

Proceedings and Index of the 57th Annual Convention - 1995

MONDAY MORNING SESSION

July 10, 1995

The 57th Annual Convention of the Communications Workers of America, held at the Anaheim Convention Center, Anaheim, California, July 10-11, 1995, convened at nine o'clock, a.m., Temporary Chair Linda Porter, President, Local 9550 and Chair of the CWA Southern California Council, presiding.

TEMPORARY CHAIR LINDA PORTER: The Convention will come to order. Will the delegates please take their seats.

Good morning. We have a very full agenda this morning, so I want to ask you all to please take your seats.

If I could just have your attention for a minute, we need to keep the noise level down. It is hard for the delegates to hear what is going on and to hear the speakers. So I would ask you to please keep the noise level down in the hall.

Good morning. My name is Linda Porter. I am President of CWA Local 9550 and Chair of the CWA Southern California Council. I have the honor of serving as your Temporary Chair for this morning's session.

I was not able to be with all of you last year in Detroit, so it is a special pleasure for me to open our convention and welcome you to my native land, Southern California and District 9. (Applause)

As is our custom, we will begin our convention with a prayer. I would like to call upon Rabbi David Jessel of Heritage Pointe Retirement Community in Mission Viejo for the Invocation.

Will the delegates please stand and remain standing after the Invocation for the presentation of the Colors and the singing of the United States and Canadian National Anthems.

Rabbi Jessel.

RABBI DAVID JESSEL (Heritage Pointe Retirement Community): Thank you, ladies and gentlemen. I didn't want you to stand right at this moment, but since you do get itchy in the bottom and the mind can only take as much as the seat can bear, I won't keep you too long.

Let me just say that when the rabbis have their convention, people are all told not to die for at least three days until the rabbis come back. Seeing all of you here, I am wondering who is manning the T.V. stations and the hospitals and the universities and all the many places that you work at. I hope they will still be there when you get back. Maybe they will find they can do without you, who knows?

Your union, the Communication Workers of America, can be very proud of its existence and its long history and the fact that you have reached this 57th Convention. I might say to Barbara Easterling you have come a long way, Baby. (Applause)

I can say to your President, Morton Bahr, that he has come a long way in the footsteps of

Samuel Gompers and all the founders of the labor movement of America which you can all be very proud of. (Applause)

O God, this morning as we gather here for this convention, we thank You for all the blessings that You have given upon the labor movement and upon the Communications Workers of America. They have striven, they have fought and they have gained; and they are here this morning because they have come this far with Your help, O God.

Teach them, O God, to continue to communicate with people everywhere, not only here, but to listen as well.

A writer has said that when the television was invented, people stopped reading and when the telephone was invented, people stopped writing. O Lord, in their endeavors, help them to understand their fellow employees, to understand and perhaps communicate, difficult as it may be, with their employers.

Help them to communicate with themselves and, above all, help them, O God, to communicate with You through Your light, through Your influence, whatever religion or persuasion or creed or faith they may be. May their faith in You guide them along the way as they make this a powerful, dynamic and ever growing union. Amen. (Applause)

TEMPORARY CHAIR PORTER: 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 U.S. Marine Corps Color Guard, El Toro Marine Station.

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

I want to remind the delegates to please remain standing until the Color Guard has left the hall.

... The delegates remained standing as the U.S. Marine Corps Color Guard, El Toro Marine Station, presented the Colors, and Donna Ludolph sang "The Star Spangled Banner" and "O Canada", after which a dynamic opening video was shown to the delegates ... (Applause)

TEMPORARY CHAIR PORTER: First, I would like to say to Donna thank you for doing a great job in getting our Convention off to a rousing start. Give her a round of applause. (Applause)

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

I am the Chair of the Host Committee, and we have been working overtime to ensure the success of the Convention. I want to take a moment to recognize the other members of the District 9 Host Committee. Please stand as I call your name.

... As each member of the District 9 Host Committee was introduced, the delegation responded with a single clap of recognition ...

TEMPORARY CHAIR PORTER: Loretta Tavakol, Secretary-Treasurer, Local 9587; Gloria Castillo, Secretary-Treasurer, Local 9575; Connie Belisle, Second VP, Local 9588; Andrea Montoya, President, Local 9510; Linda V. Firth, Vice President, Local 9000; Teresa Burn, Secretary-Treasurer, Local 9586; Dorianne Garcia, EVP, Local 9510; and CWA Staff representatives Rudy Mendoza and Leslie Jackson.

Let's show our appreciation with a big round of applause for the Host Committee. (Applause)

Also, I would like to have a round of applause for those who assisted them. And a special thank you to Local 9501 and Andrea and Dorianne. Thank you. (Applause)

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

At this time, I want to ask our first guest, Frank E. Feldhaus, Jr., Mayor Pro Tem, City of Anaheim, to come to the podium. He is representing Anaheim Mayor Tom Daly who could not be with us. Please join me in giving a warm CWA welcome to the Mayor Pro Tem of Anaheim, Frank Feldhaus. (Applause)

HONORABLE FRANK FELDHAUS (Mayor Pro Tem, City of Anaheim): Thank you, Linda. Good morning.

We are in the communications business. Good morning.

... The delegates responded with a loud "Good morning" ...

MAYOR PRO TEM FELDHAUS: That's great. Wonderful. Thank you again, Linda, for introducing me.

On behalf of the City of Anaheim, I want to extend to all of you a warm welcome on the occasion of your 57th annual Communications Workers of American Convention. We are glad you have chosen our city for this convention. I am sure you will agree that Anaheim has much to offer to visitors to our city.

I am also sure your President, Morton Bahr, will agree when I state that I believe these to be exciting times for those in the communications industry. The rapid changes in technology combined with the creativity of thousands of talented professionals such as yourselves, speaks well for all of the people in our dynamic nation. In speaking of changes, I would like to take this opportunity to tell you about some of the exciting changes we in the City of Anaheim are making just to assure your future visits to be different and even more enjoyable.

For starters, the next time you return, you will see a dramatic and visually exciting transformation in this entire one thousand one hundred acres that we call the Anaheim Resort Area. We have committed more than \$170 million dollars to upgrading this area which encompasses the Convention Center and Disneyland. The upgrade includes undergrounding of the utility wiring, lush landscaping, uniform signage, and significantly upgraded infrastructure.

Many of you have also heard about Disney's originally planned \$3 billion dollar expansion project. That overly ambitious and costly project has been re-examined and they have returned to the drawing board. We have been advised that an alternate phased plan will be forthcoming and we can expect to know what the first phase of that plan will be by the end of this year. One thing is for sure, it will be done in the true Disney fashion, which is to say, it will capture the hearts and minds of all who visit Disneyland.

To the east of us, approximately two miles, the Mighty Ducks of Anaheim sold out every game in their entire season this past year. Not bad for a team which finished in last place. I can hardly wait to see what happens when they get better. Of course, they are playing at our new state of the art arena, the Arrowhead Pond of Anaheim. If you have not been to an event there, you owe it to yourself to go. It is a magnificent marble structure that has captured the full attention of the sports and entertainment industries. We were especially honored when Barbra Streisand played one quarter of all her North American dates there last summer. And for those of you who saw her HBO Special, it was filmed right there at the pond in Anaheim.

Just south of the Arrowhead Pond of Anaheim on the other side of the freeway, plans are also underway to transform the Anaheim Stadium into a sports and entertainment complex that will be unlike anything you will have ever seen before. Although the Rams moved to St. Louis, we are working diligently to make sure our other Anaheim Stadium tenant, the California Angels, continue in a positive relationship with the city. In the meantime, we continue to pursue another NFL franchise to play football in Anaheim as well. I might add, we have four professional teams that have been in contact with us almost on a weekly basis.

If it sounds as if we are busy here in Anaheim, it is because we are. The good news is that it will benefit people just like you who keep coming to our city to enjoy what we already have, and what we will have for you in the future.

I urge all of you to come back soon and watch as Anaheim transforms itself into a 21st century city. In the meantime, enjoy your stay this week and come back and see us again in the coming months and years. Thank you for having me this morning. (Applause)

TEMPORARY CHAIR PORTER: Thank you, Mayor Pro Tem Feldhaus.

Our next guest is Jack Henning, Executive Secretary-Treasurer of the California State AFL-CIO. Jack Henning and California labor are synonymous terms. For 25 years, he has served as the principal officer of the California Labor Federation. He has been with the California AFL-CIO since 1949, with leaves of absence for state and federal government service.

He has served as director of the California State Department of Industrial Relations, U.S. Undersecretary of Labor and U.S. Ambassador to New Zealand.

He has devoted a lifetime of service on behalf of working men and women in California with distinction and excellence. He has been a good friend to CWA and CWA members. Please welcome one of the outstanding leaders in the history of the California Labor Movement, Jack Henning. (Applause)

JOHN HENNING (Executive Secretary-Treasurer, California State AFL-CIO): Thank you, Linda, Barbara, Morty and one of our Vice Presidents, Janice Wood.

Brothers and sisters, it is a great honor to be with you in these days of challenge. There can be no question the American Labor Movement is under siege, but what the Republicans do not know is that we are invincible, and what they do not seem to realize as they serve their corporate masters is that their masters are few and we are many. (Applause)

What we are seeing now is the realization of all the reactionary dreams of almost half a century. We are seeing the unfettered, unqualified phase of arrogant capitalism with his captives holding the U.S. Senate and the House of Representatives. We in California have suffered by November, but not mortally, but close to it. Before November of the 52 members of the House of Representatives from California, we had 32 and the Republicans 20. It is now 27 Democrat, 25 Republican. In our State Legislature for a half a century, our candidates were in control of both the Assembly and the State Senate. We hold the Senate and, in a very marginal disputed way, we hang by our fingertips, thanks to the wizardry of one Willy Brown to assert equality. Willy is going now from the speakership, but in the last great gesture he had the Democrats elect a Republican as Speaker of the Assembly.

But we face a forbidding future in California, we understand that. But we are proud of the fact that the two United States senators from California are both Democrats, and both women, both liberals, both fighting for our cause, Barbara Baxter and Diane Feinstein. (Applause)

But in substance, we should have known this would be some day. The Republican philosophy has always been hostile to the interests of the great masses. They are in power now. They have turned their power against the Trade Union Movement, against the seniors, against the disabled, against the handicapped, against all in need. It is primitive capitalism at its worst. We must fight it without qualification, without reservation, until we see them banished from power in Washington. (Applause)

The California situation is difficult for one particular reason: The Governor of California, described as a moderate Republican through his years in public office-- and he was a civilized person at the bargaining table for workers' comp and unemployment insurance but never in his appointments to office or to the courts-- but he has sold whatever values and spirit he might possess by nature to his ambitions.

He is raising the race question as it has never been raised before in California. He is turning

the races against one another in the name of his political ambitions. He is waging war on affirmative action, although he has followed that doctrine in the past.

Let us be clear: The affirmative action initiative that will be on the ballot in this state was written by a white man to preserve an old discarded order, once rejected, but living still in the hearts of all too many. It is anti-women also. But, brothers and sisters, they are playing in the advocacy of this measure to the worst instincts of our people. The American people don't hate women, but there are those in America who hate blacks. And let us understand that is the issue. The governor of California is appealing to anti-black sentiment in the worst of ways.

Thank God the labor movement stands solidly with our brothers and sisters, whatever their race, color, or national origin. (Applause)

Affirmative action is not asking the ten-year-old black girl to be nominated to the Supreme Court. It is not asking for anything irrational. It is merely a recognition that in our pluralistic society, torn by the violence of history, there must be accommodations of a realistic nature to give the black millions of this nation something of their share of American bounty and wealth and equality of opportunity. (Applause)

He is unyielding in his advocacy of this proposal. But he should understand not only is there white rebellion against his philosophy, but does he think that the black millions of this state and of this nation will accept with submission and without hostility the violent prejudices of the white minority? No way. (Applause)

It's throwing gasoline on the very sense of race relations. Has he no mind at all? Has he no memory? Has he forgotten the black uprising that protested injustice when the white jury voted innocent the political animals that beat Rodney King to the ground in a scandalous exhibition of pure white hatred of blacks?

Does he want that? Is he challenging the history of a people who have so long suffered and said, "You accept this, black men and women. We control your lives, and we control your destiny." This is a man who aspires to be the President of the United States. God forbid that. (Applause)

But in a particular way he is adding to what has become a ruinous pace. He is tearing apart the University of California, which we like to call the greatest public university in America if not in the world, year after year; boasting, properly, of Nobel Prize winners on its faculty. He has persuaded the Board of Regents to introduce the repeal of affirmative action at the University of California. Perhaps the worst of crimes, to destroy the hopes of the young. But he is at it.

The university at the moment does not have a president. Who in the intellectual and academic world will today accept the presidency of the University of California, that has been ripped apart, that has no unity, by the race philosophy of the Governor of California. They will go as beggars to the academic community and be reputed by the academic community, that would never, never offer a man or woman of integrity the presidency of the university under gubernatorial control through the Board of Regents as they are.

But, Brothers and Sisters, we have history with us. Despite all of the reversals of the working people throughout the world, somehow they have survived.

We hold no brief for the totalitarian left, but let it be understood by all that we have never been and we shall never be the lieutenants of capitalism. We were meant for something more than that. (Applause)

Brothers and Sisters, you are a great progressive union, and you have great progressive leadership. And in your souls you have the values that make unionism one of the great reforming and ennobling institutions of history.

God be with you in the years ahead. Thank you.

... The delegation arose and applauded ...

TEMPORARY CHAIR PORTER: Thank you, John.

Now I am proud to introduce you to the leader of District 9, Vice President Janice Wood. Janice is in her first term as vice president of District 9 and is now leading our negotiations with Pacific and Nevada Bell.

I met Janice eleven years ago when I was elected Secretary-Treasurer of my local. Janice was the President of Local 11502 which was known then as the Hollywood local. If you get the opportunity, ask Janice about some of the experiences she's had in the Hollywood local.

Janice is one of the hardest working union leaders that I know. She is always open to suggestions and constructive criticism. And she gets things done. She set out to put together a legislative and political program in District 9, and we have been very successful.

CWA sets its own agenda, writes its own legislation and gets the support of the rest of the labor movement to see it through. For the past three years since her election, District 9 has introduced no less than 10 pieces of legislation in California. And even with a governor who is hostile to the labor movement, we have had four bills signed into law.

This year, our "slamming bill" is moving forward and has the governor's support. She has also positioned CWA as a major player in regulatory affairs at the state level.

Janice has accomplished so much in her first term. It has not been easy. The transition from local president to the CWA Executive Board was not a formula for leisure. But, through it all Janice has maintained her principles, her vision, and, most importantly, her terrific sense of humor.

It is a pleasure to introduce my friend, the Vice President of CWA District 9, Janice Wood. (Applause)

VICE PRESIDENT JANICE WOOD (District 9): Thank you, Linda. That was wonderful. I appreciate it very much.

Good morning, delegates, alternates, guests, officers. I am Janice Wood. I am Vice President of District 9, and I have the privilege of welcoming you to District 9 on behalf of the locals, officers and members in California, Nevada and Hawaii.

Since we last met for a convention in District 9, we have had some important achievements in our District. Among them, we recently won a representation election for 4,000 technical workers at the nine university campuses in California. (Applause) Linda Porter told you about our "anti-slamming bill," a bill which will protect our members' jobs from unscrupulous non-union members, and we expect that bill to be moved out of committee by the time we adjourn tomorrow. (Applause)

In just the last few weeks, we received written confirmation from our largest member, Pacific and Nevada Bell, of our right to build and maintain their new PCS backbone network under the terms and conditions of our existing contract. (Applause)

This is a great district, and we are pleased you have joined us here to meet and renew our commitment to building our union. We do so under the guidance of the finest leader in the labor movement. I am doubly honored today because I also have the privilege of introducing our permanent chair. He is my friend, our President, Morton Bahr.

... The delegates arose and applauded as President Borton Bahr assumed the Chair ...

CWA PRESIDENT MORTON BAHR: I told her to make it short, but not that short. (Laughter)

Thank you very much, Janice. And please join me in thanking Temporary Chair Linda Porter for the great job she has done in getting this convention started. (Applause)

Also join me in greeting a great CWA union-builder who led this union for many, many years,

President Emeritus Glenn Watts, and his wife Bernice. (Applause)

Also, the person who was so often responsible for your inviting me to your locals as long as I bring her, my wife Florence. (Applause)

You know, so much work goes into the preparations for a convention like this, and I would like to introduce three unsung heroes, my Executive Secretary, Cindy (applause), and Jackie, and Minda, the other two secretaries that are in the President's office. (Applause)

I am especially pleased that our convention is being held in California for two reasons. One is a tribute to one of the greatest trade union leaders in this state whom you heard just a few minutes ago, who is also known to tell it like it is, our good friend Jack Henning. (Applause)

Secondly, it was ten years ago, in San Francisco on July 16, 1985, I was privileged and honored to be elected President of this great union. (Applause) As you can see, I haven't aged a day since then. Neither have you. (Laughter and applause)

Now, Glenn Watts gave me some good advice at that time. He said that one person, even if he was the president of CWA, could never meet this challenge alone. Everyone in our union, officers and members, must be energized in the wake of the new realities of global competition, downsizing and political change. And ten years later, I can tell you he was right.

As I pledged to you in my acceptance speech ten years ago, and this is what I said: "We must not allow our union to be frozen into inaction by fear of failure. We intend to try new ideas. We intend to encourage initiative among the staff. We intend to reach out to the locals for experimentation. We intend to involve each individual member in our union."

Since 1985, I have dedicated myself to that overriding objective: to empower our local unions, to involve our members and their families in all aspects of our union so that they can have a measure of control over their own destinies.

No longer could our union afford the luxury, if indeed it ever was a luxury, to have locals and members sitting on the sidelines while others did the work for them. Clearly, CWA-style trade unionism was not then, and it is not today, a spectator sport.

Our founding president, Joe Beirne, said it best when he described the three legs of the triangle that is the heart of our union: Organizing; Collective Bargaining; Political and Legislative Action.

If you think about it, everything that we do as a union in each of these areas is for the purpose of empowerment, empowering our members to make decisions on issues that affect their lives in the workplace, the community in which they live, and our nation.

Those of you who were at our last year's convention heard Vice President Gore address us. He talked about the new information technology and how, if it was properly used, it could empower the citizens of our country in ways that could not be previously imagined.

He told us that we had a special responsibility because we understood the power of the new technology, and he challenged us to raise public awareness of the potential impact of the information revolution. He urged us to be deeply involved in the debate over the new information infrastructure which will be shaped and to make our views and concerns known to those who make policy.

I would like to take a few minutes to review and perhaps update what has been happening in this area since we last met. Early last year President Clinton established the United States Advisory Council to the National Information Infrastructure.

A 30-member commission was established, of which I am one of two labor members. It is chaired by the President of National Public Radio and of a company in the Silicon Valley.

Our charge is a two-year investigation at which this December we will give the President our

recommendations. I can tell you of my great concern, particularly in the first six months of the commission, because it wasn't going in the direction that either you or I would have wanted it.

There are two visions that drive the technology. One is the vision that Vice President Gore was talking about even when he was in the United States Senate; that this technology should be used in such a way that the child in Carthage, Tennessee, his hometown, should have the ability to access the Library of Congress in Washington.

The other vision was stated by a top official of Bell Atlantic, speaking for the industry, and this is what he said: "Imagine a mini-theater in everybody's living room." You can see a wide gulf in between these two visions.

Now, the first outside witness that was brought in to meet with the Advisory Council was not a so well known academician, mathematician, technologist. He was the Executive Vice President of Merrill Lynch. In a two-hour presentation the word "worker" was never mentioned; the word "citizen" was never mentioned; children were never mentioned. The only thing that was mentioned was how you should be using this technology to improve your bottom line. He gave us the result of market studies, that as a nation we will watch six videos a month at \$4 a crack; that of the \$980 billion we spend on domestic shopping, 40 percent of that will be done over interactive television.

And whatever money we had left, we spent on playing games with each other over television, to the tune of billions of dollars of profit to the transporters and content providers of this service.

Not once was it mentioned how this technology can revolutionize the delivery of education, not only to children, but to adults. Not once was technology mentioned, of how we can revolutionize health care in this country, by bringing the best health care to the remotest areas of this country and, indeed, the world. How people who today could not work because of physical disabilities, could be made gainfully employed by the use of this technology. Not once was it mentioned how we could deal with the environment with this new technology. Not once was universal access and service mentioned.

It was more than just two of us who began to talk about change; that is why I am pleased to be able to tell you now that I fully expect the report that we will be giving to President Clinton on December 13th will be an even-handed one. It will deal with the commercial aspects of the technology. It will deal with the education aspects, health care, privacy, protection of intellectual property rights of those who create music and the printed word, and it will be an even-handed report.

I think what is most important, however, is that we have to be the activists, because our report is going to say, in some fashion, that every public school and every public library and every community center shall be wired up on a priority basis, and have it done by the year 2000. (Applause)

Now, just think of the enormity of this job. Only 6 percent of the classrooms in America today have telephones. Only 3 percent of the classrooms in America today are able to access the Internet. Hundreds of schools do not have baseboard outlets. The only thing they have are overhead lights. Estimate the cost somewhere in the neighborhood, and it's a nice neighborhood, of about \$100 billion.

If we as concerned citizens, as people who know the technology, do not mobilize in our communities to come up with ways to fund this activity, we will have a two class society, because the affluent are already sending computers with their kids to private schools. The kids who are going to public schools in affluent districts have a fairly large ratio of computers-to-children, but as you get into the poorer areas of our nation where there may be ten computers for 2,000 or 3,000 kids, they will be left behind, and the commodity and the service and the product today is information. And it's going to be 15 or 20 years until Vice President Gore's vision can be achieved.

So, in the interim period our kids, the kids of our members, the kids of all union members, of

all workers, must have the ability to go to the neighborhood library or the school to be put on an even par with the more affluent. (Applause)

We have to be sure that we are not talking about universal access, but that we are talking about universal service. Now, what is the difference? You can go into a Cadillac dealership, and you can have access to sitting behind that wheel. But try to drive out with it. Universal service means that whatever new services will be available because of this technology must be available to all of us citizens at a reasonable cost, the same way as the telephone is today. (Applause)

Now, the plus side of this for us, parochially speaking, is that between now and the year 2015 or perhaps 2020, this will all be enormously job creative, and it's going to be our task to get these jobs for our members.

The convergence of telecommunications data, direct satellite broadcast, cable TV and publishing, has already begun to reshape our industry. Our employers are moving rapidly to position themselves in ways to ensure that they are among the winners when the competitive shakeout takes place, and indeed there is going to be a shakeout.

For example, here are just a few of the mergers, acquisitions and joint ventures that have already occurred. I originally intended to read them, but when George Kohl, the Director of our Research Department, gave me the list, it was three pages long, so I am going to have them inserted in the Convention Record.

... The 3-page list was given to the stenographers for inclusion in these Proceedings, as follows:

Department, gave me the list, it was three pages long, so I am going to have them inserted in the Convention Record.

. . . The 3-page list was given to the stenographers for inclusion in these Proceedings, as follows:

AT&T	McCaw, NCR Network Notes with Lotus Imagination Network Silicon Graphic - alliance for interactive tv National Cable - sport reruns with Uberty Media Sharp - Videophones World Partners - Unisource, Singapore, KDD Japan Part owner Venezuela Telephone with GTE
Ameritech	Disney deal for interactive video services GE Information Services - 30% investment for foothold in electronic publishing Joint venture with GE data network for retailers Peapod - stake in home grocery shopping and delivery BC Systems for online services Partner 30% in Hungary Sun Times - Fantasy baseball
Bell Atlantic	Creative Artists (Michael Ovitz) Cellular partner: NYNEX, USW Airtouch Nordstrom agreement on video programming Oracle - provide interactive multimedia services Alliance with Knight-Ridder re: news, advertising & videos to Stargazer Project Dow Jones - news & information to cellular phone users
BellSouth	Disney interactive Prime Cable - Texas

Ram Paging
 China cellular and long distance
 Joint Venture with Cox for new electronic classified & yellow pages
 Communications Inc. - Greensboro, NC News and Record
 Dow Jones - voice message system info for cellular

NYNEX Largest cable provider- Britain
 Viacom Cable investment
 Creative Artists
 25% interest in Philippines
 Yellow Page pilot over Internet
 Cellular Partnership Bell Atlantic and Air Touch and USWest
 Phillips and Citibank team for video financial transactions
 Interactive database w/Newsday
 Interactive products w/Viacom
 Online shopping service & local news service via voice mail
 boxes with Times Mirror
 23% Orient Telecom & Technology
 Dow Jones - provide video services & selected categories
 of information

Pacific Telesis Creative Artists
 Spun Off Air Touch Cellular
 HP joint venture - interactive tv
 Times Mirror joint venture - electronic media & home shopping
 Video on demand trials
 Broadband rebuild
 Dow Jones - deliver news reports

Southwestern Disney
 Hauser Cable - Phone service, Montgomery county
 Joint venture with Cox Cable for interactive services
 Metromedia Cellular
 Telmex Investment
 10% stake French Radiotelephone
 Testing interactive video w/Micro
 Dow Jones - offer info to cellular users

USWest Time Warner largest shareholder
 Testing interactive network in Orlando
 Partner w/TCI in second largest cable provider in Britain
 offering phone service
 Joint Venture Titus Comm. for cable tv in Japan
 Malaysia Telecom projects
 Utah Press Assn. - electronic classified advertng network
 Tribune publishing- Washington newspapers
 Seattle Times - info to cellular users
 With E.W. Scripps - provide 24-hour access to health-related
 articles via fax

Sprint TCI, Comcast and COX joint venture for bundled services
 Teleport Communications Group
 Planned Deutsche & France Telecom EDS joint ventures

GTE Primarily consolidating telephone operations and putting
 forward video trials in own service area.
 SWB cellular alliance for Texas
 Contel, Centel acquisition

Interactive video trial in Virginia with AT&T
4% South Korea Share
CTI cellular in Argentina

PRESIDENT BAHR: Just take a look at the company you work for, whether it is telecommunications or printing, and see the number of joint ventures that they have come up with. All of them are a piece of Hollywood.

So it is absolutely clear that our major employers are no longer just telephone companies or newspaper publishers. We foresaw much of this happening, and about a year ago we sent each local a publication, exchanging Information Services-- Voice, Data, Text and Video,. and we covered four subjects.

What is the impact of convergence on workers and information services? How do worker organization and union programs impact standard of living and power of workers in the industry in the light of global trends? What can workers and their unions do? And how can community organizations shape information policy and support workers in the industry.

PRESIDENT BAHR: Just take a look at the company you work for, whether it is telecommunications or printing, and see the number of joint ventures that they have come up with. All of them are a piece of Hollywood.

So it is absolutely clear that our major employers are no longer just telephone companies or newspaper publishers. We foresaw much of this happening, and about a year ago we sent each local a publication, "Changing Information Services-- Voice, Data, Text and Video," and we covered four subjects.

What is the impact of convergence on workers and information services? How do worker organization and union programs impact standard of living and power of workers in the industry in the light of global trends? What can workers and their unions do? And how can community organizations shape information policy and support workers in the industry.

You will soon be getting a new publication, "The Information Superhighway," and this was put together cooperatively between CWA and The Newspaper Guild. This is a guide to better be able to understand this new technology.

But it is important to note that we have the foresight not only to raise many of these issues and questions facing us in the nation, but that we are dealing with them.

Now, we obviously need to position ourselves so that we, too, are winners in this information age. Just as convergence has blurred or eliminated the distinctions between industries that used to be unrelated, it is having the same impact among unions in these industries.

We are most fortunate to have union leaders with a vision of the future and the will to take the necessary steps to enter into a partnership with CWA to take advantage of the opportunities this emerging industry offers us.

The first to make this move a number of years ago was the International Typographical Union, the oldest union in America, and last year the National Association of Broadcast Employees and Technicians. And for the past year or year and a half we have been in merger discussions with the 35,000 member Newspaper Guild. The Guild is the major union of information providers, and three weeks ago I addressed their convention. I have to tell you that I received the warmest and most enthusiastic welcome ever, and I am pleased to report to you something that you already know, that the delegates to the convention voted unanimously to affiliate with CWA. (Applause)

And last Friday the CWA Executive Board unanimously endorsed the merger. (Applause)

I want to introduce to you the Guild Merger Committee. The President Chuck Dale. Chuck? (Applause)

The Secretary-Treasurer Linda Foley. (Applause)

The Director of Field Services, Bill McLeman. (Applause)

I also want to recognize the great work of the CWA Merger Committee. Vice President Pete Catucci. (Applause) Vice President Bill Boarman. (Applause) And Assistant to the President Larry Cohen. (Applause)

You have at your places a copy of that merger agreement, and if any of you have any questions at all, feel free to discuss it with any member of the Merger Committee or communicate with us after you get home.

Now, the members of the Guild, according to their constitution, will now ratify the decision of their convention in a referendum vote, and that process will be concluded at the end of September.

But I would like each of you to know that none of these unions merged with CWA in the old sense of union mergers. Each of these affiliations has resulted and will continue to result in a new and better union that is able to meet the needs of all of our members in the generation ahead.

As our major employers move into video content and programming, I invite the entertainment and media unions to follow the lead of the ITU, NABET and the Guild to partner with us. And I envision by the year 2000 that together we can create a CWA that can be the union for all information, entertainment and media workers. (Applause)

I just have to share this with you, as I did in some meetings I had with the leaders of these unions, that we may not be too receptive until Charlton Heston retires. (Laughter and applause)

Other challenges confront us as the industry evolves. Our major telecommunications employers continue to downsize as they de-emphasize their telephone operations in favor of more lucrative services. We will continue to see the creation of new subsidiaries and joint ventures, and in many cases they will try to operate them non-union.

We saw this development coming and prepared for it with our Wall-to-Wall strategy. I am pleased with the growing membership awareness as to why we must win total Wall-to-Wall with every employer, particularly in this round of telecommunications bargaining.

Wall-to-Wall is another form of employee empowerment. Wall-to-Wall is a way to improve employment security and to protect the current level of union wages and benefits.

Wall-to-Wall has three objectives. We have to make them plain to our members so that they can understand it. Obviously, the first is the growth of the local unions and the International. But secondly, from the members' point of view, is the protection of their standards. It does not take a rocket scientist to know that if today in a company the union representation is this high (indicating) and the non-union subsidiaries are down here, that as these two bars on the graph begin to come together, and if the non-union bar goes up, it should be clear to everybody the challenge and the pressure that will be put on our wages and our standards.

Third, from our members' point of view, as the traditional work begins to disappear and new work is created on this side, these have to be real visible job opportunities for our members, and no hiring from the street. (Applause)

We should all be proud of the Wall-to-Wall accomplishments of Victor Crawley, Vice President of District 6, and our Southwestern Bell locals. (Applause) They have won three cellular elections for service reps and technicians. They have neutrality and access for cellular, and they are on a roll. (Applause)

The AT&T and NYNEX contracts have also achieved major progress toward Wall-to-Wall. These contract settlements, however, have greater significance than just the Wall-to-Wall protections. The NYNEX and AT&T settlements are very comparable.

Neither company won an edge over the other. And, most importantly, we again retain full health care coverage for all active and retired members of this union with absolutely no cost-shifting to anyone. (Applause)

Why are these two settlements so important? Telecommunications legislation that is now before the Congress is likely to pass, likely this year. It will permit the Regional Bell Operating Companies and GTE to get into long distance. It will permit long distance to get into the local network and, indeed, intra-lata pre-subscription is beginning in a number of jurisdictions this year.

But NYNEX and AT&T are at opposite ends of the competitive marketplace. NYNEX operates in the most competitive market in the country. And AT&T, as the dominant long distance carrier, risks losing a substantial part of its market share of the long distance market.

If these two companies are able to say that the agreements they reach with us permits them to be competitive in a new environment, there is absolutely no reason that any of the other companies cannot or will not play in the same ballpark. (Applause) I want particularly the management of Bell Atlantic to hear us loud and clear. (Applause)

We will have more to say about that at tonight's rally.

The AT&T and NYNEX agreements, and the other contracts that we negotiate, demonstrate how unions empower workers through the collective bargaining process. There is no better way to ensure a fair distribution of the nation's wealth that workers help to create. Just look at what is happening to the living standards of others, particularly to non-union workers.

In nearly every measurement of income, the gap between the rich and the middle class continues to spread. The average family at the top today now earns more than sixteen family incomes at the bottom. The gap between the rich and the poor has grown faster in the U.S. than anywhere else in the world. There is only one thing that stands between us and that statistic, and that one thing is the Communications Workers of America. (Applause)

Unionized telephone workers, for example, earn two to three times as much as cable TV workers. This will change as we continue to organize cable companies and raise their wages. (Applause)

I have a message for America's young people, our sons and daughters, who are struggling to achieve the same standard of living that we have enjoyed, and that message is simply, and I know you join me: Do what your grandparents and parents did. Join a union. And CWA is ready for you. (Applause)

Indeed, CWA members are among the very first workers who had wage increases that have kept them ahead of inflation over the past five or six years.

But it will not be easy to win a fair and competitive contract in every company. We do not want to battle with any company. We prefer partnership and sharing. But we will not back away from conflict if it is forced upon us. (Applause)

In 1990, CWA convention delegates took wise action as they voted to establish the Member's Relief Fund. Today, we have more than \$87 million in that fund. In addition, we have almost \$10 million in the Defense Fund, and we will support any striking CWA family financially and with health care if the employer decides to cancel that coverage for as long as it takes, and one day longer than any company can hold out. (Applause)

It will be CWA members, not the employer, who will decide if we will strike, when we will strike, and when we will return to work. (Applause)

In this age of technology, a CWA strike does not mean just walking a picket line outside a company. If a company declares war against any group of our members, we will respond by declaring war not only on them, but on their customers. (Applause)

But you see, this means that every member must participate in the mobilization activities

within their local unions. Avoiding a strike and negotiating a fair contract is hard work. Tomorrow you will receive a recommendation from the Defense Fund Oversight Committee and our Executive Board. We will be recommending lifting the cap on the members' Relief Fund to \$300 million. This will enable the committee and the board to comfortably continue the strike benefits at \$200 a week, and I hope you will support the committee's recommendation.

I have always believed that the stronger our ability to help our members financially during a strike, the less likely that there will be a strike.

The biggest weapon of a union-busting employer is the belief that they can keep a strike going long enough to starve the strikers into submission. Two weeks ago, I met with the head of the Trade Union Department of the Israeli Federation of Labor. This union leader has the responsibility of administering their union's strike fund, and Israel is not immune to the anti-union wave that is spreading around the world and the union has been forced into many strikes.

He told me that their strike fund was large enough for them to try an experiment, and they decided to pay strike benefits equal to the full salary of each striker. In other words, there was no loss of pay at all when they went on strike. (Applause)

And you know, while that land is a land of miracles, another miracle happened. The number of strikes almost disappeared and satisfactory settlement began to take place. (Applause)

So while I don't foresee the day when we can pay full salaries to CWA strikers, and if you did, you would never want to come back to work (laughter), but we certainly can begin to think of a level of benefits that is high enough to send the message to our employers. And that message is, no matter how long you try to keep us on the street, we will be able to take care of our families and to continue the fight. (Applause)

Brothers and Sisters, we are indeed fortunate to have President Clinton in the White House at this time. You all know that last February he issued an executive order which would bar any company that permanently replaced strikers from doing business with the Federal government. Every CWA member in the telecommunications industry now in bargaining will directly benefit from his action.

None of our employers will risk the hundreds of millions of dollars of business that they now do with the Federal government or what they hope to get in the future.

Now, Gingrich and Dole have not given up their efforts to overturn the President's executive order and their business friends are still pursuing legal action against him.

It is up to us to make sure workers understand the courageous action that President Clinton took on their behalf in the face of blistering criticism from the Republicans in Congress and their friends in Corporate America.

Collective bargaining is certainly the most visible way that we can empower our members. But to retain and strengthen our collective bargaining power, we also must work at the second leg of the triangle: building our union.

Since we last met, we have brought more than 100 new bargaining units into the union with a potential membership of 13,000 members. (Applause)

These new units include public and private sector workers in industries that are vital to our future. Among them they include:

The almost four thousand University of California technicians; (Applause)

Seventeen hundred NYNEX Service Reps; (Applause)

Thirteen new cable tv units with at least one in each of our districts. (Applause) In fact, we had ten straight victories before we had a defeat, and we will get that next one next year. (Applause)

Four hundred printers at Mack Printing in Easton, Pennsylvania; (Applause)

New NABET TV units in Maryland and New Mexico. (Applause)

I would like to single out one local for special recognition. That is Local 7060 in Phoenix. AT&T sold the cable manufacturing factory in Phoenix and we were part of the negotiations that took place with the new owner to buy it. We have got a contract. The new owner required that local to re-sign the 1200 existing members and 400 new members and in a right to work state, they are now over the 90 percent mark in re-signing all of those members. (Applause)

Our growth, as you see, has taken place right across the entire spectrum of our representation. Those of you who contributed to the success should feel great about your accomplishments. But, you know, we must do more. Each year fewer than two-tenths of one percent of all unorganized workers are given the opportunity to vote for union representation. The number of elections and the numbers of workers involved in those elections is now half of what it was back in the 1970s, even though the labor force is much larger.

The guts of our organizing effort is the CWA local union organizing network. We need more locals to participate. You need to get involved. You need to put the growth of your local union on the front burner.

Clearly, and admittedly servicing our current membership is our prime responsibility. I am aware that very often other priorities arise, political and economic, that require our attention. I understand the pressure of time and resources. That is why we must place the emphasis on membership involvement.

Remember our Talk-to-Two program. Some time ago, and you notice I brought a lot of props today, you all received Talk-to-Two. What it says around the top is: "Telephone cable workers talk to telephone cable workers. Cable telephone workers talk to telephone cable workers."

We asked you to just talk to two people in your community, because organizing and the growth of our union are so fundamental to our future, to our very ability to survive and effectively represent our members, that every local must raise it to a much higher priority.

The growth of your local union, bringing our union to workers who desperately need help, should be part of our culture, something that we never really have to think about, but that comes to us as naturally as breathing.

At the national level, we will continually increase allocation of resources towards organizing new units. Each of you must begin to do the same.

You will find Larry Cohen and our district organizing coordinators ready and willing to assist you with matching funds and other resources. Funding for organizing should be a part of every local union budget. The time is now. It just cannot be put off to another day.

After we win bargaining rights, we must be prepared to protect those rights. NYNEX and Bell Atlantic have merged their cellular phone subsidiaries into a partnership called Cellco. Cellco refuses to continue CWA-NYNEX recognition in the new company. We will not permit Bell Atlantic's growing anti-union attitudes to undermine the progress we have made at NYNEX. (Applause)

Now, having said that, I am pleased to tell you, as I told Vice President Pierce an hour or so ago, that I received a message from the chairman of NYNEX that they have reconsidered and have decided to continue our recognition. (Applause)

I can tell you that if it were not for the work so many people are doing in the trenches, I probably would not have received that phone call. I want to say thanks to all of those who helped bring this around.

The third leg of the triangle, political and legislative action, is another form of worker empowerment. What Joe Beirne said more than 30 years ago is just as true today. He said:

"Politicians make the laws, and we elect the politicians."

In the wave of last November's elections, it is imperative that we do a better job of informing our members about the direct link between political action and the ability of our union to bargain good contracts and represent them on the job.

Remember, a signature on a bill can wipe out years of gains that we have made at the collective bargaining table. Today, unions are under the most serious attack by the Republican majority in Congress since the Taft-Hartley Act was passed over President Truman's veto in 1947. We are going to talk about a lot of these things at the rally tonight.

But, if you want a preview of what our nation will be like if the Republicans succeed in putting Dole or Gramm in the White House next year, and maintain their control of Congress, we need look no further than New Jersey. Thirty-five thousand CWA members in New Jersey are not only fighting for a fair contract, but also for their jobs.

Governor Christine Whitman, often touted as a Republican vice presidential candidate, sent an early bargaining message to us when she retained the most notorious anti-union law firm in the state to do the bargaining.

As a result, the Governor's office made a mockery of the collective bargaining process. She went into court to block us from taking a strike vote. Although she got her temporary restraining order, we got it set aside for obvious reasons. You cannot take peoples' freedom and their right of assembly away from them. It's guaranteed by our Constitution. (Applause)

Her conduct was so confrontational that one newspaper in an editorial said she was union-bashing. I call upon all of the state workers and other public employees in New Jersey, as well as our members in the private sector in that state, to make your voices heard in the 1995 State Assembly elections. A sharp change in the makeup of the Assembly can send a wakeup call to Governor Whitman. We'll have more to say about this tonight.

Earlier I spoke about the need for us to insure that our access to the Information Superhighway was available to all. The same analogy can be made for public services. We must continue to oppose policies of privatization that are so clearly designed to merely shift public funds to the private sector for no other purpose than to satisfy some right-wing ideology.

Can you imagine the kind of legislation that will surface if the crowd that controls the Congress today also has the White House? They and their friends in Corporate America will seek to legislate unions into irrelevancy.

Progressive labor laws that took sixty years to implement will be dismantled overnight. Once this round of bargaining is over, we have no higher or more important challenge between now and the November 1996 elections than political action.

You will be asked to approve a resolution to implement CWA's "Check-off to '96" program, committing our union, all of us at every level, to the biggest, most ambitious political action activities in our history.

Most importantly, you and I and every one of our members will be asked to be more involved in the political process than we have ever been before. Empowerment as citizens and as union members begins at the grassroots. We must retake the political initiative in 1996. I am confident that we can do it because we must.

The real fight in America today is not over gun control or abortion rights. Surely, these issues are important to all of us. But the real battle today, and make no mistake about it, is over economic power-- who has it, who controls it, and who uses it. (Applause)

We see it in the shrinking pay raises that workers receive. We see it in the legislation proposed by congressional Republicans to put the cost to business of government regulation ahead of human needs and, indeed, the lives of workers. We see it every time that we go to the collective bargaining table or try to organize new members. We see it in the attacks on

affirmative action, women and minorities and immigrants.

Union empowerment is a direct threat to those who hold power and who would use it in a way that does not serve the working families of this nation.

You have before you a vision, a copy of the vision statement that we talked about last year. I would hope that you reread the points raised, because this is a statement of common principles that addresses the issues of what we are all about, and what it means to be a part of the great CWA family.

These principles are just as relevant today as they were last year, and will be so in 1996. These are principles of union empowerment. These are principles worth fighting for. Indeed, some of our members have died on the picket lines in defense of these ideals.

As officers and leaders of our great union, we have no higher calling than to live by these principles with every breath in our bodies. We cannot wait until next year to begin to educate and mobilize our members for the 1996 elections, or to build our union through new organizing.

When we leave this convention, we must be determined to fulfill the principles that unite and empower us. And so, brothers and sisters, with your commitment and with the involvement of an aroused and united membership, as surely as the sun will rise tomorrow, we will prevail against the politicians, the anti-union employers and the union-haters in our historic fight for social and economic justice for everyone. Thank you very much.

... The delegates arose and applauded at length ...

PRESIDENT BAHR: Thank you. Thank you.

TEMPORARY CHAIR PORTER: Before I turn over 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 special privilege for me and an opportunity that I will always treasure-- U-Haul truck and all.

It doesn't always go as planned. As Vice President Jim Irvine would say, "This was the best of times, this was the worst of times." But with the support of my CWA sisters and brothers, it is always the best of times, and I thank you. (Applause)

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

... The delegates applauded as President Morton Bahr assumed the Chair ...

PRESIDENT BAHR: I would like the Credentials Committee to come up on the platform. And while they are coming to the platform, and particularly for the benefit of the delegates who are here for the first time, I would like to just quickly go over the use of the microphones.

You can find it on page 21 of the Constitution, where the use of microphones is covered.

Now these are the microphones: There are microphones on the platform for use by our committees and special speakers that we may have.

Here in front of me is Microphone No. 1, which clearly is labeled "Motions". If you have a motion to make, that is the place you go. There is a telephone associated with the microphone, and that is directly connected to the parliamentarians sitting back here, and I would like to introduce you to them.

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

PRESIDENT BAHR: Pat Scanlon, our General Counsel; Leon Adair, our Special Counsel to District 3; and Patricia Shea, our counsel from Washington headquarters.

When you pick up the "Motions" mike to telephone, you will 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 the 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 the Chair's ruling is proper by voting whether to sustain or to reverse the Chair's ruling.

There is a microphone designated as the "Privilege" mike right at the center of the hall, Microphone No. 2. You use that mike to raise a point of order or to raise a point of personal privilege. And I hope that no one has to use it to call attention to the noise in the auditorium, as we so often have. That, too, is connected to the parliamentarian.

Now, many of you know that our rules say that you may also raise a point of order by just shouting out loud from wherever you are and then going to that microphone.

Microphone No. 4, to my left, is the "Against" mike. You go there to speak against the proposition. Microphone No. 3, to my right, is the mike where you go if you are going to speak favorably on the issue that is before the convention. In the back of the hall there is Microphone No. 5, designated the "Questions" mike. That is the mike that you go to to be recognized for the purpose of asking a question or if you want a clarification of an issue that is on the floor.

Now we rotate the microphones under our rules. The maker of a motion may speak on behalf of his or her motion from Microphone No. 1, and under our rules, as you know, there is a five-minute limit on debate for each individual. There is a red light on the platform to my left that, as you noticed, was turned on, which will give you a four-minute warning, and there is also a small red light at the microphone.

Now, I will endeavor to the best of my attention span, as I see the red light in front of me go on, to just give a light tap like that, to remind you that you have got one minute left. After five minutes, the microphone is turned off.

Now, in rotation, the movement will be from the "Motions" mike or the platform, if it is a committee report, to Microphone No. 4, "Against", Microphone No. 3, "For", and the rotation would include Microphone No. 5 if anybody is at the "Questions" mike.

Now, no motion to close debate is in order until at least two people who want to speak have the opportunity to speak on the "For" and "Against" the motion.

If the motion to close debate is carried and you have been on the line, and if you have written remarks that you would like entered into the verbatim record, please bring them up to the stenographer to my left for inclusion in the record.

And as you go to the "For" and "Against" and "Questions" mike, I remind you again to lift the telephone, give the switchboard attendant your name and local number and your state or province, if you are from Canada, and you will be recognized in the order called for under our rules.

Now, I want to introduce the people who will be handling the switchboards and answering as you call from Microphone Nos. 3, 4, and 5. They advise the Chair to recognize you. You see, they will be handing me a card with your name and local number, and they are:

... As each of the Platform Observers were introduced, the delegation responded with a single clap of recognition...

PRESIDENT BAHR: Ellen Gallant, CWA Representative, District 1; Betty Witte, CWA Representative, District 3; Leslie Jackson, CWA Representative, District 9; Ralph Maly, CWA Representative, Communication Technology; and T. Santora, CWA Representative, District 9, Chair.

Now, watching the five minute rule are: Henley Johnson, CWA Representative, District 4; Leroy Christensen, CWA Representative, District 7.

During the course of our convention, 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 have 30 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:

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

PRESIDENT BAHR: Linda Rasmussen, CWA Representative, District 7; James Lovelace, Contract Administrator, from the Printing Sector; Ken Prairie, Representative from the Printing Sector; John Krieger, Assistant to Network Coordinator, NABET; Clara Allen, Administrative Assistant to the Vice President of District 1, the Chairperson.

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 come from the floor. These delegates sit with the people who operate our telephones and keep track of who is asking to be recognized.

For that purpose today, the two delegate I would like to introduce to you are: Barry Gardner, President, Local 6016. Stand up, Barry. And John Ebeling, President, Local 14616. (Applause)

I want to introduce the members of the Credentials Committee who I can tell you have worked awfully hard in the last few days.

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

PRESIDENT BAHR: Linda Kramer, Secretary, Local 1023; Jeff Robinson, President, Local 1080; Ralph Jenkins, President, Local 2106; Dorothy Shelton, President, Local 2277; Shelba Hartley, President, Local 3106; Eddie Christian, EVP, Local 3263; Gerald Nelson, Vice President, Local 4100; Mary Worth, President, Local 4800; Jane Templeton, Secretary-Treasurer, Local 6012; Mark Ewig, President, Local 6210; Dennis Martin, President, Local 7470; Kim Shambe, Vice President, Local 7777; Joanie Johnson, President, Local 9416; Doug Fox, Secretary Treasurer, Local 9588; Richard Evanoski, President, Local 13571; Paula Olsen, Vice President, Local 59053 NABET/CWA; Jerry Hayes, CWA Representative, District 3, Co-Chair; Bob Proffitt, CWA Representative, District 7, Co-Chair.

And it's a pleasure to introduce my old friend and colleague, Mickey Ash, New York Upstate Director of District 1, Chairman.

DELEGATE MICHAEL ASH (Chair, Credentials Committee): Thank you, Mr. President. Mr. Chairman, Delegates, and Guests: I am happy to announce on behalf of the Credentials Committee that we have registered over 2,350 delegates, alternates, and guests to the 57th annual convention.

The committee appreciated 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 has worked to complete its assignment. Since our last convention, new locals have been added to our ranks. These locals are 3178 and 6911. 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 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 Category 1, credentials properly executed and on time, the committee moves that these delegates be seated.

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Any discussion? Seeing no one at the mikes, all those in favor, indicate by raising your hand. Down hands opposed by like sign. It's adopted.

CHAIR ASH: Category 1A: The following locals have received dues for new bargaining units after the 12 month averaging period: 1168, 4034, 4340, 4900, 6171, 9000, and 13000. Move that these additional votes be approved.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seeing nobody at the microphones, all those in favor, indicate by raising your hands. Down hands opposed by like sign. It is adopted.

CHAIR ASH: Category 2: Properly executed but late credentials for two locals, Local 1000, Delegates Waropay and Allen; and Local 7716, Delegate McCormick. The committee moves the delegates from these locals be seated.

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. All those in favor indicate by raising your hands. Opposed by like sign. The motion is adopted.

CHAIR ASH: We are very glad to report that we have nothing to report in Categories 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 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 Convention.

Those delegates other than Category 1 who have not 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 at this time.

PRESIDENT BAHR: Please join me in thanking this hard-working committee for making this Convention now legal. (Applause)

Would the Resolutions and Rules Committee come to the platform?

I want to introduce the Resolutions Committee, but before I do that we will be trying to deal with, depending on time, Resolutions 3, 5, 6, 8 and 9, all of which are prepared and will be reported by the committee if time permits.

Now, normal procedure calls for us to report our resolutions in numerical order. However, in

order to accommodate our schedule of events, it may be necessary to rearrange the order in which the resolutions are reported out, and we will keep you advised of any change.

The members of the committee are:

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

PRESIDENT BAHR: Melissa Morin, President, Local 1400; Judy Bolin, President, Local 4202; Rick Sorensen, President, Local 7400; Victoria Kintzer, Executive Secretary-Treasurer, Local 13500; Suzye Gardner Marino, President, Local 14629; Tony Hill, President, Local 6320, Chair.

DELEGATE TONY HILL (Local 6320, Chair, Resolutions and Rules Committee): Thank you, Mr. President. This is the Report of the Resolutions and Rules Committee to the 57th Annual Convention.

The Resolutions and Rules Committee met in the City of Anaheim, California, beginning on July 5, 1995, 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 57th Annual CWA Convention recommends no changes be made in the Permanent Rules.

THE 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 57th Annual CWA Convention shall be as follows:

On Monday, July 10, 1995, 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 5:00 p.m.

On Tuesday, July 11, 1995, the Convention shall convene at 9:00 a.m. and shall recess from Noon to 1:30 p.m. and shall recess from 3:15 to 3:45 p.m. and will then continue until all business has been conducted.

Mr. President, Delegates, I move to adopt this report.

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion. It has been seconded. Is there any discussion?

Seeing nobody at a microphone, all those in favor of the resolution indicate by raising your hand. Down hands. Opposed by like sign. The motion is adopted.

I have been introducing Barbara Easterling since her election as Secretary-Treasurer in 1992, and I do so now with a great hollow feeling in my stomach, but with an extraordinary sense of pride. The hollow feeling, obviously, is that I strongly believe that when the October AFL-CIO Convention is held, that she will be the next Secretary-Treasurer of the AFL-CIO. (Applause)

And while our loss will be a gain for all working men and women in this country, we do have

that normal feeling of sadness. So, I guess I say it with a grain of salt that I honestly hope for the good of our nation that this is the last time that I introduce Barbara Easterling for the purpose of making a report to the Convention, but that next year, as we meet in Detroit, she will address us as the second-highest ranking union officer in the United States of America. (Applause)

SECRETARY-TREASURER EASTERLING: You are going to make me cry.

PRESIDENT BAHR: Barbara Easterling.

... The delegation arose and applauded as President Bahr and Secretary-Treasurer Easterling embraced ...

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

What is so great about Morty's remarks is that he means them, because we have that kind of relationship.

I also want to thank all of you that have taken the time over the weekend, be it at the hotel, here in the auditorium, on the street, or even in church, to share with me congratulations and your support. I appreciate that very much.

I also would like to take the opportunity on behalf of myself and also on your behalf to recognize and thank my right arm, Kathy Champion. (Applause)

I say on your behalf because so many of you tell me so often how grateful you are to reach Kathy if you have a complaint or you need assistance of any kind, because she has always been able to handle the call for you. So I do appreciate your remarks and she certainly knows how much I love her, too.

Well, when Tom Donahue asked me and then I accepted his offer to run on his ticket, I was asked, "Well, Barbara, what are you going to do next?"

I replied, "I'm going to Disneyland." And off I came.

At this special time, I tell you, there is no place I would rather be than here. And there is no one I would rather be with than you. (Applause)

I stand before you as a candidate for Secretary-Treasurer of the AFL-CIO, proud to be a CWA member, proud to be a part of America's most dynamic, diverse and innovative union, and proud to serve in solidarity with each and every one of you.

My candidacy is a tribute to you, the women and men of the Communications Workers of America. (Applause)

Tom Donahue asked me to succeed him because he knows that our union organizes the workers of the future in the industries of the future; because our union wins jobs with justice; our union embraces change; because our union is on the cutting edge of innovation. Above all, Tom asked me to succeed him because he wants the AFL-CIO to run like the CWA. Every CWA member should be very proud of that. So I run not for myself, but for you-- and for every working man and woman who finds the American dream increasingly out of reach.

As someone who was born into the labor movement, I simply cannot imagine a higher honor. But I also, Morty, must confess to mixed emotions. I did not seek this office. As far as I am concerned, I have the best job in the labor movement. But I could not say no, not to the person I believe is best suited to lead the AFL-CIO in the years ahead, not to someone whose personal decency, and dedication to working families, and vision for the future are unmatched, not to someone who seeks a new era of solidarity, diversity and innovation for the American Labor Movement.

I could not ignore the significance of this occasion, though I seek to make history not by virtue of my gender but by what I achieve at the AFL-CIO.

I could not turn down the opportunity to help reunite and revitalize the labor movement at a critical time in its history. To say that this is a critical time is an understatement.

