern workers on a global scale.

Organizing must be done not just to increase membership or local coffers but it must be

done in the spirit that it is for the benefit of working people in all walks of life and it is the right course of action for humanity everywhere.

Thank you for this opportunity. Let's have a productive convention and god bless the working people of the world. Thank you.

**PRESIDENT BAHR:** I know you have found, as I have, all of the remarks we have heard inspirational. All of them are winners; those who won their elections obviously are winners, but all of the others perhaps are bigger winners because they have demonstrated not only to us, but the employers for whom they work, that they cannot be intimidated, that as long as it takes, with the support of all of us, they will have CWA in their places of work. So thank you all for being here. We are so pleased to have you.

We still need the noise level brought down. There is also a request from a delegate who was concerned when we broke for lunch, that the whole delegate body was trying to get out that one door, and he raised the question, what if there is a fire?

Well, in case of an emergency, that's not the only way out. All of the doors on the side would be kicked open, as well as a means of access in the back of this stage. So we want everybody to keep that in mind.

Last year, more than 100 locals took the pledge and joined our organizing network. Seventeen locals achieved the extraordinary goal of organizing 100 new workers in new units. Join me with the traditional CWA clap as we call to the podium the president or other representative of each of those locals.

... As each of the following delegates were introduced, the delegates responded with the traditional single clap of recognition ...

**PRESIDENT BAHR:** Local 1032 in Trenton, New Jersey organized over 900 employees at the Port Authority of New York & New Jersey.

Local 1040 in Trenton, New Jersey organized 114 workers from two nursing homes and teachers at a day care center.

Local 1118 in Albany, New York organized 110 group home workers.

Local 1188 in Buffalo, New York organized 4,000 teaching assistants employed at all of the State University of New York campuses.

Local 14030 of Toronto, Canada organized employees at three printing companies.

Local 2150 of Baltimore, Maryland organized 271 employees at the Cockeysville, Maryland AT&T Network Systems Group.

Local 2201 in Richmond, Virginia organized 150 state employees creating the Virginia Alliance of State Employees/CWA.

Local 3656 in Raleigh, North Carolina organized 143 local government employees.

Local 4340 in Cleveland, Ohio organized 162 workers from interconnect companies and local government.

Local 4603 of Milwaukee, Wisconsin organized Wisconsin Bell employees in new units including business service reps.

Local 4818 in Bloomington, Indiana organized 1,750 clerical and technical workers at Indiana University - Bloomington campus.

Local 6100 of Austin, Texas organized over 2,500 officers from six police associations and 250 local government employees.

Local 6320 organized Southwestern Bell Mobile Systems and Southwestern Bell Messaging Services in the St. Louis area.

Local 226 organized several newspapers in British Columbia, Canada.

Local 7304 in Grand Forks, North Dakota organized workers at a bus assembly company.

Local 9400 in Paramount, California organized six new units of service and telecommunications workers.

And finally, Local 9510 in Santa Ana, California organized 175 Pacific Bell service reps at the Tustin Telephone orders and billing centers.

Join me in congratulating and expressing our thanks to these union builders.

(Presentation - Applause)

It is now time to turn our attention to the President's Annual Award-- CWA's most prestigious honor to those who wholeheartedly and enthusiastically embrace our union's growth

program.

As you have heard me, Larry Cohen and others say so often, organizing must be a key part of our program if we are to thrive and survive.

You are the key. As local leadership, you can promote organizing efforts. You can influence your stewards and members to get involved and you can lead by example.

Joe Beirne recognized your importance more than two decades ago, in 1972, when he created the President's Annual Award.

The award consists of a plaque for your office, and a certificate suitable for framing, as they say, for permanent display in your union hall.

And, there is more. There is also a miniature version of the permanent award on display at each of our conventions. You see it off to the right.

The permanent trophy, which we display at headquarters between conventions, and the individual award feature a replica of Joe Beirne's famous Stetson hat, the "Open Road" model.

The name and local number of the winner are added each year to the sides of the base of the permanent trophy.

That way, you and your sons or daughters or even your grandchildren will be able to look back with pride some day at your achievement.

The winners are chosen by the President of the Union, based on suggestions from members of the CWA Executive Board.

This year, I had to choose among a number of excellent candidates recommended by our vice presidents. My decision wasn't easy. In fact, I think this was the most difficult year since I've been elected, and it was because so many of you have shown real dedication to our organizing program.

And, when it came right down to it, I couldn't make a single choice. Instead, using my prerogative as President, I chose two winners. And after you hear a little about them, I hope you will support my decision. And it should be no surprise that they are already up here among this group.

Susan Baxter-Fleming.

... The delegates arose and applauded at length ...

**PRESIDENT BAHR:** She deserves it.

Susan is President of Local 4818 in Bloomington, Indiana, and she was recommended by Vice President Bob Johnson of District 4.

And the second winner is Jim Tucker, President of Local 6320, in St. Louis, Missouri.

... The delegates arose and applauded at length ...

**PRESIDENT BAHR:** He was recommended by Vice President Vic Crawley of District 6.

Now Susan had to be chosen-- I have to tell you, I was out and visited the campus. I was out there with the Organizing Committee and met with them, so I know from personal knowledge of the job that had to be done, and it was done.

Now Susan had to be chosen because she worked hard for four straight years to achieve a major goal. And she reached that goal only a few months ago when the more than 1,700 clerical and technical workers on the Bloomington campus of Indiana University voted to become part of the CWA family. (Applause)

But I want to tell you what she had to overcome, and it's not in my script because I was part of it.

See, there's no law in the State of Indiana to get an election. It's at the volition of the trustees of the college.

So Bob Johnson and I, and I think at the first meeting was Mike Joyce, the staff representative, we met with Governor Evan Beyh, who appoints the trustees, and was elected with labor support.

We urged him to use influence on the trustees to give us an election, and weeks and months went by. I even met with his father. I was a Birch Beyh delegate when he was running for President of the United States.

We finally reached the governor, and he got to the trustees. And they gave us the rules for the election under the Railway Labor Act, which requires you to get not a majority of those who vote, but a majority of the eligibles, including those that don't vote. And I remember calling the governor, and while there was, you know, some movement, I remember asking how he would

like to run for reelection under those rules. (Laughter)

But the kind of job that was done was so superior that they were able to overcome that handicap.

And so when the CWA News reported on this union victory in the May issue, you may recall the editors made a big deal about the Elvis sightings on the Indiana campus, but it seems that Susan and her helpers in this campaign hired a fake Elvis to promote CWA.

However, the real secret of the win, of course, the real scoop, as it is, is Susan's dedication and commitment over a long period. She even called on her mother, Jane Baxter, a former president of Local 4818, and her husband, Jerry, for help. (Applause)

Seth Rosen, a District 4 organizer who played an enormous role, said that Susan worked night and day on the campaign.

Larry Cohen says, "This is as good as it gets. She reached out to everyone who could help. She literally called in family. She asked for and got help from other CWA locals, and she left no stone unturned. She never gave up."

Vice President Johnson cannot lavish enough praise on her efforts. "Susan made the first organizing contact over four years ago, and though a number of others have come and gone, she stayed with it and won it."

I said a moment ago that Susan had to be chosen as a winner. In the same sense, Jim Tucker had to be chosen, too.

Jim is doing in St. Louis what I would hope every CWA local president in this union would do. He is putting his name and reputation on the line to make sure that Southwestern Bell is a "wall to wall" telecommunications company.

"Wall to Wall." How many times have you heard that phrase? What does it mean to you? Are you working to spread the Wall to Wall concept in your area? Think about where we could be as a union to be reckoned with if each of us was dedicated to Wall to Wall organizing.

Jim Tucker sure is. And he is real up front about it, leaving no doubt about his intentions. He has been quoted as saying, "There aren't going to be any unorganized subsidiaries in this local's jurisdiction, if I can help it." (Applause)

That attitude and a good strong organizing committee within Local 6320 has resulted in a string of successes. In 1991, Jim and the local were instrumental in organizing World Wide Directory Product Sales, and in 1992, Jim and Local 6320 won a campaign to represent the workers at Southwestern Bell Messaging Services.

With aid, assistance and support from Local 6320, CWA also represents 500 workers at Southwestern Bell Yellow Pages and another 80 workers at Southwestern Bell Telecom. Then this year, on May 16, Jim Tucker and Local 6320 won yet another victory when the 105 employees of Southwestern Bell Mobile Systems voted for CWA.

Jim Tucker would be the first to admit that he couldn't do it alone. And he would probably want to praise CWA Representative Phil Ferrill, Local 6320 Organizing Coordinator Carol Garrett and the entire Local 6320 executive board for their help. (Applause)

I personally want to praise the efforts of Vice President Vic Crawley for the work that he and the CWA negotiators did last year to win a modified neutrality clause in our contract with Southwestern Bell.

Vic Crawley's efforts enforcing that clause were crucial, because, as Jim points out, "Management insisted on stretching to the limit."

So as Jim and Susan step forward to accept their awards, it is fitting that we honor them for exemplifying the best traditions of our organizing program.

We're honoring one winner for a tremendous struggle over a long period in a large unit outside what we once considered a traditional jurisdiction, and the other, for an alert, forward-looking victory inside our traditional communications industry.

We're honoring Susan for her consistent, outstanding effort at Indiana University, and we're honoring Jim for inspiring and leading the various levels of the local to participate in "Wall to Wall" organizing efforts.

These are the kinds of leaders that we all need to keep CWA strong in the future and to maintain the kind of contracts that our members deserve and expect.

So, please join me in congratulating Susan Baxter-Fleming and Jim Tucker.

... The delegates arose and applauded at length ...

Now, one of the awards is the President's Annual Award plaque, and it reads, "The President's Annual Award to Susan Baxter-Fleming, President, CWA Local 4818, in grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program and dedicated effort directed toward making that policy effective. Awarded by the President of the Communication Workers of America, on behalf of the organization."

Susan.

... The delegates applauded as Sister Susan Baxter-Fleming was presented with the Annual President's Award ...

And the certificate which, as I said, is suitable for framing, has the same grateful words, and something that I wish someday I could win. I go by it everyday outside of my office, and is the replica of what we see to my right. It has the same inscription shown as that which I read, but I am sure this will be sitting on Susan's desk.

So, on behalf of this Convention, on behalf of all of the locals and delegates and a grateful membership, Susan, you have earned it. (Applause)

**DELEGATE SUSAN BAXTER-FLEMING (Local 4818):** Thank you. Thank you very much.

This is a great honor. This is an honor that must be shared with many people. I certainly did not do this by myself and could not have done it without the support of our executive board, stewards and members.

I am happy that Julie Pohlwing is here with me today to share this special moment, because she certainly did her share of work on the campaign as well as in the local. (Applause)

I want to thank my mother, not only for her contributions to the campaign, but for raising us in a CWA family and teaching me that by getting involved and working hard, we can make the changes necessary to keep our union healthy and strong. (Applause)

We are fortunate in District 4. We have a wonderful district organizer, Seth Rosen. (Applause) Seth kept us on the right path, the path to victory. He inspired those around him to excel.

Most importantly, I must thank the workers of the IU, who stood by us and had the courage to vote yes.

On behalf of those members and Local 4818, I thank you for this most prestigious award. (Applause)

**PRESIDENT BAHR:** It is now your turn, Jim.

The President's Annual Award Plaque-- and I won't read it again; you all have heard it-- it says the same thing, except this is to Jim Tucker, President of Local 6320.

Jim.

... The Delegates applauded as the President's Annual Award was presented to Brother Jim Tucker, Local 6320 ...

**PRESIDENT BAHR:** And the certificate, which I know will be framed.

On the right hand corner of the desk, this beautiful replica of the Joe Beirne Hat and Memorial.

**DELEGATE TUCKER (Local 6320):** Thank you, sir.

**PRESIDENT BAHR:** Jim Tucker.

... The delegates arose and applauded ...

**DELEGATE TUCKER:** As Susan said-- very, very well, I might add-- this is certainly an honor that I personally did not expect.

I would like to thank President Bahr for being so generous with his nominations for this, and I would also like to thank him for mentioning the people that were involved in the campaign.

I am sure most of the local presidents in the room will admit that sometime our junior officers and stewards tend to make us look pretty good.

But I will say to you that I believe very much that the future of this union is in a very simple phrase, and that phrase is: Wall-to-Wall. (Applause)

Our major employers have tried to employ many, many tactics to circumvent the strength and the will of the CWA, not the least of which is the founding of many, many different types of subsidiaries.

I am very proud to say that the officers and stewards of Local 6320 did not make me look

like an idiot when I made that statement that Morty quoted, and they rallied to my support and helped me make St. Louis Wall-to-Wall CWA.

Thank you. (Applause)

**PRESIDENT BAHR:** Join me in thanking all of these up here for a job well done.  
(Applause)

I hope the number that will be up here next year when we meet will be twice this number.  
(Applause)

In just a few minutes we will be recessing to go march to the Frontier Hotel. We have with us at this time the Staff director of the Culinary Union, Local 226, Brother Taylor, and Ray Turner, a Frontier striker, who has worked at that hotel for 21 years.

Let me introduce Brother Taylor to you. (Applause)

**BROTHER D. TAYLOR (Culinary Local 226):** Hey, you all got your signs, right?

I will make this brief. First I want to go over some logistics so you know what to do, and then, secondly, I want to really briefly describe the struggle.

First, as you leave today, when you go out to the front of the Convention Center, on your left we are going to line you up in the shade so you are not going to be in the hot sun when you line up. You will be in the nice cool shade. Actually, this is a cool time of year for us: It is only about a hundred today.

Also, tomorrow we will have a table set up here to sell Frontier Strike Buttons. All that money obviously goes to the Frontier Strike Fund, to those strikers and their families.

As we march today we are going to have a lot of marshals. We are going to be together. We are going to be in true solidarity.

Please, please, follow the advice of our marshals. The Frontier Hotel, despite their best efforts, six times in court to try to get very restrictive injunctions on us have failed, and I would appreciate it today if you would follow our lead. We will have a great rally.

Now, you know, in the labor movement today we hear a lot about solidarity. It is a great word to use, but we in Las Vegas are finally learning what it means, because for the first time ever we have all the unions out together-- Operating Engineers, Teamsters, Culinary and Bartenders. (Applause)

And, as you know, or, if you don't know, last week we entered the 23rd month of our strike. And it is hot, and we have had snow, and we have had the wind, and we have the scab customers spit on us, people taking punches at us, people out there fighting for their families. And, despite 23 months, we have not had one single striker go back to work.

... The delegates arose, applauded and cheered ...

**BROTHER TAYLOR:** Now, what are we fighting for? Yeah, we are fighting for everything. They took away our pension. They took away our health plan. They cut our wages. They did the whole union busting thing.

Very simply, here in Las Vegas we have decided to make our line in the sand, and our line in the sand is that place is either going to be a union house, or we are going to shut it down so it will never open again in this town. (Applause and cheers)

Your union has a great history. You have been in struggles day in and day out. I read about it in the paper.

Obviously, when you have an organizing program, that is a struggle. And you have been successful.

So, today, brothers and sisters from the CWA, we need your help. There is no better message we can send out to the owners of the Frontier and the Allardi family, who are a threat to every single worker in this country. So today, after 23 months, and those strikers carrying all of us on their backs, we need you. We need your help. We need your voice. We need your bodies. And we need nothing more than the CWA spirit.

We will see you out there. Thank you very much. (Applause)

**PRESIDENT BAHR:** Will the Resolutions Committee come back to the platform.  
The Resolutions Committee.

I will take the liberty, with your consent, to have the entire resolution read, rather than just the resolved, because of this particular issue.

Would you read the entire resolution?

**CHAIR ISRAEL:** Thank you, Mr. President. The Chair would like to recognize Cecelia



Peltier.

**DELEGATE CECELIA PELTIER (Local 6326):** If the delegates will please turn to Page 5 of the Resolutions Committee report, I will read the resolved of Resolution 55A-93-3.

## **SUPPORT FOR FRONTIER STRIKERS**

On September 21, 1991, 550 workers at the Frontier Hotel walked out on strike after the hotel's owners and managers began a campaign of harassment, surveillance and intimidation against the workers seeking a new collective bargaining agreement. The workers had been without a contract since June 1, 1989.

Approximately 30,000 workers represented by the Bartenders Local 165, Carpenters Local 1780, Culinary Workers Local 226, Operating Engineers Local 501 and Teamsters Local 995 are employed in the hotel and gaming industry.

While the National Labor Relations Board has issued a complaint charging the owners engaged in "surface" bargaining with no real intention of reaching an agreement, the company has:

- illegally stopped contributions to the workers' pension;
- slashed wages by up to \$4.00 per hour compared to wage rates for other unions in the industry;
  - cut the workers' health plan;
  - eliminated seniority and other job protections;
  - fired workers for supporting the unions.

We must continue to support our Sisters and Brothers in the Labor Movement who are fighting to keep their benefits and maintain their dignity on the job.

**RESOLVED:** That the Delegates at this 55th Annual Convention do not patronize the Frontier Hotel and Gambling Hall.

**RESOLVED:** That the Communications Workers of America urge all of its Local members and families to use every means possible to support this struggle for dignity and the survival of the workers and their families;

**RESOLVED:** That Delegates at this 55th Annual Convention march and rally to show our support on this 26th day of July, 1993.

Mr. President, the Resolutions Committee moves the adoption of Resolution 55A-93-3, entitled "Support for Frontier Strikers." (Applause)

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have heard the resolution. It has been seconded. Microphone 3, Delegate Hansen.

**DELEGATE CRAIG B. HANSEN (Local 9413):** President Bahr, delegates, associate members and guests, I rise in favor of Resolution 55A-93-3. Even though the political climate in this country is changing and America is focusing more on the plight of working people, we have not yet come far enough.

This employer's actions are a threat to all of us. The saying, "An injury to one is an injury to all" has just as much meaning today as it did in November. We must stand with these union members and show our support.

No matter what union we belong to, we are all part of the same family.

I ask you to honor your family with your unconditional and unanimous support of this resolution. (Applause)

**PRESIDENT BAHR:** On Mike 3, Delegate Lewis.

**DELEGATE JACK LEWIS (Local 3150):** President Bahr, members of our Executive Board, staff, committees, guests, alternates and my fellow delegates, I rise in strong support of Resolution 55A-93-3, support for the Frontier Strikers, and I am appalled at the travesties demonstrated by the union-busting owners of the Frontier Hotel, that anti-American hotel.

We must support our brothers and sisters who have struggled to survive and continue to fight with dignity and show the country that united we will endure, united we will starve out any attempt to hurt our brothers and sisters in the labor movement.

Over the years we have struggled to maintain our jobs with dignity. We have fought long

and hard. The Frontier strikers are an example of the labor movement struggle into the '90's. We cannot allow this conduct at any cost.

This is "jobless without justice."

We the Communications Workers of America must support this struggle for dignity and the survival of the Frontier workers and their families.

The Frontier Hotel must be put on notice once and for all: Stop this now or feel the wrath of the American Labor Movement.

Thank you. (Applause)

**PRESIDENT BAHR:** There are no other speakers at any microphone, so are you ready for the question?

All those in favor of the resolution, Support For Frontier Strikers, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted unanimously. (Applause)

The Chair recognizes the Secretary-Treasurer.

**SECRETARY-TREASURER EASTERLING:** First is the lost and found report. Chris Jones, Local 9400 lost a bag of raffle tickets at the Burger King in the Riviera during the lunch hour. We would like you to return those to him if anybody has found them.

Found was a pair of glasses. They will be up here if anybody in the hall belongs to them.

The 55th anniversary dinner is this evening, with cocktails from 7:00 to 7:30. The dinner is at 7:30 in Ballroom A, B and C. If you did not pick up your tickets for tonight's dinner yet, you may do so at the door tonight.

In conjunction with that, the buses will be re-routed to the Frontier Hotel for the rally. Therefore, there will be no service to the Riviera for those that are not attending the rally.

For those that are participating in the rally, we will have two buses returning to the Hilton and one bus to the Riviera at the conclusion of the rally.

There will be an Ameritech bargaining unit meeting tomorrow morning at 11:30 a.m. in the District 4 room here in the convention center. That is room N-235-41.

As a service to our delegates, the health and welfare booth has RN's on duty for the next three days from 9:00 a.m. to 5:00 p.m. to take your blood pressure. You might want to take advantage of that.

**PRESIDENT BAHR:** All delegations take their papers and belongings with them today and each day.

I hope that you join with us tonight at 7:00 at the Hilton Hotel, Ballroom A through C, for the dinner at which we will be honoring those we saw here today, as well as previous winners of the Joe Beirne's Award.

The telephone platform observers for tomorrow are Carol Herdon, President of Local 7127, Nadine Cox, President of Local 9408. They should report to Doug Stearman, the platform sergeant-at-arms, backstage at 12:15 tomorrow.

I want to thank today's Escort Committee for Reverence Scott:

Anna Princiotta, Local President.

Eddie Romera, Local 3406.

Gloria Parra, President, Local 6143.

Lino Martinez, President, Local 9543.

Jeff Haas, President, Local 13552.

Thomas Rowe, Member, Local 14201.

The invocation tomorrow will be given by Father Patrick Hayes, Guardian Angel Cathedral, Las Vegas. His Escort Committee will be:

Sherry Moon, Vice President, Local 2323.

Phyllis Haines, Local 4214.

Mary Byrnes, President, Local 7750.

Stephanie Olvera, Secretary-Treasurer, Local 9423.

Dan Swickline, President, Local 13591.

Steve Berman, President, Local 14408.

They should report to Doug Stearman, Platform Sergeant-at-Arms, backstage at 12:15 p.m. tomorrow.

I want you to join me in thanking today's telephone observers for the job they did today. (Applause)

I am going to recognize David Prather at the privilege mike. David.  
Put Mike 2 on, please. It is on, Dave.

**DELEGATE DAVID PRATHER (Local 3204):** President Bahr, would it be in order for us to pass the hat in order to assist our brothers and sisters financially with their struggle at the Frontier.

**PRESIDENT BAHR:** I understand it is happening now, but as the business agent said, tomorrow they will be selling buttons to raise money. We are about to recess for the day, and start marching. So I do not think there is time to do it now. But certainly tomorrow, a combining of buying buttons and passing the bucket would very well be in order. Thank you. (Applause)  
I hope each of you, as long as your health is okay, because it is warm out there, joins us now on a march on the Frontier Hotel. We stand in recess until 12:30 tomorrow. (Applause)  
... The Convention recessed at three-fifty-four o'clock, p.m. ...

## TUESDAY SESSION

**July 27, 1993**

The Convention reconvened on Tuesday, July 27, 1993, at twelve-thirty o'clock, p.m., President Morton Bahr presiding.

**PRESIDENT BAHR:** The Convention will be in order, please. Take your seats as quickly as possible.

Leading us in prayer this afternoon will be Father Patrick Hayes of the Guardian Angel Cathedral here in Las Vegas.

**FATHER PATRICK HAYES (Guardian Angel Cathedral, Las Vegas, Nevada):** Before I start the prayer, I think I should say we clergy probably ought to be members of your union, for our work is definitely to communicate the good news of God's love for all of us.

O Lord God, we beg Your blessing on this convention of Communications Workers of America. Help them to communicate without anger or acrimony, growing in the realization of a common goal. Teach them that we are all one family, uniting them in brotherly love.

Make them work for justice, which brings true and lasting peace. May their discussions and decisions during these days be charitable and bring benefit not only to the union membership, but to all their fellow citizens.

All this we ask through the kindness of a merciful and benevolent God. Amen.

**PRESIDENT BAHR:** Thank you very much, Father Hayes, and on behalf of the Convention we also thank the Escort Committee.

We have a Supplemental Credentials Committee Report. The Chair recognizes Co-Chair of the Committee, Charles Sangmeister.

**DELEGATE CHARLES SANGMEISTER (Co-Chair of Credentials Committee):** Mr. Chairman, the Credentials Committee has a Supplemental Report for Tuesday, July 27, 1993. In Category 2, properly executed, but late credentials, Delegate Thomas L. Barker, Local 2395.

The committee moves that the delegate be seated.... The motion was duly seconded ...

**PRESIDENT BAHR:** You heard the motions. Seconded from the floor. No one at a mike.

All those in favor indicate by saying aye. Opposed no. It's adopted.

Thank you.

Would the Escort Committee bring President Kirkland to the stage, please.

... The delegates arose and applauded at length as Brother Lane Kirkland, President, AFL-CIO, was escorted to the platform ...

**PRESIDENT BAHR:** Our next speaker is very well known to all of us. Lane Kirkland has served as President of the AFL-CIO since 1979, and has been reelected at every biennial convention since then.

Lane and I share a common background, which he may not even be aware of at the moment. We both served in the Merchant Marine during World War II, but there was a big difference. First, he was a professional sailor and was a deck officer, and I was in for the duration as a radio officer.

But now, as President of the AFL-CIO, Lane serves as the chief spokesperson, not only for the U.S. Labor Movement at home, but all over the world.

He is a champion for workers' rights, and first in the fight against those who would trample those rights, be they tyrants around the world or Presidents of the United States.

He has led the labor movement through twelve years of the harshest, government-inspired assault against unions that we have seen in the past century, and today is preparing the groundwork for our resurgence.

I am proud to introduce my president on the AFL-CIO Executive Council, the leader of the American labor movement, one of the most influential figures in the world today:

AFL-CIO President Lane Kirkland.

... The delegates arose and applauded as AFL-CIO President Lane Kirkland was escorted to the platform ...

**AFL-CIO PRESIDENT KIRKLAND:** Thank you. President Bahr, Secretary-Treasurer Easterling, Brothers and Sisters, I am delighted to be part of your 55th annual convention and to bring you the fraternal greetings of the AFL CIO. After all the issues are debated and resolved and you will deal with many here, the ultimate aim and instrument of any Democratic organization is solidarity.

In the era of accelerating economic and technological change, this labor movement must move forward in solidarity against the hostile forces that for decades have proclaimed our decline and our fall.

Today their propaganda centers around this proposition: Unions may have been needed back in the 1930's, but not today. Employers are nicer now. Well, I am old enough to have been around in the 1930's. I remember the 1930's very well and I can tell you that our enemies did not like us any better then than they do now.

No employer ever gave workers anything out of the goodness of his heart, least of all recognition of the workers right to have a trade union. It was a fight then as it is a fight now.

An old and dear friend of mine, a great trade unionist and a great civil rights leader, Phil Randolph, once said it best, "There are no reserve seats at the banquet table of life." You get what you can take and you keep what you can hold. That is how it was and that is how it is now. Nothing about that has changed. Anyone who believes otherwise has never been subjected to the indignities that go with the lack of genuine trade union representation.

They have never gone home and found it physically impossible to lift their young children because of poor ergonomics at a factory or at a computer terminal. They have never seen their health care coverage disappear overnight when the company alone decides that it is too expensive.

They plainly don't understand or don't care that the best thing about America is that working people do have the right to change these things and to organize for a better life for themselves and for their families. At least they ought to have that right in practice as well as theory. It is our responsibility as trade unionists to see that they do.

History shows that the free exercise of that right has been the true author of America's quality of life. It has built the middle class. It has created a market based on good wages and conditions that are the foundation of this country's quality standard of life.

Today, as our country faces an uncertain future, we are called again to the task of organizing, agitating, educating and rebuilding America's economy and securing its standard of life. That mission, that responsibility, is of the most critical importance at a time when this country is at a crossroads of economic and labor policy.

Do we keep pace with the rest of the industrialized world by creating high wage jobs, truly empowering workers, involving them in workplace decisions, creating a more powerful economy, and thereby a better standard of living? Or, as some would have it, should working Americans be the pawns and the victims of the free market and the tools of the drive toward competition by seeking the lowest wages available anywhere in the world?

That, unfortunately, has been the policy for 12 long years. Today, thanks in no small part to labor's political action, the Reagan/Bush era is over and working Americans have reason to expect that government will be back on their side where it truly belongs.

That is not to say that every obstacle has been cleared away. The task of pressing Labor's agenda in Washington has never been an easy one, and it is never going to be an easy

one.

But, if you ever feel somewhat inclined toward frustration, aggravation and disappointment with any action or expression of the Clinton administration, I would suggest that you just stop and think for a minute about the last year of the Bush administration and what it meant for our movement. Then think about the real concrete progress that we have made in the very few short months since the inauguration of Bill Clinton.

After years of vetoes and threats of vetoes, Family Leave is now the law of the land. (Applause)

This President will soon put his signature on a Hatch Act bill, which will bring more political rights for our brothers and sisters who work in the federal agencies and the Postal Service, and thereby make possible a greater contribution on their part to the solidarity of Labor in pressing its agenda forward.

This has been an objective of the AFL-CIO and organized labor as a whole for many years. It has been blocked and frustrated by those who want to keep the voice of America's workers still, and now we have it at last.

Congress has passed and the President has signed a Motor Voter law to expand the electorate and bring greater democracy to the people of this country. Unemployment benefits were extended this year without all of the usual stalling and foot dragging and obstruction. And President Clinton in his first month in office reversed the executive orders that George Bush issued last year for the most sleazy political motives, to frustrate unions, to smear unions, and to stifle union organizing. (Applause)

That is no bad record. These things alone have been worth the price of admission. But there will be more progress to come if we do our job.

Today this President is fighting against a determined rear-guard minority in the Congress to enact an economic program that would begin to reverse the damage and destruction of Reagan's failed riverboat gamble, the huge tax giveaways to the wealthy that have tripled the national debt, mired us down in enormous annual deficits and stymied government's ability to help bring the country out of their recession.

Today, they are even trying to block and stall aid to the hundreds of thousands of people who are suffering as a result of the extraordinary needs in the midwest. They want to stop that.

If anyone should tell you that the recession, the Bush-Reagan recession, is now over, you might remind them, and we must remind them, that 16.5 million Americans are still either partially or totally unemployed and on the brink of disaster.

The American people know that a recovery without job growth is no recovery at all. When I say "job growth," I do not mean part-time casual jobs that leave people living from hand to mouth with only a week's paycheck and their good health keeping them from joining the ranks of the street people. I am talking about genuine, long-term stable jobs with wages and benefits that enable people to provide their families with a decent life. I am talking about creating more taxpayers and consumers who will get this economy back on track and reduce the deficit in the long-run, the only way it ever really can be reduced, by growth and progress.

You can talk about worker training and re-training, and that is important. You can talk about the new work force, a popular subject.

When you get right down to it there is one and only one answer to the question of how we create stable, long-term productive and rewarding employment in this country, and that answer is simply trade unionism, a fact so obvious that it is extraordinary that they go to such lengths to avoid it. (Applause)

The mouthpieces of the employer community have been promoting another idea. They are moving around Washington telling anyone who will listen that what America needs is not adversarial relationships between management and labor, but rather something that they call "workplace cooperation."

Of course, you and I know what they mean by that: the boss gives the orders and the workers cooperate.

The Labor Movement has not now and never has had any quarrel with real workplace cooperation, the kind that protects workers and gives them some genuine input and a real voice.

We are for it. We have always been for it. We just want to find somebody on the management side that will really cooperate with us, and they are very hard to find. (Applause)

We have heard a lot recently about the virtues of workplace committees, quality circles and what have you. But when management alone chooses the members, sets the agenda and holds the veto power, then these are nothing more than sham organizations trying to prevent real worker empowerment. That's what they are trying to do instead of cooperation, not cooperate. (Applause)

It matters precisely what the Labor Relations Board has ruled in recent cases, and I'm tired of hearing the nonsense about how real workplace democracy through trade unionism is some sort of outmoded, obsolete idea from the 1930s, and that it has no relevance in this modern economy.

If employers are really so interested in transferring power to the shop floor, then why are they spending so much time, effort and money in preventing workers from joining trade unions of their own choosing?

Every day working people all over America, people who need a union and who want a union in their place of employment are harassed, threatened, intimidated and, yes, fired for trying to exercise that basic democratic right, and it is an absolute right under our law.

It has been getting worse for years. We have this booming union avoidance industry, lawyers and other hired guns who show employers how to break the labor laws and get away with it at a very cheap price.

You can look at government figures which show that in organizing campaigns today, on the average, one out of every sixteen trade union supporters is fired illegally for expressing that support. And that those eminent figures in the national life would call so blithely law and order.

Considering the frequency of these plans and calculated violations of the law by the bosses of our society, it is really remarkable, it is extraordinary if so many working people dependent on their jobs for life, for liberty and for the pursuit of happiness are willing to stick their necks out time and time again for a trade union. Those are the people, those are the workers and those are the Americans that we should be proud of in this country, and not the ones who should be the victims of this country. (Applause)

Because so many are willing to do that, to bear an extraordinary share of the common burden of making life better in this country by joining and supporting trade unions, I'm proud of this labor movement. Perhaps we do not have the highest proportion of the work force of this country organized into trade unions, not as high a proportion as those who are almost automatically enrolled in unions in most European countries. But I will say this without fear of contradiction, our trade union members are the best trade union members in the world. (Applause)

They believe in what they are doing and they do it sometimes at risk, and always, always by bearing an unusual share of the burden that lies upon all working people in this country, the burden of helping their brothers and sisters move forward.

While workers defending their elemental rights are met with instant injunctions and frequently with enormous fines in court, much crueler and harsher infractions by employers, wander aimlessly through years of litigation and end up with dusty answers and empty remedies when it is far too late to make any real difference. That essentially is what is wrong with the laws today and that is what needs to be fixed.

The President has appointed a blue ribbon commission to study labor laws and the proposed changes. If the facts are laid bare and we need to lay them bare, there can be but one conclusion: The law as it now stands is not sufficient to insure working people their basic right to join a union. It is an impediment to the exercise of that right. It has been perverted and has become a tool in the hands of those who would dominate and suppress working people.

The ultimate aim of the labor laws and their enforcement should be based squarely on the principle that a worker's decision is a free decision as to whether or not to join a trade union and is none of the employer's business. (Applause)

That is the message we are taking to the President's Commission and to the Congress. In advance of that, we have a more immediate goal, and that is to enact a law to prevent employers from permanently replacing workers who exercise their legal right to strike. (Applause) The Workplace Fairness Bill, which is now making its way through the Congress-- it has passed the House and awaits action by the Senate-- would ban this practice and help restore some small semblance at least of balance to labor/management relations.

The fact is that when an employer can say to a union, "Accept my terms or all of your members are out of a job," in other words, "My way or the highway," then there really is no balance, no cooperation, no worker empowerment, no new work force.

On another front, we now have our best opportunity in half a century to achieve a goal that we have fought for as long as I have been active in the Trade Union Movement, an opportunity to make progress toward one of our most cherished goals: health care for every American in this country. (Applause)

We mean to mobilize our members across the breadth of this land in support of that objective, and I mean a health care program that assures unqualified access to health care for all universally, one that will really control the escalating rise in costs, one that will assure quality and real choice. Those are our objectives.

On trade, we are working to convince members of Congress that the Bush-negotiated NAFTA is nothing more than a cheap labor sell-out agreement that will destroy jobs in this country. We want effective, enforceable labor and environmental standards and we will fight NAFTA; we will fight NAFTA with everything we have got. (Applause)

When I say enforceable labor standards, I mean standards with teeth in them, with real teeth in them. When I say teeth, I do not mean gums. I mean big, yellow fangs (applause) big enough to deal effectively with the realities of the situation and the vast differences between the way ordinary people are treated in that country and this.

We are also pressing for a long overdue reform of the nation's occupational safety and health laws. We have learned the hard way that it is one thing to have OSHA laws on the books, but insuring their effectiveness in reducing job-related deaths and injury is an entirely different story.

Our enemies know that there is more than one way to skin a cat, and to repeal, effectively repeal, a law that they don't like. You don't have to get it repealed by the Congress; you simply have to get an administration in that won't enforce it, that won't give it the money and the manpower to get the job done. That is what we have had ever since that law has been on the books.

As a consequence, every year more than ten thousand people are killed, are murdered at the workplace. One worker for every hour of every day.

Last year the average penalty for violating OSHA laws for conditions that could kill or injure workers was an enormous, whopping eight hundred dollars. That there are so few OSHA inspectors on the job means that a company can go for decades without ever meeting one, without ever being inspected. The maximum penalty for killing a worker under OSHA is only six months in jail and only one person has received such a sentence in the past ten years. You can get more time in jail for the federal crime of harassing a wild jackass, and that is a law. In fact, seven people have been jailed for doing precisely that.

No one knows more about how to correct workplace hazards than the workers themselves. Their necks are on the line. Our proposal would give workers the right to report and to correct safety problems, the right to act and the right to refuse unsafe work without ever getting fired for it.

Now, I am sure that I do not have to tell you that we are in for a very tough fight on all of these very critical and basic issues. On the striker replacement bill the Republicans in the Senate are gearing up for another filibuster. We are going to hope and urge that those on the Democratic side, those who purport to be friends of Labor, will begin to show a little backbone and will not allow them to conduct the filibuster in that gentlemanly, easy way that has become the custom of late, where they knock off every evening so they can go out at night and resume their debate the next day at a reasonable, comfortable hour.

We are going to ask that the old rules of filibuster be invoked again, that our friends go to the mattresses and we keep this going around the clock, so that the American people can see it hour after hour on C-Span and find out what really is blocking progress in this country. (Applause)

Whether we can get the Senate leadership to abandon the gentlemanly approach to these matters remains to be seen, but we are going to try.

On OSHA and health care the privileged special interests will be seeking to promote delay and gridlock on NAFTA. The Mexican government and its American export allies have

already spent \$25 million hiring every lobbyist and every flack that they can get their hands on, including an array of former high-level U.S. government officials now selling out their country for a dollar bill.

We cannot compete at that game. We do not have that kind of money, and we do not have that kind of access to the kind of people who are after that kind of money in Washington. All we have is the people, all we have is you and your brothers and sisters and neighbors.

That is all that we really want. Sooner or later that will prevail.

We have tremendous challenges in front of us, but if we mobilize our people and get the word out to our members and encourage them to become more active in their communities, we can win these battles.

This is an awful lot of work to do. There is very little time before each of these issues come to a head. But working together in real solidarity, we can get the job done for the people about whom we care most and whom we are privileged to represent: the working families of America.

And I have absolutely no doubt that with your extraordinary leadership and with the tradition and the strength and vigor of the membership of the brothers and sisters of the Communications Workers of America, we are up to that task.

Thank you and the best of luck to you all. (Prolonged applause)

**PRESIDENT BAHR:** Thank you very much, Lane. We really appreciate you coming out here from Washington to share these views on the major issues affecting working Americans each day of their lives. And I know I have the knowledge that I can make this statement that all of the thousands of members represented by those in this auditorium are and will continue to be mobilized to show our solidarity with our brothers and sisters and all of the AFL-CIO affiliates to stand shoulder to shoulder until every one of the single vows that you have outlined has been won.

We want to present you this, for Mrs. Kirkland in particular, a token of our appreciation. (Presentation - applause)

Thank you very much.

Join me in thanking President Kirkland and the Escort Committee of Vice Presidents and local presidents.... The delegates arose and applauded at length as President Lane Kirkland was escorted from the platform ...

**PRESIDENT BAHR:** I want to introduce now Harold Scott, a representative of the U.S. Treasury Department. Harold. (Applause)

**BROTHER HAROLD SCOTT (Representative of the U.S. Treasury Department):** President Bahr, Secretary-Treasurer Easterling, delegates and guests to the 55th Annual Convention for CWA, good afternoon.

... Replies of "Good afternoon" ...

**BROTHER SCOTT:** I must admit, as I look out here I am very humble to see just how many of you came all the way to Las Vegas to see me this afternoon. Thank you very much. (Laughter and applause)

Seriously, seriously, I am here this afternoon on behalf of the Secretary of the Treasury, Lloyd Bentsen, and the United States Savings Bonds Division, to thank you for the support that you have given us not only last year, which was a record year for the Savings Bonds Program, but also for the many years that you all have stuck behind this program which benefits every American.

Last year with your help we had a record year in sales of savings bonds, over \$17.7 billion worth of savings bonds were sold last year.

Now for each one of those \$1 billion sold, it helps reduce the cost of the government's borrowing by \$70 million. That in a way helps keep the federal government from getting back in your pocket again, so it's really working.

Today, we have over \$167 billion that's being held in United States Savings Bonds by 55 million Americans, making savings bonds the most widely held security in the world.

Now let me tell you a couple of things that savings bonds do so that you will get a clear understanding of maybe why I'm here and why your union is supporting this program.

Bond sales help to stimulate capital formation because it's an anti-inflationary cost of spending, it keeps the government from competing with private sectors, so therefore money is still



available for corporate loans, and those translate into jobs. And we know without a doubt that's a very serious question facing us at this time.

Some of you are aware that in March of this year the guaranteed rate on savings bonds dropped from 6 percent to 4 percent. A lot of people thought then that bonds aren't a good deal because of that. But how many of you have been in your banks lately and had the opportunity to spend a few minutes in line and read those charts?

If you have, you will see that CDs, money markets, passbook savings for sure, they are not even paying you 4 percent.

We are guaranteeing you nothing less than 4 percent. The current six month interest rate on bonds is 4.78 percent, and these figures will keep pace with the economy.

As the economy and the interest rates increase, you will also receive higher interest rates from United States Bonds.

Now another thing is, you are tax free in terms of state and local taxes with bonds. That's like you're getting more interest on your savings anyway. And some of you are going to be very fortunate because you are going to qualify for the Post-Secondary Education Program, which is going to help you and your family with those staggering costs for college education.

Now even though we are at 4 percent at the guaranteed rate, it sort of reminds me, with that 4 percent rate, of a story about two hunters who were out in the field hunting and they spooked a big grizzly bear, and this bear got very angry and started charging them.

One hunter ran over to a stone and started tying up his shoes and the other hunter who was running towards a tree said, "Man, what the hell are you doing? Don't you know you can't outrun a grizzly bear?"

The guy said, "I don't have to outrun that bear, buddy. I just have to outrun you."  
(Laughter)

So anyway, we are-- thank you for that. We are outrunning the grizzly bear; we are outrunning those other safe securities, so we hope that you will take a good look at that.

Now, when you talk about the education benefit with United States Savings Bonds, it's very important. Do any of you have kids that are now or in the future going out for college? Costs for post-secondary education is staggering, and I know many of you have found that out lately. Our children need more, not less education, to compete not only here at home, but abroad.

We have to educate our children, but more than that, we have to make sure that jobs are available for those kids when they get out of college.

So, I say to you, we must continue to educate our children. They are both our future and they are the future of our country. They will run our corporations, and they will run our government in the future.

Now, I ask you, won't it be better when we get out there to face some union's concerns, that we have people in the federal government, in the state government and the local government, in the private sector, that are friendly to organized labor. I think you will agree that we do, so let's make sure that we educate our children. Let's make sure that we take advantage of these benefits that are being handed to you.

The more that you save now, the less you are going to have to spend later. Take advantage of it, like the six percent guaranteed rate. It doesn't have to be, but today it's here.

Over the course of CWA's and organized labor's history, you have witnessed, you have used both your money and your bodies to demonstrate that you will not settle for being the least common denominator in the American society, but that you would be a force to reckon with until American workers have a good quality of life and good fair wages.

You have struggled and you have turned your hopes to visions. You have turned your visions to dreams, and your dreams into realities. I saw you when you were lined up out here getting ready to go on your demonstration at the Frontier Hotel. I saw you on television this morning also, and when I was looking at you on both of those occasions, I saw that you still had some fire in the belly. And that's very important, because when you demonstrate for things that you consider are good and right and just causes here in America, you are also showing people throughout the world how to struggle, and that's the type of solidarity and the type of spirit that I know that your union and organized labor is all about.

CWA has fought many good fights over the years and in so doing, has been an

inspiration to those countries throughout the world in helping them to try to achieve a good quality of life and also achieve dignity in labor. And believe me, there is dignity in labor and you must continue to demand that labor is dignified.

History is being revisited, as we observe the conditions today in America. Those who have jobs now are afraid of losing those jobs. And I know that it's hurting our economy, because we are afraid to buy a house, we are afraid to buy a car. We are afraid to spend on big ticket items, and that really tears our economy. It doesn't put people to work again.

Now, Langston Hughes over fifty years ago saw some of these same conditions, and he spoke to those conditions at a point that some of you all might be very well familiar with, and I want to share with you a few excerpts of his speech.

Langston Hughes was looking out on America, again over 50 years ago, somewhat in despair and somewhat in hope for America. He said these words, "The million jobs on relief today, the million jobs shot down when we strike, for all the dreams we have dreamed, for all the songs we have sung, for all the hopes we have held, for all the flags we have held, the million jobs who have nothing for our pay, except a dream that's almost dead today. Oh, let America be America again. The land it never has been yet, but yet must be a land where everyone is free, a land that is my land, the poor man, the Indian, the black man, me who built America, who sweat and toil, whose faith and pain, whose hand at the foundry whose plow in the rain must bring back our mighty dream again.

America, oh, yes, I say it plain, America never was America to me and yet I swear this mighty oath, America will be a land where everyone is free. Sure, call me any ugly name you choose, for the steel of freedom does not stem from those who live like leaches on people's lives. We must take back our land again. We the people must redeem the land, the mines, the plants, the rivers and these endless plains, all, all the stretch of these great green streets and make America again." (Applause.)

Thank you very much.

Now let me get to the other main reason I am here today, and that is that I think it is important for us at the Savings Bond Division, the Treasury Department, to let people know that we appreciate what they do for us.

And I want to make a couple of presentations today, really on your behalf, to these people that I work with on a closer basis, because they indeed have tried to get the word out to you, the members of CWA, and we certainly appreciate their efforts.

I don't know whether this one group even knows that I am going to make this presentation, but I do want to present an award to the CWA Communications Department, Jeff Miller and John Cusick, who have done a tremendous job in presenting articles in your CWA Newspaper over the years.

If any of them is here, I would like for them to come up and receive the award.

While we have a dead stage here, let me move on to somebody else. This is a real buddy of mine. Ever since I came into this position this gentleman has facilitated our program. He has not only been a facilitator, but he has been a good friend of mine. I see him around through the country and here. It is always a delight to see him.

He has done a tremendous job in trying to make sure that the word gets out to the members of the CWA, and I am speaking of none other than my buddy, M. E. Nichols. Nick. (Applause) Nick, I have the Liberty Bell, and it rings, too.

This inscription on here says, "The Department of the Treasury is pleased to present this award to M.E. Nichols, executive Vice President, Communications Workers of America, for his outstanding support of the United States Savings Bond program, July 27, 1993."

Thank you so much for your help, Nick. Appreciate it.

... The delegates applauded as the U.S. Savings Bond presentation was made to Executive Vice President M. E. Nichols...

**EXECUTIVE VICE PRESIDENT NICHOLS:** That is something to see, you know.

Harold, it is a real pleasure working with you, and I will treasure this very much. Thank you.

**BROTHER SCOTT:** Thank you, Nick. I will look for it in your office the next time I am there.

I saw Jeff earlier today, and I spoke with John, and I was tempted to tell John that I

wanted to make a presentation to him, so I asked him if he was going to be in the area during the proceedings. He is in the area. I would ask that Jeff and also John come up and receive this award on behalf of their Communications Department. (Applause)

I am going to give it to you, but stand here for a minute.

Again, "The Department of the Treasury is pleased to present this award to the Communications Department, Communications Workers of America, for outstanding media support of the United States Savings Bond program."

Jeff, thank you very much. John, thank you. And please keep up the good work.

(Applause)

And sometimes you save the best for last. I am talking about Morty, your President, who not only has quite a bit of respect within CWA, but outside of CWA, a tremendous leader. Mort also is the committee member of the National Labor Advisory Committee for the United States Savings Bonds. I want to present a leadership award to Mort today, and I am presenting Mort with the Eagle Award. I have never presented this award to anybody before, but the type of leadership that he has brought in support of this program I know has a lot to do with the type of transcendancy of the spirit that we see reflected in support at CWA.

So, I would like, Mort, to present this American Eagle, and let me say that were it not for your leadership, this might be an American sparrow.

The inscription on it says:

"The Department of the Treasury is pleased to present the Eagle Award to Morton Bahr, President, Communications Workers of America, for outstanding leadership in support of the United States Savings Bond Program, July 27, 1993."

Thank you so much. We appreciate it.

... The delegates applauded as the U.S. Savings Bonds Program Award was presented to President Bahr ...

**PRESIDENT BAHR:** I accept this on behalf of all the members of CWA who make the Savings Bond program within our union so successful.

On behalf of them we accept.

**BROTHER SCOTT:** I appreciate it. In parting, I would like to say this: I am here to answer any questions that you all have. When you see me out there, and even if you see me working the slot machines trying to get an early retirement, don't feel bad. Come over. Interrupt me if you have those questions. I think I have the answers.

Thank you very much. (Applause)

**PRESIDENT BAHR:** It is now my pleasure to introduce to you for the purpose of his annual report, Executive Vice President M. E. Nichols. Nick. (Applause)

**EXECUTIVE VICE PRESIDENT NICHOLS:** Thank you, Mr. President. After listening to Harold get wound up the way he did, I wonder what I did to you to have you call on me immediately thereafter.

As most of you are aware, my office has responsibility for minority concerns, occupational safety and health, major parts of our education programs, Beirne Foundation, Hackney Scholarship Fund, Union Privilege programs, plus a considerable amount of administrative responsibility. A copy of the Beirne Foundation Report, along with a Union Privilege Magazine, should be at your positions here at the Convention.

Some of you have heard me jokingly state that I did not realize how much work John Carroll and Barbara Easterling were doing until they were no longer EVPs. Some of you have forgotten when I was six inches taller (Laughter). In any event, I am proud of my people and the job they do for the union.

