

Proceedings and Index of the 59th Annual Convention - 1997

MONDAY MORNING SESSION

June 30, 1997

The Opening Session of the 59th Annual Convention of the Communications Workers of America, held in the Convention Center of the Las Vegas Hilton Hotel, Las Vegas, Nevada, June 30-July 1, 1997, convened at nine o'clock, a.m., Temporary Chair Val Afanasiev, Executive Vice President, Local 9423, presiding.

. . . Prior to the Official Opening of the Convention, the delegates were shown a dynamic video depicting the unity of the workers at various solidarity rallies across the U.S.

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

Will the delegates take their seats and please clear the center aisle.

The 59th Annual Convention of the Communications Workers of America now comes to order. Good morning.

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

TEMPORARY CHAIR AFANASIEV: Welcome to Las Vegas and District 9. My name is Val Afanasiev and I am Executive Vice President of Local 9423 and President of the Northern California/Nevada Council.

I have the honor of serving as your Temporary Chair for this morning. Some of you may recognize me from the previous two conventions that were held in District 9, where I also served as Temporary Chair. It is a great pleasure to once again open our Convention.

As is our custom, we will begin our convention with a prayer. I would like to call upon Reverend Father Daniel Reardon of the Guardian Angel Cathedral to lead us in the invocation. For our District 4 delegates, Father Reardon is proud to note that as a member of an Irish Catholic family from Chicago, he was baptized Roman Catholic, Democrat, and Cub fan in one single ceremony. (Laughter)

Will the delegates please rise.

REVEREND FATHER DANIEL REARDON (Guardian Angel Cathedral, Las Vegas, Nevada): Let us be silent, and make ourselves aware of the living presence of our God in our midst.

Wonderful Creator of all the Universe, You who exist beyond time and space, from the first second of time You began to interact with Your creation. You drew order from the chaos of created matter and energy. The patterns of existence we have come to recognize as the laws of time and motion evolved under Your loving care, blessed with Your gift of freedom, the freedom that allows order and chaos to co-exist.

From this dynamic interaction came forth this planet that we now call our earth. And on this earth, You called forth in the same gift of freedom the mystery we call life.

And from the first instant of life's beginning You entered fully into the process of communication with Your living creatures. In the course of time, one species emerged which faintly received Your communication and feebly responded or attempted to respond. These feeble efforts and attempts have marked the significance of our very being, and have given meaning to our human lives.

Today, we, the members of this species, after eons of painful change, have begun to know that discovery of our mystery is hopelessly beyond us if we do not seek You in each other.

The men and women assembled here are dedicated to the practical art of communication, the only way we human beings hope to come to know, understand and ultimately love one another. We are just beginning to grasp that this is the essential way for communication with You, for in our love, we come to know You.

O God, Who loves Your creation, we call upon You today to be present with this assembly in all its deliberations. The work these men and women engage in today is multifaceted. We ask You, therefore, to bless them with Your wisdom. May they discern that the communication between human beings serves Your purpose directly, and today more effectively than any other time in history. May the men and women of this union see in all it does today and always the guiding presence of Your reality. Hear us, O Lord, our God, and bless us this day. Amen.

TEMPORARY CHAIR AFANASIEV: Thank you, Father Reardon.

Please remain standing as we prepare for the presentation of the Colors and the singing of the U.S. and Canadian National Anthems. Donna Ludolph, secretary of the Printing, Publishing and Media Workers Sector, will lead us in singing The Star Spangled Banner and O Canada. Our Colors this morning will be presented by the Boy Scouts of America, Boulder Dam Area Council.

We will now have the presentation of the Colors and the national anthems. I would remind the delegates to remain standing until the colors are retired.

. . . The delegates arose as the Colors were presented and they were led in the singing of the National Anthems by Sister Donna Ludolph . . .

TEMPORARY CHAIR AFANASIEV: Please remain standing until the Color Guard leaves the hall. Let's give a big round of applause for the Boy Scouts and to Donna for doing a great job this morning.

. . . The delegates applauded as the Colors were retired . . .

TEMPORARY CHAIR AFANASIEV: Thank you. The delegates may now be seated.

A great deal of planning and hard work have gone into making this convention enjoyable and productive. In a moment we will recognize the members of the District 9 Host Committee. But I want to remind you that the Host Committee will be available throughout the week to answer your questions and to make sure your stay in Las Vegas is as pleasant as possible.

Now it is my pleasure to present to you the leader of District 9, Vice President Tony Bixler.

Tony was elected Vice President of District 9 at our convention in Detroit last year. He has been a member of CWA for 34 years and has served as an officer of Local 9400 since 1968.

He was president of Local 9400 for nearly 20 years until his election to District 9

Vice President.

Join me in welcoming the Vice President of District 9, Tony Bixler. (Prolonged applause)

VICE PRESIDENT TONY BIXLER (District 9): On behalf of all the members, locals and staff, I welcome you to District 9.

The convention Host Committee has worked diligently to ensure that your stay here in Las Vegas is both productive and enjoyable. Please join me in extending a warm CWA thank you to the Host Committee.

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

VICE PRESIDENT BIXLER: Rose Bernal (Local 9588); Jim Shultz (Local 9408); Barbara Welling (Local 9413); Carol Whichard (Local 9411); Ellen West (District 9).

It is a great honor and privilege to introduce an individual who is not only one of the great CWA Presidents, but who is also one of the most influential labor leaders in America and in the world today.

Some of you may ask: Why is CWA involved in global affairs? Who cares? A quien le importa. The answer is that we, our members, live in a global economy. This is a time when not only does capital flow out of the United States, but our members' jobs can leave just as easily. Who is to stop a company from relocating our work to other countries, countries that pay low wages, no benefits, no pensions?

The answer is us, you and 1. Each and every one of our members when we support the work that our union and our President, Morty Bahr, has done, is doing and will continue to do, to protect our jobs by helping workers in other countries develop strong, independent and free unions that will raise their standards of living.

Morty has created an international strategy for CWA built on joint actions with unions from many countries from all parts of the world, establishing worker-to-worker exchanges to help one another understand how we can assist each other in organizing and collective bargaining. With Morty, it is no longer Quo Vadis but Jacta Est Alea.

The most recent breakthrough that Morty guided into reality is the Atlantic Alliance with the unions in Great Britain. This Alliance, which we will be acting on at this convention, will help all of us as we fight the global giants like British Telecom/MCI.

This historic alliance is unprecedented in labor union history. Under Morty's leadership, CWA has become a significant international force that is recognized all over the world.

An example of Morty's influence is the fact that he was the only labor leader who was a member of the U.S. delegation to the G-7 telecommunications meeting last year.

In February, Vice President Gore asked Morty to accompany him to a meeting of South Africa's trade union leaders. Morty was the sole labor representative on President Clinton's Pacific Basin trade panel.

CWA filed the MaxiSwitch case under the NAFTA labor accords which paved the way for truly independent unions in Mexico.

Morty is a Union Builder and a visionary. He is an idealist who believes that our fight is still about basic human dignity, a living wage, job security, benefits, a decent pension.

Whether it's a fight to organize Latino truck drivers in the ports of Los Angeles and Long Beach, or to save the jobs of state welfare workers, or to take on the giant

corporate media bullies in Detroit, Morty is always in the vanguard of the battle.

He brings to the presidency of our great union personal prestige, enormous political influence and the huge respect of all who know and work with him. Just recently, he became the first CWA President to ever lead a constitutional department of the AFL-CIO when he was elected chair of the Department for Professional Employees, AFL-CIO.

This election recognizes CWA's transformation into the nation's leading union for professional, technical and administrative workers. Morty is equally at ease in the White House, a governor's office, at a local union meeting or a retiree's dinner. And in any given week, he's probably been to all. His energy level is legendary. I have seen him walk in the desert. I have seen him walk the picket lines. We all know he walks his talk.

He has set CWA on a clear path with a clear vision and a clear mission: Organize Now. Union Wall-to-Wall. Jobs with Justice.

With all of these accomplishments, Morty has never lost touch with the members of this union. They have always come first and will always be first in his mind, his work and in his heart. I am proud to present to you, my friend and our President, Morton Bahr.

. . . The delegates arose and applauded at great length as President Bahr approached the podium . . .

INTERNATIONAL PRESIDENT MORTON BAHR: Thank you very much. Thank you.

If I had any sense, I would say, "Thank you, Tony," and I would sit down. I do appreciate that introduction.

You know, the past year, since we last met in Detroit, has been a typical CWA year. It was exciting, we were challenged, and we experienced change.

It was a year in which we, at the local and national levels, continued to provide outstanding representation to our members. The philosophy that I expressed a dozen years ago that our union can no longer tolerate members as bystanders; that for a union to be effective in today's labor-management environment, every single member must be a player—that has become our mobilization strategy, a strategy that has spread throughout the union.

More and more, CWA local unions have accepted the organizing challenge. This year, for the first time in several years, we have posted four consecutive months of membership gains. (Applause)

I want to thank all of the vice presidents, the staff and local leaders who contributed to this growth. Throughout the year, CWA's voice was heard at the highest levels of government—in the state houses, the governors' offices, the Congress, the White House, and yes, in the Oval Office. Our prestige and our influence have never been higher.

This did not just happen. It came about because of the thousands of dedicated local union officers like those in this great Convention, by the work of thousands of wonderful CWA members who give of themselves every day by serving as shop stewards, as members of committees, by contributing to COPE, by visiting and writing legislators, by walking picket lines and doing the countless, thankless tasks that make our union great. It is the work of dedicated professional staff and elected officers who work hard in helping me to guide this union.

You know, there is one thing we all have in common: It is our love for the Communications Workers of America, and the knowledge that we make an enormous

difference in peoples' lives. And I am so very proud to be associated with each and every one of you.

Although I believe our future is bright, there are no guarantees. Those who think we can slip quietly into the next millennium—only thirty months away from today—or that we can survive by simply holding on to what we have, are sadly mistaken.

It is no accident that we can look to the future with confidence and a sense of opportunity. CWA is a union of destiny. But it is a destiny that we must control. One need only examine the forces that were in play during the past ten years or so—downsizing and outsourcing; escalating technological change; deregulation and privatization; an anti-union economic and political environment; a policy of union containment by some of our employers; and globalization of the economy.

We were able to meet each of these challenges because of the strength of our union and the solidarity of our members. In fact, as we fought together, our union became stronger. We used change to our advantage.

We are not the same union today that elected me President in 1985. Forty percent of the bargaining units in CWA today did not exist about fifteen years ago. We are a diverse union made up of many faces. It happened by conscious decisions on our part.

Over the past twelve years, you have joined me in a journey to reshape and transform CWA into the union for the information age—the union of the professional, technical, administrative and clerical workers who will make up the knowledge-based economy of the 21st century.

Yes, low wage workers, whether in the strawberry fields of California, or cleaning office buildings in New York, desperately require union representation. For them, it is the very ability to acquire the necessities for a decent life and the dignity that union membership brings.

To the labor movement, it is a moral and social obligation to help those among us who desperately need union representation. But, I am convinced that history will judge whether the AFL-CIO's new emphasis on organizing was successful by measuring our success in organizing the professional, technical and other workers in the information-based companies and in government.

I want to review with you, particularly with our new delegates, how our decisions and actions in the recent past have shaped the union that we are today.

By the mid-1980's, organized labor was on the defensive. President Reagan's discharge of the air traffic controllers was like a telegram sent to every corporate board room that said, "The President of the U.S. has shown you how to take on your union," and corporate America bought into it.

For the first time, we had to deal with permanent replacement of strikers, of companies talking about a union free environment and how open market competition led to threats by employers to move their facilities offshore if union workers didn't behave just right.

We knew union members needed to be energized all over the nation. And, in 1987, our own organizing director, Larry Cohen, came up with the Jobs with Justice campaign. The idea was to rebuild the solidarity of workers within their own union as well as to stand with members of other unions to help them deal with their problems.

Who could forget the Jobs with Justice rally that took place during our Miami Convention in 1987? Fifteen thousand people turned out to stand in support of union members at Eastern Airlines.

Jobs with Justice has taken hold in hundreds of communities and inspired

thousands of workers who have stood up for justice on the job. It is now a vital part of our membership mobilization strategy. During this convention, we will act on a resolution reaffirming our commitment to Jobs with Justice.

We also knew that our bargaining strategy had to change. For some fifty years, our tradition was that if there was no contract by midnight, we hit the bricks. No contract-no work!

All of our employers knew this. We were as predictable as fireworks on the Fourth of July. So, I began to crisscross the country talking to hundreds of local leaders and thousands of members about alternatives to strikes—making it absolutely clear, however, that we would never give up our right to strike, but that it should not be more than one of the many tools we use to win a satisfactory contract. And from the knee-jerk reaction my remarks elicited, I knew that you were ready for strategic change.

That was really the birth of our mobilization effort—the need to involve every member in the decision-making process of our union.

I had seen the potential of mobilization when our members who work for the State of New Jersey built the "Committee of 1,000" in the mid-1980's. Most recently, New Jersey state workers successfully mobilized with community-support to:

- Resist privatization of institutional services;
- Stop privatization of the state disability plan;
- Add 200 social workers to work with distressed New Jersey families.

There are many examples like this around the country. But I know it has been a difficult challenge for many locals. And notwithstanding the progress we have made, there is still more we must do to deepen and to broaden our mobilization efforts.

And, how many of you were there and thought I had a big hole in the center of my head when I floated the idea of an electronic picketing? And hundreds of thousands of those screens were flashed around the nation, and it is flashed all over these screens.

How could I, so many of you thought, as a responsible union leader, recommend we ask AT&T's customers to use another carrier in our struggle for a fair contract? Today, the electronic picketing, in a more refined way, is an accepted tool in our arsenal.

All of this came into play in 1995 when Bell Atlantic management bragged to the industry that they would not conform to the CWA pattern, and indeed would force a lower settlement upon us that they reached with another union.

Six months of mobilization, electronic picketing and use of the media simply wore the company down. We won a contract that was comparable to the rest of the industry—a contract that management said they would never sign.

And I am convinced that this experience caused Bell Atlantic management to recognize that we had the ability to influence the outcome of the merger with NYNEX. They realized that it would be wise for them to come to the bargaining table and reach an agreement which protects the jobs, wages and the work of our members that could have been jeopardized by the merger.

Alternatives to strike have also been successful in Canada. Our 3,000 members of the Canadian Media Guild at the Canadian Broadcasting Company voted to strike last year when their contract expired. Instead of immediately hitting the bricks, they waged a five-month contract mobilization campaign to get a contract and resist privatization of public broadcasting.