For the past twenty years, union membership has stagnated, and declining market share has eroded our power at the bargaining table and in the Halls of Congress. Management abuses of labor laws are commonplace and enforcement is spotty at best. Big business bucks now have more impact on politics and policy than the voice of the people.

The result has been nothing short of disastrous for working families. For the past twenty years, wages have fallen, living standards have declined, and dreams have been shattered. The reason is not that our economy has shrunk. It is not that workers are less productive or skilled. No. This is due to corporate greed, and the politicians who allow it by prostrating themselves at the altar of the almighty dollar.

Consider that a recent study reveals that the United States has the greatest disparity between rich and poor of any industrial country. The average gross income of the wealthiest one-fifth of Americans is now ten times that of the poorest one-fifth, up from seven and a half twenty years ago. The difference between the haves and have-nots in America is one-third more than in Canada and twice that in Germany.

And consider this: According to the Labor Department, over the last year, productivity increased 2.1 percent while wages dropped 2.3 percent. In other words, we are working harder and getting paid less, while corporate profits, stock prices and CEO salaries go through the roof. And guess who is getting screwed?

But then along come Newt Gingrich and his Republican friends to divert the attention of working families from the real problems that are affecting their lives. It is the ultimate fraud. The Gingrich Republicans tell working families, "Your standard of living is not declining because corporate CEO's are getting a million bucks a year, but because welfare mothers are getting a couple hundred bucks a month."

They tell working families, "Your job is at risk not because of corporate downsizing but because of affirmative action."

They tell working families, "Your problems making ends meet aren't because employers pay you less, but because government spends too much."

They tell working families, "You don't need more protection on the job; your employers need less government regulation."

They tell working families, "Your children aren't in trouble because you are forced to spend too much time at work and not enough time with them-- it's because of liberals and feminists and gays and those terrible union bosses."

Then, while they are diverting our attention, they get down to their dirty work. They are trying to repeal the Service Contract Act, so businesses can use taxpayer dollars to drive down the wages of service employees, including many of our members.

They are opposing any increase in the minimum wage. At least Marie Antoinette said, "Let them eat cake." However, under current minimum wage, they could not afford it.

They are working to gut OSHA, and killed regulations on repetitive motion injuries.

They're trying to pass national "right-to-work"-- for less-- laws.

They're planning on gutting essential wage and hour protections in the Fair Labor Standards Act. They want to calculate time worked over a two or four week period, so an employee could work 60 or more hours in a single week at straight time. They want to move millions from hourly to salaried classifications so more workers will be forced to work endlessly for the same pay. They want to completely exempt all state and local government employees from minimum wage and overtime standards. And they want to eliminate the protections received from collective

bargaining agreements.

That's why the GOP introduced the so-called "TEAM" Act, which would allow employers to create "company unions." And, of course, that term is an oxymoron-- if the company controls it, it is certainly not a union.

But somehow the news isn't all bad. They tried to block President Clinton's executive order banning the use of striker replacements by federal contractors, and we won that one. (Applause)

But while the Gingrich Republicans are waging war on the middle class and the poor, some Democrats argue that the party should abandon its principles and attack its own base. Working families still have plenty of champions in the party-- Dick Gephardt and David Bonior are two good examples-- and I certainly include President Clinton in this category.

But the Democratic Leadership Council represents no constituency and speaks for no one but their special interest contributors. With "friends" like the DLC, who needs enemies?

Sisters and brothers, we have reached the limit. Enough is enough. It's time for everyone in the labor movement to fight back with every ounce of energy in our bodies. It's time to fight back with every drop of passion in our hearts. It's time to fight back with every spark of creativity in our brains, and it's time for the women and men of CWA to lead the way for the labor movement.

Can I count on you? (Applause) That's what this election for the leadership of the AFL-CIO is all about. It's about the plight of every working family-- if they belong to a union-- and especially if they lack the protection of a collective bargaining agreement. It's about bringing the CWA's tradition of solidarity, diversity, and innovation and our spirit of "A Union Alive in '95" to the entire labor movement.

Let's start with politics. We have three challenges in 1996: to reelect Bill Clinton, to stop the GOP from getting a filibuster-proof 60 seat majority in the Senate, and to retake control of the House for the Democrats.

This will not be an easy task. Democratic retirements complicate the picture. And the media has done nothing to educate the people about Republican plans to decimate their living standards even further.

We must start with our own members, 40 percent of whom voted Republican in the last election. First, we must convince them that Republican policies won't solve their problems and that CWA endorsed candidates will make a difference. Second, we must get them registered and out to the polls on election day. Third, we must energize and mobilize them into a grassroots force unparalleled in America.

In 1994, radical groups like the Christian right-- which of course is neither-- out-organized us. We must never let that happen again. (Applause) We have more people, and our issues are certainly more compelling. Surely protecting our jobs, our wages, benefits, and rights should motivate union members every bit as much as the right to bear arms motivates the gun owners of America, many of whom are our members.

Fourth, we must make the "Checkoff to '96" a smashing success. Business PACs are being strong-armed by Newt Gingrich. He's telling them, "give a dime to the Democrats and we won't give you the time of day." That is okay by me. If we don't make up the difference, the typical Democrat will be outspent four-to-one in the next election. And working people will then have even fewer friends in Congress.

We'll discuss the "Checkoff to '96" in greater detail during the CWA-COPE report. But let me just say, we need to get 10 percent of our members participating in payroll deduction over the next 15 months. That's a goal that we can and must achieve.

To paraphrase former California Assembly Speaker Jesse Unruh, he said, "CWA-COPE is the mother's milk of our political successes." That's true. One key to successful political action is mobilizing our retirees. I am pleased to report that the Retired Members Council grew by a

whopping 20 percent last year. We now have 87 retired members' clubs with a total of 12,500 members. (Applause) Combined with eight district wide at large clubs, the overall membership now stands at 18,500. This paid great dividends for us as our retired members responded in force on health care reform last year.

This year, they were instrumental in the success of our bargaining with AT&T. When the company threatened to shift part of the health insurance premium for post-1990 retirees, they bombarded AT&T President Robert Allen with letters. When the company refused to give retirees the increased dental benefits they offered to active members, they flooded AT&T's hotline with protests.

Thanks to the retired members, the union prevailed on both points. (Applause) That is the type of mobilization that CWA needs on a larger scale. That's the type of mobilization the labor movement needs everywhere.

And speaking of mobilization, we must continue to aggressively present our case to Congress on issues of special importance to our members and their families. One such issue is the pending telecommunications legislation. As presently written, this legislation would gut important consumer protections for cable TV subscribers and result in higher cable rates for many cable owners. The deregulation legislation proposed by the Republicans in the House and Senate would also remove CWA's leverage to work with local governments in achieving adequate wages and benefits for cable TV workers.

We are working closely with the Clinton Administration, consumer groups and other unions to change these anti-worker, anti-consumer provisions in the legislation, H.R.1555, which is presently before the House of Representatives. Our goal is to change the bill before it goes to the House floor for consideration. We are concentrating our efforts on the House because the Senate version of the legislation already contains these anti-consumer, anti-worker provisions.

Another resource that we must better utilize is our brother and sister unions across the globe. Many of our employers are multinational corporations that pledge allegiance not to the American flag, but to the dollar, yen, mark or pound. All they see is green-- not red, white and blue.

So we are working to strengthen our bonds with communications workers unions in Latin America, Europe, Africa, Asia and Australia. This paid great dividends in the Spring/La Connección Familiar battle, where we received strong support from unions in France, Germany and Mexico.

And, of course, we offer our support to these and other unions in their battles through direct cooperation and through our work in the Postal, Telegraph and Telephone International, which represents 4.5 million workers in 113 countries. CWA has a major voice.

Today, capital moves at the tap of a computer key and jobs shift at the speed of light. So the only way to protect the American standard of living is to raise it for workers in Mexico, Malaysia, Mozambique, and everywhere else.

Speaking of the speed of light, that is how fast our internal communications must travel. I am proud to report that CWA is now launched into cyberspace. CWAnet is up and running on Internet. Union leaders and members can communicate instantaneously and be mobilized on a moment's notice for a strike situation, legislative action or any other crisis.

We also developed our first in-house computer training video to help members install and use both CWAnet and the AFL-CIO's LABORnet. And we put all District and some area offices on line to headquarters, while remote E-mail capabilities are being installed in state area offices.

To be most effective, we must be most efficient. And so the seemingly mundane details of CWA's financial and administrative operations are also very essential to our mission. We have met our target implementation schedule for our new PC-based membership system and gotten rid of the now-outmoded mainframe computer. Our staff are producing more at less cost.

We have smoothly integrated yet another method of accounting and processing dues. Now for the first time, NABET-CWA can track daily hires with itemized reporting to locals.

We brought payroll processing back in house on July 1, 1994, and the system is operating smoothly. We also implemented improved investment tracking and reporting. And we continue to upgrade software and equipment in the District offices and headquarters. We even enhanced our grievance tracking software and are producing a training video for its use.

Finally, we seek to improve the services we provide our members in a wide variety of areas. For example, we revamped the CWA Savings & Retirement Trust to better meet the changing needs of our members and participants. New groups were added, including communications, cable television, newspaper and broadcasting employers.

We also broke new ground in helping members with employment and training. We are working with Executive Vice President Nichols, district staff and local representatives in establishing three pilot employment centers this year, with more to come.

And we are working with District 7, the Department of Labor, and the Department of Education to help locals form apprenticeship and school-to-work programs with US West.

Through these functions and the organizing, bargaining and other activities that President Bahr spoke about this morning, we are making life better for our members and fulfilling our mission to society.

But we must do more. We must do it better, harder, and smarter. We must do it for the sake of our retirees, for our current members, and for the next generation. When I think back to my parents and the sacrifices they made not only for our family but for all working families, I certainly don't want us to go down as the generation that let the labor movement decline.

We have the force of history, the power of morality, and the hopes and dreams of millions of Americans on our side. We must be there-- more vital and powerful than ever. When my father was beaten up by Pinkerton guards, the union was there. When the company shut off my family's electricity, the union was there. And when I went to work as an operator for Ohio Bell, the union was there.

And when today's and tomorrow's workers get beaten up economically and beaten down spiritually, the union damn well better be there. (Applause)

So I want to say, I want you to be there for the La Connección Familiar workers who were fired for the "crime" of trying to form a union. Will you be there for the fast food employee who is labeled a "French Fry Manager" so he can have the honor of working 70 hours a week for a minimum-wage 40-hour "salary"?

Will you be there for the technician who was laid off and now works for half the pay and no benefits pumping gas at a service station?

Will you be there for the parents who work three jobs to make ends meet and can't spend nearly enough time with their kids?

Will you be there for the children disillusioned with what work does to their parents and despondent about their future?

Will you be there for every worker who is sick of being abused, spied on, and treated like dirt, and wants a voice and simple dignity on the job?

Will you be there? You have always been there with me. Whether I am at the AFL-CIO or CWA next year, I will be there with you. And I will be there for every working American. And I will be there for "A Union Alive in '95."

Thank you.

... The delegates arose and applauded ...

PRESIDENT BAHR: Thank you, Barbara.

Before I introduce our next guest, I just want to remind all of you that just prior to our lunch recess there will be the official photograph, and I know you want to prove that you were here, so I am giving you enough notice to stay in your seats.

Would the escort committee bring in Congressman Lantos, please. Tom Lantos represents California's 12th District. That includes San Francisco and San Mateo County. He is in his eighth term in the House.

I just could not think of having this convention in his home state without asking him to make a detour on his way back to Washington where Congress reconvenes today-- not so much for, I'm sure, the great message he is going to bring us, but for all of us to thank him, not only for what he does for all workers but what he has done for us in particular.

Several years ago Congressman Lantos was chairing a subcommittee of the House that was conducting an in-depth study, an inquiry, into repetitive motion injuries, something we are very familiar with. I was in a hearing room because I was the second witness, and I was testifying on behalf of the AFL-CIO, and four women testified as a panel. None of them had a single note-- they could not write, because among the four of them they had eight crippled hands. The compassion that came from this man pervaded the room.

I could give you a long story, but I won't. I just want to tell you one thing. One of the women worked for Perdue Chickens. She told a story of what they do to the workers there. When they are so hurt that they cannot continue to work, they let them go rest in an adjoining room, and then they bring them back. His comment was that it is clear that Mr. Perdue takes better care of his chickens than he does his workers.

I want to contrast that to Congressman Ballenger, who is now the chair of the same subcommittee that has jurisdiction over this concern. When Secretary Reich announced several weeks ago that the Department of Labor was going to issue federal ergonomic standards that had the objective of reducing carpal tunnel syndrome and musculoskeletal problems, Congressman Ballenger said, "Nobody ever died from ergonomics." What better contrast can there be as to who stands up for us?

And who took the lead when Sprint fired all those hard-working people at La Conneciøn Familiar, for the simple reason they wanted to exercise their rights to have a union? Congressman Lantos, along with his colleagues, wrote a letter that was signed, I think, by somewhere around a hundred members of Congress, and was directed to the chairman of Sprint.

He is a fighter, and that really should not surprise us, because that has been his history. Thomas was born in Budapest. He was 16 years old when the Nazis overran his country. At 16 he fought in the anti-Nazi underground. Later, when the communists took over Hungary, he became a leader in the anti-communist underground.

So it is no surprise that when he escaped and came to this country in 1947, that he has devoted his life to the cause of human and workers' rights.

I wanted Congressman Lantos to be here today so we can very appropriately in our way say thank you to this wonderful, decent human being for caring.

Please join me in welcoming Congressman Thomas Lantos.

... The delegates arose and applauded ...

HONORABLE THOMAS LANTOS (Congressman, California's 12th District): President Bahr, Brothers and Sisters, Ladies and Gentlemen: One of the few fringe benefits that a member of Congress has is the opportunity to talk to many, many different groups, all across the spectrum. Let me say to you that there is no group that I feel as much at home with as I do with the House of Labor. (Applause)

And let me say to all of you, this is not a private meeting. I know of no union which is better led, better managed, better organized and holds more hope for the future than the CWA, and I am honored and delighted to be with you. (Applause)

As I was listening outside to the magnificent speech of Barbara's, it occurred to me that she and I have a very special bond, because my first introduction to labor and the trade union movement was during a tragic accident in a mine, and my father took me to see the bodies brought up, all dead, because of the greed and non-caring of the mine owners.

Your wonderful father, as a miner, taught you the values of labor and trade unions, and I share with you the passionate commitment that Morty and you and all of us in this room have for every single working man and working woman in this country. And while we are meeting at a moment of somber coloration, I think I have some good news at the end of this journey.

Our great President Jack Kennedy, in a different era, told us that a rising tide lifts all boats. But I am afraid he could no longer say that in 1995, because what is so unique about our period, about our predicament, about our problems, is that it is no longer true that a rising tide lifts all boats, because the people who are in charge today are deliberately making holes in the bottoms of many of those boats so they cannot rise when the tide rises, and that is why we are having a new society, which your latest newsletter symbolizes with a quote of Dickens' "A Tale of Two Cities": It is the best of times, and it is the worst of times.

It is the best of times for people who watch the Dow Jones Averages hitting new highs every day. It is the best of times for people who close down their factories and go to Mexico and open up for a fraction of the labor cost. It is the best of times for the multinationals that care only for the bottom line and not for the human beings who make their functioning possible.

But it is the worst of times for tens of millions of hard working American men and women, who, instead of being able to rely on the support and encouragement and compassion of government, have recently discovered that the last vestige of support for labor, the Congress of the United States, has also gone the other way.

Now, I don't want to overstate the importance of the November 1994 elections. But let me state categorically that you and I have really two kinds of problems to deal with. One set of problems moves inexorably over a long period of time, and we must find the creativity and the determination to deal with them. These are the problems of automation and globalization. Automation and globalization did not happen last November. Automation and globalization have been undermining our livelihood. It has been undermining our dream that every single American generation has had, that our children and our grandchildren will do better.

But with a compassionate and friendly government we can make that journey, the transition, bearable, tolerable, acceptable.

After all, we are all here just on a journey. But it makes a great deal of difference whether that journey is productive and pleasant or pitiful and painful, and last November has ensured that at least in the short run that journey will be pitiful and painful.

Now, there are two ways of looking at the November 1994 election. One is to look at the surface and call it a Republican landslide. And it was a landslide. They took over the Senate and the House and state houses across this land.

Another way to look at it, and bear with me, because you will have trouble believing what I am about to say, is that if 20,000 votes would have gone the other way-- 20,000 votes naturally would have gone the other way-- in the narrowest elections won by Mr. Gingrich's party, we would still have control of the House of Representatives. I would still have the privilege of chairing the Subcommittee on Employment and Housing, and we would still have hearings on ergonomics, and child labor, and pension rates and the full spectrum of issues, from OSHA to minimum wage that we were planning until that tornado hit just a few months ago.

Mr. Gingrich and his people got 20 percent of the vote. We got slightly less than 20 percent

of the vote, and 60 percent of the eligible voters of the United States chose not to participate. Our number one target for 1996 must be apathy.

The overwhelming bulk of the men and women who chose not to vote are our people. These are the people whose programs will be decimated during the course of the next few months.

What we have voted on so far was the easy part-- budget resolutions that really don't bite. Now come the appropriation bills, and now the bite begins. Medicare, Medicaid, student loans, veterans programs, OSHA, you name it.

The pain will be palpable, and it will be visible, and if we don't turn out the vote in 1996, we deserve what we are going to get.

I started teaching economics almost half a century ago, when I first taught at the university about the American labor movement. Many of the things that preoccupy us now, day in and day out, were things that simply did not exist-- the explosion of temporary workers, the moonlighting that has been made mandatory by a declining wage structure.

You all saw the cartoon where the politician speaks and says, "In the last few years we have created seven million new jobs," and the waiter who is serving says, "Yes, and I have three of them".

I have no doubt that if the Republican landslide of 1994 should be repeated in 1996, you and I will be in for a long, long cold winter. The ruthlessness, the toughness, the meanness with which Gingrich and company are approaching the political scene provides no avenue for compromise. If they are in the majority, we will turn the clock back for unions, for children, for the elderly, for the sick, for every single segment of American society that is worth fighting for.

So let me say a few hard things about the upcoming election. This crowd now in control wants to provide people with an annual income of \$350,000, a \$20,000 annual tax break, which is about the average wage of a working man or working woman in the United States.

This crowd wants to dismantle the whole fabric of our social framework that has provided for decades an opportunity for all of us, to get through rough times, to provide our children with an education, to see to it that our parents have a decent twilight of their lives.

I have differed with Bill Clinton on a number of issues. Probably the most serious one, the most profound and the most dangerous issue on which we departed company was NAFTA. With the collapse of the Mexican economy, even the most enthusiastic former supporters of NAFTA see what a horrendous mistake NAFTA was. (Applause)

I want to pay tribute to the CWA and the American Labor Movement for leading the fight against NAFTA, which has provided now a cheap manufacturing platform in Mexico. This year we will have a \$15 billion trade deficit with Mexico after all the promises that NAFTA will provide, tremendous opportunities to sell in that wonderful and prosperous market.

The Mexican peso has been cut in half in value, and the majority of the people of Mexico can barely keep body and soul together. They are no customers for American products.

But looking at President Clinton, and looking at the alternatives, the choice is easy indeed. I simply cannot believe that Bob Dole is today perceived as a mainstream middle of the road moderate. It is only the presence of Bob Dornan and Pat Buchanan and Phil Gramm on the other side that transform this man, who is about as anti-labor and anti-progressive legislation as any person who ever served in the senate of the United States. (Applause)

There is a violent attack aboard against the American public education, which has been the passport to a better tomorrow for every single generation of Americans since the birth of our republic. There is an assault on, against labor unions. There is an assault on, for every attempt at recognizing that not all of us are fortunate enough to be born into wealthy families, not all of us are fortunate enough to have the road smooth across the way, but most of us have problems and difficulties and turmoil and trouble, and yet we prevail.

I believe the American Labor Movement and the American people will rise to the challenge of 1996 in an unprecedented fashion. (Applause)

We will not allow the 25th anniversary of the birth of OSHA to be celebrated with the dismantling of OSHA, so that there will be more people sitting in front of me in the witness chair not being able to write because their fingers just do not function anymore.

I believe the attempt to create company unions, and do not think for a moment that is not a serious threat, that is legislation moving into the Congress that would destroy the Free Trade Union Movement and replace it with a "Company Union Movement."

There is no option but to consider the elections of 1996, the ultimate divide that will determine whether the 21st Century will be one of progress and decency and hope and accomplishment and a civilized life, or whether we go back to the orphanism of Newt Gingrich, to the company unions of the 19th Century, and to the further polarization of American society.

Barbara has so properly pointed out, there is no industrial society where the growing separation of the wealthy and the rest of us is as pronounced, as painful, as it is in our own country. If we stick together, as I know we shall, we shall prevail, and the Gingriches will be tossed into the dustbin of history, while the American Labor Movement goes on to great tomorrows. Thank you.

... The delegates arose and applauded at length ...

PRESIDENT BAHR: Tom, thank you so much for sharing that enormous message with us, and I commit to you on behalf of the hundreds of thousands of members that the local leaders in front of us represent, that we intend to stand shoulder to shoulder with you to, as you said, put the Gingriches in the dustbins of history, and restore that chairmanship back to you. We need you desperately. Thanks again for being with us. (Prolonged applause)

That token of appreciation costs just enough to keep you out of Gingrich's trouble. Thank you, Tom. (Applause)

As Congressman Lantos leaves, let me just mention the names of the people on the Escort Committee.

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

PRESIDENT BAHR: Libby Sayre, President, Local 9119; Val Afanasiev, President, Local 9409; Frank Tanner, Vice President, Local 9410; May Vice, Vice President, Local 9411; Cookie Cameron, Vice President, Local 9412; Karin Hart, Executive Vice President, Local 9415; Charles Dunn, President, Local 9430; Leon Wurzer, President, Local 9431; Bennie Flint, President, Local 9496; Richard Starr, President, Local 9590; and Charlie Tobias, President, Local 14901.

And the last order of business this morning will be the official photo. Does the photographer want to give us instructions? He is back up here to my right.

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

PRESIDENT BAHR: We stand at recess until 1:40.

... The convention recessed at twelve-ten o'clock, p.m. ...

MONDAY AFTERNOON SESSION

July 10,1995

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

PRESIDENT BAHR: Will the Convention be in order.

Would the Escort Committee bring Brother Rodriguez to the podium.

... The delegates arose and applauded and clapped in unison as Brother Arturo Rodriguez was escorted to the podium ...

PRESIDENT BAHR: Two years ago, at our 55th Convention in Las Vegas, we mourned, along with the United Farm Workers, the death of their founding President, Cesar Chavez. And then we welcomed their new President, Arturo Rodriguez.

In the past two years, Arturo has firmly placed his stamp of leadership on the United Farm Workers. Just a little more than a week ago, the Farm Workers achieved an historic breakthrough. They won their first representation election in the State of Washington where workers voted two to one for the union. (Applause)

The election was supervised by former Speaker of the House Tom Foley, which demonstrates that workers will vote union when they are offered a fair choice, free of employer intimidation.

The bargaining process also provides for interest arbitration if both parties cannot agree to a contract, which guarantees that farm workers have a first contract without a strike.

We applaud the Farm Workers on this great victory and appreciate the special relationship that we have with them. We were there with Cesar as he woke up the conscience of America to the plight of migrant farm workers. And we stand in solidarity with the next generation of Farm Workers leaders as they carry on his great mission.

So please welcome the President of that great union, the United Farm Workers of America, Arturo S. Rodriguez.

... The delegates arose and applauded ...

ARTURO S. RODRIGUEZ (President, United Farm Workers Union): Thank you very much.

Sisters and Brothers, Morty, members of the Executive Board and Delegates: We thank you from the bottom of our hearts for the solidarity that you have always shown us from this great union.

Today, we would like to bring something very special for your President and for you as a union. As Morty has already mentioned, our founder, Cesar, passed away a little over two years ago. Jane Fonda had commissioned this poster of Cesar that tells the life story that he worked for in our union. So now we would like to present this to Morty. And it is signed by Cesar's wife Helen Chavez, Morty. (Applause)

We want to thank those folks that are here for the National Minority Caucus because on Saturday morning we had a chance to visit with you and that was a real honor to be with everybody there.

We also want to, in a very special way, thank all of those locals that are here today that have helped us out tremendously over the years with office space and advances to keep us going, transportation-wise and everything.

I want to mention a special group that is here with me today. They are over here to our right. There is a support group here from Orange

County, even though Orange County is not the most liberal part in America, we have had a good base of support here for 30 years. They are celebrating their anniversary this July, this month, on their support for the Farm Workers. And their long-time President is here with us, who

has been president of this support committee now for 27 years, Jeanne Giardino. I want to recognize the Farm Workers Support Committee. (Applause)

As Morty mentioned, two years ago we came to your convention in Las Vegas, just shortly after Cesar had passed away. It was a tremendously emotional time for us as you might expect, but you brought not only tears to our eyes that day, but you brought a tremendous amount of joy, because you made a commitment to our organization, not only in terms of solidarity, as you have always been there with us on picket lines and demonstrations and so forth, but you also made a major financial contribution to a battle that was going on at that particular time and to many others that have gone on since then.

So we come here today to kind of give you a little report on that investment you made over two years ago and the many, many years that you have invested into the Farm Workers, and let you know that things are going well, things are going well, because the spirit of Cesar continues to guide us in our way.

And that major donation was made so we could file an appeal against the Bruce Church Company, which is the third largest lettuce company in the nation. And as a result of that, we filed the appeal. That appeal trial comes up later on this summer, and we expect a good chance in terms of overturning that decision that's against us for \$3.7 million right now. So, we want to thank you very much for that again. (Applause)

A lot of things have happened over the last two years. One of those has been that there has been over 90 now different dedications or commemorations or memorials or streets, libraries-- you name it-- that have been named after Cesar, our founder. And in a way, he's really helped us, because the growers had thought, "Well, now, he has passed away." He ruled and he gave this union its strength for over 30 years along with our co-founder, Delores Huerta, but it seems in his passing that he's ever more present. For example, on Tuesday of this week, I was in Salinas, California and we had a meeting there with the growers. And guess where the meeting was at? In Cesar Chavez Library. You can imagine growers having to come down and sit down and meet with us in a library named after Cesar Chavez and meeting with us. But before that, I was driving up in San Francisco and just recently now they have changed Army Street in San Francisco which crosses Highway 101 to be named Cesar Chavez Avenue. So now, when the growers in the north, Napa Valley and all the Salinas growers are going to San Francisco, they have to cross Cesar Chavez Avenue.

As those of you who have driven around here in Southern California will note coming down Highway 5, Brooklyn Avenue was changed to be Cesar Chavez, or Avenida Cesar Chavez. (Applause) And the growers are having a difficult time with it. They are having to send their kids to schools named after Cesar Chavez; they are having to negotiate in halls named after Cesar Chavez; and they are having to drive down highways named after Cesar Chavez.

We will keep after them as long as we can, and I don't think Cesar will ever leave us in this particular area. But Cesar's passing also created a tremendous spirit among all of us to carry on his work, to carry on his mission, to carry on his vision, and to make sure we build a strong national union for farm workers.

Last year we took it upon ourselves to do a pilgrimage from Delano, California to Sacramento, to mark that first anniversary of Cesar's passing, and as a result of that we did a 243-mile trek from Delano, California, where the union was founded, in the San Joaquin Valley, up to Sacramento. By the time we reached Sacramento over twenty thousand people joined with us in Sacramento to celebrate that victory. (Applause)

I know many of you were all there with us and joining us in solidarity. But since that time, in the last twelve-month period now, we have had eleven election victories throughout the State of California and most recently in the State of Washington. (Applause)

Those cover over four thousand workers that have won and voted for representation by the United Farm Workers. In addition to that, we signed our biggest contract over twenty-five years,

and that was with a rose company named Bear Creek Production Company. That was an interesting campaign, because they have over fourteen hundred workers there, and a lot of things happened during that particular campaign. But they were very fearful of the power of people, because of the fact that their owner was Shockley Distributing Company, and they didn't want a bunch of Mexicans stopping to buy their vitamins, and a lot of other folks that supported the work we do.

So, as a result, they turned around and within a three-month period after the election decided to sign a contract with us. They produce the nation's biggest rose crop. They produce the Jackson and Perkins and Armstrong roses.

So, if you see those out in the store, we welcome you to buy them. They don't have an eagle on them yet, but I hear they grow better as a result of their being union now. (Applause) One day we will stamp the eagle right on that rose package and then you will know for sure it's union made.

Then we won a big victory and signed a contract with Schid Vineyards over there in the Salinas Valley with another 350 workers. All of those have brought a lot of energy into what we are doing.

Most recently, as Morty mentioned, we just won the first election ever outside the State of California where farm workers got a right to vote and that was in the State of Washington where 200 wine grape workers that had fought for eight years now to be able to have collective bargaining rights, and so those workers at Chateau Saint Michelle, and we welcome you to drink that now, that wine from Washington State, but those workers, they fought and now within the 75 day period that company has to sit down and negotiate the contract or the remaining articles go to binding arbitration. We know by this harvest season they will have a contract. (Applause)

Tonight I leave on the red eye so we can go to the State of Florida where we have a bunch of farm workers that worked under Coca Cola Company for many years and are still strong members and supporters of our union. There we will be passing out a check to an African American woman that spent her entire life picking citrus, oranges and grapefruit and passing out a check to her for retroactive pension benefits for \$18,000.00. (Applause)

So Sisters and brothers, our union is moving forward. Your investment has been a good one. We are taking the foundation that Cesar provided to us and building on it in the best way that we possibly can to create this strong union for farm workers.

With the grape boycott, things continue to move well. As I know as I came over here to the table in the hallway, one of the gentlemen that stopped me, Rudy Francis, from your CWA Local 3410 out of New Orleans, told me how he took the "No Grapes" film and showed it to his family, to his little girls and they no longer eat grapes.

Well, that has had a tremendous impact, because now the consumption of grapes is down 12 percent in the United States, while all the other fruits and vegetables go up. (Applause)

So it has had a good impact. We are continuing with that effort to stop the use of cancer and birth defect-causing chemicals used on the grapes, and to bring about a unionization there with the workers.

There is another big fight going on right now, and that is with a company that I am sure you have heard about and seen in your grocery stores, and that is with Dole Corporation. Dole is the largest employer of farm workers throughout the United States, employing over 30,000 farm workers throughout the U.S.

Last year, one of the elections that we won was with one of their companies-- in fact two of the elections. They fired a bunch of workers, and one of those workers is here with us today, Ricardo Garcia, with his entire family. You will see the children when they walk out of here a little later on, with his four children that are joined with us today.

But right after we won the election they went and fired all the strawberry workers. Over 400 strawberry workers were fired right away because they voted for the union.

And then, during that particular campaign they hired one of the most racist people that we have to deal with out there that tries to break our campaigns when we are working, and he told us and he said publicly to the workers, that "You Mexicans are nothing but a bunch of ignorant animals."

So, as a result, we won that election, as a result of Steven Highfield's comments, and let him be the labor consultant he is because we will continue to fight him in every way we can. But they bargained in good faith since we got on. And most recently, a week ago, in negotiations, they wanted to fire the rest of the workforce, all of the celery workers and the broccoli workers and everybody else and put them out of work.

So basically, they are putting the whole company out of work as a result of winning the election there. So we are in a fight there.

Many of you have already signed this card that was passed out at your table. If you haven't yet, please stop by our table and we would invite you to sign a card. Then, if you can join with us, we will be meeting Thursday at noon at David Murdoch Plaza, who is the CEO for that company. It is not a poor company by any means. In fact, I understand their balance sheet, their assets are about \$3.4 billion, so they can afford to pay farm workers a few cents in order to pick their crops and to pick your crops.

So as a result, we invite you to come over there. If you need any further information, you can always contact us at our office here in Los Angeles where Tony Bixler, Local 9400, hosts us there. You can find out from Roman Pinall, our director there, for any more details that you need to know.

But, sisters and brothers, we want to thank you tremendously for the support that you have given us throughout the years. I want to thank you, Morty, for all that you have helped us with throughout the years, and for the faith that you have kept in us, because that faith has kept us going, as a union, as an organization, and we will continue to do everything we possibly can to bring about dignity, justice, and respect for the tens of thousands of farm workers and men and women and children that pick our crops out there.

Cesar always used to say how shameful it is in the richest country in the world, how the people that need us oftentimes find themselves going to bed hungry at night. It's a shame. It's a shame in 1995 that farm workers, minorities, still have to scrape enough food for themselves so that they can feed their families. So, we ask you to continue to join with us in our struggle of bringing about that dignity and respect and we thank you very much.

Que viva Cesar Chavez.

... The delegates arose and applauded at length ...

... The delegates clapped in unison as President Bahr presented Arturo Rodriguez with a gift

...

PRESIDENT BAHR: Arturo, I think you know that the reaction you got here is sincere. In fact you didn't need this reaction to know that the members of the Communications Workers of America are with you in your fight, with you right to the end. And we know every single farm worker is a member of the United Farm Workers.

The members of the Escort Committee for Arturo Rodriguez are:

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

PRESIDENT BAHR: Linda Villegas-Firth, Vice President, Local 9000; Nadine Cox, President, Local 9408; Roy Michel, President, Local 9511; Berta Cable-Gonzales, Secretary-

Treasurer, Local 9421; Terri Kambeitz, Vice President, Local 9423; Andrea Montoya, President, Local 9510; Lino Martinez, President, Local 9573; David Salazar, President, Local 9575; Connie Belisle, Executive Vice President, Local 9588; Richard Starr, President, Local 9590.

... The delegates arose and clapped in unison with Arturo Rodriguez as he was escorted out of the convention hall ...

PRESIDENT BAHR: Would the Escort Committee please bring Secretary Reich to the podium?

... The delegates arose and applauded at length as Secretary Reich was escorted to the platform ...

PRESIDENT BAHR: It is now my honor and privilege to introduce the nation's 22nd Secretary of Labor.

I have to tell you about my first conversation with Bob Reich. I don't know if he remembers. I received a telephone message to call him in Massachusetts when he was secretary designate before confirmation. I called him, and we didn't know each other, and he said, "I understand you have a fellow by the name of Steve Rosenthal working for you." Steve was our PR guy.

I said, "Yes."

He said, "Well, I heard that he is pretty good and could you loan him to me for about three weeks in the transition?"

And I said, "Okay." Of course, we don't have Steve back yet. (Laughter) Steve is, I think, here with the secretary. His title is Deputy Associate Secretary of Labor, and to show how Secretary Reich's judgment is so great, his chief of staff is now Leslie Loble who used to be one of our lobbyists in Barbara's shop. So, he has got great judgment.

I have gotten to know Secretary Reich quite well in the past two and a half years. I think in addition to professionals, we consider each other friends. He is a man with extraordinary compassion for ordinary workers, and because his entire background was such that he never really came in contact with the Trade Union Movement, he quickly demonstrated a willingness to learn.

I will just give a couple of examples. Very early in his administration he spent at least one night a month with the organizing directors of several unions, who brought along with them ordinary workers who were just trying to bring a union into their place of work, some of them having been discharged. They wanted to know why they were discharged when all they were trying to do was get unionized. He is the first and only Secretary of Labor who went through what we would refer to as a significant emotional experience, and I happen to know about it because I was with him.

Last year's Workers' Memorial Day he spent one hour with the surviving wives and husbands and children of workers killed in industrial accidents. Each of those accidents could have been prevented, and I think he and I and everybody else who was present will say we will never be the same as a result of that experience.

We know that he was the force in encouraging and advising President Clinton to issue the executive order to ban companies that permanently replace strikers from doing business with the federal government. (Applause)

He is in the forefront of the fight to save the Occupational Safety & Health Act from being totally dismantled and made ineffective by the Republican majority. In the face of enormous Republican and corporate attack, he insists he will issue ergonomic standards that hopefully will reduce or eliminate the epidemic of carpal tunnel syndrome that thousands of our members and other workers are experiencing. (Applause)

This thought just happened to go through my mind. I said I had had the pleasure of

introducing the 22nd Secretary of Labor. Brothers and sisters, if Bob Dole or one of that crowd is in the White House at the beginning of 1997, Bob Reich will be the last Secretary of Labor, because they will dismantle this department, just as they are doing or have been trying to do to several others.

So, there is so much at stake. Please join me in welcoming one of the greatest, if not the greatest, Secretaries of Labor this nation has ever seen. Bob Reich.

... The Delegation arose and there was prolonged applause ...

HONORABLE ROBERT B. REICH (United States Secretary of Labor): Thank you so much. Thank you, Escort committee. And Morty, I want to thank you especially. I want to thank you for the contributions you have made to this union, to the entire Trade Union Movement, to working people across America. You have been an extraordinary leader.

I can tell you all that during the past two and a half years that I have been Secretary of Labor, not only has Morty been a friend, but he has made my job a lot easier, because I know I can always count on him for sound advice. And I know that Morty Bahr is always willing to tell it to me straight, even when he disagrees with me-- especially when you disagree with me, Morty. All of you should be enormously proud that he is your president. (Applause)

And you should be just as proud of being a member of one of the most dynamic unions in the nation, a union with real vision. Together you have created an organization that can truly fight for Jobs with Justice, and pursued a moral version and a moral vision and a moral concept of fairness and equality.

And I, as Secretary of Labor, want to congratulate you all for what you have accomplished and for what you are accomplishing. With your recent mergers with other unions from the information and media industries, you are building an organization of strength and unity to meet the challenges of the new economy.

CWA has been a pioneer in education and job training and all of the kinds of skill building programs that our workers, our men and women, need for the high wage, high skilled jobs of the future.

The Alliance for Employee Growth and Development at AT&T, Pathways at USWest, the CWA NYNEX university-based programs, to name just a few, are path-breaking initiatives. They are regarded around this country as landmark path-breaking initiatives in terms of where unions and management need to go in the future.

They show what workers with enlightened union leadership are willing and able to accomplish. And, as always, CWA is leading the way. It is a model. In fact, I have been so impressed with CWA, that I paid your union a very, very high compliment. As Morty said, I have poached CWA to fill my own staff. Steve Rosenthal, who is with me-- Steve, where are you? Stand up. (Applause) Stay standing.

Steve is one of my most trusted assistants, and, as you know, he spent thirteen years with CWA before becoming a respected political operative and now a senior official at the Labor Department. Morty also mentioned Leslie Loble with my staff. She is back running the office today, so she is not here with us. So once again, Morty, I want to thank you for training my workforce. (Laughter)

You know, when I came to Washington two and a half years ago, you may not believe this, but I was six feet one inch tall. (Laughter) Now, it has taken a lot out of me. In fact, even last November, when the Republicans took over Congress, I was still five foot eight inches. I have lost a lot of ground since then. It has worn me down. (Laughter) But I will tell you something. I am going to fight every day, every hour, for American workers, until I vanish completely. (Laughter and applause)

The Presidential election of 1996 is now about five hundred days away, and if this election is

like recent ones, it is going to be dominated by a single issue. You are going to hear it over and over. In 1992, remember, the major issue was: "It's the Economy, Stupid." In 1988 it was, you remember, prison furloughs. You remember the enlightened issue that dominated that campaign.

Four years before it was the evil empire. Now this morning I want to make to you a prediction. I'm going to predict the major issue of 1996. I would appreciate it if you would keep it in this auditorium because this is a privileged kind of prediction that I'm about to make. I believe that the next election is going to be fought over the following issue and that is: "family values."

When these contenders for high office talk about family values, and they are already talking about family values, some of these Republicans, they are already treading out the notion of family values.

What are they really talking about? Now, the answer obviously, when you talk about family values, depends an awful lot on your vision of families.

There are some people who would have us believe in this country that there are two types of families, the saintly and the sinful. One kind of family works hard and plays by the rules. The other kind runs wild and lives off the dole.

Here are the facts. Almost all families work and they are working harder than ever. Mothers with small children are working. Fathers are working often these days at two jobs. Most African American families are working. Most Hispanic families are working. Most poor families work. Most immigrant families work. Most families on food stamps work and the millions of families without jobs today desperately want to work.

Now, these working families may not grab the headlines, but they are the unspoken heroes of American life.

Now all of you know exactly what I'm talking about. These Americans are your neighbors and your friends. Many are your brothers and sisters in this great union. They sit at the kitchen table at night and they wonder how they are going to make ends meet and wonder whether they can pay the bills. They pray that their kids don't get sick because of the rising cost of medical care.

Some of them worry about taking a walk late at night because the neighborhood is no longer safe. They are not on welfare, although some of them come dangerously close. Some may even have depended on welfare for a time to tide them over in a crisis.

They don't need a capital gains tax cut because they don't have much capital. The real condition of our country is this, for a decade and a half the rising tide has failed to lift all boats.

Now you remember when John F. Kennedy talked about the rising tide lifting all boats in the 50's, 60's right on through the mid 1970's he was right. The rising tide did lift all boats and everybody took advantage. Everybody found themselves benefiting from economic growth, from productivity. Everybody did better and better and better. For the last 15 years we have had a rising tide.

The economy has been growing, but not all boats have been lifted. That rising tide has lifted the luxury liners and the cruisers, sure, but the rowboats in the middle where most people live and work, no. Those have been taking on water. The little rafts and dinghies, the poor, they have been actually sinking.

We live right now in the most economically stratified society of all industrialized nations, a nation that is surging toward inequality at the fastest rate of any industrialized nation. This division, this widening gap, I am telling you, is one of the greatest challenges this nation faces. The problem is not that a few people are getting enormously rich. That is not the problem. They want to get rich, fine, celebrate the fact they are getting rich. The problem is that not everybody has an opportunity to move upwards. That rising tide is not moving everybody upward. This is the country's most virulent threat to family values. (Applause)

I don't know how many of you have seen it, this week's *Business Week* magazine cover

story. They ask in "Business Week," which is read by all the corporate heads in this country, their big question mark in that issue in *Business Week* is: How can it be that profits are going up; that the stock market is going through the roof; we never had a bull market like this; that economic growth and productivity are increasing-- and yet wages are going down?

Well, you know as well as I do what is happening in this country. Today in America millions of men and women are struggling to stay afloat and, as they struggle, they become uneasy. And as they become uneasy and disillusioned, they become distrustful and some of them become angry. And as their disillusionment and their anger increases, they become ever more willing to head the cries of cynical opportunists to orchestrate the politics of racism and divisiveness.

Listen closely to what some of these politicians are saying and what they actually propose, and you realize that their solutions have nothing to do with real families or with real values. In fact, they want to make it even harder for families to make it on their own.

At the very moment, at the very moment when our children need nourishment for their bodies and their minds so they can become full and productive citizens of this country, they want to cut school lunches and they want to cut Headstart. At the very moment when working Americans, average hard-working Americans, are toiling longer hours for less money, they want to cut back on the earned income tax credit, the working people's tax credit, and they want to block any increase in the minimum wage.

At the very moment that American working men and women need protection in the workplace, they want to gut OSHA. They want to get rid of OSHA. They want to cut the budget. They want to make it more difficult to police workplaces with regard to health and safety. They want to reduce worker health and safety.

At the very moment so many Americans need new skills for better jobs, they want to make it harder to get college loans and job training. Their strategy is simple: Divide and conquer. Ignore the real problems. Get anxious people scared and mad at each other and hope that this fear puts enough points on the board to win when the buzzer sounds. You can even call it class warfare. That is what they are preaching. You and I both know it has worked before.

We are seeing it again. Pete Wilson, the current Governor of California rallies against affirmative action. Why? Because it is easier to play upon the fear and the fury of so many people than to rebuild the schools and the universities that were once the proudest achievements of this golden state.

A man named Pat Buchanan warns that immigration will pollute America's purity. Why? Because it is easier to talk about threats coming from outside America than it is to face the real problems inside America. The latest entrance into the family values debate is Senator Bob Dole. Now, I do not want to be misunderstood here. Senator Dole is an honorable man and in his speech last month about vice and violence in Hollywood, he raised some very important issues and made some very valuable arguments. Movies that celebrate slaughter are sickening. Rap lyrics that glorify the degradation of our sisters and mothers are repulsive, they are immoral. The Senator has done us a favor by discussing family values in the context of the responsibility of companies to the rest of society. The responsibility in this cast of companies in Hollywood to put aside profits and think about their true responsibilities to society.

If what Senator Dole is saying is true, that companies are not merely profit-making institutions, that they do have responsibilities to society, that corporations share the benefits and the obligations of citizenship, then he has opened up a far, far broader set of issues than maybe he even realizes. For example, if companies have responsibilities, do they have a responsibility to provide decent wages to their employees? (Applause) Especially when corporate profits are setting record levels. The stock market is surging and yet paychecks right now are going nowhere. Companies are doing better than they have ever done in decades. The stock market is surging. Don't companies have a responsibility not only to do better by their employees, but don't they have a responsibility instead of laying employees off to train them and develop them. Isn't that part of corporate responsibility? (Applause)

Senator Dole, if companies have responsibilities, don't they have a responsibility to respect the right to strike and bargain collectively for higher wages and better benefits? (Applause)

Don't they have a similar obligation, a similar obligation not to bust unions or load employee committees with representatives of management.

Now, I know that many of you, by the way, are concerned about the Sprint case currently before the National Labor Relations Board. I want you to know that I have decided to meet with the Mexican Labor Minister to discuss this case and give the Sprint workers an opportunity to educate the public about what is happening to them. (Applause)

... The delegates arose and applauded ...

SECRETARY OF LABOR REICH: You know, with regard to corporate responsibility, responsibility to employees, responsibility to unions, responsibility to people who want to make a decent living when corporate profits are going up, when, all of you, all of us, we have a responsibility to ask these questions. We must explain family values in a way that they really can be understood and in terms of what they really mean and not be cowed by the crowd that thinks it has a copyright on these precious words.

President Clinton wants to raise the minimum wage because \$4.25 is not a living wage. (Applause) Especially for the three out of five minimum wage workers who are women or the almost 40 percent who are their family's breadwinner. You cannot get by on \$9,500 a year which is what the minimum wage transfers into for a full-time minimum wage worker. That is family values. (Applause)

President Clinton appointed to the National Labor Relations Board people like Bill Goulds and Peggy Browning and Ted Feinstein, the General Counsel, because they understand that collective bargaining is not a privilege, it is a right. (Applause) It is a fundamental right and that is family values.

Now, with this Executive Order, the President said plain and simple that we will not allow companies to do business with the government and also permanently replace their striking workers. We will not allow it. (Applause) That is family values. That is family values.

Now, a lot of Republicans have pledged to kill this executive board on striker replacement. They were trying to revoke it even before the ink was dry. But the Democrats in the Senate held firm. They kept the filibuster going for five days, and the Republicans were beaten back on round one. And that is family values. (Applause)

But there are going to be a lot of other rounds here. They are going to come back again and again and again, trying to get rid of that worker order on striker replacement.

While that filibuster was going on in the Senate, I was served papers in a legal effort to overturn the executive board. I am being sued personally. The papers read, "National Association of Manufacturers, Chamber of Commerce, Bridgestone Firestone Rubber Company, Labor Policy Association, American Trucking Association versus Robert B. Reich." I have the papers hanging on my wall as kind of an emblem of honor. (Applause)

Anybody who wants to deny workers the right to strike can expect a fight from us, on Capitol Hill, in the federal courts or anywhere else. That's family values.

... The delegates arose and applauded at length ...

SECRETARY OF LABOR REICH: And while many of you use computers in your jobs, the President still has a less high tech tool at his disposal. It is called a pen. (Laughter) And if the Republicans try to weaken section 882, or if they try to repeal the Davis-Bacon Act, or they try to repeal the Service Contract Act, get ready for a four letter word. It's spelled V-E-T-O. (Applause) And, by the way, that's family values, too. (Applause)

He has done this sort of thing before, right when he came to office. He eliminated President

Reagan's and President Bush's anti-union, anti-worker executive boards, you remember on PATCO and Boston Harbor and the Beck decision which CWA led the charge against, that is also family values (applause); from the Family and Medical Leave Acts, talk about family values, for seven years we tried and tried to get that through. The President signed it into law, from the Family and Medical Leave Act, to the Motor Voters Act, to the Hatch Act Reform, the President has signed into law 32 bills championed by the unions of the AFL-CIO, and that also is family values. (Applause)

And yet, the Republicans in Congress and the Republicans who want President Clinton's job in 1996 claim that they are for family values, even though they want to slice education and job training; they want to cut Medicare; they want to cut OSHA; they want to prevent a minimum wage increase; and they want to take these savings and give it to the very wealthy in the form of a capital gains tax cut, 58 percent of which goes to people who are earning over \$200,000 a year. And they don't slice corporate welfare. They want to cut welfare for the poor, but they don't want to cut welfare for the rich and for corporations. They say they are for family values. Don't you believe it for an instant. (Applause)

How dare they wave the banner of family values, when so much of what they propose to do undermines and devalues families. How dare they pretend to support families when they want to kick away the very props that make it possible for families to get ahead. How dare they take the low road of division and denial and then claim that this route somehow leads to the moral highground.

Yes, let's have a great debate in this country about family values over the next 18 months, but let's have it on our terms, about real families and real values. We honor American families and family values every time we create a job.

We honor family values every time children in this country have a decent place to grow up when their parents are at work.

We honor family values every time we secure a working family's pension.

We honor family values each time we teach a child to learn.

We honor family values each time we make a workplace safer.

We honor family values when we move a young mother from welfare to work or to help her get better skills or help someone who has lost a job find a new job.

We honor family values every time we stand with workers who are trying to organize a union or fight for jobs with justice.

When we can say these words as facts, not as hope, but as facts, when they summarize the truth of our lives together, then we will know that America's reality has finally grown grand enough to fit America's treatment.

To dedicate today, we must rededicate ourselves to working as hard as we can to bring that day, that day of true family values, a little bit closer.

Men and women of the CWA, I want to thank you for all that you have done. The stakes ahead are enormously high. They go to the very nature of justice and jobs and wages and work in America. They go to the very heart of the morality of this nation in terms of the connection between working hard and getting ahead.

I want to thank you for the work you have already done. You must over the next 18 months redouble your efforts to organize and mobilize and energize, because the stakes are so great. But I want to thank you all for making our national family much stronger. Thank you.

... The delegates arose and applauded at length ...

PRESIDENT BAHR: I think we ought to be saying four more years for Bob Reich. (Cheers)

and applause) And if there is an overriding reason for us to redouble our efforts, as the Secretary suggested, we couldn't have a better result than having Bob Reich be Secretary of Labor as we go into the next millennium. And Bob, we are going to be there for you, for the President, and all those who stand for working men and women, and as you said, true family values. (Applause)

I want to thank the Secretary's Escort Committee.

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

PRESIDENT BAHR: Fritz Clark, President, Local 1111; Richard Verlander, President 2201; Tim Carter, President, Local 3901; Jay Egan, President, Local 4034; Larry Vandeventer, President, Local 6137; David Moore, President, Local 7670; Kathy Kimes, President, Local 9418; James Wilson, Executive Vice President, Local 13500; Wayne Mitchell, Vice President, Local 14170; and Paula Olson, Vice President, NABET, CWA Local 53.

And I know as the Secretary leaves, probably the most satisfied person in this auditorium is a young lady sitting right down here, Marie Malliett, whose local has been responsible for the work at la Connecciçn Familiar, and she knows that under NAFTA the Secretary was not mandated to have the public hearing that he told us he would call to give those discharged workers a chance to report publicly, for the whole world to see, about the shabby treatment that they got from the third largest telephone company in this company. And for that, we owe the Secretary a debt of gratitude, and I know, Marie, you feel really great about it. (Applause)

Frankly, I had to take a second look because I thought Marie would be out at the telephone already telling people that help is on the way.

Would the Constitution Committee come to the platform. The members of the committee are:

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

PRESIDENT BAHR: Gladys Finnigan, President, Local 1110; Dennis Saucier, President, Local 3907; Janice Marsh, Secretary-Treasurer, Local 7026; Bernie Chiarvalle, President, Local 9404; Kenneth Rucker, President, Local 2323, Chair.

The Chair recognizes the Committee.

DELEGATE KENNETH RUCKER (Local 2323, Chair, Constitution Committee): Thank you, Mr. President.

The report of the Constitution Committee to the 57th Annual Convention:

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. All other amendments to the Constitution proposed at the Convention shall require a three-fourths (3/4) vote of those voting to effectuate such proposed amendments.

The Constitution Committee met in the City of Washington, D.C. beginning May 8, 1995 for the purpose of reviewing and considering proposed amendments to the CWA Constitution. No proposals were received.

The Constitution Committee has held meetings in Anaheim, California, beginning Thursday, July 6, 1995, to consider additional proposals which may be received after the preliminary report was issued. No proposals were received.

The Committee has made itself available to any and all wishing to appear before the Committee.

It has been a privilege for us to serve you, and we appreciate the cooperation given us by

one and all.

Mr. Chairman, that concludes the Constitution Committee's report.

PRESIDENT BAHR: Please join me in thanking the committee for the amount of time they waited patiently for someone to send in some work for them. (Applause) Seriously, we do appreciate the work of the committee and please join me in thanking them. (Applause)

Would the National Women's Committee come to the podium. The members of the National Women's Committee are:

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

PRESIDENT BAHR: Diane Hackett, President, Local 1039; Maria Bury, Vice President, Local 2101; Barbara Cook, President, Local 3414; Crystal Roberts, Vice President, Local 4302; Catherine Fey, Executive Vice President, Local 6143; Connie Jensen, Executive Vice President, Local 7401; Carol Whichard, President, Local 9411; Rene Rupp, Member, Local 13000.

The Chair recognizes the Committee.

... The individual members of the Women's Committee reported for the committee as follows:

...

CWA NATIONAL WOMEN'S COMMITTEE

The CWA National Women's Committee met in Washington, D.C., beginning Saturday, May 20, 1995, to discuss issues of concern to CWA women members. All District representatives were present. The committee met again in Anaheim, California, beginning July 7, 1995.

The committee discussed workplace and social issues that have great impact on women and their families. We reaffirm our position on sexual harassment, monitoring and the passage of the Equal Rights Amendment. All issues before the convention are important to us. However, the committee wishes to share with the delegates to this convention those issues the committee feels are of major concern.

AFFIRMATIVE ACTION

Affirmative action is a set of tools including policies such as: outreach, recruitment and holding employers, educational institutions and government entities responsible for results. The purpose of affirmative action is to open opportunities to qualified people who have been traditionally left out and who are, therefore, under-represented in the American workplace and the economy.

Affirmative action is under attack today as never before. A Republican majority in Congress and an effective conservative network, all with increased media access, has made clear its desire to end affirmative action through legislation. The affirmative action debate has not been honest.

Some in society have lost sight of the true purpose of affirmative action and/or have erroneously bought into the theme that it is no longer needed because equality has been achieved. This incorrect message has to be countered before it is too late.

- Affirmative action will be attacked first in our schools and in the workplace. Most people's experience with those different than themselves occur first in these two places.
- Affirmative action is about expanding the pool of qualified people and replaces old-fashioned ways of filling jobs, such as word-of-mouth referrals. It is about opportunity for all people.
- Affirmative action can mean a more fair and open workplace for employees of all

backgrounds.