I am happy to report that we have fulfilled our commitment to contribute \$50,000 to the United Negro College fund. This contribution came from the Joseph Anthony Beirne Memorial Foundation.

Since our last Convention we have had eight more of our members attend the CWA Minorities Leadership Institute. Those members were:

Nelson Zapata, Local 1105

Raul Angulo, Local 2260

Walter Cleveland, Local 3263

Norma Pinner, Local 4717

Alicia Del Rio, Local 6132  
Mike Rea, Local 7601  
Mark Akiaten, Local 9505  
Joanne Williams, Local 13000

Our next Minority Leadership Institute is scheduled for September 12th through October 1st of this year.

We had 225 of our members from across the country attend the A. Philip Randolph Institute's convention in Atlanta in June. President Bahr was one of the distinguished speakers to address the conference. We also won the award for having the most delegates attend from the same union.

Other organizations with whom my office works closely are:

The Labor Council for Latin American Advancement.

NAACP.

Coalition of Black Trade Unionists.

National Urban League.

Southern Christian Leadership Conference. And

The National Council of Negro Women. We work with and contribute to the Congressional Hispanic Caucus, as well as the Congressional Black Caucus.

My office continues to investigate claims of discrimination from our members, most of whom do not have local Committees on Equity. I would like to take this opportunity to thank those locals who have established local Committees on Equity and to encourage those of you who have not, to please consider doing so.

I would also like to take this opportunity to congratulate Rudy Francis, Chair of the CWA Minorities Conference, on another successful conference. That organization does good work on behalf of our minorities. (Applause)

I thought our Committee on Equity gave a very good report to the convention yesterday. The President and I have discussed these actions, and you have both of our words that these actions that were recommended will be carried out by the union. (Applause)

For more than a decade CWA has been in the forefront identifying the causes for and methods for resolving and preventing VDT repetitive motion problems.

During this past year our occupational safety health program has continued to work with the local and district officers and staff to prevent VDT repetitive motion illness.

We have done follow up work to the NIOSH conducted 1992 VDT repetitive motion study that involved CWA and U.S. West. Focusing on the relationship between VDT usage and the occurrence of repetitive motion illness, the investigation identified catastrophic rates of VDT workplace repetitive motion illness.

Of significance, NIOSH scientists found that work organization and psychosocial factors such as overtime, increased duration of VDT work, fear of being replaced by computers, electronic performance monitoring, increased work pressure, lack of job diversity with little decision-making opportunity, high work load demands, and surges in work load were associated with increased rates of VDT workplace repetitive motion illnesses.

Given the importance of these findings to CWA members who use VDTs, we have continued our efforts to further VDT work environment investigative and resolution activities. At present, discussions are taking place among representatives from CWA, including District 7 Vice President Sue Pisha and David LeGrande, U.S. West and NIOSH for the purpose of more specifically defining the relationship between VDT workplace physical and organizational factors and the occurrence of repetitive motion illnesses.

It is anticipated that these efforts will be advantageous to CWA as well as represented employers.

We are doing follow-up work specific to a complaint filed by Local 2201, Richmond, Virginia, with Virginia OSHA against Chesapeake and Potomac Telephone for failure to provide safe and healthful VDT working conditions. The state agency cited the company and, subsequently, negotiated a comprehensive settlement agreement on VDT workplace design. The settlement established the creation of a joint CWA/C&P Telephone ergonomics committee to implement and facilitate physical job design changes, training and surveillance functions.

However, investigative work by CWA District 2 officers and leaders have found the

company's agreement to be non-compliant with the settlement. Thus, Spearheaded by District Vice President Pete Catucci, Local leadership and David LeGrande, CWA has initiated a statewide VDT repetitive motion campaign. We anticipate the campaign will pressure C&P Telephone to provide ergonomics VDT working conditions for CWA members in the company's four-state region.

Thousands of CWA members employed in offices suffer health symptoms and illnesses associated with inadequate indoor air quality. Although we have been actively involved with investigative efforts for several years, it was not until last year that CWA was truly successful in developing a joint labor/management indoor air quality environmental approach. With Dave LeGrande's assistance, District 7 Vice President Pisha's office and Local 7201 in Des Moines, Iowa, a comprehensive approach to identifying and resolving member indoor air quality concerns with U.S. West was negotiated. At present, this cooperative approach has been activated in other U.S. West locations. In the future, we may be able to translate those successful efforts into a preventive negotiated indoor air quality agreements with additional represented employers.

Since the early 1980's, CWA's Occupational Safety & Health program has been involved in electromagnetic fields identification and prevention activities. In particular, work with NIOSH has led to several achievements. CWA's involvement contributed significantly to the development of EMF field-measurement equipment and played a major role in the agency-directed landmark VDT reproductive hazards study. This scientific investigation involved CWA members employed by AT&T and Bell South.

In an effort to increase CWA and the Labor Movement's activities in this field, we joined with the AFL-CIO Industrial Union Department's Workplace Health Fund and developed a grant proposal which was submitted to the National Institute for Environmental Health Sciences targeting EMF education and training. We anticipate receiving grant funds to allow for the development of education and training materials, the conducting of training activities, and the hiring of an occupational safety specialist to work with David LeGrande at CWA Headquarters.

For several years, the Union's Occupational Safety and Health Program has been involved in obtaining grants to meet the needs of CWA leaders and members. In fact, the program was initiated as a result of a grant received during the Jimmy Carter/Eula Bingham Administration.

On behalf of CWA District 1 Vice President Jan Pierce, the Union's program played a major role co-authoring and directing a grant proposal during the mid-1980's. Submitted to and awarded by the New York Department of Labor, the District has, with the guidance of the District's Director of Occupational Safety and Health, Marsha Love, received several successive annual grants.

District 9 Vice President Janice Wood, working with Dave, submitted a Workplace Safety and Health grant proposal to California's Department of Industrial Relations. The state agency will issue grant awards later this year.

Several years ago, David co-authored a grant proposal with the Workplace Health Fund which was submitted to and awarded by NIOSH. The grant has developed an "ergonomics training program for union safety and health professionals." Involving some of the top names in ergonomics and labor education in the United States, the grant has been extremely successful.

In the near future, we anticipate the opportunity to receive additional grant funds from President Clinton's "reborn" Department of Labor and Occupational Safety and Health Administration.

Let me thank those delegates who attended our Safety and Health Conference here last week. I know they found it worthwhile and I hope that the locals who were not there will be there next year. I say to you, don't depend on Dave for all your Occupational Safety and Health needs. You are going to have a tragedy in today's workplace if you don't have people at the local level who recognize hazards and know what to do about them.

In 1992, the Education Department carried out its mission to support and advance the priority goals of the union by developing programs and materials for bargaining, mobilization, the Presidential election and National Health Care Reform.

A series of Bargaining Chair and Bargaining Committee training sessions were held for GTE, Bell Atlantic and AT&T. One-on-one educational materials-- 66 flyers, "Yeah, Buts," and fact sheets-- were written, designed and printed in-house for various contract mobilization

campaigns.

Presentations on the general election and state of the economy were prepared and distributed to staff. This is an important new format which allows staff to provide timely education and lead discussions on issues with their local Executive Boards. We will continue to provide topical presentations to the staff in the future.

In addition to annual training programs-- New Staff Training, Minorities Leadership Institute, and District Leadership Schools-- the Education Department held two administrative staff training seminars. This was the first such training CWA has ever provided.

With funding from the Beirne Foundation, the Education Department produced a video on celebrated labor artist Ralph Fasanella. The Department also produced a Teachers' Activity Guide which can be used along with the video by teachers with mid-level and high school students. We are making one copy of that video and guide available to each local. We hope you will take it back home with you and ask your children's teachers or teachers that you know to use it with their students. This is one way we can get labor's message and history into our classrooms. You received a flyer in your Convention packet describing this video. All you need is to take the flyer to the Executive Vice President's booth to receive your free copy of the Fasanella video and Teachers' Guide.

A revised Committee on Equity Manual was produced and distributed. This manual is a must for any local that wants to launch a Committee on Equity. We also produced a booklet explaining the new Americans with Disability Act. This is a good booklet for stewards to use. The law is extremely vague and it's expected there will be some confusion over the next couple of years sorting it all out.

We have revised the "How To Conduct Local Union Elections" manual. I hope all local Election Committee Chairs will attend this short two-hour training provided by the staff in your district. Every Election Chair should attend, even if you have run elections in the past. It is easy to forget the technical aspects and the law as application of the law continues to change.

In January, districts will begin conducting new local officers training. This training is also being updated. We have conducted some focus groups and are trying to make it as beneficial to new officers as possible. In the past year, we have added four new union privilege membership benefits including the Loan, Driver & Traveler, Shopper and Discounts Programs and have seen enhancements to several of our existing programs.

The program features a full range of mortgage options, real estate services through Century 21 Real Estate Corporation and discounts for members who buy or sell a home. Members who sell their home through the program receive one-half percent off the commission paid to the real estate office, to the office. Home buyers who use the mortgage and real estate portions of the program receive a free appraisal and credit report. That is a savings of approximately \$350.00.

Most importantly, members can talk to an expert counselor whose sole job is to help them understand the home buying process and to select a plan that best meets the members' needs.

The program offers competitive rates, down payments as low as five percent and "No-Points Loans." Each mortgage also carries with it strike protection, which will cover part or all of monthly mortgage payments during prolonged strikes. That is a feature that is not available anywhere in the United States. A welfare fund will also help with mortgage payments during periods of unemployment or disability.

The program also offers several features to help members struggling to attain the American dream of owning their first home. These features reduce the upfront costs of purchasing a home. That is the principal barrier for most union members who are locked out of the housing market. It also liberalizes the qualification rules for first time home buyers.

The new union privilege loan program offers several types of loans, including education loans, personal loans and a unique home equity loan. This program is designed to supplement the types of loans generally available from labor-sponsored credit unions and banks. This can help members who otherwise might have to turn to finance companies charging exorbitant interest rates. There is another new program, Union Driver & Traveler. This program combines a motor club, unique automobile repair service and travel service into one package. The motor club offers roadside service and towing around the clock. It is all accessed through a nationwide toll-

free number. Members can also obtain referrals to automobile repair facilities offering discounted prices and expert advice about mechanical problems. The travel service offers cash back on air travel and discounts at over 1,200 hotels and motels throughout the country. The price for this program is \$39.95 which is less than the usual cost of simple motor club activities.

We also have the union shopper program. This program was developed to help members save money on a variety of consumer purchases. Members enrolling in this program can use a toll-free number to shop by phone for over 275,000 items at prices up to 50 percent below retail. The program also offers a car buying service which will negotiate the price of a new union-made car for the member and discounts on prescriptions, eye wear, movies, home videos, compact discs and cassette tapes. The program costs \$19.95 to join, but only \$9.95 when purchased with Union Driver & Traveler.

We have negotiated union member discounts available on a wide variety of products and services from videos to eye glasses to union-made tires from Firestone. These discounts, often secured by showing a union card, can help members save money every day.

Beginning in August, members who participate in Union Privilege will receive the "Union Plus" magazine which we hope will entertain plus make us better educated consumers. That is the one in front of you today.

The union Mastercard is now carried by 116,441 CWA members. There is no annual fee. Low rate credit card saves members who use it an average of about \$150 a year versus other national credit cards. The annual percentage rate for this card was 11 percent.

This credit card is designed to help those members who carry a balance from month to month to save money.

The secured union Mastercard, issued by the union-owned Amalgamated Bank of New York, helps members who cannot qualify for the regular card to obtain a credit card that can help them to build credit or repair poor credit.

A scholarship program with \$100,000 in awards was offered through this program in 1993. Seven scholarship recipients representing CWA won awards totaling \$10,500 in 1993. CWA had the most applicants seeking awards in 1993. Some 1,200 of the record 10,000 applicants represented CWA. All members and their children were eligible. Members did not need a union Mastercard to apply.

The Union Privilege Life Insurance Program offers members who need supplemental term life insurance protection the opportunity to purchase group insurance at rates up to 25 percent below other plans. Our members have already obtained \$101,661,250 in valuable protection through this program. With a panel of some 800 participating law offices in all 50 states, the Union Privilege Legal Service remains one of the nation's largest sources of fee and discounted legal services. This program reduces the costs of legal services through free initial consultations, free follow-up letters and phone calls and reduced rates for additional services.

The Union Privilege Health Needs Service is a mail-service discount pharmacy which reduces the high cost of prescription drugs for union members of the families or relatives of members whose health insurance does not cover those services. For those without such insurance coverage, the program has been enormously valuable.

The union privilege programs encourage members to make use of our union and help to make the union their most valuable resource. I believe that the more often our members turn to our union for services and benefits, the stronger our union will become.

Mr. President, that completes my report. (Applause)

**PRESIDENT BAHR:** Thank you very much, Executive Vice President Nichols.

In just a moment-- on microphone number 5, a question on M. E. Nichol's report, Delegate Green.

**DELEGATE FREDDIE GREEN (Local 3410):** Nick, in your report did I understand you to say that the Executive Board would in fact be acting on the recommendations by both the Committee on Equity and the National Women's Committee?

**PRESIDENT BAHR:** I'll respond because, Freddie, yes, he did say it. I sent you all the same message yesterday and today, and for some reason there are a few who just won't take it as gospel. So I repeat it right here and now, and-- I should explain to the delegation, yesterday when the two reports were made, National Women's Committee and the Committee on Equity, I followed parliamentary procedure, correct procedure, and said these reports were received.

There was no problem with that, with the National Women's Committee. Several members of the COE and a few other delegates said, upon query, does this mean that the Executive Board may or may not do it?

Not only did I repeat that their recommendations would be carried out, but, and to make it even more emphatic, Executive Vice President Nichols included it in his remarks, just now. So your answer, the answer is yes, and you are entitled to a second question.

**DELEGATE GREEN:** Okay. Morty, my second question is, according to our last year's minutes, when the Committee on Equity finished their report, they asked that this body or that body at that convention accept that report. And you in fact said to the convention that you have a motion before you, and then it was duly seconded and the convention acted upon it.

Why then, at this year's convention, didn't we act on the reports of the Committee on Equity and the Women's Committee? (Applause)

**PRESIDENT BAHR:** Simply because last year I went beyond what Robert's Rules required. You have our commitment. I don't know what more one can say when the President of this union and the Executive Vice President make the commitment, and there is still a lack of trust in front of 2,000 delegates.

So I hope and pray that we can demonstrate the trust that is exhibited at least from the platform to you.

Is that satisfactory?

**DELEGATE GREEN:** No.

**PRESIDENT BAHR:** Is that satisfactory to the delegation? (Applause)

Would the Constitution Committee take the platform.

Microphone number 5.

I'm only going to take it, Rudy, if it has to do with the next report.

**DELEGATE RUDY FRANCIS (Local 3410):** In M.E. Nichol's report, he alluded to the fact that the recommendations will be acted upon, and I have no problem with that. But I'm talking about these committees being a constitutional committee report.

**PRESIDENT BAHR:** You are out of order, and you have been told that a dozen times by the parliamentarian.

You know, this is ridiculous having this kind of vote when I don't know how much more emphatic I can be. I'm going to say that the decision of the Chair has been challenged. Before you is whether the word of the President, the Executive Vice President should have meaning at this convention.

Can I have the question?

... Calls for the question ..

**PRESIDENT BAHR:** All those in favor of sustaining the decision of the Chair, please raise your hand. Down hands. Opposed by like sign. The Chair is sustained. Let's move on. (Applause)

Let me introduce the members of the Constitution Committee.

... As each member of the committee was introduced as follows, the delegates responded with a single clap of recognition ...

Kathy T. Ciner, Vice President, Local 1105

Charles Bates, President, Local 2101 Sylvania Lopez, President, Local 3102

Rita Voorheis, Secretary, Local 6310

Edwin D. Phillips, Chair, President, Local 4340

**PRESIDENT BAHR:** Committee.

CHAIR EDWIN D. PHILLIPS (President, Local 4340): Thank you, Mr. President.

At this time the Constitution Committee requests that the final report in its entirety be placed in the record of the daily proceedings.

## **REPORT OF THE CONSTITUTION COMMITTEE**

The Constitution Committee met in the City of Washington, D.C. beginning May 23, 1993, for the purpose of reviewing and considering proposed amendments to the CWA Constitution. All members of the Committee were present.

The Constitution provides under Article XVI that the Constitution Committee is "charged



with the duty of considering proposals to change this Constitution." Article XXVIII provides that amendments submitted to the Locals sixty (60) days in advance of the Convention will require a majority vote of the delegates present to be enacted. Any amendment proposed at the Convention shall require a three-fourths (3/4) vote of those voting to effectuate such proposed amendment, but in no event shall the three-fourths (3/4) vote of those voting thereupon be less than a majority vote of the approved delegates at the Convention.

The Constitution Committee has held meetings in Las Vegas, Nevada, beginning Thursday, July 22, 1993, to consider additional proposals which may have been received after the Preliminary Report was issued. One additional proposal was received, which shall require a three-fourths (3/4) vote for it to be adopted.

The Committee has made itself available to any and all wishing to appear before the Committee. This final report sets forth all proposed amendments which have been considered by the Committee.

1. AMEND ARTICLE XV (Elections), Section 1 (Union Officers) to read as follows:

#### Section 1 - Union Officers

The President, Executive Vice President, and Secretary-Treasurer of the Union shall be elected separately by **the membership in a mail-in secret ballot, to be received by the membership not more than 60 days** following nominations made from the Door of the Convention. **Ballots to be counted no less than 84 days and no more than 90 days following the conclusion of that Convention.** Beginning with the election of 1996 the term of office shall be three years or until their successors have been duly elected and qualified, except for the term of office of an Executive Vice President added by the Convention during a non-election year, such term of office shall expire at the same time as the terms of office of the other officers. For the 1992 Convention the Officers' term shall be extended for one year to the regular elections held at the 1996 Convention.

(Submitted by Richard E. Seaman, Member, Local 1365)

The Constitution Committee has given careful consideration to this proposal. While the proposal put forth is democratic in concept, the existing procedures in our Constitution are equally democratic.

The Committee is convinced this proposal does not offer proper electoral safeguards. It calls for unrealistic time constraints which could create major logistical problems, not to mention the additional financial cost to the Union in electing our President, Executive Vice President and Secretary-Treasurer. The Committee also notes a similar, more comprehensive proposal was rejected by the delegates to the 1992 Convention.

Our Union is fortunate to have an intelligent membership, which in its wisdom elects delegates to represent them at the Convention and to act on all issues including elections.

The Committee is not persuaded that there is a reason or need to change and therefore does not recommend adoption of this proposal.

#### **THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

2. Amend Article XV (Elections) by deleting present Section 1 (Union Officers) and present Section 2 (Vice Presidents) and replacing them with a new Section 1 (Union Officers and Vice Presidents) and renumber Section 3 and Section 4 to Section 2 and Section 3 to read as follows:

#### Section 1 - Union Officers **and Vice Presidents**

(a) The procedures described herein shall apply to elections of the CWA's President, Executive Vice Presidents, Secretary-Treasurer, District Vice Presidents, AT&T Communications and Technologies Vice President, Telecommunications Vice President, Public Workers Vice President and Sector Vice President.

(b) Beginning with the National Election and every three years thereafter, delegates shall nominate Candidates from the floor of the Convention and will then vote by secret ballot for the above named Union Offices. All duly nominated Candidates for the above named offices shall stand for direct rank-and-file election at the same time, on the same ballot.

(c) To qualify for the ballot for direct rank-and-file voting for the offices of President, Executive Vice Presidents, and Secretary-Treasurer, Candidates must receive delegate votes at

the CWA Convention representing at least ten (10) percent of the CWA Membership. To qualify for the ballot for direct rank-and-file voting for the other above named offices, Candidates must receive delegate votes at the CWA Convention as follows:

**i. For the office of District Vice President Candidates must receive delegate votes representing at least ten (10) percent of the CWA Membership of the District;**

**ii. For the office of Vice President AT&T Communications and Technologies Candidates must receive delegate votes representing at least ten (10) percent of AT&T Communications and Technologies Bargaining Unit Members;**

**iii. For the office of Telecommunications Vice President Candidates must receive delegate votes representing at least ten (10) percent of affected Telecommunications Bargaining Unit Members;**  
**iv. For the office of Public Workers Vice President Candidates must receive delegate votes representing at least ten (10) percent of affected Public Workers Bargaining Unit Members;**

**v. For the office of Printing, Publishing and Media Sector Vice President Candidates must receive delegate votes representing at least ten (10) percent of affected Printing, Publishing and Media Sector Bargaining Unit Members.**

**(d) No person may appear on the ballot in the same election for more than one of the above named Union Offices.**

**(e) Between three (3) and six (6) months after the CWA Convention at which Candidates are nominated, the above named Union Officers shall be elected by direct rank-and-file voting by secret ballot in union-wide, one-member, one-vote elections for the offices of President, Executive Vice Presidents and Secretary-Treasurer, District-wide, one-member, one-vote elections for the offices of District Vice Presidents. Other above named Union Officers shall be elected in one-member, one-vote elections as follows:**

**i. AT&T Communications and Technologies Bargaining Unit Members shall vote for the office of Vice President AT&T Communications and Technologies; and**

**ii. Affected Telecommunications Bargaining Unit Members shall vote for the office of Telecommunications Vice President; and**

**iii. Affected Public Worker Bargaining Unit Members shall vote for the office of Public Workers Vice President; and**

**iv. Affected Printing, Publishing and Media Sector Bargaining Unit Members shall vote for the office of Printing, Publishing and Media Sector Vice President.**

**(f) The election shall be conducted by national mail ballot. The ballots shall be counted no later than November 30th beginning the election year and every three years thereafter. The above named offices shall be elected by a plurality of the rank-and-file CWA Members voting for each office.**

**(g) The term of each of the above named offices shall commence in January 1997 and every three years thereafter.**

**(h) In the event of a vacancy in any of the above named offices, for any reason, an election shall be held at the next regular Convention for the purpose of electing a replacement to fill the unexpired term. After nominations from the floor, the election shall be conducted by secret ballot voting of the delegates representing the entire Membership, or appropriate District, or Bargaining Unit. The Candidate receiving the majority of votes cast will be elected.**

(Submitted by Robert A. Krukles, President, Local 3121)

The Constitution Committee has given careful consideration to this proposed amendment. While this proposal is also democratic in concept, the existing procedures in our Constitution are equally democratic. Our delegates are democratically elected, and vote their membership strength, thus one member, one vote.

The 1992 Convention extended the current term of office by one (1) year. This proposal would further extend the existing term by several months since the new Executive Board would not take office until January 1997. Further, we could have "lame ducks" serving through the rest of 1996 and every election year thereafter.

This Committee reaffirms the position of the previous Constitution Committee that this would be an additional financial burden both to the Union and its members.

In conclusion, the Committee notes that last year's Convention decisively defeated an

identical proposal; therefore, for the reasons set forth, we do not recommend adoption of this proposal.

**THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

To the extent the delegates have come before the Committee, they have helped to expedite the business of the Convention. It has been a privilege for us to serve you and we appreciate the cooperation given us by one and all. Mr. President, this concludes the report of the Constitution Committee.

**PRESIDENT BAHR:** On behalf of the convention, I want to thank the Constitution Committee for their work and recognize Delegate Krukles at microphone 1.

**DELEGATE ROBERT A. KRUKLES (Local 3121):** I would like to make a motion to amend the CWA constitution by adopting Constitution Committee Report item number 2 and amend the CWA constitution dealing with Article XV, "Elections".

... The motion was duly seconded ...

**PRESIDENT BAHR:** The motion has been made and seconded from the floor, in effect calling up the Amendment Number 2 that's in your handout, and since it's been seconded the delegate has five minutes to speak on his amendment.

**DELEGATE KRUKLES:** Delegates, guests, brothers and sisters. The Constitution Committee does not recommend the adoption of proposal number 4 of the Constitution Committee Report which would create rank and file elections for the CWA Executive Board.

For the second year in a row we continue to let our members know that we do not trust their judgment by not allowing them to elect union officers at the highest levels.

We continue to be inconsistent in mobilization efforts by telling our members to be involved, yet disallow them to participate in one of the most fundamental principles of unionism, membership voting.

We continue to believe that we as delegates have better capability to elect officers of this union than our members do. What does that say about our members, and what does that say about ourselves?

My friends, we need to be better. We need to give our members a reason to become more involved in CWA. We need to give our members the opportunity to participate in CWA at all levels, not only the local level. We need to send a signal to the members that CWA is their union, not the Executive Board's, not the delegates, not the local officers, but theirs. It belongs to them. (Applause)

And by allowing rank and file membership voting, we send that message.

I could go on and on and on about the importance of this issue, about the fundamentals, about the costs, about the mechanics, and attempt to counter all the negative things that will be said about rank and file membership voting, but I would rather not do that. I would prefer to challenge those of you that oppose this proposal to go back home to your locals and explain to your members why you believe they should not have the right to vote. Explain to them why the Teamsters, the Letter Carriers, the Coal Miners, Machinists, the Steelworkers and many others give their members this right, and we fail to do so.

And if you can do that, you deserve to be here and oppose this proposal. But if you cannot face your members on this issue and convince them why they should not have the right to vote, then as their representative I urge you to support this proposal. By supporting rank and file voting, we go beyond claiming to be the most democratic union. We become the most democratic union. (Applause)

By supporting rank and file voting we go beyond claiming to be the most progressive union, but we become the most progressive union. And most importantly, by supporting rank and file membership voting you can go home and proudly say to your members that, "I supported you at the 1993 CWA Convention, and I supported your fundamental right to vote."

Thank you. (Applause)

**PRESIDENT BAHR:** On microphone number 4, Delegate Kneupper.

**DELEGATE RICHARD KNEUPPER (Local 6171):** After awhile I will have no problems in going back to my members and telling them why we shouldn't do this. (Applause)

We have not had any type of corruption in our union as some other unions have had.

Delegates to this convention are elected by the members they represent. Our members

entrust us with the responsibility to represent their concerns. Our members trust us to do that. They expect us to know which of our officers are performing well and those that are not.

This proposal will cost thousands of dollars of our members' dues money, money that they pay willingly which would be better spent in advancing our members' needs and concerns.

Our members want their problems resolved. They don't want more politics and more bureaucracy. (Applause)

It will also take valuable time away from our officers who instead of working full time on CWA's agenda, the agenda that is set by this very body, that will divert their attention to getting reelected. And I don't think we have time to wait for that.

It's worked well for many, many years, "If it ain't broke, I don't see why we need to fix it." I urge you to vote against this proposal. (Applause)

**PRESIDENT BAHR:** On microphone number 5, Delegate Sonnik.

**DELEGATE G.W. SONNIK (Local 2105):** Do you or the Secretary-Treasurer have any idea that you could give the delegates what the cost of this mail-out ballot could be?

**PRESIDENT BAHR:** The Chairman of the Constitution Committee says it's in excess of a half a million dollars.

You are entitled to a second question.

**DELEGATE SONNIK:** And then, we could also have the chance, if there are more than two delegates running, or two people running, candidates, we could have run-off elections, isn't that also true?

**PRESIDENT BAHR:** Yes.

**DELEGATE SONNIK:** Thank you, sir.

Microphone number 3.

**DELEGATE TERRY H. LAURENT (Local 3411):** Brother and Sisters, as we in say Louisiana, "Let me told you one thing." I rise in support of this proposal of one member, one vote, the total democracy. Our country forefathers gave their total dedication to a few words, "In order to form a more perfect Union."

We enjoy those rights and freedoms today. Our union forefathers dedicated and gave their all so that workers could unite and democratically control their destiny. They all deserve our thanks. But as democratic as CWA is now, there is always room to touch up or improve the situation.

Each and every member having one vote is such an improvement. Each citizen of this great country has a vote. Then why can't each member have a vote in this great Union? If you don't agree, then let the delegates vote by their size. Since I weigh five hundred pounds, I would have lots of votes. (Laughter) But that would not be fair to the smaller delegates.

You say delegates should stand tall. So, let's vote according to height. I stand nearly seven feet tall, so I would have lots of votes. But that would not be fair to the shorter delegates. (Laughter) So, let's stop the arguing or finger pointing. The only true democratic union would let each member have one vote. I feel equal to anyone here, and if I get elected by the membership, why can't they? To paraphrase John F. Kennedy, ask not what your union can do for you, but ask what you can do for your union. (Applause) Let's lead the way, CWA. What better way to activate, mobilize and utilize our members than total equality. One member, one vote. Let's pass this issue. Then we can go on to working on tomorrow. Thank you, Brothers and Sisters. Let's leave here with every member equal. (Applause)

**PRESIDENT BAHR:** On microphone number 4.

**DELEGATE ELEANOR J. O'NEILL (Local 4209):** In Springfield, in the State of Illinois, and I thought they were kidding last year when they did this. I really did. When the members elected me as their local president for the past 34 years, they said to me, "You process my grievance and you take care of the national union if it's not doing what's right. And if you don't do that, then get out of the job."

And so I carry their votes. Humbly, I carry their votes to this convention. I reviewed those members on some of the things that will be discussed, and they give me permission once they elect me to carry those votes for them. Being my last convention, I was hoping I could sit through the whole thing, but no way would I want my new officers coming in to the office next year to have to be faced with this one more year.

My vote carries my members' vote, and they will eject me if I don't do my job. I thank you

so much. (Applause) They will eject me. (Prolonged applause)

**PRESIDENT BAHR:** On microphone number one, Delegate Schaeff.

**DELEGATE JERRY SCHAEFF (Local 4322):** On behalf of my members who sent me here to speak for them, I call for the question.

... Calls for the question ...

**PRESIDENT BAHR:** Motion has been made to close debate, requires two-thirds vote. It's not debatable. All in favor signify by raising your hand. Down hands. Opposed by like sign. Debate is closed.

... The following remarks were presented to the stenographers for inclusion in these proceedings as follows:

**DELEGATE TOM KOENIG (Local 3411):** On the Constitution change, One Member - One Vote, mail-out ballots: Let us not lose sight of the wisdom of our members. I personally had a problem with the change due to all the examples cited: cost, apathy, et cetera. So I polled my membership as to their wishes.

The result of the poll are as follows: The rank and file of this Union support the concept, so I feel we must do likewise. I ask for your support.

**DELEGATE DARLENE FERRIANS (Local 7670):** On the Constitution Committee's amendment to Article XV: Please enter into the record that as an elected officer and convention delegate, I am opposed to this change. Even after our delegate at the 54th Annual Convention failed to cast our votes in a very important election, our membership sent us back with their most precious right as a union member, the right to vote.

Even though some may fail us, we are intelligent people that will correct those types of things and go on with the same level of trust and conviction as before. I have been an Executive Board member for our local since we signed on the dotted line to become part of the CWA family.

I know my membership and, believe me, they will let us know when they have lost faith in our commitment to them and the local. We have too many financial burdens imposed on us now with no say. We do have an opportunity here to save our membership a lot of unnecessary expense. Thank you. ...

**PRESIDENT BAHR:** This amendment, because it came in late, requires a three-fourths vote for passage. I will wait for everyone to sit down.

All those in favor of the amendment, please indicate by raising your hand. Down hands opposed by like sign. It's defeated. (Applause)

Please join me in thanking the Constitution Committee for their work. (Applause) While the Resolutions Committee comes back to the platform, let me call your attention to the fact that the Sergeants-at-Arms will continue with the collection on behalf of the Frontier strikers. And I just want to point out to you that the check that I handed the President of the Culinary Union workers at the rally yesterday was for \$5,000. (Applause) So, anything you can help with, I am sure would be appreciated.

**CHAIR ISRAEL:** Thank you, Mr. President. The Chair would like to recognize Delegate Mike Upton.

**DELEGATE UPTON:** If the delegates will please turn to page seven of the Resolutions Committee Report, I will read the resolves of Resolution 55A-93-4.

## **NATIONAL HEALTH CARE MOBILIZATION**

The 1990 CWA Convention resolved to pursue as a top priority the reform of the U.S. health care system. We reaffirmed our long-held support for a national health insurance plan in the U.S. that provides quality health care for everyone regardless of where they are employed or whether they are employed.

In the succeeding three years, CWA Locals have participated in mobilizations for national health care through Jobs with Justice, the Campaign for Health Security and other coalitions working for comprehensive reform. We have sponsored ambulance drives, post card campaigns, rallies, demonstrations, picket lines, radio spots and lobbying campaigns. In all these efforts CWA members have demanded the massive restructuring of the health care industry that would get health care off the bargaining table and make health care a right for everyone.

Our work on health care reform has been guided by five basic principles. These

principles form the framework of an effective, long-lasting solution to the twin crises of rising health costs and declining access to care.

- First, everyone must be covered, equally. To be truly universal, there must be one system and everyone must be in it. No employers should be permitted to opt out.
- Second, the plan must cover all necessary medical expenses, including doctor and hospital bills, preventive care, long term care, mental health care, rehabilitative services and prescriptive drugs.
- Third, the plan must be affordable, for the country, for individuals and for families. Financial barriers like deductibles, co-pays and balance billing must be abolished. Contributions to the national health care plan must be based on income and ability to pay. To keep the plan affordable, effective cost controls must be put in place to eliminate administrative waste and control provider fees.
- Fourth, the plan must assure that every individual can choose their own doctors and other providers without having to pay more.
- Fifth, the plan must be publicly accountable. The reformed health care system must be administered by a non-profit public entity accountable to the public, the community and consumers. It must guarantee an effective role for consumers and health care workers in all decision making processes that affect the delivery of quality care.

CWA members have lobbied Members of Congress to cosponsor the American Health Security Act, a bill that best meets our five principles. Today the American Health Security Act and the single payer movement enjoy more support in Congress and among the public than ever before. As of early this month, 91 members of Congress have co-sponsored the bill including 86 members in the House and five senators. Our efforts, along with our allies and coalition partners, have changed dramatically the atmosphere for health care reform and expanded the scope of possibility for a comprehensive solution to the national health care crisis in the U.S. The single payer movement has become a force to be reckoned with, and CWA is seen as one of the key leaders of the movement.

In 1992 CWA helped elect a President who is committed to achieving universal access to health care. For President William Jefferson Clinton, as for CWA, health care reform is a top priority. In his first year of office he will have accomplished what every President in the past quarter century has avoided-- developing a sweeping proposal to revamp our \$900 billion health care industry. That's one-seventh of the U.S. economy and more money than in the economies of most nations.

With all that at stake, with a President committed to meaningful change, and with a public demanding relief from the increasing burden of rising health costs and the growing uncertainty of our own access to health care, the possibility exists for massive social change of a magnitude not seen since the civil rights era. Achieving it will be the legislative battle of a lifetime.

The President's health care reform plan and the American Health Security Act are already under assault. Although reports suggest that single payer elements will be incorporated into the White House proposal for reform, the medical and insurance special interests are hard at work seeking to protect the status quo. The American Medical Association is threatening a legal challenge to any plan that attempts to control fees doctors charge. The National Taxpayers Union, a conservative group opposed to any government-funded program, has begun an attack on members of Congress who support federally-financed solutions to the health care crisis. Small business groups are marshalling their members to reject employer mandates and payroll taxes. Drug companies are already opposing proposals to control their prices. Independent insurance agents are preparing a nationwide campaign to obstruct comprehensive reform.

CWA members must not sit idly by. We must encourage the President to take bold action in the face of this fierce and well-financed opposition to comprehensive health care reform. And if we ask the President to be bold, then we must be bold ourselves. We must get into the fray over this most important issue that affects everyone. We must use the tools at which we are skilled. We must educate our members about the issues involved in the health care crisis and the

options for reform. We must mobilize our membership to work for our five principles and to combat the special interests that would oppose comprehensive national reforms. We must show the President that we are resolved to win a national health care policy that meets our principles for reform. And we must persuade him to join us.

**RESOLVED:** That by adoption of this resolution, the Communications Workers of America make clear to the President and to Congress that the time is now for the passage of a plan for comprehensive national health care that achieves the five principles for which we have worked so long.

**RESOLVED:** That CWA will work to assure that all health care reform legislation includes safeguards to protect front-line health care workers. Health care reform and cost controls must not restrain efforts of health care workers to organize and to bargain collectively to improve their wages and working conditions.

**RESOLVED:** That CWA step up efforts to educate our membership by developing a program that reaches every single member so that they understand the issues at stake in the U.S. health care crisis.

**RESOLVED:** That CWA continue to press in Congress for co-sponsors for the American Health Security Act (H.R. 1200 and S.491) and to build a bloc in Congress of advocates to defend our principles for reform. CWA must develop and support a network of CWA activists committed to working with their elected representatives to protect the interests of workers, consumers, and the middle class. The CWA Government Relations Department must coordinate their efforts on Capitol Hill with these CWA networks and work with other national organizations to build momentum for our reform principles.

**RESOLVED:** That CWA develop public relations campaigns and mobilization activities to promote our principles and to combat the medical special interests and other groups that might subvert true reform.

**RESOLVED:** That CWA work with the AFL-CIO, The Campaign for Health Security, Jobs with Justice and other organizations to win a reform package that provides universal coverage, comprehensive benefits, affordable financing, freedom of choice and public accountability.

Mr. President, the Resolutions Committee moves adoption of Resolution 55A-93-4 entitled National Health Care Mobilization.

... The motion was duly seconded ...

**PRESIDENT BAHR:** The motion has been made and seconded. On microphone number 3, Delegate Hayes.

**DELEGATE DEBORA M. HAYES (Local 1168):** President Bahr, members of the Executive Board and fellow Delegates, I rise in support of Resolution 55A-93-4, National Health Care Mobilization.

As a registered nurse, I have long been an advocate of health care reform as I see the effects of a crippled system on my co-workers and patients on a daily basis. I strongly support CWA's five principles of reform including its need to be universal, comprehensive, affordable, providing freedom of choice and public accountability.

I would like to speak very specifically today to the resolved which states that CWA will work to assure that all health care reform legislation include safeguards to protect frontline health care workers.

Health care reform and cost control must not restrain efforts of health care workers to organize and to bargain collectively to improve their wages and working conditions.

Health care workers continue to have serious concerns about national health care, the national health care proposal. If the intent of the reform package is to guarantee access to everyone and also control spending, what will the effect be on our working conditions and the quality of care for our patients?

At this point we have seen nothing that definitively deals with these issues in President Clinton's reform package. Already demand for cost control in health care has caused cost-cutting initiatives aimed at frontline health care workers. Nurses, technicians and other workers have been hit with layoffs, wage freezes and staffing levels which jeopardize a professional's license and compromise the health care our patients are entitled to.

Our workloads have increased. There are fewer care givers attending to more seriously ill patients. Nurses often are required to perform non-nursing assignments and service workers

are forced to function under speedups.

For all health care workers stress levels have increased and working conditions are deteriorating.

If this is the sort of cost containment that national health care reform will bring about, both health care workers and health care consumers have cause for alarm.

I firmly believe, and most health care workers know, that staffing levels, fair wages and compensation, reasonable work rules and conditions are linked to quality patient care. Any cost containment framework must include protection for basic wage and benefit standards.

The cost control process should hold management accountable for decisions that affect quality patient care. In order to provide employment security and enhanced job mobility, the national health reform policy should include income support and retraining programs and job placement services targeted to expanding areas such as primary care, nursing homes and home health services.

Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone 5, Delegate Fahrenholt.

**DELEGATE MICHAEL J. FAHRENHOLT (Local 3410):** Morty, is it proper for those of us who are not fast enough to get to a microphone before debate is cut off to have our remarks entered in the record so that the membership who are not able to be here and the delegates who are elected by that membership to represent them at the Detroit Convention have the opportunity to know what was said and done on the particular resolution?

**PRESIDENT BAHR:** I announced yesterday that any delegate finding himself or herself in that situation only has to bring the remarks up to the end of this table, and they will be included in the record.

**DELEGATE FAHRENHOLT:** I understand. In asking that question on this particular resolution, would it also pertain to other resolutions brought before this body?

**PRESIDENT BAHR:** It pertains to every resolution.

**DELEGATE FAHRENHOLT:** Thank you very much.

**PRESIDENT BAHR:** You are welcome.

On Microphone 3, Delegate Kukor.

**DELEGATE LINDA KUKOR (Local 1065):** CWA health care workers support single-payer health care reform, because it is the best option for patients and health care workers. However, whenever health care reform is finally adopted, it must take into consideration the needs of the health care workers if we want quality care.

This means our wages and benefits cannot be frozen to save costs. Reform will mean restructuring of jobs and it must assure that health care workers are retained and that their right to union representation is not jeopardized. Thank you. (Applause)

On Microphone 1, Delegate Schultz.

**DELEGATE SCHULTZ (Local 9408):** Call for the question on this very important motion.

... Support from the floor ...

**PRESIDENT BAHR:** Motion made to close debate. Seconded. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. Debate is closed.

... The following remarks were presented to the stenographers for inclusion in the proceedings ...

**DELEGATE BARBARA BAUCH (Local 1133):** President Bahr, Members of the Board, and fellow delegates: I rise in support of Resolution 55A-93-4. As health care workers we have a definite pressing concern about the effects of cost control features like hospital budgets and national limits on health care spending. We know from experience the first thing to be cut in any hospital budget is staff and equipment.

What does that mean in work related injuries, both physical and stress related? We have seen careers wiped out because of a back injury. Every day our members are exposed to lethal diseases like HIV, the new strain of TB, hepatitis, and exposure to toxic chemicals and radiation.

Decreased staffing and the resultant inevitable speed ups are only going to increase these risks. As a result of short staffing, our licensed members will put their licenses on the line. And even more importantly, short staffing means a significant decrease in our ability to deliver safe health care to our patients. What good is any health care plan if you are going through the



system? The ability to deliver good health care is a major concern of all health care workers.

As a union expressing an interest in organizing health care workers, we must be prepared to address the issue of what national health care reform is going to mean to health care workers.

**PRESIDENT BAHR:** We have before us Resolution 55A-93-4. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted.

**CHAIR ISRAEL:** The Chair recognizes Cecelia Peltier.

**DELEGATE PELTIER:** If the delegates will please turn to Page 9 of the Resolutions Committee Report, I will read the resolved of Resolution 55A-93-5, Occupational Safety and Health Reform.

## **OCCUPATIONAL SAFETY AND HEALTH REFORM**

Twenty-three years ago, Congress enacted the Occupational Safety and Health Act. That landmark law committed the Federal Government to "assure as far as possible" a safe and healthy workplace for every American.

Today, however, the promise of a secure and protected jobsite for our nation's workers remains unfulfilled. In sharp contrast to the legal guarantee of a humane place of employment, more than 10,000 workers are killed on the job each year. Stated another way, an average of one worker dies every 12 minutes of each workday. Also 6,700 wage earners suffer disabling injuries during a typical workday. In addition, 390,000 new cases of occupational diseases have been diagnosed annually.

Experts estimate that 57 million workdays are missed every year by workers due to workplace injuries. The Rand Corporation reported in 1989 that workplace injuries cost American businesses \$83 billion a year.

The most disturbing aspect of the fatalities, crippling injuries and soaring costs to businesses resulting from safety and health problems is that many of these disturbing occurrences could have been avoided if the Federal Government had vigorously enforced the Occupational Safety and Health Reform Act. The lax enforcement of this law took place, in large part, because Presidents Reagan and Bush focussed on protecting businesses from government regulation rather than on protecting workers from safety and health abuses.

Because of the anti-worker policies of the two previous Administrations, the Department of Labor presently employs fewer than 1,000 inspectors to ensure compliance with our nation's basic safety and health law at more than five million workplaces. At its 1991 rate of inspection, the Occupational Safety and Health Administration would conduct an examination of each workplace only one time every 84 years! An OSHA inspector would scrutinize a dangerous manufacturing plant-- to which OSHA gives higher priority-- only one time every 13 years.

To provide meaningful protection to wage earners at their workplaces, Senators Ted Kennedy (D-MA) and Howard MeQenbaum (D-OH), along with Representative Bill Ford (D-Mi) have introduced the Comprehensive Occupational Safety and Health Reform Act, S.575 and H.R.1280.

In the proposed legislation joint safety and health committees are required for workplaces with 11 or more employees. Worker representatives are selected by the union, or by employees in non-union workplaces. The committees have the right to review safety and health programs and injury records, investigate incidents and complaints, conduct inspections, interview employees, hold meetings, and make recommendations for action to the employer. To improve enforcement, the legislation would authorize a targeted inspection program for high-risk industries. Employers would be required to report and OSHA would have to investigate within 24 hours all workrelated fatalities or accidents in which at least one worker was hospitalized. Employers would have to correct promptly imminent dangers identified by OSHA. Employers who fail to comply with this requirement could be fined up to \$50,000 a day.

In addition, the legislation increases criminal penalties for employers who commit willful violations of the federal safety and health law that cause a worker's death or result in serious bodily injury. Under current law the maximum penalty imposed on an employer who engages in a willful violation that causes a worker's death is a six-month prison sentence. Only one employer has been sent to jail for such a violation since the Occupational Safety and Health Act became

law in 1970.

Of special interest to CWA members and other workers who use video display terminals (VDTs) to earn their living, the legislation requires that the Occupational Safety and Health Administration publish an ergonomics standards within two years to address the growing number of cases of repetitive motion injuries, such as carpal tunnel syndrome, that may result from use of these machines.

From a similar perspective, the bill extends the protection of the Occupational Safety and Health Act to public workers employed at the state and local level. Public workers were exempted from OSHA when it was enacted. In recent years, 1,600 public workers have been killed on the job annually. Also, an average of 70,000 public employees are permanently disabled each year. Today, nearly 7,500,000 public workers are not covered by federally-approved OSHA laws.

**RESOLVED:** CWA members should request that their Senators and Representatives co-sponsor and vote to enact the Comprehensive Occupational Safety and Health Reform Act, S.575 and H.R.1280. Urgent action by Congress is vital because with each workday that passes, one worker will die every 12 minutes at a jobsite, while thousands more will suffer a disabling injury, if the present rate of slaughter at America's workplace continues.

Mr. President, the Resolutions Committee moves the adoption of Resolution 55A-93-5, Occupational Safety and Health Reform.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have heard the resolution. It has been seconded from the floor. On Microphone 3, Delegate Crowe, Local 6201.

**DELEGATE PAT CROWE (Local 6201):** Mr. President, Brothers and Sisters, I rise in support of Resolution 55A-93-5.

Twenty-three years ago the Occupational Safety and Health Act was enacted. It was meant to ensure a safe and healthy workplace. That is not happening today. We as workers in this great nation need to be assured that by law we will be provided with a safe working environment and in no way should a worker's job be in jeopardy because she or he challenges their company exceeding safety or health issues.

We as working men and women need OSHA reform. S.575 and H.R. 1280 will provide us with the means to enforce this act. This act will also require that the Occupational Safety and Health Act publish VDT ergonomic standards. Repetitive motion illnesses and/or injuries within CWA are increasing day by day. These standards are long overdue, not only for our members, but all other VDT machine operators.

I urge you to contact your Senators and Representatives and ask them to co-sponsor and vote to enact the comprehensive Occupational Safety and Health Reform Act S.575 and H.R. 1280. Thank you. (Applause)

**PRESIDENT BAHR:** On Mike 3, Delegate Pratt.

**DELEGATE RON PRATT (Local 4900):** President Bahr and fellow delegates, I am here in support of Resolution 5A-93-5, Occupational Safety and Health Reform. The Safety and Health Committee of CWA Local 4900, chaired by Ted Weaver, in the Hoosier State of Indiana, urges all participants in this year's convention to carry the message to all of their legislative leaders in their states to urge on them the need for OSHA reform.

With all of the changes and the upheaval continuing throughout the industry, but especially in the telecommunications industry, the focus on safety and health often becomes buried or moved to the back burner in favor of other concerns.

Far too many of our brothers and sisters are being injured, disabled and killed by chemical exposure, airborne diseases, unhealthy workplaces and exposure to too many non-healthy conditions that could be controlled by OSHA reform.

We urge you to carry the message to the Congress that we need Senate Bill 575 and House Resolution 1280 passed as soon as possible, because "we came here to work, not to die." (Applause)

**PRESIDENT BAHR:** Microphone 1, Delegate Washington.

**DELEGATE MICHAEL WASHINGTON (Local 3808):** Mr. President, I move the question. (Applause)

**PRESIDENT BAHR:** Motion made to close debate. All those in favor indicate by raising

your hands. Down hands. Opposed, by like sign. Debate is closed.

Before us is Resolution 55A-93-5. All those in favor indicate by raising your hands.

Down hands. Opposed, by like sign. It is adopted.

Committee.

**CHAIR ISRAEL:** Thank you, Mr. President.

The Chair recognizes Val Afanasiev.

**DELEGATE AFANASIEV:** Will the delegates please turn to Page 10 of the Resolutions Committee Report. I will read the resolved of Resolution 55A-93-6, Telecommunications Policy.

## **TELECOMMUNICATIONS POLICY**

In the past twelve years, telecommunications policy has been characterized by gridlock and inconsistency. The decision-making apparatus in this area is dispersed among the White House, the Commerce Department, the State Department, the FCC, the federal courts, and public utility commissions at the state level. Each has been making important decisions on a case-by-case basis without any guiding strategy or direction.

Meanwhile, the telecommunications industry has been undergoing vast change and upheaval. In the past few years, TCI, the nation's largest cable TV company, has joined with Cox Cable to purchase Teleport, the nation's largest bypass telephone system. Southwestern Bell has purchased two large cable systems in the Washington, D.C. area, US West has invested \$2 billion in the Time-Warner cable W operation, and AT&T has purchased 1/3 interest in MCCaw Cellular. TCI, AT&T and US WEST have begun a joint trial of Video On Demand in Colorado, and Bell Atlantic is engaged in a Video On Demand test in Virginia. US West is planning the same in Omaha. Cellular telephones are selling at the rate of 9,000 a day and the next generation of wireless equipment is being planned for use with cable TV or traditional telephone.

