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# Can We Reform 

 the Senate in lime to Save Democracy?
## PAGE 3-5


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## One Nation, Working Together for Progressive Change on Nov. 2



The One Nation Working Together rally at the Lincoln Memorial was incredible. There was so much energy, much of it coming from the more than 10,000 CWAers determined to work with our allies to restore jobs and justice to working families. Workers and activists from civil and human rights com- munity and many more, were one loud voice for jobs, justice and a government that works for us all. We can't be ignored.

I was proud to share the podium with Barbara Elliott, a courageous woman who, with her equally brave co-workers, has been fighting for a CWA voice and bargaining rights at Xerox/EZ Pass in New York for two years. Barbara and 11 of her co-workers got on the bus to be at One Nation.

Here's what Barbara had to say:
"I work in a call center that is part of Xerox/ACS in Staten Island, N.Y., and for two years, I've been working to organize a union. I need your help. We can't just fight for jobs-we need Jobs with Justice. We need real organizing rights, not the imaginary rights of the National Labor Relations Act.
"Along with a majority of my co-workers, I voted "union" 15 months ago. But Xerox/ACS filed objections to the election and it was just a few weeks ago that the NLRB finally ruled that the election was conducted fairly and that management's objections had no merit. Management has yet to negotiate with us but has spent huge amounts on lawyers to delay and deny us our rights.
"Meanwhile we have health benefits that are out of reach for most of us, and the company no longer con-

## tributes to our 401k.

"I am proud to be a member of the Communications Workers of America, Local 1102. And l'm proud that my sisters and brothers in CWA, the New York labor movement, and many elected officials have backed us up.
"We came here today to rebuild our movement and our commitment to stand with other organizations, all of us committed to our dream. We are not giving up on our union or our nation or each other."

Barbara and her co-workers are an inspiration to our union, our movement, our nation. Her leadership has given courage to her co-workers, even as so many lost their jobs in this fight. Workers shouldn't need to have courage to have a union in the United States. It should not be a fight. Unfortunately, the behavior of Xerox is typical, not the exception of U.S. employers. When it comes to workers' rights, Xerox has been following the anti-union playbook that says we will not permit workers to organize in the United States. When workers do take a stand for their legal organizing and bargaining rights, these employers can make them pay an awful price. That must stop.

Here's some of what I said at the One Nation rally:
"Forty-seven years ago, when our predecessors stood here at the Lincoln Memorial fighting for the dream and to end Jim Crow, one out of three private sector workers in the U.S. had a union contract. Back then, companies like Xerox often agreed voluntarily to recognize unions and negotiate with their employees. But in these 47 years, marked by significant advancement in human rights in our nation, workers' rights have been all but crushed. Today, only one in 15 private sector workers has bargaining rights, and this story at Xerox tells us why. In fact, the United States is now at the bottom of the global economy when it
comes to protecting workers' rights to organize and negotiate.
"We will build One Nation Working Together. We know that a minority in the U.S. Senate has prevented discussion of more than 400 bills passed in the House of Representatives. We also know that working together, we can work for progressive change on November 2. And we can work for democracy in the U.S. Senate. Real change is hard but not hopeless. We are tough, we are united, we are determined and we have done hard before!" (see One Nation photos and more, page 6-7).


This issue of the CWA News looks at why the U.S. Senate isn't working and what it will take to restore real democracy so Congress can again move forward on the issues that matter to working families. The House of Representatives is doing its job, but the Senate minority's determination to do the bidding of special corporate interests and delay and derail critical legislation that would benefit working people has to stop.

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The Senate operates under a complicated number of rules, including the rule that requires a "supermajority," or 60 votes, before the Senate can even discuss legislation or move forward on any Senate business. These rules aren't included in the Constitution and all have been changed over our country's history.

In the next few pages, read how abuse of these Senate rules has become a routine tactic to delay and obstruct the nation's business.

## 'A Graveyard of Good Ideas'

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Aug. 19, 2010

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The Washingtom jost
Aug. 25, 2010


Bloomberg Businessweek Sept. 16, 2010

## Using Senate Ritles to Block Dehate and Votes

check out this list to see just how the Senate rules block a majority of senators from taking up important measures and getting the people's business done.

Unanimous consent. All 100 senators must agree that the business of the Senate will go forward. One senator can stop bills, nominations, appointments, even ordinary actions like naming a post office.

Preventing discussion of a bill. There are four ways a single senator can hold up discussion of a bill.