The courts have repeatedly held that the purpose of affirmative action is to create "an environment where merit can prevail," and that "if a person is not qualified for a position in the first place, affirmative action considerations do not come into play."

- Affirmative action is not about quotas.
- Affirmative action is equal employment opportunities, and strong civil rights enforcement. It is a significant women's issue. Because of affirmative action, women are now working in well paying jobs.
- If we are serious about improving the economic status of women and their families, we must support affirmative action.

The National Women's Committee recommends that an intensive campaign to educate its members about the true nature of affirmative action be undertaken. Our members should know that affirmative action is good for America, good for business, good for the union, and good for working people because it respects the value of inclusion, fairness and merit.

The National Women's Committee recommends that CWA call on Congress not to weaken existing language on civil rights and affirmative action. We further recommend that all CWA Locals lend their support to coalitions to help organize grassroots action in support of affirmative action in our communities.

TRAINING AND EDUCATION FOR WOMEN

The importance of education, training and retraining for women is a major issue due to the continuation of corporate downsizing and privatization of the public sector across America. Women's education must be a top priority in today's society.

Due to the fast advancing technological changes, women must be trained in "survival skills" necessary to work in male-dominated jobs. Women need support and encouragement to go into nontraditional areas and should have equal access to training and retraining on the job and off the job.

Twenty percent of working mothers are heads of households and are often the sole providers of health care benefits, yet they only earn 67 percent of men's earnings. If women are not trained in new technologies, the entire family unit will suffer. Due to family responsibilities such as taking care of children and often elderly parents, workers find they cannot take advantage of the educational opportunities that many employers provide.

The Committee recommends that:

- CWA continue to promote and negotiate training and retraining opportunities and programs in both the private and public sector, and to the extent possible on comp-paid time.
- That Locals provide training materials where appropriate and encourage members to participate in developmental programs such as testing and computer literacy.
- CWA bargain contract language that establishes seniority as the primary qualifier for training and promotions.

The National Women's Committee envisions a society where women's and men's work is valued equally; where women are not segregated into low-paying jobs or routinely discriminated against; and as a place where they have equal access to education and training for equal paying jobs.

DOMESTIC VIOLENCE

Every year 3 to 4 million women are battered by their husbands or partners. Research suggests that domestic violence results in more injuries that require medical treatment than rapes, auto accidents and muggings combined. All too frequently the battering has fatal consequences. According to the FBI, over 30 percent of female homicide victims are killed as a result of domestic violence. National crime survey data shows that once a woman has been victimized by domestic violence, the risk of being victimized again is substantial: about one-third of domestic violence victims are battered again within six months. Domestic violence is widespread among all socio-economic, racial and ethnic groups.

Problems of domestic violence spill over into the workplace. Absenteeism and lowered productivity can result from an employee being the victim of domestic violence. In many situations violence, debasement and abuse have undermined many women's ability to function and work independently. Many women are forced into poverty as they attempt to escape the violence and assault that exists in their family lives, with few resources for survival.

The CWA National Women's Committee urges the following actions:

- The Communications Workers of America develop educational materials and training for CWA members that provides information on domestic violence.
- That CWA assist Locals in developing programs and procedures for recognizing and dealing with instances where members, their families and their job security is threatened as a result of domestic violence.

That CWA encourage all Locals to:

- Support shelters, child care and other advocacy services for battered women and their children through volunteer efforts.
- Sensitize society to domestic violence through discussions and informational campaigns.
- Urge their representatives in Congress to continue to fund programs for people affected by domestic violence.
- Encourage and promote counseling for any member and any member of their family that has been abused or is an abuser, and to aid in victim relocation if necessary.

The Committee applauds the Communications Workers of America for their participation on the National Task Force on Violence Against Women.

WELFARE REFORM

The political debate in Congress that is going on today deals with budget cuts that have a direct impact on women and their families. With the continued budget cuts more women and their children will face continued poverty.

Almost 5 million working mothers maintain their families alone and 22.3 percent of them live in poverty.

The Republicans want Americans to think that welfare recipients don't want to work, but the actual fact is 43.6 percent of mothers living in poverty are in the labor force. Some are even working two jobs and are still living in poverty.

More than 70 percent of women on welfare remain on the rolls for less than two years. Many former welfare women have been successful, such as Lynn Woolsey, a Congressional Representative from California, and Rosemary L. Bray, former editor of the *New York Times* Book Review. These are two of the many women whose lives have been "saved" by receiving federal assistance.

With Corporate downsizing and public sector privatization, our members are in jeopardy of being only a paycheck away from being on the welfare rolls themselves.

The CWA National Women's Committee recommends that our union:

- Call on Congress to end their mean-spirited attack on women and their families and not cut funds for Aid to Families with Dependant Children.

MINIMUM WAGE

The federal minimum wage is currently \$4.25 per hour. Adjusted for inflation, the value of the minimum wage has fallen by nearly \$.50 since 1991 and is now 27 percent lower than it was in 1979 (1995 dollars).

Our union has always been in the forefront of support for the minimum wage even though our members make much more than minimum wage. Now our major employers are creating subsidiaries with jobs that are barely above the minimum wage. The union has to redouble its efforts to increase the minimum wage to a living wage.

Five of eleven occupations projected to create the largest number of new jobs over the next decade are now female-dominated occupations with median weekly wages below poverty level. These are: retail sales, waitress, cashier, food worker, and nursing aide.

We call on Congress to enact legislation that will raise the minimum wage.

PRESSURES IN THE WORKPLACE

The CWA National Women's Committee recognizes that pressures in the workplace affecting women workers today are often different than those affecting men.

Some of the pressures as described above are shared by our brothers. However, women also have the additional pressures of their second job -- work at home: taking care of their children, elderly parents and the households.

We encourage:

- Our members to use the resources established by their union, their employers and their communities to alleviate the stress created by pressures on the job, including the grievance procedure.
- Our bargaining committees to give serious consideration to this issue.
- Our Locals to keep abreast of the changes in the laws that govern employee protection on the job.

Desk jobs where the workers are required to sit behind a computer terminal all day are predominantly held by women.

- These jobs allow no control over the flow of the work or the workload.
- Automatic call distribution is the umbilical cord that forces the workers to produce, turning them into revenue-producing machines filling the corporate coffers.
- No ability to contact their children to verify they are safe and at home.
- Overly supervised.
- Heavily monitored.
- No mental relief or physical relief without permission from a supervisor.
- Required to produce monthly revenue that equals up to four times their monthly salaries.

COALITION OF LABOR UNION WOMEN (CLUW)

The Coalition of Labor Union Women, founded in 1974, adopted four goals for the organization:

1. To increase the participation of women with their unions;
2. To promote affirmative action in the workplace;
3. To organize the unorganized; and
4. To involve trade union women in the legislative and political process.

Many CWA members and officers are also members of CLUW, and several hold positions on the CLUW National Executive Board.

We applaud the goals and the work CLUW has done for many years, and we encourage all Local officers, members and staff to join CLUW.

The Committee also reviewed the number of women who hold staff positions in our union. While some gains have been made, inequity still exists. We continue to encourage the President and the Executive Board to give this issue their serious attention when making future appointments to staff over promotions.

We join hands with our trade union sisters around the world who came together in the Netherlands and expressed their concerns with the following statement:

"We are living in a world in crisis. Poverty and unemployment have soared: social protection, where they exist, are being slashed. War, civil strife and social dislocation tear many communities and nations apart and threaten to spread. Power and wealth are concentrated in the hands of a few. Economic and social disparities are growing between social groups within nations and between nations. The most vulnerable and the most disadvantaged in our world today are women and children, especially girls.

"It doesn't have to be this way; we can build a human alternative with new possibilities. We, in the trade unions, are striving not only for what is possible, but for what is conceivable. In sum, we are working to achieve our vision of an egalitarian society at peace with itself, where power, wealth and the earth's resources are distributed equally amongst all people.

"We envisage a world free of prejudice and stereotypes; where differences of sex, race, religion and color enrich people's lives, not divide them; where the birth of girls is as welcome as that of boys; where women and men enjoy the same rights, opportunities and chances at home, at school, at work and in society."

We thank the delegates for their time and consideration of this report.

Mr. President, the committee moves adoption of the National Women's Committee Report.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

Microphone No. 3.

DELEGATE MARIE MALLIETT (Local 9410): President Bahr, Sisters and Brothers: I want to first thank the Women's Committee and Lela Foreman for this excellent report. The issues you have identified are critical and deeply affect women. However one issue compels me to speak out and that is the subject of Affirmative Action.

The facts about Affirmative Action are known and documented. This report reminds you of its history and continued relevance. The question then begs itself, why in 1995, some 31 years after the passage of the Civil Rights Legislation, is this nation being drawn into a debate over Affirmative Action, and more importantly, who is shaping this debate and drawing us into it, and

lastly who is served by this debate? Right-wing conservatives, corporate America and hate mongers who want to return to the 1930s-- and some to the 1830s-- are the architects of this debate. Corporate America refuses to take responsibility, and the elected leadership in this country refuses to hold them responsible for the economic conditions that exist today.

Affirmative Action is a smokescreen created by corporate America, the right-wing conservatives and hate mongers. All three have formed an unholy alliance to deflect blame and prevent a real debate from taking place over economics. They have been successful in convincing us to blame each other, to point inward to say women and minorities are the cause for the lack of jobs and poor social conditions.

Where is the nationwide outcry over too few jobs? Where is the serious dialogue in this nation over the future of work, what kind of jobs, how many jobs? The unemployed or under-employed are victims of corporate America, not victims of Affirmative Action. White males, in desperation and panic, searching for an answer for themselves and their families, are being told that an unqualified Native American took their job, or an unqualified African American took their job, or an unqualified Hispanic or Asian or gay or lesbian or immigrant or physically challenged took their job, or an unqualified woman took their job.

We must understand what is happening. Corporate America, right-wing conservatives, and hate mongers are playing a dangerous game with serious consequences and we are their pawns.

Affirmative Action is about justice, it is about fairness, it is about inclusion.

Now corporate America understands these words. In our most recent trade discussions with Japan, when General Motors wanted a larger market place and larger profits, they demanded a larger share of the pie. General Motors defined fairness as inclusion. They focused on specific targets, demanded goals and timetables and in some rare instances even demanded quotas. Unlike our civil rights laws, the agreement over cars is to be strictly enforced. We demanded of Japan, "Reduce your tariffs or face sanctions. Open your markets," we said, "and be inclusive." Sadly that was about cars and corporate profit, not about people.

Affirmative Action with an expanding economy remains our only vehicle for economic justice for women and men. Our country's diversity is our strength, not our weakness. Thank you. (Applause)

PRESIDENT BAHR: On microphone No. 5, Delegate Henning.

DELEGATE BILL HENNING (Local 1108): Did the Committee consider the pattern of physical attacks, blockades, bombings and outright murders of health care workers at women's health care facilities as having a significant impact on women and their families?

PRESIDENT BAHR: Would some member of the committee want to respond to that?

COMMITTEE MEMBER MARIA BURY: We had health care last year and we did discuss it this year, but that was not a major part of our presentation.

PRESIDENT BAHR: You're entitled to a second question.

DELEGATE HENNING: Inasmuch as CWA recommends members who use such facilities and also others who work in those facilities in its future deliberations, would the committee consider undertaking such a study?

PRESIDENT BAHR: The response is yes.

It is now almost the order of the day for our 3:15 break. Rather than interrupt someone, according to my watch, it's about 3:11, let's come back in 30 minutes and we'll pick up with microphone No. 3.

... Short recess ...

PRESIDENT BAHR: The convention will be in order.

On Microphone 4, Brother Layman.

DELEGATE DAVID LAYMAN (Local 2204): President Bahr, Members of the Executive Board, Fellow Delegates: I am a member of CLUW and Chapter Vice President. I rise in support of the CWA National Women's Committee Report.

I would especially like to speak briefly about the Coalition of Labor Union Women and the impact made in the labor movement in Virginia and across this nation by these outstanding trade unionists.

When the coal miners were on strike against Pittston Coal Company, CLUW raised more than \$25,000 to aid the strikers and their families. Last year, when the IUE was on strike at Aero Finn in Lynchburg, Virginia, faced with Christmas and no presents for the kids, CLUW collected more than \$8,000 to provide a Christmas party and gifts for the children.

CLUW is a leader in the community in more than one way, a voice for working women and social justice across America. I would encourage all delegates, alternates, and guests to sign a membership card before you leave this convention and take cards home, sign new members, attend meetings, and be an active member.

I have been a union member for 29 years. My CLUW sisters have made me a better union person and a stronger union member. Join today and please support this report. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Schultz.

DELEGATE JIM SCHULTZ (Local 9408): Mr. President, Delegates, I call the question on this very important motion.

PRESIDENT BAHR: The motion has been made to close debate. Is there a second.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion was seconded from the floor. It is not debatable. It requires a two-thirds vote. All those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. The debate is closed.

... The following prepared comments were given to the stenographers for inclusion in these Proceedings as follows:

DELEGATE GLADYS FINNIGAN (Local 1110): President Bahr, Sisters, and Brothers: Our local is comprised of mostly women. We are operators, clerks, and teleconference specialists in downstate New York.

I would like to thank the CWA National Women's Committee for their comprehensive report. The report on domestic violence really hit home. In the past two years our local has witnessed the harsh results of domestic violence. Most recently a member who was legally separated from her husband and had orders of protection against him continued to be the victim of his stalking and battering. He was arrested on four occasions in a 12 month period.

The last arrest took place after he held her hostage and beat her for over six hours. After each arrest he was released within 48 hours. For her own safety, this member is on the run. She has abandoned her job and her home and now lives in constant fear of being found by her tormentor.

No member, no person should have to live like this. Our local suffered the tragic loss of two members as a result of domestic violence. In 1993, sister Pamela Bryant of Brooklyn, New York was beaten to death with a hammer in her own home. She left a nine year old daughter. Her killer was her boyfriend.

In 1994, another sister, Kathleen Ginty of Patchogue, New York, was stabbed to death with a sword. Again the perpetrator of this horrendous crime was the man she was planning to marry.

Kathleen was only 25 years old.

These are the cases we know about, sisters and brothers. How many of our members suffer in silence?

I urge the delegates to adopt the CWA Women's Committee Report. Let no more of our members wonder where they can go for help. Let them come to their union. Thank you. ...

PRESIDENT BAHR: The motion before you is the adoption of the Report of the CWA National Women's Committee. All those in favor indicate by raising your hand. down hands. Opposed by like sign. It is adopted.

Please join me in thanking the committee for what is a most excellent and far-reaching report. (Applause)

PRESIDENT BAHR: Would the National Committee on Equity come to the podium, please? The members of the committee are:

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

PRESIDENT BAHR: Nelson Zapata, Business Agent, Local 1105; Ruth Marriott, Secretary, Local 2252; Lula Odom, President, Local 4000; Jack Henderson, Chief Steward, Local 6012; Cecelia Valdez, Member, Local 7777; Don McGee, President, Local 9587; Armentia Beasley, Member, Local 13000; Walter Andrews, Executive Vice President, Local 3204, Chair.

The Chair recognizes the Committee.

... Individual members of the National Committee on Equity read the Report of the National Committee on Equity to the 57th Annual Convention, as follows: ...

REPORT OF THE NATIONAL COMMITTEE ON EQUITY

The National Committee on Equity is proud to report that the CWA Executive Board has completed all phases of cultural diversity training. Larry Cohen, Assistant to the President and Director of Organization, arranged for all of our national organizers to complete similar diversity training.

Some of our CWA District Vice Presidents have expressed an interest in conducting similar training for staff and local officers in their districts. We urge all districts to consider offering the training.

The National Committee on Equity is also pleased to report that Districts 7 and 9 held District Committee on Equity conferences in 1994.

Districts 3 and 6 participated in the National Committee on Equity Conference in Atlanta, Georgia in lieu of a district conference. District 1 had its first Committee on Equity Conference in February of 1995. Districts 4 and 6 have conferences scheduled in late 1996. Again, this record falls short of our long-standing goal that Committee on Equity Conferences be held yearly in every district.

AFFIRMATIVE ACTION

Affirmative Action is an issue that is being debated across the country. This committee strongly opposes efforts to outlaw affirmative action. Affirmative action works. It helps women and minorities through increased opportunities aimed at overcoming present and past discrimination. It is not about quotas-- which are, in fact, illegal under current affirmative action laws-- nor is it about the hiring and promotion of unqualified workers.

Affirmative action is about providing opportunities that otherwise do not exist to all members

of our society. Millions of men and women have been given equal opportunities in employment, education, housing, and voting because of affirmative action. Affirmative action is good for families because two-earner households are now the norm. Wives, daughters, and mothers have achieved wider opportunities in the workplace.

Affirmative action does not hurt white males, who are protected by the same anti-discrimination laws as everyone else. "Reverse discrimination" claims are extremely rare. According to a Department of Labor study of 3,000 employment discrimination cases decided by federal courts between 1990 and 1994, less than 100 involved claims of reverse discrimination; most of these were rejected by the courts.

Workers of all races continue to experience arbitrary and unfair treatment at the hands of employers. Workers want more fairness in the workplace. That's why most workers support affirmative action when it is accurately defined as increasing opportunities for women and minorities.

According to opponents, affirmative action has either outlived its usefulness, hurt the people it's supposed to help, and/or hurt white males. The truth is, it has done none of these things. No sincere person will deny that discrimination continues to be a major problem. Affirmative action promotes opportunity, not entitlement.

The National Committee on Equity recommends that CWA continue their efforts to encourage Congress not to weaken our affirmative action laws and that the local committees on Equity monitor their employers for changes in hiring practices.

CHALLENGES TO IMMIGRATION

The United States is the melting pot of all races, yet in recent years we have attempted to select who we will accept through bad immigration laws.

Increased acts of injustice, discrimination, and racism have resulted in immigrants being used as scapegoats for America's socio-economic problems such as the failing health care system, welfare fraud, economic downturns and educational crisis.

The union movement was greatly influenced and motivated by inequities inflicted on immigrants. As new laws are introduced by legislatures to weaken legal immigration, we strongly urge that the CWA Executive Board, in unison with the AFL-CIO leadership and other organizations, pursue all legal and legislative action to counteract these measures.

NAACP

The NAACP has found new life and new money, thanks to the newly elected chair, Myrlie Evers-Williams. Payroll is now being met and programs to combat teen pregnancy and help high school dropouts are getting badly needed funds, that to CWA and other organizations which believe that the NAACP is back on track.

This committee believes that we need the NAACP today as much as it was needed in the past because our enemies today are more sophisticated than ever. We would like to thank CWA and all of its members for their continuous support of the NAACP.

STAND UP FOR AMERICA

The committee urges CWA locals and affiliates to support the AFL-CIO program, "Stand up for America." The program addresses good jobs, good wages, and worker protection, all of which are under attack by the Republican Party. Also under attack is affirmative action. Among the results of these attacks was the defeated nomination of Dr. Henry Foster and the Supreme Court ruling on Congressional re-districting. For these reasons and many more, it is imperative to put forth a major effort to support "Stand up for America."

UPWARD MOBILITY WITHIN CWA

The National Committee on Equity recognizes the improvement made within CWA in the number of minority staff at all levels. As further openings become available, we urge CWA to appoint additional qualified minorities to staff positions.

THE FIRST NATIONAL COMMITTEE ON EQUITY CONFERENCE

In 1992, the CWA Convention delegates overwhelmingly voted to have the Committee on Equity not only report out at convention, but also to hold biennial national conferences. The first national conference was hosted by District 3 in Atlanta, Georgia September 18-20, 1994 at the Hyatt Regency Hotel. The conference was very successful and provided a platform of issues related to minorities within the CWA structure. We thank all of the districts for the remarkable representation and support, and look forward to next year's conference and all future conferences, as we work to bring CWA's membership to mirror the diversity of our society.

BONE MARROW DONORS

The African Americans United for Life is asking for our help. This is a national education and recruitment campaign to increase the number of African Americans registered to be volunteer marrow donors. Each day thousands of African Americans face a frightening dilemma. They suffer from potentially life-threatening diseases curable by a treatment called a marrow transplant. It is vital that African Americans join the National Marrow Donor Program (NMDP) Registry and spread the word about the urgent need for more donors.

The characteristics that determine marrow are inherited in the same way as hair, eye or skin color-- a patient's most likely match is another family member. Unfortunately, 70 percent of patients will not find a match within their own families. They will need an unrelated individual, like you, willing to donate healthy marrow.

For more information, please call the National Marrow Donor program at 1-800 Marrow-2.

GENERAL ACKNOWLEDGEMENTS

The National Committee on Equity would like to take this opportunity to thank Nelson Zapata for his leadership and guidance as chair of the committee for the past three years.

This committee extends our sincere congratulations to Secretary-Treasurer Barbara Easterling in her candidacy for Secretary-Treasurer of the National AFL-CIO.

CHAIR WALTER ANDREWS: Mr. Chairman, the National Committee on Equity moves adoption of their report. Thank you.

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor. Seeing no one at any microphone, all those in favor of the motion to adopt indicate by raising your hand. Down hands. Opposed by like sign. The motion is adopted and I want to thank each of you-- and please join me-- for another excellent report for setting out the future objectives for this union. Thank you, all. (Applause)

Local 9580 in District 9 have asked that the hat be passed to support the United Farm Workers in their fight against the Dole Company. With your concurrence, the Sergeant-at-Arms will be passing the hat. (Applause)

It is now the time of day that I want to recognize with you those who have done outstanding work in helping to build this union. Building our union has never been more important and it's

getting tougher. Employers understand at least as well as we do that if we can't grow, we cannot achieve any of our objectives. That is why we describe our union program as a triangle-- we can't bargain effectively or have political clout if we are shrinking. As obvious as this is, we need to change our behavior faster to keep pace with changing conditions.

How many of our locals are committing serious resources, including a growing portion of their budgets to organizing new units? The locals that we are honoring today, as well as others, are changing and are growing.

Similarly, there are some 80 or 90 other locals with great organizing programs that may not have met the threshold of organizing more than 100 workers in new units.

This is not simply a challenge for local leaders. Our Executive Board and staff are struggling to change themselves and each other from caretakers to union builders. We don't yet have unanimity on this. Good people among us have their own "yeah buts," defending the status quo and the old ways. But we will not turn back to a union that is solely focused on internal issues and internal organizing.

Those issues are important, but I guarantee that our existing problems will only grow if we do not do our share to expand our union and the labor movement. Don't expect others to do it for you. Organizing involves risk and resistance to anti-union employers. It means overcoming the obstacles created by unfair labor laws that were passed.

Organizing requires some cultural change as we share the experiences of unorganized workers, often poor, almost always powerless.

On Saturday, Vice President Wood and I attended an organizing meeting of Los Angeles and Long Beach container truckers, a project of Local 9400. Forty-two hundred truckers of the 4,700 eligible have already signed CWA cards, and 3,800 attended the meeting-- 3,800 attended the meeting. (Applause)

This was probably the largest organizing meeting in the history of our union-- and I would guess of any union-- certainly the highest percentage of a group to participate so actively. And I am going to share with you that moment.

... An inspiring video of the organizing drive of the Los Angeles and Long Beach truckers was shown to the delegates ... (Applause)

PRESIDENT BAHR: What I said at the very end as I was walking through with so many little children, the struggle is really for them. If we don't help their parents to do more than eke out a minimal living, what hope is there for those children. (Applause)

The meeting was like a revival, as these Latino truckers prepared their battle plan for rights and justice. They barely earn a minimum wage, yet must make monthly payments on the tractor which they "own." They have no benefits and are not even covered by Workers' Comp.

I could never express sufficiently my pride in our union for carrying the torch for justice as we attempt to help so many workers organize. Here in California alone, we currently have organizing drives underway for more than 10,000 workers.

Now join me as we honor those locals who have met their organizing commitment for the past year by organizing more than 100 workers in new units.

ORGANIZING AWARDS

Local 1032 in Trenton, New Jersey organized the staff at the Journal of Commerce and the Somerset County Investigators clerical unit totaling 183.

Local 1040 in Trenton, New Jersey organized over 300 employees at two group homes, a day care center and local government agencies.

Local 1101 in New York, New York organized 400 employees at Mediplex facilities at Arms Acres and Conover Park.

Local 1400 in Portsmouth, New Hampshire organized 1,400 NYNEX service representatives. (Applause)

Local 2108 in Landover, Maryland organized 142 cable technicians and engineers employed at Cable TV of Montgomery County.

Local 3061 in Burlington, North Carolina organized 623 workers at the AT&T Guilford Center in Greensboro, North Carolina. (Applause)

Local 4100 in Detroit, Michigan organized 125 employees at Barden Cable TV. (Applause)

Local 6911 in Austin, Texas organized over 350 local government employees. (Applause)

Local 6171 in San Angelo, Texas organized over 100 San Angelo city workers. (Applause)

Local 6186 in Austin, Texas organized 110 local government employees. (Applause)

Local 9119 here in California organized 3,900 University of California technical workers at nine campuses and 5 medical labs. (Applause)

Local 9410 in San Francisco, California organized Working Assets Long Distance employees, a Pacific Bell collections center, and a day care center. (Applause and cheers)

Local 13000 in Pennsylvania organized 100 employees at Joint Underground Locating System and TV Cable of Carlisle. (Applause)

Local 13550 in Pittsburgh organized 137 workers at the Duquesne Club. (Applause)

Please join me in expressing our appreciation and admiration to the dedication and commitment of not only these leaders but to all of those officers, stewards and staff who realize that organizing the unorganized requires a total commitment and a total team effort.

Joe Beirne, who created the President's Annual Award in 1972 to inspire our union's organizing efforts, certainly recognized the importance of commitment and teamwork. Without them, we have really nothing.

The President's Annual Award is CWA's most prestigious award, honoring only those who wholeheartedly and enthusiastically embrace our organizing efforts.

As I have said often-- even in our short time here in Anaheim-- organizing the unorganized represents the very future of our union and the future of our American Labor Movement.

The permanent award is on display at this convention, as it is every convention, to the right of the platform here, on my right, and is also on display outside my office in Washington-- and many of you have seen it as you have come through the building-- and I pass it several times a day and look at it.

In the past, the President's Annual Award has gone to leaders who have organized workers in all occupations-- in the public sector, the private sector, the cellular industry and the health care field.

This year, I have chosen to honor the District 2 Coordinated Organizing Program and the four locals in the Baltimore and Washington area for their breakthroughs in organizing cable television workers. (Applause)

Before I announce the winners, however, let me talk a little bit about the cable television industry and why it is an industry that is important to us.

First, cable workers are becoming telephone workers and telephone workers are becoming cable workers. Like many of us, they have titles like service representative and technician.

Secondly, they are competing with some of our employers in the broad telecommunications industry. Cable companies don't want to just send out a movie over a wire; they want to literally become information services companies. They want to grab telephone customers from the Bell companies, from GTE and other large traditional telephone suppliers.

Thirdly, we must organize these cable companies so that these workers can enjoy the same high level of union representation that we benefit from. Only then will they be able to have our union wages, our benefits and our working conditions.

Finally, we run into and meet these workers. Often on a daily basis, our paths and their paths cross and we have a chance to talk to them on the job to urge them to become CWA members and to join with us in raising wages and gaining better benefits and working conditions. This is truly a win-win situation for all of us.

Within the last year, CWA locals across this country-- from Round Rock, Texas, to Detroit, Michigan; from Burlingame, California, to Baltimore, Maryland-- won cable industry organizing elections.

We won 13 elections, as a matter of fact, at least one in each of CWA's eight districts. Today, we have perhaps 2,000 cable workers under a CWA contract. That's the good news.

The other good news is that we only have 48,000 more to go to get all those service reps and all those technicians organized into CWA. So, today, let's honor four local leaders from District 2 for their work in cable organizing. They are:

Maevon Garrett, president of CWA Local 2110 of Baltimore, Maryland. (Applause)

Jim Harvey, president of NABET-CWA Local 31 in Washington, D.C. (Applause)

Kathleen Mazzi, president of CWA Local 2108 in suburban Maryland. (Applause)

And Kenny Rucker, president of CWA Local 2323 in suburban Virginia. (Applause)

Together-- I repeat-- together they have conducted four cable campaigns, winning three of them-- a tremendous record in an exceedingly difficult endeavor. Cable company management fights union representation at every step of the way.

With their help, and with the steady, wise and energetic guidance of District 2 Organizer Doris Crouse (applause), who pushed and prodded at every step of the way, they won elections at United Artists Cable TV of Baltimore, which is a TCI unit of 85 workers; Montgomery Community Television, the public access channel in Montgomery County, Maryland, with some 40 workers; and Cable TV of Montgomery County, also in Maryland, a bargaining unit of about 150 workers.

The last company I mentioned, incidentally, is owned by Southwestern Bell Corporation, and District 6 Vice President Vic Crawley even contributed to the victory by reminding Southwestern Bell officials back in Southwestern Bell territory of their commitment to neutrality, which we said also means in Maryland.

The one we lost was in Fairfax County, Virginia, a Media General location. And we will, I am sure, revisit that one in the future and bring it into our family.

Each of these victories was hard, but I believe each one of these local officers will tell you it was worth it.

Maevon Garrett and other members of Local 2110 actually started working with technicians at United Artists in Baltimore more than three years ago. They lost the first election in June, 1993. Five months later, on October 26, twenty-seven of our core supporters were locked up in a room and interrogated by management and their anti-union goons.

Fourteen of them were eventually suspended for three weeks, three others were fired, and five were so indignant they refused to return to work.

"Remember October 26" became their battle cry. That and a whole lot of hard work by CWA local leaders and Doris Crouse eventually led to a resounding 51-19 victory last July 29th, nearly a year ago. I might just add parenthetically, the morning the workers showed up on the day of the election, the company had a big "For Sale" sign on the building. Intimidation? By that time the workers understood it.

Sixty years ago this year, in 1935, the Wagner Act became the law, guaranteeing workers the right to join unions, yet we have a climate of fear and intimidation and threats and humiliation when workers try to exercise their rights. And, need I remind you, we have those in Congress who would like to weaken the rights we now have even more.

But courageous men and women will win, despite the odds. So let us join together in honoring our own courageous men and women who have won.

As Maevon, Jim, Kathy, and Kenny step forward, I want to give each of them a parchment type certificate and a plaque for their wall saluting them for what we call the Metro D. C.-Baltimore Cable Organizing Project.

This year, we are going to hand out one miniature since we are honoring District 2's Coordinated Organizing Program and the four locals involved, and I am going to ask Vice President Pete Catucci to accept it, but share it on a rotating basis among the four locals.

I wish every local at this convention would make the commitment that these locals have made to organize the unorganized. That is the way that we will grow and become stronger in the years ahead. (Applause)

Maevon. (Presentation - Applause)

The parchment and the wall plaque say the same thing, so I will just read the one: "The President's Annual Award to Maevon Garrett, President of CWA Local 2110, in grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program and dedicated effort directed to your making that policy effective," awarded by the President of the Communications Workers of America on behalf of the organization dated July 1995, and signed by me. (Applause)

Maevon, the mike is yours.

DELEGATE MAEVON GARRETT (Local 2110): I am speechless. Surprised, to say the least. The organizing drive with United Artists Cable was not an easy task, but with two efforts to try to get it done, we did succeed in doing it. Now that we have gotten into the workplace, it has not been very bad.

We have had a lot of things that we did not think would be possible to do through the grievance procedure. I have tried to establish some rapport with management. We have had dismissals reversed. We have had things that were written on records removed, and I just did not think that this would ever take place.

It was a small victory, but apparently to CWA, with 85 people, it was a large one, because we did get a company that was very, very hard to get. And right now, we are working with them and we will be going back to get the rest of the company as soon as that is convenient. I thank you so much for the award. (Applause)

PRESIDENT BAHR: I know you all love statistics. Do you know that John Malone, the Chairman of TCI last year, earned more than all of his employees collectively? Think about that.

Kathleen Mazzi. (Applause)

I don't want to read the whole thing again, the "President's Annual Award to Kathleen Mazzi, President of CWA Local 2108." Katie. (Presentation - applause)

DELEGATE KATHLEEN MAZZI (Local 2108): The morning after we won this election with

Montgomery County Cable Television, we had a meeting with Bell Atlantic and they didn't want us to win because they had been hammering our members that they had to reduce our wages and benefits because the competition pays less. And I was very proud to go into that meeting and tell the members of CWA, as well as Bell Atlantic, that we have taken the first step to bring the base wage in the industry up, and we are going to raise the cable wages and benefits and pensions to that of the traditional telephone company. And we won't let them beat us back. Thank you. (Applause)

PRESIDENT BAHR: It's now my pleasure to award the President's Annual Award to Kenny Rucker, the President of CWA Local 2323. Ken.

DELEGATE KENNY RUCKER (Local 2323): Thank you. First of all, I'm kind of shocked to be up here because we were a failure. We will be back as Morty said. Our failure was strictly due to the intimidations and fear tactics.

What we built there is a nucleus of people that are still meeting with us or the CWA attorney Doris Crouse who organizes from District 2.

I wanted to point out that they are meeting with these people because it isn't one person or one committee in the local or one local that does this, it's the support of Pete Catucci, the support of the research, the staff, the organizing department that makes it possible. I can tell you right now that there are a lot of people in Media General Fairfax, even though they don't have representation at this point that wear their heads a lot higher than before they started because we won them some benefits. Even in our failure, we improved their lives.

So, my message to everyone is go out there and try. Even if you lose the campaign the first time, you can win for the members something. Thank you. (Presentation - Applause)

PRESIDENT BAHR: This is indeed a pleasure and this is a first what we are doing, to award the miniature, the President's Annual Award to Metro DC Baltimore Cable organizing project and present it to Vice President Pete Catucci. (Applause)

VICE PRESIDENT PETE CATUCCI (District 2): It's a privilege and honor, Morty, to accept this award on behalf of not just these four locals that are up here with us today, but all the locals inside of District 2 who unselfishly gave of their time and resources to make this effort possible.

Locals who were interested in improving the lifestyles, the conditions, the living conditions not only of those workers themselves, but of giving them the ability to provide better living conditions and educational opportunities for their children and their children's children.

For nine years we have had the desire to go ahead and organize in District 2. We have had the resources and the dedication. We were never able really to put it together. We had some successes, but in the last two years, our successes have grown tenfold.

The reason for that and the reason for this award, in my opinion, is our organizing director Doris Crouse who made all of this possible. (Applause)

Doris has an ability to bridge the gap. As you know, in every district there are political persuasions of all different kinds. This woman has the ability to bring people together for one common goal and that is the good of everything.

I thank you, President Bahr, for recognizing those efforts. (Presentation-Applause)

PRESIDENT BAHR: I just have to tell you a little anecdote about Doris. A week or two ago she went down the elevator with me. I am on the eleventh floor. Just kiddingly I said, "What are you doing to keep yourself busy?" Well, not only did she tell me all the things she is doing, she kept me in the lobby to finish, and that is Doris.

Join me in congratulating each and every one of these people and making a personal commitment that next year you are all going to be up here with them.

... The delegates arose and applauded ...

PRESIDENT BAHR: Would the Finance Committee come to the podium. The members of the Finance Committee are:

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

PRESIDENT BAHR: Jose Dorado, the President of Local 3107; Tami Drollinger, President of Local 4371; Erline Jones, President Local 6377; the Chair of the Committee from Local 1108, George Welker, the president; and Barbara Easterling, Secretary-Treasurer.

The Chair recognizes the Committee-- sorry, on Microphone 1.

DELEGATE JOE M. DILALLA (Local 1108): President Bahr, in view of the fact that the delegates 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.

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor.

Seeing no other delegate at a mike, all those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. The motion is carried.

DELEGATE GEORGE WELKER (Chair, Finance Committee): President Bahr, Members of the Executive Board and Delegates: I would like to thank my fellow committee members and the Secretary-Treasurer's office in helping comprise the Financial Report.

On behalf of the Finance Committee, I move for the adoption of the Financial Committee Report and the Supplemental Report to the 57th Annual Convention.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor.

There is no delegate at any microphone. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The report is adopted. (*See Appendix*)

Please join me in thanking the members of this committee who worked very hard both in Washington and here in Anaheim to put this report and budget together. (Applause)

I am sorry. I missed someone on Microphone 5. Would you hold the committee a minute. Would the committee come back, please.

On Microphone 5, Delegate Cox, I apologize for missing you.

DELEGATE ERIC D. COX (Local 3519): It's okay. This may be a little pointless at this point. I did have a question on page 5 of the report.

I was curious, for my first question, Morty, what the difference between the average in the majority on the percentage increase for the officers would be. What were those two percentages?

PRESIDENT BAHR: Would you repeat the question?

DELEGATE COX: What is the difference between the majority in an average on a percentage increase for the officers' salary adjustment?

PRESIDENT BAHR: Let me answer that for the committee. It has been historic for as many

years as I can remember. What this means is that the average increase that the members of our largest companies get this year would be the increase that the officers would get.

You are entitled to a second question.

DELEGATE COX: No. I don't think you understood my first question. My first question is, what is the increase for the average versus the increase for the majority? I understand the other. That was not my first question.

My first one is, what is the difference, what is the actual percentage difference between the two?

PRESIDENT BAHR: Well, we cannot answer that until we know what all the settlements are.

DELEGATE COX: That is true. My second question then, Morty, since we can't get an answer to the first one, it's strange that since we are going to put it into effect July of 1995, it is strange to me that we are going to put it in and don't know what it is.

My second question is, since CWA-- and I need to phrase this question for you-- has become a union of many industries, would it not be a much fairer representation for the adjustment for our officers to be representative of the union as an average, rather than just the largest?

PRESIDENT BAHR: Let me go back to the first part. Where it said, "It is further recommended that this adjustment be effective July 1995," the committee means that it is going to be retroactive whenever it is able to determine what the amount is going to be. It is not something that is going to be implemented this month.

As for your second question, that is something that a future finance committee can consider, should they decide to do so.

DELEGATE COX: I appreciate that. Just one comment, if I might. If I had been recognized and we had had the opportunity and not passed over the business, we may have dealt with that today.

PRESIDENT BAHR: I apologize for that.

We recognize the Secretary-Treasurer for some announcements.

SECRETARY-TREASURER EASTERLING: Tomorrow at twelve noon there will be an informational picket line in front of PAC Bell. It is being arranged by Andrea Montoya, the President of CWA Local 9510. Andrea tells us that this location is within walking distance of the Convention Center. She has asked her members to attend, and she would urge as many delegates as possible to join them. The address is 217 North Lemon Street, and that is at the corner of Lemon and Lincoln.

I hope that you will take the time to join them. It is an informational picket line, but it certainly will send a nice message to see a crowd this size there.

When you leave this evening, delegates should take all of their materials from the table. The cleaning crews are going to throw away anything that is left on the table. They will consider that to be rubbish when they leave.

Local 1040-- their Committee on Equity is collecting unused toiletry items, such as soap and shampoo. We do this at almost all of our meetings, but you need to know that there are boxes marked at the rear of the Convention for those items.

So, if you would bring any that you are not using-- and you know they are replaced every day in the hotel rooms-- these will be distributed to homeless shelters, to battered women shelters, and other needy community based programs and charitable organizations. So, look for those boxes.

All District 9 delegates, alternates and guests please remain in the hall in the District 9

section at adjournment today for a brief meeting with Vice President Janice Wood.

President Montoya has just advised me that the picket line she is planning is not within walking distance, and she is on the Privilege mike. Can we let her speak? Could you give us the instructions, Andrea?

DELEGATE MONTOYA (Local 9510): I just wanted to point out that it is not within walking distance. The informational picketing is approximately two miles from this location, and we are in the process of trying to get some buses to get the delegates to that picketing.

So I did not want anybody to leave the Convention thinking they could walk to that picket. Thank you for the opportunity.

SECRETARY-TREASURER EASTERLING: Thank you, Andrea. And if you will get me the information on the buses tomorrow, we will make that announcement for you.

I have two other announcements. One is that one of the CWA staff people who had a five-year staff pin lost that last night, or sometime yesterday, in the Hilton Hotel. If you find a pin, a CWA pin, that has a give-year designation on it, if you will turn that in to me, I will make sure they get it back.

Also, during the reception last night Rita Gomez from Local 3121 lost a sterling silver ring with five-colored gemstones in it. It was a birthday gift from her daughter. If anyone did find that, if you would bring that to the District 3 area, or to me we will get that back to Rita. Thank you.

PRESIDENT BAHR: I want to remind all of you about the rally tonight at the Anaheim Hilton Pacific Ballroom 7. The doors open at 7:00. I understand there will be some entertainment.

At the conclusion of this session, District 4 delegates should go to Pacific Ballroom A, the second floor, for the district meeting for nominations for vice president.

The Platform Observers for tomorrow are Walter Andrews, Executive Vice President, Local 3204; and Keith Henson, President of Local 4530. They are to come to the platform at 8:45 a.m.

I want to thank the Escort Committee this morning for Rabbi Jessel. They were: Diane Hackett, President, Local 1039; Mary Stanley, President, Local 3504; Steve Brockman, President, Local 4401; Debbie Snow, President, Local 6401; Robert Port, President, Local 13552; Luis Rufo, Secretary-Treasurer, Local 14000.

The Invocation tomorrow will be given by Reverend Dr. James Carrington, Friendship Baptist Church, Yorba Linda, California. His escort committee will be:

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

PRESIDENT BAHR: Daisy Brown, Secretary-Treasurer, Local 2300; Freddie Green, Vice President, Local 3410; Mabel Huff, President, Local 4216; Miriam Tyson, President, Local 7108; Susan Uff, President, Local 13100; John Gallagher, Delegate, Local 14156.

They should report to Virgil Parks, the Platform Sergeant-at-Arms, backstage at 8:45 tomorrow.

I want you to join me in thanking the Platform Observers for today. (Applause)

We will see you at the rally tonight. The Convention stands in recess until 9:00 a.m. tomorrow.

... The Convention recessed at four-forty-seven o'clock, p.m. ...

TUESDAY MORNING SESSION

July 11, 1995

The Convention reconvened at nine o'clock, a.m., President Morton Bahr presiding.

PRESIDENT BAHR: The Convention will be in order.

As is our custom to open each Convention session by seeking divine guidance, leading us in prayer this morning is Reverend Dr. James Carrington of the Friendship Baptist Church. Reverend.

REVEREND JAMES CARRINGTON (Friendship Baptist Church, Yorba Linda, California):
Would you bow your heads with me, please.

Our Father in Heaven, we come this morning to give Thee thanks and praise for this, another blessed day. We come to say thank You for the CWA and all of its people and to invite Thy blessings upon the leadership of this Convention and all of its key people as they move and work and strive for solidarity and for the diversity of their organization.

We know that we live in troubled times and difficult times. We pray, Lord, that You would enable all of these members to become effective leaders within their various organizations across the country, to effect change that will make our country, make our livings, better than what they have ever been before.

So, bless them as they continue to work together and strive together for the betterment of mankind across this country, for we ask these blessings in Jesus' name and for His sake. Amen.

Thank you.

PRESIDENT BAHR: Thank you, Reverend Dr. Carrington.

Today's platform observers are Walter Andrews, Executive Vice President of Local 3204, and Keith Henson, the President of Local 4530.

Last night an election was held in District 4 for Vice President. As a result, we have the installation of that Vice President this morning.

We, the Communications Workers of America have built out of our own experience an organization which stands today as a great institution for justice. We have fashioned that organization, our union, according to the dictates of democratic traditions.

We have today taken upon ourselves a grave responsibility, a trust delegated to us by the thousands of men and women whose work makes possible our Union. In keeping with the great tradition of our Union, we have held a truly democratic election.

We have elected to choose a leader who, throughout the years, has demonstrated by his ability, his courage and devotion that he is well qualified to fill the sacred trust that we have endowed upon him. He has, as his creed, our common faith, a devout belief in the essential dignity of all. This cause, throughout the Free World, finds its finest expression in unions of working men and women. He whom we have elected is dedicated to guide us in the never-ending struggle for industrial, social and political democracy. He will speak and act in our name.

As this officer stands before us, he is a living symbol of our trust and faith and signifies our belief that he will act in accordance with the responsibilities of the high position we have bestowed upon him.

It is, then, in the name of the membership and of the sacred cause of free labor, that I administer this Oath of Office to our elected Officer, reverently asking our Creator to look after him and care for him in the execution of his solemn obligation.

Will Vice President Rechenbach please come to the podium.

... The delegates arose and applauded at length as Jeffrey A. Rechenbach approached the podium ...

PRESIDENT BAHR: Do you, Jeffrey A. Rechenbach, on your honor, accept the Office of Vice President and, thereby, the trust of Executive Board members of the Communications Workers of America?

And do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, orders, and regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist to the fullest extent of your abilities your colleagues who comprise the Executive Board of the Union, to uphold the Constitution of the Communications Workers of America at any and all times?

Do you solemnly swear that you will faithfully preserve the fundamental principles and traditions of a free and independent labor movement, and pledge yourself to defend your nation and its Constitution?

At this time, Jeff, I will ask you to place your left hand on the Bible, raise your right hand, and pledge yourself to the oath, and sign the CWA Constitution which is beside the Bible, thus symbolizing your conviction of this oath.

VICE PRESIDENT RECHENBACH: I, Jeff Rechenbach, Vice President of the Communications Workers of America, do solemnly swear, so help me God.

... Vice President Jeff Rechenbach takes oath and signs Constitution ...

PRESIDENT BAHR: Will the officers, delegates, alternates and guests please rise. Let each of us in our own way, each of us in our own words pray for eternal guidance and the strength and will from Almighty God to do His work on earth.

... The delegates arose in silent prayer ...

PRESIDENT BAHR: The Installation is now complete. Please welcome the newly-elected Vice President Jeff Rechenbach. (Applause)

VICE PRESIDENT RECHENBACH (District 4): Thank you. Thank you very much.

You know, I am not sure who said it first, but I stand before you this morning with a great deal of humanity and pride. But with much, much more of the former than the latter. And as I stand here today, believing as I have for a long time, that I owe far more to the cause of labor than it owes to me, and more even than I will ever be able to repay in a lifetime of service.

I want to thank my wife Linda, back there. (Applause)

My mentor, my friend, my predecessor, Bob Johnson. (Applause)

Morty, Barb, Nick, the entire Executive Board, they got the vote from me before the district delegates did, and that was pretty neat. (Laughter)

The District 4 staff and, most especially, the delegates and members of District 4.

I think about Lou Gehrig standing at Yankee Stadium saying he's the luckiest man alive, and maybe up to that point he was, but I feel like I am today, so thank you very much.

... The delegates arose and applauded at length ...

PRESIDENT BAHR: To the 425 people who called me after last night's rally, let me give you the answer to the question. You see, Nick is saying, "Oh, no." You didn't let me sleep by your calls, and the question that each of you had was how long did Nick stay at that party? (Laughter) He won't tell me.

We are just killing a little time now.

Remember, I mentioned the Executive Board had a pool on how long I was going to speak. Nick got even. He won the pool.

Please welcome Tom Donahue.

... The delegates arose and applauded ...

PRESIDENT BAHR: For obvious reasons, I have asked Barbara to introduce our next speaker. Barbara.

SECRETARY-TREASURER EASTERLING: During my remarks yesterday, I characterized Tom Donahue as a leader whose personal decency and whose dedication to working families and whose vision for the future are unmatched, a leader who will engineer a new era of solidarity, diversity and innovation for the American Labor Movement. In other words, Tom Donahue is a person best suited to lead the AFL-CIO, and even Tom's opponents recognize this, judging from what they have said in the very recent past.

SEIU President John Sweeney noted in April this year, and I quote: "Now is the time for Tom Donahue to be given the opportunity to lead the Federation, because he is the best person suited to take the Federation into the 21st Century."

And Mine Workers President Rich Trumka said, "Tom Donahue is the person who should be leading the Labor Movement. There would be a better, more responsive Labor Movement as a result of his leadership."

I couldn't have said it better myself.

Tom's experience and his record as an untiring advocate for American workers make him the perfect candidate to lead Labor into the 21st Century.

Tom has served as Secretary-Treasurer of the AFL-CIO since November of 1979. Prior to that, he was the Executive Assistant to the AFL-CIO President George Meany for six years. He began his career in the Labor Movement as an organizer and rose through the ranks of the Service Employees International Union, amassing a record of achievement that included service as a business agent, contract director, editor, assistant to the local president and executive assistant to the president of SEIU.

After serving as assistant secretary of labor during the Johnson administration, he was elected First Vice President of the Service Employees, a position he held until he went to the AFL-CIO in 1973.

A New York native, Tom holds a Bachelor's degree in labor relations from Manhattan College and a law degree from Fordham University.

I am so honored to be running with Tom Donahue. But even more than that, I am excited by the future with Tom leading the American Labor Movement.

Please join me, using your signs, in a rousing CWA welcome for the next President of the AFL-CIO, our good friend, Tom Donahue.

... The delegation arose and held high the "Solidarity, Diversity & Innovation/Donahue-Easterling" signs, whistled and cheered in a prolonged demonstration of welcome ...

THOMAS DONAHUE (AFL-CIO Secretary-Treasurer): Thank you. Thank you, thank you. Thank you very much.

That is the best sight I have seen in a very long time. Thank you.

I am delighted to come to bring you the greetings of the more than 13 million working men and women who are the AFL-CIO, and I come to pay tribute to your Union and its leaders, to Morty and Barbara and Nick and all of your vice presidents here and to all of you as the leaders

of this Union who have created such a fine instrument for the fulfillment of workers' needs.

I was delighted to see Jeff Rechenbach sworn in a few moments ago and to hear him pledge to protect a free and independent trade union and to advance the interests of the workers of this nation. I can't wait. I can't wait to take the same oath. (Applause)

You have a great convention obviously, great hotel, the significant rally last night graced by a speech by Morty Bahr which is only slightly longer than the one that I'm about to make. You have a great convention. Nobody in the hall should have any complaints.

There is a story I would like to tell about that. It's a story about a woman who decided she was going to devote her life to the Lord and live in prayerful contemplation and she sought a community of nuns who lived in silence and spent their life in prayerful contemplation. She found the community and she joined.

She took the usual oaths of poverty, chastity, obedience and silence. In this community there was a special fillip in the rule which was that every ten years the nun was allowed to say two words.

So she entered and prayed, and after ten years the Mother Superior came to her and said, "Sister, now you have been with us for ten years. You're a credit to the order. Is there anything you would like to say?"

She nodded her head and she said, "Bed hard."

And the Mother Superior said, "Thank you very much, dear," and she went away.

In ten more years the scene repeated itself. The Mother Superior said, "You have been with us for 20 years now. You've made a great contribution to the community here. Is there anything you would like to say?"

She said, "Food lousy."

She said, "Thank you very much," and she went away.

On the thirtieth anniversary, now a very aged Mother Superior said, "Sister, I can't tell you what you do for the community. You're an inspiration to all the younger nuns. Is there anything you would like to say on this thirtieth anniversary?"

She said, "Yes, I quit."

The Mother Superior looked at her and said, "You know, dear, I'm not a bit surprised. You have done nothing but bitch since you got here." (Laughter and applause)

There is no reason for anybody in this room to complain. You have a great convention, a great hotel. I will tell you one more story. I do religious stories as a sideline.

There is the story of the priest and the Chief of Police up in a little town in New England. They were great friends.

The Chief of Police came to the priest one day and he said "Father, I need your help. On Sunday when the people come to church, would you make sure they only park on the right-hand side of the street so they don't impede traffic. Park behind the supermarket."

He said, "I can't help you." He said, "We have a division of responsibility. My job is to get the good people to come out and pray with me on a Sunday morning. You worry about the cars. I can't help. We have a division of responsibility."

It became a very bitter thing between the two of them. They barely spoke to one another for four or five weeks. One morning the priest woke up and out on the lawn of the rectory was the carcass of a dead jackass.

He looked at it, he ran to the phone, called the Chief of Police and said "Chief, there is a dead

jackass out here on my lawn."

The Chief said, "Father, what are you calling me for? Remember that speech you gave me about division of responsibility? Burying the dead, that is your bag."

The priest thought for a moment. He said, "Yes, you're right. I just thought I would call and notify the next of kin." (Laughter)

So you and I have a division of responsibility as well. It is my responsibility to speak, yours to listen. I offer the fond hope that we both finish together. (Laughter)

Let me begin by thanking Morty and each one of you for being willing to share your Secretary-Treasurer with the rest of the American Trade Union Movement. I confess that I feel so guilty standing here, but I want to assure you that I conducted this raid only with the blessing and, indeed, with the encouragement of your good President and my good friend, Morty Bahr.

Morty and I have been friends through a lot of struggles and a lot of good times through the years both in New York and in Washington. There is nobody I am prouder to be associated with, nobody I would rather stand side by side with.

Above all, though, I want to thank Barbara for agreeing to join with me to lead the AFL-CIO in difficult years. When we announced our ticket, I said, "Barbara is going to bring to the AFL-CIO not only her breadth and depth of experience, but her special qualities of mind and heart.

You should have been at the Presidents Conference. Barbara talked about the lessons that she learned growing up as the daughter of a coal miner, the lessons she had learned in her local union representing the employees of Ohio Bell. She talked about the lessons she learned on the staff and as an officer of this great union.

As she put it, the need to embrace change and to make it work for working people and not against us. She captured, I think what our campaign and our vision for the AFL-CIO is all about. It is a campaign about solidarity, diversity and, above all, innovation. Barbara represents one innovation that is long overdue and I am proud to be on the ticket with the first Secretary-Treasurer of a national union to run for Secretary-Treasurer of the AFL-CIO. (Applause)

She is indeed the only candidate for leadership in the history of our movement who happens not to be a white male and who is running for a real existing and mainstream post as one of the two Executive Officers of the AFL-CIO. (Applause)

And if as we expect we are elected by the council on August 1st, we will begin together to hasten the pace of invasion, the progress of growth in this movement. She and I and the unions that support us are out to change things for the better, change to ensure progress.

Indeed, there is probably no better example of what the AFL-CIO needs to do than the CWA itself. Under the leadership of Morty and Barbara and Nick, this union is a model for trade unionism, idealistic, progressive, militant, far-sighted and absolutely dedicated to improving the lives of its members and always, always, ready, willing and able to play an appropriate and realistic role in our struggle to make this nation responsive to the needs of working families.

When it comes to long term planning, this union wrote the book. More than a dozen years ago, you pioneered with your Committee on the Future, you broke new ground by demonstrating how much can be accomplished through real partnerships, through real partnerships between labor and management, partnerships that are based on equality, on independence, and on mutual recognition and respect. Your "Workplace of the Future" agreements are a model for the rest of the Labor Movement.

Your organizing program is second to none in its level of energy and creativity. Organizing both in old and in new industries, from newspapers and cable TV to the information superhighway. You are organizing in new ways the employees associations that you have created at NCR, at Sprint, and a number of other companies, offering a new model for the rest of the Labor Movement. And the agreement you negotiated with AT&T marks an historic

breakthrough in securing for individual workers at what was NCR, the right to be represented by a union.