In this time of rapid change, it is our job to ensure that all the workers in this emerging industry are protected. Workers must share fairly in the fruits of our very successful industry. While unionized telephone workers have achieved equitable wages and benefits, these standards are threatened by the growth of nonunion competitors within the industry. Within cable, most cable TV workers still receive low wages and poor benefits. A union standard throughout the converging telecommunications industry is necessary to ensure a high-wage, high-skill future for workers in the entire industry.

At the same time, federal and state regulatory policy must strive to create a level playing field to allow competition based upon the quality of service, rather than the ability to depress labor costs or to bypass universal service obligations.

**RESOLVED:** That the CWA urges the President and the Congress to support federal telecommunications policies that:

- encourage a unionized, high-skill, high-wage work force; create affordable universal access to new and emerging technologies;
- develops a national information infrastructure; promotes a level playing field in competitive communications services, and insures a positive trade balance, particularly in the manufacturing of communications equipment.

Mr. President, the Resolutions Committee moves the adoption of Resolution 55A-93-6, Telecommunications Policy.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have heard the motion. It has been seconded.

Mike 3, Delegate Gerhart.

**DELEGATE CHARLES GERHARDT (Local 2100):** President Bahr, brothers and sisters, I rise in support of the resolution on Television Communication Policy.

In looking at the resolution, in the last sentence of the preamble that comes right before the resolved, that seems the most impressive to me. That sentence says the telecommunications policy must create competition based upon quality of service rather than the ability to depress labor costs or to bypass universal service work obligations. CWA is one of the very few organizations with an interest in both jobs and universal services. Those of us in cable TV, in publishing, information services, telecommunications, television, production and programming will

see changes in the next five years that are going to make the changes we have seen since divestiture seem mild.

As the policies of restructuring increases so must our efforts to direct that restructure. We need to position ourselves to intervene in the legislative and in the regulatory bonds and to carefully evaluate our positions. We have to understand that the regulatory well-being of an employer does not provide for the well-being of our members, and there will be times when we will find conflict between our bargaining units, and when these times happen we must resolve those differences and speak with one voice.

I ask this convention to support the resolution through your vote today and through your actions when you return home. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone 3, Beverly Hicks.

**DELEGATE BEVERLY HICKS (Local 3808):** Brothers and sisters, I stand before you today to ask your support for this resolution. Since the infamous Judge Green made his decree we have watched as our fellow CWA brothers and sisters have lost their jobs to the down-sizing, regionalization, competition, moving of union jobs out of this country, striker replacement and the horrors of the Reagan-Bush regimes. We have watched as our quality of service has changed to quantity, degenerate service.

We stood together as union leaders and we elected Bill Clinton and AL Gore as American Labor's Dream Team. Labor was there for them. Now as CWA is working on tomorrow, let's urge them to be there for Labor. As a proud Tennessean and strong supporter of Bill Clinton and Al Gore, I say let's ask now for our Dream Team to support our telecommunications policies and bring quality back to the US of A. Please support this resolution.

**PRESIDENT BAHR:** On Microphone 1, Delegate Hogg.

**DELEGATE ED HOGG (Local 4322):** Mr. President, Executive Board and fellow Delegates: I call for the question.

**PRESIDENT BAHR:** Motion has been made to close debate. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

... The following remarks were presented to the stenographers for inclusion in these proceedings:

**DELEGATE STEPHEN WHITE (Local 9415):** I rise in support of this resolution. Being a Cable T.V. employee with a good contract, which I helped bargain, I can attest to the fact that the majority of my peers from Cable companies without union representation are on the bottom of the wage scale and have the least benefits. This policy would help ensure that this present situation will change.

I challenge all of you to help make this policy a reality. ...

**PRESIDENT BAHR:** Before you is Resolution 55A-93-6. All those in favor please indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Each year I take great pleasure in presenting the top awards for General Excellence to winners of CWA's local union journalism competition. I can never overemphasize the importance of CWA's publications program-- not just at the international level through our "CWA News", but also at the community level. Those are the publications that provide the local angle and touch our members where they work and live.

Through our network of local union newsletters-- and I want you to know I read them all. Some of you know because I write letters to the editor-- our members and their families get a more complete picture of CWA, of the issues facing us, and what the Labor Movement in America is all about.

Your newsletters are the best tool we have to help "unionize the already organized." They are critical to educating and motivating our membership. To helping mobilize effectively for contract bargaining, for legislative reform, and for political change.

Our annual journalism contest is one way that we promote and recognize excellence among local union newsletters. The winning editors have worked hard to produce union publications with a high degree of readability and credibility.

Awards have already been presented in District meetings to the winners of various categories, such as Best News Reporting, Best Feature Story and the like.

The awards I am about to present are for over-all General Excellence.

The General Excellence categories were changed this year, at the suggestion of last

year's judging panel. Rather than present awards based on method of production-- for instance, whether a newsletter was professionally printed or whether it was hand-typed and xeroxed, we have restructured our categories so that publications compete based upon the number of members served.

This year's winners were selected by Frank Swaboda, noted labor reporter for the Washington Post, Louise Walsh, adjunct professor at the George Meany Center for Labor Studies, and Calvin Zon, editor at Press Associates labor news service.

For General Excellence among Category I publications, those serving 200 or fewer members, the award goes to the *Times Advocate*. Local 9414, Ann Eggen, editor. (Presentation - Applause)

The judges cited the *Times Advocate* as "informative, with hard-hitting satire" and as "not too academic, even though contributors are academics." (Applause)

The next award is for General Excellence in Category II, publications serving between 200 and 500 members. The winner: "*4640 Newslite*", serving Local 4640. The editor is Cindy Bates. Accepting on Cindy's behalf is Local 4640 President, James Clark. (Presentation - Applause)

"*4640 Newslite*", said the judges, "provided solid information during the recent elections." They praised the editor's sense of balance, noting that articles were "topical, with a good mix of national and local information." Our Category III General Excellence award is for publications serving between 500 and 1,000 members. This year's winner is "The Telegraph", Local 2106, Katy O'Mary, editor. Accepting the award is 3411 President Tom Koenig. (Applause)

The judges called "*The Telegraph*" a "glossy, attractive publication, with a good shelf life." They praised not only its "well-written focus on a major issue," but its "good coverage of general labor solidarity issues."

In Category IV, publications serving more than 1,000 members, our General Excellence award goes to "*Communique*", serving Local 1180. The editor is Helen Berman. Accepting for the local, President Arthur Cheliotis, Vice President Linda Jenkins and Vice President Bill Henning. (Presentation - Applause)

"Lots of recognition, awards and general acknowledgement of members," as contained in *Communique*, "generally create a feeling of cooperation and unity so essential to solidarity," the judges noted. They also praised the editor's inclusion of useful news articles on activities planned by committees, solid retiree news, features on Latino workers and "good photos, showing high levels of union activity."

Our Category V publications were cooperative newsletters produced by several locals, a CWA council, statewide organizing committee, etc. This year's Category V General Excellence award goes to *United Taxicab Workers United to Win*. The editor, in Local 9410, is Clifford J. O'Neill. Accepting the award for the local is President Marie Malliett. (Presentation - Applause)

*United Taxicab Workers United to Win* serves a very special segment of our union, and it is to be recommended for a fine job of sustaining solidarity.

Finally, we have the Oscar Jager Journalism Award. It is named after one of the early editors of the *CWA News*, and one of the finest all-around journalists I have known. The award honors the best example each year of in-depth news reporting by a CWA editor.

This year, for the second year in a row, the award goes to *CWA Today*, Sheree Amerson, editor, for the story "Impressions of Hamlet," written by Bill Cuzzens, with photos by David Pratter. Accepting the award is Sheree Amerson. (Applause)

Cuzzens' narration of a visit to the tragic site of the Hamlet fire, the judge's noted, "evokes the sights and feelings of the last hours of the 25 victims." They also praised the use of photos depicting the footprints where workers tried to kick open a padlocked door and the meat cooler where several suffocated as they tried to escape the flames.

To all of this year's winners, we say congratulations. We hope you will continue the fine, fine work you are doing. (Applause)

This might be an appropriate time for me to recognize on the privilege mike Delegate Curran.

**DELEGATE GERRY CURRAN (Local 14917):** I viewed some of the newsletters back there. They were very good. I would just like to remind the editors of those publications that they really should be using printers, CWA printers, who utilize the Allied Printing Trades Council label.

Some of them had the TCI label, some had no label. Our printers, CWA brothers and sisters, can really use the work. Please use the Allied Printing Trades label. (Applause)

**PRESIDENT BAHR:** Thank you very much.

Now, this is the time that Secretary-Treasurer Easterling and I will be presenting to those local officers with 30 years or more service as an elected official in appreciation for the service they rendered. We did this, I think, about five years ago, and it is always gratifying to see a pretty good list of people who have that kind of longevity. We want to honor them now.

From District 1, Josephine Dentino, President, Local 1007. (Applause)

Marie Scheuermann, Secretary-Treasurer, Local 1009.

I just have to digress a moment. I have to say a word about Marie. My first convention was in 1954. I hate to say it. It was a long time ago. Being a new kid on the block, our District Director at that time, before we called them Vice Presidents, was Mary Hanscom, and she thought that I needed some taking care of and she assigned Marie to take care of me in 1954. She has been taking care of me ever since. (Applause)

Rosalie Griffiths, President, Local 1009. (Applause)

Sandra Richards, President, Local 1012. (Applause) Florence Graham will receive the certificate for Sandi. (Applause)

Anna Princiotta, Secretary, Local 1023. (Applause)

Fritz Clark, President, Local 1111. (Applause)

Bob Flavin, President, Local 1170. (Applause)

Joseph A. Pasquale, Jr., President, Local 1190. (Applause)

We can report that District 2 is a very young district. There is no one there with 30 years or more service. District 3: Jack Hays, President, Local 3805. (Applause)

H. Wade Starnes, President, Local 3806. (Applause)

District 4: Guess who? Eleanor O'Neill, President, Local 4209. (Applause)

Secretary-Treasurer of Local 4802, Pat Bonczynski. She is not here. (Applause)

District 6, Tom L. Mitchell, President Local 6390. (Applause)

District 7: Duane "Tish" Watford, President, Local 7743. (Applause)

Erma Wiszmann, President, Local 7117. (Applause)

John A. Weisgerber, Secretary-Treasurer, Local 7301. (Applause)

Reuben Obenauer, Treasurer, Local 7303. (Applause)

Donald Cornell, Secretary-Treasurer, Local 7603. (Applause)

Leonard Rotschafer, President, Local 7106. (Applause) District 9: Marjorie Fenley, Secretary-Treasurer, Local 14900/ITU439. (Applause)

John P. Dempsey, Treasurer, Local 9410. (Applause)

PPMWS: George McDonald, President, Local 14170, Mailers Local 6. Receiving for George will be Wayne Mitchell. (Applause)

L. Feltus Dupuy, Local 3411/155, absent.

Robert L. Gooding, Secretary-Treasurer, Local 14406/177. Receiving will be Linda Morris. (Applause)

Conrad Holden, Secretary-Treasurer, Local 14175/386. He is absent. He will get it. And the last one, Stanley P. Swenson, President, Local 14122/51. (Applause)

We overlooked one, Dan Anderson, Secretary-Treasurer, Local 6143 with 32 years of service. (Applause)

Please join me in congratulating all of these brothers and sisters for at least three decades of service to the members of our union. (Applause)... The lights were dimmed and the sound of "Taps" could be heard in the background as the Memorial Service began ...

## **IN MEMORIAM**

**PRESIDENT BAHR:** Assembled here in Las Vegas, Nevada, for the 55th Annual Convention of the Communications workers of America, it is fitting that we pause and remember those who are no longer with us. We acknowledge the endless debt we owe the men and women who unselfishly devoted their lives to the building of our union, as we set aside all else to honor our colleagues who during the past year have been called to a higher purpose.

Let us now join in specifically remembering 13 members of the CWA family who have

passed from us.

... Each member of the Executive Board presented the names of CWA's departed brothers and sisters as follows: ...

**AVERY FLYNT** -- Avery Flynt devoted his far too short time on Earth to the betterment of the men and women of CWA and the labor movement. He recognized from the beginning the importance of organizing the unorganized, and Avery Flynt worked hard to spread the umbrella of union representation beginning with his first assignment in 1978. Avery took pride as a CWA Representative, working with local officers and members in both South Carolina and North Carolina. He was the first intern from the A. Philip Randolph Institute to join the CWA staff, and he later served as president of the APRI chapter in North Carolina. We will miss Avery Flynt and the steady, focused guidance that he provided to all of us.

**ARNOLD I. (ARNE) GRAVEM** -- Arne Gravem first heard the call of the labor movement back in the late 1930s and early 1940s when he set out to help his Western Electric Sales co-workers form the Seattle, Washington chapter of what was to become the National Federation of Telephone Workers and eventually the CWA. Arne joined the NFTW staff as an organizer in 1945 and fulfilled assignments in Baltimore, MD, San Francisco, CA, and Portland, OR, before returning to Seattle as a CWA Representative in 1956. When Arne Gravem died earlier this year at age 81, CWA members lost a truly dedicated friend and leader.

**JOHN WILLIAM (BILL) HOLDER** -- Bill Holder played a major role in the historic merger of the AFL and CIO in the State of North Carolina in 1955 and seven years later he brought his skills and talents to the staff of CWA. After serving as president of CWA Local 3060 in Winston-Salem, NC, in the early 1950s, Bill Holder became executive secretary-treasurer of the State Industrial Union Council in 1954 and remained as secretary-treasurer of the state federation after the merger. As a CWA Representative, Bill Holder worked on numerous organizing campaigns and legislative triumphs, and served as the first secretary-treasurer of the CWA Staff Union. He earned our respect and admiration. He will sorely miss his cheerful smile and thoughtful leadership.

**WALLACE E. (BUCKET) JOHNSON** -- Bucket Johnson, as we knew and loved him, spent several years working for phone companies in New Jersey and New York before returning to his native Alabama soil, first as a local officer in CWA Local 3907 in Mobile and next as a CWA Representative in Montgomery. Throughout the years, regardless of where his travels took him, Bucket Johnson carried his union dedication and determination with him, serving the men and women of CWA. He worked on CWA organizing projects in Maryland and worked with CWA locals in Tennessee, but his big heart always belonged in Alabama. We will always honor Bucket Johnson's contributions to the furtherance of CWA.

**MATTIE LOU MAYS** -- Mattie Lou Mays truly dedicated all the working years of her life to the betterment of the men and women of CWA, dating back beyond the founding of the union. Mattie Lou, a Texas native, first went to work for Southwestern Bell as an operator in Paris, Texas, in 1926. Later, she moved to Waco and worked as a clerk. By 1948, the year after CWA succeeded the National Federation of Telephone Workers, Mattie Lou's leadership qualities and hard work on behalf of her union brothers and sisters had earned her a CWA staff position. Mattie Lou was initially assigned as a CWA Representative in the union's Houston office, later transferring to Dallas to work with locals throughout the North Texas area. In remembering Mattie Lou Mays, we honor the memory of a true union builder.

**EARLE MOYE** -- Earle Moye set a high standard for union service, working with CWA local officers and members throughout Georgia and Florida over a nearly forty year period. After working briefly as a repairman with GTE in Long Beach, California, Earle came back to his native Georgia and went to work for Southern Bell in 1934. He demonstrated true compassion and concern for the working men and women he was chosen to represent and joined the CWA staff on a full-time basis beginning in 1950. Before then, he had served as a temporary organizer in numerous campaigns. Earle was hired as the union's Georgia state director and was the CWA area director for Georgia and Florida at his retirement. Earle Moye's contributions to the men and women of CWA will live on in our memory.

**JOHN W. PRICE** -- John Price, as the elected National Director for Western Electric Manufacturing and Bell Labs, devoted his time and talent to the union cause. John, who came onto the CWA staff from Lincoln, Nebraska, in 1957, first served as the appointed coordinator for

Western Electric Manufacturing and Bell Labs. Years later, when the job became an elected position, John Price was unanimously elected among those he represented as their National Director. He continued in that role until a few months before his retirement in 1983 when he declined to seek re-election. John Price was a man of great honor and integrity. John Price was highly respected by those who knew him and he will be greatly missed by those he leaves behind.

**HORACE J. RAIRDON** -- Horace Rairdon was a true union builder, having had the distinction of being a charter member of the National Federation of Telephone Workers, CWA's predecessor union, and serving as a delegate to CWA's first convention in 1948. Horace Rairdon started with Northwestern Bell in 1927 as a lineman in Jamestown, ND, and became a union activist in the late 1930s while working in Bismarck, ND. He joined the CWA staff in 1951 in Fargo, ND, and served the members there faithfully until his retirement in 1973. Horace will be remembered as a quiet, dignified man with a core

**ROBERT W. (BOB) RIVERS** -- Bob Rivers was a union man, through and through, dedicated to serving CWA members in District 9 in his staff position as administrative assistant to the vice president. Although he had been confined to a rest home in his latter years, his mind remained keen, and, according to his brother Charles, one of Bob Rivers' last actions was to cast an absentee ballot for the Clinton-Gore team. "He was proud of that," Charles recalled later. Bob Rivers came on the union staff as a CWA Representative in San Francisco in 1960, later served as the union's Southern California area director based in Los Angeles and returned to San Francisco as the administrative assistant in 1971. Bob Rivers, big and bubbly, always ready with a smile, absolutely devoted to the union cause, will be missed by all of us in the CWA family.

**CAROLE SHEAHAN** -- Carole Sheahan was taken from us at too young an age. In 1968, Carole Sheahan became one of the first female frame technicians in Southern Bell history. After serving in a variety of offices in CWA Locals 3107 and 3121, Carole Sheahan joined the union staff in 1974 in Miami, FL. Seven years later, in 1981, she transferred to Burlingame, CA, and by 1987, Carole Sheahan had been promoted to the position of CWA's Northern California-Nevada-Hawaii area director. Ravaged by cancer and wanting to be near her family, she retired in February, 1992, and moved from Burlingame to Jacksonville, FL, at the age of 56. Months later, in April, 1992, only weeks after our 54th Annual Convention, Carole Sheahan passed from our midst. We will always treasure her memory.

**ROBERT W. (BOB) STALEY** -- Bob Staley was a true union pioneer, participating in meetings that led to the formation of the National Federation of Telephone Workers in the late 1930s and in the plans and actions that brought about CWA in 1947. He came onto the CWA staff that same year, one day after Christmas, in Dallas, Texas, and spent his entire union career building, mobilizing and training union members in his beloved Texas. On his retirement in 1975, Bob Staley described himself to friends as "just an 18-year-old country boy" when he got his first job with Southwestern Bell in Brownwood, Texas, in 1929. Over the years, that "country boy" grew into a union stalwart, admired, respected and appreciated. Bob Staley let a giant legacy, and we in CWA will be forever grateful to him.

**T.E. (EDDIE) WEBB** -- Eddie Webb, too, was a Texas legend and pioneer union builder, participating in the founding meetings that led to the creation of the National Federation of Telephone Workers. Eddie Webb went to work for Southwestern Bell in Temple, Texas, in 1929, and soon afterwards, he began "talking union" to his co-workers. By 1945, he joined the union staff and worked out of the union's Dallas office throughout his career, serving as CWA's North Texas director. Eddie Webb accomplished much in his life-- and most of it with a good yarn or a hearty laugh. His reputation as a "natural storyteller" caused the late Secretary-Treasurer Bill Smallwood to write him, shortly after Eddie Webb's retirement in 1968, "The biggest thing I miss since your retirement is a good story or two every time our paths crossed, and believe me this is a genuine loss on my part." Eddie Webb was a treasure to all of us.

**RUBY WRIGHT** -- Ruby Wright was an early union leader, and another charter member of the National Federation of Telephone Workers. Ruby Wright began her telephone career in the mid-1920s with Southwestern Bell in Tulsa, OK, and was active in the formation of the NFTW in the late 1930s. By 1945, she transferred from Tulsa to Denver, maintaining her union activity and eventually becoming president of what is now CWA Local 7777 in 1947. Ruby Wright joined the CWA staff in 1951 and served as the union's New Mexico-El Paso director in Albuquerque, New



Mexico, from early 1952 until her retirement in 1964. She passed away during our 54th Annual Convention last year. Ruby Wright stood up for the men and women of CWA for many years; for that, we all owe her an eternal debt of gratitude. Let us now pause to remember those CWA Local Officers who have passed from our midst since our last convention.

John "Jack" Moran, Local 1106, Exec. Board Member  
Phyllis Bifulcol, Local 1168, Secretary-Treasurer  
Charles E. Hill, Local 4023, President  
Carolyn Kinnard, Local 4212, Vice President  
Richard L. Bailey, Local 4310, Vice President  
Linda S. Durham, Local 4353, Vice President  
Melba Hulmston, Local 7705, Secretary-Treasurer  
Michael Norberg, Local 9573, President  
Thomas J. Kelly, Local 14503, Secretary-Treasurer  
Stanley Lempicki, Local 14139, President

**PRESIDENT BAHR:** For all those who have passed from us during the year past, we now offer our solemn prayers of love.

We shall never forget their loyalty, their courage, their ideals. Each created a priceless legacy that will forever bring us closer together-- a legacy of devotion to CWA and to the men and women whom we represent. They have provided us with examples that light the path toward human dignity. We pledge to follow their examples and to carry on the high standards that they exemplified.

We call upon the members of the Communications Workers of America to symbolically join us, in heart and mind, as we pay homage to Avery Flynt, Arnold 1. Gravem, John William Holder, Wallace E. Johnson, Mattie Lou Mays, Earle Moye, John W. Price, Horace J. Rairdon, Robert W. Rivers, Carole Sheahan, Robert W. Staley, T. E. Webb, Ruby Wright, the Members, the Stewards, the Local Officers, the Staff and all the Elected Leaders who have departed from us.

May they rest in peace. May they rest in the Lord.

... "Taps" was sounded ...

**PRESIDENT BAHR:** We stand in recess for thirty minutes.

... Thirty minute recess ...

**PRESIDENT BAHR:** Would every one take their seats, please.

If you have thirty years or more consecutive years of COPE, you should be over to my right at the side of the platform.

The Convention will be in order.

I would just like you to know about your generosity. I have been informed that together we have contributed a total of \$10,100 plus \$15 in chips to the Frontier strikers, and you can be sure they are not going to use those chips at the Frontier Hotel,

Thank you all. (Applause)

At this point in our proceedings, we are going to have our annual CWA-COPE Awards. So, it gives me a great deal of pleasure now to turn the program over to Secretary-Treasurer Easterling.

**SECRETARY-TREASURER EASTERLING:** Thank you, President Bahr.

Before we begin, I want to recognize an individual that most of you talk to at CWA Headquarters, when you are dealing with your local CWA COPE records and incentive programs. That person is Laura Gray, Loretta Bowen's secretary, and I know you want to give her a round of applause for all the work she does.

Today we honor all the locals that achieved 100 percent or more of their CWA-COPE quota in 1992. There are 605 100 percent locals this year. Let's give them a much-deserved round of applause. (Applause)

First let me share the bad news with you. The 1992 CWA-COPE fund raising record fell \$15,362 short of the record you set in 1991.

In 1992 you raised a grand total of \$1,221,228.50. I caution you that this is the second year in a row that we have fallen off the mark. I know we can do better, and we must do better.

District 3 raised 213 percent of its quota, while District 6 ended even closer, with over 210 percent of its quota in 1992. (Applause)

District 2 came in at third place, with over 145 percent, followed by District 7, with over 131 percent and district 13 placed 5th with over 127 percent.

District 4 came next, with over 122 percent, followed by District 9, with 96 percent. District 1 finished, unfortunately, last in 1992, with only 46.31 percent.

The districts that increased their percentage of quota over 1991's record are: Districts 3, 6, 7 and 13 and you are to be congratulated for a great job. (Applause)

I want to direct your attention to another significant part of our COPE program. This is the contribution being made by our CWA retirees.

In 1992, we had 21 of the retiree clubs affiliated with the CWA Retired Members Council make their COPE quota of \$1.00 per member. That list will be placed in the convention record.

I want to take this opportunity to thank our retirees for the vital part they played in the 1992 Presidential election.

Not only did they volunteer thousands of hours in helping the Clinton/Gore campaign and every other federal, state and local campaign, but they also contributed over \$3,000 to a special fund to get Democratic voters to the polls on election day.

President Bahr and I had asked for their help in a special appeal, and they eagerly responded with hundreds of checks for \$5, \$10 and up to \$100.

This again points out that retiree clubs are a very vital part of our Union. If your Local does not have a retiree club affiliated with the Council, then this is an excellent reason why you should.

Despite all our efforts, we still stand at only 6 percent of our members on payroll deduction for CWA-COPE. We must work on that and improve our record in 1993. Getting our members to sign up on payroll deduction requires only one skill, that is asking them one-on-one. We often find when people are asked, they will give. Let's use our mobilization skills and do just that.

I want to congratulate all the locals and the staff who received awards in their district meetings, and those who will receive them in district meetings later this year. Without your support and your hard work we wouldn't have a CWA-COPE program at all.

In addition to a number of special district and local awards, we will present awards to those locals that reached or exceeded 100 percent of their CWA-COPE quota for 30 or more consecutive years in 1992.

Our two most successful fundraising programs are still the prestigious CWA-COPE Quorum and the Platinum Quorum. We have 2,790 CWA-COPE Quorum and 1,944 Platinum Quorum, and I would ask any of you that are either one of these to please stand now to be recognized, if you are a Platinum Quorum and CWA-COPE Quorum.

... The delegates applauded as the CWA-COPE Quorum members and Platinum Quorum members stood up and were recognized ...

**SECRETARY-TREASURER EASTERLING:** The rest of you are urged to join. I tell you, when we go out to the districts and you look out in the audience and you see all those Platinum Quorum jackets, it sure looks good, and we know the job you are doing and we really want you to know that it's appreciated.

Now the list of locals that achieved 100 percent of their CWA-COPE quota in 1992 was distributed this morning and will be incorporated in the official convention proceedings.

As happens when we are working with a program as large as CWA-COPE, there is an error on the 100 percent list. The President of Local 1066 should be listed as Ruth Allen. We regret this mistake, and if there are any other errors they will be corrected in the official proceedings.

At this time I ask that the 100 percent list, as amended, be incorporated in the official convention proceedings.

**CWA-COPE PROGRAM  
100 PERCENT LOCALS**

<b>LOCAL</b>	<b>PRESIDENT</b>	<b>LOCAL</b>	<b>PRESIDENT</b>
1000	Fred Waropay	1301	George Alcott
1007	Josephine Dentino	1366	Marcella D. Vincent
1020	Dennis Cassidy	1370	George E. Neault
1022	Lynn Buckley	1395	Roger F. Steele
1060	Walter J. Serafin	2001	Stephen T. Moss
1061	Bruce G. Fabian	2002	Gary F. Hatfield
1066	Ruth Allen	2003	Mark S. Smith
1074	Barry Davidoff	2004	Sue Merrill
1075	Neil Jesiolowski	2007	Richard D. Mabrey
1082	Don Rice	2008	Terry Duty
1101	Ed Dempsey	2009	Gregory A. Peltrey
1107	Anthony Caprara	2010	Jerry Brown
1114	Joe Lattimore	2011	Linda Aman
1115	Dale T. Hager	2066	James Butler
1116	James J. Devine	2100	Gail Hall
1117	Roger L. Chenez	2101	Charles D. Bates, Jr.
1118	James O'Hare	2104	Donald A. Rameika
1120	John M. Alphonse	2105	James E. Farris
1122	Donald J. Loretto	2106	Ralph E. Jenkins
1126	James E. Cehonski	2107	Michael Bello
1127	John E. Lyford	2108	Kathleen Mazzi
1128	Richard G. Bolster	2109	Joseph E. Fink, Jr.
1129	Steven M. Miller	2110	Maevon C. Garrett
1172	Richard Champlin	2150	Mary A. Alt
1195	Jim McGrady	2177	Richard Brockert
1270	Thomas White	2185	Rick P. Collins
1281	Louis Sarno	2201	Roger H. Wood

LOCAL	PRESIDENT
2202	Michael D. Upton
2203	Shelton G. Wine
2204	Willie R. Stout
2205	James E. Stroup
2206	Eugene C. Bloxom
2207	James W. Hilleary
2252	Karl R. Busl
2260	T. A. Thurston
2276	Henry Bailey
2277	William E. Gillispie
2300	Blondell Stewart-Ware
2323	Kenneth A. Rucker
2336	Joanne C. Bell
2381	Emma R. Henson
2382	Aneatha Robinson
2385	Keith F. Livermore
2390	W. F. Sheridan
2395	Dallas Hall
3061	George H. Tolley
3101	Michael R. Amos
3102	Sylvia A. Lopez
3103	Josh E. Haddock
3104	Donald A. LaRotonda
3105	Robert Ryan
3106	John Edenfield
3107	Jose A. Dorado
3108	Sarah J. Smith
3109	Michael A. Sakalarios
3110	T. R. Emery
3111	Michael Tartaglio
3112	C. E. Ryan
3113	John Schaich
3114	Gloria J. Lutz
3115	Hollis Burdette
3120	Eva A. Morris
3121	Robert A. Krukles
3122	Betty Diamond
3151	Jerald King
3171	Jean H. Watson
3173	Willie Ponder
3174	Danny Ryals
3176	Jake Cason
3177	Theresa Flinn
3201	Roger L. Todd
3203	Robbie Casteel
3204	W. E. Conine
3205	Sherri Dee
3207	Judith R. Dennis
3209	Danny O. Harvey
3212	L. N. Wofford
3215	Elder James
3217	Diann J. Hartley
3218	Harry McFarland
3220	Tom Ravita
3228	Nat Carson
3250	C. H. Grizzle, Jr.

LOCAL	PRESIDENT
3263	Joe E. Finn
3271	Jerry L. Brown
3275	Pete Moran
3301	John Coffman
3304	Ben Henson
3305	David C. Perkins
3309	Donnie R. Lancaster
3310	Ricky E. Wallace
3312	Larry T. Devine
3313	Harold T. McGeorge
3314	Patty Johnson
3317	Glen L. Damron
3321	Ted Bilbrey
3371	Larry Peterman
3402	Larry Paige
3403	Walter J. Bagot
3404	Steve Gremillion
3406	Edward Romero, Jr.
3407	Ronnie J. Breaux
3410	Michael J. Fahrenheit
3411	Thomas J. Koenig
3412	Danny C. Naquin
3414	Barbara J. Cook
3450	Roy E. Jones
3451	John C. Chaler
3490	A. L. Stafford
3504	Gerry Gentry
3505	Charles E. Bingham
3509	Kay Miller
3510	E. D. Chisolm
3511	Dearld Dear
3513	James D. Whittington
3514	Larry Dearing
3516	Carl Madden
3517	Mary C. Hudson
3518	Oscar Denton
3519	Eric D. Cox
3550	Curtis Bobinger
3601	Lee Roy Bates
3602	Ronnie Braxton
3603	Gary Comer
3605	Daryl D. Hutchins
3606	David Meadows
3607	Kathy Spivey
3608	George Sumpter
3609	Frank W. Wishart
3610	Gary E. Ballentine
3611	Wallace Weaver
3613	Don Harris
3615	Shirley J. Moore
3616	Ann D. Wagoner
3618	Preston White
3650	R. Rodney Bartlett
3672	Lorraine Cook
3674	Brenda Ingram
3680	Rocky A. Barnes



LOCAL	PRESIDENT
3681	Jasper J. Gurganus
3682	Alton Hanford
3683	Jerreal E. Hannah
3684	Warren Livingston
3685	R. H. Harris
3695	F. D. Haskett
3702	Joe K. Thomas
3704	Jerry D. Keene
3706	Shirley Y. Brazell
3708	D. A. Poston
3710	Larry Suttles
3716	Ann W. Cothran
3719	Linda C. Houck
3802	James M. Ledford
3803	M. E. Kirkland, Jr.
3804	James W. McKee
3805	Jack E. Hays
3806	H. W. Starnes
3808	Beverly A. Hicks
3850	N. Gayla Poindexter
3871	Darrell W. Freeman
3901	H. T. Carter
3902	Robert H. Brady
3903	Larry Orr
3904	R. Terry Young
3905	Byron Carter
3906	J. M. Hughes
3907	Gloria J. Williams
3908	Chele H. Ward, Jr.
3909	Joe W. Watts
3910	Ricky Holmes
3911	Edward R. Simsalek
3912	Barney P. Thompson
3950	A. Gwen Jones
3966	Rudy Washington
3971	William Folmar
3972	Frank Woodham
3974	Dale Hollingsworth
3976	Harold Stogsdill
3990	K. C. Wray
4008	Carl Richter
4009	Dominic Guadagni
4010	Theresa A. Ryan
4011	E. Dana Christner
4013	David R. Ormsby
4015	Thomas C. McGee
4017	Gary Odom
4018	James D. Ruddock
4021	Karl E. Jackson
4022	Henry D. Otis
4023	Steve Pavlovich
4024	John J. Larson
4025	Beverly J. Wykes
4031	Eugene K. Dougherty
4032	Billy D. Everett
4033	Steve Ferguson

LOCAL	PRESIDENT
4035	Larry Ocobock
4037	Patrick E. Feldhusen
4038	Gregory Faust
4039	Teri Pluta
4040	Paul Eddy
4041	H. P. Duminie
4070	Gregory J. Gutowski
4077	Dolores J. Romanchak
4090	Lee J. Horton
4100	Frank Scola
4101	Richard C. Miller
4102	Larry J. Booher
4103	Richard A. Short
4104	Francis Sievert
4105	Raymond R. Love
4106	William H. Weston
4107	James Charbonneau
4108	Bill Bain
4109	Judy Aeschliman
4202	Addie La Bella
4203	Kathy Sterling
4209	Eleanor J. O'Neill
4212	Evelyn Ross
4213	Frances Sparacello
4214	Phyllis Haines
4215	Brenda Allen
4217	John Dill, Jr.
4260	Richard Babic
4270	Jake Medlan
4273	Sam Chaney
4300	Richard D. Ramm
4302	Sal LaCause
4303	Phil Evans
4310	Linda Hinton
4311	Diane Delaberta
4315	Karen Cousino
4318	Ace T. Flaherty
4319	Ronald D. Honse
4320	Bud McNichols
4321	Ed Kenily
4322	Jerry W. Schaeff
4323	John E. McCord
4325	Jeff Uhl
4326	Gerald L. Powell
4340	Ed Phillips
4352	Tom Powell
4353	Rodney L. Miller
4354	LaWanda Martin
4366	Henley Johns, Adm.
4370	John E. Holland
4371	Steve L. Adams
4372	Robert A. Coriell, Jr.
4373	James Whitehair
4375	Joan Milliron
4377	Ron Smalley
4378	Dale Sommer

LOCAL	PRESIDENT
4379	Mike Reyome
4385	LaRue Amelung
4400	William M. Timmerman
4401	Dorcus Ditmer, Adm.
4471	William E. Rathgaber
4472	Valerie B Mangin
4473	Johnnie B. Kidd
4474	Vaughn L. Black
4475	Gerald Calvert
4477	Ronald Rolf
4478	Joseph Smith
4479	Robert R. Wright, Jr.
4481	Scott Fisher
4482	Randall Wesson
4483	Ronald J. Herbert
4486	Jerry Long
4488	Roger Brooks
4509	Jeff Rechenbach, Admn.
4510	Carolyn Powell
4522	Dotie Ditmer, Admn.
4530	Diane Masters
4546	Robin Schenault
4600	Ann Crump
4603	George R. Walls
4611	Michael W. Webster
4620	Richard J. Everard
4621	Marilyn J. Peterson
4622	Mary Kay Nelson
4623	Herbert Pomerich
4630	David Brown
4631	Albert J. Anderson
4640	James Clark
4641	Gene McKahan
4642	Gary Grassel
4645	Larry Meierotto
4646	James Learn
4670	Ambrose Gaul
4671	Michael Oliver
4672	Gary Ackerman
4674	Dennis Drew
4675	Richard Wilke
4690	Larry L. Shepler
4700	Patrick Gorman
4702	Robert E. Smith
4703	Maurice L. King
4711	Ronnie Lane
4714	Bea Sigler
4770	Larry Martin
4773	Edward Lowdenslager
4780	Roland Michael
4782	Ann Bohlander
4790	Peter Vukovich, Jr.
4795	Cecilia K. Jones
4800	Mary Worth
4802	Carrol Hosteller
4818	Susan Baxter-Fleming

LOCAL	PRESIDENT
4900	Larry Cave
4998	Glen G. Hamm
6007	Elvin C. Crites, Jr.
6009	Jerry Butler
6012	W. Dean Franklin
6014	Charles R. Fine
6015	Bill H. Torbett, Jr.
6016	Charlene Chappelle
6050	Ralph L. Jeffrey
6101	Joe Spindler
6113	David A. Rawson
6118	Robert L. Baxter
6127	George Anderson
6128	Bill Utterback
6132	Richard Arriola
6137	Walter E. Nobles, Jr.
6139	Arthur L. Sontag
6143	Gloria Parra
6150	J. D. Smith
6171	Richard Kneupper
6174	Kent Glanville
6179	Leslie R. Kula
6182	Mark S. Partin
6186	Daniel Fetonte, Chair
6200	Jimmy Cook
6201	Carla Owen
6202	J. L. McElreath
6203	Reva L. Workman
6206	James R. Hosch
6210	Mark Ewig
6214	Glynne R. Stanley
6215	J. D. Williams
6218	Jimmy L. Powers
6222	Burgess J. Etzel
6225	Joe Marshall
6228	Ronnie Gray
6229	Richardo L. Galvan
6290	Ron H. Linnell
6310	Dan McGowen
6311	Mark K. Van Dolah
6312	Glenn R. Augustine
6313	Daryl Bailey
6314	Virgil J. Koechner
6316	Jim H. May, Jr.
6320	James D. Tucker
6321	Alice Perez
6325	Edward Pinkelman
6326	Francis Russell
6327	Roberta Browne
6333	James W. Cockburn
6350	Lois Taylor
6360	Dwain C. Saxton, Jr.
6372	Henry E. Duckworth
6373	Carl W. Kimble
6374	Steven R. Jones
6375	Margaret Calvin



<b>LOCAL</b>	<b>PRESIDENT</b>
6377	Earline Jones
6390	Tom L. Mitchell
6391	K. W. Flanagan
6395	David A. Ducey
6401	Debbie Snow
6402	Jennie Keef
6406	Yvonne Shoff
6407	Janet C. Gardner
6409	Michael P. Hildman
6410	Craig Leroy
6411	Mary W. Nave
6450	Elizabeth L. Eft
6500	Gilda Grant
6502	Gary D. Gray
6503	Robert O. Saunders
6505	M. D. Patton
6507	Alma Diemer
6508	James Conner
6573	Richard Garrigus
6733	Samuel Barela, Jr.
7001	Jeanne Tufts
7009	Chris Roberts
7011	Frank Granger
7026	Freda T. McGrath
7032	Dean Shelton
7037	Stephen T. Israel
7050	Kenneth Barner
7055	L. Sandoval, Chair
7070	Lorenzo A. Moya
7090	Del Davis
7096	Glenn H. Coyle
7101	Gene Porter
7102	Midge Slater
7103	Randy Richards
7106	Leonard L. Rotschafer
7107	Bill Mayland
7108	Miriam Tyson
7109	Gayle Tellin
7110	Francis Giunta, II
7115	Carl E. Valentine
7117	Erma J. Wiszmann
7118	Mike J. Hogan
7170	Yvonne Winther
7171	Dean Scheideman
7172	Caroll L. Herndon
7173	Jerry Halder
7175	Sheryl Bennett
7176	Andy Ertz
7177	Larry Fitchner
7181	Nancy Moser
7200	Richard O. Johnson
7202	C. J. Hanson
7203	Judy M. Tripp
7204	Gary Schmidt
7205	Douglas J. Ardoff
7206	David Stoltman

<b>LOCAL</b>	<b>PRESIDENT</b>
7212	Dave J. Clement
7213	Sandra Venaro
7214	Tom Anesi
7219	Jerry A. Johnson
7220	Gary Zaiser
7270	Robert Horvath
7272	Patrick Doyle
7290	R. A. Lee
7295	Ronald Hegberg
7301	Stephanie J. Reidy
7303	James Robillard
7304	Larry Ellingson
7400	Rick Sorensen
7401	Neal E. Kelley
7470	Robert Biel
7471	Charles Clark
7476	David L. Classen
7500	Dave Clauson
7503	Richard Prostrollo
7504	Bill Pierce
7505	Ron Bawdon
7506	Larry Peterson
7601	Mike Rea
7603	Robert J. Munden
7610	Victor H. Nelson
7621	Lynn L. Muehlfeit
7630	Dave Knapp
7640	Marylyn Howard
7670	Chris Cleary
7702	William Donlon
7704	Randy D. Warner
7705	Lee B. Linford
7708	Sam Latigo
7716	Willard Bancroft
7717	Eldon E. Hesselius
7743	Duane Watford
7750	Martin R. Byrnes
7755	Joe Petersen, Chmn.
7775	Raymond Johnson
7778	Robert De Vault
7790	Charles L. Mitchell
7795	Jesse Buckmon
7800	Ruth Bjornson-Gomez
7803	Ken Horn
7804	Richard W. Godwin
7805	Bob Iverson
7810	Bill Jenkins
7812	Ken Harding
7814	Larry Pearson
7815	Rod Carter
7816	Jerry Noy
7817	Michael Watson
7818	Madelynn C. Wilson
7901	Carla Floyd
7904	Linda Wisher
7906	Joe McMahan

LOCAL	PRESIDENT	LOCAL	PRESIDENT
7908	Larry Hurst	14401	William T. Browder
7955	Bob Proffitt, Chair	14406	Linda A. Morris
7970	Alvin L. Still	14410	Richard Fridley
9000	T. Santora	14413	Patricia Pennell
9400	Tony Bixler	14420	Raymon Head
9403	Richard M. Herrero	14423	Jacqueline R. Mueller
9404	Bernard Chiaravalle	14427	Warren C. Friest
9407	Rick Becker	14434	William Earl
9408	Nadine Cox	14437	Richard Augsburger
9409	Val Afanasiev	14438	Eugene S. Griechen
9410	Marie C. Malliett	14443	Peter Maher
9411	Pete Peralez	14445	Ruth A. Kochmar
9412	H. C. Cotner	14446	David M. Shroyer
9413	Craig Hansen	14449	Richard Middleton
9414	Donald Brooks	14503	Alexander J. Cellini
9415	Kathleen Kinchius	14509	Kenneth Smith
9416	Lane Colvin	14516	John R. Sneddon
9417	Barbara J. Spradlin	14518	Jack L. Collins
9421	Henry J. Gonzales	14522	Michael Darling
9423	Nancy Biagini	14527	Ron Porter
9426	Dianne Dion	14528	Jaci Cooperrider
9430	Charles J. Dunn	14529	Thomas Neilan
9431	Tom Teachout	14535	Charles A. Phillis
9432	Walter Borro	14537	Dennis P. Riley
9510	Greg Summerell	14547	Paul Roders
9511	Ron Smith	14548	Sharon Enos
9550	Linda D. Porter	14549	Robert A. Santner
9573	Lino Martinez	14550	Kurt R. Klessig
9575	Jerry Foy	14600	Arthur E. McDonald Jr
9576	Jerry Teixeira	14609	James H. White
9587	Robert Duggan	14611	Florence Lawson
9590	R. C. Starr	14615	Conrad Walton
13000	Robert J. Powell	14619	Edward D. Smith
13100	Charlotte Jamieson	14624	Darla Younger
13101	John Lloyd	14629	Suzye Gardner Mario
13500	Frances M. Rotkiske	14630	David Santoscoy
13550	Lois J. Grimes	14641	Robert Young
13570	Duane Hunt	14705	Ronald J. Herber
13571	Richard Evanoski	14715	Donald D. Garrett
13572	Ray Kissinger, Jr.	14744	Larry E. Kohler
13573	Harry Yerges	14750	John Heidrick
13574	Ray Stevenson	14752	John C. Mullen
13577	Michael G. McMackin	14800	Robert M. Super, S-T
13585	Joseph Hock	14802	Ronald W. Mickel
13591	Daniel E. Swickline	14803	Gary Knauff
14200	Robert Petersen, Jr.	14815	David R. Hurst
14201	James D. Cox	14830	Ronald G. Miller
14301	Robert H. Tew	14831	John J. Gallagher
14310	Paul T. Williams	14837	Paul Basso
14328	Joseph R. Primeaux	14842	Joseph E. Pietkiewicz
14336	Joseph P. Carroll	14917	Tim Reed
		14921	Jerry K. Ahue

**SECRETARY-TREASURER EASTERLING:** Congratulations to the officers and members of the 100 percent locals for an outstanding performance.

Before I announce the winners of this year's convention awards, I want to ask all of the winners to gather for a photo session just off the stage, to my left, when these proceedings are over.



The first award is presented to the local that contributes most CWA-COPE dollars last year. We are happy to present this special local award to Local 6215, which contributed \$32,989.55. The President of Local 6215, J. D. Williams. (Applause)

Accepting on behalf of J. D. Williams is Carol McGee. (Presentation - Applause)

The next award goes to the Local that contributed the highest percentage of its CWA-COPE quota in 1992. We are delighted to present this award to Local 1301, which raised 4198.94 percent of its quota.

The President of Local 1301 is George Alcott. Congratulations to George and to the members of Local 1301. (Presentation - Applause)

The next award is the District Sweepstakes Award which is presented to the District that raised the highest percentage of its quota by the end of calendar year 1992. The winner of 1992's Sweepstakes Award is: District 3. (Applause and cheers)

District 3 raised 213.32 percent of its quota in 1992. Congratulations to Vice President Gene Russo. (Presentation - Applause)

In a continuing effort to cut costs, the CWA Executive Board unanimously voted to change the next category of awards. After this Convention, instead of a new plaque for each successive year of 100%, these locals will receive a brass plate to be placed on the large plaque they are receiving today. There is room on that plaque for ten brass plates.

We will now present a Special Gold Mercury Plaque to those Locals that achieved thirty or more consecutive years of 100% participation in CWA-COPE.

Those Locals with thirty consecutive years are:

Local 1127, John E. Lyford, President. (Presentation - Applause)

Local 1301, George Alcott. (Presentation - Applause)

Local 2109, Joseph E. Fink, Jr. (Shouts of "Hooray") (Presentation - Applause)

Local 3305, David C. Perkins. (Presentation - Applause)

Local 6210, Mark Ewig. (Presentation - Applause)

Local 7172, Caroll L. Herndon. (Presentation - Applause)

Local 7906, Joe McMahon. (Presentation - Applause)

Local 9412, H.C. Cotner. (Presentation - Applause)

Local 9431, Tom Teachout. (Presentation - Applause)

Those Locals with thirty-one consecutive years are:

Local 4107, James Charbonneau. (Presentation - Applause)

Local 4213, Frances Sparacello. (Presentation - Applause)

Local 4320, Bud McNichols. Accepting the award for Local 4320 is Deb Turley, the Legislative Chair.

6228, Ronnie Gray.

We have one local that has achieved 100 percent participation in CWA-COPE for thirty-two consecutive years. That local is 6325 and the president is Edward Pinkleman. (Presentation-applause) Those Locals with thirty-three consecutive years are:

Local 3716, Ann Cothran. (Presentation-applause)

Local 4311, Diane Delaberta. (Presentation-applause)

4641, Gene McKahan. (Presentation-applause)

6128 Bill Utterback. (Presentation-applause)

Those locals with thirty-four consecutive years are:

Local 4270, Jake Medlan. (Presentation-award)

Local 6200, Jimmy Cook. (Presentation-applause)

Those locals with thirty-five consecutive years:

Local 4372, Robert Coriell, Jr. (Presentation-applause)

Local 4711, Ronnie Lane. (Presentation-applause)

Local 6321, Alice Perez. (Presentation-applause)

Local 6390, Tom L. Mitchell. (Presentation-applause)

We have one local that has achieved 100 percent participation in CWA-COPE for thirty-six consecutive years. That is Local 6326 and the president is Francis Russell. (Presentation-applause)

We have two locals that have the outstanding record of achieving 100 percent for thirty-seven consecutive years. They are:

Local 6313, Daryl Bailey. (Presentation-applause)

Local 7621, Lynn L. Muehlfeit. (Presentation-applause)

The next award is presented to the local that achieved the highest percentage of membership participation in the CWA-COPE PCC checkoff program in 1992. This special local checkoff achievement award is presented at this Convention to Local 3613, which achieved 88.46 percent of membership participation in the 1992 CWA-COPE PCC checkoff program.

Congratulations to the president of Local 3613, Don Harris, and the other officers and members of Local 3613. (Presentation-applause)

The next award goes to the Local that had the largest number of members signed up on CWA-COPE PCC checkoff in 1992.

We are happy to present this award to Local 1101, again this year, which had 2,713 members signed up on CWA-COPE PCC checkoff last year.

Congratulations to President Ed Dempsey and the other officers and members of 1101. Accepting on behalf of the local is Vice President Jan Pierce. (Presentation-applause)

We now present the Distinguished President's Award for outstanding achievement in raising voluntary, or "free" dollars. That award goes to the local that met its quota with the highest percentage of voluntary dollars in 1992.