Neutrality and card check recognition as top bargaining priorities were raised for the first time in my 1989 Convention address. We were beginning to witness the start

of a corporate strategy to contain us where we had representation and to keep us out of the new growth businesses.

By 1991, card check evolved into wall-to-wall. Wall-to-Wall recognition as a major objective was adopted in 1992. Today, we can point to three major contracts where Wall-to-Wall is a reality—NYNEX, SBC and PacTel. While NYNEX was the pathfinder, SBC and PacTel are unprecedented. Both companies agreed to card check in all new businesses and a firm non-interference pledge by management in any organizing drive.

The PacTel contract goes one step further and sets up a labor-management task force to review work that has been contracted out with the objective of bringing it into the bargaining unit. Hundreds of new workers in wireless and video services in SBC are already winning union recognition.

Vice Presidents Ben Turn and Tony Bixler and the local leaders in SBC and PacTel deserve our thanks for their accomplishments, and we'll give them the appropriate recognition at the Union Builders' Rally, as they are truly union builders.

Tomorrow, you will hear from SBC CEO Ed Whitacre. He is only the second corporate leader ever invited to a CWA Convention. The first was some forty years ago, after a bitter 72-day strike in an effort to build a future relationship. Today, it is quite different. We have invited Mr. Whitacre because he has demonstrated his desire to work with us in a partnership to grow the revenue of the company and the jobs for CWA members and the union. (Applause)

Ed Whitacre, Phil Quigley, and Ivan Seidenberg, the CEO's of the companies that agreed to wall-to-wall, have put the lie to the claim that a 100 percent union company cannot compete in the new converging telecommunications, information, media and entertainment marketplace. (Applause)

But Wall-to-Wall means more to us than just protecting the jobs of CWA members. We must make Wall-to-Wall a reality in every sector with every employer. It will largely determine whether the future of America will be built on low wage, nonunion jobs or high wage, high-skilled union jobs. Even our top national leaders are beginning to recognize the importance of union jobs.

Just listen to what Vice President Gore said earlier this month—in fact, last week—at a national teleconference to an estimated 900,000 who were viewing:

"We've got to make sure that working people, and working women in particular, are getting a fair shake in the workplace. We've got to remind America that one of the best ways to do that is with strong labor unions and protection of collective bargaining." (Applause) And he concluded with this: "The state of our nation depends in part on the state of our unions." (Applause)

Vice President Gore is simply telling us that our futures—those of our members and their families, our union and the nation—are at stake. But today I serve notice that "CWA: Wall-to-Wall" not only will be our major objective in 1998 telecommunications bargaining, but it will be a strike issue. (Applause and cheers)

Now, we have sitting in the guest section a number of company officials as guests and observers. So that there will be no misunderstanding about what I just said, I am going to repeat it slowly so that perhaps they can read my lips. (Laughter)

Today I serve notice that "CWA Wall-to-Wall" not only will be our major objective in our negotiations with you next year, but it will be a strike issue.

. . . The delegates arose and applauded and cheered . . .

PRESIDENT BAHR: This is a fight for our future.

More than ten years ago, we made a pledge that someday our employers would

find a union waiting for them wherever they went around the globe. Today, we are fulfilling that pledge. We can reach out and touch them anywhere in the world.

As Vice President Bixler said, this convention will consider a resolution in support of an Atlantic Alliance. With your approval, on July 7th, next Monday, I will participate in an international news conference via satellite with our colleagues from the United Kingdom to announce the formation of that Alliance.

The agreement calls for a series of joint actions by our unions with a special focus on British Telecom and MCI. We are equally determined, in the United Kingdom and here at home, that MCI cannot and will not be permitted to have a free ride as a non-union, anti-union company. (Applause and cheers)

The 17-week strike against NYNEX in 1989 over health care cost shifting brought home to all of us quite clearly that our Defense Fund was inadequate to care for our members in a tough, long fight. In recognition of this obligation, the 1990 Convention delegates took a giant step forward and established the Members' Relief Fund, which today contains about \$135 million.

Because of that bold leadership, we now have the ability to strike any employer with full confidence that no member will be starved into submission nor the union into bankruptcy, if necessary. (Applause) What is harder to quantify is just how many contracts have been won because the employer knew we had the financial resources, along with our moral resolve, to take them on, if necessary.

And I want to thank the members of the Defense Fund Oversight Committee for their cooperation during the last year.

Long ago, we recognized that the effectiveness of our union was dependent on our collective strength in all the communities in which our members live. That led us to escalate organizing outside of our traditional base.

At this Convention, there are delegates representing workers employed in health care, local, state and federal government, law enforcement and public safety and higher education. Although they may work in different sectors, they see in CWA a union that stands for high wages for high-skilled employees and a union that can directly impact their members' lives.

I want to at this time acknowledge the affiliation of Florida corrections and probation officers and their victory in a representation election for more than 10,000 Florida probation and corrections officers last December. (Applause)

Al Shopp is with us representing the Florida State Corrections Officers and Gil Fortner, president of our new local for Florida State Probation Officers. (Applause)

District 3 Vice President Jimmy Smith and I ask you to join me in welcoming these two new groups into our union

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

PRESIDENT BAHR: On August 2nd, 2,000 more professionals at the University of California will vote in a representation election as we continue to fight for first contracts for 8,000 staffers in two other units at that University.

At US Airways, we will have a re-run election in July because of the employer's misconduct in the first election. (Applause) And we need the help of everyone in this room to assist us to bring this unit of 9,000 customer service reps into our union.

Under the outrageous rules of the National Mediation Board, we must get a majority of the eligibles to vote. We fell about 400 short in the first election.

We need an army of CWA volunteers to repeatedly visit the airport in their own communities where US Airways operates, and one-on-one, with each passenger

agent, urge them to vote, and vote for CWA. With your help, we will have the privilege of welcoming these workers at our 1998 convention. (Applause)

In a few minutes, I will have the privilege of swearing in as the newest CWA Vice President, Linda Foley, President of The Newspaper Guild. (Applause) The Guild is officially a part of our union. This is an important partnership. The Guild is the largest union in North America on the content side of the information industry and is a key part of our strategy to be the leader in the broad information-based industry.

In addition, we welcome the 2,500 members of IAPE, the International Association of Publishers' Employees, most of whom are employed at the Wall Street Journal and Dow Jones as journalists, technicians and customer service staff. (Applause)

With me on the podium is Ron Chen, in the corner, President of our new CWA Local 1096. Join me and District 1 Vice President Larry Mancino in welcoming Ron Chen. (Applause as he arose)

Not wasting any time, Local 1096, under Ron's leadership, is already working to make Dow Jones a wall-to-wall union company. Dow Jones has seventeen printing plants around the country: nine of them are now union, with eight still to go. You may be asked to assist if one of the unorganized plants is in your community.

IAPE's affiliation and subsequent organizing efforts are just the beginning of what I see as the future in publishing. There are tens of thousands of unorganized workers at the newspapers here and in Canada. They need a union and we have the knowledge and capability to persuade them that our union can support them. Here again, CWA members live and work in every single community where unorganized newspaper workers are employed.

The philosophy that our union has been built on has been described as the three legs of a triangle— collective bargaining, organizing and political action. We know that when one of those legs is weak, the entire structure is in jeopardy.

Since 1 994, when the anti-union, anti-worker forces took over both Houses of the Congress, we have been fighting a holding action. Working with friends like Senators Kennedy and Wellstone and Representatives Gephardt and Bonior, as well as some others, we have been successful in beating off legislation designed to cripple unions. We came very close to taking back the House in 1 996 and we must do that in 1 998. (Applause)

While there is a lot of talk about campaign finance reform, there is little or no action to pass a bill that would create a level playing field. So, it takes money to elect friends to office and CWA-COPE is the vehicle through which CWA members participate.

Earlier this year, the CWA Executive Board adopted a new COPE fund-raising program. Our goal is to raise two million voluntary dollars annually by the year 2000. I personally want to see the day that we can end our reliance on treasury money for political campaigns, particularly at the federal level.

When a member contributes a few dollars, that member is more likely to become a participant in the process. And I am excited by the progress to date, and know that if there are any non-participants in this great Convention, that condition will change by the time we adjourn.

The extraordinary importance of our political action program was demonstrated earlier this year when we saved the jobs of 17,000 state welfare and social service workers in the State of Texas who were threatened by Governor Bush's proposal to privatize the state's welfare system. Most of those who would have been laid off are CWA members.

Because we have a friend in the White House, we were able to have a series of meetings with the President's top staff that culminated with a meeting with the President himself on Good Friday.

Current statutes prevent the privatization of Medicaid and food stamps without the President granting waivers. We stressed to the President that it is morally wrong to have a for-profit company make the determination as to who was eligible for Medicaid and food stamps. Private companies should not profit off the misery of others. (Applause)

We prevailed and the President denied Governor Bush's waivers. Obviously, had we failed, state after state would have followed Texas' lead. We also succeeded in persuading the President to announce that those who move from welfare to workfare shall come under all labor laws, minimum wage, overtime, and the right to organize. (Applause)

Notwithstanding this strong support from the President, the fight goes on. In an effort to reverse President Clinton, the Republicans introduced legislation in both Houses. It passed the House but last Tuesday, we defeated it in the Senate. We will continue the fight as the bill goes through conference.

We look forward to hearing from Labor Secretary Alexis Herman this afternoon on these and other vital issues.

Although we have had many successes over the past year, we need to acknowledge that there are many CWA members who are engaged in struggles that are not yet won and are of long duration. July 14 will be the third anniversary of the discharge of 200 workers at Sprint's La Conexion Familiar.

On December 31, 1996, the National Labor Relations Board issued a sweeping indictment against Sprint for violations of law and ordered full back pay and jobs in Sprint for each worker. And it required them to pay for the whole move. And with absolute arrogance, Sprint denounced the Labor Board and said they would appeal to the U.S. Court of Appeals. I know I speak for you when I say that we will stand with these valiant workers until they receive what is rightfully theirs. (Applause)

Meanwhile, Locals 3680 and 3681 have demonstrated that we can successfully organize Sprint. Last month they won three separate organizing victories three days running for 300 customer service staff in eastern North Carolina. They showed us it can be done even in the heart of right-to-work country with vicious employer opposition. (Applause)

Earlier this year, the unions striking the Detroit Free Press and The News, in a change of strategy, terminated the strike after nineteen months and made an unconditional return to work offer. The majority of workers have not as yet been called back and the lockout is now in its fifth month.

Coinciding with the enormous rally of support that took place in Detroit on June 20 and 21, an NLRB Administrative Law Judge ruled that the newspapers had committed ten unfair labor practices and thus, the strike was an unfair labor practice strike and all workers should be returned to their jobs, and the scabs let go. (Applause)

Echoing the arrogance expressed by the Sprint management, the publishers said: "What can you expect from a judge appointed by this Board? We'll appeal, and the appeal process will take years." Plain mean-spirited meanness, anti-union, and every other mean adjective. We will be standing with those workers.

Negotiations at ABC/Disney are bitter, to say the least. Our NABET members are resisting company take back demands such as elimination of company pension contributions and transfer of union jobs to non-union workers.

Several months ago, Vice President Clark and our Committee asked me to join

them at the bargaining table. The company chairman argued that our members' sights are set too high and are unrealistic. I pointed out that the Disney management wanted to fire a guy named Michael Orvitz for incompetence. He had worked for Disney for fourteen months.

As a reward for being incompetent, Disney gave Orvitz \$140 million as a going away present—\$10 million for each month he screwed up. Additionally, I pointed out, Disney CEO Michael Eisner was given a ten-year employment contract that has a projected value in excess of \$900 million, the largest payout to a CEO in corporate history.

Why then, we asked, shouldn't our members who helped to produce this wealth, believe they are entitled to fair treatment? Clearly, Disney is a company where corporate greed runs amuck, and our NABET members, I know, can count on all of us to be with them until a satisfactory agreement is won. (Applause)

At Alltel, five CWA local unions are currently bargaining with that company in seemingly endless negotiations. Management tells us at the bargaining table that they can no longer afford to pay for family health care. But they can spend \$6 million to rename the Jacksonville Cougar Stadium to AllTel Stadium.

We are working with these locals to develop a corporate campaign to bring our story to the public in the cities where that company operates.

I have tried this morning to highlight for you a few of the ways over the past decade in which CWA has reshaped itself in a changing world and a changing economy. The range of our participation in the life of our members and of the nation is wide and deep. We have not been a reactive union. There is a plan and there is a vision.

For years, we have been known as the community-minded union. We are involved with United Way, with the Boy Scouts, Girl Scouts, Little League and dozens of other community service organizations. Now we need to take the next step. We need for each of our local unions to become truly community-based through organizing, political and legislative action and collective bargaining in the communities where our members live and work.

Some locals organize well. Many concentrate on contract enforcement. Others are politically active. A few are involved in public policy issues. Now we ask you to put it all together.

Community-based organizing. Community-based political action. Community-based collective bargaining. You will hear these themes over and over again in the months and years ahead.

Community-based unionism means getting out into the community so people know who you are, being visible on the job so the members see you, being heard by the people in power so they understand you and being recognized by non-union workers so that they will want to join you.

While there are many examples of the fruits of community-based unionism, I like to cite the Cleveland example. Because our locals are community-based, they had the ability during hearings on a cable TV franchise to have the city officials insert into the franchise that the union must be given access to the workers and the company must be neutral. Just imagine situations such as this occurring on a daily basis in communities all over the United States and Canada.

We cannot successfully meet the challenges of the next century from Washington, D.C. alone. Our effectiveness depends on strong local unions that take an active role in their communities, that are well-known to the decision-makers, that indeed sponsor union members as candidates for local office, and, most importantly,

are visible in the lives of our members.

CWA is a financially sound union. Our numbers are growing. Our influence has never been stronger. We enjoy enormous respect in many of the communities where our members live and work. Other unions see us as potential merger partners.

But there is still much more to do if we are to reach our full potential. We are on the cutting edge of change. We are a premier leader in the labor movement. Our course is set. Our mission is clear.

And, in the words of Vice President Al Gore when he addressed CWA's Legislative Conference just a few months ago, watch the screen.

... Vice President Al Gore said the following on the video screen ...

"Early to bed. Early to rise. Work Like Hell. And Organize. Let's get it done.

PRESIDENT BAHR: Now repeat with me, and join with me.

. . . The delegates arose and applauded and joined in with President Bahr and chanted the following "Early to Bed. Early to Rise. Work like Hell. And Organize . . . Organize . . . Organize."

PRESIDENT BAHR: Thank you.

. . . The delegates applauded as a videotape of union activities was played entitled "CWA in Every Community" . . .