1. On the motion to consider.
2. On the actual motion or issue.
3. On the nomination of a conference committee
4. On the House-Senate conference report which must be approved by the full Senate.

To make matters worse, when a single senator sets out to hold up business, he or she can insist that the Senate conduct no other business for 30 hours, until another vote to move forward is held.

Holds on nominees. A single senator can place a "secret" anonymous hold on a nominee or legislation.

Other holds. The Democratic or Republican cloak rooms also can put a hold on a nominee.

Requiring a supermajority on nearly everything. A supermajority of all senators, or 60 votes, is needed just to allow discussion or a vote on a bill. In a democracy, a majority is the standard for elections and referenda, not a supermajority.

Committee delays. All 100 senators must consent to holding a committee meeting on any day after
the Senate has been in session for two hours, or after 2:00 p.m. when the Senate is in session. This enables just one senator to stop important committee business from happening, forcing work to a grinding halt.

How does anything ever get done? Lately, it doesn't.

## Senate Rules and Filliuster Aren't in the Gonstitution

Senate rules, and especially the rules about filibuster and debate, have changed a lot over our nation's history.

1789 The original rules of the Senate included a provision that would allow debate to be cut off by a simple majority vote. And from 1789-1806, this provision was only used four times in the U.S. Senate.

1917 A procedure to cut off debate, known as "cloture," was adopted. This rule required two-thirds (up to 67 votes) of the Senators present and voting to agree.

1949 This rule was changed to require that two-thirds (a full 67 votes) of the full Senate had to vote to cut off debate. This was the start of recordsetting filibusters, including Strom Thurmond's marathon filibuster of the 1957 Civil Rights Act.

1959 The filibuster rule was changed back to require that two-thirds (up to 67 votes) of those senators voting and present was necessary to cut off debate.

1975 to present In 1975, the number of votes needed to cut off debate was changed to three-fifths of all senators, or 60 votes. This is the standard in place today.

## How the Abuse of Senate Ritles Harins All of Us

The current Senate rules haven't been changed for decades. They just don't work in today's super-charged political climate. In past years, our nation was able to move forward on landmark legislation that put in place workers' rights, civil rights, retirement security for seniors and so much more. Today, we only see outrageous obstruction, like this:

Senators Taking Hostages. Senator Richard Shelby (R-AL) recently placed a blanket hold on over 70 nominees from the Obama administration in an attempt to force the federal government to award a $\$ 35$ billion defense contract to Northrop Grumman in Alabama.

One Senator Controlling the Entire Senate. Senator Jim DeMint (R-SC) refused to allow any legislation to move forward that his office had personally not cleared. Instead of voting against the legislation, Senator DeMint blocked any of his colleagues from being able to vote on legislation that did not receive his okay - effectively controlling the agenda for the entire Senate.

Stalling Bipartisan Legislation. One senator stood in the way of a vote on a bipartisan food safety bill despite the recent salmonella outbreaks that have sickened thousands. Even though Senator Tom Coburn's (R-OK) Republican colleagues Senators Judd Gregg (R-NH), Mike Enzi (R-WY), and Richard Burr (R-NC) were co-sponsors of this important legislation, Coburn still objected to it receiving a vote. The House passed similar legislation in July of 2009.

Government Agencies Prevented From Doing Their Johs. For months, the National Labor Relations Board had just two members, because of holds and threatened filibusters on nominees to fill the remaining three seats. This further delayed and denied justice for thousands of workers who were illegally fired or mistreated by employers.

In this session of Congress, the House of Representatives has passed more than 400 bills. None of these has been debated in the Senate. It's time to change these broken Senate rules, which have put special interests above the public interest.

# Why The U.S. Senate Is 

## How Did We Get Here?

The Senate has been called "the world's greatest deliberative body." Today, it barely functions. That's a sharp contrast from what the Founding Fathers intended. When they drafted the Constitution, Alexander Hamilton and James Madison were determined to avoid the paralysis of the "supermajority" requirements contained in the Articles of Confederation. - "Requiring more than a majority would mean] the fundamental principle of free government would be reversed." - James Madison, Federalist Papers Number 58 - "[Requiring more than a majority is] a poison [that] destroy[s] the energy of the government... [If] the sense of the smaller number will overrule that of the greater... [the result will be] continual negotiation and intrigue; contemptible compromise of the public good." Alexander Hamilton, Federalist Papers Number 22

Today, the filibuster has delayed or blocked the confirmation of scores of presidential nominees to top government posts, cabinet positions, and to the courts. Just 43 percent of President Obama's nominees have been approved. During the Bush administration, the Senate confirmed 87 percent of nominees


## FIGURE 1

Percent of all nominees confifmed**
over the same period. In the Clinton years it was 84 percent, and under President Reagan, 93 percent.