While other people talk about the need to integrate our unions in larger industrial groups, you have done it. You have put together under one roof unions representing working people throughout the communications industry, the United Telegraph Workers, the International Typographical Union, NABET, and very likely The Newspaper Guild.

Every single member who has been part of that consolidation is getting more effective representation through those divisions because of your unity. While others talk about the need for diversity, you have elected a board that's representative of the diversity of this union. You have done all that without compromising your core responsibilities, you have done it with an informed and an actively informed membership. When businesses all across the country are trying to chisel away at our wages and benefits, you have just succeeded not only in resisting cutbacks in your health benefits, but in negotiating healthy and well-deserved pay increases at AT&T, and I congratulate you for that. (Applause)

But the truth is nothing in this movement is easy or simple, nor are there any of our victories that are ever final. Whether we settle one contract or dozens, then we go on to the others and so, you now face real struggle in New Jersey where the Republican governor finds it very simple to say, "I am going to change the health benefit formulas and you have to pay for the change, and you will do it without any increases," and so forth. So, you will face that struggle as you will face dozens of other negotiations throughout the year.

In reviewing your many accomplishments, it's not my purpose to pit the CWA against any other union, nor to suggest that your way is the way or the only way. As I am sure you know, I come from the Service Employees Union. And while John Sweeney will be running against me in October, I don't doubt for a minute that as his press release says: "The SEIU fairly sparkles with energy, creativity, and hope." I hope that's true.

The point is that no individuals, no union, no group of unions has a monopoly on those efforts. Each union has something to learn from and something to teach to our other unions. That is why unity and innovation have to be hand in hand, and that is why the Federation needs leaders like Barbara and me who can draw the labor movement together behind the program of progressive change.

Talk is cheap. Rhetoric about renovation is easy. If talk organized members, we would be four or five times our size. If rhetoric made change happen, we would all be dizzy from the new forms and the new successes.

But talk is cheap and rhetoric won't cut it. We need to do the specifics. And let me tell you what Barbara and I believe the challenges for this movement are and how we want to address them. The challenge is to grow, not for numbers alone, but because we have a moral responsibility to offer the opportunity to have a union, the opportunity to enjoy respect to every worker in this nation.

The challenge is to better serve every current member and every future member, to serve them better on the job, to serve them better in their communities and to serve them in the legislative and political arenas at every level, federal, state and local.

The challenge is to make your nation better, to stand up for America's working families, and to insist that our politicians do the same.

The challenge is to insist that tax policies and economic policies are designed to provide a better distribution of the wealth of this nation and to create and maintain an economy that serves the people and not vice versa. The challenge is to do a whole lot better job of explaining this trade union movement and its goals and activities to the American people.

We all know, every one in this hall knows, that this is a virtuous movement designed to make America a better place for everybody in it. But we clearly have failed to get that message across

to all Americans. Small wonder that that's true, given the domination of the media by the business interests. But while that is a huge obstacle, we simply have to find the ways to overcome that bias.

All of these challenges and all the solutions to them, the ways of meeting them and overcoming them are linked together. We cannot grow if we cannot explain ourselves better. We cannot serve members better unless we make the nation better, and we cannot change the tax and economic policies of this country unless we are politically stronger. And we cannot be politically stronger if we do not grow, and if we do not grow, we cannot negotiate better in the face of non-union competition.

It is a seamless garment, and we have to take on each one of the challenges and make progress on each one of them. The first is the challenge to grow. You all know the numbers, we represent 16 percent of the workforce, and we used to represent 30 percent.

We also know that our salvation will not come from on high; we can't wait for a better law before we organize the unorganized. Things won't change until we make them change. The job of the Federation cannot be to do the actual organizing; that's the job of each affiliate. They know their industries and the industries' problems and workers' needs far better than the AFL-CIO ever could.

But lots of our unions are too small to be able to put resources into organizing, and they are having a tough time adequately serving their current members.

Sure, there is a lot the Federation can do to encourage and energize and support the organizing efforts of affiliates. First, we can do more to recruit and train a new generation of organizers through our organizing institute. We have a great track record. That institute has become one of the most successful programs of the Federation.

We have graduated over 400 organizers. We will graduate another 150 this year. Those graduates, more than half of them women or people of color, are now involved in just about every large organizing campaign in our movement.

I think we can expand the institute until they can graduate enough organizers to meet the needs of every union in the Federation, and I want to work with every union in the Federation to increase their ability to hire and to use graduates. I think that for next year we can double the number of organizers that graduate from the institute, and we intend to do that.

But in the final analysis, the best organizers in the trade union movement are in this room and are in your workplaces. The membership growth cycle that we are in has only our best hope, and the best hope is member involvement in that growth cycle.

I say growth cycle because, quiet as it has been kept, the Bureau of Labor statistics has reported growth of our trade unions for the last two years. In each of those years we have gained members, a total altogether of 340,000 members in the last two years. Now that's only three percent, but it represents the first two years in a decade that we have grown in absolute numbers.

The involvement of our members in organizing can't be just rhetoric. It means an emphasis on real worker ownership of our unions both locally and nationally and it means the investment of real resources in members as volunteers and as full-time local union organizers.

Secondly, I think we should create a multi-million dollar organizing trust fund to encourage organizing projects that are important to the strategy of the entire trade union movement by using that money to leverage affiliate spending in difficult or hard-to-organize industries or industries where unions haven't had much of a presence up to now.

Thirdly, I think the AFL-CIO should start new kinds of worker organizations, side by side with unions that do traditional collective bargaining. We need to experiment more with less than exclusive representation. Just as you have done with the workers at NCR and Sprint, we should also explore an association of workers who are linked together by a certain kind of occupation

rather than by the fact they are in the same workplace.

These days, more and more workers are not attached to a single employer, but they are attached to a certain kind of work, a certain kind of industry, a certain kind of activity. Those are the part-time and temporary workers, the so-called contingent workers. They need unions probably more than the rest of us do. But if they are going to be at a single workplace for only a few weeks, it makes sense to organize them according to the type of work they do, rather than the workplace they happen to be in. It makes sense to bond them together by their work and then make that bond effective in the workplace, and help them move to career opportunities and security.

What's true of contingent workers is just as true of many of our professional and technical workers, and ten years down the road, those professional and technical workers are going to make up 40 percent of our non-managerial workforce.

Fourth, the AFL-CIO ought to set up an American Association of Working Persons to serve the active workforce of this nation in ways which are similar to those that the AARP and the National Council of Senior Citizens serve older Americans.

Fifth, I believe we ought to set up a Labor Leadership Institute for Workplace Change to help people develop new sets of skills that are demanded in the new workplaces of this nation, to deal with the questions of new kinds of representation for workplaces that are far different from those we are used to and workplaces that are getting more different every day.

There are millions of unorganized workers in those new workplaces, especially white collar and pink collar workers, who want an independent voice on the job. Every survey tells us they want an independent voice on the job; but, at the same time, they read the papers, they know how determined bosses are to make life hard for those who seek to have a union, and lots of them are not ready or are not able to or not willing to take on what appears to them to be a war with their employer.

We need to learn more about how to serve their needs, how to represent them in the way they want to be represented.

I have spent a lot of time on organizing, because we simply have to grow; but let me turn to the challenges in government and politics. You know and I know that the corporations and the wealthy now control Congress and many state governments. Their prime targets, their prime purposes, are to enhance the lives of the rich and the wealthy. Their prime targets are America's working families. From OSHA to a serious attack on the 40-hour week, to the attempt even to legislate away the existence of independent trade unions-- they are on the attack, and we are the targets. The working families of America are the targets.

We have to defend ourselves, but we have to get back on the offensive. We need to harness the energy of our activists. I want to build a network of activists from our unions all across the movement, all of them linked together electronically, updated on day to day issue changes and able to move into action on a moment's notice.

Even more important, we need to reach out to each and every rank and file member. We have to educate and activate all of our members. There are simply too many trade unionists, especially among our newer and younger members, who have little contact with their unions and little understanding of what trade unionism is all about. They tend to see the union as a slot machine-- dues in, service out. And we have not educated them about the real linkage between their activism and the political and economic climate of this country and their economic well-being.

The campaign we are waging now to stand up for America's working families illustrates, I think, what the AFL-CIO can do best. In that effort we have brought together our legislative, political and communications operations. We have developed the coordinated set of messages to explain to our members exactly what the stakes are in the business agenda of the Republican Party, to make them understand what a weak OSHA means on their job, and what less

government or "getting government off our backs" means to the well-being of their families.

We have produced a set of campaign materials that are widely disseminated in the movement. We have half of our field staff in that campaign, and during each congressional recess we have carefully selected congressional districts to coordinate standup activities from leafletting at plant gates, to confronting congressmen in their country clubs, and we have bought nearly a million dollars of local radio, television and newspaper ads, the largest media buy since our NAFTA campaign.

All of that is designed to make clear to these politicians that we are going to be much tougher on measuring their performance and matching our efforts for or against them to their efforts for or against us. No more free rides. (Applause)

All politics is not a choice, as some like to say, between the lesser of two evils. Our politics can be one of real, dedicated determined support for good politicians, who represent the best interests of working families. And we are going to develop the sophisticated ways of opposing those who do not.

And as to those who can only find it possible to be supportive of worker interests some of the time, we can find it possible to be supportive of them only some of the time.

We also need to make our public communications work better, to explain ourselves, and our ideas and our programs better. To do that, we need better coordination with all of our unions. We have to work together to attract attention to the messages and events that are most important for the public to understand, and we have to recognize that most of the communications in this nation today take place not through national media, but at the local level, through local papers, radio and TV.

We also need to figure out how in a coordinated fashion we make best use of the newer forms of communications, from talk radio and cable television to the Internet and the Information Superhighway, as well as how to best use paid advertising and how to earn the attention of free media.

We need to get our message out and we need to get it heard and understood, because only then can we change America.

Finally-- there is an old story that is told about Hubert Humphrey, who also used to give long speeches, and Hubert Humphrey said he once defined an optimist as a person in the audience who put his or her shoes back on when the speaker said, "finally"-- finally, let me close with a few thoughts.

The challenges that we face are enormous, but we are still the largest, strongest, most vibrant labor movement in the world. (Applause)

And there are plenty, plenty, of sound, good ideas for renewing and strengthening our movement. They abound in every workplace. They abound in every local and international union everywhere in this movement. We just need to get them out. We need to get them heard and put the best of them in place.

We need to look at changing some of the structure of the AFL-CIO, and some of our techniques.

But it is not change in the inner workings of the mechanics of the AFL-CIO that is going to turn things around for the working men and women of this country or for the unions that represent them. It is the renewed dedication and the energy of the men and women of this movement that are going to make the difference.

The difference can be made by what you do in your local unions and in your workplaces. You talk to the people that we do not reach. You can move them into activism. You can develop energy in them. You can make them a vital piece of this trade union movement and make the union thereby vital.

We have a movement of 13 million people and their families. We are a movement of 80 national unions, 50 state federations, over 500 city central bodies, 50,000 local unions, over a quarter million local union officers. We are amazingly diverse in every sense, and we have to be respectful of that diversity.

But we have to find the common ground that unites us all. No small group of unions or union presidents can separate themselves out, declare their program to be the only way forward, and seek by sheer numbers to force those decisions on everyone else. This Federation will only survive and prosper if everyone in it is given an opportunity to work with everyone else, to form a dynamic consensus on our future programs.

I come here to promise you that Barbara Easterling and I are going to work as hard as we know how from August 1st on to form that dynamic consensus and to equip this movement to best serve the interests of all of our members and of the nation.

The working men and women who depend on this movement, and the millions more who seek a genuine voice on the job, require that we make a common cause. I am confident that we can, with your help. Thank you.

... The delegates arose and applauded and waved the Donahue/Easterling banners ...

PRESIDENT BAHR: The Chair now recognizes the Chair of the Resolutions Committee for a special resolution.

DELEGATE TONY HILL (Chair, Resolutions Committee): Thank you, Mr. President. The Chair of the Committee recognizes Judy Bolin who is going to read the special resolution.

DELEGATE JUDY BOLIN (Local 4202): If the delegates would please refer to the ivory colored Special Resolution, I will read it:

CWA ENDORSES BARBARA EASTERLING FOR SECRETARY-TREASURER, TOM DONAHUE FOR PRESIDENT OF AFL-CIO

In a lifetime of battling for the rights of CWA members and working people everywhere, Barbara Easterling has been a model for Ohioans, all trade unionists, and especially women aspiring to union leadership roles. Now, as the first woman to stand as a candidate for secretary-treasurer of the AFL-CIO, she is even more a source of pride for all those privileged to know her, work with her and serve in solidarity with her.

The daughter of a Polish immigrant who joined the United Mine Workers and later the United Rubber Workers, she was raised on the speeches of John L. Lewis and the values of the labor movement. She learned these lessons well, as she quickly rose to serve as steward, secretary and vice president of Local 4302 after going to work as an operator for Ohio Bell. In 1970, Barbara was appointed chief of the Ohio Labor Division, a position she held for three years. She returned to CWA as a full-time staff representative and later served as administrative assistant to the vice president of District 4.

In 1980, she went to Washington as an assistant to CWA President Glenn Watts, and five years later was elected executive vice president. In 1992, Barbara was unanimously elected CWA secretary-treasurer. She has served with her usual distinction, strengthening the union's financial situation, increasing our productivity and efficiency, and bringing new energy and commitment to our legislative, political action and retired members' operations.

Her work in this office and throughout her career with CWA epitomizes the words solidarity, innovation and diversity. And so she was the obvious choice for Tom Donahue to make in seeking someone to run with him and succeed him as AFL-CIO secretary-treasurer.

Those of us who have served with Barbara in District 4 couldn't be more proud to see our

sister make history. And every member of CWA is honored by her selection. This is indeed a proud moment for all of us.

Together with Tom Donahue, Barbara Easterling will reenergize the AFL-CIO's organizing and political programs, renew the Federation's sense of mission, and reunite the labor movement behind strong, courageous, innovative leadership.

RESOLVED: That CWA members, the members of all AFL-CIO affiliates, and working people everywhere in need of union representation would be best served by the Tom Donahue-Barbara Easterling ticket; by their program of solidarity, diversity and innovation; and by their outstanding leadership.

RESOLVED: That the election of Barbara Easterling as AFL-CIO secretary-treasurer would both place a great trade unionist in a position of essential importance to the future of the labor movement, and send a message to women everywhere that their voice is being expressed and heard at the highest levels of the AFL-CIO.

RESOLVED: That Tom Donahue's commitment to diversity is unparalleled, as evidenced by his decision to name a woman to the number two position at the AFL-CIO, rather than create a new position to achieve this essential goal;

RESOLVED: That the 57th Annual CWA Convention go on record as unanimously endorsing Barbara Easterling for Secretary-Treasurer and Tom Donahue for President of the AFL-CIO.

I proudly move the adoption of this special CWA resolution, "CWA endorses Barbara Easterling for Secretary-Treasurer and Tom Donahue for President of AFL-CIO." (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has obviously been seconded, but before I recognize the first speaker, I want to notify the convention that I had a motion to be proposed, but the purpose of the motion has already been taken care of. It was about the debate.

I would like to advise the delegates that Tom Donahue had already written to John Sweeney proposing debates and as of last night there was no response. I would assume that there will be debates.

On Microphone 3, Sherrie Sallaz.

DELEGATE SHERRIE SALLAZ (Local 4302): I am President of Local 4302, Akron, Ohio and home of Barbara Easterling.

Sisters and brothers, it is hard to put into words what our delegation and membership is feeling today. From the day Barbara signed her membership card, we have reaped the benefits of her work. With great pride we have watched the group of benefactors grow from just Akron to the State of Ohio, to District 4, to all of the CWA and now to the entire American Labor Movement.

I regret that I have no personal story to tell about working with Barbara locally. Her talent was recognized so early on that she was already whisked out of Akron before my membership began, but I can tell you this, Barbara has not and will not forget where she came from. The day before the press conference to announce the Tom Donahue/Barbara Easterling candidacy, we received a call from her. She wanted to make sure her home local got the news personally and not just by reading the newspaper.

I know that it is with mixed emotions that we watch Barbara move from CWA to the AFL-CIO. I might have some good news for you. Back home we are working with one of our newer stewards by the name of Ted Colton. He may just surprise us all and turn out to be as strong a labor leader as his Aunt Barbara.

Each of us can do our own part to help the success of this campaign. There is work we can

do on a local level to lobby for the Donahue/Easterling ticket. Prior to coming to California, we already began working to pass a resolution at our Central Labor Body. I am urging you to do the same.

Sisters and brothers, the very proud membership of CWA Local 4302 in Akron, Ohio, from the member we signed up yesterday to the most senior member of our Retired Members Club, thanks you in advance for your support of this resolution. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Petersen.

DELEGATE BOB PETERSEN (Local 14200): Brothers and Sisters, Delegates, during all of my years of being active in the trade union movement, I have never met a more outstanding labor leader in this country than Tom Donahue. I had the good fortune to serve as President of the Central Labor Council in Washington during many years.

I have had the opportunity to work closely with Tom Donahue and I stand here proud to enthusiastically endorse the candidacy of Tom Donahue and Barbara Easterling to lead this nation's trade union movement.

Now, what do we look for in our labor leaders? We look for honesty, integrity, intelligence, experience, knowledge, plus many other qualities. We need more. We need leaders with the vision for the future. We must have leaders with the ability to communicate those needs and desires of our working members.

Tom Donahue has had experience and I have known that for many, many years when Bill Boarman and I worked closely in the Trade Union Movement in and around Washington, D.C.

I have only had the good fortune to work with Barbara Easterling since the printing trades merged with CWA in 1987. She has demonstrated to me the characteristics we need for a national leader: not only the ability to speak from her heart about the needs and desires of our members, but she has the tremendous capability of communicating those needs of caring, her honesty and her integrity.

What more can you ask for in a team to lead this nation's working members than these two fine leaders.

Tom Donahue has worked in the trade union movement as an organizer, as a local union officer, as a national union officer and since 1979 as Secretary-Treasurer of the American Trade Union Movement. I always associate the American Trade Union Movement as being synonymous with the AFL-CIO, of course. And any other unions that are not in the AFL-CIO ought to come home to the home of labor and house of labor.

In addition to all of those things I just mentioned, we need other qualities. We need the qualities that he just spoke about and you saw demonstrated in his ability to speak to us. The inspirational and innovational spirit that he possesses. A little flint of humor in there also. He also manages to tell us a funny story that gets our members raring to go.

There is no person who has demonstrated more courage and ability than Tom Donahue. There is no person that I know of in the American Trade Union Movement more capable of assisting Tom and leading all of our members into the 21st century and into the future.

I enthusiastically and proudly endorse and support this resolution to support these two fine candidates. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Ebeling.

DELEGATE JOHN J. EBELING (Local 14616): Mr. President, my question is if an individual or a local would care to help financially this Donahue/Easterling ticket to help get them elected, I would like to know an address or where that contribution could be sent. We all know that the expense of this election is going to mount up and it could make the difference between winning and losing.

PRESIDENT BAHR: You are not making a speech on your question. And honest to goodness, this is not an inside thing. He does not have any inside information. It just happens that Tom asked me to be his finance chairman.

I would add that the elections for officers of the AFL-CIO are not covered by the Landrum-Griffin Act which, if you choose and your membership supports it, a treasury contribution is legal and it would be sent to the Committee to Elect Donahue and Easterling and mailed to me.

You are entitled to a second question.

DELEGATE EBELING: That takes care of it. Thank you, Mr. President.

PRESIDENT BAHR: I have a question. How much, John? (Laughter)

On Microphone 1, Delegate Cummings.

DELEGATE ANN CUMMINGS (Local 7200): I am on the Council for the Retired Members, District 7. I move the previous question.

PRESIDENT BAHR: There is a motion to close debate. Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

It is not debatable. It requires a two-thirds vote. All those in favor of closing debate indicate by raising your hands. Down hands. Opposed by like sign. The debate is closed.

You have the special resolution in front of you. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Not seeing a single hand raised, the motion is adopted unanimously.

... The delegates arose and applauded ...

PRESIDENT BAHR: Would you take your seats as quickly as possible. I want to call to the delegates' attention that Delegate Cox has raised a point of privilege stating that he was prevented from making a motion on the Finance Committee when it reported yesterday. I do not recall Delegate Cox stating he wanted to make a motion, and if he did, his point would have been in order yesterday, and not the day after the committee's report was adopted. And so we rule that the point of privilege is not well taken.

The delegate announced a challenge to the Chair, so I put the question to you. If you vote yes, it is to sustain the decision of the Chair. If you vote no, it is a decision to reverse the decision.

All those in favor of sustaining the decision of the Chair indicate by raising your hands. Down hands. Opposed by like sign. The decision of the Chair has been sustained.

Yesterday in my opening remarks, I had the pleasure of briefly introducing to you the President of The Newspaper Guild, Charles Dale. He first became President of the Guild in 1987, and, after forty years of service to his union, recently announced his retirement when his current term ends this fall.

His vision of the future for the members of the Guild is similar to mine for CWA. With our two unions together, we are building a new information and media union for our members today, and for the next generation. Chuck's leadership has been instrumental in bringing us closer to that goal.

Please welcome the President of The Newspaper Guild, Chuck Dale. (Prolonged applause)

CHARLES DALE (President, The Newspaper Guild): Will you all excuse me a minute, I am not properly dressed for this. Barbara, would you put a badge on me.

... The delegates applauded as Barbara Easterling placed a Donahur/Easterling badge on President Dale ...

BROTHER DALE: CWA Officers, Delegates, Alternates, Staff, Guests, Brothers and Sisters: I bring you greetings from the officers and the members of The Newspaper Guild. I also want to wish best wishes to a very recently acquired but much respected friend, Secretary-Treasurer of the CWA, in her efforts to become Secretary-Treasurer of the AFL-CIO; and a long-standing friend, Tom Donahue, who just left.

Morty indicated that I have announced my retirement in the fall. Barbara, I can assure you that if I were at the AFL-CIO convention as President of The Newspaper Guild and was in a position to deliver the votes of my union in this election, I would not only vote for you and Tom, I would vote often. (Laughter and applause)

Morty, thank you very much for your gracious introduction. I am now old enough to want to believe every nice thing that's said about me. But I have to tell you, Morty, that as eloquent as you are and can be, boy, wasn't he on a roll last night?

But as eloquent as you can be, one of your delegates yesterday said it all. As I was coming into this hall yesterday morning I was stopped by a CWA member, now retired, but a member I have known for a very long time and who has known of my longstanding desire, my enduring wish that there could someday be one large union for media and information workers not only in this country, but on this continent. He pumped my hand, he put his arm around me and so simply and eloquently said, "Welcome home, Chuck."

It felt like all of the things I had ever wanted for The Newspaper Guild had just come true. (Applause)

I want you to know that I am very happy and gratified to be here, and I know that I can say the same for my colleagues, our International Secretary-Treasurer Linda Foley, and Bill McLeman, our Director of Field Operations, who were introduced yesterday.

Being here is a special pleasure for the three of us, a very real treat. I know all of you have already heard this, but I absolutely insist on the right and the privilege as President of The Newspaper Guild to announce to you that our visit here comes hard on the heels of our own International Union convention two weeks ago in Boston, where our delegates voted unanimously to approve an agreement that will see our union move into a merger with the CWA. (Applause)

That vote validated a document that will see the Guild begin a process that involves a period of affiliation with the CWA, followed by a full and complete merger.

For those of us here representing the Guild, that unanimous endorsement of the merger agreement was especially gratifying and fulfilling and heartwarming, since we are the ones who represented the Guild in the merger negotiations with your leadership.

Parenthetically, I should note that negotiations is not really the appropriate descriptive word. Our talks with your representatives, President Bahr, Vice Presidents Pete Catucci and Bill Boarman, and your Director of Organizing, Larry Cohen, were far removed from negotiations in the true sense of that word.

We came to the CWA after looking at a variety of other AFL-CIO unions that might, but obviously did not, meet the criteria we had set for a merger partner. Our International Executive Board concluded that your union was the union we would like to be our union, for a variety of reasons. Principal among them are, we see CWA as the union of the future in the communications field, in the field of the information delivery systems of today and tomorrow, as the union which I have frequently described as being way ahead of the curve on the Information Superhighway; a leader in dealing with the array of technology all of us have to face and adjust to.

Your officers and your leaders did you proud in our talks. They recognized the ingredients

that we had to have in order to produce a merger agreement our members would embrace.

They recognized that various critical components had to become part of that agreement in order for us to convince our members, the members of our proud and prestigious 63-year old union, that it could become part of your union without losing its special flavor, its special quality, its special character. We needed an agreement that would appeal persuasively to those who have made The Newspaper Guild a longlasting, proud, progressive and significant force in our media industry.

Let me stop here and tell you just a little bit about our union. It was born in the thirties, at the height of the Depression. Given breath and life by the most popular and certainly the highest paid newspaper columnist of his time, Heywood Broun, a big, shambling bear of a man, champion of the underdog, who had been deeply moved by the miserable conditions under which the so-called glamorous newspaper reporters and writers of his time lived and worked, and the shabby way in which they were treated: poor pay, long hours, unable to support a family, unable to buy a home, unable to afford even to rent accommodations adequate to house their spouses, let alone a family; subject to firing at the whim of the bosses.

Indeed, some bosses fired their reporters if they got married or even talked about it, largely because they knew that if they got married they would be asking for a raise in order to support a spouse.

From the thirties until today, The Newspaper Guild has managed to survive and grow and progress despite some of the toughest resistance any union has had to face on this continent. We have never grown large, but we have held our own throughout the years.

We have approximately 35,000 members working on publications and media outlets as diverse as The New York Times, The Washington Post, Newsweek, Time Magazine, almost every newspaper and radio and television station in Puerto Rico, large, medium and small newspapers scattered throughout the United States and Canada, with members represented by locals from Hawaii to Puerto Rico in the United States, and from Vancouver Island in the west of Canada to Newfoundland off the eastern coast of Canada. And, among others, we have a local in Canada representing radio and TV, journalists, writers, producers, directors, and commentators on Canada's largest nation-wide network.

By the way, let me reassure you, Rush Limbaugh is not a member of The Newspaper Guild. (Applause)

By CWA standards, by comparison with your union, we are small, but we have made a mighty contribution to the well-being of media workers throughout the United States and Canada, and with you we intend to make an even greater contribution, not only to news media workers, but to any and all workers in the news and information delivery system. (Applause)

Take comfort from the fact that The Newspaper Guild does not come to the CWA looking for a place to hide from our troubles. We have our troubles like every other union battling today's corporate money grabbers, but we have faced them and we continue to do so. Take comfort from the knowledge that we do not come to the CWA because we are in danger of collapsing, because our union can continue to function and represent our members well. And take comfort from the knowledge that we do not come to the CWA looking for a handout. We are paying our bills, our head is above water financially and indeed, we even have what for us is a substantial strike fund with which to fight our battles.

What we do come to you for is to combine our knowledge, our understanding of our industry, our appeal to those in our industries and our expertise in our industry with the talents, the resources, the pride and the philosophy of the CWA to produce not just growth for the CWA through this merger itself, but growth for the CWA and The Newspaper Guild as a result of the merger.

You believe in joint bargaining. So do we. In fact, right now in Detroit our union, the CWA and a number of other unions are in crisis bargaining with the Free Press and the Detroit News.

And if we are going out, we are all going out together, and we are not going to come back until we all come back together. (Applause)

You believe in intensive organizing. So do we. You believe a picket line is sacred, and so do we. You believe in diversity, in equity, in minority advancement. So do we. And unabashedly, I will tell you that we come to you because of your commitment to take on the corporate cockroaches who are out to plunder and strip away all of the great gains made over the years for the working men and women. You aren't going to let it happen and we want to join you in that fight. (Applause)

And without embarrassment, I will tell you that we come to your union because we want to have the ability which our size currently does not permit to join with your NABET sector and the former ITU, now your printing sector, in telling those blood-suckers who still exist in the media that their workers are not going to continue to be victims of long hours, low pay, poor benefits and dismal prospects; that their workers are just as entitled as their bosses to good salaries, decent benefits, a home of their own, the ability to deal with catastrophic illness and the ability to put their kids through college and they are going to get it through union contracts, good union contracts. (Applause)

A few weeks ago, Bill McLeman, who is here with us and is our Director of Field Operations, got a phone call from a woman working on a paper in the Southwest. She held an important post on that paper. She wanted to know how to go about getting herself a better life, a better deal. She is a single parent. She is a college graduate. She holds a journalism degree. She works long hours, long weeks. They don't pay her overtime. And after 16 years with the paper, she was making \$16,000 a year. How the hell do you live on 300 bucks a week? How do you raise a family on \$16,000 a year? And there are out there, folks, about 1500 newspapers in the United States and Canada where men and women work long hours for low pay to provide a major component of the fabric of this society of ours, the free press. There are out there thousands of employees in the information delivery systems, in news, magazines, in broadcast, radio and TV who work hard and brilliantly and, yes, in many cases, courageously to provide information to an information hungry public, but who collect few benefits and lousy wages and have no hope of joining the middle class economically unless they become part of organized labor.

Together, we, with the CWA, can make it happen. Not only can we do it, we will do it together. I know that you will join us in making that possible. (Applause) You want to organize and you do it well. We want to organize and together we can do it even better.

There are still a few steps for us to take before our merger with the CWA comes to fruition. Our convention, as I said earlier, voted unanimously to approve the merger and now it must go to a referendum, two in fact. Under the Constitution of The Newspaper Guild, any merger must be approved by our membership in both the United States and Canada. Separate votes. If it loses in either country, it collapses. But unless my colleagues and I have lost our ability to read the temper and attitude of our membership-- and I doubt that's happened-- we are confident that the referendum late this summer will also produce an overwhelming endorsement of our merger with the CWA.

Just as we looked forward and so enjoyed reporting the overwhelming results of our convention vote to President Bahr, we are looking forward to reporting to Morty in October, that the votes are in, they have been tallied, they have been certified, and the results are again a resounding endorsement of the merger between our proud Newspaper Guild and your remarkable communications union. (Applause)

We in the Guild look forward to being more than just your brothers and sisters in the AFL-CIO. We look forward to calling you brothers and sisters of the same union, and to being with you as fellow delegates at a CWA convention. (Applause)

Again, our thanks for inviting us here, for giving us the privilege of sharing this occasion with you, and getting to know you better. And again, let me express to you our gratitude for giving us the opportunity of working with such folks as your wonderful Secretary-Treasurer, Barbara

Easterling, your staff people who were so helpful to us during the process and continue to be, your Executive Board members and for providing us with such great people to work out our historic merger agreement with: Pete Catucci, Bill Boarman, Larry Cohen, and the man himself, Morton Bahr. It's been more than a pleasure, folks. It's been an honor. Thank you.

... The delegates arose and applauded at length ...

PRESIDENT BAHR: When Chuck announced that he was going to retire and that would be right after the vote will be counted, I told him that he had my wholehearted commitment, that I would do everything humanly possible, to do whatever was necessary, so that five years from now when he looks back at this merger, that his view will be reinforced, that indeed the actions and recommendations that he had made and taken were in the best interests of The Newspaper Guild, and I reaffirm that commitment to him in front of all of you today.

The Chair recognizes the Chair of the Resolutions Committee.

DELEGATE TONY HILL (Local 6320, Chair, Resolutions Committee): Thank you, Mr. President.

The Chair recognizes Delegate Suzye Marino.

DELEGATE SUZYE GARDNER MARINO (Local 14629): Thank you. Mr. Chairman, Delegates, would you please turn to page 1 of the Resolutions Committee Report while I read Resolution 57A-95-1 titled The Newspaper Guild Merger.

THE NEWSPAPER GUILD MERGER

The Newspaper Guild was formed in the middle of the Great Depression to provide representation for workers in the newspaper industry. Since that time it has grown and expanded. Today the Guild represents more than 33,000 workers in publishing, broadcasting and information services. The members are hard working, diligent reporters, editors, ad sales people, telemarketers, clerks, maintenance personnel, drivers, accountants, programmers and other dedicated workers. TNG is also the largest representative of on-air broadcasters in Canada.

Like the CWA, The Newspaper Guild has watched the convergence of publishing, broadcasting, telecommunications and cable TV with concern about the concentration of power in the hands of a smaller and smaller number of communications companies. Like us, they have seen the rise of union busting lawyers who ply their trade in first one part of the industry and then another. Like CWA, the Guild has learned that to successfully confront these new industry giants you must be constantly changing and pursuing new strategies and tactics.

After much study, reflection and internal discussion, The Newspaper Guild decided that it could best serve its members by merging with a large communications union. The Guild chose the Communications Workers of America because of a shared understanding about the effects of convergence in the communications/information industry and a common vision of how to deal with the problems that all of our members are now facing.

The merger of The Newspaper Guild with the Communications Workers of America has been approved by the International Executive Board of The Newspaper Guild and by the delegates to the Guild's 61st Convention. In September the entire Guild membership will vote on the merger in a referendum ballot. When the merger is approved by the Guild membership the merger will become effective in October 1995.

RESOLVED: The Communications Workers of America looks forward to working together with The Newspaper Guild to protect the rights of workers in the new communications/information industry and that the 57th Annual Convention of the CWA strongly urges all of our Sisters and Brothers in The Newspaper Guild to support the merger of our two great unions.

... The motion was duly seconded ...

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

Before I recognize the first speaker, I was hoping we could get through a convention without delegates getting to the Privilege microphone complaining about the noise. So, would you please do your best to hold it down as you go back and forth to the microphones. These chairs make a lot of noise.

On Microphone 3, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): I, with my brothers and sisters, am standing in support of the proposition, the resolution, that would merge The Newspaper Guild with the CWA.

Brothers and Sisters, as electronic and print media, as cable and television companies come together through technology, they come after our brothers and sisters and our families. We must come together as one union, with one voice, to take on those union-bashing employers and let them know that when they come after one of us, they come after all of us. This is another step in that direction. (Applause)

Nine years ago I watched my union, the International Typographical Union, merge with CWA, and for the past nine years I watched it get better and better. I watched the old ITU negotiated pension plan, now called the CWA-ITU pension plan, with CWA local members now joining that multi-employer pension plan-- that is great. I watched our locals, locals that were shrinking, locals that were strong and growing, merge with CWA locals and get stronger and bigger, with a louder voice in the workplace.

I watched a good friend of mine from San Diego Mailers keep a union alive, fight with all his heart, join Local 9400 in California, and now he is stronger and louder.

Now, when I talk to him, I don't just talk to him; he talks to them and we slowly but surely come together as one. And, believe me, these employers don't like it, but it is happening, and it will continue to happen along as we take steps like this.

I watch our reps become your reps, your attorneys negotiate our agreements. I watched the New York and Frisco and Philadelphia and Pittsburgh situations as we drove those union-busters out of town, and showed them the only thing that works is fair collective bargaining. (Applause and cheers)

And, as you stood with us, or, I should say, as we stood together there, we are going to show that union-busting, family-bashing Republican governor that she made a mistake taking on CWA.

CWA is not going away in New Jersey. The only thing that is going away is privatization, and we are going to do that together. (Applause, cheers and whistles)

Now, on a personal note, I will say this and then end: When my International Union merged with the CWA, I fought as hard as I could to have my union merge with another international. But I stand here today and from the bottom of my heart, in all honesty, I tell you members that the great majority were right and I was wrong. I am four generations an ITU member, proud of my heritage and proud of from where I come. And I tell you I am just as proud now to be a first generation CWA member. (Applause)

Let's approve this merger. Let's keep going forward. We stand together. We can and we will prevail. Thank you.

... The delegation arose and applauded and cheered and whistled ...

PRESIDENT BAHR: I just want to let you all know that it would really be a treat if you have ever seen Wayne get excited. (Laughter)

On Microphone 5, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Good morning. I would like to first

welcome Brother Dale to the most democratic union in the world.

President Bahr, the Constitution, Article IX, Section 6, gives the Executive Board, and I will quote, "The Executive Board shall have authority to provide for the affiliation of any labor organization with such rights and privileges and under such terms and conditions as may be acceptable to the Executive Board, subject to the right of appeal to the Convention. The rights, privileges, terms and conditions of affiliation shall not be required to be uniform for such affiliated labor organizations."

My question is: Does this section of the Constitution give the Executive Board the power to enter into the affiliation without the approval of the delegates to the Convention?

PRESIDENT BAHR: Yes.

You are entitled to a second question.

DELEGATE FAHRENHOLT: Does it also give the Executive Board the right to enter into an agreement which supersedes the CWA Constitution?

PRESIDENT BAHR: I am going to say yes, but this I am going to give with an explanation as well, because I think everyone is entitled to that explanation.

We have, I guess, since Dina Beaumont's organization joined twenty-one years ago, I would guess more than a hundred affiliations of various sizes, different industries.

In addition, local unions, and one comes to mind immediately-- Local 1040 in New Jersey-- there was an enormous amount of affiliations, because all around this country there are independent organizations looking for a home, just as the larger unions are.

But let me use The Newspaper Guild as an example, but it also would apply for the old ITU, which is the oldest union in America.

With the backdrop that virtually every union that is under 100,000 in size in the next several years will be looking for a merger partner, because it is impossible, as Chuck said, to survive in this environment and be able to serve your members. If you do not take into account the proud history of the potential merger partner, such as the 63-year history of The Newspaper Guild or the 150-year history of the ITU, with proud traditions, with rules and regulations that existed for generations, you will never get a merger partner.

Now, you will see in all of our agreements we try to put in a transition period-- five years as a rule-- where people get to know one another, and a slow transition to conform with our Constitution. But there are several things that are peculiar to the merger partner, such as with the Guild. The Guild locals hold the contracts. Our union was born where the national union holds the contracts.

So we say, well, okay, you have been doing this for 63 years; why should we change it? Why should we just screw up what you have done successfully for 63 years?

The Guild has its own strike fund. They will phase into ours and start paying into it. So we say to them, well, you are entitled as the sector, the Guild sector, to continue your strike fund. And, in addition, we say in here, in the merger agreement, and I call your attention to page 6, because everything is laid out open, there are no secrets-- we say this: "The Newspaper Guild will make no constitutional amendments in 1997 or subsequently that will cause the Constitution/by-laws to be further in conflict with the CWA Constitution than they were at the time this Agreement was executed. Within five years from the date of merger, The Newspaper Guild's Constitution will be brought into compliance with CWA's Constitution, except as provided herein." So, the item I mentioned, the contracts, will still remain in the name of the locals as one.

So, I hope I have clarified that to the best of my ability.

On Microphone 3, Delegate Hart.

DELEGATE KARIN A. HART (Local 9415): Brothers and Sisters, President Bahr, I rise in favor of this resolution on The Newspaper Guild's merger with CWA.

Last year, those of us in the Bay area up near San Francisco got a chance to see the creativity of Guild members in action during their strike, along with several other unions, against the San Francisco Examiner and Chronicle. In addition to picket lines and rallies, the Guild was a leader in one of the most successful product boycotts seen in the newspaper industry. They got subscribers to cancel, cancel, cancel, not just because the fish wrap that was tossed in people's yards was not worth reading, but because citizens were outraged and stood united with the strikers over a profitable employer's demands for takebacks and wage and job descriptions.

The second thing the Guild did during that Examiner strike was they used technology to get the strikers' words out. They produced one of the most successful and most popular home pages on the worldwide web, so that readers could enjoy their favorite columnists while producing a newsprint issue for those who were not connected.

In an era of converging technologies, we must stand together against the same greedy employers like those of the Chronicle and Scripps-Howard who own businesses across multimedia sections in television, print and communications.

Brothers and sisters, I ask you to join with me in supporting this resolution. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 5, Delegate Perez.

DELEGATE WILFRED PEREZ (Local 3107): My question is the following: On page 14, Section D, it states that all funds, assets and liabilities shall be retained by the NG-CWA. This question is not meant to be against the merger, as I am for it, but I would like to know whether the liabilities exceed the assets or if there are any specifics about this. I think we should have gotten financials included in this packet just so we can be better informed as to what we are getting into.

PRESIDENT BAHR: Okay. I will inform you by responding to your question. First, if you heard Chuck's remarks that he just presented, he talked about the union being in the black. In fact, they are in the black to the tune of \$400,000, plus they own a building that will ultimately be sold when they move into our headquarters. We assume no liabilities. Since we assume no liabilities, they retain their assets.

You are entitled to a second question.

DELEGATE PEREZ: Thank you.

PRESIDENT BAHR: On Microphone No. 1, Ariola.

DELEGATE SUEZANNE ARIOLA (Local 6171): I call for the question. (Applause)

PRESIDENT BAHR: The motion has been made to close debate.

DELEGATE TERRY LAURENT (Local 3411): Point of order.

PRESIDENT BAHR: Unfortunately, Tiny, the motion to close debate is in order because two people have spoken on the affirmative. I must recognize the motion.

The motion requires a two-thirds vote. It is not debatable. All those in favor indicate by raising your right hand. Down hands. Opposed by like sign. Debate is closed.

... The following prepared remarks were given to the stenographers for inclusion in these Proceedings, as follows:

DELEGATE GROTTOLA (Local 14156): Officers and fellow delegates, I, along with my colleagues standing beside me, rise in support of the proposition which would merge the CWA and The Newspaper Guild.

In 1987 you welcomed the then ITU into CWA, and that, Brothers and Sisters, was clearly

beneficial to all.

In 1995 we now have an opportunity to welcome The Newspaper Guild into CWA. We must not permit that opportunity to escape us.

I have known The Newspaper Guild, who represent a cross section of members ranging from editorial, circulation, sales, accounting, technicians, artists, clerical, cafeteria and others I may have missed, for over thirty-eight years now. I have full knowledge that they are a fair minded, dedicated group of trade unionists in the same vein as all of us are assembled here today.

You should also know that in addition to representing employees in the newspaper industry, the Guild also represents employees in other areas in the publication field.

With this merger we may very well be in a position to open doors that were previously closed and provide organizing opportunities for us.

There may be some among us today who would look at the proposed affiliation and merger agreement before us and look for shortcomings in that proposal. but, my Brothers and Sisters, I tell you that type of thinking is and would be nothing less than shortsightedness. We would only be the loser if that attitude were to prevail.

Lastly, I would conclude by reminding you of President Bahr's remarks of yesterday, in which he spoke of the vision of the future that embraces all in the communications industry into one big union with the goal of extracting from the employer those things which are ours.

To quote from the Biblical Testaments, "Where there is no vision, the people perish."

Let us go forward today with our vision of the future by acting unanimously and adopting the proposition. Thank you. ...

PRESIDENT BAHR: The motion before the house is Resolution 57A-95-1, The Newspaper Guild Merger. All those in favor indicate by raising your hand. Opposed by like sign. It is adopted. (Applause)

Secretary-Treasurer Easterling for a couple of announcements.

... Convention announcements by Secretary-Treasurer Barbara Easterling ...

PRESIDENT BAHR: We have a question of privilege raised by Delegate Howard Dudley of Local 14904 about some material which is being passed out without a bug. I call everybody's attention to our policy and ask you to be cognizant of it.

It is now indeed a personal privilege for me to present to you for the purpose of making a report a very close colleague and friend, the other member of our team, Executive Vice President M.E. Nichols-- sorry, Nick. If you can just hold back just one second. I want to recognize for a point of personal privilege Delegate Barry Gardner at Microphone 2.

DELEGATE BARRY GARDNER (Local 6016): I am President of Local 6016, Oklahoma City, Oklahoma. President Bahr, brothers and sisters, it has been almost three months since the tragic bombing in Oklahoma City. For many of us the healing process has begun. On June 25th, CWA and Southwestern Bell sponsored an event entitled "We Remember" in honor of our brothers and sisters and fellow employees to hopefully add closure to the turmoil we experienced.

I would like to share with you a reading presented by Tom Hunter at that ceremony.

"I remember when I was a boy and President Kennedy was killed. I sat transfixed in front of a black and white TV as another little boy saluted his fallen father in a nation bowed in fear and sorrow. I remember.

"When I was a teenager, civil rights riots erupted around the nation, anti-war fever raised and it appeared we Americans would drown in discontent and destroy each other in anger. I

remember.

"When I was a young adult, the space shuttle, a symbol of our nation's pride disintegrated in air, taking with it some of our brightest adventurers. When I close my eyes today, I remember.

"But democracy continued and new leaders emerged and those who rioted forgave and most found ways to work within the system, and we continued on into space and found new frontiers. While we didn't forget, we moved on, tempered by pain, our eyes opened. Our resolve stronger, our determination to overcome more powerful than any man-made tragedy. Such overcoming was never easy, but it was possible because we did not have to do it alone. We did it together.

"Then, came April 19, 1995. A more personal disaster. Our loved ones, our neighbors, our co-workers, our hometown, our workplace. Suddenly, something much more than a TV tragedy to be interpreted for us had happened to us. The cameras focused on the faces of people we loved. The heartbreaking stories were of hearts familiar. Though veterans of heartbreak, overcomers by nature, in a moment of doubt perhaps we thought we had met our match.

"But then we remembered something else. We aren't alone. And, oh, so quickly we came together. You for me. Me for you. All of us for those who suffered the immeasurable pain of irreplaceable loved ones lost.

"Most of us will, tear by tear, prayer by prayer, task by task, turn this deed into tragic history. Newspapers in a box, buttons and ribbons in a bureau drawer. Others of us, members of our Southwestern Bell/CWA family, will never be the same, building new lives as best they can, dealing with an emptiness that should have never been.

"So, while the degrees vary, we were all victims and, all of us will never forget.

"We remember."

On behalf of the members of Local 6016, the families of P.J. Allen and Zachary Chavez and the Oklahoma City CWA, City Council, we are here to express gratitude to our CWA family, from coast to coast, border to border, for the many calls, cards, letters, and donations you so generously gave to ease the suffering of the victims and loved ones affected during this tragic time. Thanks to all of you from Oklahoma City.

... The delegates arose and applauded ...

DELEGATE GARDNER: Thank you. At this time we would like to present, as a token of our to appreciation to President Bahr, a memorial pin. The concept behind the Oklahoma City memorial pin is to show that we are indeed one nation under God united through good and bad times. This pin is a tribute to the victims and families as well as the countless volunteers who rendered their services.

To each, Barbara Easterling and Nick Nichols, a T-shirt designed by the members of Local 6016 embossed with: "Thanks From the Heartland. Friends Helping Friends."

Again, thank you and God bless. (Applause)

PRESIDENT BAHR: I would only like to add that I know each of you want to know, and I may be the first to tell you, that the little boy P.J. Allen has now been taken home by his grandmother and is well on the road to recovery. (Applause)

I would also share that I pray to God that I never have another task of writing letters to two members as I did to those two grandmothers.

We have a short film. I'm sorry, it's a tape, they tell me.

... A picture of the Oklahoma bombing disaster was shown on the screen while a tape made by Local 6320 was played ...

PRESIDENT BAHR: This tape was done by Local 6320. I know it is a heck of a thing, but I

now reintroduce M.E. Nichols. (Applause)

EXECUTIVE VICE PRESIDENT M.E. NICHOLS: That is a tough act to follow. When I have my second speech for my nomination next time, I will have the last speaker, I think his name was Wayne, second my nomination. (Laughter and applause)

The Office of Executive Vice President has a number of administrative responsibilities, including administering the Joseph Anthony Beirne Memorial Foundation and the Ray Hackney Scholarship Fund. My office is also responsible for parts of the educational program, the civil rights and fair practices programs, occupational safety and health, Union Privilege programs and the CWA Disaster Relief Fund.

You have a copy of the Beirne Foundation's Board of Directors' Report before you. We had 1,698 apply for the foundation scholarships this year. Thirty scholarships will be awarded and those winners will be announced in August. Over 4,200 applied for the Ray Hackney Scholarships. The winners' names will be drawn on July 19th by one of our friends in Congress, Lynn Woolsey, a Democrat from California.

During the union's 1994-1995 budget year, our Occupational Safety and Health Office has been active in the field of ergonomics. The program has developed comprehensive workplace ergonomic activities. These efforts were bolstered in August 1994 when David Legrande authored and submitted an ergonomics grant proposal to OSHA. The agency awarded CWA a \$100,000 grant to develop and conduct a VDT workplace ergonomics train-the-trainer program. The grant took effect on October 1 and runs through March 31, 1996. Under the grant, 80 local leaders and 8 staff will participate in the training. In turn, all trainers will have the responsibility of providing VDT workplace ergonomics awareness education to at least 25 CWA leaders and members for a total of more than 2,000 personnel. It is anticipated that the cadre of trainers and members who receive awareness education will allow VDT ergonomics activities to more fully become institutionalized within CWA, at all organizational levels.

With grant funds, CWA has been able to hire Ms. Martha Flagge, Vice President of Local 1250, as an Occupational Safety and Health Specialist. Martha works directly with David Legrande to achieve the goals of the grant.

Thus far, two of the four train-the-trainer programs have been conducted with the school for workers, University of Wisconsin and Hunter College, New York City. Additional training sessions will be held in September with the Labor Occupational Safety and Health Programs at the University of California, Berkeley and in October with the University of Alabama's Center for Labor Education and Research.

Given the efforts of the anti-worker, anti-consumer, and anti-environment Republican majority in Congress, future funding of the grant is questionable. However, last month, the Clinton Administration's OSHA gave CWA a pleasant surprise by providing additional funding to the ergonomics grant through September 20, 1996.

Our Occupational Safety and Health Department has been working for some three years to initiate a VDT repetitive motion study among New Jersey Public Workers. It appears the scientific investigation, the first major VDT workplace repetitive motion study to be conducted in the public sector, will begin this summer and be completed during the first quarter of 1996.

Dr. Michael Smith, Department of Industrial Engineering, University of Wisconsin, will be the study's principal investigator.

Also, during 1994 and 1995, David Legrande has been conducting the third national VDT repetitive motion illness survey. To date, some 8,000 surveys have been completed and returned from locals. Collected and analyzed data have and will be used in the union's 1995 collective bargaining legislative, and occupational safety and health activities.

Thousands of CWA members work with and have been exposed to life-threatening asbestos. In 1987-1988, Local 4900, and our Occupational Safety and Health and Legal Departments, led

efforts that produced a major legal victory for CWA members exposed to asbestos. The legal settlement against Indiana Bell provided asbestos-exposed members with lifetime medical surveillance protection.

We followed up on this case in 1991 with District 2 and Local 2336, along with the assistance of George Washington University's Occupational and Environmental Medicine Department. We conducted an asbestos medical surveillance program and found 17 percent of the participants with asbestos-related disease.

In 1995, in District 3, Locals 3907 and 3990, and our Occupational Safety and Health and Legal Departments led efforts that resulted in an additional asbestos medical surveillance program. Results indicated that 11 percent of the 38 asbestos-exposed members had been stricken with asbestos-related disease. At present, this investigation is being expanded to include additional asbestos-exposed members of Local 3990 as well as Local 3902.

The decade-long efforts have been focused upon demonstrating the severity of member asbestos exposure as well as developing data to convince represented telecommunications employers to provide asbestos medical examinations. Unfortunately, to date these employers have refused to agree with CWA's collective bargaining demands.

During this convention, I chaired the first meeting of the CWA Occupational Safety and Health Committee. This committee will target industry-specific organizational and member occupational safety and health concerns. This approach will allow the committee, comprised of principals from selected CWA districts and national bargaining unit offices, to take a multi-industry focus, representative of the wide variety of industries in which our members are employed. The committee would interface with the CWA Executive Board, my office, and our ongoing occupational safety and health activities including the union's annual Safety and Health Conference.

Other issues in which CWA's Department has been involved include indoor air quality, outside plant or environment ergonomics, confined spaces, electromagnetic fields or radiation, and coalition-building with environmental and environmental justice organizations.

CWA was one of the unions which participated in the Interamerican Trade Union Conference for Racial Equality held in Brazil last November. The three-day conference gave Black Trade Unionists from both countries an opportunity to exchange information concerning racial problems in the workplace. The American delegation shared our union's experiences in dealing with discrimination and helped the Black Brazilian workers adopt a statement of action to confront the racial problems in their country.

CWA was also included in a delegation of minority labor representatives who went to Israel this year. Considerable time was spent with the Ethiopian immigrants and learning how they are being helped to deal with their new lives in Israel.

We have completed our survey to determine how many of our minority members hold primary elective offices in their locals. We have approximately 258 minorities holding primary offices in their locals, and that is an improvement.

Our Headquarters Civil Rights/Fair Practices Office participated in all of the labor activities during King Week in Atlanta. All of the Atlanta locals participated as well. We now have 49 states that officially observe Martin Luther King, Jr.'s birthday. New Hampshire celebrates "Civil Rights Day" but it is our hope that they will soon become the 50th state to honor Dr. King.

Both the National Women's Committee and the National Committee on Equality are dealing with the issue of Affirmative Action. But I too want to point out that the critics of Affirmative Action are wrong.

Too many public officials have embraced a disturbingly rigid brand of conservatism focused on undoing programs that have helped minorities in recent decades, including affirmative action programs designed to expand opportunities in employment and education.

Affirmative Action has been the official policy of the federal government and most state and local jurisdictions, educational institutions, and private businesses since the 1960s. Its opponents allege that it requires setting fixed quotas, hiring unqualified people, and giving preferences to minorities and women. A serious look at the evidence shows that these claims are created to frighten and provoke disenchanted white voters. Racial inequality still exists and racism continues to be a cancer in our society.

There is increasing pressure from the right to abandon policies of inclusiveness and to revert to the politics of separateness. If we as a society go down that road again, we will meet disaster along the way. We have all come too far to allow the civil rights clock to be turned back. We must continue to pursue justice and equality, and we must do it together.

The role of our Education Department continues to be one of active involvement in advancing our union's priorities and campaigns. This year, the Education Department prepared educational materials for our members explaining the Americans with Disabilities Act, the Family and Medical Leave Act, and what we can do about workplace violence. Member responses to these materials have been overwhelming.

An issue of growing importance to our members and to the future of our union is the emergence of the Information Superhighway. Later this month, the Education Department is releasing a booklet on what the Information Highway means for working families. This booklet is a joint project between the Education Department and the Newspaper Guild and is a critical tool for preparing our members for participating in the policy and employment debates on convergence and electronic communications.

The Education Department contributed to mobilization activities in our bargaining with AT&T and the RBOCs, preparing several one-on-one education pieces on employment security, union power, retiree health care, subcontracting, and in assisting the Research Department in preparing a bargaining slide show. In this round of telecommunications bargaining, the education challenges were great, especially at AT&T. Educational materials were keyed to getting members to understand the connection between our rates of representation, the level of union organization, and our power to bargain on wages, benefits and job security.

The CWA Union Privilege programs continue to provide our members and their families with high-quality benefits and services not found in the general marketplace.

By extending our union's reach beyond the workplace, we can touch our member's lives in a personal way. And, in today's environment, where working Americans are being assaulted on all fronts, it is important that our members know CWA will look out for you on the job and help at home, too.

Take CWA Local 6137 member Arthur Arias of San Antonio, Texas. Brother Arias' family used the Union Member Mortgage and Real Estate Program to find their "dream house" in a good school district and secure a mortgage payment that fit into their budget. I think he will be a loyal union member for a while.