TEMPORARY CHAIR AFANASIEV: Before I turn the gavel over to President Bahr, I want to thank all of the delegates for the opportunity of serving you as Temporary Chair. This is the third time that I have had the honor of opening a CWA Convention. This morning has been just as exciting as the two previous conventions. I deeply appreciate this opportunity and the very special privilege of serving as Temporary Chair.

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

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

PRESIDENT BAHR: Join me in thanking Val for getting us off in the right way. Thank you, Val. (Applause)

I would like to recognize guests from another union. I don't know exactly where they are sitting. I hope they will stand.

The officers of the Connecticut Union of Telephone Workers—its president, Dan Keating. Will somebody yell out where they are? Well, they are somewhere around. Dan Keating. And the Secretary-Treasurer, Tom Chains. And Vice President Kevin Reynolds. We welcome you to our convention. (Applause)

It is now a privilege for me to introduce to you the President of the Nevada State AFL-CIO. Walt Elliot is the Secretary-Treasurer of the Bartenders, Beverage and Dispensers Union local here in Las Vegas. He is an international organizer of the parent union, the Hotel Employees and Restaurant Union. He has been in Nevada long enough that he is probably called a native. He came here in 1960 and is doing a great job and playing an important role in the AFL-CIO program now to make Las Vegas a totally union city.

Please join me in welcoming the President of the Nevada State Federation, Walter Elliot. (Applause)

WALTER ELLIOT (President, Nevada State AFL-CIO): Good morning. Welcome back to my beautiful city.

Eighty-two unions, over 150,000 union members in the State of Nevada, welcome you to our state. We are the only state in the AFL-CIO that has a 100 percent affiliation. Every AFL local in this state belongs to our federation. We are proud of that, and it is very helpful in our political activities. (Applause)

I spoke to the weatherman early this morning. He promised to keep the weather under 100 degrees for the next three days, so get out and enjoy our beautiful sunshine.

In 1960, 30,000 people in this valley when I came here, just out of the Navy, born and raised in Boston. A million three hundred thousand today. Anticipation of over two million by the year 2008.

Opened 11,000 hotel rooms last year. The projection is we are still 18,000 rooms short of the needs of the community. We have a 5,000-room hotel that will be open in two years, a 4,000-room hotel that will be open at the end of next year, a 10,000-room hotel on the boards. It is astounding.

I became wealthy here, because every time they built a new property, I thought they had overbuilt, and saved my money.

How have the unions fared with this growth? We were fortunate, the Hotel and Restaurant Employees' International Union having sustained a major strike in 1984, with 17,000 people out for 75 days, bringing the town to a halt.

Employers do not challenge us the same way. We have neutrality agreements, that when those properties open, we set up onsite to sign up the folks, and have been successful in every property opening becoming 100 percent union. (Applause)

We had a property take us on. A 5,000-room MOM Hotel opened non-union. It stayed that way for three years. They lost a tremendous amount of money, unique in the gambling industry. They changed management with the determination that they would allow us to be union. We have had the card check. We represent the people and are in the process of negotiating that contract as we speak. (Applause)

You know, the unique thing about working in labor is that you have the same philosophy as the firemen: You put out the fires and then a little spark starts somewhere else, and before you know it, there is another fire. Well, we have been comfortable in my industry for years of not having to worry about any excess in the cursed expression "subcontracting." Well, guess what, ladies and gentlemen? They are fighting us right now more seriously than we were able to comprehend.

Often we in labor feel that logic will prevail in our relationships with employers. Quite often they deceive us in that perception. We never thought that they would open a hotel and farm out all of the food and beverage facilities. New York, New York did just that. There are 2,700 workers who we would normally represent. We represent one-third, 900. All of the food, room service, the employees' food, all of the gourmet restaurants, all of the snack bars, all non-union. What does that mean to us? Because the hotel has taken a position that they are an umbrella, and that we are not supposed to picket or try to talk to the workers on the job, they are protecting those non-union facilities.

Well, we have to challenge that contract, and we are doing so. We had a 600-person sit-in for coffee at all of their food restaurants three weeks ago. The following weekend we put 4,500 people in front of their property, with signs specifying not to go into the restaurant. We are now in litigation. They filed charges against us, NLRB charges, questioning our right to do this.

We have to do that. These are issues that you folks have dealt with for years. They are new to us. We are going to have a meeting of the vice presidents, of which I am one. I will be in a meeting in New York in the next couple of weeks to establish a

blueprint to use throughout the country.

We met two weeks ago for a seminar on this, and the horror stories presented themselves. It is not just food and beverage. There are properties in Los Angeles that are leasing out the maid services, the kitchen services, all of the services that we normally represent. So the assumptions that the hotel will give us a minimum amount of workers to represent so that they can wave the union flag and all of their subcontracting, the majority of our work, will be non-union.

This property, New York, New York, has a subcontractor, a famous New York City restaurant called Gallagher's. Gallagher Restaurant has a bar that is sitting twenty feet away from the hotel bar where I have a bartender. My bartender makes \$14 an hour, \$1 .82 in health and welfare, and 45 cents in pensions, not to mention the work rules that protect him. Well, the Gallagher bartender was making six bucks an hour, \$337 a month contribution for his own health and welfare, and no pension, and no work rules.

After they were open three months, they realized the bartenders were making good tips, so they reduced their salaries to \$4.75 an hour. How can they do that? They can do that because there are 8,500 applications for bartenders when they opened that property. They can do that because there are enough people coming into a city that are desperate for work. We have 6,000 a week coming into our city. And they are looking for jobs. They think the streets are paved with gold. So they will take those jobs, unfortunately.

Now once they are there, we have the great opportunity to organize internally. You are talking to a bartender in the hotel that is making 14 bucks and you are making \$4.75 doing the same work, you are going to want some answers. So, we have 85 percent of those non-union workers organized, signed up. But we have this problem. The protection of the master employer. We will resolve it. We will resolve it if we have to stay on the street for months and months. We have proven that in this community with our Frontier strike.

Well, even people in labor say to me, you have got to be nuts to stay in a strike for five and a half years. What do you think you are accomplishing staying out there for that long? What can you prove being on strike for five and a half years with no potential end to this thing?

What do we prove? We prove that we are not going to accept four and five and six dollars an hour wages and the elimination of all the benefits and the elimination of all the protection the union contracts have given us in this state over the last 20 years.

It has affected our negotiations. They didn't give us the neutrality language because they love us. They have a fear that we are wacky enough to attack any one of them, and we will. (Laughter and applause) You have to show the man you mean business.

So with the Frontier still sitting out there—and I want to thank as many of you delegates who have been on that line as I can. God bless you. You have been there strong and solid for us and for the new delegates.

When you are walking the Strip in the next day or so, if you walk by that hotel, stop and shake hands. Just say hello. Put your arms around those strikers. It means an awful lot. They are on that street in the heat being scorned, yelled at by people in cars, insulted by scabs going through their lines and anybody that's been on strike for any length of time can just imagine what abuse you can take in five and a half years on that line and they are solid. I repeat this over and over. And God bless them. Not a single one of them ever went back through those picket lines. (Applause)

So, enjoy your stay in our beautiful city. I look forward to your return in the next couple of years. You will probably need the hall with the organizing efforts that you

have. I am sure you are going to have a lot of success, so God bless you and keep in mind the most important thing you can do while you are here is to protect my local, make those bartenders work. So drink, drink, drink.

God bless you. (Prolonged applause)

PRESIDENT BAHR: Walt, I had the experience of meeting some of these Frontier strikers at an AFL-CIO Executive Council meeting some months ago. I guess it was the five-year anniversary of the strike.

Ed Hanley, the President of the International, brought a representative group to the council meeting, and President Sweeney gave them an opportunity to speak.

Let me tell you, if anyone ever feels that they are depressed or needs to be energized, just go over there and talk to those folks. They are setting a hell of a good example for everybody in the Labor Movement.

We appreciate you being with us today. (Prolonged applause)

Our Governor Miller is on his way here, and in the interim I want to recognize Vice President Clark.

We are also getting complaints about the noise level, so I hope that we don't have to continue to remind you, because people call in, particularly in the back, and we can hear it up here when you congregate back in the back there.

VICE PRESIDENT JOHN S. CLARK (NABET-CWA): Thank you, President Bahr.

Since January, NABET-CWA has been engaged in difficult bargaining on behalf of its 2,700 members who are employed by ABC, Inc., a subsidiary of the Walt Disney Company.

These are the first negotiations between the parties since the entertainment giant took over the network in 1996, and they will not enhance the corporation's image or reputation.

At the same time as Disney Chairman and CEO Michael Eisner and his dream merchants were preparing to expand their fortunes by selling their latest family-friendly fantasy, Hercules, " their less cuddly minions at ABC were planning an assault designed to pick the pockets of their NABET-CWA-represented employees, and strong-arm their Union with contract demands which, if achieved, would severely change the working lives of our members and endanger the security of their families; thus, undermining their prospects for a family-friendly future.

In addition to attacking the fabric of their benefits, their jurisdiction and their seniority, these demands further strike at their job security by impairing their ability to move into the future with the new technologies which change our industry on an almost daily basis.

But our members and their bargaining committee are fighting vigorously against Disney/ABC's assault. All across the country, they have mobilized and banded together in unity to stop the Company's onslaught. And throughout this battle, they have been ably and enthusiastically supported and assisted by their brothers and sisters of the CWA.

This assistance has come in many forms. It has come as assistance at the bargaining table. It has come from the officers and staff of CWA. But most of all it has come in the form of much appreciated guidance and assistance in mobilization for a nationwide campaign against Disney/ABC.

CWA members across the country have attended rallies and hand billed Disney stores. The CWA has given our bargaining committee and mobilization team valuable financial support with a Defense Fund Grant that has enabled us to get our message

out to the public in a way unlike anything we could have achieved prior to our merger with CWA. It is most appreciated.

Of course, this level of support comes as no surprise to NABET-CWA members. It is nothing new. Since the beginning of our merger, we have received tireless support from CWA in our two-year struggle at NBC and, most recently, in our difficult negotiations with WJBK-TV in Detroit, which have not been successfully concluded.

There are many people to thank for their assistance during our ongoing battle with Disney/ABC, and I wish to thank Carmine Turchi (applause) for the assistance he has given our Committee at the bargaining table since the talks began, and Bob Master (applause), who has lent his know-how to the Herculean task of formulating a mobilization campaign against an international icon. I also want to thank Vice President Mancino for his assistance, and especially President Bahr, who despite his busy schedule has taken a personal interest in the conduct of these negotiations.

But most of all, I want to thank all the CWA members across the country who have participated in rallies and the hand billing of Disney Stores.

This battle may yet prove to be a long one, but thanks to our fellow CWA members, our members at ABC know that they are not fighting alone. The unity and strength and enthusiasm of the CWA membership will give them the power and best hope to stand firm for a successful conclusion to these negotiations.

Our thanks to all of you. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, John.

Would the Escort Committee bring Governor Miller to the podium please.

. . . Governor Robert J. Miller was escorted up to the platform . . .

PRESIDENT BAHR: I am very honored to introduce our next speaker, Governor Bob Miller. Governor Miller was first elected in 1990 after serving two years as Acting Governor. He began his second term on January 2, 1995. He was first elected Lieutenant Governor in 1986.

He has earned a well deserved reputation among both Democrats and Republicans for his integrity and fairness which is reflected in his election as a Democrat to serve as the current chair of the National Governors' Association.

I met with him, Governors Romer of Colorado and Dean of Vermont, on issues affecting welfare recipients on workfare, such as coverage under the Fair Labor Standards Act. Governor Miller is totally supportive of our position. Governor Miller believes, as we do, that welfare recipients who move to real jobs should be treated like all workers under the law.

He is also past chairman of the Western Governors' Association and former President of the National District Attorneys Association. Despite the many demands on his time, he has devoted much attention and energy to the American Cancer Society.

We are very pleased that he has found time in his busy schedule to address our convention and I ask you to join me in a big CWA welcome to Nevada Governor Bob Miller.

. . . The delegates arose and applauded . . .

THE HONORABLE ROBERT J. MILLER (Governor of Nevada): Thank you. I appreciate that wonderful and generous introduction, Morton. I certainly appreciate all the advice that you are able to provide to myself and my colleague governors, and I thank all of you here very much for that standing ovation. I am always relieved to get standing ovations before I speak, because I have yet to receive one at the end of my

remarks, so I feel comforted in that fashion. (Laughter)

It is a pleasure for me to be able to formally welcome you to Las Vegas. Now, there is one element of our community that I would like to clarify. There is a misconception. We are very proud of our Asian-American and Hispanic origins in this state. But I want to assure you that in neither language does Las Vegas translate into "Where the hell did all my money go. " (Laughter)

If you are that one unfortunate person who leaves here with less than you arrived with, which is of course a distinct rarity (laughter), we would like you to know that the majority of funding for our state comes from the assessment on the gaming industry. And the majority in turn is expended to educate our school children. In fact, I will sign the budget in Carson City later today doing just that. And I will be able to tell them that a few of you were here making donations to the needy school children. (Laughter and applause)

It is quite a privilege and pleasure for our city to be able to host the annual convention of such a diverse and well respected union. The Communications Workers of America is without a doubt one of the most innovative and comprehensive organizations in the country. And I am proud to also welcome the 35,000 of The Newspaper Guild who will celebrate their official affiliation with CWA tomorrow. Congratulations (Applause and cheers)

Here in Las Vegas, and throughout Nevada, we pride ourselves on strong relationships between employers and employees. We work together to provide the best services to our visitors, and remain committed to also providing the most beneficial benefit and wage packages to those who have made Las Vegas the envy of cities throughout the nation.

Along those lines, I would like to congratulate all of you on creating what you have so appropriately called "Many Faces, One Union." The opportunities you create by allowing for variety has only added to your strength as an organization. For 59 years you have held this convention and have seen it as a time to celebrate your past achievements, and an opportunity to set a plan for new ones. As you know, today the Communications Workers of America represents more than 600,000 workers, 600,000 workers who understand and believe in your message of equality and integrity.

Throughout this convention, as you address issues of organization, organization throughout your own communities and across the international borders, you will discover new alliances with union partners overseas. As our world becomes increasingly smaller day by day, we begin to understand that these international ties are more important than ever. And so I want to applaud you for your foresight and commitment to workers throughout this nation and beyond.

Almost fifty years ago today, the first transistors were demonstrated by Bell Laboratories, making many of the innovations we know today possible. However, ten years prior to that test, the Communications Workers of America held some of their first meetings, making the communication world we know today also possible, possible through the power of people and that which encourages and inspires them.

I can tell you that at the end of this month, we will have the nation's governors here, and I firmed up today that our closing speaker will be Bill Gates, who will talk to us about technology and where that is going to take government and day-to-day living. So we look to learn from people like he and yourselves, who understand and recognize the power of innovation.