There are still 196 Presidential nominees awaiting confirmation. If every nominee were blocked and filibustered, which virtually has happened, it would take the Senate a full eight months working 24-hour days of doing nothing but confirmations to fill these vacancies.

The warnings by those who framed our Constitution have been totally ignored. Instead, we have a

## Why Reforming the Senate Rulles Matters

For workers, the minority's ability ( 40 votes) to endlessly block key nominations made by the Obama administration has a real cost.

Even without this abuse of the rules by the minority, workers fighting for economic justice must wait much too long under the National Labor Relations Board process to get their jobs back after being wrongly fired or to finally get a union voice.

Tactics by Senate Republicans this year made a bad situation much worse.

Senate Republicans blocked the nominations of Craig Becker and Mark Pearce because of their support for workers and bargaining rights. The labor board had been operating with just two members for more than a year, creating a huge backlog of important cases and delaying justice for thousands of workers.

CWA took the lead in pressing the Obama administration to name Pearce and Becker as recess appointments, after it was clear that the Senate minority would continue to block their nominations. CWA activists convinced 141 members of Congress to sign a petition calling for the 18-month or shorter recess appointments, instead of the full five-year term, and the White House agreed.

That's the only way workers can even begin to see economic justice.

Senate system where obstruction is the rule, not the exception. Recent polls have found that all Americans, no matter what their political affiliation, agree that "Senators should allow a bill to be voted on." But what we've seen over the past few years is that fewer and fewer bills, and fewer and fewer nominations, ever make it through the Senate.

## Top Ten Ways to Bring the Sen



## By Ian Millhiser, policy analyst at Ame

## Obstruction tactic No. 1-

 Endless DebateThe word "debate" does not mean much in the United States Senate. Rather than being a free exchange of ideas intended to convince other senators of one position or another, most Senate debate time is occupied by senators giving closely vetted speeches to an almost-entirely empty chamber. Nevertheless, the Senate rules make it very difficult to stop the serial speeches and actually hold a vote. Unless at least 60 senators agree to hold a vote, the speeches go on forever.

## Obstruction tactic No. 2Endless Debate Over Whether to Debate <br> Not only can senators use the filibuster to force endless debate, they

can also use it to prevent debate from starting in the first place. Before the Senate can begin debate on most legislation, the senators must either unanimously agree to consider it or the majority leader must offer a "motion to proceed" to consideration of that bill. This motion can be filibustered. Dissenting senators have at least two opportunities to filibuster, once to prevent debate from starting and another time to prevent it from ending.

## Obstruction tactic No. 3-

 Endless Debate over Whether to NegotiateIf the House and Senate pass similar but not identical bills, the differences between the two bills generally are hashed out through a process known as a "conference committee,"
of relevant members of the Senate and House of Representatives. Before these negotiations can begin, however, the Senate must pass three motions: a motion formally disagreeing with the House bill; a motion expressing the Senate's desire to conference; and a motion enabling a small group of senators to be designated as negotiators. Each of these three motions can be filibustered.

Obstruction tactic No. 4Forced Debate on Matters that Have Already Been Decided Even when a filibuster is broken, the delay doesn't end. Once 60 senators break a filibuster-a process known as "cloture"-the dissenters can still force up to 30 hours of post-cloture debate per broken filibuster. To pass a single bill, the Senate may need to

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# The Great Divergence: What's Causing America's Growing Income Inequality 

Part of a series by Timothy Noah published on slate.com

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The Great Divergence coincided with a dramatic decline in the power of organized labor. Union members now account for about 12 percent, down from about 20 percent in 1983. When you exclude public-employee unions (whose membership has been growing), union membership has dropped to a mere 7.5 percent of the private-sector workforce. Did the decline of labor create the income-inequality binge?

The chief purpose of a union is to maximize the income of its members. Since union workers usually earn more than nonunion workers, and since union members in higherpaying occupations tend to exercise more clout than union members in lower-paying ones, you might think higher union membership would increase income inequality. That was, in fact, the consensus among economists before the Great Divergence. But the Harvard economist Richard Freeman demonstrated in a 1980 paper that at the national level, unions' ability to reduce income disparities among members outweighed other factors, and there-
fore their net effect was to reduce income inequality. That remains true, though perhaps not as true as it was 30 years ago, because union membership has been declining more precipitously for workers at lower incomes.