The Union Privilege programs are not just great benefits for current members, but can also be used as part of your mobilization efforts. According to a recent poll of local leaders from all unions, over 20,000 new members were organized with the help of Union Privilege benefits.

Cliff Fried, Vice President of UPE/CWA Local 9119, discovered the value of using Union Privilege benefits for organizing when the University and Professional and Technical Employees teamed up with CWA and embarked on a series of statewide organizing drives across California. Fried credits the CWA's Union Privilege programs with helping the local win a 4,000 member statewide unit in an election last December.

The organizers used the benefits to show prospective members that the union gives more value for their dollar-- something that was important to these workers since they had gotten few wage increases over the last few years and were very interested in saving money.

There are flyers that promote CWA Union Privilege programs. These extremely popular programs are tools to use for reaching out to new members and also to help you build a stronger union. Sadly, most of our members don't have much contact with the union. Too often they pay their dues and go to meetings when it is time to ratify a contract, but that is the extent of their relationship with the union. But nearly 15,000 CWA members have called the special phone number, 1-800-472-2005, to request information on CWA's programs. And CWA members use those benefits.

Over 120,00 members carry the CWA Mastercard, each saving \$100 per year compared with other credit cards.

Members have obtained \$37 million in mortgages and \$46 million in personal loans.

They have purchased \$102 million in life insurance protection.

And over 10,000 CWA members have consulted with a program lawyer, saving them over \$400,000 in legal fees.

Times are tough, and we have more and more bad news to tell people. Well, these programs are good news. Let members know that the CWA Union Member Mortgage and Real Estate Program helps members and their immediate families with buying or selling a home by making the mortgage process easier and more affordable. This program has a strike protection option-- a feature not found anywhere else in the U.S.-- and a built-in assistance fund.

The strike protection option covers part or all of a member's monthly mortgage payments during prolonged strikes, and the assistance fund can help members with mortgage payments in the event they become unemployed or disabled. Other Union Privilege programs also offer special strike benefits as well.

The CWA Union Privilege Legal Service lets members have a free initial 30-minute consultation and also offers 30 percent discounts on more complex legal matters. This program is offered at no cost to CWA members, while similar programs cost \$100 or more a year.

The Union Driver and Traveler Program combines a motor club, an auto repair service and a travel service in one complete package. The motor club is a better deal than AAA.

Union Family Savers is a discount program that saves members money every day. You can find savings for ear care or prescription medications as well as theme park discounts to Disney, Universal Studios and Anheuser-Busch.

Nearly 104,000 CWA members regularly receive Union Plus, the quarterly magazine that is the labor movement's answer to Consumer Reports and Money magazine, which are tailored to people making \$100,000 a year and up. This is tailored to our members.

As you can see-- I hope you can see-- these benefits are invaluable to our members. More would use them if they knew they were available. Call and get the free table. Use it in your mobilization efforts. Hand them out at meetings. Stick flyers up on your bulletin boards. The work is done for you. The programs are in place and the promotional materials are printed. It is a hassle-free deal for you, and sometimes people respond when they wouldn't respond to anything else.

I also understand that Union Privilege has a booth outside and they will be having a drawing later for the Polaroid camera. I would encourage you to go out and register. The drawing will be at the end of the convention.

As we near 100 veterans hospitals being wired under the P.T. Phone Home Project, let me take this opportunity to not only thank Frank Dosio in Local 1120, but to thank our local leaders and those thousands of members who have made this program such a rousing success.

In the interest of time, I won't go into all the awards we have received. Suffice it to say there are many, recognizing your good work. We get to take the awards. We can't thank those

thousands of people who did the work. We are continuing with that program in early 1997. We will have kept that promise made long ago to wire every veterans hospital in the United States of America. (Applause)

While we continue to develop our placement centers, we are presently working on three centers and we took a real setback recently in Cleveland, the first center we set up, when Bernie Hill, the past president of CWA Local 4340 took ill and died unexpectedly. He was a great human being and our prayers go out to his family. He will be missed by all of us.

Our Disaster Relief Fund thankfully hasn't taken any big hits this year, just minor assistance with flood and mudslides in California. As Barry so eloquently described just prior to my report, the Oklahoma City incident was horrible. I do want to mention-- if I mentioned it before it won't hurt to mention it again-- Local 6016 set up a special burn relief fund to help the tiny victims of that senseless act of terrorism, and I want to thank all of you who participated in that fund.

To date, you gave to our sister union in Japan-- ZENDENTSU-- for the earthquake in Kobe, Japan, \$11,502.88. I want to thank you for your generosity not only in that, but in the many endeavors we have in community services.

Mr. President, that completes my report. (Applause)

PRESIDENT BAHR: Thank you very much, Nick.

I want to introduce the members of the Appeals Committee.

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

PRESIDENT BAHR: Lowell Damron, Local 2009, President; E.D. Jones, President Local 3903; Gary Mullikin, President Local 4630; Tena Rylander, President, Local 6202; and Kathy Kinchius, President of Local 9415, who is the Chair of the committee, and the Chair calls Chair Kinchius.

DELEGATE KATHY KINCHIUS (Local 9415, Chair, Appeals Committee): Thank you, Mr. President.

The Appeals Committee convened on July 5th through July 10th, at the Anaheim Hilton Hotel, for the purpose of reviewing and disposing of appeals to it in accordance with the CWA Constitution and the Internal Appeals Procedures of the Union, as established by prior Conventions and/or the Executive Board.

The Committee was available on July 8th and 9th between the hours of 2:00 p.m. and 6:00 p.m. Outside of these hours, the Committee was available by appointment.

Committee member Tena Rylander will read Appeal No. 1.

DELEGATE TENA RYLANDER (Local 6202):

APPEAL #1

On April 24, 1995, Member Bonnie Little, CWA Local 3902, appealed the Executive Board's decision of April 13, 1995, denying arbitration of her termination, to the CWA Convention.

Member Little was charged with monitoring more than 1,300 telephone conversations from March to September 1993. Member Little also admits to placing two long-distance calls from company facilities. She has signed a security statement admitting the charges and stated she was trying to keep track of her stepdaughter's activities.

The Appeals Committee believes the Union could not prevail in arbitration and therefore recommends that the decision of the CWA Executive Board be upheld and the appeal of Member Little be denied.

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

... The motion was duly seconded...

PRESIDENT BAHR: Seconded from the floor. No one cares to speak on this motion. All those in favor of the committee's report, the committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

CHAIR KINCHIUS: Committee member Gary Mullikin will read Appeal No. 2.

DELEGATE MULLIKIN (Local 4630):

APPEAL #2

Edward G. Tyler filed charges under the CWA Constitution against Local President Carolyn C. Wade and Local Secretary Craig L. Conway by letter dated August 19, 1993. Tyler alleged that President Wade and Secretary Conway had violated the CWA Constitution and Local Bylaws by temporarily relieving him from his duties while he was out of work on sick leave due to a work related accident.

John Kulstad, Assistant to Executive Vice President Nichols, was appointed as prosecutor and conducted an investigation in order to determine whether there was probable cause to believe that a violation of the Constitution had occurred. By letter dated November 21, 1994, Prosecutor Kulstad issued his report and recommended that the charges not be prosecuted. The basis for this recommendation was that Mr. Tyler's charges were untimely. Mr. Tyler has now appealed the prosecutor's recommendation to the CWA Convention.

This Committee agrees that Mr. Tyler's charges were untimely and upon reviewing the case further, found no merit to the charges against Local President Carolyn C. Wade and Local Secretary Craig L. Conway.

The Appeals Committee recommends that the decision of the CWA Executive Board and Prosecutor Kulstad be upheld and that Member Tyler's appeal be denied.

PRESIDENT BAHR: You have heard the committee recommendation. Is there a second from the floor?

... The motion was duly seconded ...

PRESIDENT BAHR: It's been seconded.

On Microphone No. 3, Delegate Wade.

DELEGATE CAROLYN C. WADE (Local 1040): President Bahr, Convention Delegates, I stand before you in support of the committee's recommendation simply because the president of this local, its officers, and members stood up to a bully.

When I was elected as president of this local, I took an oath of office that I would uphold the constitution of this union and the bylaws of the local. This is exactly what occurred in this case. Brother Tyler was out of work for 365 days and was not released by his physician to return to work until the 366th day. The infrastructure of Local 1040 sets forth advice for a Branch President. That Branch President is the highest ranking officer at a work site. Local 1040 represents over 50 work sites organized in 33 branches. Brother Tyler serves as a Branch President whose primary responsibilities are on the job at the work site.

Local 1040 bylaws indicated that in the absence of the President, the Executive Vice President will fill such duties as the President until the President returns to work. This is exactly what occurred in this case. I have 250 members at this work site, and it is my obligation to insure that services are provided to these members. Members' problems cannot wait 365 days until the Branch President returns to work to be addressed.

Upon Brother Tyler's return to work, he resumed his title and responsibilities as Branch President, but has since been voted out by his members. The members voted Brother Tyler out because he could not decide which side he was on. There was a grievance filed against a

supervisor. The supervisor happened to be a friend of Brother Tyler. Brother Tyler marched into the hearing, stood with management, caucused with management against the union.

I suppose I will be back in front of you next year at this time because, upon the request of the members of that branch, I removed Brother Tyler as a steward. (Applause) I urge you to support the committee's recommendation so that equity can remain within our local, and that we will continue to uphold the constitution of this union and the bylaws of our local. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates at the mike. Before you is the committee's recommendation on Appeal No. 2. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It's adopted.

Committee member Jones will read Appeal No. 3.

DELEGATE E.D. JONES (Local 3903):

APPEAL #3

Company structural change has generated this jurisdictional dispute. The Company, Bell Atlantic, has moved to a Northern Virginia location, work groups and functions previously located at sites in suburban Maryland and Washington, D.C. Employees of those two sites and those at the Virginia location were represented by three different CWA Locals, all with historical representational rights in the Washington Metropolitan area.

The Maryland based and the Virginia based Locals through voluntary agreement precluded any jurisdictional conflict between them over the matter, leaving the D.C. based and Virginia based Locals still in dispute over the right of representation at the consolidated site for the workers transferred from Washington.

In an effort to resolve the matter, District 2 Vice President Peter G. Catucci assigned his Assistant, Ms. Barbara Lephardt, to meet with officials of the Locals. That effort having failed to settle the dispute, Local 2323 President Kenneth Rucker requested Catucci to invoke the internal disputes procedure described in Article XIII, Section 4 of the CWA Constitution. Catucci made such a request to CWA President Morton Bahr. In response, President Bahr appointed Alan Kistler as the independent referee and set the hearing date.

On the basis of the facts and issues discussed, the referee awarded jurisdiction to CWA Local 2323 over work performed at the Recent Change Memory Administration Center, (RCMAC) in Northern Virginia, now located at 2980 Fairview Park Drive, Falls Church, Virginia, including that which was moved to that location from 30 E Street, S.W., Washington, D.C.

The provisions of CWA Constitution as amended April 2, 1992, Article XII, Section 4(a)2; "The decision of the referee may be appealed to the CWA Convention within thirty days of receipt of the referee's decision. Such appeals shall be presented to the Convention by the Convention Appeals Committee. The only responsibility of the Appeals Committee shall be to convey the decision and opinion to the Convention without making any recommendations." Therefore, it is now before this Convention.

PRESIDENT BAHR: On Microphone 1, the Chair recognizes Delegate Collier.

DELEGATE CHARLIE COLLIER (Local 2323): I move the body uphold the referee's decision.

PRESIDENT BAHR: Is there a second to that motion?

... The motion was duly seconded ...

PRESIDENT BAHR: It is seconded. The delegate may speak on his motion if he chooses.

On Microphone 3, Delegate Rucker.

DELEGATE KENNETH A. RUCKER (Local 2323): Chairman Bahr, fellow delegates, Local 2323 has represented the clerks performing RCMAC in Norfolk, Virginia since the job was created. Currently we have two centers doing RCMAC job. We simply want to continue to effectively represent the members covered by our charter, which reads overall work performed by employees eligible for union membership, employed by Bell Atlantic Corporation, AT&T Information Services, Incorporated, Network Services, Incorporated, Bendix Communications, Lederer Sound Service, Alan C. Tidwell and C&P Telephone Company of Virginia in the counties of Arlington, Fairfax, Prince William and all independent cities therein and such other jurisdictions as may be assigned by the Executive Board of the union.

That charter was signed and approved by President Bahr and then-Secretary-Treasurer James Booe in February 1986. The location in question is in Fairfax County. Referee Kistler accurately captured the key issues as to my local at the bottom of Page 18 of the decision that was placed on the table before you.

The key factor of the issue is the function carried on, a work function over which Northern Virginia has been in the jurisdiction since institution of RCMAC.

Recent practice has placed transfer groups into jurisdiction of the incumbent local, Local 2323. The contested work group no longer is a distinct and separate co-existing entity, and its former members are now intermingled, interspersed and interspaced within a larger work group.

Further, Referee Kistler very adeptly deals with these issues in his discussion, beginning on page 18 of the decision package in front of you. A reading of this discussion and his conclusion and award on Page 22 will clearly map out the clear and deliberate logic he applied in deciding that CWA members doing RCMAC work in Northern Virginia would be best served under Local 2323's jurisdiction.

By upholding the Referee's decision, you allow the CWA members doing these RCMAC functions to continue to receive consistent, effective representation, focusing solely on the company created workplace problems that we each incur everyday.

I urge you to support the motion. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Leggett.

DELEGATE WILLIE LEGGETT (Local 2300): President Bahr, fellow delegates, I stand before you urging you to support Local 2300 in their quest to retain the members that they rightfully should retain as stated in our charter. Local 2300 has been put in a position to fight for dial administration clerks, that we have represented well over twenty-five years in Washington, D.C., Northern Virginia, and suburban Maryland. This is a part of our charter.

The charter of Local 2300, as well as other charters of District 2, is defined by job titles and geographics. Local 2300's charter has contained the same language since 1950, revised in 1984, and again revised in 1994, and approved by the proper authority within CWA.

In their request for ownership of the jurisdiction, Local 2323, if in fact it should prevail, the charter of Local 2300 would become invalid and not worth the paper that it is written on.

Today we are going to take action on a resolution, No. 57A-95-8, rejecting the company's haphazard restructuring-- excuse me-- re-engineering methods. Are we to say that we are not going to support this resolution, because certainly if our jurisdiction is demanded to be taken from us, based on the company's structure, that is exactly what we will be doing.

The contract title of the group in question is Dial Administration. Category three and four, under the Bell Atlantic re-engineering and the Bell Atlantic contract as negotiated in 1983, '86, '89, '92, this issue is not about politics. It is about being fair and allowing the local that has the proper jurisdiction to continue to represent these people, that they are entitled to, and that's Local 2300. That language is contained in our charter, it was revised as of October 1994.

Fellow delegates, I ask you to do the right thing. Be fair and let us retain our jurisdiction.

Today, it is us. Tomorrow, it could be you, based on the re-engineering of the Bell Atlantic Telephone Company. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Loren.

DELEGATE TERRY LAURENT (Local 3411): Thank you, Morty.

On this jurisdiction, is there any clear-cut statement for us as to which local should actually have jurisdiction over these people or at this work site?

PRESIDENT BAHR: My response, I guess, has to be, if there was, we wouldn't be here with this issue today. And I just recall to the delegates, particularly those who have come since 1992, as a result of the divestiture, we had an enormous amount of movement of members from one local to another. The Executive Board under the old process dealt with it to the best of its ability. Then it would come to the convention where it's almost impossible with 2,000 people to have the kind of debate you would want to have in a small room.

Therefore, we made the proposal to give the disputing parties the opportunity to come before an impartial umpire in the quiet of a small room and before a man who has great integrity with no axe to grind, and he could hear whatever the parties wanted to say with the losers still having the right to appeal that decision.

So, it's a long response to your question, Tiny, but the answer has to be that there apparently is no clear demarcation line. So, we depend on the umpire and then the wisdom of this body.

You are entitled to a second question.

DELEGATE LAURENT: As in some of the past years on some jurisdiction disputes that they have had come up to a vote, has this group had a chance to vote for which local they would like to be represented by?

PRESIDENT BAHR: I am advised that it was offered, but the offer was declined.

On Microphone 3, Delegate Walsh.

DELEGATE KIKI WALSH (Local 1023): President Bahr and Fellow Delegates, I rise in support of Local 2323. As Morty just indicated, in 1987, after enduring many years of emotionally charged jurisdictional disputes, the delegates to that convention designed and adopted the current dispute process in order to attain an objective resolve for these sensitive issues. This process has been proven to serve us well. The parties are not only given the opportunity, but are in fact encouraged to use the process in order to bring about their issues and facts.

The information regarding the referee's decision that has been distributed to you this morning clearly indicates that he has considered and addressed every piece of information brought before him at that hearing. It is obvious that he has explained his logic on how he came to a very fair and reasonable decision. Therefore, sisters and brothers, I urge you to uphold the referee's decision. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Brown.

DELEGATE DAISY BROWN (Local 2300): Good morning, President Bahr, Officers, Platform Guests, Brothers and Sisters. After having attended the Union Builders Rally last evening, it personally pains me to stand before you discussing a jurisdictional dispute, when our charter has the same boundaries that were established and signed by the first president of CWA, Joe Beirne, in 1950.

I am a Dial Administration Clerk, and I am currently located at 2980 Fairview Park Drive, Fairfax County, Falls Church, Virginia. I have 27 years service and have been a member of Local 2300 all this time as a Dial Administration Clerk.

Local 2300 has always had Dial Administration Clerks in the Washington Metropolitan statistical area, which includes Washington, D.C., Northern Virginia, and suburban Maryland.

Dial Administration has always been a part of the former Traffic Department.

The Dial Administration Clerks have requested an upgrade contract after contract, but have consistently been turned down because it was told that the job did not warrant an update because of automation.

The charter granted to Local 2300 in 1950 and today gives us jurisdiction in the Washington Metropolitan statistical area. Located at 2980 Fairview Park Drive is the Washington Metropolitan area Network Operations Center which RCMAC is a part of.

We did not alter nor did we approve our own charter. It was approved by the proper authority within CWA. RCMAC is a name the company phased in for its own identification. RCMAC does not appear in the Bell Atlantic contract and, with all due respect, if it is a title, CWA has not informed us that it is.

Some want to believe that Local 2300 only has operators in our local. This has not been the case. There are technicians who work solely in support for the operators' services, but they are not members of Local 2300.

There is an operator services group located at Fairview Park in Virginia, and this group does belong to Local 2300. If our charter has one group at that location, then our charter clearly says that we have jurisdiction at the 2980 Fairview Park location in Northern Virginia.

Our steward, Chief Steward Edgardean Wheeler, singlehandedly mobilized that group to the point that on Thursdays you are practically blinded by the wearing of red, and even to the point that the supervisors and the management in that group also wear red on Thursdays. (Applause)

Please, brothers and sisters, I ask that you do the right thing, support Local 2300 in keeping the members that it is entitled to. We are not trying to infiltrate Local 2323's members, and we don't want them to do it to us.

I thank you for your time and for your support. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Carter.

DELEGATE DAVID V. CARTER (Local 2323): I call for the question.

PRESIDENT BAHR: A motion has been made by Delegate Carter to close debate. It is always in order, requires a two-thirds vote. All those indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Would the delegates on line please take their seats before I take the vote.

The motion before you is to uphold the umpire's decision. All those in favor of the motion to uphold the umpire's decision indicate by raising your hand. Down hands. Opposed by like sign.

Let's do it one more time. Down hands.

All those in favor of the motion indicate by raising your hands. Down hands. Opposed by like sign.

I am going to need help. I am going to use the two platform observers.

Okay, now leave your hands up until I ask you to put them down. All those in favor of the motion indicate by raising your hand.

Okay. Down hands. Opposed by like sign.

Down hands, I'm sorry, down hands. (Laughter)

We are unanimous that it is too close to call, so we are going to call for a division of the house. (Applause)

Hold it. Let me give you the instructions. All those in favor of the motion go back against the

yellow screen to my right.

Those who are opposed to the motion go back in front of the retirees and alternates. And this is delegates only. Delegates only. We need all those behind the barrier over there to be seated, to my left.

... The delegates moved to the designated portion of the hall of their choice ...

PRESIDENT BAHR: That is not going to do it, folks. We are united. With our three pairs of eyes, the motion has been defeated.

... Cries of "Roll Call" ...

PRESIDENT BAHR: Take your seats as quickly as you can, please.

On Microphone No. 2, Delegate Rucker.

DELEGATE KEN RUCKER (Local 2323): I ask for a roll call vote on that decision.
(Applause)

PRESIDENT BAHR: A request for a roll call requires 20 percent support. All those in favor indicate by raising your hands.

The Chair declares it has met the test of 20 percent.

We have commitments to a rally and it is the order of the day. We'll commence the roll call upon returning at 1:30. It will be the first order of business.

Now I have some announcements. Let me have your attention, please. Please let me have quiet.

We have been getting requests about the convention highlights video. Orders are being taken for that video in the NABET CWA booth, but I also want to advise you we'll be sending order blanks to you after the convention.

Immediately following the recess in five minutes, a short meeting on CELLCO for NYNEX and Bell Atlantic delegates will be held in room A6 out the door and to the left.

Now, the buses for the rally will be parked in front of the arena-- not the convention hall, the Arena. Delegates need to exit this Convention Hall through the convention lobby. Once outside, you go to the left and walk to the arena. Four buses will be waiting.

We stand in recess until 1:30 sharp, at which time the roll call will be conducted.

... The convention recessed at eleven-fifty-six o'clock, a.m. ...

TUESDAY AFTERNOON SESSION

July 11, 1995

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

PRESIDENT BAHR: Will the delegates take their seats, please.

If I could have your attention, please.

Before I have Barbara Easterling give you the instructions as to where you go to vote on the roll call, let me once again tell you what you are voting for-- or against.

We are on Appeal No. 3. Because of the nature of this appeal, the role of the Appeals

Committee was simply to put it on the floor of the Convention.

We were then given a motion by a delegate to uphold the decision of the umpire. So, if you want to support the motion to uphold the decision of the umpire, you will vote yes. If you want to reverse the decision of the umpire, you will vote no.

With that clarification, that explanation, let me ask Barbara to give you the instructions you will need and where to go to be able to vote.

Barbara.

SECRETARY-TREASURER EASTERLING: We will be using our computers to conduct a roll call in three segments at one time. Please pay attention as I am now going to tell you where you will be voting.

Location 1, which is in this hall-- if you are a Local in District 1, 2 or 13, you would just remain in this hall for further instructions. Location 1 is for Districts 1, 2 and 13. Those three districts will stay in this hall.

Location 2-- Districts 3 and 4 will go to Room A7. That is Districts 3 and 4 will go to vote in Room A7.

The third location is for Districts 6, 7 and 9. They will vote in Room A10. Districts 6, 7 and 9 will vote in Room A10.

When you have assembled in your respective roll call areas, you then will receive further instructions as to how the roll call will commence. Those delegates for Locations 2 and 3 should leave the hall now and go to their respective rooms to vote.

After you have finished voting, return to the main hall.

... The Convention stood at ease while delegates adjourned to their respective voting locations ...

SECRETARY-TREASURER EASTERLING: Let me go ahead and make a few announcements. If someone isn't in the room, perhaps the staff or someone will make note of it and let them know.

The winners of the Bible drawing are Joanne Smith from Local 3310, Lino Martinez, Local 9573, Bob Smith, Local 4702. Please come by the Bible exhibit to pick up your prize.

The T-shirt that you saw Local 6016 present to Nick and I is available and the sale of those T-shirts benefits the Oklahoma City bombing victims. So please, if you have an opportunity you might want to stop by their booth and purchase one of their shirts.

The panoramic photo that was taken yesterday is available in the lobby to be ordered. The proof you are going to look at is black and white, but the photo you will receive if you purchase it will be in color.

After the District 1 meeting, a delegate left their camera in the California Room in the Hilton. If you find that camera, would you return it to Samuel Rock, Local 1181.

Some of you have asked where Mark Duffy was. Many of you would not know Mark. Those of us who have been around a long time are very familiar with seeing Mark working around the convention center. He was the gentleman that set up the convention, the physical setup of the convention, and he was available to work with us.

For those of you who are not aware of it, Mark passed away in December of last year. The individual that is doing that for us this year is Mark's brother, Tim.

... The convention remained at ease while the delegates continued to cast their ballots ...

SECRETARY-TREASURER EASTERLING: Local 2808 wants to announce that the winner

of the Booze Basket was Mark Letford; the winner of the quilt was Jimmy Smith; and the \$100 bill was won by Joyce Fawber. You can pick up your prizes in the booth.

One of the delegates has returned a cigarette pouch. It was left on the curb outside. If you can identify the contents, you can come and pick it up.

Kevin McShane from Local 14156 has won a watch. You can pick it up at the Retiree Booth.

We understand there are two birthdays: One is Don Larotonda, Local 3104, who is fifty years old-- the big five-oh. The other birthday is Joan Moore, Local 9410. I'm not telling, Joan.

The following individuals have won prizes from the CWA Savings and Retirement Trust, and you can go by that booth and pick them up: Ed Oberle, Bill Bryan, Melvin King, Billy Funt and Richard Berman.

... The Convention stood at ease until all delegates had an opportunity to vote ...

PRESIDENT BAHR: You'll have to be quiet if you want the totals. I'll give it slowly so you can write it down. And I am just going to give you totals. The Local-by-Local breakdown will be in the daily record when you receive it after the convention. (See Appendix B)

Total number of votes cast, 398,409. Voting in favor of the motion, meaning yes, 234,825 (applause); voting against the motion, 163,584. The Chair declares that the motion has been sustained.

I have a Privilege motion here, and I will put it to the house. I was planning right now to go to the Memorial Service. And because of the emotion of a Memorial Service, I was then going to follow the orders of the day with the 30-minute break. The privilege motion from Bill Henning of Local 1180 was to suspend the orders of the day and go through the break.

All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The motion is adopted and we will go through.

IN MEMORIAM

PRESIDENT BAHR: Assembled here in Anaheim, California, for the 57th 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 two members of the CWA family who have passed from us.

VICE PRESIDENT JANICE WOOD: Cora Ethel Miller. Cora Miller, a true pioneer and role model among CWA members, passed away last year at age 96. At one time, Cora served as CWA's state traffic director for union members throughout Texas. Born in 1898, she went to work for Southwestern Bell Telephone Co. in Amarillo in the 1920s and became active in the formation of CWA among her co-workers in the traffic department. She accepted an appointment in 1950 as a field organizer, working out of the CWA's Washington, DC, headquarters office. She later transferred to CWA's Los Angeles, California, office as a CWA Representative, retiring in 1962. Cora Miller was an inspiration and a guiding light. We will always honor Cora Miller's contributions to building our union.

VICE PRESIDENT PETER CATUCCI: Lulu (Lu) Sobak. Lu Sobak was also a pioneer union activist and organizer among traffic workers in her native state of Indiana. She died earlier this year at age 86. Lu Sobak went to work for Indiana Bell Telephone Co. as an operator in 1929, and became active in the formation of the union in the 1930s. Eventually, Lu Sobak's skills and talents led her to become CWA's state education director in Indiana. She was appointed a CWA Representative in 1949, first working as a national organizer before transferring to CWA's Baltimore, MD, office in 1959 and to the union's Richmond, VA, office in 1962, as CWA's state

director. Shortly after her retirement in 1972, she returned to her beloved Indianapolis. Lu Sobak was an inspiration to all who knew her and a dedicated CWA leader. We will sorely miss her.

PRESIDENT BAHR: Let us pause now to remember those CWA Local Officers who have passed from our midst since our last convention.

NAME	LOCAL	TITLE
JoAnn Diana	1023	President
Elaine Pugliese	1086	Secretary
William (Alex) Torres I	4310	Vice President
Ed Delozier	4674	Vice President
Adolfo Ruiz	6260	Area Vice Pres.
Joseph P. Carroll	14336/54	Pres/Sec-Treas.
Kenneth Kolmer	14420/443	Sec-Treasurer
Richard Conaway	14801/139	President
Edmund J. Goodeluinias	14829/320	President

For all those who have passed from us during the past year, 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 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 Cora Miller, Lu Sobak, 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 in honor of all the CWA brothers and sisters who had passed away during the past year ...

PRESIDENT BAHR: Would you raise the lights, please. It takes five minutes.

Would the Appeals Committee try and feel their way back to the stage? Now I know why we take the recess.

On Microphone 1, Delegate Laurent.

DELEGATE TERRY LAURENT (Local 3411): Mr. Chairman, I move the committee be instructed to only read the recommendations and/or resolved.

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

... The motion was duly seconded ...

PRESIDENT BAHR: All those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The committee will start Appeal 4 with the recommendation.

DELEGATE KATHY KINCHIUS (Chair, Appeals Committee): Committee member Lowell Damron will read the recommendation on Appeal 4.

DELEGATE LOWELL DAMRON:

APPEAL #4

An appeal of a decision of the Local 13000 trial court has been received from Irvin Lockwood,

a member of Local 13000.

The relevant facts are as follows: During contract negotiations in 1992, Unit #1 of Local 13000 adopted a policy prohibiting voluntary overtime. Charges were filed against member Irvin Lockwood for violating that policy. A trial was held in November 1992. Member Lockwood was found guilty of violating the "No Voluntary Overtime Policy" and fined \$40.00. He appealed this decision to the Local Executive Board which denied the appeal by letter dated March 11, 1993.

Subsequently, Local 13000 filed suit in the Municipal Court of Philadelphia to enforce the fine that had been imposed. A hearing on that matter was held in December of 1994 at which time the matter was "remanded to the Local Executive Board for specific findings with regard to the charges of overtime employment." By letter dated February 24, 1994, but mailed on March 2, 1995, the Local 13000 Executive Board complied with the court order and issued another decision, again denying the appeal. Member Lockwood's appeal to the CWA Executive Board, dated March 23, 1995, ensued.

Member Lockwood claims that he was not made aware of the "No Voluntary Overtime Policy" and thus cannot be held accountable for violating that policy. Local 13000 admits that no written policy was distributed to members but found that member Lockwood was "informed of the policy but chose to ignore it." Review of the trial transcript in this case shows that Greg Pontious, Unit #1 Vice President and Branch 3 Representative, testified that he notified individuals of the policy and that member Lockwood was one of those notified.

The resolution of this matter is essentially a question of credibility. The trial court decided that issue in favor of the accuser and found member Lockwood guilty. The CWA Executive Board saw no reason to disturb that finding and upheld the decision of Local 13000.

The Appeals Committee agrees with the decision of the Executive Board and recommends that their decision be upheld and the appeal of Member Lockwood be denied.

PRESIDENT BAHR: You heard the recommendation. Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor. Being no delegate at the microphone, all in favor signify by raising your hands. Down hands. Opposed by like sign. The recommendation is adopted. The Committee.

CHAIR KINCHIUS:

APPEAL #5

This case began when Bell of Pennsylvania issued a job requisition in January 1991 to replace a Public Communications Sales Representative (PCSR) who was leaving. The requisition stated the job was to be temporary (apparently, because at the time the Company was not sure it needed a PCSR in the area). Member Scalzo was given a Sales Orientation Interview on March 7, 1991. At that time she was questioned about Union activities during the interview, but successfully passed the test. On May 3, 1991, she was required to undergo a second interview test and was told she had not passed. A grievance was filed which protested having to take the second interview. During the pendency of this grievance, other employees, including one Union officer, were scheduled to take the interview test. The Company withdrew the requisition in June 1991 before these interviews were given. On July 10, 1991, the Company agreed that Scalzo should not have been required to take a second test; but, by this time, the Company's sustaining of the grievance was immaterial because the requisition for the job in question had been withdrawn some weeks before.

On July 11, 1991, a new grievance was filed claiming that Member Scalzo had been discriminated against with regard to the filing of the then withdrawn PCSR job requisition because of her Union activities. This grievance also claimed that the Company had breached a commitment made in 1989 bargaining with regard to the duties of the PCSR title. President Bahr

concluded after reviewing the case that the file falls far, far short of having the proof necessary to convince an arbitrator to sustain such a charge.

Finally the bargaining commitment aspect of the grievance was not pursued in arbitration when the Company began to transfer work from account executives back to the PCSR title and to increase the number of PCSR's. Thus, it could not even be claimed in arbitration that the Company was failing to honor its 1989 bargaining commitment. The Executive Board agreed with the Executive Committee and ruled that the appeal of Aria Scalzo be denied. Thus, the appeal is now going before the CWA Convention.

The Appeals Committee, having reviewed the file, recommends that the decision of the CWA Executive Board be upheld and the appeal of Member Scalzo be denied.

PRESIDENT BAHR: You heard the recommendation. Is there a second? Seconded from the floor.

... The motion was duly seconded ...

PRESIDENT BAHR: No one is at a mike. There is no one at a mike. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Committee.

CHAIRMAN KINCHIUS: Committee member Gary Mullikin will read the recommendation on Appeal No. 6.

DELEGATE MULLIKIN:

APPEAL #6

In August of 1994 a motion was passed at a Local 9510 membership meeting to conduct a referendum vote to split the Local. The vote on that question was conducted and failed. Challenges were filed at the Local level and the matter eventually reached President Bahr.

The appeal to President Bahr raised both procedural and substantive questions. In denying the appeal and upholding the decision of Vice President Wood, President Bahr stated:

"As is obvious, as a procedural matter, this case is very confusing. The precise procedural question before me is whether the original challenges were properly filed with the Election Committee. On this point, I am in agreement with Vice President Wood. While the Local Election Committee did conduct the election, the challenge of the election was not properly filed with the Committee. The results of the referendum represented the decision of the Local membership. Thus, the appropriate method to challenge that decision is by filing a complaint concerning action of the Local under CWA Appeals Procedures. Simply making that decision and failing to address the merits of this case, however, especially in light of the subsequent procedural confusion, would be inequitable to all parties. Therefore, I will also address the substantive issue presented by this matter.

"The precise substantive issue before me is whether President Montoya interfered with the election process. President Montoya used the President's column in the Local newsletter to oppose the referendum to split the Local, conducted work site visits where she expressed her views and distributed Local trinkets. President Montoya maintains that, as Local President, she had the right and indeed the responsibility to make her views known. Vice President Wood upheld Montoya's appeal on this point. Once again, I am in agreement with the decision issued by Vice President Wood. This was a referendum on a question of great importance to the Local. President Montoya had the right to take a position on the referendum and to express that position to the membership."

On July 7, 1995, the CWA Executive Board voted to uphold President Bahr's decision.

After reviewing the case, it is the recommendation of the Appeals Committee that the

decision of the CWA Executive Board be upheld.

PRESIDENT BAHR: You heard the recommendation. Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

On microphone No. 4, Delegate Moreno.

DELEGATE NITA MORENO (Local 9510): President Bahr, Executive Board Members, Fellow Delegates and Guests: The very foundation of CWA is based on the principals of democracy, and that is what this appeal is about, the right to an informed vote on an issue before the membership. This issue is not on our referendum. It is not before you to vote on the contents of the referendum.

PRESIDENT BAHR: Let me just interrupt. As a matter of fairness, as you line up at a mike, please try not to push the chairs because it is disturbing to the people on the microphones. Thank you. You may continue.

DELEGATE MORENO: If all that the members in this local were concerned with was a new election, we have the ability to have a new election. We can make another motion at a membership meeting and do that.

What we are asking you to rule on is the conduct of an election.

Mr. Burke has asked me to make a statement for him and I do so proudly. "I regret I could not be here today to explain my position. Andrea Montoya, my local President has stated that the local could not afford my lost time wages. Despite the fact she authorized the release of another appellant for both days and approximately 25 other members of our local.

"I would like to thank the Appeals Committee for their time and their consideration. I would like to thank the delegates for considering this appeal. I respect whatever you decide.

"I hope you have enjoyed your trip to Anaheim. I will look forward to seeing you in Detroit.

"If anyone here is interested in the full story, please write to me at the local office in care of the Secretary-Treasurer. Thank you."

PRESIDENT BAHR: On Microphone 3, Delegate Montoya.

DELEGATE ANDREA MONTOYA (Local 9510): Sisters and Brothers to the CWA Convention, I am rising to speak in support of the CWA Appeals Committee decision to deny this false accusation.

As local president, I have made work site visits prior to, during, and following the referendum vote to split my local. These work site visits have always involved the local shop stewards. As a firm believer in the mobilization process, work site visits with the members are routine and regular.

In these times of layoffs, downsizing and contracting out of our work, consolidation and moving our job in our Pacific Bell, GTE and AT&T units, I am carrying out the policies of the union and my oath of office by serving the members and taking the union to the work sites whenever and wherever there may be a hot spot of concern. And, yes, lost time wages are paid on some occasions, and, yes, union trinkets are distributed to the members as they are purchased by the local. Trinkets sitting on the shelf at the local serve no purpose. And, yes, food and beverages have been purchased from time to time for worksite meetings, such as donuts, bagels, cookies, apples and punch. It is a disservice and outrageous to think our members would be bought off by a donut.

As to the August 2, 1994, edition of the local newsletter, I, as local president, did express my views under the heading of the President's Report. I do this regularly in each edition of the

Orange Empire News. Many of you receive that newsletter. I state my views in the same manner President Bahr states his views in the *CWA News*.

The members are entitled to know my views as local president, to know where I stand. In fact, it would be a dereliction of my duties as president to not take a position.

The members, of course, have a right to support or not support that position. I hereby request that the Appeals Committee recommendation be upheld and the appeal be denied. This complaint is one of a long list which are nothing but harassment and interference with the legitimate work of this union.

This has got to stop, and by supporting the Appeals Committee you will help me stop it.

The National Union Executive Board has denied the appeal, and the Appeals Committee. I am asking you to deny this appeal. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Larotonda.

DELEGATE DON LAROTONDA (Local 3104): Brothers and sisters, I rise in support of the Appeals Committee decision. As a fellow local president, it is not only Sister Montoya's right but also a responsibility to inform us about decisions regarding any issue regarding a local.

I applaud Sister Montoya's exemplary job, and ask you to support the Appeals Committee. Thank you. (Applause)

PRESIDENT BAHR: The delegate on microphone number 3, Delegate Walker.

DELEGATE KENN WALKER (Local 9505): Let's bring everybody down. That way we can look down on everything and look up to no one.

Labor union membership is only about 11 percent of the workforce. I believe one of the reasons is that union members are turning on each other, especially during and between elections. It is no accident that our membership is shrinking or downsizing.

We should be fighting to maintain and better our contracts and working conditions. We cannot continue to fight each other and the companies also, because we are losing those battles.

The fall of the Roman Empire was not caused by the enemy without, but by the enemy within. We should focus on gaining the confidence of our members and earning their trust. The most important thing we can earn is trust. The Republicans' definition of TEAM means Teamwork for Employees And Managers. TEAM really means Together Everyone Achieves More. With teamwork, coming together is a beginning; keeping together is progress; and working together is success.

My colleagues, teamwork is the ability to work together toward a common vision, and the capacity to direct individual accomplishment toward union goals. It is the fuel that allows common people to attain uncommon results. Simply stated, it is less "me" and more "we," for the common good.

Elections can be a uniting experience. Campaigning can be a disruptive endeavor. Thank you. (Applause)

PRESIDENT BAHR: We have a delegate wishing to move to close debate, but since no other delegate has requested to speak, we don't have to act on it.

Before you is the committee's recommendation on Appeal Number 6. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Cheers and applause)

Committee member Tena Rylander will read the recommendation on Appeal Number 7.

DELEGATE TENA RYLANDER (Local 6202):

APPEAL #7

On November 24, 1993, Member Terri Renish charged CWA Local 9510 Secretary-Treasurer Sue Inman with violation of Article XIX of the CWA Constitution. Cal Foster was appointed Prosecutor by the governing body of the Local. On December 4, 1994, Prosecutor Foster found in his report to the Executive Board that there was not probable cause or substantial evidence that a violation punishable under the CWA Constitution had been committed.

The Prosecutor's decision was appealed to the membership on February 7, 1995. The appeal was denied by the membership.

On March 31, 1995, Vice President Janice Wood denied the appeal.

On June 6, 1995, President Bahr denied the appeal stating he could find no reason to disturb the Prosecutor's decision.

After carefully reviewing the file, the CWA Executive Board agreed with the President's decision on July 7, 1995.

The Appeals Committee, after extensive investigation, has found that there are sufficient grounds involving the usage of official Local documents (i.e. vouchers, checks, etc.) and the propriety of their publication to reasonably expect a trial court to be convened. Therefore, this committee recommends that the decision of the CWA Executive Board be reversed, the appeal of member Renish be upheld and a trial be conducted.

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

... The motion was duly seconded ...

PRESIDENT BAHR: It's been seconded from the floor.

On microphone number 4, Delegate Inman.

DELEGATE SUE INMAN (Local 9510): Brothers and sisters, my name is Sue Inman. I am the Secretary-Treasurer of Local 9510. I am also the subject of the appeal you have before you. By now, trying to find someone in this room that has not heard about the politics of Local 9510 at one time or another would be like trying to find someone that has not heard something about the O.J. Simpson trial. Local 9510 politics are rough and tumble, to say the least, but Local 9510 politics is what this appeal is about.

Before I begin, I want this delegation to know that I went to the appellant and told her I was willing to go through a trial in order to avoid a scene on the convention floor and prevent our local from further embarrassment. She refused my offer. When I approached the chairperson of the Appeals Committee to offer the same, she refused to speak to me.

Terri Renish requested a trial be held. I offered to accept her request. She has refused. Why? Because the goal today is to humiliate me before this forum.

There is a saying that goes, "A lie can run half way around the world before the truth gets its shoes on," and I have no control over what you will hear after I leave this microphone. But the issue before you today is about the politics of a local and the members of that local have already decided it.

In the reasoning of its decision, the committee mentions the usage of checks and vouchers and their publication. With all due respect to the Appeals Committee, I feel I must respond. The copy of the check mentioned was reproduced with the permission of the president, and passed around at a meeting when the issue came up. With respect to vouchers, those were obtained before I became secretary-treasurer.

Local 9510 has always allowed any member access to its records. Courts have also upheld that when an individual decides to no longer remain anonymous and runs for office, they place themselves in a position to be scrutinized. It's my opinion and it's a right, that union members

have an absolute right to know how, why, and to whom their dues money goes. If the way a member's money is spent causes embarrassment or a desire to keep that money a secret, perhaps the money should not have been spent. That is a decision the members should be allowed to make and they did.

The members of Local 9510 spoke almost two years ago in an election. Instead of a challenge to that election, charges were filed by the loser. The Local Executive Board appointed a prosecutor. The prosecutor did not recommend a trial. Renish appealed the prosecutor's recommendation to the membership. The membership heard her appeal and denied it.

Instead of waiting until next year for local elections, Terri Renish has decided to go through the appeals process. Her appeal has been denied at every step. It was denied by the district vice president. It was denied by President Bahr. It was denied by the National Executive Board. Now, the Appeals Committee is asking the delegates of this convention to overturn the National Executive Board, President Bahr, District Vice President Wood and, most importantly, the members of Local 9510.

By upholding the recommendation of the Appeals Committee, you will be returning to the local a charge that the members have already said should not be tried.

As secretary-treasurer, I do take my responsibilities to the members seriously. I did not and would not willfully violate any rule under our bylaws or constitution. As I said before, the members of Local 9510 have already spoken on this issue. Terri has every opportunity to run for election next year. I ask that the delegates to this convention reject the Appeals Committee recommendation and uphold the foundation of our union, and that is its membership. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Smith.

DELEGATE ROBERT SMITH (Local 9400): President Bahr, Fellow Delegates: My elected position in our local is Secretary-Treasurer. It is a position I have been privileged to hold since 1978. It is a job I love, and a charge by the membership of our local that I take very seriously.

The idea of using records of the local that I am charged to protect, records regarding one or more of our members, to further my own personal political position is totally abhorrent and unacceptable to me.

The usage of local personal records of a political opponent to further a private campaign should not and cannot be tolerated. But that is not the real issue in this appeal. When we became members of this great union, we agreed to abide by the rules of the constitution of this union. When we accept an assignment or an elected position, we agree to work under the rules of our constitution. One of our greatest assets as a CWA member is the protection and assistance we are promised under the constitution of our union. If a charge should be filed, it must be given just and speedy consideration, not ignored because it involves a friend or someone we like.

As union representatives we sometimes must represent some issue or some member we may not personally agree with or like. But it is our obligation, our responsibility, to do our best.

Brothers and sisters, this was not done in this instance. I salute our Appeals committee for doing their job. I urge your support of their recommendation. Let's send this back to the local. Let's send this back to basics. Let's reinforce our commitment to our union and let the constitution do its job. Thank you. (Applause)

PRESIDENT BAHR: Microphone 5, Delegate Renish.

DELEGATE RON RENISH (Local 16900): President Bahr, is it proper that a Secretary-Treasurer of a local use their office to copy members' vouchers, and is it proper for that officer to mail those copies to every member for her personal political campaign?

PRESIDENT BAHR: Delegate Renish, the Executive Board acted. It is in the record and there is no need for me to repeat it.

You are entitled to a second question.

DELEGATE RENISH: Well, after listening to Sue's remarks, I've got a whole lot more than one question, so I think I will let it lie.

PRESIDENT BAHR: Thank you.

On Microphone 4, Delegate Summerell.

DELEGATE GREG SUMMERELL (Local 9510): President Bahr, Brothers and Sisters: As a former president of Local 9510, I have known Terri for a long time. Terri Renish is no novice to union politics. She has held office. She has run for various positions in the local and was a losing candidate for Secretary-Treasurer many years ago. She is not a victim of anything underhanded.

During my administration Terri took it upon herself to attend a Legislative Conference in Washington, D.C. I did not authorize her to attend. When she submitted vouchers for reimbursement I refused to authorize payment. Terri decided to use the appeals process to get her way. The attempt was not successful.

As president, I continued what had been an ongoing policy of Local 9510. The policy was that the records belonged to the members of the local and no member would be denied access to them.

Nobody likes to lose and I include myself. However, I believe good sportsmanship must be part of any contest. After everything is said and done, the work of the members must continue. I think this is a case of somebody unwilling to accept the results of an election and acting like sour grapes.

I ask that you reject the recommendation of the Appeals Committee and let the decision of the membership of Local 9510 to reject the appeal of Terri Renish be upheld. Thank you.
(Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Falcone.

DELEGATE BARTOLO FALCONE (Local 1058): Brothers and sisters, I stand here in support of the motion to accept the appeal. The reason I stand here is because this issue is not quite as cut and dried as everybody may seem to think.

The reason I know this is because during the last election process my local went through the identical type of thing-- one person running for office, and the use of the voucher of somebody else to try to defeat them.

Now, I am the first to admit that the vouchers and the money paid out that comes from our members' dues is the responsibility of every member in good standing, to watch and make sure it is used properly. But in the constitution of this union there is a procedure when you suspect something is wrong, how to deal with it, and that procedure is not to take that voucher out to the membership during an election. That procedure is to file a charge and let the membership decide if their dues money is being used properly. (Applause)

This union has no place for taking a voucher and letting the spin doctors speak on it and say the people are stealing money, because nothing will corrupt this union quicker than to erode the faith the members have in how their money is spent.

If Sister Renish felt that money was being spent incorrectly, she had the constitutional obligation to bring that charge, not to hold onto it and wait. I think that alone is reason enough for a charge of malfeasance of office.

I ask you to support this and let due process pave the way. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): Could the Appeals Committee tell us exactly what charge the trial should be conducted on? I presume it is one of the charges that is listed in the constitution.

CHAIR KINCHIUS: The charges that were filed with the local were for misappropriation of union funds and property, and the same charges that were filed are the ones we believe should be tried in the local-- not new charges, but the original charges.

PRESIDENT BAHR: You are entitled to a second question, Bill.

DELEGATE HENNING: Thank you. That's all.

PRESIDENT BAHR: There are no other delegates caring to speak. We have before us the committee recommendation of Appeal No. 7. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. You are doing it again.

Let's try it again.

Why don't all of you sit down. Everybody sit down. It seemed to me quite a few people did not vote.

... Those delegates standing at the microphones returned to their seats ...

PRESIDENT BAHR: Let me read the committee's recommendation, which is the last line on the bottom of Page 3.

"Therefore, this committee recommends that the decision of the CWA Executive Board be reversed, the appeal of member Renish be upheld and a trial be conducted."

If you are in favor of this recommendation, you vote "yes." If you are not in favor, you vote "no."

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

... Cry of "Roll Call" ...

PRESIDENT BAHR: The committee. The mike is not working. All of them?

The committee.

CHAIR KINCHIUS: Committee member Lowell Damron will read the recommendation on Appeal No. 8.

APPEAL #8

The file shows the grievant had approximately seventeen years of service when she was declared surplus in the title of Special Clerk in the Network Department on January 7, 1994. Many attempts were made during the following months to find a job for Ms. Fields. During March and April, the grievant declined Operator and Reports Clerk jobs as was her right. In July, due to an ESIPP vacancy, a Service Assistant vacancy was created. The grievant failed to pass the necessary basic Operator training. She could have been terminated at this point. The company, however, made further attempts to find a job for the grievant. However, she failed to qualify for a Service Representative vacancy and an Administrative Reports Clerk vacancy was placed on hold.

This grievance involved the rights of a surplus employee under Article 7 (Force Adjustments). The CWA Executive Board found that an employee termination due to force adjustment does not present a question of just cause under Article 11 (Suspensions, Discharges and Demotions). Under the circumstances of this grievance, the board decided that an arbitrator would conclude that there has not been a violation of the Agreement. The Appeals Committee, having reviewed the file, recommends the decision of the CWA Executive Board be reversed, the appeal of CWA Local 3706 be upheld and the case be arbitrated.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

Microphone 3, Delegate Brazell.

DELEGATE SHIRLEY BRAZELL (Local 3706): Brothers and Sisters of our great union, I am Shirley Brazell, President of Local 3706, Columbia, South Carolina. I rise to ask you to support the Appeals Committee decision to approve my grievance for arbitration.

Forty years ago this year thousands of CWA members in the nine Southern states which make up Bell South endured a 72-day strike for the right to arbitrate our grievances. On August 5, 1994, a good CWA member with 18 years service was discharged. My member was discharged without a counseling, warning or suspension. She was discharged because of inability to complete initial training in operator services after having a more than satisfactory record in the network department and being surplus.

Please support the Appeals Committee's decision and send Bell South a message that CWA members struck for 72 days in 1955, and we are just as determined in 1995 to make sure our members are not discharged without just cause. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Evans.

DELEGATE LESLIE EVANS (Local 2108): I just want to know, in part of the report it talked about an Administrative Report Clerk's vacancy being placed on hold. I was wondering if there was an answer as to why.

PRESIDENT BAHR: Can the committee answer that?

CHAIR KINCHIUS: No reason was given.

DELEGATE EVANS: Thank you.

PRESIDENT BAHR: No second question.

On Mike 3, Delegate Fahrenholt.

DELEGATE FAHRENHOLT (Local 3410): I would ask the delegation to please support the Appeals Committee in their decision.

It is quite obvious that there is a serious violation of the Bell South contract involved here, and the Appeals Committee was wise enough to note that. And I would hope that this arbitration be held as soon as possible so that this same miscarriage of justice does not happen to some of my members. Thank you. (Applause)

PRESIDENT BAHR: No other delegates care to speak. All those in favor of the committee recommendation of Appeal No. 8 raise your hand. down hands. Opposed by like sign. It is adopted.

The Committee.

CHAIR KINCHIUS: Appeal No. 9.

APPEAL #9

An appeal of the decision of the Local 13000 Executive Board was received from Charles E. Heald, III. The appeal was properly before the CWA Executive Board for review.

Member Heald was tried by a Local 13000 Trial Court on March 7, 1995. On March 8, 1995, Local President Clinton advised member Heald that he had been found guilty by the Trial Court. This was confirmed in writing by letter dated March 9, 1995, and received by member Heald on March 14, 1995. By letter dated April 9 and delivered to the Local office on April 10, 1995,

member Heald appealed the decision of the Trial Court to the Local Executive Board. The Local Executive Board denied the appeal on the basis that it was untimely because it was not filed "within the thirty days required."

The CWA Executive Board found that the CWA Constitution states that a member may appeal the decision of a Local Trial Court "within thirty days after being found guilty by a court." The Trial Court found member Heald guilty on March 8, 1995. Accordingly, his appeal, delivered to the Local office on April 10, 1995, does not meet the requirements of the CWA Constitution and is untimely.

The issue before the Appeals Committee was the timeliness of Member Heald's appeal to the Local Executive Board. The Appeals Committee finds the appeal was not timely and recommends the decision of the Executive Board be upheld and member Heald's appeal be denied.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

No one cares to speak. All those in favor of the committee recommendation on Appeal 9, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Please join me-- do you have any closing remarks? Please join me in thanking the committee for what quite obviously was a difficult but challenging and most excellent job. (Applause)

Would the Defense/Members' Relief Fund Oversight Committee come to the platform.

I have been informed that through your generosity we donated \$2,604 to the United Farm Workers. (Applause)

Let me introduce the members of the Defense Fund Oversight Committee to you.

... As each member of the Defense/Members' Relief Fund and Oversight Committee was introduced, the delegation responded with a single clap of recognition ...

PRESIDENT BAHR: David Layman, member of Local 2204; Beverly Hicks, President, Local 3808; Greg Riemer, President, Local 4309; James Allen, Treasurer, Local 7200; Barbara Meehan, Secretary-Treasurer, Local 9409; Frances Rotkiske, President, Local 13500; Arthur Cheliotos, President, Local 1180; Bob Lilja, President, Local 1104; and, of course, Barbara Easterling, the Secretary-Treasurer.

The Chair recognizes Chairman Lilja.

DELEGATE ROBERT LILJA (Local 1104, Chair, Defense/Members' Relief Fund Oversight Committee): We are not going to read the report as per Terry's motion, and I will introduce James Allen to read the Convention Directive from last year. ... The Report of the Defense/Members' Relief Fund Oversight Committee was given to the stenographers for inclusion in these Proceedings, after which individual members of the committee presented its recommendations ...

REPORT OF THE DEFENSE/MEMBERS' RELIEF FUND OVERSIGHT COMMITTEE

The Defense/Members' Relief Fund Oversight Committee met on February 6 through February 8, 1995, and again starting July 6, as required by previous Convention action. The Committee had other meetings with the Secretary-Treasurer and the Executive Committee to discuss issues regarding Defense Fund allocations for activities other than strikes. The committee's activities since the 1994 Convention include:

- Electing a Chairperson and Co-Chairperson for the Committee.
- Reviewing the investment policies that were found to be in order.
- Reviewing the status of both the Defense Fund and Members' Relief Fund. The reviews of those two funds included: (1) Expenditures made from each fund in conjunction with approved CWA strikes; and (2) Expenditures made from the Defense Fund by vote of the Committee and International Executive Board, in accordance with rules adopted by Convention action.

AN OVERVIEW OF THE FUNDS

DEFENSE FUND

As of March 31, 1995, the Defense Fund had a balance of \$9,151,590.