As we look towards a new century of improvements and expansions in telecommunications, and technology in general, I know CWA will be at the forefront of the development process.

So once again, I want to thank you for allowing me to be here. It truly is a pleasure to work with Morty. You are extremely well represented in this union, both locally and nationally and I feel privileged to welcome you to Las Vegas. Enjoy the rest of your visit. Thank you.

. . . The delegates arose and applauded . .

GOVERNOR MILLER: I appreciate this commemorative earguard, in case of activities in Nevada.

PRESIDENT BAHR: Thank you very much, Governor. We appreciate your taking the time to be with us.

Will the Credentials Committee come to the platform, please?

While the Credentials Committee comes to the platform, I want to describe for you, particularly the new delegates, the use of the microphones and our rules.

In the back of our Constitution, on Page 23, there is a copy of the Permanent Rules for the Conventions. Let me advise newcomers about the microphones on the floor, how they are to be used, how you get recognized to speak, make motions or ask questions.

Microphones are also covered in the CWA Constitution on Pages 21-23.

There are microphones on the platform for use by our committees and special speakers or persons who would have an appropriate occasion to be discussing matters with the Convention from the platform and possibly even making motions from the platform phones.

Microphone No. 1, which is here right in front of the podium, labeled "Motions," is for delegates to make motions.

The telephone which is associated with the "Motions" mike is connected directly to our parliamentarians. They are seated right behind me. Will the parliamentarians stand as I call their names:

Pat Scanlon, General Counsel, Washington, D.C.; Leon Adair, Special Counsel to District 3; and Patricia Shea, Attorney, Washington, D.C.

When you pick up the "Motions" mike to telephone, you are to advise the parliamentarian of the motion you wish to make. They will give you a preliminary ruling.

If it is in order, the Chair will be advised, and you will be recognized. If you disagree with a preliminary ruling, advise the parliamentarians. They will then bring that disagreement to the attention of the Chair.

The Chair will then make a ruling, after which, if there is still disagreement, the matter can be placed before the Convention to determine whether or not the ruling is proper, by voting on whether or not to sustain the Chair's ruling.

There is a microphone designated as the "Privilege" Microphone, Microphone No. 2 in the center. Use it to raise a point of order or raise a point of personal privilege. It, too, is connected to the parliamentarians.

Many of you will, of course, recall that our rules say that you may also "raise a point of order" by calling out in a loud voice from the floor without going to that mike.

Microphone No. 4 is the "Against" mike. Use it to speak against any issue.

Microphone No. 3 is the "For" microphone. You use it to speak to a motion or issue before the Convention.

Microphone No. 5 is designated "Questions. " Use that phone and mike to be

recognized for the purpose of asking questions to clarify an issue before the Convention or to get information.

We rotate these microphones under our rules. The maker of a motion may speak for their motion from Microphone No. 1.

Under our rules, there is a five-minute limit on debate. There is a red light here on the platform up to my left, that has just been turned on, which will give you a four-minute warning. Also, there is a small red light at the microphone telephones.

The Chair will also endeavor—and I say "endeavor," because sometimes I get wrapped up with what you are saying, and I am not watching the light over here on the podium; but I will do my best to tap the podium lightly so that you know you have one minute, after which the microphone will be automatically turned off.

In rotation the movement will be from the "Motions" microphone or the platform to Microphone No. 4, the "Against" microphone, and then to Microphone No. 3, the "For" mike. The rotation also includes Microphone No. 5 for "Question" purposes.

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

As you go to the "for" and "against" and "Questions" mikes, lift the telephone, give the switchboard attendant your name and local number and state or province. You will be recognized in the order called for under our rules.

Let me introduce the people who will be handling the switchboards and answering as you call from Microphones No. 3, 4 and 5. They advise the Chair to recognize you. They are seated on my left.

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

PRESIDENT BAHR: Gloria Williams, CWA Representative, District 1; Doug Stearman, CWA Representative, District 3; Nancy Biagini, CWA Representative, District 9; Jim Byrne, CWA Representative, District 13; Johnnie Ware, Administrative Assistant to Vice President, District 6, Chair of the Committee.

Five-minute Rule: Pat Warren, CWA Representative, District 3; Lorraine Darrington, CWA Representative, District 9.

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 will have thirty days to review the record and report to us any errors you wish to have corrected. An errata sheet will then be sent reflecting these corrections.

The individuals who are editing and indexing for us are:

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

PRESIDENT BAHR: Jann Buttiglieri, CWA Representative, District 2; Jimmy Gurganus, CWA Representative, District 3; Linda Hinton, CWA Representative, District 4; James Lovelace, Contract Administrator, PPMWS; Clara Allen, Administrative Assistant to Vice President, District 1, Chair.

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 we have two delegates, and I want to introduce them at this time: Kathy Ciner, President, Local 1105, and Bud Speakman, President, Local

13101.

Would the Credentials Committee-where is the Chair? The Chair of the Credentials Committee, Jerry Hayes.

DELEGATE JERRY HAYES (Upstate NY-NE Area Director, District 1, Chair, Credentials Committee): President Bahr, Delegates and Guests: I am happy to announce, on behalf of the Credentials Committee, that we have registered over 2,700 delegates, alternates and guests to the 59th Annual Convention.

The Committee appreciates the assistance rendered by the Secretary-Treasurer's office, especially the help of the Information System and Membership Dues Departments.

With the assistance of the two departments mentioned, we are continuing to improve the service to our delegates, alternates and guests.

The committee also wishes to thank the staff, who are 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: Local 1086. Local 2222. Local 3191. Local 3192. Local 3193. Local 3200. Local 6110. Local 54410. Local 54412. Local 57487. Local 58023. And sixty-eight locals of the Newspaper Guild. (Applause)

We shall be reporting on the 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 4-A-proxy credentials properly executed but late; Category 4-B—proxy credentials improperly executed; and Category 5-unusual circumstances.

Category 1-credentials that were properly executed and on time. The committee moves that these delegates be seated.

PRESIDENT BAHR: You have heard the motion. Second?

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. Nobody at a microphone. All those in favor of the motion indicate by raising your hands. Down hands. Opposed by like sign. Motion is carried.

CHAIR HAYES: Category 2, properly executed, but late credentials. Local 4318, Delegate Dudash; Local 31 1 28, Delegate Pickering. The committee moves the delegates from these locals to 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 hand. down hands Opposed by like sign. The motion is carried.

CHAIR HAYES: Category 3, credentials improperly executed. There are no locals to report in this category.

Category 4-A, proxy credentials properly executed but late. There are no locals to report in this category.

Proxy credentials improperly executed. There are no locals to report in this category.

Category 5, unusual circumstances. Local 1 188. The committee received an unsigned credential from this local, a local that is currently under temporary administration.

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 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 area in the lobby.

President Bahr and delegates, this completes the Committee's report at this time.

PRESIDENT BAHR: Thank you, Chairman Hayes.

The Chair recognizes Delegate Kalmijn on the "Motions" mike.

DELEGATE JELJER KALMIJN (Local 9119): I would like to make a motion to seat Kathleen Sims, President and elected delegate of CWA Local 1 188.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been made and seconded. You may speak to the motion.

DELEGATE KALMIJN: Just a simple statement. I would like to say that the seating of Kathleen Sims as a representative of the Graduate Student Employees Union in New York is important to have the voice of the public sector, and especially the higher education members of this union. We see it as critical to the growth of this important part of the Union to have a voice at this Convention.

PRESIDENT BAHR: There are no other delegates seeking to speak. I will put the motion to you. All those in favor—

. . . Cry of "Point of privilege" . . .

PRESIDENT BAHR: Turn on Mike 2, please. State your name and local number. It is a point of privilege.

DELEGATE BARBARA BAUCH (Local 1133): Sisters and Brothers, President Bahr, I believe Kathleen Sims, as the duly elected president and delegate of Local 1 188 ...

PRESIDENT BAHR: State your point, please.

DELEGATE BAUCH: I speak to this motion.

President Bahr, we seek permission to have her speak on her behalf.

PRESIDENT BAHR: The rules of the Convention have been consistent, that where we have a committee to hear an appeal for someone who is not a delegate, they do not have the right of a delegate. At the same time, on an issue of credentials, where the Credentials Committee did not conduct the hearings as an advocate, I will recognize the - I can't remember the name.

DELEGATE BAUCH: Kathleen Sims.

PRESIDENT BAHR: Kathleen Sims, to speak on this motion.

Are you in the proximity? If so, please go to Mike 3. (Applause)

SISTER KATHLEEN SIMS (Local 1188): I am Kathleen Sims, the duly elected President and convention delegate of my local of 3,900 graduate teachers and

administrative workers. We are the Graduate Student Employees Union CWA Local 1 188.

I am a writing teacher and a graduate student at the State University of New York at Albany. I have served as a negotiator and later as chief negotiator of Graduate Student Employees Union's newly-signed second contract. I played a crucial role as a foot soldier in getting 15,000 New Yorkers on the steps of Governor George Pataki's office to stop his agenda of privatization through budget cuts. When I became president, it was clear to me that we needed the help of our International, not because of impropriety, but because GSEU 1188 needs training and education from the CWA as to how to be a part of this CWA family. GSEU has received this assistance.

We needed help with an IRS debt that was incurred, but the promissory note for the replacement of these vital dollars has been signed. We have struggled to follow correct administrative procedure, and we have accomplished this goal. In the midst of this struggle, our temporary administrator Steven Miller made a decision not to send me as GSEU's elected delegate for financial reasons. I am here today, a proud CWA member, attending at no expense to my local. I bring this motion before you today because I would be remiss in my elected duty not to bring the following question before this democratic body:

Should the duly-elected delegate of a vital union with a proven record of successful community organizing and member negotiation like the Graduate Student Employees Union, be able to represent her or his members at this Convention?

If your answer is yes, please vote yes to this motion to seat me, Kathleen Sims, as delegate of the Graduate Student Employees Union, CWA Local 1188.

Thank you. (Applause)

PRESIDENT BAHR: The delegate at Mike 4.

DELEGATE TERRY LAURENT (Local 341 1): I rise to support the seating of this delegate. I did advise the delegate that all materials should carry the Union Label, but there is a more important issue at stake here.

All members need their representation here for CWA. All locals, big or small, need to participate here.

We as union leaders understand about giving of our time and money. Seating of this delegate does not cost the local any money. Seating of this delegate does give the local and its members a vote in this great body. And this great body is the root of this Union. So this body must open its arms and allow all locals their rightful place on this floor taking care of business.

So please, delegates, vote to seat this local and get on with the business of the day. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5.

DELEGATE RON HONSE (Local 4319): I just have one question. Is Delegate Sims the current local president or is the local in administratorship?

PRESIDENT BAHR: The local is in administratorship at their request. You are entitled to a second question.

DELEGATE HONSE: That is all, thank you.

PRESIDENT BAHR: Seeing no other speakers that care to speak, the motion before you is to seat as the delegate from Local 1 188, Kathleen Sims.

All those in favor signify by raising your hands. Down hands. Opposed by like sign. The motion is adopted. (Applause)

And if Delegate Sims would present herself at the appropriate time to the Credentials Committee, she will be credentialized. (Applause)

Before the Credentials Committee leaves, let me introduce them to you, which I neglected to do when they came up here.

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

Eleanor Smith, Local 1022; John Feaster, Local 1110; Diane White, Local 2201; Mike Harris, Local 2336; Serena Smith, Local 3204; Dale Holman, Local 3372; Robert Gooden, Local 3511; Margaret Henderson, Local 4310; Barbara Lentz, Local 4730; Barry Gardner, Local 6016; Ronnie Gray, Local 6228; Mike Hernandez, Local 7070; Rodger Bauer, Local 7904; Louie Rocha, Local 9423; Rosalinda Aguilar, Local 9586; Samuel Attard, Local 14503/ITU 0018; Judith Robertson, District 4; Robert Proffitt, District 7; Jerry Hayes, District 1.

Please join me in thanking the Committee, who worked awfully hard to help get this convention organized. (Applause)

Would the Resolutions and Rules Committee please come to the platform.

While they are making their way to the platform, we intend to try to, depending on the schedule, deal with Resolutions 59A-97- 1,2,3,4 and 5. And they will be reported out today if time permits. However, in order to accommodate our schedule of events, it occasionally requires us to rearrange the order in which the resolutions are reported.

The members of the Resolutions and Rules Committee are:

. . . As each member of the Resolutions and Rules Committee were introduced, the delegation responded with a single clap of recognition: . . .

PRESIDENT BAHR: Teri Pluta, Chair, President, CWA Local 4039; Kathryn Smith, Executive Vice President, CWA Local 1031; Regina Ross, First Vice President, CWA Local 3121; Ronald Knight, President, CWA Local 3681; Gary Gray, President, CWA Local 6502; and Jerry Ahue, President, CWA Local 1492/ITU 0037.

The Chair recognizes the Committee.

DELEGATE TERI PLUTA (Local 4039, Chair, Resolutions and Rules Committee): Thank you, Mr. President.

The report of the Resolutions and Rules Committee to the 59th Annual Convention. The Resolutions and Rules Committee met in the City of Las Vegas, Nevada, beginning on June 25,1997 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 23 and ending on page 26.

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 a union's convention. Therefore, the Resolutions and Rules Committee of the 59th Annual CWA Convention recommends no changes be made in the Permanent Rules.

The Hours of Convention: Rule VI (Hours of Convention) of the Permanent Rules governing conduct of CWA conventions provide 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 59th Annual CWA Convention shall be as follows: On Monday, June 30,1997, the Convention shall be

called to order at 9:00 a.m. The Convention will recess for one and one-half hours, beginning at approximately noon, and shall be recessed subject to the call of the Chair, but not later than 5:00 p.m.

On Tuesday, July 1, 1997, the Convention shall convene at 10:30 a.m. and shall recess from approximately 12:30 to 1:45 p.m. and will continue until all business has been conducted.

Respectfully submitted, the Resolutions and Rules Committee.

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

. . . Seconded from the floor . . .

PRESIDENT BAHR: It has been seconded. Seeing no one at a microphone, all those in favor of the Resolution setting the hours of the convention indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

At our convention last year, we amended our Constitution to include the President of the Newspaper Guild as a Vice President of CWA, effective upon completion of TNG's merger with CWA. We are all excited that the merger with the Guild has now been completed. And today we have welcomed Guild delegates into our ranks.

Two weeks ago, I was privileged to address the Newspaper Guild's merger convention. Despite incredibly difficult times, the journalists, customer service staff, circulation workers, and other Guild members were excited and upbeat about the future and about our new partnership with them.