It is a pleasure to present this President's Award to Local 1301, which raised 4,199 percent of its 1992 quota. Congratulations to President George Alcott and the other officers and members of Local 1301. (Presentation-applause)

The next Distinguished President's Award is presented to the local that met its quota with the most voluntary dollars in 1992.

This President's Award goes to Local 6215, which raised \$32,979.55, all voluntary dollars.

Congratulations to President J.D. Williams and the other officers and members of Local 6215. Accepting on behalf of the local is Vice President Vic Crowley.

Because of the phenomenal success of our CWA-COPE QUORUM program, we will now present two CWA-COPE QUORUM Achievement Awards for 1992.

The first award goes to the Local that had the most members in the CWA-COPE QUORUM in 1992.

It is a pleasure, indeed, to present this award to Local 3204 with 71 members. Will the President of Local 3204, William Conine, please come up and accept this special award. (Presentation - Applause)

The second QUORUM Award is presented to the District that had the most members in the CWA-COPE QUORUM in 1992.

We are proud to present this award to District 3 with 1,111 members. Will Vice President Gene Russo please come forward and accept this award. (Presentation - Applause and Cheers) Vice President Gene Russo will accept the award.

We will now present two Special District Annual Achievement Awards for calendar year 1992.

The first of these awards is presented to the District that achieved the highest percentage of membership participation in the CWA-COPE PCC checkoff program in 1992.

We are delighted to present this award to District 6 again this year, which had 10.14 percent of its membership on checkoff at the end of calendar year. Vic Crowley will accept the award.

The second Annual Achievement Award goes to the District that raised the most CWA-COPE dollars in calendar year 1992.

We are proud to present that award to District 3, which raised the grand total the total raised by 3 was \$318,725.16.

Congratulations to the District and Gene Russo will again accept the award.

We will now present our two 1992 Platinum Quorum awards.

The first Platinum Quorum award goes to the Local that had the most PQ members in 1992.

We are pleased to present this award to Local 1301 which had 81 members by the end of 1992 and the President of that Local again is George Alcott. Please come up and accept this award, George. (Presentation - Applause)

The second Platinum Quorum award is presented to the District that had the most PQ members in 1992.

We are proud to present this Platinum Quorum award to District 6, they worked hard for this, 484 members by the end of 1992. (Applause) Vice President Crawley please accept this award and congratulations to the District. (Presentation - Applause)

Now, it gives me a great deal of pleasure to present the Special State Awards. Those awards go to the states in which all Locals are 100 percent in CWA-COPE. They are Louisiana, the staff is Booker Lester, A.D. Walker. Accepting the award is Nettie Hulsey on behalf of the two staff. (Presentation - Applause)

Nebraska, Marian Moffitt. Accepting the award John Thompson. (Presentation - Applause)

South Dakota, Marian Moffitt. Accepting the award John Thompson. (presentation - Applause)

The next award is not always presented every year. It is presented only when an individual has exhibited a true pioneer spirit when it comes to raising money for CWA-COPE. This award was named after an original pioneer for CWA, Maxine Lee, a beloved retired staff member from Texas.

We are proud to present the Maxine Lee Award for 1992 to Albert Bowles. He is the administrative assistant to Vice President Vic Crawley in District 6. (Applause) Albert Bowles is not here at this time, but let me just tell you, I wanted to personally congratulate Albert and thank him for his commitment to CWA COPE and nobody in that district would ask why. They know why. His commitment to CWA COPE and his outstanding achievement in raising money for one of the unions most important programs is obviously in that he works at it everyday. Vic Crawley will accept the award on his behalf. (Applause)

**DELEGATE VIC CRAWLEY:** I would like to take a few minutes to express my gratitude to Albert. We had a scare in District 6 this morning. Albert was not feeling well. He came down and had his blood pressure taken. It was extremely high. We took him to the hospital. I am happy to announce that with medication they stabilized his blood pressure and blood count, but the doctor directed him to stay home in bed.

It is sad that he is not here, because I know he is going to be extremely pleased to receive this award, because Maxine Lee and Albert were friends and pioneers in building the COPE program in District 6, especially in Texas.

I know if he was here, he would want to give the credit to the staff, the officers and stewards within Texas. But right after he would give the credit, he would say to you, "We have to do better next year." We have an election for U.S. Senator. It could mean the difference in Labor Law Reform.

On his behalf, I thank you and Texas, and give you the challenge at the same time. Thank you very much. (Applause)

**SECRETARY-TREASURER EASTERLING:** You might recall that a couple of years ago we announced that we would be looking at some sort of award, if you can call it that, to present to a CWA District that raised less than 50 percent of its quota. Well, we have come up with such an award, but we are not going to present it today. We think it is only fair to give plenty of advance warning to the districts that if any of them falls under 50 percent during 1993, this is the award that will be presented. If you are very far away, there's only half of a donkey up there. We call that the CWA COPE Tail End Award. (Laughter)

I am sure none of you wants your Vice President to be forced to accept this award on your behalf, so you just must redouble your efforts to ensure that your district exceeds 50 percent of its COPE quote in 1993 so no one has to receive this next year.

I want to just remind you that our success in winning elections is in direct proportion to the amount of money we raise for CWA COPE. You cannot put up a yard sign if a candidate doesn't have the money to buy the sign. You cannot send any mail out. You can't have phone banks. It goes on and on and on.

According to a recent report put out by the FEC, AT&T's PAC was the top corporate fund raiser, over \$2.7 million in the 1991/92 election cycle. If we're ever going to even try to compete with our employers, or with AT&T, we simply must do a better job of raising money for CWA COPE.

Right now, we have only a little over \$28,000 individual contributors to CWA COPE, and that is out of a potential of a half million members. The average contribution per year is \$35.82. The only reason that that average contribution is that high is because of the Quorum and the Platinum Quorum Clubs, people that contribute \$10 a month or \$20 a month for the year.

We have to do better. There is only one secret to fund raising. You all know what that is. You must ask for the money. You have to ask your sisters and brothers at work and in the local to sign up for CWA COPE. You might be surprised at just how successful you will be if you just ask them.

Later this year, we will be giving you a very important tool to work with. It will be a CWA COPE film that will not only explain how we go about raising money, what we do with the money, what we do with endorsements, but it will be a good educational tool for you to use and it should be a good one that will help you to raise even more money.

Congratulations to all the winners, and I urge all of you to become winners next year. Thank you. (Applause)

**PRESIDENT BAHR:** Thank you, Barbara, and thank all of you.

At this time, I would like to introduce to you our fraternal guests from countries around the world. First, Philip Bowyer, General Secretary from the PTTI from Geneva. (Applause)

Alan Johnson, General Secretary of the Union of Communication Workers, United Kingdom. (Applause)

Frank Schierer, President from the Stuttgart Region of the DPT, that's the German Telephone and Postal Union from Germany. (Applause)

Heinz Matthesen, the Labor Counselor from the Embassy of Germany and Washington. And Heinz has been a real good friend and we are going to lose him next month when his tour of duty ends and he goes back into his old job in the German Trade Union Movement. (Applause)

Helcio Maghenzani, Inter-American Representative of the PTTI from Brazil. (Applause)

Rodolfo Benitez, Regional Director of PTTI from Panama. (Applause)

Deyan Christov Petrov from Bulgaria, the Federal Secretary of PODKREPA. (Applause)

Marian Ogonowski, the Vice President of the Telecom Employees Union of Solidarity in Poland. (Applause)

Vasile Burloui, Leader of the Telecom Union from Romania. (Applause)

Costel Ovidenie, Vice President, Romanian Postal Workers Union. (Applause)

John Kydd, from the Amalgamated Engineering & Electrical Union from Scotland.

(Applause)

And Charley Malone, the Chairman of the Timex Strike Committee from Scotland.

(Applause)

And I know it has to be as refreshing to you as it is to me to see these new trade union leaders who have been elected for the first time on the democratic procedures from countries that used to be Soviet dominated. (Applause)

Our next speaker is Philip Bowyer, the General Secretary of the Postal, Telegraph and Telephone International, and certainly no stranger to this convention.

PTTI is an international organization of unions representing some four and a half million workers in telecommunications and postal services.

As the head of PTTI, Philip is at the forefront of the international labor movement's response to the globalization and convergence of the information industries.

For example, AT&T wants 50 percent of its revenues from overseas by the end of this decade. British Telephone just purchased 20 percent of MCI.

The Bell Companies are the biggest cable operators in Great Britain and own cellular franchises in Europe, Asia and Latin America.

Advanced technology is creating a single network which can transmit voice, data, text and video. Publishing, telecommunications, computing and entertainment are converging into a single industry-- the information industry.

The PTTI offers union workers from around the world a forum where we can meet, discuss and plan our strategy to respond to these dramatic changes.

Philip has many years of experience in the international labor movement. He first joined PTTI in 1976 and was elected General Secretary in 1989. He is emerging as a powerful voice for workers' rights around the world.

Please join me in welcoming the General Secretary of PTTI, Philip Bowyer. (Prolonged applause)

**BROTHER PHILIP BOWYER (General Secretary Postal, Telegraph and Telephone International):** Thank you, Mr. President. Thank you once again for giving me this opportunity to address your convention.

I would also like to thank you for the opportunity that you gave me yesterday to join the demonstration in favor of the workers at the Frontier Hotel.

It reminded me of a couple of things. I was talking to the men from Timex in Scotland, it seemed a long way to come to Las Vegas to talk to somebody from Scotland, but it reminded me that the last demonstration that I was on, was one in Scotland in December, and I can tell you in Edinburgh, in December, you don't have the problems of heat that you had on your demonstration yesterday.

The other thing it reminded me of was the only time I've been to this city was some three years ago when I came to a convention of another one of the PTTI affiliates, and at that time there was a strike on in one of the casinos here. I remember the name of the casino very well, it was called the Horseshoe Casino. A lot of the strikers had difficulty pronouncing that properly, and it came out to something else, so that's why I remember it. (Laughter)

But, just as you did yesterday, we took that convention around the Horseshoe Casino and I was very pleased when I looked at the list of union approved establishments in this town. I saw that that casino is now on the union-approved list and I hope that that will be the same for the Frontier Hotel as well. (Applause)

Mr. President, this convention has talked a lot about organizing and about building trade unions. And I want to say a few words about some of our foreign guests here today, our guests from Eastern Europe.

The CWA has had some 50-odd years experience of building trade unions. It is difficult, you all know it is very difficult, but think for a moment of the task which faced our colleagues from Poland, from Romania, from Bulgaria, from Czechoslovakia, from Albania, from these countries where the PTTI is now able to work. They were faced with a situation where for at least 50 years there have been no trade unions. There were things which called themselves trade unions, but to most workers they were seen simply as an expression of the state or as an expression of the ruling military party. And when those regimes started to change it was brave people like those we have on this platform today who started to build unions in that part of the world.

And they did not have 50 years of experience to call upon. They have no experience at all to call upon. They are building these unions out of almost nothing. When I say nothing, I mean almost nothing. You imagine for a minute, the telecommunications worker in Albania, which is one of the countries where we work, they receive a monthly salary of between \$10 and \$15. That is their monthly salary, to look after them and their families. You can imagine the amount they can pay in union dues is not very great. The amount of resources which their unions have is not very great, but they are building democratic unions of telecommunications workers for the first time. And we in the PTTI feel that it is extremely important for us to support those efforts which they are making. It is important because it is the right, as it has been said many times in this convention, of every worker to be able to join a trade union, for every trade union to be able to bargain with the employers. But it is also important to people outside of that region. When we talk of multi-national companies, you must remember that many of these companies see Eastern Europe as a plain green field where they can go in. They are not going to encounter complicated laws, they are not going to encounter strong unions, and they will go there and they will exploit that as best as they can. And I believe that all of us have the duty to ensure that there are strong unions in those countries so that the multi-nationals cannot simply think of it as their playground. If they go there in telecommunications they will meet a union of the PTTI, a union supported by you. (Applause)

Mr. President, we have suffered greatly in the telecommunications industry in recent years. It has changed out of all recognition from what it was only a very short time ago. The deregulation of the industry which started here in the United States has now spread like a disease to all corners of the world.

It's been supported, of course, by people like President Reagan and Vice President Bush. We are very pleased to see that you have now gotten rid of that school of thought and we

sincerely hope that Bill Clinton will make a difference on this. (Applause)

But, you know I must confess in the United Kingdom where we hoped that when Mrs. Thatcher went, that would mean that we would solve some of the problem. We have discovered that by getting rid of Mrs. Thatcher, we have only created another what you could call "Major" problem for ourselves. (Laughter)

Deregulation which has spread around the world has given companies the license to roam around, to go to whichever countries they think they can make the biggest profits and where they think they can exploit labor better. And unfortunately, too many of those companies are abusing that license which they have been given.

One of the first telephone companies to be privatized was in New Zealand. It was bought by two American companies, companies in which you have members, in which you work, with which you have contracts. And in New Zealand where four years ago there were 25,000 people working in New Zealand Telecom, today there are 12,000. And at the beginning of this year, New Zealand Telecom announced that they intended to get rid of another 5,000.

All right. The work force has been cut by half. And now this year, they want to cut it by half again.

But, international solidarity can help. In this situation we were able to ask all of our affiliates around the world to protest to the New Zealand authorities. In particular, we were able to ask Morty Bahr to approach the parent companies here in the United States. And I am pleased to report that as a result of that, our New Zealand colleagues have been able to open negotiations with the management. They have managed to get a new contract, and although they still have problems with the 5,000 people who will be laid off, at least now the company is talking to them about the way in which that should be done.

And the story is the same wherever you look in my own country. And I am sure Alan Johnson could tell you the same story. British Telecom last year was saying it was the most profitable company in the world. Not just in the United Kingdom but in the world. And in a country where there are three million people unemployed, the most profitable company in the world gets rid of 35,000 jobs in one year. It got rid of 20,000 jobs on the single day of June 1st of last year.

Now, perhaps we have to accept that some of this downsizing slashing of the work force is perhaps inevitable in some way. But in that case it means that we are losing over a period of four years, five years in Great Britain, something like 100,000 unions jobs. There are jobs being created elsewhere in competing networks like Mercury, which is owned by cable and wireless, and which two years ago de-recognized all trade unions in the United Kingdom and sacked, with less than 24 hours notice, 1,000 of its employees in Hong Kong, and who vigorously resists that unionization.

Jobs are also being created also in TV cable companies. There is employment being created. But, as Morty said, these companies are companies which in the United State are unionized. NYNEC, which now has access to more than one million homes in the United Kingdom, doesn't have a single union member in Great Britain. Southwestern Bell, which has access to over one million homes in Great Britain, doesn't have one union member in Great Britain. Bell Canada, which has access to more than 600,000 homes by cable TV, has not one union recognized in the United Kingdom.

And the other danger is that because of the regulations in the United Kingdom, these companies can also offer telephone services, and where they now are able to do that, more than 40% of the customers of cable TV are taking them up on those offers for telephone services.

As unions, I believe we have to look very seriously at that situation. Certainly in Great Britain, the unions involved are now looking at ways of organizing in the cable television area.

I am extremely pleased to see the colleagues from NABET here at this convention. I think it's important to us for a number of reasons. In the PTTI we have organized broadcasting workers, radio and TV workers in Latin America for something like the last 20 years. And I am convinced that with the NABET now joining forces with the Communications Workers of America, it will be possible for us to use their experience in this field to ensure that all around the world the workers in that area are organized. They are organized in good unions connected to the telecommunications industry, and they will be organized world wide by the PTTI.

Mr. President, when we face these challenges from the multi-national companies, I do not

think there is any way in which we can do that singly. We need you. We have to use all our members. We have to use our imaginations to try and put pressure on these companies.

Sometimes it produces strange situations. I remember sitting in London next to the old historic tower bridge with Vice President Nichols, running a press conference, trying to explain to the British press the problems which you were having in negotiations with AT&T last year.

In the campaign with Sprint, it has meant taking out advertisements in newspapers; it has meant getting the support of members of the Parliament in Great Britain. Sprint only last week sent letters to those newspapers saying that they should not renew the allegations which were made in the advertisements which we placed there.

They are not taking legal action, but they are threatening to do that if we continue. But, I must say Sprint needs to know that we will continue. We will continue. (Applause)

We will continue that action, and we will face up to them in any way we can.

I am very pleased to report that only last week we discovered that there was a data bank, an international data bank, used by labor organizations all over the world, which was in its advertising suggesting that people should use SprintNet to get access to this international data bank.

We have spoken to them, and I can report that by the end of last week on their own bulletin board, which can be accessed from any country in the world, they now have the press release from the PTTI, pointing out Sprint's labor relations record, and asking all of the users of that system not to use Sprint. (Applause)

We talk a lot about multinational companies these days, and I hope that we are doing something. Developing new ways by which we can tackle those problems. These companies are willing to go anywhere, they will go anywhere they can make a profit. That means we cannot just wait for them to go to a country. We have to be there first, organizing, and I want to tell you about the problem we now face in one country, Colombia, where Sprint again is interested in trying to get in to operate a mobile communications system in that country.

Last year the telephone workers affiliated to our international went on strike for seven days. They paralyzed the country in an attempt to stop the government plan to privatize telecommunications. And they succeeded. The government gave in. It ordered an inquiry, and they slowed up that process of privatization.

But in February of this year suddenly the sixteen leaders, the national leaders, of that strike were arrested, and the arrests were put out for them under a charge of sabotage. This is because apparently some telecom equipment was interfered with, was sabotaged. The Colombia authorities said they intend to pursue those charges under the Terrorism Act, because sabotage can be defined as terrorism, and the terrorism act in Colombia means you get no trial by jury; you get a trial by a judge, who is disguised so nobody knows who he is, and the sentence which these telephone workers could get for going on strike could be up to thirty years in prison, with no jury, no right of appeal.

We have been protesting against those actions. We have been asking you to protest, and I am glad to say you did. But only two weeks ago we learned that now, in addition to that, eighty-eight members of the Telecom Union in Colombia have been sacked, and that includes 37 of the national leadership of all the Telecom Workers in Colombia.

We will be asking you again in the very near future to support us to build that union again in that country, and we in the PTTI are dedicated to building those unions in any country in the world. We are dedicated to the principle that it is a human right to be able to organize in a trade union and wherever those rights are violated, we will protest. (Applause)

And we can rest assured, and I know, the CWA will be there with us, supporting those actions, and we will make sure wherever those companies go we are going to be there.

Thank you. (Applause)

**PRESIDENT BAHR:** Thank you very much, Philip.

We appreciate the work that you are doing all over the world. And I can tell you this man does go all over the world, wherever the problems are.

At one time we thought that permanently replacing strikers was a phenomenon peculiar to the United States of America. Unfortunately, this malaise has now spread across the Atlantic Ocean, and some three hundred or several hundred, I don't know the exact number, of workers employed at the Timex factory in Dundee, Scotland, who struck over disputes, and have been

replaced.

With us today is the Chief Steward of the Timex plant. He is in the United States to round up support, particularly among those organized Timex facilities in the United States.

I would like you to give a warm welcome to John Kydd. He has been employed in that plant for fourteen years, and that is the reward for fourteen years of service.

Please welcome John Kydd. (Applause)

**BROTHER JOHN KYDD (Amalgamated Engineering & Electrical Union, Scotland):**

Brothers and Sisters, first of all, let me thank your President Morty Bahr for allowing me the opportunity to put forward the case of the sacked Timex workers in Dundee.

Timex factory has been in Dundee for over 47 years, and on Christmas Eve of 1992 the company announced that 50 percent of the labor force were to be laid off. That should not have been a problem, given the fact that we had agreements with the company covering a layoff.

However, the company said that they could not afford to cover these agreements, and we would have to negotiate a compromise.

As we attempted to do so, the company implemented the layoff, and they laid off 80 percent of the shop stewards, they laid off all trade union activists, and they laid off anybody and everybody who dared to answer back or argue with a superior or a manager.

We took the decision then that as far as we were concerned, we were not prepared to accept those types of attacks on the trade union movement. We balloted for strike action, and we had a 92 percent vote in favor of strike action, and on the 29th of January we took that strike action.

After two weeks on strike the company and the union negotiated a settlement to the layoff, but the company then stated that prior to any return to work, as far as they were concerned, we had to take a 10 percent cut in our wages and conditions.

We took legal advice, and our lawyers told us that if we returned to work on the 5th of February, then we could sue the company for breaching our contracts of employment.

Though our workforce is made up of 85 percent women members, as we attempted to return to work on the 15th of February the company had around two to three hundred police officers lined up in front of the gates, and as we attempted to march back into the plant, our women members were thrown to the ground, pushed aside and were prevented from getting back to work.

Two days later the entire workforce was fired, the single largest firing of a workforce in Britain since the 1986 Whopping dispute.

This is something new to the British labor and trade union movement, the permanent replacement of strikers, and it has been brought about by two actions: Since 1979, the Conservative government had had a policy of having a mass pool of unemployed people. Our unemployment has risen from one million in 1979 to five million in 1993. They use that pool of unemployed labor, and they use anti-trade union legislation, some of the worst in Europe, in order to try and break strikes and to de-unionize factories.

But what actually became more sinister in terms of the Timex Corporation was the way in which they used the anti-union legislation. They are the only company in Britain so far to use the 1990 legislation to take myself and my deputy to the high court in Scotland on no less than eight occasions; and they have called and repeatedly called for the imprisonment of myself and my deputy for organizing mass demonstrations outside the plant.

In our country what you saw yesterday outside the Frontier Hotel is illegal. We are entitled only to six pickets, six people protesting about the way they have been treated by a multinational corporation.

We took a decision that as far as we were concerned, that law was wrong; you are entitled to more than six. If 343 workers have been sacked, then 343 workers at least have the right to protest against that sacking. (Applause)

It is with regard to this that we battled long and we battled hard, and when the companies and law courts told us we must only have six pickets, we decided to stop it. That is how the national demonstration outside the plant came about. We amassed some twelve to fifteen thousand people outside the plant, and they had to amass three to five thousand police officers to make sure that some of those scabs got through the gate. But they did not get all the workers through, and it was a massive victory for the trade union movement in Britain.



This company has had to hire special buses, with plastic windows. We have taken all the glass out of the windows. They have barricaded the doors. They have welded armaments to the front. They look more like armored personnel carriers than public buses. They have issued to all the scab labor, some 150 of them, masks and black band liners to go over their heads so they cannot be recognized. It still doesn't work, because in the City of Dundee, which has 15 percent unemployment, the company could only muster 150 replacements, when they now require 400 replacements, and that is a testament to the unemployed in the City of Dundee. (Applause)

We have had many uplifting moments in our dispute. We heard of your contributions to the plight of the NCR workers of America, and we have an NCR plant in Dundee, where we have 1,500 members. These 1,500 members have been taking some sympathy strike action to support our dispute, and when we get back to Dundee, we will be telling them of the plight of the NCR workers in America. (Applause)

We believe that only by international cooperation at the rank and file level can working people overturn decisions made by multinational corporations.

You have problems, or you are about to have problems, with NAFTA. We have similar type problems, but possibly not as bad, with the single European market, whereby the free movement of capital and labor can create massive problems for organized labor, where companies can decide on a corporate strategy to move a plant to a low wage economy, where instead of earning, say, two, three or four hundred a week, they will switch production to a plant where they only have to pay twenty-four dollars a week, where there are no rules, no regulations, and it is basically slave wages. That is something the workers throughout the world and the trade union movement at the highest level and at the lowest level will have to get around in order to stop these multinationals operating in that way.

Workers' wages and conditions through the world should be going in an upward spiral, not a downward spiral. (Applause)

We have also heard from the union of communications workers, whose president is here today, and since the first hour of our strike they have refused to cross our picket lines. We have had the telecommunications union that has refused to cross our picket lines, and that is something that has to be honored and respected. As far as we are concerned, a picket line is to be honored, and for the Frontier strikers we will be taking a message back to the trade union movement in Britain and Scotland, that any travel agent that is advertising the Frontier Hotel in Las Vegas for vacations is to be put on a blacklist in order to support those strikers. (Applause)

The Timex Corporation has already transferred part of its watch production from the Dundee plant to a French plant, and the trade union movement in Britain is looking for new ways, new directions, for trade unions in Europe. We have given them some sort of idea of what direction to go in. As soon as they moved the equipment and the watches to the French plant, we sent thirty pickets to the French plant, and we were able to turn away truck drivers, we were able to turn away a host of other workers from that plant, and we will be continuing to act in that manner until such time as that company comes back to the negotiating table and negotiates a decent and honorable settlement.

We all understand what a union card means. It means more than just raising your wages and conditions. It means having the right to work and the right to work with dignity and respect from your employer. That is what it is all about, and that is what we are fighting for. (Applause)

Our members have taken a decision because after 18 weeks into this dispute, the company came along with a peace plan. They sent over two managers or two corporate executives from the states, and what they said was, as part of their peace plan, we would have to accept not a ten percent cut, but a 27 percent cut in our wages and conditions. We told them as far as we were concerned, our members would rather go hungry, we would rather go homeless, we would rather go jobless, rather than sell the wages and conditions. It is not theirs to sell. They are inherent. As far as we are concerned, we will defend that to the death. (Applause)

The reason we are here is to raise moral and financial support throughout the trade union movement in America. We will be meeting with Timex representatives at the Little Rock plant tomorrow and also in Connecticut. We will be hoping for a positive response from them. We have already met with the Machinists. We have spoken at a number of local meetings and we hope to send another delegation to America in order to speak at more local meetings.

Of course, if we can speak to conventions, that would be a bonus as well, but we hope to

send another four delegates in the future and we are looking for messages of support to be sent to our strike office in the City of Dundee. We will have literature and we will have buttons to distribute at the end of this meeting.

Colleagues, again, I thank you for your support. We will take your messages of support back to our strikers and that will give them a lift. Colleagues, thank you very much.

... The delegates arose and applauded and cheered at length ...

**PRESIDENT BAHR:** We will now have a resolution in support of the Timex strikers. Resolutions Committee.

**CHAIR ISRAEL:** Thank you, President Bahr. The Chair recognizes John Petrini.

**VICE PRESIDENT JOHN PETRINI:** If the delegates will please turn to page 4 of the Resolutions Committee Supplemental Report, I will read Resolution 55A-93-14. I would ask the delegates to correct the record. The title should read "Timex Corporation of USA and Canada."

## **TIMEX CORPORATION OF USA**

On January 29th, 343 Timex workers in Dundee, Scotland, struck against Timex Corporation's imposition of a six-month layoff for 50% of the workforce. The layoff discriminated against trade union activists.

After two weeks, the workers believed they had reached agreement with the company to resolve the dispute. Timex management then insisted that the workforce take a 10% cut in wages and conditions before they could return to work. The workforce rejected these cuts.

On February 17th all workers were fired and Timex has been attempting to permanently replace them. Now, six months later, Timex management is insisting that the workers accept a 27% cut in wages in order to resolve the dispute.

Timex is using the Single European Act, similar to NAFTA, in an attempt to move part of its Scottish operation to France with reduced wages and conditions. Further, Timex is the first employer to attempt to use the U.K. labor laws to imprison active unionists. They are currently attempting to have the Chief Steward imprisoned for organizing more than six pickets at the Timex gates and for visiting America to raise moral and financial support to sustain their campaign.

The Timex workers are asking trade unionists in America for their support.

**RESOLVED:** That CWA urge all locals and members to communicate their support for the Timex workers by letter or FAX to:

Mr. C. Michael Jacobi  
President Timex Corporation  
P.O. Box 310 Middlebury, CT 06762  
Phone: (203) 573-5000  
FAX: (203) 573-6901

Mr. President, the Resolutions Committee moves the adoption of Resolution 55A-93-14 entitled "Timex Corporation of USA and Canada."

**PRESIDENT BAHR:** You have heard the motion. It has been seconded by Microphone 3, Delegate Prather.

**DELEGATE DAVID PRATHER (Local 3204):** I am from Atlanta, Georgia, home of the 1994 Olympics. Let me tell you, there is a story about the Olympics which we would like to share with you which illustrates the need for us to come around internationally with solidarity. We are hosting those games and the people that are sponsoring the games, the Atlanta Olympic Games wanted to do their work non-union, pay \$5 an hour, no benefits, no pension, no health care and we had great concerns about the health and safety of the workers that would be hired.

Through coalitions formed with the Atlanta Labor Council, Atlanta Jobs With Justice, the concerned black clergy, our elected officials and previously elected officials, and I must mention Mayor Jackson and Andrew Young, who have been very helpful, we started working to try to convince the accompanying committees, we could bring it in under cost, we could pay decent wages, train people living in the communities and we could provide for the uplifting of Atlanta once the games were gone. We did not have much success with that.

Through Tom Donahue and the AFL-CIO, we came together and contacted the International Confederation of Free Trade Unions, an organization representing 117 countries

and territories, Enzo Friso is the General Counsel of that. Enzo Friso, through his connections, fired off a real strong letter to the International Committee and the Chair of the Atlanta Committee for the Olympic Games, saying basically that worldwide they would join with the workers in Atlanta to develop a strategy for the fair treatment of workers, that they would solidify and come together to eliminate any exploitation of workers and would conduct this in a worldwide campaign.

We feel in Atlanta, as a result of this help that we had internationally, that we ended up with a project agreement with present apprenticeship programs starting wages at \$7.75 an hour, health care and pensions for these workers that will be coming, and we are thankful and appreciative for the help that we received internationally. We know what that means for us and we want to thank those that helped us. We are asking you now, as we in Atlanta will help those folks out in Scotland, to join and do what we can do to help our brothers and sisters there. Thank you, Mr. President. (Applause)

**PRESIDENT BAHR:** Microphone 3, Delegate Cheliotos.

**DELEGATE ARTHUR CHELIOTES (Local 1180):** As I read the resolution I could not help but think of John Cameron Swayze talking about Timex, "It takes a licking and keeps on ticking." Well, it is okay to abuse watches, but we are not going to stand by and let them abuse workers.

Now, we know full well when we had our struggles, we were on strike, it was the help from overseas that helped us get through. We can never forget ZENDENSU and their help during our strike. They were there for us. They came through. All too often, it is very easy for us to be preoccupied with our day-to-day problems, with handling our grievances, with dealing with our local issues and the problems we have on the job. We need to raise our sites and understand that the international corporations have declared war on workers throughout the world and the Timex strike is a classic example.

We face a deterioration of our standard of living here in the U.S. because workers' rights are not enforced to a standard that goes far beyond what we have in the US today. Take for example, what Margaret Thatcher did in Great Britain. She and Reagan worked together. Do not think for a minute that when Reagan put that PATCO worker in shackles and we can all see that image, it will never leave our minds, that Margaret Thatcher was not thinking about doing the same thing on British workers. Do not think that as we convene here today, corporate captains are looking for ways to undercut wages as is Timex, a perfect example.

You know, human action came together in early times to build communities for the purpose of mutual help, yet when you look at how human society has developed over time, our values have become very distorted. Rather than being concerned about helping each other, it seems we have let a very few exploit the rest of us, to undermine our families, our ability to support our families and our ability to make sure that the future for our children will be one that is hopeful, one that is better.

That is why in Dundee they could not accept concessions, and that is why here in the U.S. we could not accept concessions, and that is why we need to make sure that labor law in this country moves up to the highest standards internationally, and that is why in Great Britain they need to restore workers' rights to the European standard that Thatcher opposed, and that is why we need to educate and inform ourselves about these international issues and not believe what we read in the corporate press or in the corporate media, but do the research on speaking to our brothers and sisters and learn about the issues.

We need to send a message that is very clear to Mr. Michael J. Jacoby, CEO of Timex here in the U.S. We are taking names and we are kicking ass and we are going to clean his clock unless he gets his act together. Thank you very much. (Applause)

**PRESIDENT BAHR:** Microphone 1, Delegate Kneupper.

**DELEGATE RICHARD KNEUPPER (Local 6171):** Move on the previous question.

... The motion was duly seconded ...

**PRESIDENT BAHR:** Motion has been made to close debate. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before us is Resolution 55A-93-14, Timex Corporation of USA. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted unanimously. (Applause)

Now, there was a suggestion made by Carl Hurtgen at the privilege mike, Local 7201,

that he would like John Kydd to come forward and crush his heel into a Timex watch, but I understand Carl is volunteering. (Applause)

... Applause and cheers as John Kydd came forward and stomped on the Timex watch ...

**PRESIDENT BAHR:** He is taking the pieces back to Scotland.

Let me suggest that in the few minutes left before we recess for the day, that the sergeant at arms repeat what we did for the Frontier workers because John and his colleague will be leaving tomorrow to go to Little Rock and hopefully will find a way to get this message to President Clinton, who must have some influence in Little Rock.

Would the Sergeants-at-Arms act quickly, please.

We all know the American worker is changing rapidly. Our next speaker is going to tell us just how dramatic are the changes taking place in the makeup of our nation's work force. He is Kent Wong, National President of the Asian Pacific American Labor Alliance. He is head of the first nationwide Asian-American labor organization within the AFL-CIO and I had the honor and pleasure to have been at that founding meeting. Brother Wong works as Director of the Labor Center at the UCLA Institute of Industrial Relations in Los Angeles and is a member of CWA Local 189, the Worker Educators Local.

He is also a member of the American Federation of Teachers and the California Faculty Association and the recipient of a Kellogg Foundation National Fellowship. Please welcome the National President of the Asian-Pacific American Labor Alliance, Kent Wong.

**KENT WONG (President, Asian-Pacific American Labor Alliance):** Brothers and Sisters, I am honored to join you at the National Convention of the Communications Workers of America. I am President of the Asian-Pacific American Labor Alliance. I'm director of the UCLA Labor Center, and also a proud member of CWA, Local 189, The Worker Educators Local. (Applause)

It is an honor for me to be in the presence of a union that embraces international solidarity and that supports the struggle our brothers and sisters in Scotland and around the world. It is an honor for me to be present with a union that embraces labor solidarity and marches with the striking brothers and sisters of Frontier.

For Asian-Pacific American workers, the formation of APALA signals the dawn of a new era. Asian Americans have been part of the U.S. work force for 150 years. Asian workers built the railroads, Asian workers planted the first crops in the California central valley. Asian Americans worked in the canneries from the coast of California up to the coast of Alaska and for the very first time in history we now have our own national organization within the AFL-CIO. At our founding convention in May of last year, attended by CWA's President Morton Bahr, we brought together 500 labor activists representing 35 unions from across the country.

In just a few weeks, we will be hosting our national convention in Los Angeles. The theme of this convention is "We Are One -- Labor and Community Working Together". We welcome the active participation of CWA members, to learn more about the Asian-American community, and to strengthen bridges between unions and our communities.

There is more information about APALA and about our national convention at the civil rights booth.

Asian-Americans are the fastest growing ethnic group in the country. We will number 10 million by the year 2000. Two-thirds of Asian-American workers are immigrants, and intense exploitation and abuse is common. The hope and future of Asian-American workers lie with the labor movement and that is why the role of APALA is crucial.

APALA is the latest support committee of the AFL-CIO. We are not a paper committee, we are an activist organization dedicated to building the labor movement. We are forming chapters across the country, we are making new inroads in building ties between the labor movement and the Asian community, we are aggressively organizing unorganized Asian workers, and we are forging a new civil rights agenda for Asian workers, that stands in solidarity with workers of all colors.

We stand in solidarity with the Coalition of Labor Union Women and with the Labor Committee for Latin American Advancement in Los Angeles and other parts of the country. We are aggressively building ethnic labor coalitions to bring together women and people of color. These have not been easy times for the labor movement.

Under the Reagan and Bush era, we have watched a steady erosion of worker rights.

We have watched systematic union busting. We have watched plant shutdowns. We have watched the courts filled with right wing jurists hostile to the interests of workers. And we have watched the gutting of the National Labor Relations Board.

Under the Reagan and Bush era, we have watched a steady erosion of worker rights. We have watched a growing disparity between the rich and poor. We have watched a growing tide of racism and anti-immigrant hysteria.

APALA played a leading role in the Asian-American community nationally in endorsing the candidacy of Bill Clinton. But Bill Clinton is not going to revive the labor movement. That job is up to us. It is up to each and every one of us gathered in this Convention today. (Applause)

In an era of corporate greed and take backs, unions must take the lead to defend the standard of living of all workers. In an era of racism and anti-immigrant hysteria, unions must take the lead in building multi-racial unity. In an era of the global economy, unions must take the lead in defeating the corporate sponsored North American Free Trade Agreement. (Applause)

Unions must take the lead to build genuine fair trade and to build international labor solidarity across the borders.

In an era when unions are being attacked by corporations and by the Republican Party as special interests, unions must take the lead to build labor and community alliances.

For unions are not a special interest, we are a voice that represents the interests of all workers-- for women and men, for young and old, for African Americans, Latinos, Asian Americans, European Americans, and native Americans. Unions demand that all workers must be treated with respect and dignity. (Applause)

Unions demand health care for all. Unions demand civil rights for all. It is we who produce the wealth in this country. It is we who make this country run, and it is we who will fight for justice, for equality, and for solidarity.

Thank you.

... The delegates arose and applauded at length ...

**PRESIDENT BAHR:** I just said to him, on behalf of all of you, we need guys like this. (Applause) And the fact that he's now one of our members makes us even more proud.

I would just like, on behalf of the convention, for you to take a little token of remembrance of your being with us today and the message you gave to us. Kent, thank you again. (Presentation - Applause)

The Chair recognizes the Secretary-Treasurer.

Let me first thank the Escort Committee for bringing our guest speaker up. Thank you very much. (Applause)

**SECRETARY-TREASURER EASTERLING:** I have some announcements.

On Wednesday, July 28th during the convention, Executive Vice President M. E. Nichols would like to have the union privilege drawing for two free round trip U.S. Air tickets for anywhere in the continental United States. That will take place tomorrow.

At the conclusion of today's business, there will be a meeting on AT&T health care benefits in Room N-249, located at the top of the escalator.

A meeting of the Georgia, Mississippi and Louisiana presidents will be held immediately following today's recess in the District 3 meeting room, second floor of the Convention Center, N-249.

Any retired members who did not receive a Host Committee gift should come to the Host Committee table at the product display/sales area and they will be given one.

The St. Louis CWA locals are once again collecting soap and shampoo for the Mary Ryder homes for indigent women in St. Louis. A box to collect the soap and shampoo will be located in the District 6 area.

I have some greetings.

"I just wanted to congratulate you and CWA on your 55th Annual Convention in Las Vegas, July 26-28, 1993. You are a top notch leader of a top notch Union and I know this will be your most successful convention to date.

"P.S. Our love to Loretta- we couldn't do without her."

s/Vic  
Member of Congress

Fazio

"Dear President Bahr:

"On behalf of the officers and members of the Coalition of Labor Union Women, I extend greetings of solidarity to the 55th Annual Convention of the CWA.

"The Coalition of Labor Union Women wishes you the very best as you discuss and debate the issues that impact on all working men and women - and their families, including health care, labor law reform, and economic security.

"As your convention theme - "WORKIN' ON TOMORROW" - so well suggests, there is much to be done as we struggle together to attain decent, healthy and secure lives for our members.

"Again, on behalf of CLUW, best wishes for success in your endeavors.

"Best personal regards."

s/Gloria T. Johnson,  
President,  
Coalition of Labor Union Women  
(Applause)

Dear Colleague Bahr and Brothers and Sisters,

"It is my pleasure and honor to extend you our fraternal greetings on behalf of my colleagues in the General Trade Union of Communications Workers of Egypt and on my own behalf on the occasion of holding the 55th annual convention of CWA. In fact, we are deeply impressed by the outstanding role of CWA to maintain rights and safeguard interests of American workers, as well as the union's role on the international trade union movement.

"Looking forward to further cooperation with you. I remain"

s/Khairi Hashem,  
President, GTUCW

(Applause)

**PRESIDENT BAHR:** I want to thank the Platform Observers for the job they did today, as well as announcing the Telephone Platform Observers for tomorrow:

Barbara Bauch, President, Local 1133

Roger Wood, President, Local 2201

They should come to the platform at 8:45 a.m. tomorrow.

The invocation tomorrow will be given by Rabbi Louis Lederman and his Escort

Committee will be:

Marcella Vincent, President, Local 1366

Peggy Horton, Secretary-Treasurer, Local 2101

Shirley Brazell, President, Local 3706

Karen Cousino, President, Local 4315

Rob Bailey, Executive Vice President, Local 6402

Ruth Gomez, President, Local 7800

And they should report at 8:45 a.m. back stage to Doug Stearman.

And to those members of the COPE Quorum, I remind you, tonight at 6:30 to 8:00 the COPE Quorum reception at the Las Vegas Hilton, Ballroom A, at 6:30.

We now stand in recess until 9:00 a.m. tomorrow morning.

... The Convention recessed at five thirty-two o'clock, p.m.

## **WEDNESDAY MORNING SESSION**

**July 28, 1993**

The Convention reconvened at nine o'clock a.m., President Bahr presiding.

**PRESIDENT BAHR:** Would the Convention come to order and the delegates take their

seats, please.

Would the delegates standing in the back please take their seats.

Leading us in prayer this morning is Rabbi Louis Lederman of the Temple Beth Shalom here in Las Vegas. Rabbi.

**RABBI LOUIS LEDERMAN (Temple Beth Shalom, Las Vegas, Nevada):** Please keep your seats. I would rather you sat. I think that would be better.

Before I give the precise invocation, I think it is important for you to know why it is important for me to be here standing and speaking in front of you. I will take just a moment or two to tell you that. I think you should know it.

I recently became 65 and retired as a rabbi, having served here for ten years, completing 36 years as a rabbi. I am going to remain in this lovely city.

When I was thirteen years of age, like other Jewish lads, I became Bar Mitzvah, and I hardly remember that experience, very little about it, it was quite a few years ago. But something happened during that year that I will never forget. You should know about it.

It had as great, if not a greater, impact upon me as that traditional Bar Mitzvah service. Let me tell you what it was.

In those days you did not go to the grocery store to get your bottle of milk. A truck, dairy truck, would bring it to your home, and in the wintertime I recall the freezing air would make the cream go to the top and it would come out. Remember that? I remember those trucks coming. But one day they stopped coming. And a second day. And a third day. I asked my father, of blessed memory, "What is wrong?" and he said, "The drivers of the truck are on strike because I do not believe that dairies are treating them properly, so they struck."

On the fourth day the milk was delivered. I asked my father, "Is the strike over?"

He said, "No."

And I said this through tears in my eyes because he had tears in his eyes. I said, "Well, if the strike is not over, who is delivering the milk?"

And he used the word that had an impact upon me to this very day, with tears in his eyes he said, "The scabs are doing it."

And that goes back to 1941. This is 1993. That little incident has never left me. Its impact upon my father never forgotten.

So, dear friends who come to our city and have your convention, I stand before you, yes, as a rabbi, a ten year resident of this community, one who has completed 36 years in the rabbinate, a proud American, but one who comes from the background of tradition of labor and union, implanted in me from my own father, again a blessed memory.

So when I offer a blessing for you and your families and your homes, I do it with that past in mind, not perfunctorily or not just because I was invited. I'm pleased to be here to bless you as my father would bless you. Let me give the invocation with words that are recited not only on the Sabbath and at the Jewish synagogue, but on Sunday in a church, too. This past Friday evening I was at the synagogue for services in Sun City where I live now. Sunday morning I went to a Methodist church at 8:00. A friend of mine is a minister. In both places the same words from the Holy Scriptures were uttered.

I'm so honored and blessed, blessed to recite them on your behalf. Let me do it in the original and let me translate it.

. . . Rabbi Lederman invoked divine blessings in Hebrew and in English as follows: . . .

May the Lord bless you and watch over you. May he guard you, protect you, support you. May the Lord cause his face to shine upon you and be gracious unto you ever so

generous, so kind and so good unto you. May the Lord lift up, may he turn his face unto you, your homes, your families, parents and children and grandparents and their grandchildren. May God grant us all, all of us here in this city and state, throughout our beloved country and hopefully throughout the world too, may the God we all have in our lives grant us the utmost blessing of shalom, of peace. Amen.

**PRESIDENT BAHR:** Thank you very much, Rabbi, for the inspirational words and join me in thanking both the Rabbi and the Escort Committee. (Applause)

Today's Platform Committee observers are Barbara Bauch, President, Local 1133 and Roger Wood, President, Local 2201.

Would the Escort Committee bring Brother Rodriguez to the platform. . . (Applause)

Last April, the United Farm Workers and indeed the entire labor movement suffered a great loss with the death of our good friend, Cesar Chavez. Although Cesar is no longer with us, the people that he lived and died for, the cause that he championed and personified remain strong and vibrant.

His legacy will be measured in the quality of the next generation who are moving forward to accept the torch of leadership in the United Farm Workers Union—a generation inspired by Cesar's words and deeds.

Arturo Rodriguez is just such a leader. He first learned about Cesar Chavez in 1966 as a high school student in San Antonio after Chavez led a march in South Texas. He later became active in the Farm Workers' grape boycott in 1969 as a student at St. Mary's University.

After college, he joined the Farm Workers Union. Over the years, he took on more and more responsibilities as he steadily moved up the ranks of union leadership. He has coordinated grape and lettuce boycotts, organized farm workers, negotiated contracts, built community coalitions, participated in political campaigns and led strikes.

Elected the UFW's first vice president in September 1992, he now faces his most difficult challenge of all.

We offer the prayers and support of more than half a million CWA members to him and the United Farm Workers so that together we will finally bring dignity and a decent life to farm workers and their families.

Brothers and sisters, let us welcome the President of the United Farm Workers, Arturo Rodriguez.

. . .The delegates enthusiastically applauded in unison as Arturo Rodriguez, President of the United Farm Workers, came to the platform. . .

**ARTURO RODRIGUEZ (President, United Farm Workers):** Viva Chavez.

Now we will really see if you are awake.

Whoa. We are in the southwest now. We have to ask you, when we say "Viva" something, you have to respond "Viva" back, okay?

Viva Chavez.

. . .The delegates shouted out "Viva Chavez". . .

**BROTHER RODRIGUEZ:** Viva CWA.

. . .The delegates shouted out "Viva CWA". . .

**BROTHER RODRIGUEZ:** Viva la Farm Workers.

. . .The delegates shouted out "Viva la Farm Workers". . .

**BROTHER RODRIGUEZ:** Okay. We want to thank you very much, and thank Brother



Morty for having us here. It's an honor and a pleasure for us to be here today to have an opportunity to speak to you on behalf of the Farm Workers, on behalf of those tens of thousands of people out there that bring food to your table every single day, at least three times a day.

There is a special message that we want to deliver to you today, but prior to doing that, we would like to just take a few moments to show you, for those of you who weren't able to personally attend, because I know many of you weren't there on the day that we buried Cesar, we buried him physically but his spirit lives on with us.

We want to take a few moments to show you some of the clips of that historic and memorial event, so we will do that first. Thank you.

. . .A very moving video presentation showing the funeral service of Cesar Chavez was shown to the delegates. . .

**BROTHER RODRIGUEZ:** Sisters and Brothers, this is the first time we have ever had a chance to show that film publicly like this, but it is an honor for us to do it in front of you, because you are part of our family. You always have been. You have given us office space. You have helped us out tremendously in our campaigns. I know throughout California Tony Bixler, Greg Summerell, just donated a van to us and Jan Pierce—you have given us tremendous, tremendous support throughout the years.

A large reason why we are here today is because of you. You should know that. Cesar always felt that in his heart.

We could not be here without your prayers, without your support, without your letters of condolences that you have sent us, letters of congratulations, and so forth, and we thank you very, very much for that, from the bottom of our hearts. (Applause)

Even though we have buried Cesar physically, his spirit is still very much alive among each and every one of us. Certainly it is among us. As Cesar said, we are not afraid. We are going to continue. We are going to do everything that is necessary to bring about the dignity the farmer deserves. (Applause)

The funeral and velorio, the all-night vigil that occurred the night before, which was on the first part of the film, was attended by over 55,000 people. It certainly demonstrates the support that is there for the farm workers. It certainly indicates how many lives Cesar and the Farm Workers have touched in the past thirty-one years that this union has existed. We intend to galvanize that support in every way we possibly can to win this grape boycott, to win the Bruce Church decision, which I will tell you about, to enroll farm workers in our membership, so that it will swell our numbers, and try to emulate what the Communications Workers have done so well.

Cesar has left us that challenge.

Right now, and some of you may have read about it, we are in probably one of the biggest legal battles we have ever been faced with throughout our history, with a company we struck back in 1979, Bruce Church, Inc., who decided to take us on.

Some of you may remember the Red Coach Lettuce boycott. That is the lettuce wrapped in the cellophane wrapper that says "Red Coach" on it. We were so successful in that boycott that in 1984 they instituted a lawsuit against us that we damaged them economically. Well, that is what we wanted to do. We wanted to damage that company economically, and we did. (Applause)

They were upset, mind you, because we went to the public and told them, "Yes, you employed children in your fields, you sexually harass your women, you use pesticides to the point where people were losing their limbs in the fields." There is one case I still can't believe this company did.

It was with a farm worker, one named Aurelia Pena, that worked for over ten years with

that particular company at Bruce Church, a loyal worker. She was in her mid-forties. She was working on a lettuce wrap machine where they actually wrap the lettuce in the fields and pack it in the cartons and ship it to the supermarket.

As she was standing on top of the wrapping section of the machine, the toxic fumes that come from hot stamping the plastic began to intoxicate her. As a result of that, she told a foreman, "Look, I am feeling ill. I am nauseated. Let me take a break, please." The foreman refused.

She asked a second time and the foreman still refused to let her come down.