Expenditures Through Action of CWA Executive Board and Oversight Committee:

New Jersey State Mobilization - \$425,000 (approved April 1995).

As of June 30, 1995, a total of \$246,581.57 has been spent on the New Jersey State Mobilization Campaign.

Strike Related Expenditures from the Defense Fund (July 1994 to June 1995):

Austin CableVision, Local 6132: Medical Payments - \$6,225.03.

Gallia County, Local 4320: Local Strike Expense - \$1,437.34.

Other Activity: In 1994 the Executive Committee forgave a loan to Local 6171 totaling \$143,007.

MEMBERS' RELIEF FUND

The Members' Relief Fund started paying striker benefits in March 1991. As of March 31, 1995, the Fund had a balance of \$83,729,647. MRF Expenditures (June 1994 through May 1995): These disputes were settled and no more funds are to be advanced on the following accounts:

<u>Bargaining Unit</u>	<u>Amount Advanced</u>
Austin CableVision, CWA Local 6132	\$17,000
Oshawa Times, CWA Local 14019	\$ 1,800
Gallia County, CWA Local 4320	\$ 6,200

The following dispute is ongoing and further assistance may be provided:

<u>Bargaining Unit</u>	<u>Amount Advanced</u>
Malden Publications, CWA Local 14117	\$90,000

CONVENTION DIRECTIVE

The 1994 Convention directed the committee to develop a recommendation to the 1995 CWA Convention so striking workers and/or victims of a collective bargaining strategy could be paid \$200 per week from the Members' Relief Fund.

Action Taken: The Defense Fund Oversight Committee and the Executive Board approved a \$200 weekly payout for striking workers and/or appropriate victims of collective bargaining strategy.

RECOMMENDATIONS

In order for the payout to continue at \$200 per week, and to keep the fund strong, both the Defense Fund Oversight committee and the Executive Board recommend the cap be raised from \$100 million to \$300 million. Should the Members' Relief Fund balance drop below \$250 million

full funding will resume.

Mortgage and Interest Notes: At our last convention the Defense Fund Oversight Committee was asked by the delegates to report on the interest we received for mortgages. We reported we received 7.25 percent based on the prime rate of interest set semi-annually. Since the last convention, the Executive Board voted to remove the prime interest rate as the standard for setting the rate of return on mortgages and has set the rate at 7 percent on an annual basis even though the prime rate was 9 percent.

The Defense Fund Oversight Committee recommends that the convention direct the Executive Board to set the mortgage loan rate paid by the International and/or the Locals on all existing and future loans made from the Members' Relief Fund or the Defense Fund in the following manner:

Beginning January 31, 1996 and every January 31 thereafter, the average actual rate of return of the Members' Relief Fund for the previous calendar year, excluding the amount which has been earned from the loans, will be determined. The loan rate shall be 1.5 percent above the average actual rate determined and the new rate will take effect on July 1 of that year.

The committee asks the delegates to support and adopt the report with the above recommendations.

DELEGATE FRANCES ROTKISKE (Local 13500): I move for the adoption of this report.

PRESIDENT BAHR: You heard the committee recommendation.

... The motion was duly seconded ...

PRESIDENT BAHR: There has been a second.

On Microphone 1, Delegate Evans.

DELEGATE LESLIE EVANS (Local 2108): I want to handle this as two amendments.

PRESIDENT BAHR: We have to take one amendment at a time.

DELEGATE EVANS: The first would be on page 2 under the recommendations.

The first paragraph where it reads, "In order for the payout to continue at \$200 per week, and to keep the fund strong, both the Defense Fund Oversight Committee and the Executive Board recommend the cap be raised from \$100 million to \$300 million. Should the Members' Relief Fund balance drop below \$250 million full funding will resume."

I would like to strike that portion and simply have it read: "recommend that the cap be removed."

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: There is a second.

The delegate may speak five minutes on his position.

DELEGATE EVANS: Brothers and sisters, funding for the Members' Relief Fund started in January 1991, about four years ago. In that time we have averaged almost \$20 million a year going into the fund. I say instead of coming back here in ten years talking about raising that cap, let's remove the cap entirely and continue to let the fund build to the place where perhaps a day will come when we will be able to pay our members full salary to be on the picket line, the day when these corporate fat cats will not be able to threaten our members economically by putting them on the picket line. Let's vote to remove the cap. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates at a microphone. The motion before us

has the effect of removing the cap on the Members' Relief Fund. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The amendment is adopted. (Applause)

The delegate is recognized for a second amendment.

DELEGATE EVANS: The second amendment will be on page 3. It would be in the last paragraph, where currently it reads, "Beginning January 31, 1996 and every January 31 thereafter, the average actual rate of return of the Members' Relief Fund for the previous calendar year, excluding the amount which has been earned from the loans, will be determined."

What I would like to do would be remove the "excluding the amount which has been earned from the loans."

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

... The motion was duly seconded ...

PRESIDENT BAHR: The delegate may speak on his motion.

DELEGATE EVANS: Brothers and sisters, the Members' Relief Fund has been set up to be used for the benefit of our members, a war chest, if you will, in the event those members are forced to strike. Much debate and many changes took place for us to reach the place we are today with a fund almost \$84 million strong.

While I believe it to be a sound fiscal policy for our International Union to make internal loans to itself using these funds, I also believe we have an obligation to our members to make certain their money is invested at an appropriate rate of return.

Among the many concerns expressed by the delegates in establishing this fund was that the money, as seemed to be the case with the Defense Fund, would not be used for the purpose for which it was intended. We voted last year to allow the International to borrow money from this fund.

I do know that neither we in our local nor any of my members can receive any sort of a loan at so favorable an interest rate as to be below prime.

Again, I don't begrudge the International Union's ability to do this, but I do believe that in fairness to our members we need to meet them halfway.

I believe this amendment would do so. The amendment would have the effect of figuring the current interest rate the International will be paying, into the average rate of return for the Members' Relief Fund for the previous calendar year.

If we are figuring the average rate of return we are receiving on the money in this fund, let's figure out the rate of return. Thank you.

PRESIDENT BAHR: The Chair recognizes the Chair of the committee.

CHAIR LILJA: The reason that we ordered it to exclude the real estate loans is we felt that it would ratchet it up every single year, and raise the interest rate to an unreasonable point.

For instance, if we start off in the first year that we set this up, the fund is making six percent on its other investments. And we added a percent and a half, so any mortgage, we charge seven and a half for.

Now that seven and a half percent charge is going to bring up our basic average from six to maybe six and three-quarters, or we'll say even six and a half. So that raises the total a half a percent. You add a percent onto that for the following year, then the people with mortgages at the International would be paying eight percent after you add the percent and a half to the six and a half. And the following year, that would raise the average that we make in the fund maybe to seven percent or seven and a quarter-- say seven and a quarter. You add a percent and a half to that, then you are at eight and three-quarters. So at the end, after compounding that over a

period of say a half a dozen years, you will double the rate at which the mortgages will be at.

We didn't feel that was fair. We didn't feel it was a fair deal for the union. That would be great for the fund, but we can't break the union for the sake of the fund.

So that is why we excluded the real estate deals as part of the average.

PRESIDENT BAHR: I would just add one other thing, because this is the members' money. We are all charged with getting the best return, but what Bob just laid out to you would have the result of requiring Barbara and I in particular, as well as the rest of the Executive Board, to exercise our fiduciary responsibility and withdraw the mortgage from the Members' Relief Fund and go outside where we get a better rate, thereby reducing the amount of interest that would be paid to the Members' Relief Fund. Because remember, each year we are going to be paying one and a half percent more than what the fund is able to earn, and it is not only-- and correct me if I am wrong, Bob-- it also applies to loans to locals.

He says yes.

On microphone number 5, Delegate Woitena.

DELEGATE GARY WOITENA (Local 6143): Morty, I just ask that when you do finally take the vote on this, would you please make very clear the issue that we will be voting on and repeat the motion in a way that everyone will understand?

PRESIDENT BAHR: Yes, I will.

DELEGATE WOITENA: Thank you.

PRESIDENT BAHR: Microphone No. 5, Delegate Evans.

DELEGATE EVANS: Maybe I didn't explain my motion properly, Morty. What I meant was, just simply take what is being paid back as a rate of return in that mortgage interest and average it in with all of the rest of the places where we are making money on that fund.

PRESIDENT BAHR: That is exactly what he was explaining. Because what you are talking about is, we are paying seven percent now and, for example, the fund is earning less than six right now because of the cut in interest rates. By averaging in the seven, it will raise the six to something above six. And then, when you add the one and a half percent, you are now compounding on the amount that we already paid in.

For example, if you take a 15-year mortgage, and you got an eight percent interest rate, you know it is eight percent for 15 years or 30 years or whatever it is. We are not doing that. We want our members to get the best possible return.

So we say each year: What is the fund earning outside of whatever mortgages or loans to locals which will be one and a half percent more than the fund was earning the previous year? And if the fund has earned more, the one and a half percent will be added up again. But the way you are putting it, the one and a half is not one and a half. It could be two, two and a quarter, two and a half, because of the compounding that you suggest. Now, obviously you didn't intend that, but that would be the impact of what you suggest.

DELEGATE EVANS: Won't that still be well below what the prime rate is today?

PRESIDENT BAHR: Maybe for the first two years, but the point is, we could go out now to other unions who will give us a rate for our mortgage below prime. We would rather, if we didn't take this mortgage from the Members' Relief Fund, all of the money would be earning about six percent now, rather than twenty-some-odd million being earned at seven percent. See, we have to exercise our fiduciary responsibility. If this rate ever got up higher-- and it could. For example, the IBEW would like to hold our mortgage in their pension plan. We would be able to get it cheaper than what you suggest. We would rather not give them the money, but rather give it to ourselves. (Applause)

Now, I know it's very difficult when you begin to talk about compound interest and finances in a forum like this, but this committee spent a lot of time on it. This came from your representatives. This did not come from the board. They sat down with the pencils and the computers and all of that.

Bob, the Chairman of the committee.

CHAIR LILJA: The thought that went into this is that for the first two or three years, what you are suggesting won't have a drastic effect on the mortgage rate. It would raise it every year, but it won't be drastic. But by about after the first two years, it would get into serious raises, because the new rate would raise the average and it would be one on top of the other, on top of the other. That's why we decided to word it the way we did.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE EVANS: What you are assuming then is that all of that other money is going to continue to earn that constant six percent and I don't think that was a good assumption.

PRESIDENT BAHR: No, no, no. I know we are getting into an argument here, and I don't want to do that. If that six percent goes up to seven next year, the mortgage would be eight and a half. The loans to locals would be eight and a half except those that were not-- we are not going to zap it to any local, but new loans would be eight and a half. I think I am right, Bob.

CHAIR LILJA: Yes.

PRESIDENT BAHR: All right. Wherever it goes, we will be paying a mortgage one and a half percent higher.

DELEGATE EVANS: So, by the same term, if it went lower than six percent, your interest rate would go down on the loan, right?

PRESIDENT BAHR: Well, that's correct.

DELEGATE EVANS: Okay.

PRESIDENT BAHR: But the only way the interest rate goes down is when the Fed cuts the rate. We have done a lot of high finances here.

There is no one else on a mike. The amendment would strike from page three on line five from the top the words, "excluding the amount which has been earned from the loans would be eliminated."

All those in favor of that amendment indicate by raising your hands. Down hands. Those opposed. The amendment is defeated.

What we have before us now is the committee's report as amended. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Please join me in thanking the committee for an excellent job. (Applause)

I would just suggest to Delegate Evans-- because I want him to feel comfortable; I know he meant well-- to take the opportunity to meet with Paul Anderson who has been working with the committee, if he sees fit.

Let me introduce someone who has been with us before to make a presentation. It kind of gets to be a habit because of the great work all of you do back in your locals. He is Harold Scott from the U.S. Treasury Department Savings Bond Division.

Harold.

HAROLD SCOTT (U.S. Treasury Department, Savings Bond Division): Guess who this is going to be for? Let me tell you, last year I called Morty Bahr and asked him if he would co-chair a United States Savings Bond breakfast for us at the Executive Council meeting in Miami, Florida.

Morty, as you can imagine, was on the telephone at that time, but within a half an hour he did call me back and he said, after I told him what I wanted, he said, "I would be happy to do that and that is not just for this breakfast."

As you all know, Morty is a member of our National Labor Advisory Committee, has been for many years. He, I hope, has influenced you all to give us the type of support that we get from the CWA membership. So what I would like to do today is to put another one of the savings bond trophies in Morty's closet and present to him this beautiful lucite American Eagle Award.

The award says-- Morty, take my word for it, I have got contacts, but it's a wonderful inscription. It does say, "On behalf of the CWA membership, the United States Savings Bond Division presents this award to Morty Bahr, July 11, 1995." And Morty, we hope you will continue to support us. Thank you very much. (Applause)

PRESIDENT BAHR: Thank you very much, Harold. I want you to know that our members have one of the best records of any union in the support of the savings bond program.

At this time in the proceedings I want to move into our Annual CWA-COPE Awards program, and it gives me great pleasure now to turn this part of the program over to Barbara.

SECRETARY-TREASURER EASTERLING: Well, we have come to the time of the program where we honor all the Locals that have achieved a hundred percent or more of their CWA-COPE quota in 1994. I think we should give all of those that have achieved that a good round of applause. (Applause)

In 1994, you raised \$1,235,004.11, a little more than you raised in 1992 and 1993, but a little less than you raised in 1991. Hopefully, we are on the rebound now and you will continue to raise more and more CWA-COPE dollars each year.

District 3 raised 213 percent of its quota, while District 6 came in second with 169 percent of its quota in 1994. District 2 raised 152 percent, followed by District 4 with 131 percent. District 13 placed fifth with 131 percent. District 7 came next with 131 percent followed by District 9 with 111 percent. Although District 1 finished last again this year, I do need to commend them. They did come up in their overall percentage from 47% last year to 52% this year. (Applause)

The Districts that increased their percentage of quota over 1992's record are: Districts 1, 4, 7, 9 and 13. I congratulate you. (Applause)

I want to bring to your attention another very significant part of our CWA-COPE program, and that is the contribution being made by our CWA retirees. During the 1994 calendar year, 28 of the retiree clubs affiliated with the CWA Retired Members' Council made their CWA-COPE quota of \$1.00 per member per year. At this time, I request that a list of these clubs be placed in the Convention record.

TABLE 100% CWA-COPE

RETIREE CLUBS

Club	President
1104	Leo Dick
1122	Rita Biondo
1150	Anne H. Walden
1301	Charles W. Daly
1365	Audrey R. Buchanan
2100	Edward D. Kapraun
2101	Michael Vivirito
2105	Vernon B. Trumpower
2201	Claude W. Reeson
3060	Bobby L. Sparks
3106	Annette Stark

3109	John W. Haber
3204	Ed L. Whitten
3310	Lucy Vaughn
3805	Glenn Keck
3902	D. E. Kines
Retired Members'	
Club of Cleveland	Ted E. Karabinus
4322	Jean S. Knight
4603	Jamie Jamieson
6132	T. O. Parsons
6201	J. C. Whitley
6222	Lucile F. Wooten
6290	J. M. McKinley
6325	Bertha Van Sittert
Greater St. Louis	
Retiree Club	Bud Brinkmann
7505	Aleatha M. Pesek
9400	Alex Rooker
9510	Chuck Holt

Through their support of the Convention resolution to establish the CWA-COPE "Check-off to '96" Program, CWA retired members pledge themselves to do everything possible to raise the fund and to provide the volunteers necessary to hold the White House in 1996, and to break the Republican stranglehold on the U.S. Congress. (Applause)

Despite all our efforts, we still stand at only 6 percent of our members on payroll deduction for CWA-COPE. We must work hard on our "Check-Off to '96" program. Remember, we must get our members to sign up on our payroll deduction, and that only requires one skill-- and that is asking them. When people are asked, they will give. I think we need to put our mobilization skills to work to get "Check-Off to '96" to really amount to something.

I want to congratulate all the Locals and staff who participated in our COPE fundraising efforts in 1994. Without your support and hard work, we wouldn't have as successful a CWA-COPE Program as we have today.

Our two most successful fundraising programs are still the prestigious CWA-COPE QUORUM and the Platinum Quorum. We now have 2,469 CWA-COPE QUORUM and 1,894 Platinum Quorum members. I urge all of you who are not members to join one of these clubs today.

The list of Locals that achieved 100 percent of their CWA-COPE quota in 1994 was distributed this morning and will be incorporated in the official convention proceedings.

**CWA'S 57TH ANNUAL CONVENTION
JULY 1995 CWA-COPE PROGRAM
100% LOCALS**

<u>LOCAL</u>	<u>PRESIDENT</u>	<u>LOCAL</u>	<u>PRESIDENT</u>
1000	Fred Waropay	2011	Linda Aman
1022	Lynn Buckley	2066	Larry Saylor
1060	Walter J. Serafin	2100	Gail Evans
1061	Bruce G. Fabian	2101	Charles D. Bates, Jr.
1082	Don Rice	2104	Donald A. Rameika
1101	Ed Dempsey	2105	James E. Farris
1106	Richard B. Halliday	2106	Ralph E. Jenkins
1107	Anthony Caprara	2107	Michael Bello
1108	George C. Welker	2108	Kathleen Mazzi
1114	Joe Lattimore	2109	Joseph E. Fink, Jr.
1115	Thomas L. Bailey	2110	Maevon C. Garrett
1116	James J. Devine	2150	Mary A. Alt
1117	Roger L. Chenez	2177	Richard Brockert
1118	James O'Hare	2185	Deborah K. Moran
1120	John M. Alphonse	2201	Richard C. Verlander
1122	Donald J. Loretto	2202	Michael D. Upton
1127	John E. Lyford	2203	Shelton G. Wine
1128	Richard G. Bolster	2204	Larry A. Akers
1129	Steven M. Miller	2205	James E. Stroup
1150	Laura J. Unger	2206	Eugene C. Bloxom
1177	John J. Blasi	2207	James W. Hilleary
1250	William Sharkey	2252	Karl R. Busl
1270	Thomas White	2260	Thomas A. Thurston
1301	George Alcott	2275	Linwood M. Grimes
1366	Michael D'Arezzo	2276	Harold E. Leedy
1370	Joseph A. Draleau	2277	Dorothy Shelton
1371	Joseph Vaughn, S-T	2300	Willie Leggett
1377	Raymond Cloutier, S-T	2323	Kenneth A. Rucker
2001	Stephen T. Moss	2336	Joanne C. Bell
2002	Gary F. Hatfield	2381	Jeff Walton
2003	Mark S. Smith	2382	Aneatha Robinson
2004	Sue Merrill	2385	Keith F. Livermore
2006	Michael J. Linton	2390	W. F. Sheridan
2007	Richard D. Mabrey	3061	Edward P. Hubbard
2009	Lowell Damron	3101	Michael R. Amos
2010	Clara M. Linger	3102	Thomas V. O'Hern

<u>LOCAL</u>	<u>PRESIDENT</u>	<u>LOCAL</u>	<u>PRESIDENT</u>
3103	Josh E. Haddock	3403	Walter J. Bagot
3104	Donald A. LaRotonda	3404	Steve Gremillion
3105	Richard R. Bearmann	3406	Edward Romero, Jr.
3106	Shelba Hartley	3407	Ronnie J. Breaux
3107	Jose A. Dorado	3410	Michael J. Fahrenholt
3108	Sarah J. Smith	3411	Thomas J. Koenig
3109	Michael A. Sakalarios	3412	Danny C. Naquin
3110	T. R. Emery	3414	Barbara J. Cook
3111	Michael Tartaglio	3450	Roy E. Jones, Jr.
3112	C. E. Ryan	3490	A. L. Stafford
3113	John Schaich	3504	Mary Stanley
3114	Charles Clark	3505	Charles E. Bingham
3115	Hollis Burdette	3509	Frank Graham
3120	Eva A. Morris	3510	E. D. Chisolm
3122	William I. Knowles	3511	Deard Dear
3151	Jill Ross	3513	Carl C. Henderson
3171	Edward A. Botting	3514	Larry Dearing
3174	Danny Ryals	3516	Carl Madden
3177	Deana Alonzo	3517	Mary C. Hudson
3179	Douglas J. Wlasiuk	3518	Oscar Denton
3201	Roger L. Todd	3519	Eric D. Cox
3203	Robbie Casteel	3550	Curtis Bobinger, Jr.
3204	W. E. Conine	3601	Thomas E. Davis
3205	Terri Wilkins	3602	A. T. Foust
3207	Judith R. Dennis	3603	S. Gary Comer
3209	Danny O. Harvey	3605	Daryl D. Hutchins
3212	L. N. Wofford	3606	David Meadows
3215	H. J. Kelley, Jr.	3607	D. Z. Hilliard
3217	Diann J. Hartley	3608	C. R. Fox
3218	Harry McFarland	3609	Frank W. Wishart
3220	Tom Ravita	3610	Gary E. Ballentine
3228	Nathaniel Carson	3611	Paul C. Jones
3250	C. H. Grizzle, Jr.	3613	Don Harris
3263	Leon A. Gusek	3615	Shirley J. Moore
3271	Frank A. Chaney	3616	George Medina
3275	Charles L. Heath	3618	Angelyn Melton
3280	Ricky H. Fletcher	3650	Rodney Bartlett
3290	A. D. Walker	3672	Tony Pope
3301	John Coffman	3673	Charles T. Cathey
3304	Robert Phillips	3680	Rocky A. Barnes
3305	David C. Perkins	3681	Jasper J. Gurganus
3309	Donnie R. Lancaster	3682	Alton Hanford
3310	Joanne Smith	3684	Warren Livingston
3312	James T. Griffey	3685	R. H. Harris
3314	David M. Mulligan	3695	F. D. Haskett
3317	John M. Slone	3702	Joe K. Thomas
3321	Ted Bilbrey	3704	Jerry D. Keene
3371	Phillip Coldiron	3706	Shirley Y. Brazell
3372	Durrett R. Wells	3708	D. A. Poston
3402	Larry Paige	3710	Patty E. McLeroy

<u>LOCAL</u>	<u>PRESIDENT</u>
3716	M. D. Genoble
3719	F. B. McKerley, Jr.
3802	James M. Ledford
3803	J. T. Franks, Jr.
3804	James W. McKee
3805	William T. McGee
3806	H. W. Starnes
3808	Beverly A. Hicks
3871	Eddie Hicks
3901	H. T. Carter
3902	Terry R. Davis
3903	E. D. Jones
3904	W. H. Walker, Jr.
3905	Gregory Chandler
3906	J. M. Hughes
3907	Dennis Saucier
3908	Robert L. Cotter
3909	Fancher Norris
3910	Rickey Holmes
3911	V. J. Grosso
3912	Robert Dyl
3950	Janice R. Barber
3971	Singleton L. Woodham
3972	Henry D. Hughes
3976	Harold Stogsdill
3990	K. C. Wray
4000	Lula Odom
4008	Carl Richter
4009	Dominic Guadagni
4010	Theresa A. Ryan
4011	Richard Adler
4013	David R. Ormsby
4015	Dominic Guadagni
4017	Gary Odom
4018	James D. Ruddock
4021	Karl E. Jackson
4022	Henry D. Otis
4023	Steve Pavlovich
4024	John J. Larson
4025	Max Engle
4032	Billy D. Everett
4033	Randy Ream
4035	Earl L. Cagle
4038	Gregory Faust
4039	Teri Pluta
4040	Alfred Greer
4041	Billy D. Everett
4050	Billy H. Bates
4070	Gregory J. Gutowski
4090	Lee J. Horton

<u>LOCAL</u>	<u>PRESIDENT</u>
4100	Frank Scola
4101	Richard C. Miller
4102	Larry J. Booher
4103	Richard A. Short
4104	Francis Sievert
4105	Fred Kincaid
4107	James Charbonneau
4108	Bill Bain
4109	Dudley F. Straubel
4202	Judy Bolin
4203	Robert R. Romani
4209	Marlene George
4212	Elizabeth VanDerWoude
4213	Kattie Russey
4214	Betty Moore
4217	John Dill
4252	Lanell Piercy
4260	Beth E. Johnson
4270	Joe Birch
4273	D. L. Crandale
4302	Sherrie Sallaz
4303	Henley W. Johns
4310	Linda Hinton
4311	Diane Delaberta
4315	Karen Cousino
4318	Charles H. Groves
4319	Ronald D. Honse
4320	Carl Askew
4321	Ed Kenily
4322	Jerry W. Schaeff
4323	John E. McCord
4325	Bruce Young
4326	Gerald L. Powell
4340	Ed Phillips
4351	Gerald W. Souder
4352	Tom Powell
4353	Rodney L. Miller
4354	Bonnie J. Powell
4370	John E. Holland
4371	Tami Drollinger
4372	Robert A. Coriell
4373	Sam Miller
4375	Paul E. Jones
4377	Ron Smalley
4378	Doug Morrison
4379	Mike Reyome
4385	Cynthia R. Armstrong
4386	Wayne L. Nicol
4400	William M. Timmerman
4401	S. E. Brockman

<u>LOCAL</u>	<u>PRESIDENT</u>	<u>LOCAL</u>	<u>PRESIDENT</u>
4470	Mike Timmerman	6009	Jerry Butler
4471	William E. Rathgaber	6012	Dean Franklin
4473	Johnnie B. Kidd	6014	Charles R. Fine
4474	Vaughn L. Black	6015	Bill H. Torbett, Jr.
4475	Gerald Calvert	6016	Barry Gardner
4478	Joseph Smith	6050	Ralph L. Jeffrey
4482	Randall Wesson	6086	Sandy Rusher, Chair
4486	Doug Landis	6101	Arvel Stansel
4488	Roger Brooks	6113	David A. Rawson
4509	Gregory Riemer	6118	Robert L. Baxter
4510	Carolyn Powell	6127	Dennis Sprague
4527	Mike Chichick	6128	Bill Utterback
4530	Keith Henson	6132	Ray Flores
4546	Robin Schenault	6137	Larry J. Vandeventer
4600	Ann Crump	6139	Arthur L. Sontag
4603	George R. Walls	6143	Gloria Parra
4611	Richard Hinderholtz	6150	Keith Kelm
4620	Richard Jorgensen	6171	Richard Kneupper
4621	Thomas Verkuilen	6174	Donald E. Whitmire
4622	Mary Kay Nelson	6178	Brenda Malone
4623	Herbert Pomerich	6183	Ray Kramer, Temp. Admn.
4630	Gary Mullikin	6200	Jimmy Cook
4631	Albert J. Anderson	6201	Denny Kramer
4640	James Clark	6202	Tena Rylander
4641	Gene McKahan	6203	Reva J. Workman
4642	Gary Grassel	6206	James R. Hosch
4645	L. Meierotto	6210	Mark Ewig
4646	Nancy Lego	6214	Glynn R. Stanley
4670	Ron Vechinski	6215	J. D. Williams
4671	Michael Oliver	6218	Jimmy L. Powers
4672	David L. Stachovak	6222	Burgess J. Etzel
4674	Dennis Drew	6225	Joe Marshall
4675	Richard Wilke	6228	Ronnie Gray
4690	Larry L. Shepler	6229	Dennis W. Dobbs
4700	Patrick Gorman	6290	Ron H. Linnell
4702	Robert E. Smith	6301	Sandra L. Grogan
4703	Maurice L. King	6310	Tony Ellebracht
4711	Michael E. Faulk	6311	Mark K. Van Dolah
4770	Gary T. King	6312	Larry McKoy
4773	Edward Lowdenslager	6313	Max Sweezy
4780	Roland Michael	6314	Virgil J. Koechner
4782	Ann Bohlander	6316	Lynnett Jenkins
4790	Peter Vukovich	6320	Tony Hill
4795	Michael D. Perkins	6321	Stephen Schaedler
4800	Mary Worth	6325	Edward Pinkelman
4802	Carrol Hostetler	6326	Cecelia Peltier
4818	Jane Baxter	6327	Roberta Browne
4900	Larry Cave	6333	David A. Litzenberger
4998	Glen G. Hamm	6350	Robert K. Huss
6007	Elvin C. Crites, Jr.	6360	James T. Hill

<u>LOCAL</u>	<u>PRESIDENT</u>
6372	Henry E. Duckworth
6373	Ralph E. Helton
6374	John Duff
6375	Kim Douglas
6377	Earline Jones
6390	Tom W. Breidenbach
6391	K. W. Flanagan
6395	David A. Ducey
6401	Debbie Snow
6402	Jennie Keef
6406	Yvonne Shoff
6407	Janet C. Gardner
6409	Dennis W. Pierron
6410	Tim Smading
6411	C. M. Paugh
6450	Cherelinda S. Chaney
6477	Charles R. Jarnevic
6500	Gilda Grant
6502	Gary D. Gray
6503	Bill Glisson
6505	Michael D. Patton
6507	Alma Diemer
6508	James Conner
6573	David M. Young
6733	Donna Bentley
7001	Ramon Roman, III
7009	Chris Roberts
7011	Jude McMullan
7019	Joseph A. Gosiger
7026	Michael E. McGrath
7032	Dean Shelton
7037	Robin A. Gould
7050	Kenneth Barner
7055	L. Sandoval, Chair
7070	Lorenzo A. Moya
7090	Del Davis
7096	William S. Farbstein
7101	Gene Porter
7102	John King
7103	Mercedes M. Spain
7106	Leonard L. Rotschafer
7107	Bill Mayland
7108	Miriam Tyson
7109	Gayle Tellin
7110	Francis Giunta II
7113	Phil Feller
7115	John Graham
7117	Anita Purcell
7170	Yvonne Winther
7171	Dennis R. Dunbar

<u>LOCAL</u>	<u>PRESIDENT</u>
7172	Caroll L. Herndon
7173	Jerry Halder
7175	Carolyn D. Sallis
7177	Larry Fitchner
7181	Nancy Moser
7200	Richard O. Johnson
7202	Howard Haiman
7203	David C. Starkson
7204	Gary Schmidt
7205	Douglas J. Ardoff
7212	Dave J. Clement
7213	Scott T. Bultman
7214	Tom Anesi
7219	Robert Pompe
7220	Gary H. Zaiser
7270	Alan Piker
7272	Patrick Doyle
7290	A. C. Mumm
7301	Stephanie J. Reidy
7303	Dee Olson
7304	Larry Ellingson
7400	Rick Sorensen
7401	Neal Kelley
7470	Dennis Martin
7471	Charles Clark
7476	Larry Munroe
7500	Dave Clauson
7503	Richard J. Prostrollo
7504	Jim Diestel
7505	Gerald S. Schield
7506	Larry Peterson
7601	Daniel J. Shea
7603	Jamie L. Merrell
7610	Dave Bybee
7621	Lynn L. Muehlfeit
7630	Marsha D. Kinsela
7702	Jeff White
7705	Lee B. Linford
7708	Sam Latigo
7716	Larry P. McCormick
7717	Gene Heuman
7743	Orville R. Lehmann
7750	Martin R. Byrnes
7755	Joe Petersen, Chmn.
7775	Eloy Garcia
7777	Kevin P. Mulligan
7790	Charles L. Mitchell
7795	Jesse Buckman
7800	Patti Dempsey
7803	Ken Horn

<u>LOCAL</u>	<u>PRESIDENT</u>	<u>LOCAL</u>	<u>PRESIDENT</u>
7804	Richard W. Godwin	13572	Joseph S. Black
7805	Bob Iverson	13585	Joseph Hock
7810	Bill Jenkins	13591	Harry J. Rock
7812	Ken Harding	14167	Karl R. Saddlemire
7814	Larry Pearson	14200	Robert Petersen, Jr.
7815	Rod Carter	14301	Robert H. Tew
7816	Betty Borhauer	14310	Paul T. Williams
7818	Jeannie Morris	14318	Bill Kerwood
7904	Rodger E. Bauer	14322	Daniel Jackson
7906	Joe McMahon	14330	William D. Weaver
7955	Bob Proffitt, Chair	14336	Paul Jones
7970	Butch Still, Jr.	14343	Gilbert W. Scales
9000	Stu Tropp	14351	Harvey A. Moses
9400	Tony Bixler	14401	Mariann K. King
9404	Bernard Chiaravalle	14404	Joan Forman
9407	Rick Becker	14406	Linda A. Morris
9408	Nadine Cox	14410	James Rice
9409	Val Afanasiev	14413	Patricia Pennell
9411	Carol Whichard	14423	Jacqueline R. Mueller
9412	H. C. Cotner	14424	Gerald Stevens
9413	Craig Hansen	14427	Warren C. Friest
9414	Mitch Crooks	14431	Michael Phelan
9415	Kathleen Kinchius	14434	William Earl
9416	Joanie Johnson	14437	Robert Lindeman
9417	Barbara J. Spradlin	14438	Paul T. Pinkley
9418	Kathy Kimes	14439	Wallace G. Meehan
9421	Tom Van Aken	14443	Peter Maher
9423	Nancy Biagini	14446	George E. Creekbaum, III
9426	Tom Stewart	14448	Dennis W. Rogers
9430	Charles J. Dunn	14503	Samuel Attard
9431	Leon L. Wurzer	14509	Kenneth Smith
9432	Walter Borrer	14514	Thomas Cowman
9505	Ed Venegas	14516	Douglas Willis
9509	Tim Sexton	14518	Jack L. Collins
9510	Andrea Montoya	14527	Ron Porter
9511	Roy Michel	14528	Jaci Cooperrider
9550	Linda D. Porter	14531	John Good
9573	Lino Martinez	14537	Larry F. Bryan
9575	David W. Salazar	14548	Robert C. Klowkow
9576	Jerry Teixeira	14549	Robert A. Santner
9587	Don McGee	14550	Kurt R. Klessig
9588	Ellen West	14600	Arthur E. McDonald, Jr.
13000	Joseph Clinton	14616	John J. Ebeling
13100	Susan Uff	14620	Nelson J. Sinclair
13101	John Lloyd	14629	Suzye Gardner-Marino
13500	Frances M. Rotkiske	14715	Donald D. Garrett
13550	DuWayne Hilyard	14744	Dwain Roos
13552	Robert R. Port	14752	John C. Mullen
13570	Duane Hunt	14759	Ivan H. Thygerson
13571	Richard Evanoski	14800	Robert M. Super

<u>LOCAL</u>	<u>PRESIDENT</u>
14803	Gary Knauff
14815	David R. Hurst
14821	Rose Ann Masters
14830	Ronald G. Miller
14831	Joseph E. Collins
14832	Joseph H. Blass, S-T
14921	Jerry K. Ahue

SECRETARY-TREASURER EASTERLING: Congratulations again to the officers and members for an outstanding performance.

Before I announce the winners of this year's awards, I want to ask all the winners to gather for a photo session just off the stage to my left when these proceedings are over.

Now, the first award is presented to the Local that contributed the most CWA-COPE dollars last year. We are happy to present this Special Local Award to Local 6222, which contributed \$34,642.42. The President of Local 6222-- Burgess J. Etzel. Congratulations, B.J. (Applause)

The next award goes to the Local that contributed the highest percentage of its CWA-COPE quota in 1994. We are delighted to present this award to Local 1301, which raised 3756.7 percent of its quota. The President of that Local is George Alcott. We congratulate the members of his Local, and accepting the award on behalf of George is Mickey Ash. (Applause)

The next award is the District Sweepstakes Award. This award is presented to the District that raised the highest percentage of its quota by the end of calendar year 1994. The winner of 1994's Sweepstakes Award is District 3. (Applause) The District raised 213 percent of its quota in 1994. Congratulations to Gene Russo and the District 3 Staff and Locals. (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 1994.

This special Local Checkoff Achievement Award is presented at this convention to Local 3613, which achieved 85 percent of membership participation in the 1994 checkoff program. I congratulate President Don Harris and the other officers of Local 3613. Accepting the award is their Vice President Gene Russo. (Applause)

The next award goes to the Local that had the largest number of members signed up on CWA-COPE PCC checkoff in 1994. We are happy to present this award to Local 1101 which had 2,754 members signed up on CWA-COPE PCC checkoff last year. Congratulations to President Ed Dempsey and the other officers and members of 1101. (Applause) Accepting the award is officer Terry Dailey. (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 1994.

It is a pleasure to present this President's Award to Local 1301, which raised 3756.77 percent of its 1994 quota. Again, congratulations to President George Alcott and the other officers and members of Local 1301. Mickey Ash will be accepting the award for George.

The next Distinguished President's Award is presented to the Local that met its quota with the most voluntary dollars in 1994. This President's Award goes to Local 6222, which raised \$34,642.42-- all voluntary dollars. (Applause) Congratulations to B.J. Etzel and the other officers and members of Local 6222.

We will now present two CWA-COPE QUORUM Achievement Awards for 1994. The first award goes to the Local that had the most members in the CWA-COPE QUORUM in 1994. It is a pleasure to present this award to Local 3204 with 69 members. The President is William Conine. Please come up and accept this special award. (Applause)

The second QUORUM Award is presented to the District that had the most members in the CWA-COPE QUORUM in 1994. We are proud to present this award to District 3 with 1,124 members. Vice President Gene Russo, congratulations. (Applause)

We will now present two Special District Annual Achievement Awards for calendar year 1994. 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 1994.

We are delighted to present this award to District 6 again this year, with 10.3 percent of its membership on checkoff at the end of calendar year 1994. Vice President Vic Crawley, come forward and accept this award. (Applause)

The second Annual Achievement Award goes to the District that raised the most CWA-COPE dollars in calendar year 1994. We are proud to present that award to District 3, which raised the grand total of \$314,237.46. (Applause) Come on, Gene, and pick up another award.

We will now present our two 1994 Platinum Quorum awards. The first Platinum Quorum award goes to the local that had the most PQ members in '94. That Local is 6222 which had 109 members by the end of 1994. B.J.-- I think he's running out of hands. (Applause)

The second Platinum Quorum award is presented to the District that had the most PQ members in 1994. We are proud to present this Platinum Quorum award to District 6 which had 526 members by the end of 1994. Vic Crawley, come up and accept this award. (Applause)

I think it is pretty obvious that something is going on in 3 and 6. I sure would like to see it catch on in the other districts.

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. We present the State Awards to the staff representative in that state, since we know that it is the involvement of the staff working with the locals and encouraging them that makes these awards possible.

From the State of Louisiana, Booker Lester. (Applause)

From South Carolina, Alan Keith. Accepting the award, Jimmy Smith. (Applause)

Nebraska, Marian Moffitt. Accepting the award, John Thompson. (Applause)

South Dakota, Marian Moffitt. John Thompson accepting that award as well.

My friends, the major task in front of us between now and November 1996 is to work hard for the President's reelection-- to work hard to keep the Republicans from gaining a 60-seat majority in the U.S. Senate-- and to work hard to regain Democratic control of the U.S. House of Representatives.

We have a lot of work ahead in better communicating with our members in terms of which political party is best on basic "pocketbook" issues. We have to re-energize and mobilize them to vote for Democrats in the Congress and for President Clinton.

Our CWA-COPE "Checkoff to '96" campaign will give us the headstart we need to accomplish our political and legislative goals as we head toward the 1996 elections. A major focus of this program is to increase the membership's participation in payroll deductions for CWA-COPE with the aim of achieving ten percent of the membership on individual payroll deduction in the next year and a half.

We must always remember that our successes in bargaining for our members, in working for laws to protect our members and to improve their lives are directly connected to how successful

we are in political action. And our CWA-COPE program is the "mother's milk" of our successes. Let's commit ourselves today to making CWA-COPE "Check-off to '96" the most successful fundraising drive in our history. Thank you. (Applause)

PRESIDENT BAHR: The Chair recognizes the Resolutions Committee.

DELEGATE TONY HILL (Chair, Resolutions Committee): Thank you, Mr. President. If the delegates would please turn to page 10 of the Resolution Committee Report, I will read the resolved to the Resolution 57A-95-7, entitled CWA-COPE "Check-Off the '96" Program.

Before I read the resolution, I would like to ask you to make a few corrections on that resolution. On Line 6, please change the fourth word from "education" to "deduction."

Line 38, 40, 47, please drop the word "platinum." That is on line 38, 40 and 47, please drop the word "platinum."

On line 38, the words "Local 6320" and replace them with words "District 6." That is on line 38, delete the words "Local 6320" and in its place we would like you to replace them with the words "District 6."

On that same line, please delete the word "introduced" and replace it with the word "adopt." That word in line 38, delete the word "introduced" and in its place we ask you to place the word "adopt."

On Resolution 57A-95-7, I will read the resolved.

CWA-COPE "CHECK-OFF TO '96" PROGRAM

In April, the Executive Board announced the union's two-year political action program called "Check-Off to '96 program". The purpose of this program is to (1) better inform CWA members about the political issues that impact on their lives; and (2) encourage greater participation in the nation's CWA-COPE program through direct financial contributions and volunteer involvement in the political process.

A major focus of this program is to increase the membership's participation in payroll deductions for CWA-COPE. Payroll deduction is the easiest and most effective way to support the union's political and legislative agenda.

"Check-Off to '96" was launched in recognition of the serious political attacks on CWA members from the 104th Congress. Led by Senate Majority Leader Robert Dole and House Speaker Newt Gingrich, the extremist right-wing Republican majority in Congress has leveled the budget axe at every program which benefits working people. In addition, Congress has launched the most serious attack on unions and union workers in fifty years.

For instance, Republicans are talking about rewriting the Fair Labor Standards Act that, among other changes would permit employers to work their employees up to 80 hours in a week without paying overtime.

Legislation under serious consideration includes proposals that would:* extremely weaken enforcement of the federal Occupational Safety and Health Act and restrict OSHA from promulgating strong regulations;* implement a National Right-to-Work law;* permit employers to set-up and control worker committees, even where a union exists;* overturn President Clinton's Executive Order that bars employers who replace striking workers from doing business with the government;* repeal prevailing wage laws on federal construction projects and for federal contract services.

Fortunately, President Clinton has pledged to use his veto powers to protect the interests of working families.

The only way to regain the political initiative in 1996 is through CWA-COPE, the union's political action committee, CWA's political hammer. There is a direct relationship between the

success of CWA-COPE and the number of friends CWA members have in Congress. Participation in CWA-COPE has stagnated in recent years and the union now has the fewest number of friends in Congress in the last four decades.

The 1996 Presidential election represents a crucial turning point for our nation and our union. If a Republican President is elected with Republican control of Congress, working people will face an unprecedented attack on their rights as workers and as union members. We dare not allow that to happen.

No higher priority exists for CWA over the next 18 months than political action. We must encourage more CWA members to contribute to CWA-COPE and to become members of CWA-COPE payroll deduction. We must inspire greater voluntary participation in the political process among CWA members. We must persuade more CWA members to vote in their own best interests. We must make "Check-Off to '96" the most intensive and successful political action program in CWA's history.

The officers of District 6 have recently adopted a Triple Quorum for those members who are already contributing and wish to be acknowledged for giving more. In a few short months, more than 130 Triple Quorum jackets and lapel pins have been presented.

RESOLVED: That all CWA districts and locals commit themselves to achieving the goals of "Check-Off to '96" by engaging in an annual Fall CWA-COPE Membership Drive; and

RESOLVED: That all CWA national officers, local officers, staff and stewards give top priority between now and the November 1996 elections to building membership participation in CWA-COPE with the goal of achieving ten percent of the membership on individual payroll deduction during that time period.

RESOLVED: The Communications Workers of America create a new level of COPE participation to be known at the Triple Quorum. Memberships will recognize individuals for their political efforts in contributing no less than \$360 during a calendar year.

Mr. President, delegates, I move adoption of this resolution.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor.

On Microphone 3, Delegate Kneupper.

DELEGATE RICHARD KNEUPPER (Local 6171): I rise in support of Resolution 57A-95-7. There is a bumper sticker out that says: "Newt may be the speaker, but he doesn't speak for me." He certainly doesn't speak for the working men and women of the labor movement.

The Republican Party does not speak for us and a Republican President will not speak for us either, for nothing has really changed in the Republican Party. They represent the rich corporations and those in America who basically have it made in this country.

They are sly in their message to catch our members emotions, but close scrutiny of their plans always reveals their true agenda which continues to be "rob from the poor and the middle class and give to the rich."

We have the opportunity to reelect President Clinton, a President who had the courage to send a message to Corporate America that if you replace your workers while on strike, you won't do any future business with the U.S. Government. A stark contrast to a Republican President, President Reagan, and who fired PATCO workers and set the tone for the anti-labor forces in America for years.

The issues of dismantling OSHA, establishing National Right-to-Work, the TEAM Act, the assault on the Fair Labor Standards Act and others, are just the tip of the iceberg. The

Republicans will attack every social program and gut every law and agency that helps workers in the middle class.

CWA leadership has to set the example. I urge all the delegates to go back to their home locals and sign up for the Triple Quorum program.

In short and in other words, let's go back and put our money where our mouths are. Let's sign hundreds of new members to COPE and urge existing COPE contributors to increase their contributions. If we do this and communicate with our members on the issues and the candidates, in 1996 we will have the best chance to boot Newt, slam Gramm, put Dole in a hole, and reelect a President and Congress that supports the working men and women of America. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Fletcher.

DELEGATE BRIAN FLETCHER (Local 6320): Good afternoon. President Bahr, Executive Board Members and Fellow Delegates: It is with honor and pride that I rise in support of our present resolution. It became increasingly obvious after the devastating results of the 1994 Congressional races that our members of CWA must open our eyes and see things as we never have before. We must take control of our own destiny and accelerate our efforts. We must be able to visualize and articulate our issues, demonstrating their needs more than ever. We must stop procrastinating for tomorrow may be too late. It is our responsibility to elect and reelect the friends of the working people so that they may put in place our ideals and goals.

This is not a simple task. Therefore, we must keep trying, no matter how hard it seems. It will get easier. In accomplishing this, we must be willing to give more than before.

In this spirit, the officers of Local 6320 led the way and became Triple Quorum. Last fall a motion submitted by Local 6320 and enthusiastically supported by District 6 Vice President Victor Crawley and his staff was unanimously adopted, thus creating the District 6 Triple Quorum.

Over 130 Triple Quorum jackets and lapel pins have been presented in a few short months. It is with this success in mind that we ask that this resolution be adopted by the body. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Chaney.

DELEGATE CHERE CHANEY (Local 6450): Good afternoon, Brothers and Sisters. It is always hard when you are last, but this is probably the most important part of our entire delegation for our very existence.

It is with great pride that I stand in support of this resolution. I need to share this with you, because the hardest thing I think we ever do is have to ask for money. I know. I was a city councilwoman, and I went out with the rest of them when I tried for reelection. That did not bother me nearly as much as it did to think that we came that close and are looking at losing the safety, the protection of the union, everything that Morty talked about last night.

What I did, and what I would like to share with all of you, is to take that wonderful film that was made at the Legislative Conference, and we viewed it one very late night when we were trying to get picking assignments for over 3700 of our members, and watched it. It is phenomenal. I am sure most of you probably have not had the opportunity, just like we did not, but we took that and showed that at our next stewards' meeting, and we signed up 20 people.

I had one chief steward who I considered to be a very good unionist tell me plenty of times, "Don't talk to me, Chere, about politics. I am not into it." But, when the Davis-Bacon Act was talked about in that legislative video, her husband is a member of the Operating Engineers, and the light bulb went on.

It is going to take innovative things, creative things. We need to go out and get all of them, and we can do that.

I urge all of you that are in this room to step up. Seven fifty a week-- you know, we blow that much on a movie.

Let's all support this resolution. (Applause)

PRESIDENT BAHR: I have a motion to close debate, which takes precedence, but I do want to recognize-- the maker of the motion to close debate, don't leave the microphone-- I do want to recognize what Bill Conine wanted to share. Local 3204 today signed up 54 Triple Quorum members. (Applause)

Microphone 1, Delegate Perez.

DELEGATE PEREZ: I just wanted to call the question.

PRESIDENT BAHR: The motion has been made to close debate. It is not debatable. It has been seconded. All in favor raise your hand. Down hands. Opposed by like sign. Debate is closed.

All those in favor of Resolution 57A-95-7 indicate by raising your hands. Down hands. Opposed, by like sign. It is adopted unanimously. (Applause)

PEDIATRIC AIDS FOUNDATION AWARDS

PRESIDENT BAHR: On December 3, 1994, we were all shocked and saddened by the news of the passing of our real good friend Elizabeth Glaser, the founder of the Pediatric AIDS Foundation. She was taken from us by the very disease for which she fought so hard to find a cure.

In honor of our friend Elizabeth, we have put together a video tribute to her. We will now view that video.

... The delegation was shown a very moving video entitled "A Partnership To Give," a tribute to Elizabeth Glaser ... (Applause)

PRESIDENT BAHR: As you saw in the video, Elizabeth-- that always does this to me.

As you saw in the video, Elizabeth founded the Pediatric AIDS Foundation with two of her closest friends-- Susan DeLaurentis and Susie Zeegan. We are so pleased that Susie Zeegan could join us today.

I could tell you personally, because I had the opportunity to be with Paul Glaser just last month, and because he is directing a film and is on location, he was unable to be with us, but really wanted to be. So Susie is going to read a special letter to the CWA family from Elizabeth's husband, Paul Michael Glaser.

Please join me in a warm CWA welcome for Susie Zeegan.

... The delegation arose and applauded ...

MS. SUSIE ZEEGAN (Co-Founder, Pediatric AIDS Foundation): It is always very difficult to speak after watching Elizabeth. I miss her every day, but I find great inspiration in my memories and in the work that we started together seven years ago. So I stand here today in essence with her and on behalf, as well, of our other co-founder and good friend, Susan DeLaurentis.

We are all so proud to be a part of your family and to have been included by the individual members and leaders of CWA who five years ago took a stand when others in such prominent places would not and did not. It was at your convention in 1990 that the Pediatric AIDS Foundation was officially adopted as your charity of choice, and we can never, ever thank you enough for standing with us then and standing with us now as we move into the next phase of our family history-- the phase without Elizabeth.

Although this is not an easy transition, having friends like you by our side we are confident that together we will keep Elizabeth's hopes and dreams alive.

Paul Glaser is very sorry that he cannot be here today, but has asked me to read this letter on his behalf.

"To Morty Bahr, Barbara Easterling and all the members of CWA: "It is with much regret that I cannot be here with you today. Of the many people and organizations that Elizabeth encountered and worked with over the course of her journey, yours was one of the most personally felt and about which she cared deeply.

"I cannot count the number of times she spoke of and marveled at the warmth of your collective response, the way in which you embraced her.

"I think you should also know of another purpose which you served. There was a time way back when Elizabeth was to speak to a small group of people in someone's home, and she was petrified. I was the actor. This was not her type of thing. She felt ill-prepared and not at all up to the task.

"I coached her a bit, and then she ultimately did what she did best-- she reached into her heart for her courage and strength, and she spoke and did quite well.

"Was there ever any doubt?"

"However, when she spoke to you folks, it was the first time she had ever addressed a large gathering, and to have had that gathering of caring and concerned people welcome her, embrace her with such love, is what I believe made it possible for this girl, this woman, to go on to speak her heart thenceforth with such power and conviction.

"She would always speak of what an amazing experience this was for her. She held you all so close to her heart.

"Now, I would like to be with you in person to share my heart with you, to feel what Elizabeth felt in your presence. However, I cannot. I am in the midst of making a film and I simply haven't the time. I am sorry, because now that I have come onto the board of the Pediatric AIDS Foundation and have become active in trying to help focus and communicate Elizabeth's work, our work, it has become ever so important to touch all those that Elizabeth has touched, to let you all know that she and her dream are very much alive in all of our hearts; that her work, our work, will continue-- must-- and with your continued work and support, will continue; that Elizabeth's absence only emphasizes even greater her presence, the presence of our love for her and all that love she allowed us to feel for each other.

"We will honor her by honoring that part of her which we have in each of ourselves, that which we love most about ourselves, that which we love most in others.

"Know that while I may not have been with you in person today, Elizabeth has no such restrictions. She is with all of you, all of us, everywhere, every day. And if you would allow a moment of silence now, you shall surely hear her whisper, 'Thank you for caring.'"

On behalf of all of us at the Pediatrics AIDS Foundation, on behalf of Paul Glaser and Susan DeLaurentis, I thank you all for your commitment and for your love.

... The delegates arose and applauded ...

PRESIDENT BAHR: I just have to share one thing that I remember Elizabeth telling me when she was invited to address the Democratic National Convention in 1992. As you saw on the video, they offered to give her video training, media training, to make her feel comfortable, and she already had that at the CWA Convention.

Before we go on to give the awards, I would like to recognize a point of privilege at the "Privilege" mike, Tiny Laurent, who has written a poem about Elizabeth Glaser. Tiny.

DELEGATE TERRY "TINY" LAURENT (Local 3411): Thank you. Morty and fellow delegates, it was distributed to you this morning, but I would like to read it for Susan and the other Pediatric AIDS people.

AN ODE OF TRIBUTE FOR ELIZABETH GLASER

In '81, the AIDS Movement was in total confusion
And looking for a leader that was educated and smart,
When childbirth problems forced a blood transfusion,
Which infected a former teacher of Head-start.

With beliefs of what a difference one person can make,
And along with two other ladies, she co-founded PAF
To benefit all AIDS children, not just Ariel and Jake,
And it has grown past 30 million with volunteers and a small staff.

Through all her worldly problems, whether thick or thin,
She kept driving with her feet firmly on the pedal,
Seeing how many donations and hearts she could win.
All the while receiving recognition like the UCLA Medal.

She addressed the world from large podiums and such,
To support the AIDS children and give them hope,
All the while sharing her life with Starsky not Hutch,
And dedicating her fight so all AIDS patients could cope.

In late '94, while most of the world was at slumber
And she was looking for new ways to endeavor,
The good Lord decided to call this Angel's number,
And then this mother and daughter were reunited forever.

Thank you. (Applause)

PRESIDENT BAHR: Thank you, Tiny. I think you said it all.

Let me turn the podium over to Barbara now for the Pediatrics AIDS awards.

SECRETARY-TREASURER EASTERLING: One thing we found out about Tiny, he may have lost a lot of weight, but none of it was part of his heart. (Applause)

I would like to introduce a person that came with Susie today, Margaret Miller, the development associate. She works with Kathy in my office. As all of you know that are contributing to Pediatric AIDS Foundation, that's the number one person that you deal with in giving your checks and so forth and then she is probably on the telephone to the Pediatric AIDS office on a daily or weekly basis to make sure everything is handled properly.

I do thank you, Susie, for being with us today, and for the crucial and important work that you and the foundation are continuing to do on Elizabeth's behalf.

I was very fortunate to know her and to have spent some time with her, and I too miss her, but I think that our continuing to do the job that we promised her is more of a monument that we could build for her than anything else.

And now for the Pediatric AIDS Foundation Awards.

In 1994, we raised a grand total of \$359,322 for our charity of choice. (Applause) And as the video emotionally pointed out, our work with the Pediatrics Foundation is more important than ever today. With that in mind, I want to encourage all of our locals to participate in this outstanding program.