Among their members are North America's greatest journalists, including those at the New York Times, Boston Globe and Canadian Broadcasting Company, and also thousands of customer service staff involved in advertising and circulation.

I would now ask Linda Foley, President of The Newspaper Guild, to come to the podium and be sworn in as a CWA Vice President, and then to address this convention. Linda will be accompanied by TNG Secretary-Treasurer Bernie Lunzer and Canadian Director Arnold Amber. (Applause)

Linda, would you raise your right hand and put your left hand on the Bible please.

Do you, Linda Foley, on your honor, accept the Office of Vice President and, thereby, the trust as an Executive Board Member of the Communications Workers of America?

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 ability, 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 to work tirelessly to build our Union by organizing the unorganized'

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent Labor Movement and pledge yourself to defend our Nations and their Constitutions?

LINDA FOLEY: To this, I, Linda Foley, Vice President of The Newspaper Guild sector of the Communications Workers of America, do solemnly swear, so help me God.

. . . Linda Foley then signed the Constitution . . .

PRESIDENT BAHR: Brothers and Sisters, the new Vice President of CWA, Linda Foley.

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

VICE PRESIDENT LINDA FOLEY: Thank you very much, President Bahr.

Oh, this is such a great day. I have asked, if you don't mind, that the delegates from The Newspaper Guild attending their first CWA convention come up here and join me.

. . . The delegates arose and applauded and cheered as they came forward . . .

VICE PRESIDENT FOLEY: Well, as you can tell, we are pretty happy about this. You know, I was trying to think of what I should say to The Newspaper Guild delegates who are here and, more importantly, to our new brothers and sisters in CWA. And I thought about the theme of this convention, which is up here behind us.

"Many Faces - One Union." To me, that is what sums up the way I feel today. I have my friends and my supporters here from The Newspaper Guild, representing 35,000 members across North America. I have the Secretary-Treasurer of the Guild, Bernie Lunzer, and our Director of TNG Canada, Arnold Amber. But I also think of the faces of all of you that we have met and interacted with, and who have supported us here in CWA.

So when I look out I see many, many faces; I see so many faces that it is overwhelming. But I see one union. I see one family, a family that is now officially my family, a family that is now officially The Newspaper Guild's family.

After almost two years of transition, many months of preparation and change, merger talks, resolutions, and strategic planning, we are finally in. We are The Newspaper Guild, okay, guys? We are The Newspaper Guild-CWA. (Applause) And we are just so damn proud of it. (Applause)

We are proud of it because together, with all of you and all of the members of CWA, we will build a strong union for the Information Age. We know that.

Today, we in The Newspaper Guild join our forces with yours. Today, we begin a new era in our union. Today, we empower The Newspaper Guild delegates here and our members back home like we have never empowered them before.

Today, we become CWA. Today, we begin to build a powerful new union. But we chose CWA as our new home, not just because CWA would bring us power, but also because we believe you will bring us democracy; you will bring us decency; you will bring us dignity. And we know that you will bring us compassion, because we have experienced it first-hand through your support, your direct support of our locked out families in Detroit. (Applause)

There is no greater demonstration of union solidarity that I can think of than the continued support so many of you have shown by adopting our families in Detroit. Because of that, because of your compassion and your support and your solidarity, we know we will get justice in Detroit. We know we will win in Detroit. (Applause and cheers)

You know, last year the delegates to the CWA Convention staged an unforgettable rally in support of the striking newspaper workers at The News and Free Press. Today those workers are still on the street, as President Bahr has said. Today, CWA is still fighting the two giant media corporations that provoked that battle.

Also, as President Bahr pointed out, a little more than a week ago, the National Labor Relations Board found the Detroit News and Detroit Free Press guilty of multiple unfair labor practices. But the NLRB merely confirmed what we in CWA already knew: that Gannett and Knight-Ridder are guilty of bad faith bargaining; guilty

of illegally replacing loyal, long-term employees; guilty of destroying two once-respected newspapers; and guilty of trampling justice at the expense of corporate greed.

We knew that. We didn't need the NLRB to tell us that. But it is nice to hear.

Gannett and Knight-Ridder and all of the media corporations and robber barons like them are ready to use information technology to line their corporate coffers. Unchecked, they exploit news and information and ignore-even discard, as they have in Detroit-the responsible, dedicated workers who have invested their lives in producing a quality information product.

My one message today for those media moguls is this: Remember The Newspaper Guild and how we fought for 64 years to keep you honest and credible? Well, we're CWA now, and that means we now have the power to make you be honest and credible. And in so doing, we will make you responsible to your workers and to your communities. (Applause and cheers)

The people who wrote the U.S. Constitution and the Canadian Charter of Rights and Freedoms made sure those documents contained protections for the right to free speech and a free press. Why? Because they knew as we all know that the free flow of information and ideas is critical to the functioning of a democratic society. Without credible, reliable information, we cannot make informed decisions about how we should be governed.

In North America today, our freedom to access information is threatened more by corporate greed than by government censorship. If allowed to continue, our cherished right to free speech and a free press will be abolished. We have to make sure that does not happen.

That is what we in The Newspaper Guild, I think, bring to this merger. By joining with you in CWA, we can push back against the negative results of media and information concentration. We can pull together to defeat the Gannetts, the ABC/Walt Disneys, the Rupert Murdochs, the Sprints, the MCIs, and any other conglomerate that seeks to exploit the Information Age by downsizing work forces, busting unions, and thumbing their noses at the communities they are obligated to serve. (Applause)

So for these corporate conglomerates, these media and information conglomerates, it is not "Many Faces - One Union," it is "One Union In Your Face." (Laughter, applause and cheers)

Now, I talk about the many faces, and one of the things I would like to do is, I would like to introduce another new face to the delegates here, and that is the face of our members in Canada. If you don't mind, I would like Arnold Amber, our Director of TNG Canada, to say a few words on behalf of our members there. (Applause)

BROTHER ARNOLD AMBER (TNG Canadian Director): I have been asked to speak for one minute. So I have been in your Union for two hours and I am going to break that by speaking maybe for two minutes. (Laughter)

You know, we are the hard-bitten, we are the tough-minded journalists' union and we are in with you now. When I stand before you today, that which you touch is not our minds, but our hearts. And that is why we are so pleased and so happy to be among you.

In Canada we have things just a little different. In Canada we have what they call the reverse merger. The 1,200 members of the CWA Locals in the print industry in Canada are going to be merging with the 5,000 newspaper people and broadcast people in Canada. And together we are going to be able to form what President Bahr speaks so eloquently about, and that is international unionism, which will help working men and women across the world fight the international giants that they work for.

(Applause)

So for us it is extremely important in Canada that the small band that we now are grow and grow and grow to serve our members better, and to reach out to the many thousands of people in the traditional industries and the many thousands and more thousands of people in the new types of media industries that must be organized.

Unfortunately, I must tell you that the merger that we have been talking about now for two years in Canada has been very slow in coming. We want to hold the vote in September-October, but before we get there work has to be done. And I am very hopeful and I plead with everyone that while we are in Las Vegas that we should speak more about the issues that are keeping us apart.

The CWA Locals in Canada want to be able to vote, and TNG Canada wants them to be able to vote, because once we have the vote and we come together we will be able to realize some of the CWA vision, and we will truly be within the family of the CWA.

I think with the resources and the experiences of the CWA we can make an incredible impact in Canada. We could become a union in Canada that we want and that the CWA wants. And we will challenge you to do one thing. In many years—and I hope it is not too many years—we will challenge you that you will have to get a much larger room for this convention because right now there are twelve members from Canada, and in the years to come there will be hundreds of people here as delegates from Canada. (Applause)

VICE PRESIDENT FOLEY: One final thing I wanted to say, and that is that the other theme of this convention is "In Every Community." You have been standing with us in Detroit and in other communities for a long time. Well, now the Newspaper Guild is standing with you in every community where we are.

And I just wanted to say to my fellow members of the Executive Board, to all of you out there, to everybody all across the CWA universe who have reached out to us: thank you for opening your ranks to us. And thank you, thank you for opening your hearts to us. Thanks.

. . . The delegates arose and applauded and cheered as President Bahr placed a convention badge around the neck of Vice President Linda Foley . . .

PRESIDENT BAHR: I know each of us in our secret heart would like to have this kind of ceremony every year At our convention. I think Arnold Amber threw a challenge down to us, and I am going to suggest that Barbara begin to look at cities that can hold many more people than are seated here. So we are taking you up on it, Arnold.

The Chair recognizes the Resolutions Committee.

CHAIR TERI PLUTA (Local 4039): The Chair would like to recognize Ron Knight.

DELEGATE RONALD KNIGHT (Local 3681): Mr. President, if the delegates would please turn to page 1 of the Resolutions Committee report, I will read Resolution 59A-97-1, entitled Lifelong Learning.

LIFELONG LEARNING

For decades, CWA has been a leader in recognizing the importance of lifelong learning in opening doors to new skills, new careers, community involvement, and personal enrichment and empowerment. In addition to providing workers with the skills they need to keep up with rapid globalization and technological advances, access to lifelong learning can change an individual's world:

Many workers who begin training and education programs in order to upgrade their skills and advance their careers discover that returning to school, particularly in degree programs that include broad liberal arts courses, can bring many other benefits as well. Participants report that they understand better how to support and get involved in their children's education; that they gain the self-confidence to act as citizens and participate more fully in civic and political life; and that they learn problem-solving and critical thinking skills that they use in their jobs and in all aspects of their lives.

Lifelong training should be truly lifelong. Many retirees find that retirement, far from marking the end of learning, can be a time to train for a second career or to take courses for personal enrichment. Retirees also have much to offer to other students. Multi-generational campus settings provide a forum for community participation by retirees and a unique opportunity for younger students to take advantage of retirees' experience, knowledge, and perspective.

Excellent worker education and training programs have been at the top of CWA's agenda for years. We have found that the best programs combine labor-management partnership with government support and close working relationships with educational institutions. Much of what makes an education program successful is in the details: tax exemptions for education benefits; prepaid, not reimbursed, tuition and books; real flexibility for full-time adult workers; counseling and skills assessment to help workers get off to the right start. We are committed to moving a national worker education agenda forward and building the public and institutional support for the policies to support these programs. CWA commends the Clinton Administration for establishing a committee comprised of representatives from the Vice President's office, the National Economic Council, and the Departments of Labor, Education and Commerce that will support the work of the Commission on Lifelong Learning.

As important as continual learning is to workers, training alone is not enough to improve living standards. Even though workers may increase their productivity with new skills, there is no guarantee that they will share in the rewards of increased productivity without the protections of collective bargaining and strong labor legislation. Access to training itself also depends on unionization; the American Society for Training and Development cites several studies showing the positive correlation between unionization and employer-provided training.

RESOLVED: The Communications Workers of America support restoring the permanent tax exemption under section 127 of the Internal Revenue Code for employer-provided education benefits for both undergraduate and graduate education and urge all locals to participate actively in its passage.

RESOLVED: CWA supports an overall federal policy to encourage philanthropic organizations, businesses, unions, and educational institutions to continue working for lifelong learning.

Mr. President, the Resolutions Committee moves adoption of Resolution 59A-97-1, titled "Lifelong Learning Resolution. "

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the resolution. It has been seconded from the floor.

On Microphone 3, Delegate Hilleary.

DELEGATE JIM HILLEARY (Local 2222): Brothers and sisters, I join in supporting this resolution. Many of us here know first hand the importance of continuing education for our members. In today's workplace, training and education is often a basic survival issue, employment security is often dependent on our

employability. One of the highest priorities of our union should be to provide the opportunities for our members to obtain the education, the training and the skills to secure and advance their career.

I am a member of the training advisory board that was formed with our union and one of our major employers. This program creates a training partnership to promote and provide education and training to our members. The partnership has increased both access, training and member interest in participating. Our members recognize the union's role in providing the education and training opportunities. Serving our members this way makes our union stronger. This resolution supports an effort to improve our ability to help our members and I ask that you support this resolution. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Thew.

DELEGATE ELIZABETH THEW (Local 7818): As this convention and this resolution state, our membership and futures have many faces and many different goals and dreams. Education and lifelong learning gives our members the knowledge and skills for the future. More importantly, it gives our members the confidence to take these skills and pursue their dreams.

I know. With the help of my union bargained for benefits I received my bachelors degree this year. With lifelong learning, it can take many forms: technical schools, distant learning, traditional four-year degrees.

Please support your members and encourage them to take control of their lives with the use of education. Support your members by supporting lifelong learning in your communities. Support your members by contacting your Congresspersons for a permanent exemption of taxes for employer-provided education benefits. And I urge you to support your members by passing this resolution. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates desiring to speak. Before us is Resolution No. 1, Lifelong Learning.

All those in favor of the resolution indicate by raising your hands. Down hands. Opposed by like sign. The resolution is adopted.

The Chair recognizes Delegate Floyd at Microphone No. 1.

DELEGATE CARLA FLOYD (Local 7901): I move that the Resolutions Committee read only the resolved portion of resolutions prepared for approval by the convention.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. It has been seconded. There are no delegates at the microphones. The motion is to have the resolutions committee read the resolved only.

All those in favor of the motion indicate by raising your hands. Down hands. Opposed by a like sign. It is so ordered.

The Chair recognizes the Committee.

CHAIR PLUTA: Thank you, Mr. President.

The Chair recognizes Regina Ross.

DELEGATE REGINA ROSS (Local 31 21): Would the delegates please turn to Page 2 of the Resolution Committee report. I will read the resolved of 59A-97-2.

JOSEPH ANTHONY BEIRNE MEMORIAL FOUNDATION

The legacy of Joseph Anthony Beirne, our Union's founding president, permeates

our hall as we meet for CWA's 59th Annual Convention in Las Vegas, Nevada.

We see the gifts he bestowed on us as we appreciate our Union's greatness, as we design and develop plans for the future, and especially as we reflect upon our strong and proud past.

We join together in gratitude for his great contributions to CWA, for his foresight in promoting organizing a priority within the Union, for his leadership and skill at the bargaining table and for his determination that we maintain our leadership within the family of labor.

Soon after his death on Labor Day, 1974, the CWA Executive Board established the Joseph Anthony Bern Memorial Foundation—an action that was endorsed by delegates attending CWA's next convention, in 1975. At that time, delegates said:

"Those of us who knew, admired and loved Joe Beirne are deeply aware of his rightful pride in the role played in the field of education and learning. . . and other areas of social concern. . . We believe that it would be most appropriate that the Foundation emphasize programs devoted to the advancement of education and learning and other areas of social concern."