In their influential 2007 paper, "Inequality and Institutions in 20th Century America,
MIT's Frank Levy and Peter Temin regard unions not merely as organizations that struck wage bargains for a specific number of workers but rather as institutions that, before the Great Divergence, played a significant role in the workings of government. "If our interpretation is correct," they wrote, "no rebalanc-


Union workers fill Madison Square Garden to protest Taft-Hartley law.
ing of the labor force can restore a more equal distribution of productivity gains without government intervention and changes in private sector behavior."

According to Levy and Temin, labor's influential role in the egalitarian and booming post-World War II economy was epitomized by a November 1945 summit convened in Detroit by President Harry Truman. The war had ended a mere three months earlier, and Truman knew the

> "Labor unions are woven into our economic pattern of American life, and collective bargaining is part of the democratic process. I say recognize this fact not only with our lips but with our hearts." - U.S. Chamber of Commerce President Eric Johnson, 1945

It's no accident that the social democracies, Sweden, France, and Germany, which kept on paying high wages, now have more industry than the U.S. or the UK... the U.S. and the UK smashed the unions, in the belief that they had to compete on cost. The result? They quickly ended up wrecking their industrial base.

Germany is now experiencing a recovery
that's leaving the United States in the dust.
labor peace that had prevailed during the war was about to come to an abrupt end. To minimize the inevitable disruptions, Truman promised labor continued government support. Truman even coaxed Chamber of Commerce President Eric Johnson into making the following statement: "Labor unions are woven into our economic pattern of American life, and collective bargaining is part of the democratic process. I say recognize this fact not only with our lips but with our hearts."
[But] even as Truman was romancing Big Labor, the Republican Party won majorities in the House and Senate and passed the Taft-Hartley Act over Truman's veto in 1947. Levy and Temin don't dwell on this, but in his 1991 book, "Which Side Are You on? Trying to Be for Labor When It's Flat on Its Back," Thomas Geoghegan, a Chicago-based labor lawyer, argues
that Taft-Hartley was the principal cause of the American labor movement's eventual steep decline:
First, it ended organizing on the grand, 1930s scale. It outlawed mass picketing, secondary strikes of neutral employers, sit downs: in short, everything [Congress of Industrial Organizations founder John L.] Lewis did in the 1930s.
The second effect of Taft-Hartley was subtler and slower-working. It was to hold up any new organizing at all, even on a quiet, low-key scale For example, Taft-Hartley ended "card checks" ... Taft-Hartley required hearings, campaign periods, secret-ballot elections, and sometimes more hearings, before a union could be officially recognized.

Read all of this terrific piece at www.cwa-union.org And check out Noah's series on Income Inequality www.slate.com.
"PEOPLE ASK ME, WHAT ARE YOU GOING TO DO TO DEVELOP JOBS IN YOUR STATE?
WELL, THAT'S NOT MY JOB AS A U.S. SENATOR."

- Nevada Senate candidate

Sharron Angle Campaign appearance,


## Vote Your Interest on November 24



- California Senate candidate Garly Fiorina, the outsourcing CEO of Hewlett Packard who was fired herself when the company's stock plummeted. Fiorina knows something about shores: She and her husband keep one yacht on the West Coast and a second one on the East Coast.
"We've had
"Would someone born the day you were sworn in grow up in an America where there is not a federal Social Security program if you got your way?" "Absolutely."
- Alaska Senate candidate Joe Miller, telling CNN that Social Security, Medicare and unemployment benefits, are "not constitutionally authorized."


## sll India you get a much higher standard of person doing assistant work:"

-New York congressional candidate Randy Altschuler, telling the Financial Times in 2003 about his outsourcing company, Office Tiger. He made millions while paying Indian workers roughly a tenth of what comparable U.S. workers would earn.

## "The solution is to eliminate corporate taxes altogether."

- Pat Toomey, Pennsylvania Senate Candidate, CNBC, 2007

Medicare since 1965, and Medicare has never done anything to make people more healthy."

> - Missouri Senate Candidate
> Roy Blunt Campaign appearance, Hannibal, Mo., July 25, 2009
> "9fives in the Yellow Pases, ontsource iflo

- Ohio Governor candidate John Kasich,

Lima News, March 10, 2010

House Minority Leader John Bochner (Ohio) says he’d favor increasing the Social Security retirement age to 70.

[^0]
## "I could be that 4ist vote making sure that they don't get 60 votes and that we can continue the filforster:"


[^0]:    - Pittbsburgh Tribune-Review interview, June 29, 2010