Our first award is the Ariel Glaser Award, which is presented to the Local contributing the highest dollar amount to the Pediatric AIDS Foundation. This year the award goes to CWA Local

9400. In 1994, Local 9400 contributed \$20,214 and has now won this award for three years in a row. I want to ask Local 9400 President Tony Bixler to come forward and accept the award. (Presentation and applause)

Our next award is the Hope Award, and this is presented to the local contributing the highest percentage of their quota. This year the Hope Award goes to Local 2382 which contributed \$1,263, but that represented 1,540 percent of their quota. (Applause)

I might also add that Local 2382 has won this award three times out of the last five years. I wish the president was here, but she is not. But she has sent her secretary of the local, Tonya Horsley, and she will accept the award. (Presentation and applause)

Again, our sincere thanks to all the locals who are participating in this program. As I said earlier, the greatest tribute we can offer to Elizabeth Glaser is our enthusiastic and generous support of the Pediatric AIDS Foundation in the months and years ahead. I want to challenge all of our locals to remember Elizabeth with a contribution to the Pediatric AIDS Foundation. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Suzie.

The Chair recognizes the Resolutions Committee.

CHAIR TONY HILL (Local 6320): Thank you, Mr. President. The Chair would like to recognize Judy Bolin.

DELEGATE JUDY BOLIN (Local 4202): If the delegates would please turn to page two of the Resolutions Committee Report, I will read the resolves of Resolution 57A-95-2 entitled "The TEAM Act."

THE TEAM ACT

The National Labor Relations Act makes it illegal for an employer to "dominate, interfere with the formation of, or assist a labor organization." This prohibition has empowered workers for 60 years with the right to self-determination, free from management intimidation and control.

The Republican Congress wants to rob us of that right through the Teamwork for Employees and Managers Act (TEAM Act). The TEAM Act would permit employers to establish company unions, pay all their expenses, hand-pick the employees who would "represent" the workforce and then deal with those un-elected puppets as if they were the legitimate voice of workers. Management could even treat the organization it created more favorably than the democratically elected union of the workers. The bill would encourage employers to de-stabilize collective bargaining relationships with authentic unions. In fact, the TEAM Act would resurrect the company unions that Section 8(a)(2) was enacted to prohibit and it would make it impossible to organize new workers.

Imagine a CWA organizing drive where the employer already has a company union in place. This was the case at AT&T until passage of the National Labor Relations Act forced the company to disestablish the Bell Associations that had been in place for decades. Ironically, CWA has recently won several NLRB cases involving company domination at AT&T/Global Information Solutions, formerly NCR.

This legislation has been reported out of the Committee on Economic and Educational Opportunities. It now appears that this legislation may be passed. President Clinton has promised to veto it but he needs our help to ensure that his veto is sustained.

If we proceed as we have in the past, we can expect more of the same in the future. The pro-business anti-labor forces in this country are in the ascendancy. Since the last Congressional election, business PAC money has flowed to the Republicans in dramatic waves. If we are to successfully protect our existing rights we are going to have to do a better job of communicating with our membership on political issues.

This means that we should have active Legislative-Political Committees in each local and we must have the active participation of many more members at the local level. While telephone calls and letters to our Representatives are important it is not enough if we are to vanquish the forces that are trying to destroy unions in America.

RESOLVED: We should put together membership committees to meet with our Representatives and Senators when they come home from Washington. We must attend public meetings and raise the TEAM Act as our top priority. We must meet with the Representatives and ask them to oppose the legislation and to sustain the President's veto if it is passed.

RESOLVED: That each CWA Local should have an energetic Legislative-Political Committee that reaches out to the membership and seeks their participation in local, state, and national politics. It will be the goal of each local to involve at least 25 percent of their membership in some overt political activity between now and election day 1996. This means attending public meetings and demonstrations, working as a volunteer for candidates, and publicly participating in the political process.

I move adoption of Resolution 57A-95-2, The TEAM Act.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

It's been seconded from the floor.

On Microphone No. 3, Delegate Port.

DELEGATE ROBERT R. PORT (Local 13552): I would ask that we all take the time to read this resolution in its entirety.

I stand in support of Resolution 57A-95-2, not only for the RESOLVED, but for its full content surrounding the National Labor Relations Act and more specifically, section 8(a)(2).

Within the confines of the CWA/AT&T contractual agreement dating back to 1992, there is some carefully negotiated language surrounding a CWA/IBEW/AT&T initiative called "Workplace of the Future".

If this language is read properly within the spirit and intent with which it was bargained, my personal opinion is the language is the farthest thing away from what we would consider a company union program, and a great stride forward for allowing each and every member of our union the opportunity and the ability to make their own day to day decisions with regard to the needs of the business within their own work environment.

Inclusive of the principles and values of "Workplace of the Future", we wish to make the union a progressive and innovative voice in the running of the business.

A key phrase here, let's take a cold, hard look at where we have been, where we are and where we want to be.

Legislatively and politically speaking, we as CWA delegates and local officers have historically expected the CWA Executive officers and Legislative Chair Barbara Easterling to do our Capitol Hill politicking for us. Today, we are content as delegates, local officers and legislative chairs, to march on Washington, D.C. but once a year for one week only, to lobby for our various political interests.

This truly is not enough to get us to where we so desperately need to be to be politically poised in the future. Acting in favor of this resolution will better enable us to leave this convention and begin to educate our local memberships, encourage some pro-activity and entice our memberships into some first-hand political interactivity on a grassroots level, in order to not only preserve section 8(a)(2), but to ensure the sanctity of the National Labor Relations Act in its entirety.

I urge your support in favor of this resolution, and thank you for the opportunity to speak.
(Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Thurston.

DELEGATE THOMAS A. THURSTON (Local 2260): President Bahr, Brothers and Sisters: I rise in support of Resolution 57A-95-2. It was approximately five years ago AT&T began implementing the TEAM concept at the Richmond Manufacturing Plant. The company invited the union to participate as a so-called "equal partner" in the process.

It became evident very quickly that the company intended to totally dominate this process, to the point that they were encouraging the employees to modify the terms and conditions of employment to willfully violate the Fair Labor Standards Act.

Decisions were being made and controlled by the company but were communicated that an empowered TEAM made the decision. Employees were eliminating their own jobs in the interest of so-called "cost cutting and efficiency".

The list goes on and on. And many of our members were deaf and blind to the reality of what was happening to them because they thought they were in control.

After a long and hard fought battle, I am proud to say the union gained control of the process. But there are many managers in that plant, as elsewhere, who are just waiting to see if this legislation passes. And it is our union's survival that is at stake here.

It is for these reasons that I ask that we not only adopt this resolution, but we actively pursue this issue with our members and legislators when we return home. Thank you. (Applause)

PRESIDENT BAHR: Before I take the vote, I want to recognize a delegate at the "Privilege" mike for a point of personal privilege, Delegate Gloria Parra.

DELEGATE GLORIA PARRA (Local 6143): I beg the indulgence of this Convention. President Bahr, Executive Board and Fellow Members: I would like to express our gratitude during the committee's consideration of the bill, on June 22, on Congressman Gene Green, Democrat from Texas, offered a CWA initiated amendment that would have closed some loopholes in Section 8(a)(2) to the NLRA, National Labor Relations Act. This did not make it out of committee.

However, Congressman Green continues to fight for the working women and men of CWA. I would like it to go on record that we extend our heartfelt thanks to him for his yeoman's work and efforts. He not only supports CWA, all of us individually in Washington, he has actually helped us by hiring one of our own out of the Houston local, Xavier Guerra works out of Congressman Green's office and he is there and it's certainly a plus for labor. Thank you.

PRESIDENT BAHR: Gloria, the only thing you forgot to mention is that Gene has been a long-time member of CWA.

DELEGATE PARRA: That's right.

PRESIDENT BAHR: Are you ready for the question?

... The following prepared remarks were given to the stenographers for inclusion in these Proceedings as follows:

DELEGATE RITA BIONDO (Local 16100): I rise in support of Resolution 57A-95-2, the TEAM Act. I know most of the younger people here may never have experienced being in a company union. I would like to read an excerpt printed in a booklet called "CWA at Fifty," printed in 1988. In a paragraph entitled "Rise of Company Unionism" it states:

"The way was now open for unions to step in (1918). Almost immediately AT&T's response was to set up the American Bell Association, the beginning of company unionism in the Bell System.

"Employee association chapters sprang up around the country, with lost time wages for officers, paid by the company, meetings held on company property and dues amounting to almost nothing."

Helen Berthelot, who later became a CWA legislative representative, recalled her days as an employee representative for one of the company-dominated associations in Michigan in the 1930s.

"The reason I was chosen by the chief operator was because I gave nice parties for the girls," she said. "We did not handle any grievances. We had 'meetings,' regular meetings. But it was a standing joke among those of us who were employee representatives that the most controversial subject that we could discuss was whether the eggs in the cafeteria should be fried in butter or not."

I remember my first experience with a company union when I was hired as an information operator at New York Telephone. The union was the Telephone Traffic Union. It was 1960. It was only a few weeks after I was hired that we heard the plant department represented by CWA might go out on strike.

Our supervisor took a few of us at a time to a meeting and told us about the threatened strike, which would probably result in a picket line at the doors of the building. She told us that if we did not come in to work, we would probably be fired or lose our jobs. I was appalled at her saying this to me. I needed that job, but there was no way I was going to cross any picket line.

I knew what she said was illegal, but the threat of losing my job was a big concern. I had been raised in a union-minded family. My father had walked picket lines and was beat up when I was a little girl for union activities. I had been raised to never, never cross a picket line.

The issues involved with the threat of the strike were settled and the strike was called off. But I never forgot that talk by my supervisor, that I would lose my job if I didn't cross the picket line.

We don't have company unions now, and I hope and pray they never come back.

Fellow delegates, I rise in support of Resolution 57A-95-2, The TEAM Act, and I urge all my brothers and sisters to communicate to their congressman that they should vote against the TEAM Act so that we never have to face this kind of thing again.

I love my union, the Communications Workers of America, and the democratic way in which it operates. They really care about us. ...

PRESIDENT BAHR: Before us is Resolution 57A-9-2. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The resolution is adopted.

Committee.

CHAIR HILL: Thank you, Mr. President. The Chair recognizes Victoria Kintzer.

DELEGATE VICTORIA KINTZER (Local 13500): Thank you, Mr. Chairman. If the delegates would please turn to page 3 of the Resolutions Committee Report.

AFFIRMATIVE ACTION

Affirmative Action is an American success story. Thanks in large measure to Affirmative Action, millions of women and men have been given an equal opportunity in education, employment, housing, and voting.

While many private and public studies corroborate the effectiveness of Affirmative Action for women and minorities, numerous studies and congressional hearings also show, regrettably, that serious discrimination still exists in our society. Thus, there is still a need for Affirmative Action. As long as there is discrimination based on race or gender, race and gender conscious remedies

must be available.

There has long been bipartisan support for Affirmative Action. Indeed, eight successive presidents have supported Affirmative Action. And public opinion polls show that a majority of Americans continue to support Affirmative Action programs for minorities and women. Yet, these same polls also indicate that there is much confusion about the facts and the law regarding Affirmative Action.

For example, some Americans equate Affirmative Action with quotas or preferences. But the law is clear that employers cannot hire or promote strictly by the numbers nor can they prefer someone simply because of race or gender.

Many studies have been done which indicate that economic progress for minorities and women owe much to early Affirmative Action efforts. Those companies subject to government contract compliance programs during the 1970s had a much better record of minority employment than those that were not. Private employers who agreed to implement Affirmative Action plans in this period had a much more diverse workforce by the 1980s than those that did not.

For many years, the debate over Affirmative Action has erroneously been reduced to a discussion of "quotas" or "racial preferences." During the Reagan and Bush Administration, the U.S. Justice Department's Civil Rights Division, under the direction of Bradford Reynolds, was aggressive in challenging voluntary and court-ordered programs that were intended to remedy past discrimination in various industries and workplaces. The debates over the 1990 and 1991 Civil Rights bills were frequently characterized by debates over "quotas" even though no version of these bills actually contained provisions that would require or favor "quotas."

Some Americans believe that Affirmative Action allows employers to hire unqualified workers. But an Affirmative Action program involving unqualified individuals would not be permissible under the law.

For many "Affirmative Action" is a political buzz word that sends people retreating into their own philosophical trenches. Fueled by stereotypes, the term conjures up images of unqualified minorities getting jobs at the expense of qualified white males.

While recent studies have once again shown that reverse discrimination is rare, sometimes employers use illegal quotas or preferences, usually out of ignorance or an unwillingness to take the time to prepare an appropriate Affirmative Action plan. The solution of such situations is to enforce the law not to repeal the law. For our civil rights laws cover all Americans.

Who are the beneficiaries of Affirmative Action? Women and minorities have been major beneficiaries of Affirmative Action over the past three decades. Few realize, however, that white males are also beneficiaries. Before Affirmative Action, the "good old boys' network" way of doing things prevailed. Because of Affirmative Action, fairness is now the rule, guaranteeing more opportunity for white males as well as minorities and women to compete for jobs. Indeed, the purpose of Affirmative Action has always been to create an environment where merit can prevail.

White males also benefit because Affirmative Action benefits families. The economic challenges of recent years have forced many families to have two or more wage earners. Affirmative Action has meant that wives, daughters, and sisters have an opportunity to participate in the workplace.

And Affirmative Action is good for business. To meet the demands of a diverse marketplace and world, business needs a diverse and qualified workforce. Affirmative Action allows businesses to compete better domestically and internationally, thereby providing more jobs for workers.

Affirmative Action remains the whipping post and rally cry for many white males, even though there exists no statistical proof that blacks have taken jobs or lucrative career opportunities away from white men, or even interrupted their dominance in the workplace. To some extent it is the very success of Affirmative Action that has made it vulnerable. Before the major civil rights

legislation of the mid-1960s, a century of Jim Crow laws in the South and entrenched practices elsewhere enforced a world of preferences for white men-- one that no mere change in the laws could undo by itself.

Without Affirmative Action, it is unlikely that African-Americans, or women would have been able to find employment in previously segregated areas such as big-city police and fire departments. Affirmative Action has worked to an amazing degree. If we stop all Affirmative Action, we will slide backward. Affirmative Action is still needed today. Affirmative Action is good for America, business, and working people and respects the values of inclusion, fairness, and merit.

The Republican majority in Congress is getting ready to position Democrats as die-hard defenders of preferential treatment for minorities. The fact that Affirmative Action also benefits women, has rarely been mentioned in the present debate.

In February, Senate majority leader and Presidential candidate Bob Dole mentioned on NBC's Meet the Press that he had asked the Congressional Research Services to compile a list of all bills that offer special preferences for minorities. What had been a constant battle is now an all-out war, with the Republican-controlled 104th Congress and the conservative U.S. Supreme Court positioning themselves to lead the charge against Affirmative Action, and President Franklin Roosevelt signed Executive Order 8802 in 1941 which established the Fair Employment Practices Committee to investigate charges of racial discrimination by federal contractors involved in the war effort. A. Philip Randolph had threatened to march on Washington to protest this discrimination if no action was taken.

Executive Orders for non-discrimination in federal employment and government contracts established various commissions to make recommendations. The Executive Orders were signed by Presidents Roosevelt, Truman, and Eisenhower. However, President John F. Kennedy was the first to use the term "Affirmative Action" in 1961 when he signed Executive Order 10925. That order required federal contractors to take whatever action necessary to ensure that "applicants" that are employed are treated without regard to their race, creed, color or national origin.

Now that the Republicans control Congress, and conservatives appear to wield a disproportionate impact on the political process, the attack on Affirmative Action has escalated. The Republican leadership has indicated that it intends to debate and legislate on this topic.

The misunderstandings that underline attacks on Affirmative Action are fed by economic problems. Jobs have become scarcer in this era of "downsizing," re-engineering, plant closing, privatization and consolidations. When people face economic insecurity, they are more likely to blame others who are competing with them for jobs than to blame those responsible for greed or harmful business policies. There is also an incorrect perception, particularly among white employees, that discrimination is no longer a current problem. As Senator Dole explained on "Meet the Press": "The people in America now are paying a price for things that were done before they were born. We did discriminate. We did suppress people. Slavery was wrong. But should future generations have to pay for that?" Such attitudes typify the current climate today.

It is likely that judicial and legislative decisions may be made this year which would dramatically change society's ability to rectify discriminatory practices through programs which try to correct past injustices and prevent them from occurring in the future. A cross section of people have come together-- a coalition of conscience-- drawn from labor, church, and the civil and human rights community to begin organizing to resist efforts to overturn Affirmative Action and reverse the gains of minorities and women.

Over the next few months, we must ensure that the public gets all the facts about Affirmative Action. We must be especially vigilant to make sure that some opponents of Affirmative Action do not play "scapegoat politics," encouraging victims of a changing economy to blame one another for anxieties about their employment situation.

Efforts to eliminate Affirmative Action will fail. Such efforts will fail because enough

Republicans and Democrats understand that if the American dream of fairness and merit in the workplace is to become reality, Affirmative Action must remain an available option.

RESOLVED: That the Communications Workers of America develop an education program on Affirmative Action for the Locals to use to educate their members and the community on the impact of the repeal of Affirmative Action. This program shall include recommended structure, education materials, facts that can be used in testimonials in governmental and legislative hearings, sample letters to Congress and President Clinton for support.

RESOLVED: That each delegate to the 57th Annual CWA Convention return home and individually begin to call, write, and visit their legislators and let them know that we are in opposition to the removal of Affirmative Action. The same enemies of Affirmative Action are enemies of labor and we will fight hard to preserve both.

RESOLVED: That each Local delegate to a committee the responsibility for carrying out the education process of Affirmative Action with the members, and lead the way in the Local's involvement with other community coalitions who have the same position as CWA.

RESOLVED: That President Bahr send a message to President Clinton that this resolution passed at the CWA's 57th Annual Convention and is considered a high priority on CWA's list.

I move the adoption of Resolution 57A-95-3, "Affirmative Action".

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor.

On microphone number 3, Delegate Francis.

DELEGATE RUDY FRANCIS (Local 3410): I rise in the strongest possible support for Resolution 57A-95-3 entitled "Affirmative Action".

A great labor leader, A. Philip Randolph, once said that, "At the banquet table of life there are no reserved seats. We get what we can take and we keep what we can hold."

I think that is imperative that we hold on to the fight and the struggles and the gains that have been made as it relates to affirmative action.

Affirmative action is simply about fairness and at this time, since its passage, many women, blacks and other minorities have had the opportunity to get jobs based on their abilities; jobs that offer good pay and benefits.

I, too, believe, like our great leader Dr. Martin Luther King, that my four children will be judged not by the color of their skin, but by the contents of their character.

Proudly to the passage of affirmative action legislation, in the telephone industry women were operators or service reps only. Blacks were janitors and cooks only. And what's worse, other minorities were not even considered for hire as employees.

After this initial scam of the companies trying to show minorities and women as inefficient, affirmative action began to work as planned. The most qualified people, in spite of race or sex, are now filling jobs at all levels, and do provide good and effective leadership.

The existing economic climate of downsizing, layoffs and re-engineering has caused many to attempt to dismantle the gains of affirmative action in order to return to the fifties' and sixties' practice of preferential hiring by race.

Affirmative action benefits everyone. There can be no room for retrogression. We shall move forward forever, and backwards never.

We must call, write, and visit our legislators to let them know that we are in opposition to the

removal of affirmative action. The power of the vote is the most effective weapon we have against racism and against our affirmative action distractors.

Therefore, the minority caucus in particular, and you, my fellow CWA leaders in general, must prepare our constituency to speak loudly and clearly that we want affirmative action-- yes. And a contract on America-- no. (Applause)

Remember, that the same enemies of affirmative action are enemies of labor, and we must fight hard to preserve both.

CWA has always stood for fairness and democratic rights for everyone, and affirmative action is truly about fairness for all people.

I ask for your active support and participation in facilitating the rights of all people. Support this resolution on "Affirmative Action", because remember, we get what we can take, and we keep what we can hold.

I would like to leave you with this thought, that the Jordan River may be chilly and cold, but racism and sexism will chill the soul.

Keep our eyes on the prize. Hold on, because we have every reason to do so. Thank you. (Applause)

PRESIDENT BAHR: The Chair recognizes on Microphone No. 3, Delegate Woods.

DELEGATE TEREZ WOODS (Local 4309): Sisters and brothers, I stand here in support of Resolution 57A-95-3. The issues surrounding Affirmative Action affect every delegate in this hall and every member in our union. Every person who has a wife, sister, daughter, mother or who is not a member of a majority status group has a stake in assuring that Affirmative Action programs continue.

When our union was formed and for decades after, I could not be hired into the position that I presently hold at Ameritech. The only jobs that were available for people like me were lower paying, lower status jobs or jobs with less visibility. Only after the government sued the Bell system did we see some changes. But I must stress, we only saw some change, because there is still a lot of work to be done. There are many people who are still being shut out of jobs or denied equal opportunity because of race or because of gender.

We here in this hall are the lucky ones. Because of our efforts as union activists, we have been able to actively and continually fight against discrimination in our work places. Unfortunately, just looking at the declining percentages of unionized members, we must realize that though we are lucky, we do not represent the vast majority of people out there who are not privileged to have the same sort of opportunity and equal access that we do.

Therefore, I have to say, please support this resolution. You can do it by educating our members, you can do it by lobbying your elected leaders, you can do it by being involved with groups in your communities, in this fight to create a more just and equal society.

Remember, CWA has always had the ability to make a difference. So I ask you now, sisters and brothers, to help one more time by showing your support for this resolution. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Mitchell.

DELEGATE KAREN MITCHELL (Local 3310): I rise in favor of Resolution 57A-95-3. As a member of the minority caucus, I can see the advancements that we have made, we as women. We of color, we have all made advances through Affirmative Action. This is about fairness. This issue that we are being attacked upon by all fronts, by the Republican party, is just another way of taking people backwards. We refuse to go backwards. As a union, as a labor movement, we will not go backwards. We will continue to push forward. We will progress and we will prevail in preventing the Republican party from stripping us of our rights in this great country, in this great

union, and in this great democracy. Therefore, I ask you to support this resolution. Thank you. (Applause)

PRESIDENT BAHR: No other delegates care to speak.

The Resolution is 57A-95-3. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

The Chair recognizes the committee.

CHAIR HILL: Thank you, Mr. President. The Chair recognizes Melissa Morin.

DELEGATE MELISSA MORIN (Local 1400): Thank you, Mr. Chairman. If the delegates would please turn to page six of the Resolutions Committee Report.

RE-ENGINEERING

Whether it is called "re-engineering" or "transformation" or any of the other business school terms for the remaking of our workplaces, the victims end up being our members, customers and our communities. Company plans to streamline "processes" in the name of better customer service too often mean just the opposite. In fact, as the telecommunications industry and state and local governments all re-engineer the way they deliver services, it becomes clear that the purpose is not improved service but massive cost-cutting through layoffs.

However, layoffs are not the only result of these too often misguided efforts. Whole communities are devastated as re-engineering teams and high paid consultants rush to the conclusion that "Bigger is Better". Smaller work centers that are close to where the workers live and close to the customers they serve are abandoned and replaced by huge megacenters. The supposed "economies of scale," designed to save money for the companies ignore the hardship on the employees, customers and communities. Customers end up being serviced by people who don't understand local conditions. Families are uprooted as workers chase their work to the new megacenters which are often in right-to-work states or suburban areas in which our minority members cannot find housing.

Management claims that technology drives consolidation. They say that since the technology allows work to be done remotely from a single center, they have no choice but to do so. In fact, the same technology that allows consolidation also makes it possible for work to be done in multiple locations while being centrally managed. It is not technology that drives consolidation, it is greed.

In their rush to create new and streamlined processes, titles are generally combined. While these new titles are not inherently bad, they are designed to result in layoffs. Re-training is generally required but shortchanged. Customer service is impacted as new titles with multiple functions are rushed into place without adequate preparation and training. US WEST is but one example of a company whose rush to re-engineer has caused so many customer problems that the plan had to be stopped.

CWA is in favor of improved quality. We are against wasted steps and wasteful procedures. We believe our workers can learn new skills. We know that some of our jobs are too narrow for the current needs of the technology and the customers we serve. We want to do our work without wasted steps and without checking with a supervisor at every turn.

CWA believes that successful work restructuring must be based on the following principles:

A) Union participation as an equal partner in the re-design process. Employers must provide resources to enable the Union to participate as an equal partner.

B) Education, training, and force adjustment policies to enable current employees to move into new job functions.

C) Job re-design to enhance skills and the health, safety, and quality of jobs.

D) Job upgrades and pay levels commensurate with the most highly-skilled functions of new titles.

E) Sharing of any efficiency gains with the workforce through higher wages, benefits, and reduced work hours, and employment security.

Union involvement in work restructuring presents new and unique challenges. All too often, Union members and Local leadership are drawn into participating in these Re-engineering Teams with inadequate training and preparation.

CWA members and local leadership should not participate in these re-engineering teams without training preparation and guidance from the Union.

CWA is not in favor of re-engineering that is based solely on cost-cutting and that does not take into serious account the impact on our jobs, families, communities and customers.

RESOLVED: CWA oppose re-engineering based solely on cost-cutting without regard to the impact on our jobs, our communities, and the customer.

RESOLVED: CWA develop clear guidelines on the issue of re-engineering in the private and public sectors; develop training materials to help Locals or Units confronted with these efforts; create an available means to do community impact studies when consolidation of our work leads to closing of offices; provide assistance to educate Union leadership on issues of job design.

Further, an inventory of model procedures shall be identified so that worker-friendly best practices can be disseminated throughout the country.

RESOLVED: CWA Locals shall monitor service in their communities. Locals shall collect information and maintain records of corporate practices and directives which reduce quality service standards. This information will be forwarded to the Districts for use in hearings before state utility commissions.

I move the adoption of Resolution 57A -95-4, Re-Engineering.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It's been seconded from the floor. On Microphone No. 3, Delegate Galery.

DELEGATE AUDRELL E. GALERY (Local 2336): I rise in support of this Resolution, 57A-95-4. In August 1993, CWA in Bell Atlantic entered into a partnership to re-engineer the services rep job title. They changed the job title to consultant. Sixty management and 60 bargaining employees dedicated themselves to making the job redesign process work. Saturn Automobile Company was the model. Key input was to come from the employees and the customers. Bell Atlantic also would gain revenue and maintain market share. Meetings continued either weekly or bi-monthly around the region for approximately 16 months.

Towards the end of this project, the union was invited to resign. The union withdrew from this program because it was clear that the company's main thrust was to glean as much information from the experts in their job titles, the service reps and the collectors so that they could get the work done expeditiously and get the most money from the customers through sales.

All the while, they had management doing this same work behind the scenes. The union had to stand up for the members and also for the customers. Needless to say, the company redesigned the model that was designed and agreed to by both the union and the company.

They have created a sweat shop environment through increased electronic monitoring where both the customer and the employees are the losers. We helped the company re-engineer the job title and they are shoving two new job titles down our throats that have not been negotiated yet. That is our thanks. I ask you for your support and your vote. Thank you. (Applause)

... Secretary-Treasurer Barbara Easterling assumed the Chair ...

CHAIR EASTERLING: Microphone 1.

DELEGATE TOM KOENIG (Local 3411): I would like to add a resolve, a new resolve, "CWA locals reevaluate quality or participative endeavors with the various companies whose employees we represent; and

"Further, those partnerships who serve no purpose other than rhetoric, we should demand walk the talk or we will not participate."

... The motion was duly seconded ...

CHAIR EASTERLING: Seconded from the floor.

The delegate may speak on his motion.

DELEGATE KOENIG: We asked leaders of our respective locals who have been involved in quality lead teams, the Steering Committees, for several years now. And while the company representatives talk at times a good line, at the same time they are contracting out our work, re-engineering, downsizing, surplusing our members, not to mention bargaining. It is obvious that there is little participation where we are the only parties willing to participate.

The companies only wish to talk the talk but few, if any, walk the talk. They want partnership when it is expedient for them. They wish to walk the talk when it is to deliver unpalatable messages such as 724 or other ventures.

Enough. Walk the talk or we will show you how to walk. (Applause)

CHAIR EASTERLING: May I have a copy of your amendment, please.

Is there anybody who wishes to speak on the amendment?

All those in favor of the amendment please signify by raising their right hand. Opposed by like sign. The amendment is adopted. (Applause)

On the organizing motion, Jim Pappas on Microphone 3.

DELEGATE JIM PAPPAS (Local 2336): Thank you. Brothers and Sisters, Fellow Delegates: I ask that you support Resolution 4 but, more importantly, I ask that every one of us support what this resolution stands for.

Nearly every delegate in this room has been affected by re-engineering. Our members have lost jobs, our locals have been devastated, our communities torn apart.

As human beings we know this is wrong. As trade unionists, we know that the most effective way to correct a wrong is to unite around a plan of action. This resolution calls for us to commit to a plan of action and it is this commitment that I urge everyone to support.

Just like almost everyone else here, my own local has felt the impact of re-engineering. We represent several bargaining units and each of them is re-engineering without regard to the impact on the employees, our members. In fact, it is nearly always the intent of re-engineering to eliminate both the work and the workers.

We have negotiated protections in our contracts, activated our communities, mobilized our members. These efforts have helped, but it is a widespread and powerful force that we are dealing with. It is corporate greed.

We must change the attitude of corporate leaders. We must make it unacceptable for corporate leaders. We must make it unacceptable for corporations to leave a trail of unemployment and bankrupt communities in their wake. This resolution before us is a commitment to that effort.

Again, I urge every one of us to support Resolution 57A-95-4. Thank you. (Applause)

CHAIR EASTERLING: On Microphone 1, Delegate Schellin.

DELEGATE MARC A. SCHELLIN (Local 2336): I move the question.

... President Bahr resumed the Chair ...

PRESIDENT BAHR: The motion has been made to close debate. It requires a two-thirds vote. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The debate is closed.

... The following prepared remarks were given to the stenographer for inclusion in these Proceedings as follows:

DELEGATE TOM STEWART (Local 9426): Re-engineering is another name for force reduction. Force reduction is just another name for layoffs. Companies today are in such a hurry to exploit this process that many of the so-called technological changes they supposedly support, their intent is not in place. In fact, they are inventing the technology as they go along and doing a piss-poor job of it.

There is no sense in reinventing the wheel. Companies are attempting to do this every day without even including the technical experts who do the work. How would you like a white-collar auto insurance agent repairing your car? It makes no sense to rediscover fire. It is costly, a waste of consumers' and stockholders' money, and simply an excuse to turn the work site and the contracts that are in place there upside down.

Let's look to the workplace for answers. If the company is engineered properly with our input, it won't be necessary to re-engineer it at all. ...

PRESIDENT BAHR: Before us is Resolution 57A-95-4, as amended. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The committee.

CHAIR HILL: Thank you, Mr. President.

The Chair once again recognizes Melissa Morin.

DELEGATE MELISSA MORIN: Thank you, Mr. Chairman. If the delegates would please turn to page 8 of the Resolutions Committee Report, I will read the resolved for 57A-95-5, entitled "Mobilization Continuing - '95 and Beyond.

"MOBILIZATION CONTINUING - '95 AND BEYOND

Since 1988, our mission has been to mobilize with passion our members' participation in the workplace. We continue to plan actions by educating our members and preparing them to collectively send a message to the employers and stay in the face of management to show that we are serious and united in supporting our union leadership while they continue to fight for our union jobs.

An active mobilization structure will allow the leadership to communicate quickly and effectively with every member on all issues that is in the interest of their jobs, standard of living, family and their community.

The structure and organization component of mobilization is the first very important step in the process and should be on-going 365 days a year. It calls for a mobilization structure that will work in each individual Local. Mobilization calls for organization, education and collective action.

Mobilization in the workplace is the best way to inform and educate every member on issues that we are involved in as a union. Mobilization works. Mobilization works in our Public Sector, Printing Sector, Media Sector, Telephone and Cable industry and every single bargaining unit

where we hold a contract. The requirements are the same in every bargaining unit. We have used the process around Local, District, and National issues that effect our members.

This is a bargaining year and we plan to increase and escalate the pressures on every employer. "Jobs '95 and Beyond" is our focus at all bargaining tables, not just jobs but union jobs. We must continue to plan strategies everyday to meet the new environment in which our members are working. Full involvement of our members in mobilization during each collective bargaining process is essential to our success.

Each member must understand what we mean when we say "Jobs, Union Jobs '95 and Beyond." We are fighting for the right to organize all of the subsidiaries and companies that the employers are buying. We must stay in the face of management and demand transfer rights with all our union benefits. Again they must understand that jobs, union jobs are very important during this round of bargaining.

There are still some Locals that are not involved in the process. There is no mobilization structure, education or member participation in the workplace on the issues. This must change. It is our responsibility to work toward institutionalizing the mobilization process by using it everyday in trying to solve some of the problems in the workplace that we place in the grievance procedure. An effective mobilization process is a must to involve every member in the strategy and tactics. Mobilization works, when we do.

RESOLVED: That delegates to the 57th Annual Convention will individually recommit to the mobilization process, by establishing the process in their personal workplace where it does not exist and strengthen the process where it does exist and institutionalize the process today and everyday.

RESOLVED: That the Leadership at all levels will work with the individuals to help accomplish this goal. The Leadership at all levels will lead the way in escalating the pressures on every company by encouraging our members to stay in the face of management in the workplace, stand up for their rights, and keep fighting for their union jobs, today, tomorrow and the rest of '95 and beyond.

I move the adoption of Resolution 57A-95-5, "Mobilization Continuing - '95 and Beyond."

... The motion was duly seconded ...

PRESIDENT BAHR: You heard the motion. It has been seconded from the floor.

On Microphone 3, Delegate Tiarks.

DELEGATE WARREN TIARKS (Local 7102): Union brothers and sisters, I would like to speak for Resolution 57A-95-5. Mobilization has become a very important part of unionism. We use it to assist our representatives at the bargaining table. We use it to support and elect the politicians who make the decisions that affect our jobs and our lives and we use it to inform our members and show solidarity at the workplace. Therefore, I urge you to support "Mobilization Continuing - '95 and Beyond." Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Leonard.

DELEGATE GLORIA LEONARD (Local 3204): Brothers and sisters, I support the Resolution 57A-95-5 on Mobilization.

In order for us to send our message of unity to the company, we have to continue to stand together. The only way for us to do that is to mobilize our members every day. We must explain to our members what we mean when we say "Jobs '95 and Beyond." We are fighting for the right to organize all of the entities that our employers are buying. We must mobilize to let the company know that when they hurt one of our members, they hurt all of us.

We must mobilize to let the company know that we are sick and tired of them continuously terminating our good union members. There is no doubt in my mind that once they fire all of our

committed CWA brothers and sisters, they will continue to work the team act into the scheme of things.

Brothers and sisters, I urge you to join with me in going back to your workplaces to educate and inform your members on issues that your locals are involved in and to support Resolution 57A-95-5. (Applause)

PRESIDENT BAHR: On Microhone 1, Delegate Schaeff.

DELEGATE JERRY SCHAEFF (Local 4322): Call for 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. It is adopted.

Before us is Resolution 57A-95-5. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the committee.

CHAIR HILL: Thank you, Mr. President. The Chair recognizes Suzye Marino.

DELEGATE MARINO: Thank you, Mr. Chairman.

If the delegates would please turn to page 9 of the Resolutions Committee Report, I will read the resolved of Resolution 57A-95-6, entitled "Supporting the Government Printing Office."

SUPPORTING THE GOVERNMENT PRINTING OFFICE

The new Republican majority in Congress hasn't missed a chance to go after the hard-fought gains of working people. In targeting CWA's members and other unionists at the Government Printing Office, however, it is adding a new dimension to its attack: the right of the American people to vital information about how their government works and what it is doing.

From the day it was created, the GPO has been the focal point of government information distribution in the United States. Its mission is direct and pure, no different today than it was in the time of Lincoln: provide the people with information by and about their government, at a reasonable cost.

The Republican majority would bring that historic mission to an end.

Under the terms of House Resolution 20, introduced by Rep. Scott Klug (R-Wis.), they want to reduce the GPO's total workforce from roughly 4,200 to approximately 800.

They would eliminate key government documents as printed material, making ready access to them available only to those wealthy and sophisticated enough to pick their way through the electronic "Information Superhighway."

Another bill, H.R. 1024, would eliminate all production by GPO employees. This nightmare is sponsored by Rep. Jennifer Dunn (R-Wash.) and has 27 co-sponsors.

CWA President Morty Bahr has correctly identified the ramifications of eliminating the GPO as "devastating to both the American people as an informed electorate and to the operation of Congress itself."

The enemies of the GPO attempt to cloak their efforts to destroy the agency and its workforce behind a veil of technological cheerleading, saying that the Library of Congress can take over much of the GPO's information dissemination responsibilities. What they always fail to acknowledge, however, is that the GPO has been producing basic documents such as the Congressional Record and the Federal Register electronically since before the GPO took power, making them available on the Internet to all who want them, in addition to printing and disseminating the documents throughout the nation's depository library system.

The Republican attack is not just an attack on CWA members and the thousands of other government workers at the GPO, it is an attack on our very system of open government. It cannot be allowed to succeed.

RESOLVED: That the Communications Workers of America vigorously support the Government Printing Office from attempts to decimate its workforce and fatally cripple its ability to make information available to the American people efficiently and inexpensively. The CWA will specifically oppose House Resolutions 20 and 1024 and will work against all like efforts in the House.

I move the adoption of Resolution 57A -95-6, "Supporting the Government Printing Office."

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been made. It has been seconded from the floor. On Microphone 3, Delegate Petersen.

DELEGATE ROBERT PETERSEN (Local 14200): My local union is celebrating a special anniversary this year-- our 180th anniversary. (Applause) During all of those years members of my local union have been employed in producing the printing for the United States government. For the past 134 years our local members have been employed at the Government Printing Office.

Just think, when it was established in 1861 Abraham Lincoln was the President, and I think, President Bahr, you remember when we celebrated our 50th anniversary, President Lincoln was not able to be there, but he sent his secretary over to address our banquet that evening. (Laughter)

But there were two very important reasons for the establishment of the United States--

PRESIDENT BAHR: That happens to be true, except Bob sounds as if he was there. (Laughter)

DELEGATE PETERSEN: We had a wonderful time.

There were two very important reasons for the establishment of the United States Government Printing Office. First and foremost was the dissemination of the information of our elected representatives, on the actions they take, to the general population of this country.

Secondly, the Government Printing Office was established by an act of Congress to eliminate the favoritism and corruption, which had been so prevalent prior to the establishment of the GPO.

Every day Congress is in session our members are hard at work to produce the work of Congress, including the Congressional Record. Our members work all night to ensure that the Record is delivered to all members of Congress every morning.

But, more importantly, the Record is sent out to 1,400 depository libraries throughout this nation for the information of our members and all citizens.

The reason I mention some of this historical information today is because of the serious threat against our members and the members of ten other AFL-CIO unions employed at the GPO. We hope we can get your support because in January of this year, just as the Republicans assumed power in the Congress, the assault against the Government Printing Office began in earnest. Republican Congressman Scott Krug from Madison, Wisconsin introduced a bill to lay off over 3,000 workers at the GPO.

Shortly thereafter, Republican Congressman Jennifer Dunn from the 8th District of Washington State just did not feel her colleague had gone far enough, so she introduced H.R. 1024, which would put hundreds more workers on the street and eliminate all printing production in the Government Printing Office.

Now, her proposal did not address our questions about how Americans throughout the

country would gain access to the actions taken by Congress. Her proposals were simply that GPO should be closed, the property sold and the government printing should be performed somehow by somebody at some unknown expense.

Republican Congressman Ron Packard from the 48th District of California introduced another bill last month to lay off 300 workers at GPO. His conservative workers in the House then introduced an amendment to increase that number by 300 more workers.

So, not only are we facing an assault by legislation, but we have a new chairman of the Joint Committee on Printing from Congress, and his name is Bill Thomas, from the 21st District of California.

The other day, at the last meeting of the Joint Committee, on June 6th, he spent about 15 or 20 minutes blasting labor unions for causing all the problems of the government. He even asked the Public Printer, "Isn't it true, Mr. Public Printer, that the real problems at the Government Printing Office are caused by the outrageous scales that you are paying those union people over there?"

Of course, the Public Printer did not agree with them, and neither did some of the other members of the committee, including our good friend Stenny Hoyer, the Democratic Congressman from the 5th District of Maryland.

What I want you to do is to go back home, contact your congressman, your congresswomen, your senators, and say, "We need your help to keep the Government Printing Office open and producing the work of Congress for the information of the American citizens." (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Ebeling.

DELEGATE JOHN J. EBELING (Local 14606): Brothers and sisters, I rise to support Resolution 57A-95-6.

There is very little I can add to what Brother Petersen has said, but I have here a communication that is put out from the Printing Industry of America, Inc. They call it the "Capitol Letter." In this document it says basically that the resolution to eliminate all these 3400 jobs at the Government Printing Office is to save money. And, brothers and sisters, that is a lot of bunk. What they want to do is they want to eliminate good union jobs; they want to make sure that the Information Superhighway is available for those who have a vehicle to get on the Superhighway, and for working class America, many of them do not have that vehicle, and they may never have that vehicle.

It is a suppression of information. So don't be fooled by the Republican Contract on America. This is a part of it. Please go home, write your senators, call your senators, your representatives, and ask them to get away from the GPO. Let it be. Protect the right to get information, the right to know. That is what the GPO is all about. Thank you. Applause)

PRESIDENT BAHR: No other delegates care to speak, so before you is Resolution 57A-95-6.

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

Let me just suggest to all of you, on your next trip to Washington, D.C. let Vice President Boorman know that you are coming to town, and if you have about an hour I would suggest that you avail yourself of an opportunity to do as I did and take a tour of the Government Printing Office, and you will know what these delegates are talking about.

The Chair of the committee.

CHAIR HILL: Thank you, Mr. President. The Chair recognizes Rick Sorensen.

DELEGATE RICHARD SORENSEN: Thank you, Mr. Chairman. If the delegates will turn to

page 12 of the Resolutions Report, I will read the resolved of Resolution 57A-95-8, entitled "National Association for the Advancement of Colored People."

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

For most of this century, the NAACP has been on the forefront of the fight for civil rights in our country. The brilliant intellectual work of W.E.B. Dubois, the legal ground-breaking work of Thurgood Marshall and the exceptional organizational work of Roy Wilkins made the NAACP the premier civil rights organization in our country. In recent years, the NAACP fell into the hands of leaders who did not have the wisdom or the financial integrity of the great leaders of the past. The NAACP membership has now placed its future in the hands of a person with impeccable integrity-- the new Chair of the NAACP, Mrs. Myrlie Evers-Williams.

For many years, the NAACP has been a staunch ally of CWA and the entire labor movement on the most critical issues affecting working people and their families. The recent congressional attacks on work rights and civil rights have summoned us to strengthen our ties with the NAACP at every level.

CWA was among those who said that without the NAACP, America would be a sadder place with everyone's freedom less secure.

RESOLVED: That the Communications Workers of America stands with the NAACP in its quest for economic justice and social equality. The CWA encourage all of its locals to work more closely with the local chapters of the NAACP and thus promote more effective coalitions in the fight for greater social and economic justice.

I move the adoption of Resolution 57A-95-8, "National Association for the Advancement of Colored People."

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. We have an amendment coming.

On Microphone 1, Delegate Noyce.

DELEGATE CALVIN J. NOYCE (Local 7704): I wish to make a motion to add a resolved to this resolution.

"RESOLVED: That all CWA locals encourage their members to join and become active in their local NAACP chapters."

PRESIDENT BAHR: Could you give me a copy of that, please?

Is there a second to the amendment?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

The delegate may speak on his motion.

DELEGATE NOYCE: Thank you, Morty.

Fellow delegates, I have two cards in my hands. One of them is my CWA membership card; the other one is my membership card to the Salt Lake branch of the NAACP. I hold them both in high regard. I think it is very, very important, with the attacks that we are now seeing on affirmative action, that we not just encourage our locals to stand with their local NAACPs in fighting discrimination everywhere, but we need to become active in those organizations by becoming members, getting involved with them and getting working with them so that we have

some mutual support.

Thank you. (Applause)

PRESIDENT BAHR: No delegates wish to speak on the amendment, so I am going to put the amendment before you, to add a second resolved, that all CWA locals encourage their members to join and become active in their local NAACP chapters.

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

On the motion as amended. On Microphone 3, Delegate Wilson.

DELEGATE JAMES WILSON (Local 1300): President Bahr and union sisters and brothers, I strongly urge each and every one of you here to vote for the continued support of the NAACP by the Communications Workers of America. Though it has had its share of ups and downs, as any major organization will, the NAACP is still one of the most progressive civil rights organizations around.

I am proud to say that CWA has always been a supporter of the NAACP and I would love to continue being proud of that fact. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Kelly.

DELEGATE JOHN KELLY (Local 1033): Obviously, I echo the previous brother's comments; but I also would like to mention to you all that like-minded organizations have to support like-minded organizations. And in our struggle in New Jersey, one of the first organizations that came forward and suggested they could help us was the NAACP. The NAACP has a proud history throughout this century of providing leadership and direct support for African Americans; but, more than that, it represents the opportunity for all people to be able to share and gain and struggle to be what America is supposed to be really about.

This union stands for diversity. It stands for strength. This union should also stand with and for the NAACP. Thank you. (Applause)

PRESIDENT BAHR: On Mike 3, Delegate McGee.

DELEGATE DONALD MCGEE (Local 9587): I stand in support of this resolution, for one simple reason: Some fifty years ago, as a child in New Jersey, I was denied the right to attend a public school less than a quarter of a mile from my home. At that time the NAACP and my mother and my father and other friends and neighbors picketed that school, and only through that action was I able to gain the education and the skills that I have today, which enable me to be here. And they also helped me to get my jobs and raise a family and have a certain sense of value that a lot of people today do not have.

Organizations like the NAACP need our support wholeheartedly. No matter the fact that they have had their problems-- we have all had problems, but we have to put that aside and move forward in the best interests of all of our people. Thank you. (Applause)

PRESIDENT BAHR: There are no additional speakers. Before us is 57A-95-8, as amended. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Committee.

CHAIR HILL: Thank you. Mr. President, the Chair recognizes once again Delegate Rick Sorensen.

DELEGATE SORENSEN: Thank you, Mr. Chairman. If the delegates would please turn to page 14 of the Resolutions Committee Report, I will read the resolved of Resolution 57A-95-9, entitled "Economic Policy."

ECONOMIC POLICY

In July, 1995 our nation is less than eighteen months away from the next presidential election. After large losses in the 1994 congressional elections, we face a major climb to return to the optimism and hope that we felt after the election of Bill Clinton. The next several months are critical to our efforts to mobilize CWA members for the coming campaign.

The agenda of the Republican majority in Congress presents a serious challenge to the Democratic Party, and more importantly, to working Americans. The Contract with America and other Republican proposals, while disguised in rhetorical support for taxpaying families, revive the failed trickle-down economic policies of the Reagan-Bush era that were so disastrous for working Americans.

The Republican tax and spending proposals would result in a major redistribution of income from the middle class to the wealthy while depriving public coffers of funds necessary to invest in people, infrastructure, and high-way high-skill job creation. The very real danger is that non-economic, emotionally charged issues such as gun control, school prayer and reproductive freedom will obscure the direct economic impact that the Republican proposals will have on working Americans.

On June 22 of this year, the Republican majorities in the House and the Senate reached agreement on a seven year budget plan to balance the federal government's revenues and spending by the year 2002. To do so, Congress will have to find \$983 billion in spending to cut, even as they plan to provide \$245 billion in tax cuts and to increase defense spending by \$58 billion over the seven-year period.

This budget fails on several grounds. First, the goal-- a balanced federal budget-- is wrong. Balancing the budget through massive spending cuts will slow the economy, increase unemployment, and may even push the U.S. economy into recession. The first Clinton budget cut \$550 billion from the deficit over five years, largely by reversing a portion of the tax cut to the rich of the early Reagan years. As a result, the budget deficit is down from a high of 4.8 percent of gross domestic product in the mid-1980s to 2.6 percent of gross domestic profit in 1994.

Second, the specific tax and spending cuts in the Republican plan represent a real transfer of income from working and middle class Americans to the wealthy. While the tax cuts largely benefit rich Americans, the massive cuts in spending for Medicare, education, worker training, student loans, unemployment benefits, transportation and other programs disproportionately fall on the middle class. A Washington Post analysis of the House Republican budget, for example, found that families earning \$30,000 would lose seven percent of their after-tax income, or \$2,100 in direct benefits, from the budget changes.

The highly touted capital gains tax reduction, for example, offers nearly half of its benefit to Americans in the top three percent of income. Expansion of the Individual Retirement Account program provides the majority of its benefit to the wealthiest one-fifth of Americans. Reduced taxes on Social Security recipients will benefit only the wealthy, while threatening revenue for Medicare, the future funding of which is deeply in question under the proposed budget.

Even benefits from the \$500 a child tax credit will go disproportionately to wealthier Americans. Nearly two-thirds of the benefits of this proposal will go to the wealthiest 40 percent of Americans.

Republican tax breaks for business such as elimination of the Alternative Minimum Tax and new depreciation rules will increase corporate tax freeholding while encouraging unproductive investment for the sole purpose of tax avoidance.

Taken together, these tax cuts will put \$20,000 more per year in the pockets of the wealthiest one percent of Americans, compared to \$500 a year for the middle class. Fully half the benefit of the tax changes will go to families earning over \$100,000 a year.

On the spending side, the Republican budget cuts vital domestic programs such as

education, transportation, worker training, unemployment benefits, housing, energy assistance, student loans, child care and Head-Start by almost 30 percent of \$190 billion by the year 2002.

In addition, the budget resolution gives Congress just a few months to develop a Medicare reform package which is cheap enough to save \$270 billion. Without comprehensive health care reform to eliminate inefficiencies in the system, the only way to pay for these cuts is by imposing higher costs on the elderly and health care providers. This could cost each beneficiary as much as \$1,300 a year and accelerate the pressure to slash labor costs of health care workers.

As part of a wider attack on those who are least able to defend themselves, federal medical assistance to the poor will be reduced by \$181 billion by the year 2002. Much has been made of attempts to reform the welfare system. Unfortunately the Republican majority seems more intent upon punishment than on finding real solutions to the problems of poor families who are once again a growing portion of our population. Funds for job training and child care assistance for single mothers are cut. Reductions in health care and nutrition programs including food stamps and school lunches will have a negligible impact on the budget figures but will cause children to go hungry and almost surely increase poverty rates among children, already the highest in the industrial world.

The shift in responsibility for welfare and Medicaid to the states while capping federal contributions will impose huge burdens on state governments. Other state programs will be crowded out as states struggle to fill the over \$250 billion projected gap resulting from reduced federal spending on welfare and Medicaid alone, with a further 30 percent reduction in other grant-in-aid programs.

Finally, the Republican proposals are a direct assault on worker and consumer protections. The Republicans propose elimination of the Davis-Bacon and Service Contract Act prevailing wage laws, minimum wage and hour protections, and significant cuts in enforcement of environmental protections and health and safety laws. By eliminating these minimum standards for U.S. businesses, the Republican proposals are a direct attack on every American worker and the U.S. Trade Union Movement.

In addition, the Contract with America's cynical support of term limits (though not for current members of Congress) would increase the power of business lobbyists to control issues.

In sum, the Republican Contract with America is a broad and powerful swipe at the fabric of America's economic life. To defeat any part of this effort will require massive education and mobilization of the majority of Americans, who will suffer its impact.

RESOLVED: The Communications Workers of America oppose the efforts of the Republican Congressional majority to slash budgets, freeze and retrench government action, and reverse years of efforts by millions of Americans to build a better nation for us all.

RESOLVED: This 57th Annual Convention encourages all CWA members to educate themselves and their co-workers, their families, and their neighbors about the real impact of the Republican program on working people and to work with our union and other organizations to mobilize against this program.

RESOLVED: The Communications Workers of America supports an economic program based on greater fairness and public investments in people, infrastructure, and high-wage high-skill job creation.

I move adoption of Resolution 57A-95-9, "Economic Policy."

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been made. It has been seconded from the floor.

On Microphone 3, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): I rise to oppose the Republican plan, which

masquerades as economic policy. It is clear that the major thrust of that policy puts more money into the hands of the wealthiest of our country. That is done in a number of ways.

Now, we have talked about tax break policies, cutting the capital gains tax, lowering tax rates on the highest income earners, eliminating the provision that forces a corporation to pay a minimum tax. But there is another key way that the Republican strategy takes more money from us and puts it into the hands of the very rich. It is worth spending a moment describing how they do this.

The attacks on government, whether it is called reinventing, down-sizing, right-sizing or just making government smaller, all have the effect of deregulating the conduct of the rich and corporate elite.

As Ross Perot would say, "Let's break it down." Over the years, the American people have recognized the desirability of not allowing the rich and powerful, usually personified in corporations, free rein in using their property any way they see fit. Collectively we have enacted laws that bar them from poisoning our water supply, fouling our air, producing unsafe food, manufacturing products that kill or injure us.

In addition, we have set minimum standards for workers-- and they are minimum-- for wages, health and safety, social security. We have established some minimum support levels to maintain the poor, the elderly, the disabled, a safety net below which we dare not fall as a humane society.

And now every single one of those standards is under attack. They are under attack not because they cost so much in tax dollars to provide, but because they do not permit the private interests to take out as much in profit, meaning out of our pockets into theirs.

Make no mistake-- the real game is dismantling these protections, with little discussion and in short order, so that the almighty market can control. And since these characters own the market, they will get to call the shots, write their own ticket, line their own pockets, all at the expense of the rest of us workers and consumers.

Indeed, at a time when the Republicans tout the need for the poor to take personal responsibility, they seek to eliminate corporate responsibility for their actions. Even as they privatize greater and greater shares of this country's wealth, they seek to socialize the costs associated with their profit taking.

One final word about the Republican plan: We need to pressure the Democrats not to adopt its basic premise. If they allow the Republicans to define this debate, we are all in trouble. Instead, we must pressure the Democratic Party to stand up for the legacy of the new goal, the decade of social legislation, which puts a check on corporate greed and provides an increasingly tattered but very important safety net for the neediest among us.

There simply is no room to compromise. We need to give elected officials the courage to use whatever means are out there at their disposal as a minority-- filibuster, veto, civil disobedience if necessary-- to halt the dismantling of our hard-fought social legislation. If they do not demonstrate that courage, our task will be enormously difficult and their ability to mobilize worker voters to support them will be nearly impossible.

Government regulations may be annoying; it may be an inconvenience. Hell, when I am driving my car, I don't like to have to stop at a red light. But consider the alternatives. The alternative to government regulations, just like the alternative to not having traffic regulated, is an unmitigated disaster and accident fatalities waiting in the wings.

So take this resolution, educate our members, and then organize them to see to it that an alternative vision is fought for and won.

Thank you. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Teixeira.

DELEGATE JERRY TEIXEIRA (Local 9576): I speak in favor of this resolution because the Republican Party's "Contract with America" is unfair to working people and their families. CWA must support an economic program based on fairness and public investment in working people.