Delegates wanted the Joseph Anthony Beirne Memorial Foundation to be a self-sustaining fund that would live on in perpetuity as an eternal reminder of our gratitude for his vast contributions to our Union. The original funding mechanism was to ask CWA locals to contribute five cents per member per month for a period of ten years, augmented by a \$1 million donation from the CWA general fund over a ten-year period.

And, indeed, the funding concept has worked well over the years, as the Foundation's assets have grown to nearly \$3 million. Many Locals have fulfilled that \$6 per member commitment and have been honored.

Over the years, more than 400 partial college scholarships (valued at more than \$2 million) have been awarded to the sons and daughters and spouses of CWA members. Thirty-six non-college awards have been distributed. Grants have been awarded to literally dozens of worthy causes, reflecting a diverse range of interests and needs throughout society.

We should be very proud of our accomplishments but we should not rest on our laurels. As a result of organizing, mergers and affiliations, many new Locals now exist within CWA. There are a number of Local leaders and members who do not know of the Joe Beirne legacy or the accomplishments of the Foundation.

Just as we, within CWA, want our Union to grow, we also want the Joseph Anthony Beirne Foundation to grow, to permit the foundation to expand its opportunities to reach out and help more men and women develop skills and talents.

Therefore, we urge all CWA locals to fulfill a commitment to the Joseph Anthony Beirne Foundation by contributing the amount of five cents per member per month for ten years.

We appeal to all Locals, recognizing the great changes that have occurred within our Union in the more than two decades since this foundation was first established.

We appeal to all locals, recognizing that we are Family, we are Union, we are Proud.

RESOLVED: That CWA reaffirms support of the Joseph Anthony Beirne Foundation and that this Convention urge all CWA locals that have not yet contributed their quota and all CWA locals chartered after the 1975 and 1983 Beirne Foundation quota programs to contribute five cents per member per month, for a ten-year period to the Joseph Anthony Beirne Memorial Foundation.

Mr. President, the Resolutions Committee moves adoption of Resolution 59A-97-2 titled "Joseph Anthony Beirne Memorial Foundation."

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the resolution. Seconded from the floor.

On Microphone No.3, Delegate Sonnik.

DELEGATE WILLIAM G. SONNIK, III (Local 2105): Brothers and sisters, I am pleased to speak in support of Resolution 59A-97-2, "The Joseph Anthony Beirne Memorial Foundation." President Beirne was well aware of the benefits of education and, indeed, I well remember a Saturday afternoon in the fall of 1969 when President Beirne stopped by a conference room at the old Mercury Building in Washington, D.C. to welcome those of us in training to be stewards for Locals in District 2.

President Beirne would indeed be proud of this wonderful record of achievement of the Foundation of providing 400 partial scholarships valued at over \$2 million which have been awarded to this date.

I urge you to show that you value education by not only unanimously passing Resolution 59A-97-2, but by putting the value in your commitment by making the small sacrifice of pledging five cents per member per month for ten years to fully fund your obligation. Thank you.

PRESIDENT BAHR: On Microphone No. 3, Delegate Beebout.

DELEGATE MONICA L. BEEBOUT (Local 13550): I rise in support of this resolution. We pride ourselves upon our past and plan for our future of greater and stronger unions. Ironically, Joe passed away on Labor Day of 1974. That in itself says it all.

Joe was labor, stood for labor, and our union should pride itself by continuing the Joe Anthony Beirne legacy. Therefore, I urge each and every Local to support this resolution and meet the commitment so that we can continue the education of our future generation of union members. Thank you.

PRESIDENT BAHR: On Microphone 3, Delegate Mitchell.

DELEGATE KAREN MITCHELL (Local 3310): Thank you, President Bahr.

My sisters and brothers, the future of the Labor Movement is in the hands of young workers, the workers of today and tomorrow. We as union leaders must continue to take an active part in our children's education. The Joseph Anthony Beirne Memorial Foundation is one of the avenues that our sons, daughters, and spouses have access to, a fund that can help jump start the continuing education process.

This resolution secures the future and has the foresight to provide assurances that we will not rest on our laurels, but we will be ever vigilant in providing financial resources for our own. In the body of this resolution, it states that we are a family, a statement that means more to me than any of you could ever know. We are union. We are proud, and again, we are a family who can and will take care of our future. Therefore, sisters and brothers, I urge the adoption of Resolution 59A-97-2. Thank you. (Applause)

PRESIDENT BAHR: There are no delegates at the mike.

In front of the convention is Resolution 2, "Joseph Anthony Beirne Memorial Foundation." All those in favor signify by raising your hands. Down hands. Opposed by like sign. The motion is adopted.

And I agree with one of the delegates who said Joe Beirne would be mighty proud today.

The Chair recognizes the Committee.

CHAIR PLUTA: Thank you, Mr. President.

If the delegates would please turn to page four of the Resolutions Committee Report, I will read the resolves of Resolution 59A-97-3 titled "Economic Policy Resolution."

ECONOMIC POLICY RESOLUTION

Nearly every day, the media reports more economic "good news." The economy is growing, unemployment is falling, and the stock market is booming. Unfortunately, the news is considerably better for Wall Street than for those on Main Street struggling to maintain their standard of living.

Corporate profit rates hit their highest recorded level in 1996 7.57 % after taxes. The record rate was the result of shifting corporate income from wages to profits and of low levels of investment. From 1988 to 1996, the percentage of corporate income going to profits increased by more than a percentage point, from 14.07% to 15.16 %. The effect of this shift from wages to profits is profound: According to analysis by the Economic Policy Institute, it created a gap between wage growth and productivity growth, and took away approximately one quarter of the wage gain that workers would have realized over the last eight years if their wages had kept pace with productivity. The share of gross domestic product (GDP) spent on new investment in 1996 was only 10.4%, down from 1979's high of 12.6%.

As the real wages of the majority of workers are falling, corporate executives are making money hand-over-fist, often independent of their performance. When companies do well, executives are rewarded with outsized bonus and option packages; if the stock price falls, many corporate boards simply reprice stock options to maintain their value. Other underperforming executives are sent packing with huge golden handshakes such as Disney's Michael Ovitz, with his \$ 140 million for 14 months of failure.

The overall growth in the economy is not creating enough good jobs the secure, well-paying jobs which protect and expand the middle class. Even though unemployment figures are down, job creation rates are also down and job loss rates are up. Thirteen and a half million workers are unemployed, underemployed, or working part-time because they can't find a full-time job. In addition, 10% of working people are employed in "contingent" or "alternative" situations, with little or no job security, lower pay, and fewer benefits. At the same time, others are forced to work far more hours than they'd like, either out of economic necessity or because cuts mean that more and more work is shared by fewer and fewer employees.

The new welfare reform law may further reduce the number of good jobs available. If employers can circumvent employment standards and wage laws, they will fill union jobs with lower cost workfare participants. In New Jersey, Ohio, and New York, thousands of workfare recipients are already working in public sector jobs 35,000 in New York City alone. Even if all 1,000,000 adults who will be kicked off welfare were somehow able to find jobs without displacing other workers, the resultant flooding of the low-wage labor market would lower wages for the bottom 30% of workers by an average of 12%, ranging from 5.0% in Nevada and Nebraska to 27.3 % in the District of Columbia, according to the Economic Policy Institute. While these jobs may offer a way off of welfare for some, they also offer the potential for tremendous exploitation.

Even a labor law violator like Sprint is angling for its share of public relations credit from workfare. It's disgraceful that Sprint can be lauded as a good corporate citizen for hiring four welfare recipients when the company was responsible for creating 177 potential new cases just three years ago with its union-busting shutdown of La Conexion Familiar.

Organizing and collective bargaining remain for all workers, public and private, workfare or not, the most effective way to raise living standards and redistribute wealth. The gains won through negotiations and mobilization must be jealously guarded. Retaining the real value of those gains includes protecting the Consumer Price Index (CPI) from attempts to erode it through "technical" adjustments as some in Congress are now attempting to do. Revising the CPI downward would have devastating effects on cost of living adjustments (COLAs), wage negotiations, and retiree, disability, veterans' and Social Security benefits. The current CPI calculation is fair and as reliable as possible given the assumptions and estimates that must be made in such a measurement.

Yet another assault on living standards comes in the form of the so-called balanced budget deal struck between the Republicans and the White House. The deal's claim to balance the budget is both dishonest and misdirected. The structure of the deal "backloads" tax cuts in a way that costs the government more and more each year, even as baby boomers retire and fewer and fewer workers will be paying into the system. Cuts in estate, IRA, and capital gains taxes accrue to the benefit of the wealthiest 1 % of the population and will be paid for with cuts to Medicare, Medicaid, and programs for public safety and the environment. A requirement for a balanced budget is a dangerous proposition in any case, tying the government's hands in the event of an economic downturn, when increased spending can head off or end a recession. Historically, deficits are associated with the ending, never with the causes, of depressions.

RESOLVED: The Communications Workers of America oppose lowering the Consumer Price Index (CPI), which would have devastating effects on COLA increases, wage negotiations, and retiree, disability, veterans' and Social Security benefits.

RESOLVED: CWA supports full wage, employment, and organizing protections for workfare participants and will join with Jobs with Justice in December for a series of actions in support of extending those rights to workfare jobs.

Mr. President, the Resolutions Committee moves adoption of Resolution 59A-97-3 entitled "Economic Policy Resolution."

PRESIDENT BAHR: You heard the resolution.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Microphone 3, Delegate Kneupper.

DELEGATE RICHARD KNEUPPER (Local 6171): President Bahr, Executive Board, Brothers and Sisters: I rise in support of the resolution entitled Economic Policy Resolution. It is true that the economic news has been good, but is it good for all? Is it good for the rich? Obviously. Is it good for the working middle class? Not really. Working families are really, in real dollars, behind where they were some 20 years ago.

Let's talk about the impoverished. They are certainly worse off. America has the responsibility to raise all boats with the rising tide, but what do we find in America? We see corporate executives already making millions, taking 30 to 40 percent increases every year while our members get three percent. We see corporation after corporation whose profits are up still coming to bargaining table after bargaining table wanting to cut our health care, cut our pensions, and shift more costs to our members.

We find our government attempting to benefit the rich by simply changing a calculation and taking away from retirees, the disabled, veterans, and the working middle class. And then to add insult to injury, the idea emerges to take workfare

recipients and put them in jobs and not even pay them the minimum wage. Let's send a message to our members and our representatives in Washington—let's say no to changing the calculation of the CPI; say no to cutting benefits for retirees, veterans, and social security recipients. Say no to substandard wages. Say yes to fairness. Say yes to justice, and say yes to this resolution. Thank you. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Henning.

DELEGATE WILLIAM HENNING JR. (Local 1180): Brothers and sisters, I rise in support of this Economic Policy Resolution.

While there are many issues worthy of our consideration, the two proposed in this resolution have special meaning for us in CWA. I want to speak to the second issue, that of workfare.

First of all, we need to understand that workfare is work. Workfare workers provide valuable services in our communities.

In New York City we have 36,000 currently assigned to workfare duties. In the parts department alone they outnumber the paid workforce by three to one.

When politicians boast of shrinking government, remember these numbers. They are not shrinking government; they are shrinking the paid workforce. Of course, that directly threatens the labor standards, the wages, benefits, health and safety protections and other conditions that we have established over decades.

But we need to stand for a key principle. Workfare workers are workers, and they are entitled to all the dignity that comes from work. That starts with a paycheck. It includes the right to organize, the right to an effective grievance procedure and health and safety protections.

We need a national effort to bring the benefits of unionization to this group. We need negotiations, and we shouldn't wait for either presidential decrees or legislative permission to organize in the face of our own experience as workers.

In the early days of our nation, when workers banded together to confront employers to improve conditions, they were guilty of criminal conspiracy. Only when workers made clear that they would and could stop commerce did we win the legal rights that we now enjoy.

No one should have any illusions that these legal rights will be extended to the workfare participants out of the goodness of the hearts of the rich and powerful.

Workfare is beneficial primarily to one group—employers. Employers in the public and private, non-profit and for-profit sectors are the only people that reap the benefits of a below minimum wage force with mandatory assignments and stiff sanctions for failed performance.

What is not being discussed within the debate around workfare is how the vast majority of the population is either directly or indirectly adversely affected by these policies.

The overall negative effects of workfare on those in the labor market far outweigh the perceived benefits to taxpayers of getting cheaper public services and the false value of forced labor in exchange for a welfare check as a necessary motivator for lazy welfare recipients.

It is no accident that Pizza Hut and Burger King and Marriott Corporation are prime supporters of welfare reform. Does anyone see a connection here in flooding the market with increasing numbers of low wage workers ?

Finally, in New York City we have been privileged to work with a coalition of labor unions and community organizations, welfare advocates and the workfare participants

themselves, to fight for decent standards and to interject into the debate the need for organization of workfare participants.

One of the things that I would caution the brothers and sisters, we have occasionally run up against the notion that workfare participants are being given menial assignments and demeaning work.

As Labor Movement representatives, we need to make clear, there is no such thing as lousy work. There is only bad pay and lousy conditions. That is the job of unions to fix.

I urge you to support this resolution. (Applause)

PRESIDENT BAHR: There are no other delegates at the microphones.

Before us is Resolution 3, Economic Policy. All those in favor of the resolution indicate by raising your hands. Down hands. Opposed by like sign. The resolution is adopted.

It is geKing close to the time where we are about to take the Official Photograph, so if you have to prove that you have been here, you had better stay in your seat. (Laughter)

And those standing in the back, I would suggest you find your seats, and after which, please stay in your seats for some announcements from the Secretary-Treasurer.

. . The Official Photograph was taken of the Convention . .

PRESIDENT BAHR: The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER EASTERLING: Many of you have seen the "Get Wired" posters that have been about, and some of the material that has been in your folder. This is to encourage you to stop by the President's Booth to send an e-mail message in support of our NABET CWA workers at ABC.

If you stop there, you can also see the CWA website and you can surf the net.

So look for the President's Booth, and send a message to support our workers.

Thank you.

PRESIDENT BAHR: We stand in recess until 1:30.

. . . The convention recessed at 12:00 noon . . .

MONDAY AFTERNOON SESSION

June 30, 1997

The Convention reconvened at 1:30 p.m., President Morton Bahr presiding.

PRESIDENT BAHR: Would the delegates quickly take their seats. The convention will come to order.

The Chair recognizes the Chair of the Credentials Committee for a supplemental report.

DELEGATE JERRY HAYES (Chair, Credentials Committee): President Bahr and Delegates: have a supplemental report from the Credentials Committee. In Category 2, we have properly executed but late credentials from Local 501, Delegate Farley. The committee moves that the delegate be seated.

PRESIDENT BAHR: You have heard the motion.