Finally she collapsed on the machine. They dragged her over to the bus and left her there in the hot sun until a mechanic that knew her drove by and saw Dona Aurelia laying at the side of the bus and asked her what was wrong. She explained.

He said, "I will take you home." He drove her to the house, took her inside and left her there. Her husband came home after work that day. The company would not even contact him and let him know. Her husband came home from work that day and found Aurelia dead in her living room. She was dead because of what happened to her that day out in the fields.

The company refused to help them out in any way with a funeral, but two weeks later sent them a letter in the mail that stated his wife was terminated because of death.

That is the kind of company, Bruce Church, Inc., that we are dealing with, and that is the same company on which Cesar was testifying the day he died.

They called him as their first hostile witness to the stand. They had him on the stand for two days just grilling him and grilling him. They had a judgment of \$10 million against us that they were fighting on that stand.

Cesar knew that if we lost that case financially and economically, it would be the end of the union and that we would have to look towards going to bankruptcy.

So it meant everything to us to try to win that particular case.

When Cesar passed away we petitioned the judge after that to declare it a mistrial because he was never going to be able to be on the stand in front of us. Attorneys and the judge refused.

So ten days after we buried Cesar, or ten days after Cesar died we were back in the trial. We continued the trial, and I don't know if was Cesar's spirit, I don't know if it was a miracle, I don't know what happened, but a few days later I went to speak in San Diego to a group of people, told them what was going on, and an attorney walked up to me named Mike O'Geary afterwards and says, "You know what, I helped you guys out in the mid 1970s, back in 1973 when I was in college, when I was at Berkeley Law School and I haven't done anything since then, and I feel bad and I should have done more while Cesar was alive. But now, hearing what you say, I want to help."

So on his own, he left the law firm that he's a co-partner with, drove to Yuma, Arizona where the trial was being held at, sat in the courtroom and saw how ridiculous this case was in terms of there was no facts against us, and yet the judge was covering the attorneys that were there representing us, and taking advantage of the situation.

So he decided to go back home, picked up everything that he needed, came back and said, "I'll help you in any way I can."

Well, three days later we let him take charge of the trial because it was obvious he knew what he was doing. And so as a result of that it began to turn the whole thing around for us. So much so that the \$10 million judgment by the very end dropped down to \$2.9 million, which is an incredibly lot of money for us, but the judge committed so many errors during that trial, that our attorney assured, as well as the other legal counsel that we have gotten since then, that we can win it on appeal. We need money to fight it, but we are going

to win it. (Applause)

And there is no way that we will ever pay one cent to Bruce Church Inc. (applause), because the other thing about this situation is that Cesar, when he was growing up until about the age of ten before he became a United Farm Worker, his father and his grandfather all owned a piece of land just outside of Yuma, Arizona. Bruce Church is now the company that owns that land. So, some day we will get that land back for Cesar and we sure are not going to give that company any money that's going to help them in their fight against us. (Applause)

In addition to the whole fight against Bruce Church, many of you know and many of you have given us tremendous support and help on the "No Grapes" campaign. That's tremendously important for us. And we are not going to show that particular video today, but we invite you to go out to our table in the exhibit hall and get a copy of "No Grapes" if you haven't seen it yet, because after you see that film, you are not going to touch a grape because of the cancer and birth defect causing chemicals that are used on the grapes. It's had tremendous impact on the Farm Workers. Not on us so much, the adults, but our children.

We now have in the San Joaquin Valley, where they are picking grapes right now in the central part of California, the biggest farm record community in the entire world. More fruits and vegetables are grown in that valley than anywhere else in the entire world. Hundreds of thousands of farmers work in the San Joaquin Valley, the major crop being table grapes.

Now we have cancer cluster after cancer cluster that has developed in that valley. We have a place called MacFarland, California, right in the heart of Kern County, where the grapes are being picked right now where the cancer rate is now 800 percent higher than what the national average is.

If you go 15 miles just north of there, the cancer rate in Earlimart, California, is 1200 percent higher than the national average among children. Our children are the guinea pigs for these growers that insist on using these cancer and birth defect causing chemicals.

Finally, after all these years now, all these other agencies in federal government groups and so forth are coming out and confirming what Cesar and the farm workers have been saying for so long.

You might have just recently heard in the news that about three weeks ago the National Academy of Sciences said, yes, it's true, our children, your children, are being affected by these pesticides. Your children because they consume more fruits, more grapes per pound than anybody else does per their body weight that it's impacting on them and by the age of five they have a tremendous amount of pesticides in them, cancer and birth defects-causing chemicals.

Not only the National Academy of Sciences, but the National Resources Defense Council came out and said the same thing. Tom Weily in his report on pesticides and food and children came out and confirmed the same thing. Sometimes not only the farm workers' children, but it's your children as well.

It doesn't stop with the issue of pesticides. The problems that are out there that face farm workers, in their living conditions. In Coachella Valley where the grapes are grown, the first grapes you get in the month of June, those workers that are picking the grapes, thousands of them, don't have housing to live in. When you go down to the Coachella Valley during harvest season, you will see the highway lined up with cars where people camp out overnight.

You will see a situation where the workers have been forced to make makeshift camps. There is one particular one that I go to every single season to meet the workers, the same people that come back every year to that particular place. It's located right next to a dump site. We already know how toxic those are. They build their little shanties, they take wood that they cut down from the trees and build their beds. They set them up in the trees and

that is where they live for the season.

They cook out in the open. Their bathtub is a hole that gets all the water that runs out from the fields, the drainage which has all the pesticides in it from whatever drains off the field when they are irrigating the fields. That is their bathtub. That is their wash place. There is situation after situation like that.

The women—I mean, those of you that go to church know how much it hurts us to kneel down even for a few seconds. The women that pack grapes, mind you, spend nine hours to ten hours a day all day long in 110 to 120 degrees on rocks, hot rocks and every place else, packing the grapes that we get at our stores. That is what they do.

They have to be close to the ground because the grower says they can do a better job that way. They have to do it on the ground. A few have tables now for them that we forced some companies to get. The majority of them are right there on the ground.

That whole campaign is now taking on a sense of victory, even more so since Cesar passed away. We are now seeing very good signs. For example, this January the Table Grape Commission, which is the union of table grape growers, they don't want us to have a union. It's okay for them to have a union. Their union is called the California Table Grape Commission and every single table grape grower has to be a member of that commission.

For every box of grapes that is picked, they pay their dues, \$12 per box. Sixty million boxes of grapes are picked every year. They pay into that Table Grape Commission and that is the money they fight against us with. That is the money they use to fight us to keep us from winning. They have a war chest of millions and millions of dollars that they accumulate every year. Every single grower that is a part of that Table Grape Commission makes a decision in terms of how the sales are going.

Well, last year the sales were so bad that they turned around and fired their ad agency after 20 years. (Applause) You might know in your cities that you come from that grapes are now being advertised on TV. Well, it is the first time in five years they are now advertising grapes on TV again because they can't sell them.

This ad agency has this great gimmick. They are going around—and you might have seen in your stores that they now have free grapes with a sign on them that says, "Sneak a grape." They want you to sneak it because they want you to make sure that nobody else sees you doing it because, if they catch you doing it, then you are violating the boycott. Just sneak a grape. Just taste one in hopes that you will taste one and you will keep eating them.

Now they are giving them away free. What company ever gave away their products free like that to supermarkets throughout the country? We are taking advantage of that. We are making them spend some money. It is working well. They are now having to support the grapes.

When we started the campaign, Hong Kong was No. 15 in the consumption of grapes. Now Hong Kong is No. 4 in the consumption of California table grapes. That means they are spending tremendous amounts of money to ship the grapes over into Hong Kong and to get the Chinese to eat the grapes now that they can't sell here in the U.S. and in Canada.

Last year, the wholesale price dropped \$2.50 from what it was before, below what it cost them to produce a box of grapes. So we are having an economic impact on them. It is working. It is working and they don't know what to do at this point. They are panicking. The table grape industry is panicking because they are seeing millions and millions of consumers once again really behind Cesar, really behind the issue of Farm Workers to bring about some justice, not only for Farm Workers but to get rid of the pesticides that are affecting our children as well.

So we ask of you again, go back home, make your locals grape-free zones. Make the community you live in a grape-free zone; the schools where your kids go to grape-free

zones. If you can do that and if you can take a copy of our video, that will educate anybody about the issue. It is short, but it will convince your family members, it will convince your church members, your union members, your school members, the schoolchildren, not to eat the grapes.

We ask you to take part in that and please stay with us, stay with us and stay with our family and support us in every way you do. If you can take a button, take a "No Grapes" button.

Cesar lived 66 years. If you can just take that and wear it for the next 66 days, that will have a tremendous impact because people will be able to see the message.

When you go by our table and exhibit hall, leave your card so we can get in touch with you and if you have regional conferences coming up or whatever, local meetings, we would be more than happy to attend.

Once again, we cannot thank you enough for what you have done for us throughout the years. You stood with us in the good times as well as the bad times and we appreciate that and I know Cesar is smiling at all of us now. He is proud of the fact of what CWA has done and what we are coming to do to bring about justice for farm workers.

God bless all of you, Viva Chavez.

. . .The delegates arose and applauded and clapped in unison. . .

**PRESIDENT BAHR:** Arturo, before Cesar passed away, we had agreed—and we did get a copy of the video "No Grapes" which has been reproduced—that shortly after we get home from this convention, a copy will be going to each CWA local union. (Applause)

That is not enough. It has got to be shown, not only at membership meetings, it has got to be shown throughout the community. It has got to be shown at every possible opportunity.

The one thing we do not have to do is preach to the choir. Let's get to those that do not come to church. That is how we are going to make this a victory for the farm workers and indeed everyone in this country.

I would simply say, Arturo, if you need foot soldiers, we are there; if you need financial assistance, as we have been in the past, we will be there now and in the future. All it takes is letting us know what kind of help is needed and you will always get an affirmative response. In fact, I always remember a great trade unionist by the name of Paul Hall who, as President of the Seafarers International Union, had the definition of a true friend: A true friend is one who sends you assistance before you ask for it and perhaps even before you know you need it.

Arturo, these are the kinds of friends you have in the Communications Workers of America. (Applause)

Here is just a token of friendship to remember your visit here. You need no invitation, anymore than Cesar did. You are welcome at any CWA meeting anywhere in this country. Thank you for being with us. (Applause)

Viva la cause.

Join me in once again thanking Arturo and our rank and file Escort Committee who I know are greatly honored in being his escort. Their names will be entered into the convention record.

. . .Following are the names of the Escort Committee members for Arturo Rodriguez:

Richard Arriola, President, Local 6132

Albert Gribbell-Velasco, VP, Local 9000

Carmen Hernandez, VP, Local 9400

Bob Shamas, VP, Local 9400  
Tony Bixler, President, Local 9400  
Lane Colvin, President, Local 9 .16  
Jorge Chavez, VP, Local 9586  
Richard Ramirez, VP, Local 9586  
Toni Belanger, VP, Local 9586  
Juanita Prestsater, VP, Local 9588  
Nancy Biagini, President, Local 9423  
David Salazar, Executive Board Member, Local 9575

. . .The delegates arose and applauded

**PRESIDENT BAHR:** The Chair recognizes the Resolutions Committee.

**CHAIR ISRAEL:** Thank you, Mr. President.

The Chair recognizes Val Afanasiev.

**DELEGATE VAL AFANASIEV:** If the delegates will please turn to page 14 of the Resolutions Committed Report, I will read Resolution 55A-93-10.

### **IN MEMORY OF CESAR CHAVEZ**

With the untimely death of Cesar Chavez this past April, the labor movement lost a great leader and America lost a moral giant.

Through his tireless work and the tremendous force of his will and character, Chavez accomplishes what many people believed was impossible—the organization of migratory farm workers into a union and the achievement of collective bargaining agreements with the agricultural barons.

Cesar Chavez himself worked in the farm fields when he was 10 years old, experiencing first hand the squaw living conditions, the personal indignities and the substandard pay and benefits the migratory workers received for their back-breaking labor.

Following Navy service in World War II, Chavez returned to the orchards of San Jose, California and soon become an organizer for the Community Service Organization. He registered voters and battled racial and economic discrimination throughout California and Arizona, and became the CSO's national director.

In 1962, Cesar Chavez left CSO to pursue the dream he had fostered since childhood, that of organizing a farm workers' union. He led the famous strike and nationwide boycott of California table grapes in the mid-sixties and early seventies, galvanizing unions, church groups, students, minorities and consumers into a great coalition for social justice.

Chavez affiliated his United Farm Workers with the AFL-CIO and went on to win historic contracts with the growers in the San Joaquin Valley. With the 1975 passage and signing by Governor Jerry Brown of the California Agricultural Labor Relations Act, the UFW brought higher pay, family health coverage, pension benefits and other protections to tens of thousands of farm workers under union contract.

Unfortunately, under the reign of Republican governors in recent years, the farm labor board has stopped enforcing the law, and the farm workers and their union have continued to endure hardship and struggle. The UFW called another grape boycott in 1988, this time to protest the pesticide poisoning of workers and their unborn children. Chavez nearly died in a 36-day "Fast for Life" to dramatize the workers' plight.

Chavez' memory continues to inspire and rally the union he founded and a left behind, as well as the rest of the labor movement and the millions who considered him a hero and a symbol of hope and pride for the downtrodden.

Jesse Jackson compared Chavez to another great disciple of non-violent activism, Dr. Martin Luther King, Jr., and called him "one of the noble souls of the century." President Bill

Clinton praised him as "an inspiring fighter" and California State Senator Art Torres referred to him as "California's Ghandi" as he introduced legislation to make the birthday of Cesar Chavez, March 31st, a statewide holiday.

We in CWA have long known Cesar Chavez as our friend and ally in many struggles for human rights. He has addressed several CWA conventions, always inspiring us with his commitment and humanity. We have walked many picket lines with Cesar Chavez over the years, fighting on behalf of farm workers, CWA members, and many others.

**RESOLVED:** That CWA honor the memory of this great labor leader and humanitarian by endorsing March 31st as Cesar Chavez Day and working toward designating this day as a national holiday.

**PRESIDENT BAHR:** You heard the motion.

. . .The motion was duly seconded. . .

**PRESIDENT BAHR:** It has been seconded from the floor.

On Microphone 3, Delegate Hernandez.

**DELEGATE CARMEN HERNANDEZ (Local 9400):** Mr. President, Executive Board, fellow delegates and guests, my name is Carmen Hernandez and I am a Vice President of CWA Local 9400, Paramount, California. I rise in support of Resolution 55A-93-10, the resolution in memory of Cesar Chavez.

The loss of the tireless, dedicated labor leader committed to the United Farm Workers and to the Labor Movement came at a time when we need this type of leadership in the Labor Movement. CWA 9400 has always supported the Farm Workers and the leadership of Cesar Chavez, as a member of the union family.

As with the caravans that went to Delano in the early days, I was there, as was a young steward named Tony Bixler, who is now my local president, as many of you were on those picket lines throughout the years whenever you were needed and whenever we will be needed. Especially with the struggle of the union family and of the Farm Workers, we have always been there to render any and all support.

What a legacy this great labor leader left to the Labor Movement. We must continue to strive to support the Farm Workers in their struggle to improve their lot. The struggle has to be continued by us in the Labor Movement in his memory.

As we have seen the erosion of the California Agricultural Labor Relations Act under the Republican Governors, we must continue to help the family of labor, the Farm Workers. Local 9400 has donated offices at our various locations for the last decade to the Farm Workers and have seen their dedication and their continued work from our own local offices make them a family.

We in CWA lost a family member, and as family we will honor him by continuing to remember him with love, by endorsing March 31st as Cesar Chavez Day and designating this day as a national holiday.

Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone 1, Delegate Sonnik.

**DELEGATE G. W. SONNIK (Local 2105):** I would like to offer an amendment, to add a resolved, an additional resolved, that would say:

"RESOLVED, That CWA and its Defense Fund Committee consider a substantial donation to the United Farm Workers."

**PRESIDENT BAHR:** Can I just offer a suggestion on that? The rule requires the Defense Fund Committee and the Executive Board, so if you would add "and Executive Board," I think you have us in position.

**DELEGATE SONNIK:** That CWA and its Defense Fund Committee and its Executive Board consider a substantial donation to the United Farm Workers. (Applause)

**PRESIDENT BAHR:** You have heard the motion.

. . .Seconded from the floor. . .

**PRESIDENT BAHR:** It has been seconded. The delegate may speak on his motion.

**DELEGATE SONNIK:** The video we had this morning was indeed moving. Over the years, we have seen the actions of Cesar Chavez and the United Farm Workers and how they worked so hard to make the least among us, the people who labor in the fields to provide our food, to have them earn a living wage.

In the area where I live on the East Coast, we have apple orchards and peach orchards and migrant workers come through that area every year. My wife is a schoolteacher and the children, of course, are required to come to school. Many of them do not speak or understand English. One little boy came to her in the sixth grade several years ago and, of course, they are only there for a short period of time until they go further north to continue picking the crops. This little boy wanted to learn. It was obvious he wanted to learn, but not knowing English was unable to. She was able to secure the help of a Spanish-speaking person. She got him books, and when he left North Middle School in Martinsburg he was reading on a second grade level.

He came back the next year and when he left that year, he was reading and learning as a seventh grader. (Applause)

This happens all over, it's obviously not just in my local area, but all over. We need to take the people who are doing this work for us, educate them and move them up.

The work that the United Farm Workers have done has been very valuable in helping the labor movement, and I think we can do no less than to provide a substantial donation to the Farm Workers.

Thank you. (Applause)

**PRESIDENT BAHR:** No one else has spoken on the amendment so I will put the amendment before you.

The amendment is to add another Resolved recommending that the CWA Defense Fund Committee and the Executive Board to consider a substantial contribution to the United Farm Workers Union.

All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign. It's unanimously adopted and we are back on the original motion. (Applause)

Microphone number 3, Delegate Cox.

**DELEGATE NADINE COX (Local 9408):** President Bahr, sisters and brothers, I stand before you in support of this resolution.

I was born and raised in the San Joaquin Valley. I worked in the fields in the 1950s, so I personally know the indignities and the bad working conditions, working 10 to 12 hours a day without a rest period in 115-degree temperature, no restrooms, having planes flying directly over your head daily spraying insecticides on you without warning.

When I attended Cesar's funeral it was said in the speech that he gave the farm workers a name, face and dignity. No truer words were ever spoken.

I wish we would have had him in the 1950s. The changes took years, but they finally came to the field workers, and they now have dignity.

With all the hard work Cesar became known to the nation as a great union leader and



human being.

I urge your support for this resolution. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone number 3, Delegate Biagini.

**DELEGATE NANCY A. BIAGINI (Local 9423):** President Bahr, Executive Board, delegates, guests and Arturo. We felt like Cesar was one of our own. I wanted to write a speech today in support of this motion, but it was hard to put down on paper all the feeling and the solidarity and the inspiration that the Farm Workers and Cesar have given me personally and our local over the years.

So many people that came in touch with Cesar and his work felt the same way. He had a way of making you feel like family, and if you had the pleasure of even a few minutes of conversation with him, you walked away with a renewed commitment to the work of the labor movement. It was like coming home. (Applause)

There is so much to remember about his life and his legacy and so much that we won't forget. I won't forget. I won't forget that frozen moment in time when I heard the news that Cesar was gone, or the celebration of his life in Delano a few days later. I prefer to remember it that way, as a celebration of his life.

Our Executive Board and our local won't forget the help Cesar, David and Sandy offered during our 1992 tough summer of negotiations.

Our members and our local won't forget the support the Farm Workers gave us, every single one of us, in every one of our rallies protesting the greed of Pacific Bell and AT&T. (Applause)

Our union, CWA, won't forget the solidarity with Cesar and the Farm Workers, and I know every one of us in this room will work to ensure that this nation does not forget to boycott grapes. (Applause)

It wasn't just the labor movement that benefited from Cesar's life's work. He was one of us, but he was so much more.

It will never cease to amaze me how such a quiet and humble man could ignite such fire in your belly.

We were with you, we have been with you, we will continue to be with you. Arturo, the UFW is in your capable hands and I know you are going to continue to carry on his legacy. I want you to know from me that our local flies two flags: one of them is CWA's; and the other one is the UFW's. (Applause)

I rise in support of this motion. I urge everybody in here not just to support this motion, but wherever you are if you walk into a company meeting, if you walk into a family function, if you see grapes on the table, get rid of them. (Applause)

Thank you. God bless you, Arturo.

**PRESIDENT BAHR:** On microphone number one, Delegate Martinez.

**DELEGATE LINO MARTINEZ (Local 9573):** I call for the question.

. . . Calls for the question . . .

**PRESIDENT BAHR:** A motion has been made to close debate, and before I take the vote, anyone who has prepared remarks, bring them up front and they will appear in the record.

The motion is not debatable. All those in favor of closing debate indicate by raising your hand. Down hands opposed by like sign. Debate is closed.

. . . The following remarks were presented to the stenographers for inclusion in the proceedings as follows: . . .

**DELEGATE BILL LANE (Local 2001):** We must always support new unions and help the United Farm Workers. In memory of Cesar Chavez, we must commit our energy and resources to help our brothers and sisters in the fields of America. The treatment of farm workers by growers is medieval and inhumane. As members of a union, we must do everything possible to stop this abuse.

Mr. Chairman and fellow delegates, I support the resolution as amended.

**DELEGATE NEOMI HARRELL (Local 6143):** Sisters and brothers, I rise in support of Resolution 55A-93-10.

The day that I walked the picket line in San Antonio against W.E.B. for selling grapes with Cesar Chavez was most memorable. I wish to express my Gracias to Cesar Chavez for his life which he gave to the cause.

**DELEGATE ARNOLD OLSON (Local 14001):**

La alma de Chavez no es muerta.  
No soul like his can die.  
The body that was his is dead.  
For that we grieve and cry.  
To work for right and justice,  
he spent his life each day.  
Despite each disappointment,  
he would try and try and try.  
Often bent by pressures,  
never once did he bow.  
And though his body is buried,  
his spirit is with us now.  
Viva la alma de Chavez  
y todos los trabajados.  
Viva Cesar Chavez, forever.

**DELEGATE GREG GONZALES (Local 7037):** Nuestros hermanos y hermanas. Sus hermanos y hermanas de Nuevo Mexico te mandan saludos.

Hermano Arturo y a la familia de nuestro patron Cesar Chavez te mandan este dicho neustro patron Cesar "No mas en la tiera pero siempre en nuestro corazon."

Brothers and sisters, your brothers and sisters of New Mexico send greetings to Arturo and the family of Cesar Chavez we send this message: Cesar no longer on this earth, but forever in our hearts.

Mr. President, on behalf of Local 7037, I stand in support and ask adoption of this resolution. Thank you.

**DELEGATE DORIS CRUZ (Local 9416):** I am Secretary-Treasurer of Local 9416 in Bakersfield, California. Bakersfield is in the heartland of California's agricultural country and the heartland of the United Farm Workers.

Our local and myself worked closely with Cesar Chavez. We saw the inequities, we saw the struggle, and we saw the success of this charismatic leader. But the struggle goes on. It manifests itself in the sickness, pain and inhumane living and working conditions of Farm Workers throughout the United States.

We need Cesar Chavez Day. We need to strongly support this resolution and to inspire all agricultural workers to continue the fight for justice. Thank you.

**DELEGATE TERRI KAMBEITZ (Local 9423):** President Bahr, Executive Board, Brothers and Sisters: It is with great emotion and sadness that I address you. Cesar Chavez was ten years old when he began his life as a migrant farm worker. His family, along with

thousands of other displaced families during the Depression, turned to laboring in fields and vineyards. After the eighth grade, Cesar left school to help support his family.

In 1948 Cesar went to work in the Delano Vineyards. In 1952 he began working in apricot orchards in San Jose, which led to his becoming an organizer for the Community Service Organization. During the late 50's and early 60's, Cesar served as National Director for CSO. It was his real dream to create an organization to help farm workers. Having experienced their poverty and suffering, Cesar tried to convince CSO to organize farm workers. Failing to do so, in 1962 he resigned his paid CSO job and moved his wife and eight small children to Delano, California, where he founded the National Farm Workers Association.

In September of 1965, a strike was called against major Delano table and wine grape growers. That strike lasted five years. During that time, in 1966, the UFW was formed and affiliated with the AFL-CIO.

Grapes were boycotted. By 1975, polls showed that 17 million adults were honoring the boycott.

And as a result of farm workers uniting, tens of thousands working under UFW contracts experienced higher pay, family health coverage and pension benefits.

We must remember, brothers and sisters, that Cesar Chavez operated under principles of non-violence. He formed coalitions. Boycotts were called. He fasted for 25 days in 1968 and again for 36 days in 1988—protesting the pesticide poisoning of grape workers and their families.

Pascual Ortiz, a Delano farm worker, stated, "I was one of the persons who helped him when he started, and it was not just unionism, but human rights. He gave his life to human rights." In 1968, Senator Robert F. Kennedy called Cesar "one of the heroic figures of our times." Jesse Jackson compared Chavez to the Reverend Martin Luther King, Jr. and described him as one of the noble souls of the century. KWU President Jim Herman stated, "His genius was to create a coalition of church, labor, college kids and community people who understand that this was a struggle that had everything to do with justice." California state Senator Albert Torres, who worked with Chavez and the UFW before entering politics, stated that "Cesar Chavez was California's Gandhi. He was our Martin Luther King. He taught Latinos and others about non-violence and the commitment of peace."

Cesar Chavez embodied the principles of unions. He motivated workers to organize. He effected social change.

Cesar Chavez was a truly great unionist and humanitarian. With his death on April 22, 1993, we lost a great friend. His spirit, however, lives on in the millions of lives he touched.

Brothers and sisters, I urge you to support this resolution as amended.

Viva la cause.

Viva la union.

**DELEGATE FRED McGRATH (Local 7026):** I am from Tucson, Arizona, and I rise to proudly support Resolution 55A -93-10.

Cesar Chavez was one of the kindest, most caring human beings I have ever met. His whole life and reason for being was to help improve the lives and working conditions of the men and women who work in the fields and orchards of our nation.

I will always remember him as a small, unassuming man. But when he spoke, people understood that they were listening to a very special person. We somehow knew that the dream and hopes he had were achievable, and we also knew that to achieve justice for his farm workers he would lay down his life for the cause. I am very proud that CWA is taking the lead in requesting the establishment of a national holiday in his honor. We in Arizona

commit to mobilizing out union members, friends, families to lobby Congress to set March 31 st to honor one of the Labor Movement's greatest heroes. Thank you....

**PRESIDENT BAHR:** Before us is Resolution 55A-93-10, as amended. All those in favor of the resolution please indicate by raising your hand. Down hands opposed by like sign. It is adopted unanimously. (Applause)

And may I just add, that while you were debating, the Executive Board voted to recommend to the Defense Fund Committee a contribution of \$50,000 to the United Farm Workers.

. . .The delegates arose and applauded at length. . .

**BROTHER RODRIGUEZ:** On behalf of the Farm Workers, we want to not only thank—you have to excuse me. This has never happened to me before.

So we really meant what we said in the sense that in each and every one of our hearts you are a family. As much of our family as the Farm Workers are, and we can't say enough. You have been with us every single time we have asked you to. When we have asked for whatever, whether it is help with our computers—which we know very little about sometimes—whether it be help on the picket lines, whether it be help in getting out the videos, your Executive Board, Morty, all of you out there in your locals, have answered us in a very positive way.

Once again, you have heard our message and answered us in a very positive way, and there are no words really to express what we feel in our hearts. I know that everybody is going to be of tremendous joy right now in terms of what's going on, because what you just did, you just helped us pay for our public attorney to go back and win this Bruce Church case. (Applause) We are extremely grateful for that.

In closing, I just want to introduce one other person. You know we are a family movement and everybody in the family participates. From the time I remember when my daughter turned five, my oldest daughter, Olivia—incidentally, it was because of the labor movement that we even had her born, because they paid for that—and she came to us at five and said, "I am going now." And my wife asked her, "Where are you going?" And she said, "Well, I am five years old. It's time for me to start working for the movement. I am old enough now." And so, she did. She took off and she went around from office to office and knocked on the doors (applause) and said, "Can I help? Can I work with you?"

And sure enough, she got a job working in the credit union, stapling receipts and doing those kinds of things that she could easily do. And my second daughter, Julie, was the same way at that time.

My son is not quite the same way for some reason. (Laughter) But at any rate, I wouldn't be able to do what I do if I hadn't had someone standing beside me day in and day out for the last 19 years of my life. It's really picked up the slack when we are on the road and we are doing what we need to do on campaigns and so forth. And I just want to take the opportunity to introduce to you my wife, Linda Rodriguez.

. . .The delegates arose and applauded at length and clapped in unison, shouting "Viva CWA, Viva." . . .

**PRESIDENT BAHR:** I told Arturo we just don't fool around. We don't waste time.

I want to recognize before you go, Arturo, on mike number 2, Debbie Hayes, President of Local 1168 for a privileged statement.

**DELEGATE DEBORA HAYES (Local 1168, President of Western New York CWA Council):** President Bahr, members of the Executive Board, fellow delegates and Brother Rodriguez, the Western New York Council of CWA, the Western New York Council on Occupational Safety and Health, the Western New York Coalition for Economic Justice, and the Buffalo AFL-CIO Council will dedicate the Labor Day parade in Buffalo, New York, this

year to Cesar Chavez. (Applause)

We thought it was important not only to celebrate the man that Cesar Chavez was, but also to reaffirm our community's on-going commitment to the United Farm Workers and their struggles. I would like to suggest that the delegates in conjunction with their local AFL-CIO councils pursue a similar tribute. Thank you. (Applause)

**PRESIDENT BAHR:** Thank you very much, Debbie.

. . .The delegates applauded in unison as Brother Rodriguez left the podium. . .

**PRESIDENT BAHR:** Resolutions Committee.

**CHAIR ISRAEL:** If the delegates will please turn to page one of the Supplemental Resolutions Committee Report, Resolution 55A-93-11, Union Work with Union Workers.

## **UNION WORK WITH UNION WORKERS**

These are difficult times for the labor movement and its national and local unions. CWA nationally and many, if not most locals, are often faced with increased challenges and diminished resources. Despite these challenges we must remain exemplary employers, utilizing union workers and buying union-made services and products.

Just as we combat contract labor as an attack against the basic principles of unionism, workers' rights to organize and bargain collectively for their common welfare, we must ensure that we, as a union, are not tempted to participate in this devastating practice against workers when we conduct our internal business as an employer.

**RESOLVED:** That CWA and its locals shall do everything practicable to avoid contracting out of work that has been traditionally performed by the unions representing workers employed by CWA.

**RESOLVED:** That CWA and its locals shall institute employee practices in the area of contract labor that any union can point to as an example of good employer behavior in the maintenance of union work and union employees.

Mr. President, the Resolutions Committee strongly moves the adoption of Resolution 55A-93-11 entitled Union Work with Union Workers. (Applause)

. . .The motion was duly seconded. . .

**PRESIDENT BAHR:** You heard the motion. It's been seconded from the floor.

On microphone number 3, Delegate Laurent.

**DELEGATE TERRY LAURENT (Local 3411):** Brothers and sisters, I rise again to speak for a resolution, but let's get the point straight. Saving money, cheaper labor, contracting out work, who does that sound like? (Applause) We have to totally believe, practice, and live as our Cesar Chavez did—in unionism. We can't preach solidarity on one hand, yet not practice it on the other. As AFL-CIO members, we take an oath to use union labor. Come now, Executive Board, to give you an idea, where do you find 1 5-EEEE union made shoes? I am wearing a pair, but it took a lot of searching to find a supplier.

My local is merged with the printing sector. Our printing sector area rep is also our newsletter editor. Yesterday she won the Class III Excellence Award for our newsletter.

As in quality, you can't just "talk the talk." You have to "walk the walk." (Applause) So, let's make every step count for solidarity and pass this resolution unanimously. Thank you. (Applause)

**PRESIDENT BAHR:** On microphone number 3, Delegate Nancy Servis.

**DELEGATE NANCY SERVIS (Local 4603):** President Bahr, Executive Board and fellow delegates, I rise in support of this most important resolution. Union work should be done by union people. There can be no other choice for any of us.

Union workers take pride in doing their jobs in a quality manner. There are no finer workers in the world than union workers, no matter where you are or what you are doing, remember union work should be done by union workers.

We must work harder than ever to stop contracting out of our work. No one does it better than union employees and no one does it better than CWA. Thank you very much. (Applause)

**PRESIDENT BAHR:** On mike number 3, Delegate Dill.

**DELEGATE JOHN DILL (Local 4217):** Mr. President, I don't think there is a lot more I can say about this. I think the resolution speaks for itself.

As someone just said, union work by union people. We must practice what we preach. When we go and speak to our employers and we point out to them that we can do the work better than anybody in the world, because union workers are better than anybody in the world. If we want to have any credibility when we are employers, then we must practice what we preach and we must employ union employees. Unions work for union people. I urge the delegates to support this motion. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone 3, Delegate Rucker.

**DELEGATE KENNETH RUCKER (Local 2323):** I am the maker of this resolution.

I simply want to state this very Briefly. We have to be the example for the rest of the employers in this country. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 3, Delegate Egan.

**DELEGATE JOHN J. EGAN (Local 4034):** Morty and fellow delegates, CWA has led the American Labor Movement in many progressive initiatives. This resolution would reaffirm CWA's commitment to the high standards we have always been famous for in this country and in Canada. Please support this resolution. (Applause)

**PRESIDENT BAHR:** On Microphone 1, Delegate Tanner.

**DELEGATE FRANK TANNER (Local 9410):** I move to amend the resolution by inserting the following two resolveds between the existing first resolved and second resolved of the resolution.

New Resolved No. 1:

RESOLVED, That any work contracted out by CWA which falls within the scope of work of Union-represented employees of CWA shall be contracted only to entities within which such contracted work will be performed by employees represented by CWA.

New resolved No. 2:

RESOLVED, that any work contracted out by CWA shall be brought back in-house forthwith in the event that—

**PRESIDENT BAHR:** I have to rule that out of order, because you are in the area of a collectively bargained agreement. That is not doable. Your resolved No. 1 is in order. Resolved 2 is not in order.

**DELEGATE TANNER:** I challenge the Chair on that ruling. (Applause)

**PRESIDENT BAHR:** Okay. Hold it. You can pass this, but it is not implementable, because it is part of a labor agreement with the OPEIU, part of a total contract, one which they felt was a quid pro quo, and so told the delegate who said he was the maker of this motion.

With that, those in favor of sustaining the decision of the Chair please raise your hand. Down hands. Opposed, by like sign. The Chair is sustained.

The delegate may speak on his resolution, on the first amendment.

**DELEGATE TANNER:** President Bahr, members of the Executive Board, Sisters and Brothers, I make this amendment to this resolution because we are faced with a situation where we find trade union principles have been involved in a head-on collision with financial considerations, and the sad fact is that financial considerations won out.

Union principles do not come cheap. The price tag, if one could ever be written on union principles, would have to be written in the blood of trade unionists, men, women and children, who stood up and fought for those kind of principles. (Applause)

And, yes, that even includes our brother who paid the ultimate price during 1989 at NYNEX.

So, I know we cannot give back to them the lives of those who paid the ultimate price for the trade union principles that we live with, work with and believe in, but we can do one thing for them: To keep their memories alive and make sure their sacrifices were not in vain, we can vote yes on this amendment. Thank you. (Applause)

**PRESIDENT BAHR:** There are no delegates wishing to speak on the amendment. I will put it before the group. All those in favor of the amendment—Frank, could you give me a copy, so I could read it?

This would be adding another resolved between the two resolveds in the resolution: That any work contracted out by CWA which falls within the scope of work of union-represented employees of CWA shall be contracted only to entities within which such contracted work will be performed by employees represented by CWA.

All in favor of the amendment please indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

On Microphone 1, Delegate Prestsater.

**DELEGATE JUANITA PRESTSATER (Local 9588):** President Bahr and staff, what I would like to do is to amend Resolution 55A-93-11 as follows:

Line 10, delete the language that reads "do everything practicable to" and the word "of", so that it would now read:

"That CWA and its locals shall avoid contracting out work that has been traditionally performed by the union representing workers employed by CWA."

It may be repetitive of the previous resolved—

**PRESIDENT BAHR:** It is okay.

**DELEGATE PRESTSATER:** It is okay? Thank you.

**PRESIDENT BAHR:** Is there a second?

. . .The motion was duly seconded. . .

**PRESIDENT BAHR:** Seconded from the floor. You may speak on your amendment.

**DELEGATE PRESTSATER:** Thank you.

Needless to say, it came as a surprise to me and to many of our union brothers and sisters that someone felt it was necessary to make a resolution to ask our leaders whom we look up to and whom I am sure support us to utilize union workers and buy union-made services and products. This request comes at a time when more than ever we are seeing less and less of our union brothers and sisters sustain decent union jobs. Not for saving money, not for saving time, and especially not during difficult times should we ever compromise in any way, shape or form our commitment to using, supporting and being union.

I would like to add that I personally know that Barbara Easterling does an excellent job and really supports us and thinks about us, and President Bahr, I am sure you do the same. So I hope you take this amendment as it is meant.

**PRESIDENT BAHR:** We do.

On Microphone 3, Delegate Bixler.

**DELEGATE DOUGLAS FOX (Local 9588):** Fox.

**PRESIDENT BAHR:** I am sorry. Sorry. I read the wrong name. Delegate Fox.

**DELEGATE FOX:** Thank you.

I rise in support of this amendment, for one reason and one reason only. I do not think that when we write resolutions, we need to write any loopholes into them.

We live with this infamous management discretion language in our contract year in and year out, and by removing that particular language which the other delegate has proposed, it will take care of that situation.

Thank you very much. (Applause)

**PRESIDENT BAHR:** On Microphone 5, Delegate MOSS.

**DELEGATE STEPHEN T. MOSS (Local 2001):** President Bahr, who made the decision to contact out One work in question? The President, the Executive Board, or the Secretary-Treasurer?

**PRESIDENT BAHR:** The Secretary-Treasurer and the President.

You are entitled to a second question. He does not have one.

There are no other delegates at the mikes. The resolution before us is Resolution 55A-93-11, as amended. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. I am sorry. This is on the amendment.

This is on the amendment to strike those words. All those in favor of the amendment indicate by raising you' hand. Down hands. Opposed by like sign. The amendment is carried. (Applause)

We are now on the resolution as amended. Any further discussion?

...The following remarks were presented to the stenographers for inclusion in these proceedings:

**DELEGATE WILLIAM S. DODGE (Local 7055):** I now stand here in front of my sisters and brothers of CWA in support of Resolution 55A-93-11.

As a public employee, CWA steward and bargaining committee member, I personally and the members I work to represent are constantly threatened by our bosses with possible privatization.

We are expected to organize our employees wall to wall. We also expect our Executive Board to bargain and hire wall to wall.

Working class trade unionists like ourselves cannot tolerate the perception that our International Union or any other union may be giving a mixed message to our members or our employers. We must take the high road and set the highest working class and social standards. To do anything less could cause others to question our commitment to our ideals and values. Thank you....

**PRESIDENT BAHR:** All those in favor indicate by raising their hands. Down hands. Opposed by like sign. It is adopted.

I hope it puts this issue to rest and that we know what our job is ahead, but also—and



this includes me—when we get back to the hotels, let's look for the Union Label in all the things we're wearing, as "Tiny" Laurent suggested. (Applause)

**CHAIR ISRAEL:** Thank you, President Bahr. The Chair recognizes Mike Upton.

**DELEGATE UPTON (Local 2202):** If the delegates will please turn to page 12 of the Resolutions Committee report, I will read the resolved of 55A-93-8.

## **PRIVATIZATION**

In spite of the fact that privatization of public services is an abdication of responsibility rather than a commitment to good government, the push to privatize public services continues.

Although privatization is promoted as a way to save money and improve services to the public, experience shows that privatization can lead to higher costs, deterioration of service quality, loss of accountability and flexibility, and provides an opportunity for corruption.

Private sector contractors typically provide workers with lower wages, fewer benefits, and less opportunity for advancement, thereby eliminating middle-income jobs and expanding low-wage employment, which in turn results in a lower tax base for the community and an increase in the number of people in need of social services.

Women and minorities rely to a greater extent than white males on public sector employment as a means to social and economic advancement, and are thus disproportionately affected by privatization.

**RESOLVED:** That CWA confirms its established opposition to the loss of public sector jobs due to privatization of public services.

**RESOLVED:** That CWA's strategy to fight privatization will include a commitment to organize the unorganized workers employed by contractors.

**RESOLVED:** That CWA supports efforts to reorganize government as an alternative to privatization that include worker participation and a commitment to preserving and advancing the standard of living for workers in public service.

**RESOLVED:** That CWA's efforts to educate employers, politicians and the public about the real disadvantages and dangers of privatization will continue.

**RESOLVED:** That CWA will negotiate the best possible safeguards and protection against privatization of public services. In addition, strategies such as mobilization, cost comparisons and feasibility analyses, publicity campaigns, lobbying, community coalitions, and the passage of legislation restricting the privatization of services for the public should be explored and utilized where appropriate.

Mr. President, the Resolution Committee moves the adoption of Resolution 55A-93-8, Privatization.

. . .The motion was duly seconded. . .

**PRESIDENT BAHR:** You heard the motion. It's been seconded. On microphone number 3 Delegate Henning.

**DELEGATE BILL HENNING (Local 1180):** President Bahr, my brother and sister delegates, I rise to urge your support of this resolution on privatization.

As a representative of the first and largest local in our union dedicated to promoting the interest of workers who toil for government, let me take the liberty of sharing some thoughts on the role of government in our society. First of all, we need to understand what we are talking about when we use the word privatization.

One aspect is the contracting out to private sector companies of services formerly provided by government workers, things like security services, revenue collection or data

processing. Another is the total abdication on the part of government of any responsibility for providing a specific service to the citizens of the state and local government, things like garbage collection or even health care.

Both of these two-faced monsters come from the same wrong-headed notion that everything government does is inherently wrong and against the interests of its citizens; that the private sector is more efficient and can deliver services cheaper; and that goods and services that rely on the almighty stimulus of the market are always preferable to government interference, especially when that so called interference is on the side of the poor and powerless against the rich and powerful.

Let me issue a word of caution about the notion of more efficient. If what we mean by "more efficient" is that we can get a job done for \$6.50 an hour instead of \$15.00 an hour, that is probably true as far as it goes. To the extent that reducing government expenses may mean lower taxes for the rest of us, we may be inclined to cheer, but let me put it in terms more of us can understand. We would surely understand that it is not in our best interests to transfer a manufacturing job paying \$12.00 an hour in New York to Mexico paying \$6.00 a day.

Brothers and sisters, it's the same principle and what happens when government workers with relatively good wages and paid health care benefits are replaced by low paid workers with no benefits. The cost just gets transferred from one line item on the budget, personal services to another line entitlement like public assistance and Medicaid.

Let's be clear as we go about debating the merits of either privatization or contracting out. We need to change the terms of the debate. We need to include not just the short-term cost savings in the equation, but the long-term costs, monetary and otherwise, to our Democratic society. Make no mistake. If we fall in the trap of saying we want to compete for our own jobs, we'll lose more often than we'll win, unless we bring the real issues to the discussions of gain-sharing, workplace restructure, quality of worklife, total quality management or any other hair-brained suicidal schemes we are getting sucked into.

Real issues like government as an equalizer in the work force, as a promoter of employment fairness and opportunity and as a critical safety net, not just for individuals but for the economic system as a whole. We need to bring those visions to the table.

Finally, let me just say a word on the need to organize all workers, public and private, into unions. In New York City, we have a convention center similar to this facility. Cleaning services have been performed by the public employer, a state public benefit corporation, since the building opened in 1985.

Sometime last year, those services were contracted to a private company and the employees all went over and worked for the new company, including the ten supervisors who were not organized. On July 1, the State declared that experiment a failure and brought the operation back into the public employer, except that now those ten non-represented supervisors were told they were new employees and had to serve a probation period, in effect wiping out in some cases nine years of seniority. Needless to say, we expect them to join us shortly in 1180.

Please think about these issues and give your support to this resolution. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone 1, Delegate Wade.

**DELEGATE CAROLYN WADE (Local 1040):** President Bahr, Officers and Delegates: I rise in support of this resolution. Privatization of public services is an insidious enemy that is eroding out bargaining units and exploiting workers, as well as the clients they serve.

Local 1040 provides services to the incarcerated, the mentally ill and disabled. Ironically, the operators of group homes for the mentally ill call themselves "non-profit" agencies. In reality, many of these such agencies are profiting from human misery. Clients

who are not prepared for community living are leaving state facilities in droves. Clients in private homes are receiving fewer services than provided in public facilities.

Workers employed by the non-profits receive a minimum wage and experience intolerable working conditions while their bosses enjoy exorbitant salaries and drive luxury cars.

To add insult to injury, vicious anti-union campaigns ensue when our local attempts to organize workers employed by private non-profits. The funds for union-busting are often supplied by the State of New Jersey, which sanctions and subsidizes many community services agencies.

In addition to taxpayers' funds being utilized to fight unions, charitable contributions from organizations such as the United Way are being used to hire \$250 an hour union-busting attorneys. The State of New Jersey desperately desires to get out of the business of providing human services to people in need. State officials would rather align themselves with the profiteers and become contract administrators. The State has promulgated plans to close an overwhelming number of development centers and psychiatric hospitals within the next ten years.

The insidious enemy is hard at work. This is a sad situation for public workers and to the recipients of their services. The media have recently exposed what we knew for years, and that is that mental patients are being incarcerated in our correctional facilities. They are often jailed for petty theft while seeking an alternative for eating out of garbage cans.

Finally, I want to cite another tragedy of privatization. In 1991, our State pharmacists who were loyal employees and union members got layoff notices. The State awarded a pharmaceutical corporation with a dubious reputation a lucrative contract. Our pharmacists with years of State service were rewarded with lost jobs, lost sick time, and lost pensions.

Brothers and sisters, we must wholeheartedly adopt this resolution. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone 3, Delegate Poulette.

**DELEGATE RICHARD POULETTE (Local 31 81):** President Bahr and delegates, my name is Rick Poulette, Local 3181 representing Palm Beach County Public Workers. I have been president of that local for over ten years now.

I have seen a lot of things happen when it comes to privatization over the years and we just got through winning a battle recently where they tried to privatize Security Services. We won that and we are going to hold on to 50 employees because we worked hard to win it.

One thing I have to let you know about, that over the years with this privatization issue, in the last two years it has increased, privatization in Palm Beach County I know for sure has increased by five times. I have more privatization issues now than ever before in every department in Palm Beach County. They are looking, they have developed a privatization task force in Palm Beach County to look at the cost effectiveness of private sector versus public sector and every time they are going to the private sector we have to fight day in and day out all the time and it is very difficult for us to do this.

One thing we know we need for sure, we need everyone's help from the private sector of CWA and all other unions around. With your help and with your support—and I think we have the support of CWA Local 31 12, Ed Regan's local, and without their support and their help for our local, I know it would have been hard and almost impossible to succeed in our fight to keep Security Services from being privatized.

It has been long overdue for a resolution like this. I think this is the right direction of recognizing the public sector in CWA. We are here. We are not going anywhere and we intend to stay here as long as possible and I am in support of this resolution and hope that everyone here will be too. Thank you very much. (Applause)

**PRESIDENT BAHR:** Microphone 1, Delegate Sharpe.

**DELEGATE C.F. SHARPE, JR. (Local 3808):** I would like to call for the question.

**PRESIDENT BAHR:** The motion has been made to close debate. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

. . .The following remarks were presented to the stenographers for inclusion in these proceedings:

**DELEGATE SYLVIA MEYER (Local 6186):** I stand in support of Resolution 55A-93-8.

Public workers in Texas are in constant danger of having their jobs contracted out, generally under the idea that anyone can do it better than those lazy, overpaid, bloated state workers.

This last Texas legislative session was one in which state workers received no pay raise, no change in the state's contribution to health care, and defeated through a veto, a takeback of the state's contribution to Social Security. This session was also one in which we saw our so-called political friends develop and institute the Counsel on Competitive Government, the sole purpose of which is to privatize as many state services as possible.

CWA/Texas State Employees Union Local 6186 stood alone among the employee organizations in Texas to oppose these privatization efforts. Part of our local's political program was to jam up privatization efforts by introducing a bill to prohibit contracting out unless the contractor could provide comparable benefits and wages. This effort was successful only where contracting out of medical services in Texas prisons was proposed.

In Texas, with the support of our CWA brothers and sisters, TSEU will fight to make every part of this resolution a reality. I urge delegates to support this resolution.

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**DELEGATE WILLIAM S. DODGE (Local 7055):** I stand in support of Resolution 55-A-93-8, Privatization. The idea that private contractors can do our jobs better, faster, less expensively, with the same levels of commitment, loyalty or pride must be shown to be false.

CWA in New Mexico is working hard to fight privatization. Local 7055 now asks for our brothers and sisters to support this resolution to end the privatization of public workers' jobs. Thank you.

**PRESIDENT BAHR:** All those in favor of Resolution 55A-93-8 indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Would the Appeals Committee come to the platform, please.

While they are getting ready, I am recalling the Secretary-Treasurer for some announcements or greetings.

**SECRETARY-TREASURER EASTERLING:** We have two pair of glasses that have not been picked up. These are too strong for me to wear. These are pretty nice and they were in the guest section.

Robert Barnes, Local 3803 won the Lineman prints that Local 3808 was raffling.

Immediately at the close of the convention there will be a brief meeting of the Communications and Technologies Operator Services Locals in District 3's meeting room, N249.