The Republican "Contract with America" is truly a contract on our members as well as America. Working people will be the big losers. The wealthy will once again be the winners. The proposed tax cuts will largely benefit the rich, since fully half of the benefits of tax changes would go to families averaging more than \$100,000 per year.

The highly-touted capital gains cut offers nearly half this benefit to Americans in the top three percent income bracket. This is ludicrous, when working people are expected to bear the brunt of cuts in Medicare, education, worker training, student loans, unemployment benefits, transportation, veterans benefits, and many, many other programs.

CWA recognizes that the federal budget must be balanced. We cannot keep shifting the growing burden of the federal deficit onto future generations. However, it must be done with fairness and concern for working people. It is time that the wealthy begin to carry their share of the sacrifice.

I urge this convention to support this resolution. Thank you. (Applause)

PRESIDENT BAHR: There are no more speakers. Resolution 57A -95-9 is before you. All those in favor indicate by raising your right hand. Down hands. Opposed by like sign. The resolution is adopted. (Applause) The committee.

CHAIR HILL: Thank you, Mr. President. Delegates, if you will turn to Resolution 57A-95-10, "Buy Union."

BUY UNION

"Buy Union"-- words we preach each and every day. We encourage our members, our family and our friends to buy union. We make special efforts to be assured our American cars are union made. We check the boycott list before eating, drinking, flying or dressing. We are proud of our union solidarity. We show the union label in our clothing as a badge of honor. Why then do we see shirts and other items that are not union made being sold at this convention? There are many manufacturers of union-made apparel and of other items being sold here. These items are not hard to find. So why do we sell non-union items at our convention? Is it greed? Is the desire to make more money for our local, at the expense of our principles, a price we are willing to pay? Each and every CWA member should be embarrassed and ashamed that this is happening at our UNION convention.

RESOLVED: Beginning with the 1996 CWA Annual Convention and all conventions thereafter, all items sold at our UNION Convention shall be UNION made, UNION printed and made in the USA.

I move the adoption of Resolution 57A -95-10.

... The motion was duly seconded ...

PRESIDENT BAHR: I believe it has been seconded from the floor. On Mike 3, Delegate Laurent.

DELEGATE TERRY LAURENT (Local 3411): Brothers and sisters, this resolution is just as important as the political arena. Our actions speak louder than words. We must support all our union brothers and sisters, and especially the printers-- they are good CWA members. (Applause)

We must do this with total dedication and commitment. I know about dedication and commitment, and if I can lose over 195 pounds in 14 months, you can commit your total dedication to this resolution. (Applause and cheers)

So as we Buy Union and American Made, we can also organize all the workers at the same time. So let the roadkill in America be the union busters and scabs. Support this resolution and Buy Union. (Applause)

PRESIDENT BAHR: Microphone 3.

DELEGATE IRIS KOPACH (Local 2323): Sisters and brothers, Local 2323's fundraising committee takes great pride in selling only Union-made, Union-printed merchandise. Our membership expects and demands this from us. Over the past years, more and more merchandise is being sold at our union conventions which is not union made. To make matters worse, this year there are even non-union t-shirts which have been made in Mexico sold at this convention. This is a travesty.

Our convention sales force should be a mecca for union-made, union-printed merchandise. We ask the membership to shop union. How can we be such hypocrites and sell non-union t-shirts and paraphernalia?

We should walk our talk and demand only union-made, union-printed merchandise be sold at our CWA convention. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Goldblatt.

DELEGATE ALAN GOLDBLATT (Local 1180): I would like to amend the motion to read, beginning with Line 12, "and that all items sold at our union conventions be union-made--"

PRESIDENT BAHR: Let me stop you, Alan. I couldn't follow you. Where are you starting?

DELEGATE GOLDBLATT: Line 12.

PRESIDENT BAHR: Ending with the word "printed"?

DELEGATE GOLDBLATT: Where it says "thereafter." "Thereafter, all items sold at our UNION convention shall be UNION made, UNION printed, and shall be sold by union members and their supporters. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The amendment has been seconded. You may speak on your motion, Alan.

DELEGATE GOLDBLATT: President Bahr, members of this body, we are an international union. I would never want to believe that union-made products that are manufactured, printed and brought to us by our members in Canada cannot be sold at our convention. (Applause)

I ask that you adopt this amendment as an addition to the resolution because the purpose of the union is to raise the standard of living for all people, and to provide economic justice throughout the world, which is what CWA stands for. (Applause)

I, therefore, ask your support. Thank you.

PRESIDENT BAHR: On the amendment, the microphone 3, Delegate Falcon.

DELEGATE BARTOLO FALCONE (Local 1058): I stand and speak in favor of the motion or the amendment to the motion. The reason why is because when we go to work, every person here I am sure, except for maybe the public sector, hears the term mobilization. It is time we started thinking of the union movement in globalized terms.

The company wants us to fight with each other. They want to be able to take the work that we do here into other countries where they can get lower paid work. We need to support our brothers and sisters and unions all over the world, not just our brothers and sisters in America. We are in an international movement, and we have to start thinking like one. Because as President Bahr said yesterday, lately the rising tide has not been lifting all the boats. But if we have strong trade unionism in every country in this world, every boat would be lifted.

Thank you and vote yes on the amendment. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Stewart.

DELEGATE TOM STEWART (Local 9426): I rise in support of this resolution as amended. I am sick of being set against my fellow unionists by artificially created borders. They were borders created by non-union government associations and exploited by our opposition, the corporations. Our affiliations and our insistence on union-made products should transcend borders. Thank you. (Applause)

PRESIDENT BAHR: The amendment is now before you. It strikes the words on line 13, "and made in the USA" and substitutes "that should be sold by union members and their supporters."

All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign. The amendment is adopted.

On Microphone 1, Delegate Snow.

DELEGATE NANCY V. SNOW (Local 6326): I would like to amend line 11 to read "meetings" instead of "conventions." The last word, "Resolved" beginning with "the 1996 CWA Annual Convention and Annual Meetings."

PRESIDENT BAHR: You heard the amendment. Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: It is seconded from the floor.

You may speak on your amendment.

DELEGATE SNOW: I think it pretty much speaks for itself. (Applause)

PRESIDENT BAHR: There are no other delegates wishing to speak. All those in favor of the amendment to substitute the word "meetings" for "conventions" on line 11 indicate by raising your hand. Down hands. Opposed by like sign. The amendment is adopted.

Seeing no delegate at the microphones, before us is Resolution 57A-95-10 as amended. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The amendment is adopted. The motion as amended is adopted.

Please join me in thanking this very hard-working committee for the great job they have done. (Applause)

I would add one other request. We have had some real good people preparing these amendments. I know that as time progressed, we only read the resolve. I think we would lose an awful lot of individuals if we do not take just a few minutes when we get home to read the text. There are tools within those texts to help you educate our members. I hope you will use them.

Once again, I take great pleasure in presenting awards for General Excellence to the top winners of CWA's local newsletter journalism competition.

Every year, I have stood on this platform and talked about the great job our local newsletters do, keeping our members and their families informed about workplace and political issues. This year, it is not just me saying so.

Two professionally conducted polls following the November congressional elections, a legislative/political poll and a publications survey, showed a very strong connection between receiving a local newsletter and the way our members have felt toward the union.

Members who receive a newsletter from their local on a regular basis hold much warmer feelings toward both their local union and the International Union. They feel they are part of the organization. They believe the union cares about them. They are much more likely to vote for

CWA-supported candidates and legislation, as I indicated last night. They are much more eager to participate in the mobilization activities that help us win good contracts.

Although the "CWA News" does an excellent job at the international level of keeping our members informed, our broad network of local union newsletters provides members with a more complete picture of CWA, of the issues facing us, and what the Labor Movement in America-- and I should say around the world-- is all about.

If your local already publishes a newsletter on a regular basis, I commend you. If it does not, I urge you to start one now that will reach into your members' homes at least four times a year, if not monthly.

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 so forth. The awards I am about to present are for overall General Excellence.

This year's winners were selected by Magda Seymour, Director of Communications of the American Federation of Government Employees; Warren Howard, news editor of "Air Transport World Magazine"; and Michael Byrne, editor of the "AFL-CIO News."

For General Excellence among Category 1 publications, that is those serving 200 or fewer members, the award goes to "United to Win," a unique publication of CWA Local 9410 by and for San Francisco taxicab drivers. The editors are Brad Newsham, Richard Koury and Mary McGuirre.

Accepting the award is Local 9410 President Marie Malliett. (Presentation - Applause)

"Over the years, taxi drivers have been the subject of books, movies and a fabulously successful TV sitcom," note the judges. "But few of those artistic efforts have captured the gritty hard work that the job entails the way United to Win does consistently in each issue.

"The editors show innovation, imagination and creativity in story selection, display and solid writing. This is an outstanding example of labor journalism."

Our next award is for General Excellence in Category II, publications serving between 200 and 500 members. The winner is the "Times Advocate," Local 9414, Ann Eggen, Editor. Accepting for Local 9414 is President Mitch Crooks. (Presentation - Applause)

The judges said, "Published for the Part-Time Faculty Association of Butte College in Chico, California, this lively and well-organized tabloid shows a light touch, but covers the bases of membership interest, college policy, academic and personnel issues and contract provisions. And, each edition," the judges note, "features a member profile."

In Category III, publications serving between 500 and 1,000 members, this year's General Excellence award goes to "The Union Banner: The Labor Leader," edited for CWA Local 3805 by David J. Widener, Kathy Calado and Charlotte McNutt. Accepting the award is Local 3805 President Bill McGee. (Presentation - Applause)

"In recent issues," the judges noted, "the Banner found space for pieces on an early-out plan offered to members, conflicting sales rules for members, NAFTA, information from the Union Label Department of the AFL-CIO and other general labor stories.

"The material is displayed well, and broken up with well-selected and placed cartoons and artwork."

In Category IV, publications serving more than 1,000 members, the General Excellence award goes to "Stat," published by Local 1168, Lawrence Cudek, editor, and Patricia DeVinney,

assistant editor. Accepting for Local 1168 is President Debora Hayes. (Presentation - Applause)

The judges said "Stat" is "a sophisticated, high-plane magazine for a sophisticated, educated readership. An eclectic menu of topics greets the reader in every edition, but sooner or later everything relates back to the union, its activities and programs." They characterized it as "solid in every way."

Finally, we have the Oscar Jager Journalism Award. It is named after one of the early editors of the "CWA News," a very dear friend of mine, and one of the finest all-around journalists I have ever known. The award honors the best example each year of in-depth news reporting by a CWA editor.

This year's winner is Local 1168 Editor Lawrence Cudek for "A Look at Ourselves," published in "Stat." Once again, accepting the award is Local 1168, President Debbie Hayes. (Presentation - Applause)

"A unanimous choice, this sensitive discussion of dependency, burnout, stress and the underlying causes among nurses is incisive, thoughtful, and informative. With a soft touch and deft style, the writer underscores the union's role in assisting nurses in dealing with psychological problems associated with the profession."

Congratulations to all of our winners, and to all who entered this year's contest. I commend you for your high levels of professionalism, serious approach, and the dedication of purpose reflected in your publications. (Applause)

On Microphone No. 1, Delegate Cox. Is Delegate Cox around? If Delegate Cox is in the auditorium, would you yell out? Microphone No. 1.

DELEGATE ERIC D. COX (Local 3519): I have waited two days. I ain't going to run. I would like to--

PRESIDENT BAHR: Would you state your name?

DELEGATE COX: Eric Cox, Local 3519. I would like to make a motion to reconsider the Finance Committee's report relating to the salaries of elected officers.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It's been seconded from the floor. You may speak on your motion.

DELEGATE COX: I think we need to reconsider the area of salaries of elected officials. I support the raise and have no problem with the officers of the union being compensated properly. I did have a problem with, and I'm still somewhat concerned with what happened yesterday, Morty, but I know it was not your fault. I think we had an administrative problem that didn't allow me to do this yesterday.

I do think that the issue here is how we compensate. I think it should be because we are representing all people now, bringing new people into the union. I think instead of the majority of our members, I think we should be compensating on the average increases, and if this motion is approved, I intend to make a motion to modify or amend that report to reflect that the officers receive the average increase, rather than the majority increase.

PRESIDENT BAHR: I'm trying to be helpful to you. You have to state-- Okay. I'm sorry. This is the motion to reconsider.

DELEGATE COX: This is the motion to reconsider. I'm letting them know what I want to do. We'll do this other in a minute. That is where the problem happened yesterday.

PRESIDENT BAHR: Okay.

DELEGATE COX: It's basically what I would like to try to do if this body would allow

consideration of that. I think it need debate. I think it's a fair way of compensation. I think many of our members will not receive those raises. If given that right, I would like to address that issue. I won't belabor that any longer.

... Cries of "Point of Order" ...

PRESIDENT BAHR: State your point.

DELEGATE WILLIAM G. SONNIK (Local 2105): In order to vote to reconsider, how can we know that the brother voted on the prevailing side yesterday?

PRESIDENT BAHR: Because he told the parliamentarian that he did, and I take him at his word.

DELEGATE COX: Thank you, sir.

PRESIDENT BAHR: On Microphone 4, Delegate Welker.

DELEGATE GEORGE WELKER (Local 1108): I rise to speak against this motion. The Finance Committee was available to any delegate on July 8 and July 9 between the hours of 2:00 p.m. to 6:00 p.m. The Finance Report was mailed to all locals well in advance, giving ample opportunity to any delegate to raise any question.

It would be virtually impossible to address Delegate Cox's motion without researching the wage increases in every single bargaining unit. I urge your support in defeating this motion. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Devine.

DELEGATE JIM DEVINE (Local 1116): I rise in opposition to this motion. All the comments that were presented to this convention give ample opportunity for everyone to raise questions on the issues. I have no wish to deny anyone answers to questions that they consider important, but I would recommend that the delegate raising the question at this late date refer the question to the Treasurer's Office, seek timely answers from the National Union. Should the delegate be dissatisfied with the response, they should then raise the issue in a timely manner with the Finance Committee. I urge the delegates to defeat this motion. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Falcone.

DELEGATE BARTOLO FALCONE (Local 1058): President Bahr, brothers and sisters, I would like to speak in favor of the motion to reconsider. It is a valid motion. It is a proper motion and if we do not discuss the brother's concerns now, we will more than likely be discussing them next year in Detroit anyway.

Let's deal with the business now, get it over with, put it to bed. As one of the Founding Fathers, Steven Hopkins from Rhode Island, said, "I've never seen any issue that is so dangerous and so controversial that it cannot stand being talked about." Hell, yes, I am for debating anything. I urge you to vote yes for reconsidering and let's put this matter to bed once and for all. Thank you.

PRESIDENT BAHR: Microphone No. 4, Delegate Shambe.

DELEGATE KIMBERLEY K. SHAMBE (Local 7777): I rise to speak against this motion.

We have spent a lot of time here today and yesterday considering what has become of the issues before the delegates. I think that this is untimely and this should have been brought up yesterday when the motion was before us. (Applause)

PRESIDENT BAHR: Microphone No. 1 Delegate Cheliotas.

DELEGATE ARTHUR CHELIOTES (Local 1180): I move the question.

PRESIDENT BAHR: The motion has been made to close debate. It's not debatable. It

takes two-thirds. All those in favor indicate by raising their hand. Down hands. Opposed by like sign. The debate is closed.

All those in favor of the motion to reconsider indicate by raising your hands. Down hands. Opposed by like sign. The motion is defeated.

I do want to state, as a matter of information, as to how I make the decision to implement the Finance Committee's Report. I just had the Secretary-Treasurer's office, because I knew Eric was going to raise this, go back to 1989 and give me the annual raises that the elected officers got since 1989. Although we based it on the average of the nine or ten largest employers, which represent probably about 80 percent of our members, in every single case every year I reduced the amount the officers were entitled to by between a half and one percent.

In addition, we did not take into account signing bonuses, TEAM awards and other cash payments. So the total amount that the officers of this union got in 1989 was 3 percent; 1990, 3 percent; 1991, 3 percent; 1992, 3.5; 1993, 3.75 and 1995, 3.75.

I will suggest to you that the same process will be followed this year. (Applause)

On Microphone No. 2, Delegate Bixler.

DELEGATE TONY BIXLER (Local 9400): Tony Bixler, President, Local 9400. Sisters and Brothers, as you saw on the video yesterday at our organizing meeting this past Saturday, along with President Bahr, the drivers joined hand in hand in solidarity.

During one part of the meeting, two drivers played guitars and sang songs that they wrote for our organizing drive. One of those singers, Ramon Lopez, was fired last Friday for his union organizing.

Yesterday all of the drivers at his company refused to work and demanded that his company return Ramon back to work. (Applause) The trucking company gave in and has rehired Ramon.

DELEGATE BIXLER: On the tables you will see a flyer announcing a rally and march on the City of Long Beach. The drivers again will be making another sacrifice.

We sincerely invite all of you to join with the drivers in solidarity as we take our struggle public tomorrow. Thank you very much. (Applause)

PRESIDENT BAHR: Solidarity. Victory.

... The delegates arose and applauded ...

PRESIDENT BAHR: We have one motion left and it's a motion to adjourn. I know you are all having a great time, so I'm going to recognize the delegate to make the motion and then take the vote, but we will ask you to stay in your seats until I adjourn the convention.

I guess before I do this, Barbara has a pile of announcements and in order for people to know what she is going to say, let me do that first.

SECRETARY-TREASURER EASTERLING: The Ameritech bargaining unit scheduled for Wednesday at 9 a.m. has been changed to 8 a.m. and will be in Pacific ballroom A of the Hilton Hotel.

One of the delegates has lost a silver key to a lock box in the hotel someplace on the convention floor. If anyone has found that, they should turn that into the Secretary-Treasurer's office.

... Further announcements were made by Secretary-Treasurer Barbara Easterling ...

SECRETARY-TREASURER EASTERLING: The winner of the AFL-CIO raffle drawn by Lorraine Wetle is Delegate Metcalf of Local 9400 for \$200. Joan Hogue, CWA retired members club, 9410, won the union privilege drawing for the Polaroid camera. The retirees had a Camcorder that they were selling chances on. Leroy Christensen has won that. (Laughter)

I want to tell you about that. They drew my name and they came up and said you won the Camcorder. I said, "No way."

They said, "You won the Camcorder."

I said, "How?"

They said, "It's really great."

I said, "I really want it, but tell them to put it back in," and that's how Leroy Christensen won the Camcorder. (Applause) So, you notice there were tears in my eyes when I said that.

And Joel Lyle won the 27-inch TV. (Applause)

PRESIDENT BAHR: In an effort to help some delegates, all who know me know I don't choke off anybody. I don't want anybody going home saying, "I was stopped from saying something."

Remembering for the future, as we get towards the close of the convention, that if there is anything you want to say, go to the Privilege mike, tell the parliamentarian and they will give me a slip. So before I take a motion to adjourn, I would recognize everybody who has been waiting to say something. But you are already at the Questions mike, so why don't you just stay there.

At Microphone No. 5, Delegate Paige.

DELEGATE LARRY M. PAIGE (Local 3402): We have had a lot of talk at this convention about politics, about getting involved, and about this union and working men and women of this country taking government back. I am a candidate for the Louisiana Senate. (Applause) I know it's late and I am not here to campaign. I do that in my district. But we do need funds.

The Republican party and other candidates have great means to raise great amounts. I have been a unionist for over 20 years in this union. I have been a local officer for 15. Brothers and sisters, as you exit the hall today, I have some handouts, and if you want to make some personal donations, I would be greatly appreciative. God bless each and every one of you. (Applause)

PRESIDENT BAHR: I am going to ask the Sergeant-at-Arms to have a couple of baskets that we can't avoid going out, and see how much we can contribute to help you in that campaign. (Applause)

And he stands a good chance of getting the nomination and hopefully winning.

Microphone No. 5, Delegate Devine.

DELEGATE JIM DEVINE (Local 1116): Morty, is there any transportation to that rally in the morning for people at the nearby hotels?

PRESIDENT BAHR: Is Tony Bixler available to respond to that? He may have gone out with the drivers. Is there anyone from Local 9400? Would you turn on Microphone No. 4, please?

DELEGATE MICHEAL HARTIGAN (Local 9400): Unfortunately we could not arrange transportation to the rally. We were hoping that the delegates here would be able to make their own transportation arrangements.

PRESIDENT BAHR: All right. Thank you.

On Microphone No. 2, Delegate Gray.

DELEGATE NOLA GRAY (Local 3310): Thank you, Morty. All delegates attending the national CWA conventions need enough time to do the work we were sent here to do. Scheduling a two-day convention to do a week's worth of work causes such things as has happened here: reading only the recommendations and resolves of appeals and resolutions. Also showing the official clock ending the meeting at 5:00 today instead of whatever time we do finish. I challenge the Executive Board to schedule the national conventions with enough time for

us to do our work in a more adequate manner so we can do a job we union leaders can be proud of. Thank you. (Applause)

PRESIDENT BAHR: I would only say to the delegate about one comment she made, this is my 40th CWA convention, and we have been reading the resolves all 40 years, but let me say at this time, that the 1996 convention will be at least three days. (Applause)

At Microphone No. 2, Delegate Poulette.

DELEGATE RICHARD R. POULETTE (Local 3181): I simply just wanted to note today that with all the organizing awards given out and all that happens every year, we had organized a really small group this year, but I think that every group should be recognized by this convention regardless of how small they are. So, I would like to welcome officially at this convention the organizing this year of the Village of Tequesta in Palm Beach Valley, Florida. Thank you. (Applause)

PRESIDENT BAHR: On microphone No. 2, Delegate Goldblatt.

DELEGATE ALAN GOLDBLATT (Local 1180): Local 1180 and I am proud of it. Each year, for the past five years in New York and throughout the country, we celebrate the Americans with Disabilities Act. As you know, it was signed into law five years ago, and it's the Civil Rights Act for people with disabilities. There are over 49 million Americans with disabilities, plus our friends in Canada. We are truly the largest minority in the world, but on July 23rd in New York City, we are going to be marching for disability pride, and also to ensure that all people have the right after they become disabled to receive what benefits they can. Over the course of the last three years, I have helped to conduct these marches, but in a greater sense, this is an extension of Workers Memorial Day for the labor movement. After all, when we as workers become injured, what happens to us?

I ask, as many of you have received the leaflet that I passed out over the course of the past two days, to bring it to your central labor councils in the hopes that in the next year you will promote a Disability Independence Day March within your cities and communities.

I am sure that when you bring it to them, the result will be the same.

Please watch for us on July 23rd. I hope you can join us. If not in New York City, then in your own city. And if not then, in the future. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 2, Delegate Hendon.

DELEGATE DEXTER HENDON (Local 1105): Thank you, Morty. I am here to read a small poem that was written by one of our stewards recently, and as you know, NYNEX signed our contracts a little early and our hearts and prayers are with the rest of you people that are out there negotiating your contracts that are coming up.

Our contract expires in 1998, and we are not going to sit back and do anything between now and 1998 in NYNEX. So we are out mobilizing our troops and we have got them wearing red every Thursday. So one of our members wrote a poem about wearing red on Thursday that I would like to share with the delegates here, and it says:

Behind the Red.

The time has come that some do dread.
They think they look just awful in red.
Every Thursday they do complain,
They act as if they are in pain.
But they must feel strong and proud to be
part of the Red crowd.
They need to know that we can't wait.
It's not that long until '98.
We don't have long to feel secure;

Our work is going, of that I'm sure.
We must make NYNEX aware
That we stand strong, because we care.
United we stand
Supporting our local.
We'll wear red and we'll be vocal.
United we stand; divided we fall
We have proved before
There is strength in us all.
So NYNEX we have got a message for you
We are ready to fight whatever you do.
To chip away our work and pride,
With strong union leaders as our guide.
The first thing they need is for us to wear red.
The message is, 'Enough is said'.
Thank you. (Applause)

PRESIDENT BAHR: Please join me in thanking the telephone observers for today.
(Applause) The Chair recognizes the delegate at Microphone No. 1.

DELEGATE GERALD L. NELSON (Local 4622): Thank you, Mr. Chairman. I come to the mike for the purpose of adjourning this Convention. But before I make that motion, I would like to extend an invitation to the officers and the delegates to the 58th Annual Convention which will be held in the great city of Detroit, Michigan. (Applause)

Nowhere can you find a city with a stronger labor history than Detroit, Michigan.

Nowhere can you find a more open border between two countries than that existing between Detroit and Windsor, Ontario.

What you will find when you get to Detroit is a warm welcome by a diverse community. That community, that diversity is also reflected in the highest levels of city government.

And when you are at home comfortable in your hotel rooms and you flick on your TV sets, then I want you to rest with the assuredness that the cable TV channels that you are viewing are now operated by CWA Local 4100 workers. (Applause)

When you come to Detroit next year, we are going to welcome you to celebrate with us the additional acquisition of the rest of the ComCast Corporation, or you will picket with us the ComCast Corporation if they do not acquiesce.

Mr. Chairman, I move that we adjourn. (Cheers and applause)

PRESIDENT BAHR: Please stay in your seats for closing remarks and a video that I think you will enjoy.

All those in favor of the motion to adjourn indicate by raising your hands. Down hands. Opposed by like sign. The Convention is adjourned.

Please give me just a few minutes. Please join me in acknowledging the outstanding work of our NABET members who made this such a great convention.

... The delegates arose and applauded at length ...

PRESIDENT BAHR: We certainly won't ever take their talents and skills for granted.

NABET is an example of the ways in which our merger partners enrich us and change us for the better. Just as the ITU has and The Newspaper Guild will. We welcome other unions to explore with us a partnership for the future to deal with the many changes that lie ahead.

We must recognize that change is the future for our union, it's the future for our members,

and it's the future for our families.

I am talking about change that is real, significant, that is imminent and, above all, is uncertain. Change in our industries and in our jobs. Change in the makeup and the membership of our union. Change in the directions and leadership at the top of the labor movement. Change in the political life and the laws that govern us.

We must change ourselves if we are to help others change. Each local must identify its goals and develop its own plan for the future.

I spoke in my opening remarks about empowerment and the choices that we face. At the Monday night rally, we took a look at one possible future that lies before us. I know that many of you were disturbed, angered and determined to prevent that future from happening. In fact, a number of you have approached me and asked for tools and information to help you communicate our message to the members. Let us know what it is you need, and we will see that you get it.

Now many of you have asked whether we can supply a video of Secretary Reich's address. The answer is yes. We will put an order form out in a subsequent mailing that you could respond to us.

During our convention, we adopted the policies and strategy to meet the future with courage and faith. We applauded our friends. We honored our union builders.

I remind you what Kathy Mazzi said about management using the substandard wages and benefits of cable TV workers as a gun pointed at our heads, and she was referring to Bell Atlantic. We represent about 2,000 cable TV workers, but 48,000 remain unorganized. At this rate, it will take us 24 years to organize the industry, and I think you all agree that we can't wait that long.

Next year, when we meet in convention, we must demonstrate significant progress because we want the goal of 100 percent union membership in the cable TV industry in the United States of America and as much of Canada as is possible. (Applause)

We also approved an ambitious "Checkoff to '96" program. Our first priority is to negotiate satisfactory labor agreements for our members in the private and public sectors. But immediately following this round of bargaining, we must turn our attention to political action, political education and political fund raising. They go together.

We must not come to the convention next year talking about what we need to do. It will be too late by then. We must already be fully involved in the political process to have an impact in November 1996. We can have no higher priority over the next 18 months.

None of us wants to preside or participate in the demise of the American Trade Union Movement.

But we face a challenge today that is no less serious than the struggles of those who founded the modern labor movement more than 100 years ago, and those were great union families, and they were families if you read your history, who fought in the fields, in the streets, in the factories.

Remember the warning from Congressman Lantos. He said if we do not get the job done today, we will lose the White House and the Congress to the right wing extremists for the next generation.

The consequences I spelled out at the rally last night are factual. We certainly do not want to leave a legacy to our children where 20 years from now they are searching for another Franklin D. Roosevelt to bring us back to where we are now.

We stand on the brink of another historic turning point in the history of labor. But I have confidence in our ability to meet the test. As our 57th convention has demonstrated, we are indeed a union alive in '95. (Applause)

Our convention is a time of renewal and revitalization. We seem to gain strength and energy from one another. But there will be no purpose to this convention unless we translate this wonderful experience of being together into action.

Last night, I shared some of the letters that our members wrote to me. I would like to close the convention with the words of another member, this time from the State of Wisconsin. His sentiments, I am sure, are shared by hundreds of thousands of our members and their families who are waiting to hear from you, and this is what he wrote.

"Dear President Bahr:

"Thank you for your enlightening letter. The Republicans have never given labor much support. When I joined the union in 1950, we fought hard for the benefits we enjoy today. Vacations, health benefits, holidays and shorter hours were not given out of the goodness of the employer's heart. They were fought for by workers who stuck together. Our young people are counting on us to straighten our economy. After all, what is more important than to make the world a better place to live for all of us?"

Brothers and sisters, I couldn't have said it better and I ask you, what could be more important than that?

Isn't that really what we are all about?

Our members leave us with this charge: one individual can make a difference. There can be no stronger power than CWA members, our CWA family, united, aroused, and mobilized-- a union alive today, tomorrow, next month, next year, and into the next millennium. (Applause)

Thank you.

... The delegates arose and applauded ...

... The 57th Annual Convention of the Communications Workers of America adjourned, sine die, at seven-thirty o'clock, p.m. ...

. . . The following communications, which had been received by the 57th Annual Convention of the Communications Workers of America, were presented to the reporters for inclusion in these Proceedings as follows: . . .

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, N.W.
Washington, D.C. 20001

Dear President Bahr:

On behalf of the AFL-CIO, I am delighted to extend best wishes and warmest fraternal greetings to the officers, delegates and guests of the Communications Workers of America's 57th Annual Convention.

At a time when working American Families are facing an almost unprecedented assault from the ultra-right, anti-labor forces that now control the Congress, our movement must pursue new avenues of unity and solidarity in order to respond to the challenges we face.

We must stand together in defense of the employment and living standards for which we have fought over the course of the 20th Century.

In this critical era of struggle and challenge, all of labor joins with our brothers and sisters of the CWA to proclaim: *union Alive in '95.*

I wish you the very best of luck in your convention deliberations.

Sincerely and fraternally,
S./ Lane Kirkland, President,
AFL-CIO

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 35 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 57th 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, especially now with the ultra-right-wing forces in the Congress. 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 and a victory in your contract negotiations this year.

Fraternally,

S/ Al Bilik, President
Public Employee
Department, AFL-CIO

To All In Attendance
Communication Workers of America
57th Annual Convention
Washington, D.C.

Dear Friends:

Although I cannot be with you today, I am delighted to offer these words of solidarity and support as you begin your 57th Annual Convention, bringing together two thousand deeply committed delegates from all across America.

There is no question that these are tough times for the progressive principles we share. Republican majorities in Congress have advanced a vision of lower wages and less job security; of more time on the job and less time with your family; of tax breaks for the few and Medicare cuts for the many.

But together, I believe we can triumph over the extremist and trickle-down apologists, and win the fight for higher wages and better health care; for fairer, more democratic workplaces, and stronger, more stable families. I am proud to consider all of you my partners in this crucial challenge.

I wish all of you a highly productive convention, and I wish you luck in your upcoming collective bargaining with the seven Bell Operating companies.

Sincerely

S/ Richard A. Gephardt
Congress of the United
States

Morton Bahr, President
Barbara J. Easterling, Secretary-Treasurer
Communications Workers of America
501 - 3rd St., NW
Washington, D.C. 20001

Dear Morty and Barbara:

Let me wish both of you and the men and women of the communications Workers of America the very best for your 57th annual convention. Also let me congratulate your organization for its leadership in helping forge a new telecommunications policy, which appears ready to be adopted by the congress after two decades of industry efforts.

Your union was born in the dramatic years of struggle in the 1930s, tempered by years of growth and the greatest progress of technology in the history of the world. I thank all of you for your years of support of my work in the congress, and I look forward to your convention's return next year to Detroit.

Sincerely,

S/David E. Bonior
Member of Congress

MESSAGE TO CWA CONVENTION

On behalf of the PTTI's 4.5 million communications workers in 115 countries, I send best wishes for the success of your Convention.

The PTTI is proud to be associated with CWA. For many years you have supported the PTTI in its efforts to assist communications workers to organize throughout the world and particularly in the developing countries of Latin America, Asia and Africa.

In the global information age it becomes more important than ever that our multinational employers know that wherever they go in the world there will be a PTTI union to defend workers interests.

The PTTI will work closely with the CWA in establishing Codes of Conduct for multinationals in telecommunications, in chasing anti-union employers such as SPRINT and Bell Atlantic wherever they may hide, and in supporting CWA members bargaining demands in this year's round of negotiations.

The CWA has shown the lead in devoting resources to strengthen existing bargaining units and to organize new members in the cellular, broadcasting and cable-TV sectors of the new information industry, and its insistence in negotiating contract language to ensure organizing rights for workers in company subsidiaries.

It has played a leading role in the development of new forms of organizing for unions in the information industry, as exemplified by its association with NABET in the broadcasting sector, ITU in the printing sector and the Newspaper Build.

In these ways the CWA serves as an example and inspiration to communications workers throughout the world united in the PTTI.

We wish your Convention every success.

Best regards,

S/ Philip Bowyer, General
Secretary

Postal Telegraph and
Telephone International

Dear Brothers and Sisters,

I take great pleasure in welcoming you to the CWA's Annual Convention. It is on an occasion such as this that working men and women can come together in solidarity to take up the issues that face America's working families today. That charge is particularly important this year in light of the assault on workers' rights, safety and health, and the economic security of American Families.

Now more than ever, union men and women must recognize these new challenges and rise up to meet them. In an era of new technology and advanced systems of information gathering, labor must arm itself with the tools it needs to meet new challenges. As we become more effective in gathering and processing information, we will start out on new roads to better the firms and conditions of employment for workers around the country.

While the CWA and the AFL - CIO undertake a campaign to fight off this new assault on worker rights, every union member must keep abreast of the issues facing our union movement, ready to join hands with their brothers and sisters in opposition to the forces that threaten our safety, our livelihood and, our future.

In Solidarity,

s/Robert F. Harbrant,
President
Food & Allied Service
Trades Department,
AFL-CIO

Morton Bahr, President
Communications Workers of America
501 - 3rd St., NW
Washington, D.C. 20001

Dear Brother Morton Bahr,

On behalf of ZENDENTSU National Executive Committee with its 220,000 membership, we extend cordial and fraternal greetings to your union's 57th Annual Convention to be held in Anaheim, on July 10th to 11th, 1995.

As being held in the midst of tough negotiations for your tens of thousands of membership, faced with a rather difficult political situation, provoked by hostile Republican - dominated Congress, we do hope your discussion at this important Convention will lead to a great success along with its theme bunion Alive in '95,. and we are convinced that your union's tighter solidarity will bring in a victory in the negotiation with new contracts improved in every aspect over three years to come.

We believe friendship and solidarity between CWA and ZENDENTSU, ever tightened through many joint activities, will serve for further development of the international trade union movement, especially through the PTTI activities in which two unions are to play an important role.

Yours fraternally,

s/Kohji Kajimoto, President
ZENDENTSU

Morton Bahr, President
Communications Workers of America
501 Third Street, N.W.
Washington, D.C. 20001 - 2797

Dear Brother Bahr:

On behalf of the officers and members of the Coalition of Labor Union Women, we are pleased to take this opportunity to send warm greetings to you and the entire membership of the Communications Workers of America on the occasion of your 57th Annual Convention.

In keeping with your Convention theme, "CWA, Union Alive in '95,." the working women and men of this nation must resolve to fight the Republican and conservative forces in Congress who now threaten organized labor, affirmative action, health and safety protections on the job, health insurance for senior citizens, social security and every legislative advance we have made in the last 60 years. We must not let it happen.

We stand with you in your battle to win a fair settlement in your collective bargaining this year in the telecommunications industry.

We pledge solidarity with the members of the CWA to win these goals. Together, we will not fail if we work as one. I wish you the greatest success in your Convention and urge you to continue to fight for a higher standard of living and dignity for the working people of our country.

In unity,

Gloria T. Johnson, National
President
Coalition of Labor Union
Women

**MESSAGE FROM THE COMMUNICATION WORKERS UNION
TO THE
COMMUNICATION WORKERS OF AMERICA**

**on the occasion of its 57th Annual Convention
to be held in Anaheim, California on**

10 - 11 July 1 995

This is the first formal communication to the Communication Workers of America from the Communication Workers Union in the United Kingdom. The CWU was formed in January as a result of a merger between the former National Communications Union - mainly a telecommunications union with some postal members - and the former Union of Communication Workers-mainly a postal union with some telecommunications members. The CWU has some 250,000 members and it is the sixth largest union in the United Kingdom.

The former NCU and the former UCW both enjoyed long and cordial relations with the CWA and the CWU has every intention of building upon and indeed strengthening these important links. The communications marketplace is becoming increasingly global and the need for trade unions such as ours to work together becomes greater day by day.

AT&T and most of the Regional Bell Operating Companies are now providing competitive telephone service in the UK. Conversely, British companies like BT and Cable & Wireless are active in the American marketplace. Indeed, BT now owns 20% of MCI and the two companies have formed a joint venture called Concert.

In the face of these common challenges, we need to work more and more closely together on recruitment, organization, bargaining, and services to members. We need to have common strategies to tackle the multinational corporations and common policies for the development of a Global Information Infrastructure. At all times, our international work needs to be relevant and practical and to serve directly our domestic agenda.

We congratulate the CWA on its recent three year agreement with AT&T and we have noted the details with great interest. We send very best wishes for a most successful 57th Annual Convention and look forward to hearing the outcome of your important deliberations.

s/Alan John
Joint General Secretary

s/Tony Young
Joint General Secretary

Communication Workers
Union, London

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, N.W.
Washington, D.C. 20001-2797

Dear Morty:

On behalf of the 49 affiliates and four and a half million members of the Industrial Union Department, we extend our fraternal greetings to you and your sister and brother unionists on the occasion of your 57th Annual Convention.

The dedication of the Communications Workers of America to the needs of its members is well - known and never more necessary than now when all working Americans, and not just trade unionists, are in serious jeopardy from proposed legislation in the 104th Congress. We look to the CWA's continued leadership as we face the challenges before us now and as we prepare for the momentous 1996 elections. Your Convention theme - "Union Alive in '95." is a rallying cry for us all.

We wish you and your fellow delegates a most successful Convention and continued progress for your members in the trying times ahead.

Fraternaly yours,

s/Elmer Chatak, President

Industrial Union
Department, AFL-CIO

Communications Workers of America
President Morton Bahr
501 Third Street, N.W.
Washington DC 20001-2797
USA

Dear Colleagues,

The Swedish Union for Service and Communication SEKO, (former The Swedish National Union of State Employee SF), sends its best greetings on the occasion of your 57th Annual Convention in Anaheim California 10-11th of July.

The rapid changes on telecommunication service and technology are presenting ongoing challenges to both our unions and other colleagues around the world. The labour movement more today than ever before in our history must put emphasis on the importance of international cooperation and solidarity to defend and increase worker participation in the development of our world. The international trade union movement need strengthening their co-operation and to respond to these challenges in a way that we will secure the needs of community and to protect the interests of the workers all over the world.

SEKO and CWA are two of the tools in that international movement who for a long while have been working closely together, and we would like to express our solidarity to all the members and leaders within CWA and wish them a successful convention.

Sincerely yours,

s/Curt Persson Swedish
Union for Service and
Communication

(SEKO)

Morton Bahr, President
Barbara J. Easterling, Secretary-Treasurer
Communications Workers of America
501 3rd Street, N.W.
Washington, D.C. 20001

Dear President Bahr and Secretary-Treasurer 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 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,
e/James E. Hatfield,
President

s/Charles E. Mercer,
Secretary-Treasurer
Union Label & Service
Trades Department,
AFL-CIO

Mr. Morton Bahr, President, CWA
501 Third Street, N.W.
Washington, D.C. 20001-2797

Dear President Bahr:

On behalf of the fifteen National and International Unions affiliated with the Building and Construction Trades Department, AFL-CIO, and the more than four million men and women workers they represent, we send to you and the delegates to your convention, our sincere greetings and best wishes for a fruitful assemblage.

In this period of travail for countless thousands of Americans deprived of their employment by greedy or insensitive corporations, at this time of merciless assault by right - wing, ultraconservative legislators, it is vital that unions stick together as the only effective defense of the ordinary citizen and average working person. Who else to speak for the poor and disadvantaged? Who else to obtain dignified, safe, secure employment?

The CWA is, indeed, Waive in '95. The CWA and all of us must not only stay alive, but lead the way into a better new century.

Sincerely and fraternally,
s/Robert A. Georgine,
President

s/Joseph F. Maloney,
Secretary -Treasurer
Building & Construction
Trades Dept. - AFL-CIO

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

Dear President Bahr:

The Maritime Trades Department, AFL - CIO, stands in solidarity with the Communications Workers of America as it holds its 57th annual convention.

This is a difficult period for the working men and women of this nation. Important labor protections have come under attack in the 104th Congress, and middle-class jobs are being lost to corporate downsizing and unfair foreign trade. In this troubled atmosphere, the CWA stands as a beacon of hope for trade unionists in all walks of life.

The contract that the CWA recently concluded with AT&T demonstrates that a motivated union with strong ties to its membership can stand up to even the biggest corporate Goliath. Thanks to your union's persistence, the employees of the nation's largest telecommunications company will get their fair share of the expanding telecommunications pie, and some 22,000 retirees will maintain their health benefits.

Rapidly changing developments in the telecommunications industry present new challenges and opportunities for all Americans. The MTD strongly supports the CWA's efforts at ensuring that legislation to deregulate the industry results in more union and American jobs. Moreover, the CWA has taken the lead in pioneering a legislative agenda to ensure that Information Superhighway and other new forms of technology remain accessible to all Americans, regardless of income.

In closing, the officers and members of the MTD's Executive Board would like to thank the CWA rank and file for its strong response to the Department's grassroots campaign to secure support for badly - needed maritime revitalization initiatives. We also would like to applaud your pioneer work on such vital labor issues as ergonomics and prison labor. You, and the CWA, stand in the forefront of the battle for progressive change.

Best wishes on a productive and eventful convention.

Sincerely and fraternally
s/Michael Sacco, President
s/Frank Pecquex, Executive
Secretary - Treasurer
Maritime Trades
Department, AFL - CIO

My dear colleague, Morton Bahr,

Since multimedia doesn't halt at state borders and the radical change to a global information society itself overcomes even the greatest of distances, a new era of international union work has been forced upon us. Strategic alliances, joint ventures and interlocking capital arrangements are being concluded or announced by communication multis and telecommunication groups. In my representative capacity, may I refer to the intended strategic partnership between the U.S. Sprint group, France Telecom and the Deutsche Telekom AG. Especially for this purpose, both our unions - CWA and DPG - have immediately exchanged information on the business practices of Spring, France Telecom and the Deutsche Telekom AG.

In a united effort, CWA and DPG made a stand against Sprint's anti-trade union practices. For the closing of 'La Conexion Familiar. in San Francisco showed all too clearly how brutal methods are used to discipline female employees and how they are done out of their labour and trade union rights. You made your petitions before the courts, roused public attention in the USA - indeed throughout the world. With its members on the supervisory board of the Deutsche Telekom AG, the DPG made full use of its opportunities to exert influence. With the agreement of those providing capital, we were able to achieve a Deutsche Telekom AG Principles of Conduct in Global Telecommunication Participations.. This states, inter alla:

Deutsche Telekom AG recognizes those bodies - including trade unions - selected to represent the interests of employees in global participations. Deutsche Telekom AG works towards achieving a situation where partners in global participations take up and practice its business principles. This also includes recognizing and observing relationships customary in Germany between employers and employees, in all areas of business and organization units where Deutsche Telekom AG works mutually with global partners and their companies in Germany. .

Dear delegates, we are well aware that this can only be a small contribution towards strengthening the rights of female employees and their unions. In view of the increase in worldwide intercompany relationships, which is also prevalent in the telecommunications sector, it is high time that definite steps and paths be both found and established to facilitate our bilateral and international trade union collaboration.

Your Congress bears the motto Bunions Alive in 1995.. We share this appraisal from a German and European viewpoint without restriction. The American Labor Movement also needs strong trade unions today, more than ever before. Strong national trade unions are absolutely essential, to steer the far-reaching radical changes expected on the path to the information society, so that the interests of the employed persons concerned are represented. There is no doubt that developments within the telecommunications sector hold a great deal of opportunities, but there is also no doubt even today that thousands of jobs will be lost.

In pursuing our common fights, it is therefore necessary to develop new organization conditions, new means of representing and asserting interests - both nationally and internationally - in order to do justice to the task inherent to our union: that of protecting our members and organizing a favorable environment for their activities.

Accordingly, may I at this point pass on sincere greetings to you on behalf of all the 540,000 members of the German Post and Telecommunications Union.

Kurt van Haaren, Chairman
German Post and
Telecommunications
Union (DPG)

Mr. Morton Bahr, President
Communication Workers of America
501 Third Street, N.W.
Washington DC 20001-2797 USA

Dear Brother Morton Bahr,

On behalf of over 1.3 million members of the PTTI in 22 countries of the Asia - Pacific Region, I am indeed privileged to convey our warmest fraternal greetings and express our solidarity to all members of the Communication Workers of America on the occasion of its 57th Annual Convention on 10 - 11 July 1995.

To us in the Asia - Pacific Region, the CWA is an invaluable source of strength. The voice of the CWA is not merely what is expressed in the United States for its members alone. Its principle, policies and philosophy are not confined to the geographical borders of America. They mean a lot to the Communications Workers of the entire world and are of significant importance to those in the Asia - Pacific Region.

Many are the instances when the CWA has been assisting PTTI activities in Asia - Pacific morally and materially. There are teeming thousands of Communication workers in some of the developing countries of the Asia Pacific Region who deserve CWA support, cooperation and assistance. Those many thousands earn wages per month in the range of a meager 25- -35 US dollars. Their families live a hand - to - mouth existence. They live in wattle and daub houses. As members of Unions they could hardly pay their monthly dues which at the lowest is 3.5 US cents and at the most 25-30 US cents per member. Their Unions have no proper administrative structure, no Union offices, equipment and facilities to run the day-to-day affairs. But yet it is to their eternal credit that they keep their -sxsAlive..

As you deliberate your affairs at the CWA 57th Convention, I commend you to think of the plight of the deserving communication workers whose lot I have enumerated in this message.

You have chosen the most apt theme-Union Alive in 1995. for your Convention. It is not only an American phenomenon that there are political groups and parties hostile to Trade Unions. It is a global characteristic. Hence the theme 'Union Alive in 1995. is worthy of taking global dimension. You have more or less set the theme in motion.

We in the Asia-Pacific Region will stand by the CWA resolutely in solidarity. May your 57th Convention be a great success and to you, Morty, my warmest personal regards and best wishes.

Yours fraternally,
s/U.L. Basil de Silva
PTTI Asian and Pacific
Representative,
Singapore

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, N.W.
Washington, DC

Dear Morty:

We hereby convey a message of solidarity to the 57th Annual Convention of the Communications Workers of America, extensive to all the members of said Convention.

The theme adopted for this Convention this year: -sxAlive in 1995. is indeed a significant one. Not only in the United States of America are the labor unions facing serious difficulties due to constant attacks by rulers and legislators, but likewise in the other countries of the Region, such attacks are becoming ever harsher by the day in the past years. These actions have increased, thus forcing the leaders to renew efforts in defense of the conquests which for many years were the cause of pride and welfare of the associates. I am sure that CWA with its Executive Committee at the head, shall be further strengthened in the Convention and that it will find formulas that may allow it to face the anti - union actions undertaken by the Republicans and the employers of the United States of America.

In the assurance that the PTTI affiliates in the Americas will benefit from the experiences resulting from your deliberations, I avail myself of this opportunity to convey warm regards,

Sincerely and Fraternaly,
s/Rodolfo Benitez
Interamerican
Representative
PTTI, Republic of Panama

SUBJECT INDEX

Appeals Committee Report
Closing Remarks
Colors, Presentation of
Communications
Constitution Committee Report
Convention Rules
COPE Awards
Credentials Committee
Defense Fund Oversight Committee Report
Editing Committee
Escort Committees
Executive Vice President's Report
Finance Committee Report
Good & Welfare
Host Committee
In Memoriam
Installation Ceremony - Jeffrey A. Rechenbach, Vice President District 4
Invocations
Journalism Awards
National Committee on Equity
National Women's Committee
Opening Ceremonies
Organizing Awards
Pediatric AIDS Foundation Awards
President's Address
President's Annual Award
Resolutions and Rules Committee
Resolutions:
 Special Resolution: CWA Endorses Barbara Easterling
 for Secretary-Treasurer/Tom Donahue for President of AFL-CIO
 57A-95-1-The Newspaper Guild Merger
 57A-95-2-The TEAM Act
 57A-95-3-Affirmative Action
 57A-95-4-Re-Engineering
 57A-95-5-Mobilization Continuing - '95 and Beyond
 57A-95-6-Supporting the Government Printing Office
 57A-95-7-CWA-COPE "Check-Off To '96" Program
 57A-95-8-National Assn. for the Advancement of Colored People
 57A-95-9-Economic Policy
 57A-95-10 - "Buy Union"
Roll Call Vote
Secretary-Treasurer's Report
Use of Microphones
Video Presentations - "Organizing L. A. and Long Beach Truckers"
 "A Partnership To Give"

SPEAKERS INDEX

Guests:

DALE, CHARLES (President, Newspaper Guild)
DONAHUE, THOMAS (Secretary-Treasurer, AFL-CIO)
FELDHAUS, FRANK (Mayor Pro-Tem of Anaheim)
HENNING, JOHN (Executive Secretary-Treasurer, California AFL-CIO)
LANTOS, HON. THOMAS (Congressman, California District 12)
REICH, HONORABLE ROBERT B. (United States Secretary of Labor)
RODRIGUEZ, ARTURO S. (President, United Farmworker's Union)
SCOTT, HAROLD (U.S. Treasury Department, Savings Bond Division)
ZEEGAN, SUSIE (Co-founder, Pediatric AIDS Foundation)

Delegates:

ANDREWS, WALTER (Chair, National Committee on Equity, Local 3204)
ARIOLA, SUEZANNE (Local 6171)
ASH, MICHAEL (District 1, Chair, Credentials Committee)
BAHR, MORTON (International President) President's Address
BIONDO, RITA (Local 16100)
BIXLER, TONY (Local 9400)
BOLIN, JUDY (Local 4202)
BRAZELL, SHIRLEY (Local 3706)
BROWN, DAISY (Local 2300)
BURY, MARIA (Local 2101)
CARTER, DAVID V. (Local 2323)
CATUCCI, PETER (Vice President, District 2)
CHANEY, CHERE (Local 6450)
CHELIOTES, ARTHUR (Local 11801)
COLLIER, CHARLIE (Local 2323)
COX, ERIC D. (Local 3519)
CUMMINGS, ANN (Local 7200)
DAMRON, LOWELL (Local 2009)
DEVINE, JIM (Local 1116)
DILALLA, JOE M. (Local 1108)
EASTERLING, BARBARA (Int'l. Secretary-Treasurer)
EBELING, JOHN J. (Local 14616)
EVANS, LESLIE (Local 2108)
FAHRENHOLT, MICHAEL J. (Local 3410)
FALCONE, BARTOLO (Local 1058)
FINNIGAN, GLADYS (Local 1110)
FLETCHER, BRIAN (Local 6320)
FRANCIS, RUDY (Local 3410)
GALERY, AUDRELL E. (Local 2336)
GARDNER, BARRY (Local 6016)
GARDNER-MARINO, SUZYE (Local 14629)
GARRETT, MAEVON (Local 2110)
GOLDBLATT, ALAN (Local 1180)
GRAY, NOLA (Local 3310)

GROTTOLA, (Local 14156)
HART, KARIN A. (Local 9415)
HARTIGAN, MICHEAL (Local 9400)
HENDON, DEXTER (Local 1105)
HENNING, BILL (Local 1180)
HILL, TONY (Chair, Resolutions Committee, Local 6320)
INMAN, SUE (Local 9510)
JONES, E.D. (Local 3903)
KELLY, JOHN (Local 1033)
KINCHIUS, KATHY (Chair, Appeals Committee, Local 9415)
KINTZER, VICTORIA (Local 13500)
KNEUPPER, RICHARD (Local 6171)
KOENIG, TOM (Local 3411)
KOPACH, IRIS (Local 2323)
LAROTONDA, DON (Local 3104)
LAURENT, TERRY (Local 3411)
LAYMAN, DAVID (Local 2204)
LEGGETT, WILLIE (Local 2300)
LEONARD, GLORIA (Local 3204)
LILJA, ROBERT (Chair, Defense/Members' Relief Fund Oversight Committee,
Local 1104)
MALLIETT, MARIE (Local 9410)
MAZZI, KATHLEEN (Local 2108)
McGEE, DONALD (Local 9587)
MITCHELL, KAREN (Local 3310)
MITCHELL, WAYNE (Local 14170)
MONTROYA, ANDREA (Local 9510)
MORENO, NITA (Local 9510)
MORIN, MELISSA (Local 1400)
MULLIKIN, GARY (Local 4630)
NELSON, GERALD (Local 4622)
NICHOLS, M.E. (Executive Vice President)
NOYCE, CALVIN J. (Local 7704)
PAIGE, LARRY M. (Local 3402)
PAPPAS, JIM (Local 2336)
PARRA, GLORIA (Local 6143)
PEREZ, WILFRED (Local 3107)
PETERSEN, ROBERT (Local 14200)
PORT, ROBERT R. (Local 13552)
PORTER, LINDA (Local 9550, Temporary Chair)
POULETTE, RICHARD R. (Local 3181)
RECHENBACH, JEFF (Vice President, District 4)
FIENISH, RON (Local 16900)
ROTKISKE, FRANCES (Local 13500)
RUCKER, KENNETH A. (Local 2323)
RYLANDER, TENA (Local 6202)
SALLAZ, SHERRIE (Local 4302)
SCHAEFF, JERRY (Local 4322)
SCHELLIN, MARC A. (Local 2336)
SCHULTZ, JIM (Local 9408)
SHAMBE, KIMBERLY K. (Local 7777)
SMITH, ROBERT (Local 9400)
SNOW, NANCY V. (Local 6326)
SONNIK, WILLIAM G. (Local 2105)
SORENSEN, RICHARD (Local 7400)
STEWART, TOM (Local 9426)

SUMMERELL, GREG (Local 9510)
TEIXEIRA, JERRY (Local 9576)
THURSTON, THOMAS A. (Local 2260)
TIARKS, WARREN (Local 7102)
WADE, CAROLYN C. (Local 1040)
WALKER, KENN (Local 9505)
WALSH, KIKI (Local 1023)
WELKER, GEORGE (Chair, Finance Committee, Local 1108)
WILSON, JAMES (Local 1300)
WOITENA, GARY (Local 6143)
WOOD, JANICE (Vice President, District 9)
WOODS, TEREZ (Local 4309)