. . The motion was duly seconded . . .

PRESIDENT BAHR: There is a second from the floor.

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

In April of 1995, a reservation sales agent from US Airways San Diego reservation center called CWA Local 9509 with a simple message: We need help. Our working conditions are deteriorating, we have no representation, our job security is being undermined. Can CWA help us?

From that call, that initial contact, grew the nationwide effort by CWA members, locals and staff to organize the 10,000-person, 110 location, US Airways passenger service unit. Last year, this convention heard a stirring presentation by two of those workers-Josie Esposito, the agent who first called 9509, and Tim Yost, a gate agent and grassroots leader from Pittsburgh airport.

You know the story from that point: hundreds of CWA members joined the hundreds of US Airways activists to initiate the largest organizing effort in the country last year. Phone banks, conference calls, airport meetings, reservation center meetings, newsletters, hand billing and even the World Wide Web were among the tactics used in this enormous drive. The energy of our union was incredible.

The challenge was tough. Under the outrageous rules of the National Mediation Board, which oversees airline labor issues, we will need one-half of the eligible workforce to vote.

Despite this, the results were impressive. No previous organizing effort by other unions at US Airways even came close to our results: out of a nearly 10,000-person unit, we were just 280 votes short of victory in spite of widespread management misconduct during the election process.

What happened next was equally impressive. After the initial, and natural, letdown of that close loss, our CWA members and the US Airways activists pulled themselves together and continued their organizing, week by week, month by month, continuing to build on their bases, learning from their previous efforts.weeks.

And now, the National Mediation Board, in a major decision, has just ruled that the employee misconduct during the election had "interfered with employee free choice" and tainted the conditions necessary for a fair election.

The Board has ordered a new election for these workers, with ballots to be mailed out in about four weeks.

Senator Kennedy supported our effort, and I would like to read a letter from him. It is addressed to me.

"Warmest congratulations on yesterday's landmark victory in the US Airways case. I know how hard you worked to organize those employees, and I share your outrage that the airlines used such unconscionable anti-union tactics to block a fair vote. Your persistence paid off. The Mediation Board recognized that the airline flagrantly abused its powers to undermine employees' free choice. Well done, and I look forward to a successful and fair rerun election.

"With best regards,

"U.S. Senator Ted Kennedy." (Applause)

I want to ask a US Airways activist, Maryann Palen, a reservations sales agent from the San Diego center, to give us an update on the drive and the issues these workers are facing.

Maryann. (Applause)

SISTER MARYANN PALEN: Greetings. My name is Maryann Palen. I am a reservations agent for U.S. Airways at the San Diego Reservations Center. It was my colleague, Josie Esposito, and I, who got together and talked about organizing a union for passenger service agents at US Airways. You met Josie and a fellow employee, Tim Yost, in Detroit last year. At that point the Mediation Board had not yet established our election date. To top it off, the Machinists Union filed Article XX charges against us. In fact, it was at their convention last year that the announcement was made that CWA had prevailed on the charges sought by the Machinists Union.

That seems like a long time ago.

I stand before you today, thanks to the perseverance of the CWA, to bring you up to date and to tell you that we are looking forward to a rerun of the election that was lost by a handful of votes.

By National Mediation rules, at least fifty percent of the unit must vote for the election to be held valid. Although the overwhelming number of ballots were cast for CWA, we lost because of the majority rules.

Though we were unsuccessful in the election, the narrow margin of our loss reflects the effects of the company's campaign to defeat the union.

CWA was alert to the tactics employed by the US Airways management when they established an in-house committee, known as the Systems Roundtable. This committee was developed to discourage my coworkers from supporting the organizing drive. CWA immediately filed objections to the election. The objections argued that US Airways manipulated the employee committee to influence the rights of employees free choice.

After extensive investigation, the National Mediation Board agreed with CWA and issued its findings on June 1 9th.

A new election has been awarded. On July 22nd, ballots were being mailed once again to me and my coworkers. This time, we are going to win, and we will win because US Airways continues to force cost-cutting measures on passenger service agents. We have given up pay increases, our defined benefits pension plan, sick days, paid holidays and vacation days.

Since we are the only group that is non-union, we have made the sacrifices.

After the union vote, more cuts were made. By the time these are completed, nearly 800 people will be affected, and there is more. The word is out that more changes are coming in September.

Steven Wolfe is at the helm of this airline. His bottom line is to look out for the interests of tt.-stockholders, and does not care how it affects us.

We have a new name. We have gone from USAir to US Airways. We have a new dress uniform to match the new paint on the airplanes.

Management cares only about the image we present. We expect that we will either be sold or merged with another airline. Our future is uncertain. The bottom line is that out of the thousands of jobs at US Airways, all are union represented except for us, and that is why we are the target of cutbacks.

Every passenger agent across this country now understands this, and that is why this time we will

In US Airways' rush to turn profits around, we are assured of a victory. This time next year, like the pilots, like the flight attendants, mechanics and the ramp agents, we, too, will have a union.

At this time next year, my US Airways family will have its own delegation of convention delegates seated there amongst you (applause) and we will be standing up here again, only this time to thank you for helping make possible a better life for all of us and for our families.

Thanks to you, CWA, we will be back 10,000 strong. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Maryann.

You will find a flyer on the table describing serious issues these workers are facing today. Hang on to this card and give it to a US Airways passenger service employee at the airport on the way home. Tell them there will be a new election at the end of the month and remind them how important it is to vote CWA.

Now we want to honor those locals that have accomplished a significant objective: winning representation rights for at least 100 workers in new units in the past year.

More than 100 locals have received this award at least once. Many, including several we will honor today, have received this special recognition several times.

This year, we are putting our money into this recognition. Each local we recognize will receive a \$1,000 organizing subsidy.

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.

Local 1031 in Monmouth Junction, New Jersey organized 78 employees at Elizabeth Public Library and Bloomfield Public Library and 75 food service workers at Sodexo, an independent food service contractor at Rowan College. (Applause)

Local 1120 in Poughkeepsie, New York organized 214 auto and truck mechanics at Butler Fleet Maintenance. (Applause)

Local 1168 in Buffalo, New York organized 150 registered nurses at Degraef Hospital. (Applause)

Local 3179 in Clearwater, Florida organized 100 City of Safety Harbor employees. (Applause)

Local 3680 in Hope Mills, North Carolina organized 165 Sprint customer service reps at two Spring. locations. (Applause)

Local 3681 in New Bern, North Carolina organized 100 Sprint customer service reps. (Applause)

Local 4340 in Warrensville Heights, Ohio organized over 100 employees at telecommunications companies. (Applause)

Local 6222 in Houston, Texas, organized 127 customer service reps, sales support and retail employees at Southwestern Bell Wireless. (Applause)

Local 4730 in Bloomington, Indiana, organized 300 teaching assistants at the University of Indiana. (Applause)

Local 9400 in Paramount, California, organized over 100 workers at Consolidated Disposal Services and two ACN Recycling Industries locations. (Applause)

Local 13000 in Philadelphia, Pennsylvania, organized 138 technical workers at the Johnstown Region American Red Cross and 18 technicians at Lower Bucks Cable. (Applause)

Please join me in recognizing the accomplishments of these locals. I challenge all of you to double or triple the number of locals that will be honored next year. (Applause)

We are now at that point in our program where it is time to present the President's Annual Award for organizing excellence.

This award was first established by Joe Beirne in 1972. This year, we mark our 25th anniversary. Joe wanted this award to serve as an inspiration to all of us within CWA to, as he put it, "put a fire in our belly, so that we would burn with enthusiasm for organizing the unorganized."

This is my dream and hope, too, because I believe that only by reaching out and organizing can we maintain our strength and have any chance to provide a secure future for our children and grandchildren. We need to think not only about ourselves and the strong protections that are built into our union contracts but also about future generations and their need for protections from the Knight Ridders, the Gannetts, the Disneys and others who would destroy our unions and cheapen the lives of working men and women.

The President's Annual Award is on display at this convention, as it is at every CWA convention. It is to the right and front of the podium, right at the end of the table. Between conventions, it is on display outside my office in the headquarters building in Washington.

Previous winners of the President's Award have been honored for their organizing efforts in the public sector, the basic telephone industry, among health care workers and cable TV workers. Last year, we honored Libby Sayre and the leaders of Local 9119 for their efforts to organize technical and professional workers at the University of California.

This year, I am departing from our normal practice of presenting our union's highest award to a local union or an individual member. Instead, I'm presenting it to an entire district. I am recognizing the five-year effort by District 6 (cheers and whistles) to win card check recognition for all subsidiaries of SBC covering about 5,000 additional workers in their five-state area. This year's award is therefore presented to District 6 for wireless organizing, and I ask District 6 Vice President Ben Turn to come to the podium to receive the award. As I present the award, I would ask what you are already doing—come on up front—so that this Convention may recognize the incredible collective effort that has produced this result.

This award is not simply for the tremendous victories we have achieved thus far in our wireless organizing efforts in District 6.

We recognized one of those victories in 1993 when we presented this award to Local 6320 and Jim Tucker, who was the local president at that time, for their cellular victory in St. Louis. In fact, the five District 6 locals that have lost cellular NLRB elections have contributed nearly as much to this award and to this victory as the five that have been won. Every time we lost an election, we were able to demonstrate that SBC Mobile broke the rules, and in many cases, the remedy was card check recognition for a single location.

The enormous impact that this agreement can have on us and our future can hardly be overstated. The pact, in many ways, covers future Internet and video services, mobile systems or wireless systems, one-stop shopping stores, and things that are not even on the board yet.

I will speak more about this later tonight at our Union Builders' rally, but essentially, this five-year effort demonstrates that if we are to change the organizing situation, we can't moan about it or whine about it.

Instead, we must fight back and organize. When Ben's colleagues on the Board discuss this breakthrough, we all agree that the key difference in District 6 was that even under the extremely difficult conditions for organizing in the U.S., District 6 locals realized that wireless is the key future technology in voice communications and that

organizing these workers is critical to the future of our movement.

And even those locals that weren't directly involved in this organizing supported the effort to win card check recognition at the bargaining table, in the state legislatures, and by educating and mobilizing their members for creative action.

As I mentioned previously, this effort by District 6 began in 1989, when Vice Crawley, who was then the vice president of District 6, took up the cry of Wall-to-Wall organizing and began to make it a reality and not just a slogan. Many of the staff in District 6 personally helped lead particular campaigns, working with local organizers and officers. District 6 organizing staff, working first with Vice and then with Ben, made this their top priority.

In short, the entire district, led by two vice presidents, at least one hundred local officers, and thousands of members has demonstrated that we do indeed make a difference. They have demonstrated

that our triangle is a strategy and not just a symbol. And most importantly, they have helped thousands of communications workers have the opportunity to join our union.

And while District 6 made the breakthrough and established the precedence, we would be remiss if we didn't also acknowledge and congratulate Vice President Tony Bixler and the locals in District 9 for their follow through and victory in winning card check recognition (applause) and organizing neutrality at Pacific Telesis, now a subsidiary of SBC. So, Tony and all the leaders of District 9, please stand for a well-deserved ovation by this convention.

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: Now, Ben, while you're receiving these awards, I want you to keep in mind the thousands of CWA members, local leaders, stewards and staff in two districts who are symbolically standing here with you.

Ben, I now present you with a miniature duplicate of the President's Annual Award and I will read to you the words that are engraved on it, as well as the other awards you will receive:

"The President's Annual Award to CWA District 6 Wireless Organizing in grateful recognition of dedicated services as evidenced through whole-hearted acceptance of CWA's growth policy and program and dedicated effort directed toward making that policy effective.

"Awarded by the President of the Communications Workers of America on behalf of the organization. "

It's signed by me and dated June, 1997. (Presentation - applause)

Also part of the presentation is a wall plaque and parchment certificate, suitable for framing and hanging

Congratulations, Ben, and all the men and women throughout District 6 who have contributed to this wonderful victory. (Applause and cheers)

VICE PRESIDENT TURN: Morty, I never thought I would stand here and be at a loss for words, but I am.

I want to especially thank every single one of you in District 6 who joined in this effort back in 1992 and moving forward, and a special thanks to retired Vice President Crawley for his tenacity in making sure that District 6 turned the corner and became truly a district that organized. I do not think we ever went to a meeting together that we did not talk about Wall-to-Wall and organizing the unorganized.

So I share this moment with all of you, as well as Vice President Crawley, and a

special thanks to another person in my life, to T.O. Moses, who was my staff representative, who taught me early on as a local officer that one of my primary responsibilities was to organize the unorganized, because not only did it make our district grow as a union, but it enabled us to get the best possible contracts we could achieve at the bargaining table for our members.

But this award truly does go to the members of District 6 and the officers and the people that work day in and day out. And, as we grew over the five years, the key word was organizing, go where the jobs are going to go, get those jobs, and that was the wireless side to start with. And over the five years, Morty, I have watched local after local devote themselves to our decision to request and encourage locals to participate by giving ten percent of their budgets to organize. Many of our District 6 locals were on the way, and I can't think of one that is not on the program at this time.

There are some special people, too, in District 6 that made this thing happen. It was truly a team effort. I refer to our organizers, Danny Fetonte and Sandy Rusher, and all of our staff. (Applause) Dennis White, my assistant, who was often the voice of patience during this whole process.

So, this award is about District 6, and I am deeply, deeply proud to be not only a member of CWA, but a member of District 6.

I am deeply proud of my friend, Tony Bixler, and the members of District 9, and have told Tony, when we had our first conversations, "Where do we go from here?" We have gone through the card check thing. Tony already has some ideas that we are going to get some more people to join our union and very quickly. So, I appreciate his efforts and the efforts of all of the members in District 9.

I am overwhelmed. I thank each and every one of you from the bottom of my heart in District 6, and I thank you, Morty, because this gentleman to my right, as we were going through this process, had his way of speaking to Mr. Whitacre and encouraging him and developing a relationship that made our job a lot easier. So, we appreciate that, Morty, and it was truly, truly a team effort, from the top to the bottom and the bottom to the top.

So, God bless every one of you and thank you for this wonderful opportunity and this wonderful award. Thank you. (Applause and cheers)

I forgot to say, most of all, thanks to those people that helped us achieve it, and that was our wives and our families, that tolerated all of the time that we have spent in doing this. (Applause)

PRESIDENT BAHR: Will the Escort Committee bring the Secretary of Labor to the podium, please. (Applause)

It is indeed a personal pleasure to introduce our next speaker, Secretary of Labor Alexis Herman. When Bob Reich announced that he was leaving, a short time thereafter Alexis called me at home to let me know that she was being considered for the position. The next morning, I notified the President of our strong support for Alexis.