The meeting will be to share a proposed mobilization plan to deal with AT&T's re-engineering plans. All district mobilization coordinators are invited.

The closing film that you will see today entitled "Workin' On Tomorrow" will be available to those locals that wish to purchase it for a very modest price. That information will be

mailed to all locals over the next few weeks.

You also have at your places today a sample letter on the monitoring bill asking for co-sponsors. I hope you would take that back to your Legislative Committee, so that they could produce some letters for us.

I have three short greetings. The first:

Mr. Morton Bahr, President  
Communications Workers of America  
501 Third Street, N.W.  
Washington, D.C. 20001-2797

Dear Brother Bahr:

Thank you very much for informing us that the Communications Workers of America will be holding its 55th Annual Convention beginning July 26, 1993, in Las Vegas, Nevada.

On behalf of myself, my fellow officers and the membership of LCLAA, please accept our most sincere wishes for a very successful convention.

Your convention theme "Working On Tomorrow" is most appropriate at a time when the Labor Movement is under severe attack from the traditional enemies. Your point is well taken that even with a friend in the White House we cannot relax our vigilance.

Let me take advantage of this opportunity to thank you and CWA for the strong support you have given to LCLAA over the years. We also appreciate the continued support that you have given to Rudy Mendoza, a LCLAA vice president who has rendered such distinguished service to LCLAA and to the Hispanic community.

Sincerely and fraternally,

s/ Ralph Jimenez  
National President  
Labor Council for Latin American  
Advancement

Mr. Morton Bahr  
President Communications Workers of America  
501 Third Street, N.W.  
Washington, D.C. 20001-2787

Dear Mort:

I extend my best wishes to you and the Communications Workers of America officers and members from across the country who are participating in CWA's 55th Annual Convention.

By working together to improve the situation for CWA families in particular and our great country in general, you are furthering the great American tradition where cooperation leads to mutual benefit.

Congratulations on reaching this milestone in the illustrious history of the CWA. You have my best wishes for your continued success.

Sincerely,

s/ John D. Dingell  
Chairman

Committee on Energy and Commerce

Mr. Morton Bahr, President  
Communications Workers of America  
501 Third Street, N.W.  
Washington, D.C. 20001-2797

Dear Brother Bahr:

On behalf of its 33 affiliated international unions representing some 4.5 million federal, postal, and state and local government workers, the AFL-CIO Public Employee Department extends warm fraternal greetings to the officers and delegates assembled in the 55th Annual Convention of the Communications Workers of America.

We salute you and take this opportunity to express our appreciation for the support and helpful role played in PED affairs by your union. Such cooperation is essential to a strong labor movement. It has allowed us to safeguard our successes and will be vital for expanding the protections of collective bargaining to all our brothers and sisters in both the private and public sectors.

Our hearty good wishes for a most successful convention.

Fraternally,

s/ Al Bilik  
President

s/ John F. Leyden  
Secretary -Treasurer

Communications Workers of America

Morton Bahr, President

I am advised that your union is holding its 55th Annual Convention, commencing on Monday, July 26, and adjourning Wednesday, July 28, 1993.

Our union is also holding its annual conference during that week so I am taking the liberty of sending this message from our delegates who are elected from the membership.

The theme your convention has chosen "Working On Tomorrow" sounds excellent. The topics to be discussed are indeed relevant and will be conducive to lateral thinking thereby promoting and encouraging progressive debate. During harsh economic times it is all too easy to focus in on day to day issues and it is indeed a sign of a healthy organization such as yours, that it not only shows a vision of a prosperous future for all working men and women but is also prepared to be active in the change process.

Best wishes for an exciting debate the week ahead. Workers throughout the world are struggling together and we would be delighted to receive the results of your deliberations as it would be of great assistance to us. Thank you.

s/ Dave Udy, CEO

Communication Energy Workers Union

**PRESIDENT BAHR:** The members of the Appeals Committee are Gloria Williams, President, Local 3907; James Learn, President, Local 4646; Joe Clinton, Executive Vice President, Local 13000; Bob Petersen, President, Local 14200; and Marcia Hill, Local 9000, Chair of the Committee.

The Chair recognizes the Committee.

**DELEGATE MARCIA HILL (Local 9000, Chair, Appeals Committee):** Thank you, Mr. President. The Appeals Committee convened on July 21 through July 28 at the Las Vegas Hilton Hotel for the purpose of reviewing and disposing of appeals referred to it in accordance with the CWA Constitution and the internal appeals procedures of the union as established by prior conventions and the Executive Board.

The Committee was available on July 24 and July 25 between the hours of 2:00 p.m. and 6:00 p.m. Outside these hours the committee was available by appointment.

The Committee, the Appeals Committee, heard from several delegates and members and reviewed dozens of files. We would like to thank one and all for their cooperation and assistance in our deliberations.

Committee member Joe Clinton will read Appeal No. 1.

**DELEGATE JOSEPH CLINTON (Local 13000):**

#### **APPEAL #1**

On December 13, 1991, Member Denis Hurley appealed to Local 1105's Election Committee on the results of a dues increase referendum. On January 2, 1992, Election Committee chair Morrison stated that no specific violation was cited. Member Hurley then sent a letter to the Local secretary citing bylaw violations. The Elections Committee, on February 3, 1992, acting according to Local 1105 bylaws, informed Member Hurley that they were denying his challenge and told him he could appeal to the Local Executive Board. He did not do so.

On February 27, 1992, Member Hurley appealed the Election Committee's decision to District 1 Vice President Jan Pierce, who denied the appeal based on the fact that it was not properly before him; that 1105's Executive Board had not reviewed Member Hurley's challenge.

Member Hurley then appealed to President Bahr who determined that the matter was not properly before him because the Local Executive Board was not given an opportunity to make a decision. Member Hurley appealed to the CWA Executive Board who upheld President Bahr's decision.

The Appeals Committee recommends that the decision of the CWA Executive Board be upheld and that Member Hurley's appeal be denied.

. . .The motion was duly seconded. . .

**PRESIDENT BAHR:** You have heard the motion. It has been seconded from the floor.

On Microphone 3, Delegate Messina.

**DELEGATE VINCENT MESSINA (Local 1105):** President Bahr, brothers and sisters, I rise in support of the appeals decision of the Executive Board.

Brother Hurley was an officer for six years and knew the procedure clearly. Brother Hurley did not follow procedure and still refuses to do so.

I ask that you support the Appeals Committee. Thank you. (Applause)

**PRESIDENT BAHR:** There is no one else who cares to speak on this appeal.

All those in favor of the committee's recommendation indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

**CHAIR HILL:** Committee member Gloria Williams will read appeal No. 2.

**DELEGATE GLORIA WILLIAMS (Local 3907):**

## APPEAL #2

On April 12, 1993, Rose E. Jared of Local 2323 appealed the CWA Executive Board decision of March 5, 1993, upholding Vice President Pete Catucci's denial of arbitration.

Member Jared filed several grievances relating to a performance evaluation, harassment, discriminatory treatment and a three-day suspension for insubordination.

A proposed settlement of the grievances was reached by CWA and Bell Atlantic. The proposed settlement included three days' lost pay due to suspension, removal of any references to the suspension from her personnel file and her evaluation was changed from unsatisfactory to not rated. Subsequent revisions to the settlement were proposed by member Jared's attorney, which Bell Atlantic Network Services, Inc. did not agree to. Member Jared did not sign the original settlement and requested that the grievances, or at least the suspension, be arbitrated. Bell Atlantic proceeded to implement the terms of the original settlement.

The Executive Board upheld Vice President Catucci's denial of arbitration on the basis that the union would not be able to prevail.

The Appeals Committee recommends that the CWA Executive Board's decision be upheld and Member Jared's appeal denied.

. . .The motion was duly seconded. . .

**PRESIDENT BAHR:** You have heard the motion. There is a second from the floor.

Now, I have to tell you the Chair's decision has been challenged by Delegate Zickwolf of Local 1039. An Alternate delegate of the local from which this appeal arose, 2323, would like to speak. No one in her delegation is willing to vacate their position or, in short, to change badges, to make that person a delegate.

In light of the fact that Ms. Jared appeared personally before the committee, the issue before you is to sustain or not sustain the decision of the Chair to permit someone who is not a delegate to this convention to speak.

All those in favor of sustaining the decision of the Chair indicate by raising your hand. Down hands. Opposed by like sign. The Chair is sustained.

On Microphone No. 3, Delegate Rucker.

**DELEGATE KENNETH RUCKER (Local 2323):** Brothers and sisters, I am here to ask for your support on the Appeals Committee's recommendation by upholding the decision of the CWA President, Executive Board, Vice President Pete Catucci and even the NLRB, that we have done everything in our power to represent Ms. Jared and resolve her issues through the grievance procedure.

As President of CWA Local 2323, I regret that this issue has come before you today, but this democratic appeals process is one of the things that makes our union great. Thank you.

I would like to urge each and every one of you to keep the following facts in mind. Please read the Appeals Committee Report on this. And I urge you to keep in mind these facts. The only truly arbitratable issue in all the grievances involved was a suspension. The settlement reached was to remove and pay for the suspension.

There is no record, and I'd also like to remind you or inform you that the NLRB has ruled that the union has given fair representation throughout this process.

Thank you. (Applause)

**PRESIDENT BAHR:** On microphone number 4, Delegate Zickwolf.

**DELEGATE BERNICE L. ZICKWOLF (Local 1039):** I'm speaking against the denial of this appeal. This is a democratic union. The woman came here, handed out her flyers. She



did not make an agreement with the company.

The person that came to the convention is an alternate delegate, and this local will not let the alternate delegate speak on behalf of this grievant.

We need democracy. We need to have this person heard. (Applause)

Rose Jared needs to be heard by her alternate delegate, Kay Young, and I would like someone to make a motion—

**PRESIDENT BAHR:** You are out of order.

**DELEGATE ZICKWOLF:** Okay.

**PRESIDENT BAHR:** You can continue to speak against the Appeals Committee recommendation.

**DELEGATE ZICKWOLF:** The denial is not fair. (Applause)

**PRESIDENT BAHR:** On the Questions mike, Delegate Gerhardt.

**DELEGATE CHARLES GERHARDT (Local 2100):** Is the grievance procedure a democratic process?

**PRESIDENT BAHR:** I would hope it is, yes.

You are entitled to a second question.

**DELEGATE GERHARDT:** No other questions.

**PRESIDENT BAHR:** No other delegates care to speak on this—I'm sorry, on microphone number 5, Delegate Collins.

**DELEGATE RONALD D. COLLINS (Local 2101):** Two questions, please.

The first question is, if I heard President Rucker correctly, the settlement at the third-step grievance was Bell Atlantic to agree to remove the three-day suspension and pay the member; is that correct?

**PRESIDENT BAHR:** Yes.

**DELEGATE COLLINS:** Question two, all the other issues before them, we don't have a right to arbitrate, is that correct?

**PRESIDENT BAHR:** I have to refer that to the committee. Would you respond to that, please?

**CHAIR HILL:** We feel that that's correct. The main thing she wanted to arbitrate was the suspension.

**DELEGATE COLLINS:** Thank you.

**PRESIDENT BAHR:** No one else cares to speak.

Before you is Appeal Number 2. All those in favor of the committee's recommendation indicate by raising your hand, please. Down hands. Opposed by like sign. It is adopted.

The Committee.

**CHAIR HILL:**

### **APPEAL #3**

Frank Thomas, a member of Local 3905, appealed President Bahr's decision of September 1, 1992, which was based on an interpretation of Article XI11, Section 8 of the CWA Constitution, by the Executive Board.

As a result of a request by two officers of Local 3905, a temporary administrator was appointed on May 11, 1992. Since that time the administratorship has been lifted. Member

Thomas cited the bylaws of Local 3905 which have a requirement of a majority of the officers to take action on behalf of the Local superseding the CWA Constitution. In the constitutional interpretation, the Executive Board determined: a majority of the Local's officers was not necessary to honor the requests that the request was appropriate and that the CWA Constitution supersedes the Local bylaws.

Such an interpretation is rightly the responsibility of the Executive Board. Any recommendation to change this constitutional language is the purview of the Constitution Committee.

Based on this interpretation, the Committee recommends the CWA Executive Board's decision be upheld and the appeal of Member Thomas be denied.

**PRESIDENT BAHR:** You heard the appeal. There are no delegates at any mikes.

In front of us is the committee's recommendation on Appeal Number 3.

All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Committee.

**CHAIR HILL:** Committee Member Jim Learn will read Appeal Number 4.

**DELEGATE JIM LEARN (Local 4646):**

#### **APPEAL #4**

Jon Peterson, Chief Steward of Local 4250, has appealed the Executive Board's decision not to arbitrate grievances numbered KS 1092-4250, KS 1018-4250, KS 1019-4250, KS 0047-4250. All four of the grievances relate essentially to the same subject matter—"the loss of engineering associates' work." The grievances refer to this loss as downgrading of engineering associates' work. The Local also states that the company, "AT&T," violated the contract, ERISA and Title VII provisions.

After examining the four grievances, the Appeals Committee agrees with the Executive Board that the company's actions do not constitute a violation of the contract, and the union would not be able to prevail in arbitration. The Appeals Committee recommends that the CWA Executive Board's decision be upheld and the appeal of Member Peterson be denied.

**PRESIDENT BAHR:** On microphone number 4.

**DELEGATE STEVE G. TISZA (Local 4250):** Chicago, home of the four-time consecutive NBA champs, the Chicago Bulls.

. . .Calls of "Three times". . .

**DELEGATE TISZA:** Next year will be four. (Laughter)

Fellow delegates, the issues in these four grievances address the removal of work from the AT&T bargaining unit, contracting out of bargaining unit work and downgrading of these high-paying bargaining unit jobs which resulted in a reduction in wages alone of almost \$400 per week to our members who remain and who aren't laid off.

These grievances are not materially different from previous appeals from Local 4250 relating to the loss of engineering associate work in the AT&T bargaining unit which was brought before delegates at the 53rd annual convention in San Francisco in 1991.

Some of you may recall how the national union orchestrated a highly emotional scene on the convention floor while we were attempting to represent our dues-paying members.

The national union tried to intimidate and discredit our local because of Morty Bahr's personal vendetta against my local president.

**PRESIDENT BAHR:** You are out of order, Brother Tisza. We will not tolerate this kind

of attack. First of all, what you said is untrue, and everyone in this convention that was there knows that that's untrue.

If you want to stick to the facts of this appeal, you go right ahead. (Applause)

**DELEGATE TISZA:** In this action, delegates voted solely on emotion rather than on the merits of the appeals.

Meanwhile, AT&T, the real enemy, continues to lay off and eliminate our higher-paid jobs, downgrade those who remain to much lower clerical positions, assign our work to management and contract our work out to non-union workers.

Brother and sister RBOC delegates, the exact same thing is going to happen to your dues-payers. The reorganizations which are taking place in Ameritech and other RBOCs is going to result in the loss of tens of thousands of your members' jobs.

AT&T and the RBOCs may be divested from one another in the eyes of the courts; however, their corporate mentality is the same—cut the workers.

Delegates, do not allow the national to sway you into making another emotional decision today. Do not shirk your responsibility to represent all CWA dues-payers.

Let me tell you a little story. A local's responsibility to represent their members does not end at the convention, if delegates reject the local's appeal for arbitration on the floor of a convention.

Shortly after the 1991 convention a member of our local, whose request for arbitration was denied, sued our local, and the gist of the complaint was that the local did not pursue the grievance to the extent required by law. We almost had a fight off the floor that year. And I don't know what else I could have done, but anyway, the facts proved that the local was ready, willing and able to arbitrate. However, the local did not have the authority to make the decision to arbitrate, and should not have been a party to the lawsuit.

I mentioned this because it cost the local about \$50,000 in legal fees and lost time to fight this frivolous lawsuit. How many of your locals could afford this unnecessary expense even once?

On another point, I am sure most AT&T and RBOC delegates on the floor of this convention today are not aware of the fact that the affiliation and merger agreement between our NABET brothers and sisters and the CWA national union will allow NABET locals to pursue at their own expense any arbitration, litigation or other legal matters not approved by their sector president. I wouldn't be surprised if the Printing and Public Workers Sector locals also have this right. And I firmly believe all CWA locals should have this right. However, at the moment, we don't. We must be content with a bureaucratic, cumbersome appeal system which culminates on the floor of a convention, sometimes years later. While we stumble through this procedure, AT&T will have obtained its goal of having only clerks and supervisors as its work force. That's after they have already eliminated 150,000 union jobs.

The national union's response to these four cases is we will not prevail in arbitration. I believe an arbitrator should make that determination. We may not win every arbitration case. However, we just might get a piece of AT&T's ass from the arbitrator and at least slow down the erosion of our members—

. . .The microphone was cut off. . .

**PRESIDENT BAHR:** On mike number 3, Delegate LaCause.

**DELEGATE SAL LA CAUSE (Local 4302):** Brothers and Sisters, we have all had the problem when we have AT&T members, and I sympathize with the brother and the plight he has that we all have with AT&T. But I had to come to this microphone and rise and not only support the Appeals Committee, but to also say, whether it was meant intentionally or not, that I happened to be fortunate enough for the last couple of years to chair the Appeals

Committee when these issues were brought before us, and I took it as a personal insult that I chaired the committees for the last two years and they worked their tails off representing this organization, representing all of you, who stood there and argued and fought for hour after hour until two o'clock in the morning on issues such as this. And at no time did the National, Morty Bahr or anybody, try to sway our decision.

Quite frankly, it was very simply put that we did agree that those things shouldn't have been brought to arbitration.

I want to remind this body that if there was such a controlling force for Morty Bahr—I am proud to say that the Appeals Committee in the previous year overturned Morty Bahr, the Executive Board and the Executive Committee, so that there was no pressure from anybody up there at any time that I ran the Appeals Committee for two years. The Appeals Committee worked their tails off just like every other committee.

Brothers and Sisters, under no circumstances did any of the cases we went over for this local—never were they reasonable or were there contract violations, in our opinion.

Again, I rise in support of the Appeals Committee, but also stand here and say I won't tolerate anyone saying that the Appeals Committee for the last two years or this year has been bought out.

Thank you. (Applause)

**PRESIDENT BAHR:** Microphone 5, Delegate Souder.

**DELEGATE GERALD SOUDER (Local 4351):** My question is, has a similar issue been arbitrated?

**PRESIDENT BAHR:** The Appeals Committee says yes.

**DELEGATE SOUDER:** The second question is: What was the result of that arbitration?

**PRESIDENT BAHR:** Obviously we lost, or we would have been arbitrating these grievances.

**DELEGATE SOUDER:** Thank you.

**PRESIDENT BAHR:** On Microphone No. 3, Delegate Phillips.

**DELEGATE EDWIN PHILLIPS (Local 4340):** I also rise in support of the Appeals Committee's recommendation. Having been chair of the Constitution Committee and having watched this process, I really take exception to the slight to our President. I think our President does have the integrity, and to impugn his integrity on the floor of this Convention to me is disgusting.

I rise to support the Appeals Committee. (Applause)

**PRESIDENT BAHR:** No one else is at the mike to speak on this issue. Before the Convention is Appeal No. 4. All those in favor of the committee's recommendation indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted. Committee.

**CHAIR HILL:** Committee member Bob Petersen will read Appeal No. 5.

**DELEGATE BOB PETERSEN (Local 14200):**

#### **APPEAL #5**

In September, 1992, Member Sheree West, Local 6450, filed charges over the handling of a grievance against the President, Unit Vice President, and a Chief Steward of Local 6450. A prosecutor was appointed by the Local Executive Board and he returned his findings on December 3, 1992, which read, "No probable cause" to charge the Local President, Unit Vice President or the Chief Steward. On January 7, 1993, the decision of the prosecutor was appealed to the Local Executive Board. The prosecutor's decision on the Local President and Unit Vice President was upheld and the decision on the Chief

Steward was reversed.

Member West is challenging the selection of the prosecutor because the Local President and Unit Vice President participated in the selection process. She also claims that the prosecutor was biased and that he didn't know the meaning of the term "in disrepute."

The Committee has investigated the many documents West presented pertaining to the charges. The President and Unit Vice President did participate in the vote to select the prosecutor, but since that vote was 10-1, the outcome would not have changed if they had excused themselves from the vote. We found no proof that the prosecutor was biased and the fact that the Local Executive Board reversed one of his findings shows that they acted in a responsible manner.

The Appeals Committee recommends that the Convention uphold the decision of the CWA Executive Board who supported the decision of President Bahr and Vice President Crawley and that the appeal of Member West be denied.

**PRESIDENT BAHR:** You have heard the Appeal. On Microphone 3, Delegate Eft.

**DELEGATE ELIZABETH L. EFT (Local 6450):** President Bahr and delegates to this Convention: Frankly, I do not know what else must be done to satisfy Sheree West. The charges she brought against me, Unit Vice President Demona Elbert and Chief Steward Mark Greiner were properly processed. The prosecutor found no probable cause on these three charges. Our local executive board, which made the decision, because we have four meetings on each general membership day, upheld the position of the prosecutor on two of the charges. The third they decided had to go to a trial court panel.

Sheree then appealed the decision of our executive board to District 6 Vice President Vic Crawley, to President Bahr, then to the CWA Executive Board, none of which found grounds to support her position.

The third charge against the chief steward is still in process.

Fellow delegates, please let us put this issue to rest. Support our executive board, our CWA President and District 6 Vice President, the Executive Board of this great Union and the Appeals Committee by denying the appeal of Sheree West. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone 3, Delegate Brown.

**DELEGATE NANCY BROWN (Local 6450):** I am Nancy S. Brown, Unit Vice President, Data Processing Center, Executive Board member and a delegate to the Convention.

First off, I want to apologize to the delegates if I make an idiot of myself. I have never done this before, so if I ramble, just tell me to shut up.

To the President, Morty Bahr, Executive Board and fellow delegates, I speak in favor of the Executive Board decision. I was present at the selection of the prosecutor, and I was also present at the Executive Board meeting when the decision was made by the prosecutor.

When we elected the prosecutor, to our knowledge, he would not have been biased in any way. As far as we knew, he had nothing to gain by whatever he decided on these cases.

The prosecutor had a lot of knowledge of the grievance procedure, and anything that he was unsure about I am sure the prosecutor would have researched any words that might not have been clear to that person.

I ask that the delegates uphold the Appeals Committee decision and vote of the decision of the Committee. (Applause)

**PRESIDENT BAHR:** There are no other delegates who care to speak. Before the Convention is the committee's recommendation on Appeal No. 5.

All those in favor indicate by raising their hand. Down hands. Opposed, by like sign. It is adopted.

Committee.

**CHAIR HILL:** The Appeals Committee has been informed that Appeal No.6 has been withdrawn by member Bresnahan. So at this time the Committee would like to thank the delegates for their support in our efforts, and as Chair of the Committee I would like to personally thank the committee members for their hard work and tireless efforts.

**PRESIDENT BAHR:** On behalf of the Convention, we want to thank all of you for the very hard work you have done and the service you have rendered to the members of this Union. Thank you. (Applause)

Would the Defense Fund Oversight Committee come to the platform.

I would share with the delegates that through our collective generosity yesterday we have donated to the Timex strikers in Dundee, Scotland \$2,263. (Applause)

The Chair recognizes Executive Vice President Nichols.

**EXECUTIVE VICE PRESIDENT NICHOLS:** We are starting to get the results of the drawings outside. We do not have them all. The Local 6012 afghan that was raffled off, the winner is M. A. Meadows. You can pick up your afghan at Local 6012's table in the booth area.

Also, the sunglasses raffles from General

Vision Services-these are the winners:

Mary K. Nelson, Local 4622.

Michael Howard, Local 4017.

Leroy Kuykendall, Local 9404.

Ann Cummings, Local 7200.

Eileen Brackens, Assistant to the Secretary-Treasurer.

Eva Morris, Local 3120 in Hollywood.

And the Union Privilege drawing that just came in, for the two round-trip USAir tickets, the winner is Dave Eberhardt, Local 7800 in Seattle. (Applause)

**PRESIDENT BAHR:** Thank you, Nick.

While the Defense Fund Committee is getting ready, I would just like to share something about NAFTA with you.

You may all remember that a couple of weeks ago the New York Times did a second supplement of advertisers in favor of NAFTA, and refused to take any advertising that was opposed to NAFTA.

We had a number of demonstrations around the country where the New York Times is published.

I came across one of the ads, and I would just like to share a couple of paragraphs with you.

It is the section on telecommunications, and the ad reads like this in part:

"Opposition to NAFTA's telecom provisions has been muted, but not completely absent.

"The Communications Workers of America is worried about job losses in bilingual operator services and data processing.

"The CWA argues that basic service, exempted from trade liberalization in the

agreement, is inadequately defined, and that the agreement will usurp the regulatory and oversight authority of U.S., state and federal regulators."

Get this:

"To some degree they are probably right. NAFTA only recognizes and legitimizes the objective realities of evolutionary changes in the sector that are driven by technological and competitive forces. Objectively, most analysts agree that shorter-term labor dislocations are insignificant."

What is significant is that the guy who put this in earned about a million dollars last year. So our minor dislocations are to him insignificant.

Another reason why NAFTA has to be fixed or nixed. (Applause)

The members of the Defense Fund Oversight Committee are:

. . . Each member of the Committee was introduced, as follows, the delegation responded with a single clap of recognition. . .

David Layman, Local 2204

David Prather, Local 3204

Greg Riemer, Local 4309

James Allen, Local 6215

Randy Warner, Local 7704

T. Santora, Local 9000

Frances M. Rotkiske, Local 13500

Arthur Cheliotis, Local 1180

Barbara Easterling, Secretary-Treasurer, ex-officio

Robert Lilja, Local 1104, Chair. . .

**PRESIDENT BAHR:** The Chair of the Committee. Bob?

**CHAIR ROBERT LILJA (Local 1104):** I would just like to say before we give our report that the Defense Fund Oversight Committee met a few minutes ago, and we unanimously agree with the Executive Board's recommendation to allocate \$50,000 for the assistance of the United Farm Workers. (Applause)

Now I would like to turn the microphone over to Randy Warner, our District 1 representative on the Defense Fund Oversight Committee, for purposes of reading a report. Randy?

...The Report of the Defense Fund Oversight Committee to the 55th Annual Convention was read by the various members of the committee, as follows:

## **REPORT OF THE DEFENSE/MEMBERS' RELIEF FUND OVERSIGHT COMMITTEE**

The Defense Fund/Members' Relief Fund Oversight Committee met on February 8 and 9, 1993, and again starting July 22, as required by previous Convention action. Since the 1992 Convention our activities included:

- Electing a Chairperson and Co-Chairperson for the Committee;
- Reviewing the investment policies which were found to be in order (See Financial Statements and Report of Internal Auditors' Statement of Assets, Liabilities and Funds balances.)

- Reviewing the status of both the Defense Fund and Members' Relief Fund.

The reviews of those two funds included:

- Expenditures made from each fund in conjunction with approved CWA strikes;
- Expenditures made from the Defense Fund by vote of the Committee and International Executive

Board, in accordance with rules adopted by Convention action.

## **DEFENSE FUND**

Expenditures made on Approved Accounts:

### *A T & T. Action Plan*

Approved February, 1991: \$150,000-for mobilization. (Total to date \$150,000, account closed 4-1-92)

### *New Jersey State Workers*

Approved March,1991: \$200,000-for mobilization. (Total to date \$199,901, account closed 7-23-93)

### *Media/Mobilization/Support of Collective Bargaining*

Approved May, 1992: \$500,000

(Total to date \$500,000, account closed 1-28-93)

Strike-Related Expenditures from the Defense Fund March, 1992 to June, 1993:

### *Austin Cablevision*

Medical Payments: \$5,826.00

Local Strike Expense: \$8,415.00

### *Summit County Children's Services*

Local Strike Expense: \$1,626.00

### *Sault Daily Star*

Local Strike Expense: \$7,029.64

### *Allen County Children's Services*

Local Strike Expense: \$3,619.00

### *Pittsburgh Press*

Medical Payments: \$15,592.00

Local Strike Expense: \$6,004.00

As of May 31, 1993, the Defense Fund had a cash balance of approximately \$2.6 million. CWA made the final loan payment to Zedentsu during December of 1992. The Defense Fund is now in the black for the first time since 1989.

## **MEMBERS' RELIEF FUND**

The *new Members'* Relief Fund started paying *striker* benefits in March,1991. As of May 31,1993, the Fund had a cash balance of approximately \$42 million.

MRF Expenditures-March, 1992 to June, 1993:

These disputes were settled and no more funds are to be advanced on the following accounts:



**Bargaining Unit                      Amount Advanced**

Sault Daily Star - Local 14026, \$32,750

Kentville Publishing Co. - Local 14011, \$24,200

Book Publishing Co. - Local 14761, \$13,450

Pittsburgh Press - Locals 14827/14842, \$640,750

Allen County Children's Services - Local 4319, \$27,389

The following dispute is ongoing and further advances are anticipated:

Austin Cablevision - Local 6132, \$247,500

**RECOMMENDATIONS**

The Defense Fund and Members' Relief Fund are on a solid financial foundation. The Committee doesn't have specific recommendations requiring Convention action this year. As we go forward, the Committee believes we must begin developing plans for the optimum use of these funds to further protect our members and our union. Our intention at future Committee meetings is to explore topics, such as: payout levels, the MRF funding cap, funding for health care costs, etc. We urge delegates at their next respective District Conference/Meeting to provide suggestions to their particular Committee Representative to assist us in moving forward on this process.

**PRESIDENT BAHR:** Thank you.

There is a correction. Go ahead, Bob.

**CHAIR LILJA:** On Page 2 of the report there was a typographical error. Under the "Defense Fund In "Media/Mobilization/Support of collective Bargaining," in parenthesis, where it says "Total to date," that should read \$500,000, not \$50,000.

**PRESIDENT BAHR:** Are there any questions of the committee? Seeing none, then, on behalf of the Convention, the report is received with the thanks of the Convention.

Please join me in thanking the committee. (Applause)

Would the Resolutions Committee return to the platform?

**EXECUTIVE VICE PRESIDENT NICHOLS:** One more winner. The TV from American Income Life, the winner is Jeannette Martinez from Local 9415. If she would please see Bob Edie at the Vendors' Booth ASAP. Thank you.

**CHAIR ISRAEL:** We have a correction for the record. If the delegates would please take a look at Supplemental Resolutions, Page 5, "City of Hope Boycott," Line 6, instead of 517, that was a typo; that should be 51. Please note.

The Chair would like to recognize Jo Dentino for the next resolution.

**DELEGATE JOSEPHINE DENTINO (Local 1007):** Will the delegates turn to Page 13 of the Resolutions Committee Report. I will read the resolved of Resolution 55A-93-9.

**CWA MOBILIZATION. . .RETURN TO THE BASICS**

The delegates to the 50th CWA Convention, held in New Orleans in August 1988, adopted a Mobilization resolution which called for active involvement at all levels and locations of our Union. This resolution outlined the basic parts for a successful process that would allow the leadership to communicate quickly and effectively with each member.

The delegates to the 53rd Annual Convention adopted a resolution that called upon all locals to renew their mobilization efforts. Delegates to the 54th Annual Convention adopted a resolution that called for individuals to pledge to recommit to help mobilize all their members WALL TO WALL to fight for JOBS WITH JUSTICE during 1992-1993 contract

negotiations.

The structure and/or organization component of mobilization is the first step of the process. It calls for a Local coordinator, a building coordinator and work group coordinators, one for every 10-20 members. Local mobilization coordinators are responsible for the overall process and structure in the Local. The Building coordinator is responsible for their building and all the Work Group coordinators, while the Work Group coordinators are responsible for their work group and reporting to the Building coordinator.

Mobilization calls for education. Education through one-on-one contacts with workers at the work locations on the issues and to prepare them for collective actions.

Collective actions allow the members to show their support by participating directly and individually with other members in their work group or building. Collective actions send a visible message that there is unity and support and that the issue is one that is important and the workers are serious about. While we encourage the solidarity actions, we must also prepare for the more assertive confrontational actions. They must be planned to increase and escalate the pressure on the company or whatever your target may be.

Mobilization in the work place is the best way to involve, inform and educate every member on issues that we are involved in as a union. Mobilization is not just for contract negotiations. It must be an ongoing everyday process to continue to enhance communications and education with our members. Many issues arise in our union and in the work place between contract bargaining. We negotiate with the employers 365 days a year on behalf of our members.

Over the last 12 months CWA's mobilization efforts have included actions on National Health Care, the 1992 elections and petition signings against NAFTA and to support our Friends of Sprint campaign. Locals have used the process in many Local and District issues.

Mobilization works. It has been an effective tool in all sectors of CWA. We must continue to mobilize to bring about changes in the work place and to improve working conditions. During 1989 bargaining, "WE TOOK A STAND." In 1992-93 bargaining, we took a stand for jobs, union jobs, "WALL TO WALL." As we continue day to day, we must continue to mobilize our members' participation in the work place.

**RESOLVED:** That the delegates at this 55th Annual Convention of the Communications Workers of America recommit ourselves to the Mobilization Process. While we take pride in our past accomplishments we must commit to ourselves, our locals and our National that Mobilization is a day -to-day way of life, 365 days a year, each and every year.

**RESOLVED:** That the Communications Workers of America, at all levels, revisit the basics of the Mobilization process to make sure there is a continuing process of organization/structure, one-on-one education and participative actions of the members. Each and every local must commit to having an active and ongoing Mobilization structure that will actively involve every member of our union. An active Mobilization structure is the only way to combat the employers, not only at bargaining time, but in the day-to-day administration of the contract.

**RESOLVED:** That the delegates to the 55th Annual Convention of the Communications Workers of America call on all levels of the Union to renew their Mobilization efforts and not wait until contract negotiations to begin the process again.

Mr. President, the Resolutions Committee moves the adoption of Resolution 55A-93-9, Mobilization/CW. Mobilization...Return to the Basics.

**PRESIDENT BAHR:** You have heard the resolution.

. . .The motion was duly seconded. . .

**PRESIDENT BAHR:** Seconded from the floor. On Microphone 3, Delegate Unger.

**DELEGATE LAURA UNGER (Local 1150):** This is one of the resolutions that no one can oppose. It is also one of those resolutions that it is easy to stick your hand up for and then go back to your locals and forget about.

This is not a bargaining year, but it is more important than ever that this resolution is put into practice. The problem is we have something going on in this country and in our unions that if we are not vigilant can undermine the progress made through mobilization.

Whatever you call it-Workplace of the Future, quality improvement, employee involvement-if we allow our members to become convinced that the interests of our employers are the same as our interests, if we allow our members to swallow the story that we are on the same time, that we are in the same boat, that we are team members or associates, but not workers, then we undermine the gains of mobilization.

We will walk into 1995 bargaining with blinders on and our hands tied behind our backs.

We need mobilization now more than ever. As the brother from NABET said yesterday, don't let anyone in management tell you they are our friends. The politicians praise AT&T "Workplace of the Future," but layoffs in my local are announced every sixty days.

While we meet in polite meetings and pose for photos, AT&T laid off 800 people in the same factory where our members helped them win the Malcolm Baldrige Award.

While management preached that they stand behind the creativity of the workforce, AT&T is closing over 40 operator service offices and will lay off over eight thousand operators.

We cannot cooperate with this.

Without mobilization, without continuing union education and union activity among our members and clear strategies to strike back against the companies that continue to attack us, "Workplace of the Future" will become "Workplace with No Future" and the "Tomorrow" behind the podium will have to say "Yesterday." (Applause)

Vice President Irvine mentioned yesterday that he has to spend about eleven days a month getting Workplace of the Future off the ground. In many locals local officers and shop stewards are spending many hours a week to try to get these committees going.

I would suggest that every hour we spend on Workplace of the Future should be matched with ten for mobilization and union education. (Applause)

I would suggest that every dollar that this union spends on those kinds of programs should be matched with ten for mobilization, education and activity against our employers.

We owe it to the workers who have been laid off in the past. We owe it to the workers who are going to be laid off in the future, not just in AT&T, but in the RBOC's and in the public sector, and we owe it to the future of our Union. (Applause)

**PRESIDENT BAHR:** On Mike 3, Delegate Baxter-Fleming.

**DELEGATE SUSAN BAXTER-FLEMING (Local 4818):** President Bahr, sisters and brothers, I rise in support of this resolution. As it states, we should be proud of our creative and militant mobilization program. Almost all of us could get up here and list all the wonderful things we have done over the past five years. Certainly in our local we have been able to use mobilization as an effective tool, not only at bargaining time, but in support of workplace issues and in support of our Jobs With Justice program. Yet, that would miss the point of this resolution.

Sisters and brothers, in these difficult times mobilization must be more than one more program. It must become a way of life.

This is our challenge. Do we define our job as local leaders as sitting in the office and waiting for the phone to ring? It usually doesn't take long. Or do we want to create a structure of membership education and involvement around a broad agenda?

If we just sit back and react, it will be difficult to face our challenges. But with a positive agenda that uses mobilization every day, we can move forward and grow.

Now, we pass many good resolutions at these conventions, but we do not always go home and work to make them a reality.

This resolution is too important for lip service. Let's be honest on this one. If you do not intend to go home and focus on building a strong local mobilization program, tell the truth and vote against it.

On the other hand, if you wish to support mobilization as a way for your local to function, take your "Yes" vote as a commitment to go home and make that happen.

I urge you to make that commitment. (Applause)

**PRESIDENT BAHR:** On Microphone 1, Delegate Ramirez.

**DELEGATE RICHARD RAMIREZ (Local 9586):** Mr. President, Executive Board and fellow delegates, I call for the question.

**PRESIDENT BAHR:** The motion has been made to close debate. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

In front of us is Resolution 55A-93-9. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Committee.

**CHAIR ISRAEL:** The Chair recognizes Cecelia Peltier for the next resolution.

**DELEGATE PELTIER:** If the delegates will please turn to Page 2 of the Supplemental Resolutions Committee Report, I will read the resolved of Resolution 55A-93-12, Support of Susan Ruttan-L.A. Law's Roxanne.

### **SUPPORT OF SUSAN RUTTAN—LA LAW'S ROXANNE**

Susan Ruttan has been a leader among entertainers who have been willing to support workers and women's rights. She has been a strong supporter of CWA's "Friends Of Sprint Workers," publicly identifying with our organizing drive at Sprint Long Distance on behalf of Sprint Operators and Service Representatives. She has also been a strong supporter of pay equity, attending and speaking at the recent Equal Pay Act conference.

For the past seven seasons, Susan has portrayed Roxanne Melman, the secretary on LA LAW. Roxanne has been a secretary fighting for respect and dignity on the job. Recently, Susan was told that Roxanne's role was being written out of the show so Susan would not be returning.

The Coalition of Labor Union Women (CLUW) is leading an effort to get Roxanne back.

**RESOLVED:** That CWA joins with CLUW in a campaign to reinstate the role of Roxanne Melman on L.A. Law. CWA members should write letters in support of the campaign to NBC management.

**RESOLVED:** That CWA recognizes Susan Ruttan for her exemplary support for working women and her support for the Friends Of Sprint Workers.

Mr. President, the Resolutions Committee moves adoption of Resolution 55A-93-12.

**PRESIDENT BAHR:** You have heard the resolution. It is seconded.

Mike 3, Delegate Malliett.

**DELEGATE MARIE MALLIETT (Local 9410):** Mr. President, sisters and brothers, I rise in support of this resolution for many reasons. Susan Ruttan, before she pursued her career in acting, was employed by Pacific Bell and a CWA member of my local union in San Francisco.

I would like to think it was from the experiences of being a member of CWA that she learned about taking a stand, that she learned about struggling for dignity on the job, both as a worker and as a woman.

Susan Ruttan has been one of the strongest supporters of CWA's, friend of Sprint workers and publicly identified with Sprint workers who are mostly women seeking justice for themselves and their families.

The very essence of Susan Ruttan, what she stands for, is played out weekly in the television show "L.A. Law" as her character role, Roxanne Melman, is unfolded before us. The character role of Roxanne Melman is the role of a woman fighting for dignity and justice inside a large law firm as she goes about performing her daily secretarial duties. Actress Susan Ruttan has been told her role is being eliminated out of the show.

As we all know, television is the most powerful and influential entertainment medium in this country. Regretfully young minds and adult minds are often shaped by the television programs made available to the public. These programs seldom reflect life as it is. In fact, it is my belief great pains are taken only to offer programs that portray America as corporate advertisers want it to be, not as it truly is.

However, once in a while a character role is developed that really portrays in an honest fashion everyday life for working women in this country.

There are too few television roles developed that are a true reflection of our society. As I mentioned, the producers of "L.A. Law" are writing the role of Roxanne Melman, a working woman struggling for justice out of the show. We need to respond.

The Coalition of Labor Union Women, and many of us in this room are active members of CLUW, are leading a letter-writing campaign to reinstate the role of Roxanne Melman. I want CWA to join with CLUW in this effort and inform the NBC management that we value Susan Ruttan and we want her role as Roxanne reinstated. Thank you. (Applause)

**PRESIDENT BAHR:** On microphone 3, Delegate Meyer.

**DELEGATE SYLVIA MEYER (Local 6186):** Thank you, President Bahr and Delegates. I stand also in support of this resolution. I wish I could speak as eloquently as my sister before me, but I believe I am also standing here in spirit with my sister and the Women's Committee.

Labor union women deserve a woman of Susan Ruttan's standing to help us combat Candice Bergen's image. I also believe Roxanne's character on LA Law is a positive role model for working women and for children who are growing up to emulate these working women, who performs her job well and will stand up against her boss.

My first letter to a major network is going out in the mail today. Thanks.

**PRESIDENT BAHR:** No other delegates wish to speak on this resolution so before us is Resolution 55-93-12.

All those in favor indicate by raising their hand. Down hands. Opposed by like sign. It is adopted.

Let me call to your attention there is an omission in that the sample letters that have been distributed do not have addresses. So let me give you the addresses for the two letters.

The one to Warren Littlefield is Warren Littlefield, President, NBC Entertainment, 3000 West Alameda, Burbank, California 91505.

And the one to Roth is Peter Roth, President, 20th Television, 10201-that is 10201-West Pico Boulevard, Los Angeles, 90035.

Let's flood them with letters.

Committee?

**CHAIR ISRAEL:** Thank you, President Bahr.

Before I turn the mike over for the last presentation, I hope you will indulge me. I have managed to butcher John's last name every day this week, so I want to make sure I get this name right. So let me introduce for a presentation of the last resolution John Petrini. (Applause)

**DELEGATE JOHN PETRINI (Local 13500):** If the delegates will please turn, or rather, locate Supplemental Resolution 55A-93-16 which was placed on your tables early this morning. It is headlined "CWA Human Touch Campaign." I will read it.

### **CWA HUMAN TOUCH CAMPAIGN**

One of the greatest challenges we are faced with in the communications industry is the challenge of job security in an environment of increasing automation-particularly in a climate of corporate downsizing and budget-cutting mandates.

Permanent positions are quickly losing ground to temporary hires and contract labor. With the disappearance of a permanent workforce, there will be as a consequence a decrease in the membership and sustenance of labor unions.

As many of you know, the job of the operator is under direct attack by the advent of voice-recognition software. AT&T announced plans to eliminate the jobs of 6,000 operators over the next couple of years.

While this software is, for obvious reasons, not popular with the operators, it is also not popular with many customers. It takes longer to place calls. There are problems that result in emergency situations when one must deal with a machine and, except for a very specific list of voice-recognition words, the robot operator cannot understand what the caller wants. This is potentially life-threatening when the caller is a small child, an elderly person, or a seriously ill person.

It is increasingly urgent that our unions take an unflinching stand against the signs of the automation takeover before it is too late. This threat against operator jobs is only the beginning of a potential job loss epidemic.

We must begin now to educate our members, our families, our friends, and our customers about the CWA Human Touch Campaign. One of the best ways to create solidarity is to have a common goal and a common battle cry.

**RESOLVED:** That CWA locals and their members return to their communities and work to influence their state legislatures and public utilities commissions to create regulations that insure a live operator is available for every call.

**RESOLVED:** That CWA locals and their members inform our customers that they do have a choice and we need to let the companies know that the LIVE OPERATOR/LIVE VOICE is the best choice.

**RESOLVED:** That the unifying slogan for the CWA Human Touch Campaign should be, "IT'S YOUR CHOICE, INSIST ON A LIVE VOICE."

Mr. President, the Resolutions Committee moves the adoption of Resolution 55A-93-16, entitled "CWA Human Touch Campaign."

**PRESIDENT BAHR:** The Resolution has been proposed and seconded.

On Mike 3, Delegate Parra.

**DELEGATE GLORIA PARRA (Local 6143):** President Bahr, Executive Board, Brother and Sister CWA Members: I rise in support of this resolution.

Since the invention of the dial tone, we have endorsed motions and resolutions

regarding the protection of the operator's job.

Again we come before you to ask for the operator's survival. It is not just a self-served interest of just protecting their jobs, but also the interest of the customer. The operators still regard it as the voice of the telecommunications industry. There have been many instances where the live operator has been the only link to a lonely disabled person, an elderly person, a latch-key child or a distressed individual who may have a life-threatening situation.

Need I say more? It is your choice. Insist on a live operator. Thank you. (Applause)

**PRESIDENT BAHR:** Mike 3, Delegate Owen.

**DELEGATE CARLA OWEN (Local 6201):** President Bahr and fellow delegates of this great union, I rise in support of this resolution 55A-93-16. The brothers and sisters here and our members at home today know the importance of maintaining live operators, not only for job security, but maintaining service to our customers that they are so deserving of. Our customers being from the small child to the elderly person to the seriously ill person that robots just can't do it.

I'm proud to say our great governor of Texas and CWA member Ann Richards signed the Texas live operator bill. She signed this bill before the CWA delegates at the Texas AFL-CIO convention in July 1993.

I urge each of you to go to your state legislators, actively pursue support for passage of the live operator bill in your state. Thank you. (Applause)

**PRESIDENT BAHR:** On microphone number 1, Delegate Woods.

**TEREZ WOODS (Local 4309):** Good morning. Terez Woods, CWA Local 4309, I respectfully call for the question.

**PRESIDENT BAHR:** The motion has been made to close debate. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The debate is closed.

. . .The following remarks were presented to the stenographers for inclusion in the proceedings:

**DELEGATE BILL LANE (Local 2001):** Mr. Chairman, Brothers and Sisters: I stand in support and urge you to support Resolution 55A-93-16, CWA Human Touch Campaign. We must organize and mobilize our members in an effort to pass legislation requiring a live operator be available for every call. With AT&T announced plans to eliminate 6,000 operator positions in the next few years, we cannot sit idly by and watch our members' lives and families be destroyed. We have many operator offices with 25 and 30 year employees who have been loyal to the CWA. We must now show our loyalty to them. As a former operator I feel their pain and fear for the future. We must stop the corporate America cancer that is eating at us all.

**DELEGATE DENNY KRAMER (Local 6201):** President Bahr and Delegates: In today's society where technology has become so sophisticated that it is forcing more and more skilled workers to the unemployment line, it is correct and proper that not only the CWA but every working man and woman demand that a live operator be available to handle any and all calls.

The RBOC's and AT&T must be reminded that it was the "Voice with a smile" that brought them to the forefront in the telecommunication industry and will continue to keep them ahead.

I am very fortunate to live in the State of Texas where a Democratic Governor, a CWA member, realizes the importance of a live operator, the help that only a human voice can give, and has signed into law legislation that will ensure that a live operator will be there always.

I urge you to support Resolution 55A-93-16.

**DELEGATE LOUISE WHITE (Local 3902):** President Bahr, Executive Board, Brothers and Sisters: I rise in support of the CWA Human Touch Campaign.

In my local 3902, we spent over \$3,000 doing a PR campaign to alert the public about using the live operator. We were very successful and went on being successful in making the live operator bill law in Alabama. We are quite proud of this and would like to challenge our brothers and sisters in the other states to do the same. Your support for Resolution 55A-93-16 is greatly appreciated. Thank you.

**DELEGATE JESSIE WILSON (Local 9415):** President Bahr and the Executive Board, Sisters and Brothers, I rise in support of this resolution. I retired in December, but not because I had reached thirty years of service and wanted to take advantage of my pension or enjoy leisure time. My decision to accept an early out that CWA negotiated was forced by the company's continuing disregard for employees who have worked hard to make this the greatest telephone system in the world, and the communities across the U.S. who depend on them for vitally needed services such as emergencies, small, frightened children, the elderly and the disabled.

They care not that when the company downsizes, it devastates the employees and their family and hurts the community as a whole. They are eroding job titles, contracting out work and doing other terrible things. And now the companies have made the decision to get rid of line operators.

For years the operator has been the first contact with the customer, but that contact is being taken away in total and being replaced by robots. By retiring early I now have more time to work for members of CWA as well as make room for some who otherwise have to leave the payroll, thus bringing to mind the phrase, "When life hands you a lemon, make lemonade," because CWA has taught me that together we can make a difference. We cannot sit back and allow the companies to continue to take the jobs of one of the union's strongest arms away. We must all return to our communities and immediately solicit our legislators, our families, and our friends to put the pressure on the companies for them not to eliminate line operators and replace them with robots. Thank you.

**DELEGATE JANE GRANT (Local 3217):** The only way that the Live Operator can survive is that we as a union, not only operators, lobby for the Live Operator Bill in your area and remind each Congressman that we do vote.

**PRESIDENT BAHR:** Before us is Resolution 55A-93-16. All Those in favor indicate by raising your right hand. Opposed by like sign. It is adopted.

I want to advise this convention to know that I was very proud to receive from CWA member Governor Ann Richards the pen that she signed that bill into law. (Applause)

I want to put something before the convention now because we are approaching the order of the day at 12 noon. From the podium we have about one hour's work or less, so I want to put before you whether you want to break for lunch at 12 noon or continue until we finish. The decision should be yours. All those who would like to go right through indicate by raising your right hands. Down hands. Opposed by like sign. We'll stay in session. (Applause)

The Chair recognizes Secretary-Treasurer Easterling. I want to dismiss the Resolutions Committee. In fact, all of the committees are discharged with the pronounced thanks of this convention. (Applause)

**SECRETARY-TREASURER EASTERLING:** Let me share with you a letter that we have received from Elizabeth Glaser.

"To my CWA Family and Friends: I'm so sorry I cannot be with you myself this year, but know that the photo showing the entire CWA convention, my first year attending, sits right above my desk. So, while I am not there physically, be assured that you are all in my heart.



How can I ever really explain that the energy you devote to raising money and awareness for the Pediatric AIDS Foundation means so much to so many. Three years ago at this meeting you decided to adopt PAF as your charity of choice, with a "\$1.00 per member per year" pledge.

It was so hard to find people willing to help at that time, and suddenly there you all were. While I'm sure I didn't cry on the outside, I know I was crying on the inside.

Since then, our relationship has continued to grow and flourish. Through the dedication and leadership of Morty Bahr, CWA has truly become an important part of our PAF family, helping us to realize our mission. Morty's leadership has been instrumental in so many ways. This past year he contacted numerous companies on our behalf, including the Baby Bells. Subsequently, many of these companies have become involved with PAF, and we have received donations of nearly \$80,000. We could not have done this alone-we could not have done this without all of you.

Furthermore, CWA participated as one of the event sponsors of our Los Angeles "A Time for Heroes" picnic again this year-Morty, Barbara, Kathy and Hall were all there, and helped us to celebrate the day which raised \$1.3 million for the foundation. Again, CWA was there as a friend and as a major contributor to the day's success.

But, it is the constant outreach from each local which makes me think that it is all of us together who will win this battle. Every month checks come in from locals all across the country, and calls come in from locals which want to have events on our behalf. This support is what helps us to move forward and continue to bring hope to children with HIV/AIDS.

This continued commitment from CWA truly helps us to accomplish so much. Since our start in 1988, the foundation has funded in all parts of the country over 100 research grants, hosted 8 Think Tanks which have led to the creation of a Pediatric AIDS research agenda, sponsored Student Interns and funded over 70 hospitals for Emergency Pediatric AIDS care need. We have distributed 50,000 copies of our Parent Education Program for free, and are currently producing it in Spanish as well. Within the past year we began our largest commitment so far. "The Ariel Project"-a mini-Manhattan project to find a way to block transmission of the virus from an infected mother to her newborn.

If we can do this, no new children will be born with AIDS, and our overhead is only 5%. We could not do this without your help.

Please know that all of you are the true Heroes in this battle, for you have chosen to pay attention to, care for, and work for others who can benefit from your energy.

We count on your support, and are both proud and grateful to be part of your CWA family. Together we can win many battles.

Thank you again for your continued commitment and love, and know that my heart honors all of you.

Love, Elizabeth."

We have now reached that part of our convention program when we present the Pediatric AIDS Foundation Awards. As some of you may remember at our 1990 convention in Toronto, Canada, we officially recognized the Pediatric AIDS Foundation as our charity of choice.

At that time we pledged to raise \$1 per member per year in support of this worthy charity which is trying to solve the medical problems unique to children infected with the HIV/AIDS.

With this in mind, I am happy to report in 1992 we raised a grand total of \$330,234. (Applause)

That represents an increase of \$39,062 over what we raised in 1991. I am also happy to

report that in 1992, 517 of our locals participated in the program and this total continues to grow each year.

Now, for the awards. Our first award is the Ariel Glaser Award, which is presented to that local contributing the highest dollar amount. This year the award goes to Local 9000, which contributed \$11,465. (Applause)

Would President Tony Bixler come up to accept the award - I'm sorry. That was an error. The local is 9400. (Presentation - Applause)

Our next award is the Hope Award presented to the local contributing the highest percentage of their quota. This award goes to Local 9587 which contributed \$7,126, or 860 percent of its quota. Would President Robert Duggan please come up to accept the award. (Presentation - Applause)

Our thanks goes out to these two locals to help eradicate the terrible disease. The 1993 fundraising campaign is well underway, and I hope your local has sent in its contribution. Over 80 percent of the money collected by the Pediatric AIDS Foundation goes directly to scientists and researchers. The remaining funds are used to help the children and families who have been stricken by AIDS. Less than five percent - and this is remarkable for those of us involved in community fundraising - less than five percent of the money is used to keep the foundation running.

It is indeed a very worthy cause and every member of CWA should be proud of the work we are doing to help these unfortunate children. Thank you. (Applause)

**PRESIDENT BAHR:** Thank you, Barbara.

The Chair recognizes Executive Vice President Nichols.

**EXECUTIVE VICE PRESIDENT NICHOLS:** Let's make one other person happy before we get into this part of the program. The winner of Local 4008 COPE golf clubs and the union balls is Print Media Union of Alberta, Local 36 Calgary, Alberta. If you would go to 4008's table, you can receive your prize.

Would Frank Dosio and John Alfonse, President of Local 1120, please come forward.

On April 22nd, President Bahr and I, along with representatives of Local 1120, were invited to the East Room of the White House to attend the Points of Light ceremony honoring very special people in different categories of service. There were some 18 awards given in fields such as education, government service, community service, et cetera. President Clinton presented those awards.

In the award on community services, the heading stated "Frank Dosio and the Communications Workers of America, Local 1120."

I believe at this point it would be appropriate to show you the film which describes why Frank Dosio and Local 1120 won this award - a first in the history of the Communications Workers of America.

The film, please.

. . . The delegates were shown a video presentation entitled "P.T. Phone Home". . .

**EXECUTIVE VICE PRESIDENT NICHOLS:** On that morning in the White House, President Clinton in talking with our President stated that this was the most remarkable community services effort he had ever seen, and that ain't bad company.

I would now like to call on the Vice President of District 1, Jan Pierce, who has been very cooperative in this endeavor. (Applause)

**VICE PRESIDENT JAN PIERCE (District 1):** Thank you very much, Nick.

I was privileged to be there at We opening ceremonies for the first P. T. Phone Home

project in Castle Point, New York. Projects of this nature serve several very important goals.

First, of course, is to provide a much overdue service for the brave men and women who have served this country.

Second, is to salute the spirit of volunteerism, of sister and brotherhood, of genuine labor-management cooperation.

But most of all, to honor a truly remarkable soldier of conscience, the commander in chief of the army of compassion, whose dream was realized that day, a proud member of CWA Local 1120, Frank Dosio. (Applause)

**EXECUTIVE VICE PRESIDENT NICHOLS:** Thank you, Jan.

I'd now like to call on the President of Local 1120, John Alphonse, and as you well know, without John this would not have come to pass.

The President of 1 120. (Applause)

**DELEGATE JOHN M. ALPHONSE (Local 1120):** Thank you. I just want to say that this appreciation that we are getting here today is due largely because of the participation we had from volunteers, and it takes volunteers to make this thing work.

Frank is a very dedicated person, a very dedicated member of my local, and he got the support from all our members and the members of the hospital, along with the telephone company. Without them, they wouldn't go anywhere.

This project has been able to continue through the efforts of Frank Dosio going out throughout the country and seeing people and seeing other locals, along with my Vice President James Heuer, who has been helping along meeting people. So I especially want to give special thanks to Frank and Jimmy for keeping this program going, to all of my volunteers, and hopefully the people who have veterans' hospitals in their areas will support "P.T. Phone Home."

Thanks a lot. (Applause)

**EXECUTIVE VICE PRESIDENT NICHOLS:** Thank you, John.

Before I call on Frank Dosio, I'd like to give some observations about him. I've learned to know him quite well.

There is absolutely no doubt in my mind that without his herculean efforts, and this is an absolute labor of love on his part, this would not have happened. He was not seeking recognition.

In fact, every time we have talked about this project, he has always mentioned all the other people who worked so hard to make it a success.

And that is true, there were literally hundreds of people working on the project. But without that moving force that was Frank Dosio, I'm not sure it could have been done.

Without further ado, let me call on Frank Dosio. I hope you will welcome him with the same pride that I feel in having been associated with him. Frank.

...The delegates arose and applauded at length as Frank Dosio came to the platform...

**BROTHER FRANK DOSIO (P.T. Phone Home):** Thank you.

Three and a half years ago when we got together to start this project, Local 1120 in Gibson, New York, had just come off a four-month strike. I asked union workers who were \$20,000 behind in wages to give up overtime, to give up their vacations, and they did. They did. They showed what the true spirit of unionism is about.

Across the United States of America there are 131 V.A. hospitals. Seventy-five thousand people who gave you the gift of freedom are cut off from the outside world in

many cases.

One of the stories in Castle Point is that there was a veteran in the hospital who for three weeks was trying to get out to make a call to his family at Christmas time. Well, we changed that.

And after the first job was done on July 4, 1990, I got a lot of kudos and they said, "Nice job, but you'll never do it again."

Union people will never give up their labor. They care about themselves. And they used a customary word, and I can't use that word. He said, "Bunko."

So I went 400 miles north to A/ sine, to IBEW territory. And, let me tell you something, a New York CWA employee in IBEW country stands out like a snowflake in a coal mine, okay? (Laughter)

But guess what happened when we showed IBEW how to do it? IBEW is now going to join CWA in adding 722 hospitals throughout the United States of America. (Applause)

Nick hit something on the head when he said I'm not asking for honors or awards. The two greatest honors I have ever received in three and a half years is to know that something that was impossible three and a half years ago is now possible, by the grace of God and the union people and the people who have supported us. We have now changed the lives of those 75,000 veterans and given hope for those that don't have it.

Number two, did you see the President and the Vice President of the United States of America bragging about union people?

We spent 12 years getting bashed by Mr. Bush and Mr. Reagan. It's a nice feeling, ain't it? (Applause)

That afternoon in the White House when Morty took the President aside-and I've got to tell you something. When Morty jumped up, I expected about 75 secret service agents to tackle him. He grabbed the President by the arm and he said, "Mr. President, we are going to do the rest of them," and we are.

What it is going to take is volunteers, and that's the motto of P.T. Phone Home. Once you walk into a V.A. hospital, you are going to walk out of there, I don't care if you put five hours or five hundred hours in there, once you see the quality of life of the people there, when they are talking to their families and they are dying, and you hear a World War I I veteran speaking to his family and saying things to them for the last time, or to tell a paralyzed veteran that his marriage of 20 years is saved because his wife 300 miles away, who couldn't get to see him, is now having what i call the love link.

Outside in one of the makeshift offices is the movie. You are going to have to go all over to tell the locals to have a V.A. in their backyards, and watch the movie you have just seen. I hope you take it back and show it to your locals with pride.

Number two, there is a package, a how - to package, how to do a V.A. hospital. The first ingredient is love, which is what unions are about.

The second ingredient is dedication.

And the third ingredient is: let's get the job done.

I'd like to thank today Morty Bahr, Nick Nichols, Larry, Ms. Easterling and, of course, Jan and John. I'd like to thank two special people who aren't in the audience today, Mr. John Otolla from Castle Point who gave three and a half years of his life up with me, and also Jim Heuer.

I'm not a superstar up here. What we are is a super - team. Let's get the damn job done.

Thank you and God bless all of you.

. . .The delegates arose and applauded at length. . .

**EXECUTIVE VICE PRESIDENT NICHOLS:** As Frank has indicated, the project has now expanded beyond Poughkeepsie and Castle Point. Local 13000 in Philadelphia, as you saw in the film, Local 1101 in Bronx Medical Center, Local 1118 Stratton V.A. Hospital in Albany, and of course IBEW in Logus, Maine, they all performed great services and we owe them a special thanks.

Also, Local 9000 in Los Angeles is in the preparation stage at the V.A. Medical Center in Westwood.

As he said there are 131 other V.A. hospitals, most of which are in CWA's local unions' jurisdictions.

Frank dreams of getting all of those hooked up and to that end they have asked that I call the numbers of the locals that do have hospitals in your jurisdictions.

These I've asked, please listen carefully, and at the end of this program you can pick up those packets that Frank described at the Executive Vice President's booth outside the foyer:

1101, 1103, 1108, 1111, 1117, 1120, 1122, 1123, 2007, 2009, 2011, 2066, 2100, 2101, 2110,2150,2201,2204,2205,2260,2300,2336,2390,3105,3107,3108,3121,3122,3150,3204,3207,3217,3310,3372,3402,3410,3411,3511,3519,3601,3613,3674,3680,3704,3706,3806,3808,3908,3912,4000,4004,4011,4022,4031,4100,4108,4201,4203,4209,4216,4322,4400,4600,4603,4630,4690,4695,4714,4790,4795,4800,4900,4998,6012,6014,6016,6050,6101,6128,6143,6171,6206,6215,6222,6225,6301,6310,6316,6320,6321,6325,6326,6327,6333,6350,6360,6375,6377,6390,6391,6395,6401,6402,6409,6450,6500,6502,6507,6508,7011,7019,7026,7200,7202,7303,7400,7401,7470,7500,7505,7601,7606,7640,7704,7743,7771,7800,7804,7812,7814,7818,7901,7906,9000,9408,9409,9410,9412,9413,9509,9573,9586,9587,13100, 13550, 13567, 13571, 13585, 13591, 14802, 14805, 14811, 14826, 14827, 14830, 14840, 14842, NABET Local 12, NABET Local 28.

Now that's an awful lot of numbers, an awful lot of locals, and an awful lot of work that needs to be done. Again if your local was called, please drop by the Executive Vice President's booth and pick up your packet.

I'd now like to present commemorative plaques, and I'd ask Jan Pierce to come forward. (Applause)

The plaque you are looking at says, "1993 President's Voluntary Action Award. The Points of Life Foundation," with the logo of the Points of Life, "Presented to Jan Pierce, Vice President CWA District 1, for extraordinary achievement in the development of P. T. Phone Home Project," with the CWA logo, "bringing patients and V.A. hospitals closer to friends and family, Volunteerism at its best." Signed by Dick Schubert, the Points of Light Foundation, and Morty Bahr, President, Communications Workers of America.

I think it's a very attractive plaque. (Presentation - applause)

I now ask John Alphonse to come forward. John.

Same wording, same plaque. Again, thanks very much. (Presentation - applause)

And the superstar, Frank Dosio. (Applause)

Frank, the same wording and words really don't do justice to it, but thank you anyway.

**BROTHER DOSIO:** Thank you, Nick. (Presentation - applause)

**EXECUTIVE VICE PRESIDENT NICHOLS:** One more huge thanks to Frank of Local 1120 and all the other locals that are working on the project we hope to recognize next year as you complete your projects. Thank all of you very, very much. (Applause)

I like this job of making people happy. I don't know how I got to announce all the

winner, but I don't have to be challenged on them at least. Steve Israel of 7037 announces the winners of the local raffle. The first prize, the deer skin purse, was won by John Edenfield. The second prize, the hand made quilt, was won by Kevin Mulligan. The third prize, the doll, was won by Maggie Jones. I do not have those local numbers. See Steve Israel of that local if you are the winners.

**PRESIDENT BAHR:** I just want to tell you one story. When we were in the White House, when Frank got the award, Frank brought his 12 year old daughter with him as you saw quickly in the film. Well, when he and the other 17 winners of all those other various services were briefed by the protocol officers, they were told where you have to stand, what you could say to the President and no, you can't bring anyone up with you. Well, I wasn't going to let that little 12 year old miss a chance of a lifetime, so I just told Frank, "I will take care of this." And I took little Becky and we got two seats right behind Frank. And when he was due to be called next, I said, "Frank, turn around. Take Becky's hand and she's going to go up with you." He said, "Did you clear it?" I said, "Personally, with the President?" (Laughter)

And as you noticed, I know there is no way that Bill Clinton was not going to embrace and welcome that little girl and when we went out to dinner that night, she had already written her journal to go back to school and was just waiting for the photograph. And we know that's the kind of guy Bill Clinton is.

And when the Executive Council met at the White House, I think it was back in April or early May, after the meeting was over, I walked down the hallway with him. And I said, "Mr. President, we are ready to cut over the next three hospitals in Albany, the Bronx and Philadelphia.

And I couldn't think about anything more fitting than doing it on the Friday of Memorial Day weekend. And you make the first call to the three hospitals, because between NYNEX and Bell Atlantic, we put in the technology that permits everyone to see each other and talk to each other. He said, "What a great idea." He says, "Work it out with Al." That's his Vice President, Al Gore. That's what we did and how we put it together.

But the last thing I want to tell you, the technology was put in the basement of the White House. So, after the program was over, I went down to see it. And our members who work for Bell Atlantic were doing this job, and at 7:00 that morning. This took place about nine-about 7:00 when they threw the switch, not only did people have telephones, but the veterans in these three hospitals suddenly found that not only could they see each other, but they talked to each other, and our members each had to leave that room, because the emotion was that high.

You know there is nothing like success and applause from the President of the United States, because it wasn't but a few days later, I got a letter from GTE saying we have checked. We have got 17 hospitals in our area and we are ready to cooperate. (Applause) So we are going to get this all done, because one guy had a vision.

On microphone number one, Delegate Laurent.

**DELEGATE TERRY "TINY" LAURENT (Local 341 1):** Thank you, Morty. I move that CWA by any necessary means stops any person or company from using our logo on material for fundraising and our support of anyone involved in anti-union activities. If I get a second, I would like to speak on it.

. . .The motion was duly seconded. . .

**PRESIDENT BAHR:** Seconded from the floor. You may speak five minutes, Tiny.

**DELEGATE LAURENT:** It won't take that long, Morty.

Brothers and sisters, the motion pretty well speaks for itself, but we must stay above reproach supporting unionism and it is time for a little housecleaning. We have to stop agents for anti-union companies like the City of Hope and others from using our logo on

material to aid them in fundraising activities while they practice union busting activities.

United in solidarity we stand, divided we fall. So please pass this motion with solidarity forever. Thank you all. (Applause)

**PRESIDENT BAHR:** No one is at a mike, so you have before you the motion that Tiny read. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

At microphone number one, Delegate Mcintire. Clif Mcintire, are you here? He is coming.

**DELEGATE CLIF McINTIRE (Local 1365):** I am Clif Mcintire representing AT&T manufacturing employees in the home of the surging Boston Red Sox, the battling Bruins, the all time leading champions of basketball, the Celtics and the reborn New England Patriots. (Laughter)

Morty, at this time I would like to make a motion that beginning here and now at this 55th Annual CWA Convention, that all locals will support the national in its disaster relief efforts. I further move that we help support our CWA's brothers and sisters both financially and materially in the food-devastated states in need at the present time. (Applause)

The mechanics can be worked out by Executive Vice President M.E. Nichols.

. . .The motion was duly seconded. . .

**PRESIDENT BAHR:** You obviously have a second. You may speak on the motion.

**DELEGATE McINTIRE:** As you mentioned in your opening remarks, you were starting this program, I don't believe that \$10 million in federal funds will be enough and we have members of our own CWA family that are suffering and surviving. I don't know how they are surviving, Morty, but they are doing it. And I think we should be helping our family. Thank you.

**PRESIDENT BAHR:** Thank you.

**DELEGATE McINTIRE:** Morty, in addition, one other thing. I would like to see the locals—I don't know how it can be done or if it can be done at all locals—but collections from their districts, you know, outside the workplace, collections of food, furniture, et cetera. Thank you.

**PRESIDENT BAHR:** Thank you. On microphone number 3, Delegate Ebeling.

**DELEGATE JOHN EBELING (Local 14616):** Mr. President, officers, distinguished guests, brothers and sisters, certainly it's an honor for me to be able to support such a motion. I think if I could, I just want to take a minute of your time to read the opening remarks of President Bahr when this convention was called to order when he gave his report.

"We have long prided ourselves as being family. Our caring for one another is continually being tested. during the past three years, we have experienced more natural disasters than any other similar period in 200 years. Now as we watch the news on television, our hearts go out to all who are experiencing the devastating floods in eight Midwestern states. Vice Presidents Johnson, Crawley and Pisha have advised me that we still don't know what aide our members will need."

Brothers and sisters, as the days go on, we are finding the need is going to be greater and greater to have the president of one of the largest unions, which will eventually be the largest union in the labor movement, open the 55th Convention with those people that are in need, in mind, in passing on the structure of a new committee, I think says a lot for our leadership. I think it says a lot for the delegates. I think it says a lot for the people that we represent.

The need is there, and I am sure that it's not the only collection that will be taken, but it

will be the spirit that we carry back home. I know that you will be helping the members and their families that need the help, the same as you came through to help the hurricane victims. You have done an outstanding job. I think every delegate and each of their membership should be congratulated. I think the actions that have been taken during this convention we should all be congratulated for, because we are helping people. Just as there is a place in the CWA for every working person, there is a place in our hearts for those that hurt and need help. When we say we'll be there, we are not just singing a song. But it's a way of life for the CWA.

I think that I looked at the sign up here, watched it during the proceedings. It says, "Workin' on Tomorrow." I think what we are doing here, being CWA members, being part of the greatest union in the labor movement, we are working on a better tomorrow. God bless you and thank you. (Applause)

**PRESIDENT BAHR:** John, if you go over to the privilege mike, I will later recognize you on your point of privilege, so if you wait over at mike 2, we will get to you later.

Microphone number 3, Delegate Choma.

**DELEGATE BILL CHOMA (Local 4309):** Brothers and sisters, I rise to speak in favor of this motion. When my delegation traveled to this convention, our plane flew over the area. We were able to see the swollen Missouri River, and it is really bad. All you have to do is watch the evening news to know how bad it is.

Let's remember a lesson we all learned in elementary school geography, this affected area is the bread basket of America. I am sure we have all dined at a hotel buffet and marveled at the bounty of food out here in the desert. Let's remember, I am sure some of this food came from the affected area. Let's remember our fellow brothers and sisters in this area. Let's do everything we can to help them. Please support this. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone number 3, Delegate Slater.

**DELEGATE MIDGE SLATER (Local 7102):** We have prided ourselves in being the home of the field of dreams. The field of dreams is now under water. The entire state has been devastated by flooding that took place largely because people upstream didn't think it was their job to let the people downstream know what was going on.

The only reason that Des Moines stood out in the news more so than the Quad Cities or Red Rock or any of the other locations in the state of Iowa, is that we lost our water supply. And now as I try and put things together in my mind, I think that living for two weeks without water is probably as bad as living a lifetime without a union.

We have found that we stuck together through thick and thin during those two difficult weeks. Our biggest problem was not the flooding. Our biggest problem was trying to deal with the asinine managers of the companies we worked for. The Mayor of Des Moines issued a proclamation, and by the way, he happens to be a business agent for the plumbers and steam fitters. (Applause) He issued a proclamation that no workers should be in the city of Des Moines unless it was absolutely necessary that they be there.

Since we do represent telecommunications workers, we knew that the people who keep the network going had to be in the city. We did not think the credit consultants who were collecting phone bills for the City of Saint Paul, Minnesota needed to be in the city. But it took us four days to get management to make the decision they should be responsible to the city of Des Moines and its citizens.

Every worker who drove a car into the city for those two weeks was taking the place of an emergency vehicle who might have had to get through to save someone's life or to fight a fire.

Our workers went to work in 11 stories of a tall building, knowing that they might not be safe in case of fire. They hung together. Our operators whose offices will be closed as of December 17th, went to work every day, knowing that they were providing an essential



service. Two of those operators lost everything they had in the flood.

The one thing I do want to say, though, is an appeal that when we do contribute money, we think not only of our members, but also of the communities in which we live and work. We are the Communications Workers of America. We are also the community workers of America and I appeal to you to remember our members, but also the people who live and work in the cities that are still being devastated by the rivers taking back their banks. Thank you very much. (Applause)

**PRESIDENT BAHR:** On microphone number 1, Delegate Schaeff.

**DELEGATE JERRY SCHAEFF (Local 4322):** I call for the question.

**PRESIDENT BAHR:** There is a motion to close debate. All those in favor indicate by raising your hands. Down hand. Opposed by like sign. Debate is closed.

All those in favor of the motion indicate by raising your hand, down hand. Opposed by like sign. It is adopted and I will now recognize John Ebeling at the privilege mike.

**DELEGATE JOHN EBELING (Local 14616):** Thank you, President Bahr. I have pretty well said everything that I had to say. The privilege was tied in with exactly the motion that just passed. If I could, I would just want to refer again to some of the opening remarks that President Bahr had made. One sentence I think pretty well sums it up, to all of you from states hit by the floods, please let your members know that the members of their extended families will be there when they need us. I think that has been done.

I thank you and I hope each of the delegates go home to their locals and do the kind of job that you did when you pitched in and helped the hurricane members who, by the way, now even though they are still putting their lives together, are already giving help to the people in the midwestern states. Thank you. (Applause)

**PRESIDENT BAHR:** Thank you. On microphone number 1, Delegate Holland.

**DELEGATE GWEN HOLLAND (Local 4800):** President Bahr, Executive Board and delegates to this convention: I would like to make a motion -

**PRESIDENT BAHR:** Please state your name.

**DELEGATE HOLLAND:** Gwen Holland, Secretary-Treasurer, Local 4800, Indianapolis, Indiana, home of the Indianapolis 500.

I move that the delegates to this 55th annual convention recommend to the executive board and the Defense Members Relief Fund Oversight Committee that CWA make a substantial donation to the strike force of laid-off Timex workers in Dundee, Scotland and if you have a moment, I would like to speak on that.

**PRESIDENT BAHR:** Your motion has been seconded. You may speak five minutes.

**DELEGATE HOLLAND:** Although I certainly commend this body for the recommendations for donations to the Frontier Hotel strikers as well as the United Farm Workers Union, I feel strongly that we as unionists are impacted by all labor conflicts, whether in the United States or overseas.

It has been made abundantly clear to us by corporations, such as AT&T, Ameritech, Southwestern Bell and the list goes on, that they are global corporations and intend to do everything in their power to downsize, fragment and lay-off organized workers.

This impact should be crystal clear to each local when considering the loss of members since divestiture brought on by AT&T and the corporate greed and their need to satisfy CEO's and stockholders pocketbooks by moving work offshore and overseas and all telephone companies and related industries are following in AT&T's footsteps right now.

We must listen very carefully and respond to the plight of those Dundee, Scotland Timex workers because the hurt to one is a hurt to all globally. Thank you. (Applause)

**PRESIDENT BAHR:** There are no other speakers desiring to speak on this motion. All those in favor of the motion indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes for point of privilege, Eleanor O'Neill. Eleanor, where are you? Well, if someone can find her, we'll get her later.

On microphone number 2, Delegate Hicks.

**DELEGATE BEVERLY HICKS (Local 3808):** Beverly Hicks, CWA Local 3808. President Bahr, Executive Board and delegates, on behalf of my local, I want to thank all my CWA brothers and sisters who bought our red ribbons and pens. We are selling these for AIDS research in memory of Brit Moon, one of my members who died with AIDS this past year.

Brit was a strong unionist who just nine days prior to his death came to our Christmas party to say goodbye and to formally thank CWA for its commitment to him and to the AIDS research. We were proud of Brit as a member and he was proud of CvVA. He proved this even after his death. Brit designed his own headstone on which the CWA emblem is proudly displayed for all eternity.

Thank you brothers and sisters in memory of our member and our friend Brit Moon for caring.

**PRESIDENT BAHR:** Thank you, Beverly. (Applause)

On Microphone 2, Delegate Sampaga. I hope I said that right. If you called in to Microphone 2, would you please go there.

**DELEGATE JOHN SAMPAGA (Local 9467/UTW34):** We represent workers in ten states, ten western states. I reckon there is some winners and there is some losers here, but I think there is mostly winners. I should have come before you all before we got started because I would like to recommend something.

First of all, the major employer that we represent is Western Union and everybody knows that Western Union sends money orders. Well, I would like to clarify something. We also have some competitors, American Express, which is - I think everybody knows here - non-union. They also go by other names, Datacheck, Phonegram. I would like to remind you that Western Union is the quality carrier of telegrams and Western Union money transfers.

Not only that, we are the only unionized money transfer carrier in the U.S. I would like to remind all of you that when you are sending your winnings back home, take advantage of Western Union, not our competitors. (Applause)

When you are sending home for more gambling money, do the same thing. (Applause)

Also please remind your members that are out in all parts of the U.S. that we not only serve the U.S., we also have networks that serve the world as well, Mexico, Canada, the United Kingdom, and we are getting inroads everywhere.

We need your help so that when we go to the bargaining table, which could be soon or next year, but we are working on it. We need the power of your support and that means we need your service, we need you to take advantage of our service so we can continue.

I would like to just say quickly here that a few years ago, our leaders wisely knew that we were going to need additional help because our numbers, like a lot of unions, were decreasing. We looked to IBEW, to the United Auto Workers, CWA and a few others. We went through a few years of conventions and meetings, we wisely chose to come to CWA. I'll tell you, I haven't been dissatisfied since then. We have had a lot of help. I personally want to thank President Bahr and Dina Beaumont along with every other person in CWA that has helped us out. We are here to stay, I tell you. Thank you very much. (Applause)

**PRESIDENT BAHR:** Microphone 2, Delegate Betty Diamond.

**DELEGATE BETTY DIAMOND (Local 3122):** Thank you. President Bahr, Brothers and Sisters: I rise to thank you on behalf of all of those brothers and sisters of yours that you helped so generously in South Florida due to Hurricane Andrew. I know that you took pies in the face, you had bake sales, you went into dunk tanks and you went out among your work groups and gathered dollars and supplies for your brothers and sisters.

There were thousands of them that were helped due to your generosity, and I know that you will continue that with your strong endorsement of the prior motion to help those people that are the flood victims now.

Again, from your thousands of brothers and sisters in South Florida that you helped so generously, thank you. (Applause)

**PRESIDENT BAHR:** Thank you, Betty.

On Microphone 2, Delegate Belanger.

**DELEGATE JOE BELANGER (Local 1365):** President Bahr, Fellow Delegates: I stand here today to advise you that my local will begin financial contributions to the flood victims with a check of \$500. I am asking all of my brothers and sisters to help us and follow us to help these people that need the help like we did in Florida. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone 2, Delegate Curran.

**DELEGATE GERALD CURRAN (Local 14917):** On Monday, I think you all received a flyer on your seat regarding encouraging the boycott of the Daily Racing Form, not to buy the L.A. edition. I checked in one of the sports books the other night and they were carrying all three editions, the Los Angeles or the Phoenix edition, I should say, the Hickstown edition for the East Coast, and the Chicago edition for the Midwestern tracks.

Last May, 70 of our members were put out of work by the Daily Racing Form, which formerly had been a very strong union shop. I was there for 16 years. We thought we were going to be there forever, and that wasn't true. They were bought by a notorious union-busting outfit called K-III Communications. If you thought Rupert Murdoch was bad, you haven't seen K-III

Anyway, I am encouraging you, either give up horse racing on the West Coast and don't buy the racing form edition that comes out of Phoenix, because right now K-III is after the other two editions, actually the other three editions if you want to include Toronto. They intend to make the entire Daily Racing Form entirely non-union.

I encourage your support of the boycott of the Daily Racing Form - Western Edition while you are in Las Vegas. Thank you. (Applause)

. . .The following remarks were presented to the stenographers for inclusion in the proceedings as follow

**DELEGATE DARLENE FERRIANS (Local 7670):**

Throughout the convention delegates have made references to AT&T, RBOCs, Private Sector, et cetera, when discussing the fate of its employees' jobs. The abuses against the American workers, take backs, downsizing, corporate greed and I could go on and on and on. Please, I ask you to recognize GTE as one of those employers that continue to abuse their workers. Our employees also built a giant, only to be cast aside now that they are at the top.

GTE does not deserve to be omitted when discussing corporate greed and all of the abuses mentioned above. Thank you. . . .

**PRESIDENT BAHR:** Microphone 2, Delegate Mooney.

**DELEGATE KEN MOONEY (Local 61 71):** I have a couple of comments I would like to

make. As to whether it could be termed Good and Welfare, I'll leave it up to your discretion after I get through. I wanted to make these comments yesterday in regard to Bill Clinton, but somebody moved the question before I had the opportunity. If you will bear with me, just some things in passing.

Again, this year the theme of our convention is "Tomorrow," and looking around over the convention hall at the young faces, it is readily apparent to me that most of the delegates here have the promise of more tomorrows than I do.

To give you the benefit briefly of some of the experiences that I have had and something you might be able to use as you pursue this union work that we owe so much to. In the Memorial service the other day, I was again struck by the fact that three of those people who were named that had passed from this life were friends, some personal friends, some acquaintances.

We owe, I owe, these people a debt of gratitude that I will never be able to repay. I want you to know, while I am still a dues-paying member of 44 years, I don't regret one minute of the time that I have spent in trying to serve my union, and I look forward to serving it until such time as the good Lord calls me home.

The thing that I would like to impress upon the young minds here is that we are threatened on all sides, as it's been so explicitly laid out here by so many speakers much better than I. I am concerned about the attitude of the American people. Most of us remember the Biblical story of Job and of his patience. Well, for 12 long years I have tried to have the patience to wait until my time has come. I am talking about the recent elections where we kicked that Bush/Reagan outfit out of the White House. My time has come. (Applause)

Now then, there are forces out there who would like to rob me and you of the victory. I would like to point out the faces of some of the enemy. In my family circle, there sometimes appears on television for the sole purpose of increasing my blood pressure a real diarrhea of the mouth, some big fat slob that we call Rush "Crumball." This is one of the biggest purveyors of garbage that has ever graced the boob tube. (Applause)

There are others who would try and deny us the victory. In the state that I live in, the State of Oklahoma, we have a publication-I call it "Yellow Journal," which is edited by Gaylord, supported by some of our Senators, Don Nichols and some of the others that are not loyal to the cause. I face the opposition where I live daily. I live in a predominantly Republican county where farmers who were flat on their rear ends during the Great Depression, who came and rose out of poverty under the Democratic administration, now since they have got some modicum of security, now they have decided to go Republican.

Well, I have decided that the battle has to be waged one to one, so I encourage you folks here, as you go back, when these people come with this milktoast attitude about, "Well, what's Clinton doing lately?" I challenge them on a one-on-one basis. I warn you ahead of time, you are not going to gain friends, but you will probably be able to sleep well at night.

Let me give you an example hurriedly. I bought an old service station in anticipation of retiring. In that old service station which I converted to an antique shop-I am not stumping for business-I've got an old antique dentist's chair. I jacked the thing up as high as it will go, I sit back in my overalls, a master of all I survey. I don't owe the banker a cotton-picking cent. I'm not indebted to anyone, so I'm a free agent.

The other day up rolls a nice new automobile, a Buick or something like that, and out steps a typical West Texan. My apologies to Texans. He has on the fanciest pair of boots I have seen in a long time-ostrich skin. He has a gold Rolex watch on his arm, all the finery that goes with it. He sees my Clinton sticker which I refuse to take off the window, and he comes in and he views me right away as being some kind of a hayseed.

He said, "Well, what do you think of your boy now?"

I said, "Who you talking about?"

He says, "Clinton. I see you got a sign up there. I trust you voted for him."

I says, "Yes, and I would do it again."

Anyway to make a long story short, I surprised the snot out of that guy. After about 30 minutes of heated debate, he was glad to get in his automobile and head back to his sheep ranch in West Texas. (Applause)

There is another, and I want to point out again if I can do it, as skinny as I am and as old and beat up as I am, you can do it. You have got the strength, you have got the courage.

I'm in trouble with my church. I'm a Southern Baptist. I'm a born again Christian in Jimmy Carter style. I'm proud of that fact. I have a home in heaven. (Applause)

On television now, there are people who come across that say there is something wrong with you because if you're a Democrat, you can't be a Christian. I resent that. I resent it highly.

I stand before the Southern Baptists in my own church, and whenever I can get their attention I'm going to fight this thing to the very end. They tried to deny our presence, a membership in the church in Little Rock, Arkansas. That is infringing on the freedom that we hold so dear.

Folks, we run the risk of getting back to Hitler's Germany. Remember how the story went. they came for the Jews. I wasn't a Jew, so I didn't say anything.

They came for the labor unions. I didn't belong to a labor union, so I didn't say anything. The gist of it was eventually they came for me.

If we allow these so called do-gooders to inflict on our minds this kind of garbage, then we stand in danger of being taken in by these philosophical views.

I challenge you to challenge them that that is not right. President Clinton, one of the reasons I voted for him, he says I'm going to be President of all.

Some of you might have a different lifestyle than I have. That is fine. I might not agree with yours. You may not agree with mine. The basic issue is freedom, whether you're black, white, whether you're homosexual, whether you're a lesbian, whether you're baldheaded or have a full head of hair, the issue is still the basic freedoms that has to be guaranteed for all. (Applause)

I will be honest with you. I am not completely divorced from the issue of prejudice. Of course not. I have my prejudices. I have my hangups like you. I'm always reminded that freedom is where it starts.

The TV evangelists-I want to take them on for just a second. Here are people who criticize Clinton's haircut. These are the same folks that spend thousands of dollars that they have gleaned from some poor old widow woman by devious means to fund an air conditioned doghouse. These old grandmas come out there in their western suits with their little shoes on and they are dancing around in their squeaky little old voices to try and convince you there is something wrong, God has to be a Republican. I resent that.

I vow that from this time on as long as God gives me the voice, I'm going to stand up and I'm going to call a spade a spade. I have written letters to the editor. There is a lot of ways we can fight this thing.

I've maintained we can't expect Brother Morty Bahr to do it for us. We have to do it where we are at. We're out in the trenches everyday. We have to start calling it like it is.

I could go on and on, but I promised you I would be brief. (Laughter and applause)

**PRESIDENT BAHR:** Thank you very much, Ken. (Applause)

**DELEGATE MOONEY:** By the skin on my head-I have a problem with anybody who has hair. Thank you for your kind attention and for the time, and Godspeed on your way home. Thank you so much.

. . .The delegation arose and there was prolonged applause. . .

**PRESIDENT BAHR:** Rita, if you want to follow that, I will recognize you. Delegate Voorheis.

**DELEGATE RITA VOORHEIS (Local 6310):** I promise I will be brief. (Laughter) And you don't have to give me a standing ovation when I am done.

I come before you today only as a point of information. For those that don't know, Local 688 of the Teamsters have been on strike at St. Louis, at the Rite Point Pen for almost a year and a half. Rite Point Pen supplies many of the pens that unions order through their locals. I urge you, when you order those pens through your brokers—and that is why a lot of people don't know that Rite Point is still on strike because they order through brokers. Please don't order pens through Rite Point Pen in St. Louis.

Most of the 140 strikers are women. They went on strike eighteen months ago, not for better health care, not for better wages, but on the simple basis that the new boss at Rite Point tried to take their seniority rights away from them.

They have walked pickets 365 days a year, 24 hours a day, for the last eighteen months.

Vic Crawley, District 6, could tell you how St. Louis County treated the workers of St. Louis and the unions of St. Louis when they got out and supported the Rite Point strikers. For three hours a helicopter flew, at St. Louis County Police expense, over us, because they thought we were going to be militant and disruptive. They provided more protection for the replacement workers—that is a nice thing to call a scab—than they did for the women that have been out there walking the picket line.

St. Louis County brought out in full riot gear the police to protect the scabs when they left the building.

So, next time you order pens, please don't order them from Rite Point. Thank you. (Applause)

**PRESIDENT BAHR:** Thank you, Rita.

Mike 2, Delegate Ahue.

**DELEGATE JERRY AGUE (Local 14921):** Aloha.

**PRESIDENT BAHR:** Aloha.

. . .The delegates responded "Aloha". . .

**DELEGATE AHUE:** Morty, I take this opportunity to thank the members of the CWA, to thank you, District 9 Vice President Janice Wood, Vice President Bill Boarman, locals from District 9, especially Tony Bixler, 9400, Barry Mellier of San Francisco, and all of the locals that made donations and contributions to my local membership on Kauai. We were devastated by the Hurricane Iniki. Let me tell you, you made us feel like we are really part of the CWA, and we will be and continue to be and do the things that need to be done to make this Union strong.

Thank you very much. Thank you from the bottom of my heart. To all of you, M'haalo. (Applause)

**PRESIDENT BAHR:** Microphone 2, Delegate Rickman.

**DELEGATE ROBERT PICKMAN (Local 16200):** President Bahr, fellow delegates, I am

from the Retired Members Council, District 2 representative. I want to take this opportunity on behalf of the Retired Members Council to thank all of you delegates and guests and visitors, Executive Board members, District Vice Presidents and everybody that helped participate in the drawing of two television sets and a VCR, that has been drawn—I am sorry: I don't have the names of the winners, but don't feel bad. I have about twenty losing tickets in my pocket. If you didn't win, don't feel bad; you have company.

I want to thank the delegates. We raised over \$1,600.1 don't know the exact amount. I want to thank you very much from the bottom of our hearts. Thank you very much. (Applause)

**PRESIDENT BAHR:** Thank you. Secretary-Treasurer Easterling.

**SECRETARY-TREASURER EASTERLING:** I have the winners. Debbie Hayes is the first-place winner of the 27-inch TV set. (Applause)

Pam Casey, CWA Local 950 is the winner of the 13-inch TV.

The third winner was Gayle Tellin of Local 7109. (Applause)

The winner of the Local 4088 COPE golf clubs and union balls is the Print & Media Union of Alberta, No. 36, Calgary, Alberta, Canada. They can go to the District 4 table and pick it up from the local.

The soap and shampoo—we have received a few calls on that. That is being collected at the District 6 table.

There seems to be some confusion on the Communications and Technologies Operator Services Meeting that is to convene immediately after the close of the Convention. That meeting is going to be here in the Convention Center in Room N249, and all District Mobilization Coordinators should attend, as well as the Communications and Technology Operator Services Locals.

Tomorrow there will be two membership dues workshops. They will be held in Ballroom G at the Hilton Hotel. The first session begins at eight a.m. and the second session at eleven a.m. They are both the same session, so you can come at eight a.m. or at eleven a.m. Again, that is in Ballroom G.

Finally, someone lost a pair of prescription eyeglasses at our dinner on Monday evening. They were lost near Table 9. Security at the Hilton has those, if you want to check with them.

**PRESIDENT BAHR:** Did Eleanor O'Neill get back to the Auditorium? All week she has been telling me to make sure she gets an opportunity to speak, and I said before I get the motion to adjourn, I promise you you will have the opportunity.

So, it is unfortunate that someone who has served this Union as long and as dedicated and as hard as she, never having missed a minute of a Convention session, who is now leaving us, and I just feel terrible about it.

The Chair recognizes on Microphone 1 Delegate Christner.

**DELEGATE DANA CHRISTNER (Local 401 1):** Brothers and Sisters, Executive Board, Mr. President, I move to adjourn, and, in doing so, I want to extend an invitation on behalf of District 4 to the delegation, members and retirees, to be with us in Detroit for CWA's 56th Annual Convention.

Detroit is a union city, with a proud labor heritage. You can be sure that you will receive a warm welcome.

I can't promise you as much sun and warmth as in Las Vegas, but in Michigan if you don't like the weather, wait twenty minutes, and it will change. (Laughter and applause)

**PRESIDENT BAHR:** Thank you.

Before I put the motion to a vote, I would like to ask you, after we vote, that you stay in your seats for just a brief few concluding remarks, and then I think you will enjoy and be proud of what you see following that.

So, all those in favor of the motion to adjourn please indicate by raising your hands. Down hands. Opposed by like sign.

I will say it was carried later. But, this is the ninth year that I have stood at this podium, and in each of those years-I should say the ninth Convention in eight years-and in each of those years the pride that I feel as I stand here in the caliber of our local leadership, each of you, just grows and grows.

You continue to demonstrate extraordinary knowledge of a variety of issues coming before the Convention and you have addressed them eloquently. With this kind of brainpower, if corporate America was really willing to unleash it in the workplace, that could make America competitive again. And I am proud of each and every one of you.

We have shown this week that we will be there for all workers engaged in a fight, whether it is a union-busting hotel in Las Vegas, or a U.S. company at its worst behavior in Scotland or our own telephone operators whom we will not permit to be sacrificed on the altar of corporate greed. (Applause)

Those kinds of fights will continue until the right to organize and the right to strike are recognized throughout the civilized world as an inalienable right, to be enjoyed by all workers.

This is also my 39th convention. Like you, I have always enjoyed them. As I said Monday night at the Dinner, CWA people enjoy being with one another. We are very much like family. We like to meet, exchange information, even argue, and discuss the affairs of our Union.

But, as I said then, as well, meetings are a waste of time and money, a waste of effort and energy unless we make something happen when they conclude.

It is not enough to leave here just feeling good, and this was best exemplified just a few minutes ago by what Laura Unger and Susan Baxter-Fleming said in the debate on the Mobilization resolution.

This week we set a challenge before us to improve workers' rights in this nation. Whether it is saving the jobs of operators threatened by corporate greed or protecting the organizing rights of our brothers and sisters in NCR or Sprint and the thousands of other locations in this nation where workers want a union or desire to form a union and would do so if they were given a fair and free choice.

We are serious about this campaign. This is not lip service that will be forgotten when we return home. We intend to raise the issue of workers' rights to the top of the nation's agenda, just as we did with health care and just as we did with job safety and health reform.

All of our efforts must be judged by the numbers of new members that we bring into our Union.

Whether we are fighting a grievance at the local level or leading a drive for national legislation, in the future all of us must judge our actions by the answer to one simple question: How does what I am doing contribute to the growth and strength of our Union? This goes for our stewards, our local officers, our staff, our national officers and your President.

To underscore the importance of our campaign for workers rights, I want to place this thought before you. For our Convention next year in Detroit let's cut the glitter and the trappings of a convention. Let's conduct a business meeting that focuses on the serious issues facing our Union, but which still conforms to the constitutional requirements of the Convention.



Let's do it in a way that minimizes costs at the local and national levels and maximizes the effectiveness of our actions. Then let's put whatever resources are saved to help grow our Union.

I realize this may be somewhat of a new idea, and I don't really know the specifics of what I am proposing at this moment. But I do know we must change as an organization to meet the new realities that we face today.

And the realities are that we have an outstanding opportunity to achieve long-lasting legislative and cultural change that could significantly improve workers' rights in this nation.

I want to hear your reaction and your thoughts, but I also want to remind you that the clock is ticking for us. I often use the example of the horseshoers union, which at the turn of the century made mistakes. They just did things the same old way at a time when historic changes were taking place in America. If they had been willing to change, take a risk on a new way of doing things, to accept that the internal combustion engine was here to stay, they could have very well become the United Auto Workers of today instead of representing just a couple of hundred workers at the various racetracks.

Think about it. Write to me. Write to your vice president. And let's talk about it when I visit your area during the coming year.

Now we have a surprise for you. Join with me as we watch the closing video.

. . .The following remarks of President Bill Clinton were presented by videotape to the delegates at the Convention:

**PRESIDENT CLINTON:** Hello, I hope you are having an interesting and successful and productive convention. I am glad to have this opportunity to thank some of you at once for your terrific work in last year's presidential election. Some members of the Communications Workers of America really went the extra mile to help bring change to this country.

Together we made history last November and together we have to work to turn the change the voters asked for into reality: to implement policies that will generate jobs and increase incomes and to bring about real health care reform. We want for all Americans what the CWA has struggled for year after year, a better tomorrow where everyone has an equal chance to live, to work and to retire with dignity. That would not be out of the ordinary for CWA. CWA has always kept one eye trained on tomorrow.

In fact, earlier this week I was on a panel with one of your vice presidents in Chicago where we discussed the contributions your union members were making today to create the workplace of the future. CWA has always worked to make tomorrow a little better for people. A few months ago I participated in a conference call with patients in veterans' hospitals who had new phone service because of work donated by your members.

Under the leadership of my friend, Morty Bahr, I expect that CWA will continue to be a force for positive change long into the future. I want you to help me pass this economic program, help me make sure it is fair to average Americans, that the overwhelming percentage, three-quarters, will be paid for by people in the top five percent of the income bracket, that working families with incomes under \$30,000 will be held harmless, working families with incomes under \$50,000 will pay no more than a dollar a week and that we will really reduce this deficit and have incentives to grow this economy.

I need your help in this. If we can do that, maybe we can move on to welfare reform, crime reform, a health care bill, doing the things we all work so hard to see America bring about. Thank you. (Applause)

**PRESIDENT BAHR:** We have another video, "CWA Workin' On Tomorrow."

. . .Showing of video "CWA Workin' On Tomorrow". . .

**PRESIDENT BAHR:** Each of these videos will be available at whatever it costs to reproduce, which will be just a small amount. You can order it by writing to the Secretary-

Treasurer. As quickly as we can get them done you will have them. As you can tell, the one the President did was done just, I think, yesterday on his return from Chicago.

The Vice President he was referring to was Sue Pisha. (Applause)

With your indulgence, I want to violate the rules, because I noticed Eleanor sneaking in while the lights were out. So we will recognize her on Microphone 1. Eleanor.

**DELEGATE ELEANOR O'NEILL (Local 4209):** I guess I would just like to say "Oh ho, ha, ha." I almost missed the run myself.

Anyway, I did ask permission. I want to thank Reimer for letting me sit at his table where I could be close up front.

I want to thank the entire membership. In the 34 years that I have served my local, you people have been marvelous. Without you I could not have done a cotton-picking thing. You are great. I love you, and I hope to God that you always have these conventions. I will not be here to tell you that I am a small local, don't have very much money, but we have to have yearly meetings so we can meet with the people and know each other and really love each other and do our job.

Thank you, Morty, so much.

. . .The delegates arose and applauded. . .

**PRESIDENT BAHR:** Eleanor, on behalf of this convention, I want to thank you for all you have done for this union. On behalf of all of us we wish you good health, happiness, a lot of love. And visit us, because you will always be a member and welcome to this convention.

The 55th Annual Convention of the Communications Workers of America is now adjourned.

. . .The 55th Annual Convention of the Communications Workers of America adjourned, sine die, at one-forty-seven o'clock p.m. . . .

. . .The following communications were presented to the reporters for inclusion in the proceedings as follows:

Mr. Morton Bahr

President

Communications Workers of America

501 3rd Street, N.W.

Washington, D.C. 20001

Dear Morty:

On behalf of the 51 affiliates and four and a half million members of the Industrial Union Department, we extend our fraternal greetings to you and your colleagues on the occasion of your 55th Annual Convention.

Your Convention theme, "Workin' On Tomorrow" demonstrates the leadership shown by the Communications Workers of America, as the labor movement moves ahead in a new spirit of hope and optimism after a dozen years of reactionary leadership in the nation's capital.

The CWA, a highly valued affiliate of the IUD, has a proud heritage of action in behalf of labor's most critical goals, a heritage which has been continued and enhanced under your leadership. We wish you and your fellow delegates a most successful Convention and continued progress for your members in the period ahead.

Fraternally yours,

s/ Elmer Chatak

President

Dear President Bahr:

It is with a great deal of pleasure that we extend to the officers, delegates and members of the Communications Workers of America our sincere best wishes for a successful convention.

Year after year, the Communications Workers have set a high standard of excellence in bringing to its members the full benefits of trade unionism.

The Communications Workers of America have established a sound and progressive record in all areas of the labor movement, and it is one which your membership can be justly proud. We are sure that the delegates to your 55th Annual Convention will develop programs that will provide a brighter future for all the Brothers and Sisters in your fine organization.

We at the Maritime Trades Department are proud to say that the Communications Workers of America are a member of our family.

Sincerely and fraternally,

s/ Michael Sacco,

President, Maritime Trades Department

Dear President Bahr and Secretary-Treasurer Barbara J. Easterling:

Fraternal greetings to you, your officers and delegates attending your Convention. We appreciate your many years of affiliation, consistent support of our programs and loyalty to the principles of organized labor.

Our Department is rendered a valuable service by your bringing to the attention of your members the importance of purchasing products and patronizing services identified by union emblems, especially today with the destructive flood of imports threatening more and more union jobs.

Especially do we wish to commend and thank the Communications Workers of America Union for its outstanding exhibit in our annual Union-Industries Show and look forward to continued participation.

We are grateful for this overall support and want each of your members to know that our services and facilities are at their disposal.

Best wishes for a successful convention.

Sincerely and fraternally,

s/ James E. Hatfield,  
President,

s/ Richard J. Perry,  
Secretary -Treasurer,  
Union Label & Service  
Trades Department

Mr. Morton Bahr, President  
Communications Workers of America  
501 3rd Street, N.W.  
Washington, D.C. 20001

Dear Brother Bahr:

The Officers and Members of the International Brotherhood of Electrical Workers send sincere fraternal greetings to our fellow union members in the Communications Workers of America on the occasion of your 55th International Convention.

The need for solidarity in the labor movement has never been greater, and it is in this spirit that we extend to you and your Delegates every good wish for a productive and successful Convention.

Sincerely and fraternally,

s/ J.J. Barry

s/ Jack F. Moore

International President-International  
Secretary

Mr. Morton Bahr  
President  
Communications Workers of America  
501 Third Street NW  
Washington, D.C. 20001-2797

Dear President Bahr:

On behalf of the Food and Allied Service Trades Department, AFL-CIO, our sixteen affiliated unions and the 3.5 million working men and women those affiliates represent let me extend our congratulations and greetings to you as you gather from your 55th annual convention.

A lot has changed since you met last. Principally we have a new President and he has already done a number of things which are vastly different than the actions of his predecessor. The debate has been reshaped and I hope you spend time over the next few days structuring your approaches to deal with this new phenomenon.

As you being "Workin' on Tomorrow" there will be a number of issues you need to respond to-labor law reform, fair trade, OSHA reform and health insurance.

Even with President Clinton in office however, the Labor Movement still has to structure comprehensive approaches to the challenges we face. Take the time this week for serious thought and development of concerted action, have some fun, and prepare yourself for a year of serious hard work.

Our best regards to you all,

In solidarity,

s/ Robert F. Harbrant, President

Dear President Bahr:

On behalf of the more than 4 million Building and Construction Trades workers, we send to you, your fellow General Officers, the 3,000 delegates to your 55th annual convention and, through them, to each member of your outstanding Union, our affectionate greetings.

In "Workin' on Tomorrow," the Communications Workers of America are emphasizing to all American workers the absolute necessity of seizing the opportunities available while, simultaneously, facing up to the problems and issues presently confronting all of us.

We wish you great success as you help lead the way to attainment of adequate health care for all, economic security and, not the least, fairness and dignity for the working men and women of our nation.

Sincerely and fraternally,

s/ Robert A. Georgine

President



Dear President Bahr:

On behalf of the Board, officers and staff of the Department for Professional Employees, I send greetings and best wishes for a successful convention to you and all who will gather in Los Angeles for an historic CWA convention.

CWA was a founding member of this Department and in the 16 years since we have shared concerns, challenges and strategies regarding the future well-being of a growing professional, technical and office workforce. In an era of turbulent American politics and economics, in a world of rapidly changing technologies, your union has reached out to millions of white collar men and women who now stand at the frontier of American trade unionism.

Ever a leader, CWA has been a source of strength and inspiration not only to our Department and its 26 affiliates, but to the labor movement as a whole. Always aware of the issues, the very theme of your convention—"Workin' on Tomorrow"—speaks to both the opportunities and the enormous challenges facing CWA, the labor movement and our entire society at this time.<sup>2</sup>

On the occasion of its 55th Convention, DPE congratulates CWA for its inspiring and progressive work and looks forward to many more years of working together in solidarity.

Sincerely and Fraternaly,

s/ Jack Golodner  
President

Mr. M. Bahr  
President  
Communications Workers of America  
501 Third Street N.W.  
Washington, D.C. 20001-1797

Dear Colleague Bahr,

It is with pleasure that I respond to your request for a message from Australia's Communication Workers to CWA's delegates at your 1993 Convention.

The 1990's are, of course, at the turning point of the centuries, and while perhaps it could be held to be misguided to place any significance on this, there is nevertheless an inescapable popular expectation of change, to be ushered in by the ever-looming 21st century. It is therefore with at least a cautionary glance towards the times we live in that I will share some thoughts with you.

The great values of unionism which we mutually believe in are, of course, not self-sustaining, but, rather require constant vigilance, as the advocates of self-interest are forever present and loudly express their views in times of change. The challenge for us as unionists is to do everything we can to ensure that in the inevitable change the causes of equity, particularly in employment, justice, self-determination and even democracy are protected and nurtured.

There are, as you would be aware, greater similarities than differences between our two nations in terms of government institutions, laws and cultural values, having both been influenced by waves of predominantly European migration. However, in our country flowing from the great strikes of pre-1890 a uniquely Australian system of industrial relations developed, which has as its basis the Conciliation and Arbitration Act of Parliament. This Act has since its inception provided a legally enforceable system of wage fixation, which has not only resolved disputes, but has provided all workers with a livable minimum wage.

As we rush towards the new century, leaving in our wake the boom years of the '80's which had not brought general prosperity and face the worrying prospect of ongoing unemployment, we are confronted by the economic rationalists exhorting us to jettison the ways of the past. This call includes the doing away with our system of Conciliation and Arbitration. As justification, the economic rationalists stridently advocate the apparently "free for all" industrial relations practices of the United States.

While unionists through our international contacts worldwide are aware of the great strides made by many American unions such as the Communications Workers to protect workers wages, right and conditions of employment through comprehensive collective bargaining agreements, the myth that anything goes in the United States largely prevails. It is therefore with considerable interest that I examined your recent AT&T CWA and IBEW agreement called "Workplace of the Future," for it bore marked similarities to the CWU of Australia's recent agreement with Telecom Australia called an agreement for "Business Improvement and Future Growth." The world is indeed a small place. Now there is no doubt that such cooperative agreements, if implemented fairly and reasonably, have great potential to bring real benefits to employees. Conversely, however, if misused there is equal potential to bring about a deskilling of the workforce, and, with it, a whole host of attendant problems.

Having made these observations and reflected upon them, the inevitability of change is acknowledged and it is therefore clearly understood that our real work concerns the advancement of those great challenges that unionism worldwide has taken upon itself.

As the 20th century draws to a close, regardless of the outcomes of the various philosophical economic debates, nations such as Australia will be looking towards the experiences and work practices of the United States, even more so than in the past.

Therefore, in the awareness that the world's eyes are increasingly upon you, you have great responsibilities to ensure that the interests of communication workers of the United States are well served.

On behalf of the Communication Workers of Australia, I wish you all the best in your deliberations and that your 1993 Convention is a resounding success.

Yours in Unity,

s/ Alf Forster  
NATIONAL PRESIDENT  
COMMUNICATION WORKERS UNION  
OF AUSTRALIA

## **APPENDIX A**

### **REPORT OF THE FINANCE COMMITTEE to the 55TH ANNUAL CONVENTION COMMUNICATIONS WORKERS OF AMERICA**

June 21, 1993

Dear Colleagues:

The Finance Committee met in Washington, D.C., May 20 through May 25, 1993, to recommend the 1993-94 budget. The Committee reviewed the Strategic Planning and Budget Review Committee Report adopted by the Executive Board, along with other supporting documentation.

All of the financial books, records, and reports of the Union were made available to the Committee. The Committee reviewed the audit report prepared by the certified public accounting firm of Thomas Havey & Co. The Auditors conduct examinations in accordance with generally accepted accounting standards. In the Accountants' opinion, their statements present fairly the financial position of the Union.

The 1988 Convention directed Finance Committees to review the expenditures of each Administrative Unit and requires any units which are over spent at the end of the previous budget year to give an explanation to the Finance Committee. Therefore, the Committee directed those Administrative heads to provide a written explanation and document the reasons why they exceeded their budget. After reviewing the explanations, the Committee, as directed by Convention action, may recommend that the Administrative heads make an accounting to the Convention.

This Finance Committee feels it is necessary to make a special point about the continued decline in our membership. The Union is continuing to experience a decline in full-time fee payers. Fortunately, we continue to organize new units. Yet in recent years, these gains have not offset the losses in existing bargaining units; while additional costs are incurred to service the new organized units. Consequently, each budget year requires additional cut-backs, cost containments, fewer services, and downsizing in nearly all departments. Each succeeding budget becomes more and more difficult to do. Our entire Union must develop a mind-set that will address this serious problem and commit us to the one single program that will reverse a decline in membership - organizing the unorganized.

June 21 1993

Considering these circumstances, the Finance Committee seriously questions if, at this time, it is prudent use of Local and International Union finances to schedule a Convention in June 1994. . .(we will be meeting in late July 1993 and again in July 1995) Therefore, this Committee has directed a letter to the Resolutions Committee asking them to present a resolution canceling the June 1994 Convention.

The Committee is developing the report through the Secretary-Treasurer's office that will show a per capita breakdown by District of all dues income and expenses for the most recently audited budget year. This information will be available as part of the supplemental report we will present to the Convention.

The expenditures for the past budget year, for the fourth consecutive year, did not exceed the total budgeted amount. For this, the Committee congratulates President Bahr and Secretary-Treasurer Easterling. In addition, those Administrative Units which performed within their budget are to be congratulated. Credit should also be given to a number of Administrative Units that have operated within the budget for several years.

The Finance Committee would like to thank the Secretary-Treasurer's Office (Staff and Clerical support) for their time and patience in assisting us in the preparing of this report.

We developed this budget by evaluating the requirements and circumstances that currently face our Union. Our report and recommended budget are included, and we urge your support and approval.

In Unity,

Tony Matarazzo, Chair/President/Local 1109

Richard Arriola, President/Local 6132

Rhoda V. Halley, Secretary-Treasurer/Local 7019

Nancy Biagini, President/Local 9423

### **GENERAL FUND**

As of December 31, 1992, the General Fund reflected an unaudited balance of \$13,036,982. A financial report as of March 31, 1993 will be prepared and distributed to all delegates at the Convention.

### **OTHER FUNDS**

The General Fund provides for the ongoing operations of the Union and, in addition, other designated funds are set aside for special purposes. Those funds and their unaudited balances as of December 31, 1992, are as follows:

(1) Building Fund -----	\$ 2,109,131
(2) Operating Reserve Fund -----	\$ 4,411,583
(3) District Organizing Alloc. Fund -----	\$ 693,597
(4) Defense Fund -----	\$ 2,884,145
(5) Plant Fund - Fixed Assets -----	\$ 6,032,253
(6) Members' Relief Fund. -----	\$ 35,590,000

### **AUDITORS' REPORT**

The certified public accounting firm of Thomas Havey & Co. currently performs the annual audit of the Union's financial records. The Union's budget year and fiscal year now run concurrently from July 1 through June 30.

The Committee reviewed the audited financial reports. We are completely satisfied that the examination conformed with generally accepted auditing standards and that the audit report accurately presents the financial position of the Union.

### **GENERAL COMMENTS ON ACCOUNTS**

The Finance Committee will comment on several accounts in the proposed budget. This is done to highlight specific items to Convention delegates.

The Committee has agreed, generally, to accept the Strategic Planning and Budget Review Committee Report as adopted by the Executive Board.

### **ORGANIZING**

After review and analysis of the previous years' budgets, it's important to note that the organizing budget has not increased significantly over the past five years. The CWA Organizing Department continues to be a good source of support for Locals by providing expertise, information, and educational materials.

It's also important to note that Locals should expect to share some expenses in organizing drives because of limited finances.

The Committee believes all leaders, International and local alike, recognize organizing is crucial to the future of CWA. In order to be financially healthy, we need to increase our membership by adding new bargaining units. Yet it's also necessary to educate our members on the importance of organizing and unionizing. Our members must understand - for the Union to continue delivering the vital service they depend on will require CWA to increase our current membership levels.

If there were additional funds available in this budget, we would recommend more than the \$1,985,000 that is proposed.

**THE COMMITTEE RECOMMENDS \$1,985,000**

### **LEGAL SERVICES**

The Committee feels CWA has not realized the savings originally anticipated when the Union started assigning Staff to handle arbitration cases. Therefore, considering legal costs are a major portion of the Union's budget, we recommend that the Executive Board conduct a review of the Union's current legal practices and associated costs. The Committee asks the Board to explore procedures that could allow the Union to reduce the cost of this budget item and make more effective use of the Union's resources.

**THE COMMITTEE RECOMMENDS \$4,600,000**

### **CONVENTION**

The Committee reviewed the costs to the Locals and the International to hold the annual Convention. This year's costs will be reduced, as it is cheaper to hold a convention in Las Vegas. However, the Committee also realizes the enormous resources of the total Union required to hold a yearly convention as overall costs continue to climb.

Even with cost cutting measures, each year our annual Convention still remains a high cost item in the CWA International budget and puts added burden on local finances.

**THE COMMITTEES RECOMMENDS \$700,000**

### **CWA NEWS**

The funding of this account is mandated by Article XXVI of the CWA Constitution. The amount budgeted provides for required printing costs and postage. The Committee's recommendation is based on ten (10) issues of the CWA NEWS being published during the budget year.

**THE COMMITTEE RECOMMENDS \$1,260,000**

### **PENSION FUND**

Each year the Pension Fund is actuarially reviewed to determine that it is properly funded. A percentage is established which is applied to our full-time payroll to derive the amount required to be paid to the Fund. The allocation also includes the funding required for our Sector staff and employees who remain under the CWA/ITU Negotiated Pension Plan. Some insurance and pension administrative costs are covered by the Fund.

**THE COMMITTEE RECOMMENDS \$2,082,612**

### **INSURANCE AND HOSPITALIZATION**

This account includes the general insurance policies of the Union; such as liability, automobile, group hospitalization, workers' compensation, casualty, fire, theft, etc.

CWA pays Health Care (Medical, Dental, Vision) for both active and retired employees. We continue to experience significant Increases In our insurance costs. As a cost saving's measure, where possible, CWA pays claims instead of health insurance premiums.

We have been advised to expect our Health Care cost to increase during the budget year.

Depending on claims expense and premium adjustments, this issue may need to be revisited by the SPBC during the budget year.

**THE COMMITTEE RECOMMENDS \$8,027.525**

**CONTINGENCY**

The purpose of this item is to provide for unexpected costs and unknown expenses that cannot be budgeted to appropriate accounts at the time of preparing this budget. This includes costs as a result of adding to the present number of Staff or clerical.

Expenses such as the CWA 401(k) Employer Contribution, Staff retirement gifts, rent increases, and salary adjustments are charged to this item. The Committee also included a small allocation to the District Vice Presidents for use at their discretion.

This account will continue to be used to formulate an "adjusted" budget.

**THE COMMITTEE RECOMMENDS \$1,015,706**

**PUBLICITY AND PUBLIC RELATIONS**

The Committee recognizes that we enjoy a comparatively high level of visibility in spite of having a limited Public Relations Staff. Unfortunately, it was necessary to reduce this year's allocation.

The Committee applauds the decision of Secretary of Labor, Robert B. Reich, for selecting CWA's Public Relations Director Steve Rosenthal as Deputy Under-Secretary of Labor.

**THE COMMITTEE RECOMMENDS**  
**\$475,000**

**DEFENSE FUND**

Last year's Finance Committee report reflected that as of June 30, 1991, the fund remained \$4,686,100 in the red. CWA made the final loan payment on the funds borrowed from Zedentsu in December 1992. The December 31, 1992, financial report reflected an unaudited Fund balance of \$2,884,145.

We are now "in the black."

**FOREIGN AFFAIRS**

Our Union is intricately involved in the Free World Trade Union Movement. This is demonstrated by our association with other communications unions throughout the world. This cooperation yields tremendous dividends and is of growing importance in the future of global telecommunications. The PTTI and particularly the British Communications Unions played an important role in our prolonged negotiations with AT&T in 1992, just as they did in 1989 with NYNEX. This year's budget includes the funding of activities with our labor colleagues from a number of countries.

**THE COMMITTEE RECOMMENDS**  
**\$150,000**

**AUTOMOBILE**

The Finance Committee reviewed the CWA Automobile Policy and is satisfied with the policy changes implemented by the President and Secretary-Treasurer. The Committee recommends CWA's **administrative heads continue to monitor** and fine tune our policies to ensure the efficient use of the Union's fleet of vehicles.

Methods have been implemented to encourage Staff to accept the car allowance rather than continuing to be assigned a CWA vehicle. Current policies require all new Staff to be put on allowance.

This Committee agrees that the usage of vehicles should be in compliance with the

Automobile Policy and used in an efficient manner, consistent with any applicable collective bargaining agreement.

**THE COMMITTEE RECOMMENDS \$ 963,100**

**INFORMATION MANAGEMENT SYSTEMS**

This budget reflects the costs of prior commitments as well as the updating of equipment. This budget also includes a projected allocation for the elimination of the mainframe computer system. We recommend it be replaced with a network system of personal computers which will provide more efficient service for the Accounting, Dues, and Membership records departments, in addition to the Headquarters and District offices. CWA will continue to update our record keeping and accounting systems as new technologies become available.

The Union will continue to better serve its members through the use of modern technology. The current in-house payroll system has been converted. This conversion, in addition to other changes, will substantially reduce overall costs in this year's budget and we expect these savings to repeat in future budgets. Eventually, these changes should save the Union \$750,000 annually.

During this year's negotiations with the OPEIU, the following language was agreed to..."No employee will lose his/her job or suffer a reduction in pay as a result of work placed with an outside organization."

The Committee is pleased to report that no CWA employee has been adversely affected by these conversions.

This allocation also includes an amount for contract services, software packages, supplies, and equipment.

**THE COMMITTEE RECOMMENDS \$ 1,589,760**

**CWA PROPERTIES**

In 1992, the delegates to the 54th CWA Convention approved the purchase of the new building at 501 Third Street (Resolution 54A-92-15). The CWA Executive Board's original intent was to sell the 1925 K Street building in conjunction with the purchase of the 501 Third Street property.

CWA received a contingent offer on the 1925 K Street property prior to last year's convention. Further negotiations and discussions with the prospective buyer continued until the buyer withdrew the offer in May 1992. CWA then listed the building with Shannon and Lunchs. The firm marketed the building on behalf of CWA from June 1992 through December 1992.

Because of the drastic decline in the Washington, D.C. real estate market value, the brokers were unable to find a buyer. One potential buyer made a verbal offer of approximately one third (1/3) the 1989 appraised price of the building.

It is apparent that CWA will be unable to sell the building at an amount even close to the appraised value until the Washington, D.C. market recovers. If CWA were to sell the building at the present time, it would be forced to accept a price far below the value we expect the property will be worth when the market recovers. Real Estate consultants estimate the market will recover to 1989 levels within five years and the property will continue to increase in value in succeeding years.

This Committee concurs with the Executive Board decision to spend the necessary funds to expedite the leasing of the 1925 K Street building to capacity until the Washington real estate market recovers. This will enable the building to be self sustaining and/or profitable until such time the property can be sold for its potential value.

**SALARIES - ELECTED OFFICIALS**



Part of this Committee's responsibility is to recommend any salary changes we feel are proper for our elected officials' salaries. While we do not believe it is necessary that our officers receive exactly what is being paid to officers in other unions, it is our belief that the current salaries of our elected officials should be increased. Consequently, it is our recommendation that the officers' salary adjustment be consistent with the percentage increase received by the majority of our members during 1993. It is further recommended this increase be effective July 1, 1993.

## **FINANCIAL STATE OF THE UNION**

This year the Committee followed the process adopted by the CWA Executive Board which does not include any projected net losses in membership during the budget year. However, the Finance Committee directs the Strategic Planning and Budget Review Committee to reconvene and make the appropriate adjustments necessary in the event significant membership losses occur during the budget year.

In addition to our current trend in membership, our average per capita dues does not increase as rapidly as the increases in our members wages. There is a reduction in CWA's annual revenues as higher paid fee payers are replaced by lower paid fee payers.

Items such as the cost of medical coverage for our active and retired employees, taxes, operating costs and expenses associated with maintaining our Union offices continue to be difficult to control. Therefore, considering the circumstances, this budget requires all Administrative Units to operate at or below recommended budget levels.

The Committee directs the Secretary-Treasurer's office to continue monitoring the budget performance of all units and explore all reasonable ways to reduce the costs of the Union's operations at all levels.

## **THE FUTURE**

It is obvious to the Committee that we must continue budgetary restraints. The reality of our financial situation remains that if we do not substantially increase the number of paid dues units (or the amount of average per capita) we will face more drastic fiscal restraints. Our limited income causes us to continue under-funding items and programs that are of critical importance to CWA and its members.

Tough choices have been made in order to live within our budgets. We must be creative in searching out all possible ways to reduce costs without severely cutting services to our members.

The Committee recognizes we live in changing times. There is a crying need for us to do more to protect the welfare of our members and others in society who do not have the ability or resources to fend for themselves. As our major employers continue to reorganize, it is vital CWA's leadership continue to monitor how the employer changes will affect our Union.

It is important to note that the challenges facing CWA are the same as those facing virtually all trade unions in the U. S. and Canada. Organizationally and financially, despite the economic difficulties in the two nations, CWA stands out as a leader in the world trade union movement.

The Committee believes everyone at all levels of our great union must continue to be dedicated and committed to building CWA into an even greater organization for our members and their families. This can only be accomplished through successful organizing that will result in substantial growth.

## **THE BUDGET**

The Committee reviewed and considered the Report of the Strategic Planning and Budget Review Committee as adopted by the Executive Board of the Union. After thorough and detailed deliberations, this Committee recommends the following budget for the 1993-94 Budget Year.

In calculating our projected income, the Committee built this budget based on our estimate of what our revenue will be in June 1993. We projected the average members' income will increase by 3.5% during the budget year. Our projection is based on the objective that we will bring into our Union as many new members as we will lose.

After adjusting gross income for affiliation fees and other reductions, \$64,618,813 was available for budgeting.

As in the past, we recommend the Executive Board use this budget as a positive guide and make every effort to operate within the income of the Union during the period represented by this budget.

Our proposed budget follows as Exhibit A.

A line-by-line explanation of each item in the budget may be found in Attachment No. 1.

## TOTAL UNION BUDGET

### EXHIBIT A 1993-1994

DIST & NATL UNITS	DIST 1	DIST 2	DIST 3	DIST 4	DIST 6	DIST 7	DIST 9	DIST 13	COM & TECH	PUBLIC WORKRS	TELECOM
1. Salaries - O & S	2,221,411	760,337	1,765,690	1,258,849	1,268,171	1,229,762	1,142,448	586,275	648,727	160,191	160,191
2. Salaries - Ft-Other	607,430	276,459	790,331	585,149	514,677	449,617	427,413	204,214	184,310	37,405	52,352
3. Salaries - PT	139,611	31,947	83,837	84,209	66,094	74,171	60,000	20,842	40,000	0	0
4. Expenses - FT	282,600	78,500	205,408	149,150	149,150	141,300	125,600	62,800	78,500	31,400	31,400
5. Expenses - PT	139,611	31,947	83,837	84,210	66,094	74,171	60,001	20,842	40,000	0	0
6. Supplies & Printing	106,634	22,742	56,022	48,810	43,527	41,340	47,348	14,099	0	38,000	8,000
7. Postage - Freight	106,634	22,742	56,022	48,810	43,527	41,340	47,348	14,099	0	0	7,000
8. Rental of Equipment	74,354	7,890	67,304	60,507	44,137	45,895	64,848	7,215	46,475	0	3,574
9. Mnt. of Equipment	17,363	8,201	10,389	10,294	1,718	10,691	3,157	17,248	4,377	0	0
10. Contract Service	79,925	4,984	42,911	14,315	39,543	9,065	21,829	11,932	1,134	0	0
11. Electronic Communications	157,342	36,377	92,425	78,478	69,426	90,328	70,211	22,560	0	0	7,700
12. Rent Offic Occupancy	405,339	231,044	398,046	253,188	144,175	106,481	297,948	135,602	228,338	50,800	16,304
13. Rent Meeting Rooms	7,980	1,680	4,200	3,600	3,240	3,060	3,540	1,020	2,000	2,000	2,000
14. All Other	39,988	8,528	21,008	18,304	16,323	15,503	17,756	5,287	15,000	5,000	5,000
<b>TOTAL</b>	<b>4,426,242</b>	<b>1,543,378</b>	<b>3,637,430</b>	<b>2,491,933</b>	<b>2,569,802</b>	<b>2,342,124</b>	<b>2,389,447</b>	<b>1,124,035</b>	<b>1,288,861</b>	<b>324,796</b>	<b>293,121</b>

## GENERAL FUNDS

1993 - 1994

028	Citizenship Fund	50,000
029	Organizing Fund	1,985,000
031	Legal	4,600,000
032	Convention (Incl. Com.)	700,000
033	Executive Board	230,000
034	Committees and Conferences	212,000
035	CWA News	1,260,000
036	Pension Fund	2,082,612
037	Hospitalization (Medical, Dental, Vision, Life)	
	Active	4,400,000
	Retired	2,923,028
037	Insurance (Other)	704,497
038	Taxes	2,067,075
039	Affiliations	82,000
040	Contingency Fund	1,015,706
041	Equipment Additions	102,000
042	Building Fund	0
044	Bldgs. - Repairs & Mtce.	150,000
045	Publicity & Pub. Relations	475,000
046	Operating Reserve	0
047	Foreign Affairs	150,000
048	Education	300,000
056	Professional	430,000
057	Staff Moves	250,000
058	Contract Reports & Ratif. Fund	0
059	Staff - Illness Absence	0
063	Automobile Fund	963,100
071	Information Mgmt Sys Fund	1,589,760

Total General Budget \$26,721,778

Total Lines 1 - 17 above 37,897,085

Grand Total \$64,618,863

Attachment No.1

### EXPLANATION OF EXHIBIT A

#### BUDGET

#### ITEM

##### (1) SALARIES - OFFICERS & STAFF

This item reflects the salary cost by District and administrative units of all officers and Staff and professional employees.

##### (2) SALARIES - FULL-TIME - OTHER

This item reflects the salary cost of all full-time clerical employees and salaried supervisors in the Headquarters, District and area offices.

##### (3) SALARIES - PART-TIME

This item reflects the salary cost of all part-time employees. (Examples: bargaining committees and arbitration witnesses.)

**(4) TRAVEL AND EXPENSE - FULL-TIME**

This item shows the travel and related expenses incurred by officers, Staff and full-time employee

**(5) TRAVEL AND EXPENSE - PART-TIME**

This item covers the travel and related expenses incurred by part-time employees. (Examples: bargaining committees and arbitration witnesses.)

**(6) SUPPLIES AND PRINTING**

This item reflects the cost of all office supplies and printing. (Examples: Local officers' and stewards' mailing, District newsletters, educational information, etc.)

**(7) POSTAGE - FREIGHT - EXPRESS**

This item covers the cost for all mailings, except postage for the CWA News.

**(8) RENTAL OF EQUIPMENT**

This item reflects the cost of renting and leasing such items as photocopying machines and miscellaneous equipment when it is more cost effective to rent or lease rather than purchase.

**(9) MAINTENANCE OF EQUIPMENT**

This item shows the cost of maintaining all equipment owned by CWA such as typewriters, mailing equipment and copy machines, etc.

**(10) CONTRACT SERVICES**

This item reflects the cost of contract services for such items as payroll dues deduction costs, janitorial service, trash removal service, etc.

**(11) TELEPHONE AND ELECTRONIC COMMUNICATIONS**

This item shows the telephone and electronic communications expenses incurred by officers, staff, full-time and part-time employees on behalf of the Union.

**(12) RENT & OFFICE OCCUPANCY**

This item reflects the cost of renting or leasing office space in District and administrative units. Also included in this item are mortgage payments for buildings we own.

**(13) RENT - MEETING ROOMS**

This item covers the cost of renting meeting rooms for District and bargaining unit caucuses, organizing meetings, educational institutes, etc.

**(14) ALL OTHER**

This item covers all miscellaneous expenses that cannot properly be charged to Budget Items 1 through 13.

**TOTALS**

This reflects the total amount of the budget (all Items 1 through 14) allocated to each District and Administrative unit.

**(28) CITIZENSHIP**

This item provides funds for the Union to participate in and make contributions to programs and activities which relate to community "good citizenship" and "civic affairs."

**(29) ORGANIZING**

This item covers the cost-of organizing programs for the Union.

**(31) LEGAL**

This item covers the cost of retainer fees and expenses for legal counsel, lawyers, court reporters for arbitration cases, and court costs.

**(32) CONVENTION**

This item reflects the total general cost of our annual Convention. This cost includes auditorium and meeting room rental, printing of verbatim reports and other Convention materials, postage, wages and expenses of Convention committees, etc.

**(33) EXECUTIVE BOARD**

This item includes all expenses associated with meetings of the Union's Executive Board. It includes the travel and other per diem expenses of Executive Board members and others required to be in attendance at such meetings. The cost, if any, of the meeting room is also included.

**(34) COMMITTEES AND CONFERENCES**

This item includes committee and conference expenses for meetings. This does not cover expenses of attendees unless authorized by the President of the Union.

**(35) CWA NEWS**

This item covers the total cost of publishing, printing and mailing of the CWA News, and includes the salaries of the editorial Staff.

**(36) PENSION FUND**

This item includes the cost of contributions made to the CWA Employees' Pension Fund and the costs associated with administration of the Fund. Also included are contributions for our employees covered under the CWA-ITU Negotiated Pension Plan.

**(37) INSURANCE AND HOSPITALIZATION**

This item covers the total cost of insurance (workers' compensation, liability, burglary, fire, etc.), and hospitalization, vision and dental plans for CWA employees.

**(38) TAXES**

This item reflects the cost of real estate and personal property taxes, unemployment taxes and employer's share of F.I.C.A. taxes.

**(39) AFFILIATION DUES**

Explained in Exhibit A.

**(40) CONTINGENCY**

This item is to supplement the budget when expenses are incurred that were unforeseen at the time the budget was prepared.

**(41) EQUIPMENT ADDITIONS**

This item provides for replacement and additional office machines, equipment and furniture.

**(42) BUILDING FUND**

This item provides funds to be used to acquire real estate used for Union activities.

**(44) BUILDINGS - REPAIRS, MAINTENANCE AND OPERATIONS**

This item includes the cost of maintaining and operating Union-owned buildings, as well as minor repairs to leased offices.

**(45) PUBLICITY AND PUBLIC RELATIONS**

This item covers the Union's program of Publicity and Public Relations which brings the story of the Communications Workers of America to the public through the mass media of radio, TV and newspaper.

**(46) OPERATING RESERVE**

This item is to budget funds, when available, for operation of the Union when its income is withheld or cut off for any extended period.

**(47) FOREIGN AFFAIRS**

This item includes the cost of CWA's participation and cooperation within the Worldwide Free Trade Union Movement.

**(48) EDUCATION**

This item covers the expense of week-long leadership conferences, and the development and delivery of training programs.

**(56) PROFESSIONAL**

This item includes all fees and costs of proservices, i.e., auditors, actuaries, consultants, etc.

**(57) STAFF MOVES**

This item includes the cost of staff moves in connection with reassignment from one location to another.

**(58) CONTRACT RATIFICATION**

The Contract Report and Ratification Fund was consolidated into the General Fund and given a General Fund account designation. The Fund balance from prior years' allocations was placed in an escrow account to be used for contract ratification expenses as they occur.

**(59) STAFF - ILLNESS ABSENCE**

This item includes necessary expenses to fill in for Staff members who are ill for extended periods of time.

**(63) AUTOMOBILES**

This item includes cost of operation and purchase of fleet automobiles.

**(71) INFORMATION MANAGEMENT SYSTEMS**

This item reflects the allocations made in the General Budget for the purpose of acquiring office automation equipment and software at the Headquarters, Districts, and area offices. Also included is the allowance for the cost of consultants and contract services that may be necessary to implement the Information Management Systems.

**TOTAL GENERAL BUDGET**

Total of Items 28 through 71.

## **TOTAL BUDGET**

Total of all Administrative Units, Headquarters, and General Budgets.

## **Attachment No. 2**

### **EXPLANATION OF FUNDS AND ACCOUNTS OF CWA**

There are eight Funds, all of which are examined and reported on by the Auditors. They are:

1. General Fund
2. Defense Fund
3. Pension Fund
4. Building Fund
5. Operating Reserve Fund
6. District Organizing Allocation Fund
7. Members' Relief Fund
8. Plant Fund (The Fixed Assets Account)

The first seven of the above are cash Funds. The Plant Fund is a recording of the Union's equity in fixed or capital assets.

#### **GENERAL FUND**

The General Fund is the Fund from which International operates. All the income -- money which comes to CWA -- is handled through the General Fund. The status of this Fund is reported quarterly to Local Presidents.

The General Fund contains what the Auditors have identified as "Unallocated Receipts." Dues money received by CWA is labeled in this manner until the Secretary-Treasurer's Office can channel or allocate it. As an example: a dues check from an employer is received in the Secretary-Treasurer's office; it is immediately deposited in the General Fund as unallocated money. Upon providing the report that comes with the employer's check, checks are issued for the amount due the Locals. Also, at this time we transfer the proper amount to the Defense Fund and Members' Relief Fund. The International's portion remains in the General Fund available for use by the International.

#### **DEFENSE FUND**

The Defense Fund was established by the 1952 Convention and began to operate in September of 1952. It has specific rules, adopted by the Convention, which outlines the ways it can be used.

Income to the Defense Fund is derived from membership dues and equivalent payers in the amount of \$.50 each month. Income is deposited in the Defense Fund account as dues reports are processed.

The Defense Director administers the Defense Fund within the Defense Fund Rules established by Convention action.

As of December 31, 1992, our unaudited figures for the first six months of the current fiscal year indicate revenues of \$3,333,716 and expenditures of \$230,237. There was a payment of \$2,767,695 made to retire the Zendentsu loan liability, leaving a Fund balance of \$2,884,145 as of December 31, 1992.

#### **MEMBERS' RELIEF FUND**

The new Members' Relief Fund started receiving funds in 1991. As of December 31, 1992, the fund has an unaudited Fund balance of \$35,590,000.

Strikers now (per Convention action) receive payments from th fund instead of the Defense Fund.

### **PENSION FUND**

This Fund provides for CWA employees' retirement benefits. A periodic actuarial review is made of the CWA Pension Fund, and our contribution is adjusted to meet our obligations.

### **BUILDING FUND**

This Fund has been used to accumulate funds for purchasing Union office buildings. We currently own buildings in Washington, D.C.; Trenton, New Jersey; Atlanta, Georgia; Greensboro, North Carolina; St. Louis, Missouri; Denver, Colorado; Burlingame, California.

### **OPERATING RESERVE FUND**

The Operating Reserve Fund was established as a reserve to operate the Union should income be reduced or expenses unexpectedly increase.

This is a restricted Fund, requiring a two-thirds vote of the Executive Board before expenditures are made. This Fund is used to cover operating expenses when our income is interrupted as a result of strikes in our major bargaining units.

### **DISTRICT ORGANIZING ALLOCATION FUND**

The District Organizing Allocation Fund was established a number of years ago to earmark additional money for organizing within the Districts and to provide incentive for organizing. Planning for its use and control of its administration is solely within the respective Districts.

If the District experiences a membership increase from the preceding year, based on January 1st membership figures, the District's Fund will receive credit equal to four months per capita (not including Defense Fund) times the membership increase.

### **PLANT FUND - FIXED ASSETS**

The Plant Fund has no cash or money connected with it. The reporting of fixed assets as a fund is intended as a description and evaluation of money which has been expended for land, buildings and equipment.

Fixed Assets initially were carried as an asset in the General Fund. Because it tended to distort the financial picture in the accounting of the General Fund, the Executive Board acted to set up the reporting of Fixed Assets in a separate account.

Automobiles and computer equipment assets are now included i the Plant Fund.

The Finance Committee approves the principle of reporting Fixed Assets in a separate Fund because it does simplify, as well as permit, accurate accounting of the General Fund of the Union"

An audit will be available at the 1993 Convention.

### **Supplemental Report of the Finance Committee to the 55th Annual Convention Communications Workers of America**

The Finance Committee wishes to add the following items to its report.

#### **Item #1**



The certified public accounting firm of Thomas Havey and Company performs the annual audit of the Union's financial records. Together with a representative from Thomas Havey and Company, the Finance Committee again reviewed the auditors' report for fiscal year July 1, 1991 through June 30, 1992. Our meeting reaffirmed our earlier position that the audit reports accurately present the financial position of the Union.

**Item #2** Accounting of overspending for budget year 1991-92.

The Finance Committee received written explanations and supporting documents from those administrative heads whose units exceeded their budget for the 1991 -92 year. All explanations have been thoroughly reviewed as to their content and relevance. It is the Committee's opinion that these expenditures were within reasonable and acceptable bounds in all cases.

**Item #3** Comparison -- Dues Payers vs. Income vs. Expense.

The Finance Committee was directed by the 52nd Annual Convention to provide per capita breakdown by District of all dues income and expense. The committee developed this report from audit reports for the fiscal year ending June 30, 1992.

The expenses charged to the General Fund Accounts are not included in this report. General Fund expenses are on behalf of the total Union and do not directly relate to a single District.

Please see chart on page 3. The percent figures represent the percent of the total Union.

While meeting in Las Vegas, the Committee received a request that the comparison on the next page include the average income per dues payer, excluding member relief payments. The Committee added a column to the report which reflects this information.

**Item #4**

The Finance Committee recommends that the Executive Board and the Secretary-Treasurer continue to explore all reasonable ways to reduce cost of our operations at all levels. In addition, the Committee continues to expect that each administrative unit operate within their budgets.

**COMPARISON - DUES PAYERS VS. INCOME VS. EXPENSES**  
*(District budget items excluding general account expenses)*  
 July 1, 1991 - June 30, 1992

District	Dues Payers	% of Total	Dues Income	% of Total	Expenses	% of Total	Exp. Average per Dues Payer
1	136,099	27.34%	21,695,317	25.33%	4,723,460	22.27%	34
2	30,096	6.05%	5,402,916	6.31%	1,389,826	6.55%	46
3	74,151	14.90%	13,304,955	15.53%	3,699,107	17.44%	45
4	62,388	12.53%	10,791,138	12.60%	2,625,315	12.38%	42
6	63,084	12.67%	10,129,499	11.83%	2,840,530	13.39%	45
7	51,644	10.37%	8,777,885	10.25%	2,349,731	11.08%	45
9	62,409	12.54%	12,151,055	14.19%	2,486,173	11.72%	35
13	17,926	3.60%	3,397,880	3.97%	1,099,447	5.18%	61
<b>Total</b>	<b>497,797</b>	<b>100.00%</b>	<b>85,650,644</b>	<b>100.00%</b>	<b>21,213,589</b>	<b>100.00%</b>	

\* Member Relief Fund  
 Above figures do not include PPMW Sector members  
 Dues income figures include Defense Fund payments

**Quarterly Financial Report  
to the  
55th Annual Convention**

JANUARY 1, 1993 -- MARCH 31, 1993

The attached reflects the following:

Exhibit A -- Statement of Assets and Liabilities

Exhibit B -- Statement of Revenues and Expenditures

These financial reports have been prepared and reviewed by our internal Accounting Department. There are not any known material modifications that should be made to the accompanying financial statement for it to be in conformity with Generally Accepted Accounting Principles.

Barbara J asterling

Secretary -Treasurer

Attachments

# COMMUNICATIONS WORKERS OF AMERICA

STATEMENT OF ASSETS AND LIABILITIES  
MARCH 31, 1993

<u>ASSETS</u>	<u>TOTAL</u>	<u>GENERAL FUND</u>	<u>MEMBERS RELIEF FUND</u>	<u>PLANT FUND</u>	<u>DEFENSE FUND</u>	<u>BUILDING FUND</u>
<b>CURRENT ASSETS:</b>						
Cash in Demand Accounts	11,519,198	8,628,395			1,625,544	
Investments	47,011,413	8,685,974	31,489,053		78,663	3,019,916
Dues Receivable	12,068,219	10,978,759	653,676		435,784	
Accounts Receivable	2,148,705	2,147,663			1,042	
Accrued Interest Receivable	228,137	16,714	184,422		4,633	7,299
Advances for Expenses and Office Funds	1,150,248	200,582	746,967		202,699	
Loan & Notes Receivable	7,494,573	399,831	6,875,354		219,388	
Prepaid Expenses (Pension & Other)	7,505,090	7,505,090				
Due from (to) Other Funds	0	(1,157,936)	1,471,865		342,736	(753,127)
<b>TOTAL CURRENT ASSETS</b>	<b><u>89,125,583</u></b>	<b><u>37,405,072</u></b>	<b><u>41,421,337</u></b>	<b>0</b>	<b><u>2,910,489</u></b>	<b><u>2,274,086</u></b>
<b>PROPERTY AND EQUIPMENT</b>						
Real Estate	19,548,834			19,548,834		
Furniture and Equipment	8,170,699			8,170,699		
Automobiles	2,387,787			2,387,787		
<b>TOTAL</b>	<b><u>30,107,320</u></b>			<b><u>30,107,320</u></b>		
Accumulated Depreciation	<b><u>(16,767,876)</u></b>			<b><u>(16,767,876)</u></b>		
<b>TOTAL PROPERTY AND EQUIPMENT</b>	<b><u>13,339,444</u></b>	<b>0</b>	<b>0</b>	<b><u>13,339,444</u></b>	<b>0</b>	<b>0</b>
<b>TOTAL ASSETS</b>	<b><u>102,465,027</u></b>	<b><u>37,405,072</u></b>	<b><u>41,421,337</u></b>	<b><u>13,339,444</u></b>	<b><u>2,910,489</u></b>	<b><u>2,274,086</u></b>

**STATEMENT OF ASSETS & LIABILITIES (CONT.)**

<b>LIABILITIES &amp; FUND BALANCES</b>	<b>TOTAL</b>	<b>GENERAL FUND</b>	<b>MEMBERS RELIEF FUND</b>	<b>PLANT FUND</b>	<b>DEFENSE FUND</b>	<b>BUILDING FUND</b>
<b>CURRENT LIABILITIES:</b>						
Current Portion of Capital Lease Obligation	371,038			371,038		
Current Portion of Mortgages Payable	130,430			130,430		
Loans Payable	1,815,990			1,815,990		
Accounts Payable/Acrued Expenses & Other Liabilities	7,580,275	7,486,841			89,687	2,927
Uncleared Checks on Demand Accounts	5,312,018	5,312,018				
Accrued Affiliation Dues Payable	231,819	231,819				
Payroll Withholding Taxes	363,921	363,921				
Unallocated Receipts due to Locals & Others	8,402,195	8,402,195				
<b>TOTAL CURRENT LIABILITIES</b>	<b><u>24,207,686</u></b>	<b><u>21,796,794</u></b>	<b><u>0</u></b>	<b><u>2,317,458</u></b>	<b><u>89,687</u></b>	<b><u>2,927</u></b>
Capital Lease Obligation, net of Current Portion	856,357			856,357		
Mortgages Payable, net of Current Portion	4,927,145			4,927,145		
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b><u>5,783,502</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>5,783,502</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<b>TOTAL LIABILITIES</b>	<b><u>29,991,188</u></b>	<b><u>21,796,794</u></b>	<b><u>0</u></b>	<b><u>8,100,960</u></b>	<b><u>89,687</u></b>	<b><u>2,927</u></b>
<b>FUND BALANCES (DEFICIT) EXHIBIT "B"</b>	<b><u>72,473,639</u></b>	<b><u>15,608,278</u></b>	<b><u>41,421,337</u></b>	<b><u>5,238,484</u></b>	<b><u>2,820,802</u></b>	<b><u>2,271,161</u></b>
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b><u>102,465,027</u></b>	<b><u>37,405,072</u></b>	<b><u>41,421,337</u></b>	<b><u>13,339,444</u></b>	<b><u>2,910,489</u></b>	<b><u>2,274,088</u></b>

# COMMUNICATIONS WORKERS OF AMERICA

STATEMENT OF REVENUE AND EXPENDITURES  
JANUARY 1, 1993 TO MARCH 31, 1993

<u>REVENUE</u>	<u>TOTAL</u>	<u>GENERAL FUND</u>	<u>MEMBERS RELIEF FUND</u>	<u>PLANT FUND</u>	<u>DEFENSE FUND</u>	<u>BUILDING FUND</u>
Dues Income	68,048,073	51,290,977	13,490,481		3,266,615	
Fees Income	22,366	22,366				
<b>Total Membership Revenue</b>	<b><u>68,070,439</u></b>	<b><u>51,313,343</u></b>	<b><u>13,490,481</u></b>	<b><u>0</u></b>	<b><u>3,266,615</u></b>	<b><u>0</u></b>
LESS: Affiliation Dues	2,496,107	2,496,107				
<b>Net Membership Income</b>	<b><u>65,574,332</u></b>	<b><u>48,817,236</u></b>	<b><u>13,490,481</u></b>	<b><u>0</u></b>	<b><u>3,266,615</u></b>	<b><u>0</u></b>
Investment Income	1,504,746	774,277	427,868		48,384	65,790
Transfers	336,224					261,224
Other Revenue	2,087,736	794,747	117,407			1,175,582
<b>TOTAL REVENUE</b>	<b><u>69,503,038</u></b>	<b><u>50,386,260</u></b>	<b><u>14,035,756</u></b>	<b><u>0</u></b>	<b><u>3,314,999</u></b>	<b><u>1,502,596</u></b>
<b><u>EXPENSES</u></b>						
District Offices	15,327,405	15,327,405				
National Offices	3,093,601	3,093,601				
Headquarters	9,241,691	9,241,691				
General	18,402,039	17,143,276			274,863	983,675
Organizing	1,009,241	988,627				
Membership Assistance	27,533		27,533			
Depreciation	2,912,744			2,912,744		
<b>TOTAL EXPENSES</b>	<b><u>50,014,254</u></b>	<b><u>45,794,600</u></b>	<b><u>27,533</u></b>	<b><u>2,912,744</u></b>	<b><u>274,863</u></b>	<b><u>983,675</u></b>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	<b><u>19,488,784</u></b>	<b><u>4,591,660</u></b>	<b><u>14,008,223</u></b>	<b><u>(2,912,744)</u></b>	<b><u>3,040,136</u></b>	<b><u>518,921</u></b>
<b>PROPERTY &amp; EQUIPMENT CAPITALIZED</b>	<b><u>497,236</u></b>			<b><u>497,236</u></b>		
<b>FUND BALANCES (DEFICITS) :</b>						
June 30, 1992	<b><u>52,487,819</u></b>	<b><u>11,016,618</u></b>	<b><u>27,413,114</u></b>	<b><u>7,653,992</u></b>	<b><u>(219,334)</u></b>	<b><u>1,752,240</u></b>
<b>March 31, 1993 - Exhibit "A"</b>	<b><u>72,473,839</u></b>	<b><u>15,608,278</u></b>	<b><u>41,421,337</u></b>	<b><u>5,238,484</u></b>	<b><u>2,820,802</u></b>	<b><u>2,271,161</u></b>