Alexis, we in CWA and the entire nation were very proud of the dignified and graceful manner in which you carried yourself during what turned out to be a most difficult and unfair nomination process. (Applause)

Secretary Herman has spent her entire career on the front lines of America's changing workforce, and, unlike some previous Secretaries of Labor, union is not a foreign word to her. She speaks our language and she speaks it well.

In fact, one of the first things the Department of Labor did under her leadership was to issue regulations that applied minimum wage, protective labor laws and the right-to-organize to welfare recipients employed in workfare jobs. (Applause)

She supported our position because it was the right and moral thing to do. She is that kind of a person.

Bob Reich enjoyed great influence in the Administration because he was a friend of the President, but Alexis is a Secretary of Labor who was an Assistant to the President. She knows the President and the Clinton White House very well.

We expect that she will have as much, if not more, influence on policy-making than any other Secretary of Labor.

Alexis is a good friend to CWA and we look forward to working with her, particularly in employment, education and certification as 400,000 of our members are employed in complex technical and professional positions.

Please welcome Secretary of Labor Alexis Herman.

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

THE HONORABLE ALEXIS HERMAN (U.S. Secretary of Labor): Thank you. Thank you. Thank you very, very much, Morty Bahr, for your gracious and kind introduction.

I must tell you, as I was listening to Morty I kept saying to myself, my dad would really have appreciated everything that Morty just said, but my mama, bless her heart, she would have believed it. So thank you very much, Morty. (Laughter and applause)

It is indeed a privilege and a pleasure for me to be with you here today, with Secretary-Treasurer Barbara Easterling and Executive Vice President Nichols, and all of the delegates representing the Communications Workers of America.

When I look into this audience I see so many dear, dear friends. I was about to say a lot of old friends. You know, I was greeted when I came in by Lela Foreman who reminded me that I spoke to CWA's first women's convention in 1978. Evy Dubrow was there, Lou Gerber was there, and of course my good old friend Loretta Bowen, they were all there.

But then I remember, Loretta, Hillary is always saying, "Alexis, we no longer use the term 'old friends' anymore. We simply say now 'friends of longstanding'," and so, I am pleased to be back at the CWA with so many friends of longstanding, and to thank you for your steadfast support for my nomination and for my confirmation as Secretary of Labor. I know for a fact that were it not for you I would not be here today and I thank you from the bottom of my heart. (Applause)

I want to say special words of praise to Morty Bahr, because Morty was right, he was there for me, literally, in the very beginning. It was Morty Bahr who was the first call that I received for support as Secretary of Labor, and Morty has been there for me throughout the years. It was Morty Bahr that I turned to when I was organizing the Democratic International Convention in 1992 in New York City, to really help me work through what was some pretty heavy politics at the time.

You know, people look at me and they say, what is so special about Morty Bahr?

I said, well, let me tell you one thing that I can tell you about my experience with Morty. Morty Bahr always gives you a straight answer. He always calls it exactly the way he sees it. As a matter of fact, if I had to sum up Morty's political philosophy, I would say it is, "That's the way I see it, so that's the way it is." That's Morty Bahr. (Applause)

Your convention theme today, "Many Faces - One Union," clearly could not be more timely. As I look across this audience today I see a union that is diverse in every way. Not only in how you look, and, you all look good to me today, but at the jobs that you do everyday, from telephone operators to newspaper reporters, and from public employees to health care workers, CWA literally represents the many faces of

America's workers.

Clearly, you have accomplished what the President has called upon our nation to achieve, to bring people together for a common purpose. In fact, if I were to sum up the President's appeal for national unity, I might borrow from the CWA, "Many faces, but one America."

The Communications Workers of America understands the President's vision, especially when he said, "Money can't buy it. Power can't wield it. Technology cannot create it. The desire to be one America must flow from the human spirit." And there is one thing that you and the CWA have always had, and that is a lot of spirit.

From your successful organizing efforts on the frontiers of high technology to your efforts to secure jobs with rising wages for workers in a fast changing industry, to your generous commitment to help wire schools in our poorer schools into the Internet, to provide phones for veterans in VA hospitals across America, the CWA is leading the way into the next millennium and into the Information Age.

You are meeting your responsibilities as a union, and I intend to fulfill my responsibilities as your Secretary of Labor to help working Americans. (Applause) I intend working with you to help working Americans build a better life for themselves and for their families.

I need not tell you that I spent four months waiting to get this job, but more importantly, I feel as though I have spent virtually a lifetime preparing for it.

Everything that I learned as a child, and everything that I have done from then until now has affirmed my belief that after family and faith the most important thing in our lives is the work that we do. It enables us to care for ourselves and for our families. Work affirms our humanity, and it allows each of us to make our own unique contribution to the world.

I grew up in the middle of this century in the southern part of this country, in the midst of a peaceful revolution in human dignity. I was raised by a single mother who rose from an eternity of odd jobs to complete her college education and fulfill her life's dream of becoming a teacher. My father beat the odds by becoming a pioneer in business and politics at a time when there were few opportunities for African-Americans in the South.

My first full-time job was with Catholic Charities in my hometown of Mobile, Alabama. I worked with the AFL-CIO and helped young men from the housing projects to find apprenticeships and jobs at the Ingalls Shipyard in nearby Pascagoula, Mississippi.

I will never forget these young men. Their hands and their hearts were aching for the dignity of useful work. And as we offered them education and training and information about jobs, many of them seized upon the opportunities that were available to them.

From that experience, I learned that unions can be the most powerful force for providing positive change in poor and working class communities. I saw firsthand how a union can help people earn decent wages, support their families, and experience a sense of respect for their work and offer a spirit of opportunity for their children.

And many of you who know me, especially Evy Dubrow, will tell you that I grew up under the tutelage and at the feet of the great A. Philip Randolph. And while Mr. Randolph had spoken many eloquent words over the years, the words that he spoke that will always stay with me were the words when he said, "At the banquet table of nature, there are no reserved seats. You get what you can take, and you keep what you can hold. And you can't hold anything without some power, and power comes from organization." (Applause)

That is why I will always, as your Secretary, respect and protect the rights of working Americans to organize and to bargain with their employers, and to advance the cause of all working Americans. (Applause)

We have made important progress, working in partnership with organized labor, to building a future that works for working Americans. We raised the minimum wage. We increased tax credits for the working poor. We made pensions and health care more portable. And we fought hard to preserve OSHA, and to protect all of you, whether you work at a keyboard or on a factory floor.

In my very first day on the job, the President and I were able to announce that unemployment is down to 4.9 percent, the lowest rate in 23 years. Later that afternoon, he said to me: "Okay, Alexis, what are you going to do for an encore?" (Laughter)

Well, certainly in the past four and a half years, with your help, we have added more than 12 million new jobs, and over the past year, especially with your help, working people's real wages are finally showing a long overdue increase and we are finally helping to slow income inequality.

But we must do more to make sure that we will have a lasting prosperity, and that we will have prosperity that is broadly shared in every community, in every town and city throughout the nation. That is what I am committed to do and that is what I want to talk with you more about this afternoon.

First, we must equip every working American with the skills to find and hold good jobs with rising incomes throughout their lives if we are going to remain competitive in a global marketplace.

We must invest in workers' skills, so they have the tools to adapt to new technologies and to make change work for them and not against them. We can do this in the same way that our country has made its greatest progress in the past, by building productive partnerships among government, business, and labor.

Your own Pathways program with US West to encourage apprenticeships in the communications industry is a perfect example of the kind of partnership that we can, and will, forge together. I hope it will inspire more industries, more companies, and more unions to build pathways and partnerships for working Americans. I am going to do everything I can to spread that inspiration around.

Second, we must help people move from welfare to work and, when I say "work," I mean jobs with decent wages and real futures. (Applause) That is why I am committed to bring together business and unions, governors and mayors, churches and community organizations to create real opportunities for welfare recipients to find good jobs at fair wages.

My friends, make no mistake about it. We are committed to making sure that welfare recipients earn at least the minimum wage when they go to work (applause) and we should not displace other low wage workers as we seek to give people the opportunity to move from the welfare rolls to payrolls. You have my commitment on this as your Secretary of Labor. (Applause)

And let me also add that we will continue to value the work that public employees do. Fairness, efficiency and compassion, not simply profits, must define the values that really are the hallmark of public service today. We must say that over and over and over again. (Applause)

Thirdly, we must make sure that working Americans are secure when they retire, or as Walter Reuther used to say, "When they are 'too old to work and too young to die.'"

Protecting pensions and expanding coverage for American workers is a top

priority for me. I will do everything in my power to enforce the law and protect the security of pensions that you have worked a lifetime of labor to earn. (Applause)

Fourth, we must guarantee every working American a safe and healthy workplace, with the rights and respect they deserve and with equal opportunity for all. As our President has said, "We really do not have one single person to waste if we are truly going to compete and to move forward together into the next millennium."

That is why we will stand firm to preserve and strengthen OSHA. The bottom line is this: No worker should have to choose between their life and making a living. Last month, for example, OSHA closed one of the largest cases involving workers' health and safety in our New England region. We got a bad factory to finally clean up a dangerous and deadly workplace. And we will continue similar efforts throughout the country.

Fifth and finally, we must help people today balance the demands between work and home. This is particularly true as we continue to see two in our families working and the rise of single parent families. We all know that if we are going to be successful at work, then we must do all that we can to help American workers also be successful at home.

I congratulate you and I thank you especially today on behalf of the President for all that you did to help us pass especially the Family and Medical Leave Act. (Applause) That was one effort that did help us say to workers that you really do not have to choose between losing your job and making a decision to stay home to care for a child or for an aging relative.

But the other thing that I want to say to you today, as we continue to talk about what we must do to balance the demands of work and family, is that we will continue to fight with you for the rights of working Americans to choose overtime pay, with pay for time and a half, as we debate this issue today of comp time. (Applause)

President Clinton has stated, and I repeat, that he will veto any comp time bill that does not include real choice for employees, real protection against employer abuse. (Applause) And I might add, real guarantees of workers rights.

We recognize that we will not sign any legislation that destroys the forty-hour work week, or the principle of time and a half for overtime. (Applause)

We stand today at the edge of the 21st century, but the values that we want, my friends, are timeless and time honored. You know, something else happened to me that very first day on the job. I had the opportunity to accompany the President and the Vice President to the opening of the Franklin Delano Roosevelt Memorial in Washington, D.C. Frances Perkins, who served as the Secretary of Labor to Franklin Delano Roosevelt, I believe was probably the greatest Secretary of Labor of all time. Her portrait will always hang on my office wall, just over her desk, and over my desk. And as long as I am Secretary of Labor, not only will her portrait hang there, but the values that she honored and stood for will be the values that I will embrace as Secretary.

Frances Perkins once said: "We can look forward confidently, if we all work together, to the time when there will be increased profits for industry, with workers receiving fair wages and having better working conditions, and with wage-earners not haunted by fear of job insecurity and old-age want. All this will be a continuing satisfaction for employers paying living wages, for workers receiving them, and for American common sense, vision, ingenuity, and native courage."

We have come a long way since Frances Perkins' day. We have gone from dial phones to fax machines, and from telegrams to modems. But while our equipment has changed, our commitment remains the same: Still, we seek today an America where every man and woman can find useful work with rising wages. Still, today we seek an

America that offers opportunity for our youngest people and security for our oldest people. Still, today we seek an America that truly has many faces, but is truly one America.

I am confident that we can together build that America, that as we go into the 21st century, we will find an America where work is honored and where justice is done.

I look forward to working with all of you, and I thank you for inviting me to be with you today. God bless you, and each of you, for the work that you do. Thank you very much.

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

PRESIDENT BAHR: I think you will agree with me that we do not have a Secretary of Labor who needs any on-the-job training, that her ability, the fire in the belly that we talked about, is there.

We look forward to working with Secretary Herman over the next three and a half years. (Applause)

It is now my distinct pleasure and a privilege that I have every year, to introduce my good friend, my good colleague, our Secretary-Treasurer, Barbara Easterling. (Applause)

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

I think that when I see Alexis-and I am sure that Loretta feels the same way-we harken back to the days that she worked with Ron Brown and the relationship that they had in the Democratic Party, and whatever principles they had and she had they shared, and you heard them this afternoon. And I feel very honored that we have a woman of such high caliber to represent us at the Labor Department. I, too, look forward to working with her.

Next year CWA is going to turn 60-six decades of standing up for workers' rights; six decades of fighting for justice; six decades of growth. And today, as we approach another milestone in our history, the future has never been brighter as more and more workers from increasingly different backgrounds turn to CWA as their union.

As President Bahr has already noted, this is truly an exciting time to be a member of CWA. In many respects the CWA Convention is like a giant town meeting. From the earliest days of American democracy, town meetings have characterized our democratic way of life. They have been a hallmark of the community. There's that word again-community.

So, as we gather for another CWA convention-our annual town meeting-I want to underscore the importance of CWA's growing commitment to community-based unionism and what this concept can mean to us as we approach the millennium.

I want to especially look at the enormous impact that community-based organizing and community based unionism can have on CWA's political and legislative action programs.

For starters, let's talk about our history in the community. Making CWA "the community-minded union" was the brainchild of our founding president, Joe Beirne. Joe realized that being active and visible in the community went hand-in-hand with the three legs of the CWA Triangle-Organizing, Collective Bargaining, and Political and Legislative Action.

Through the years, CWA members have repeatedly done their part to lend credence to Joe Beirne's vision and CWA's reputation as the community-minded union. Now, if I asked each of you to write down some examples of what that phrase means to you, I'm sure I'd get hundreds of different responses.

Many of you would no doubt point to CWA's historic support of the United Way campaigns. Others would call attention to CWA's work with the Pediatric AIDS Foundation, our charity of choice. Still others would mention the PT Phone Home project which has provided in-room telephone service for thousands of veterans in our VA hospitals. And I suspect that some of you would mention our participation in the National Bone Marrow Donor program which began at our 1994 Convention in Detroit. The role that CWA members across the country have played in giving our schools access to the Information Superhighway through the Net Day program would also surely be mentioned.

From these few examples, I think you get the picture. Throughout our history, CWA has been front and center in the community. CWA has made our communities better places to live. Other unions look at CWA as a model for community activism, and that is a tribute to each of you and to your members back home.

As we look to the future, our challenge is to build on this visibility and activism and transform CWA into America's strongest community-based union—a union where community-based organizing drives everything we do; a union where political and legislative action is nurtured at the community level so that our message takes root in city halls and county courthouses, then spreads to the state capital and all the way to the halls of Congress and the White House.

A story about the former Speaker of the House of Representatives, Tip O'Neill, illustrates why our involvement in community political action is so important. Speaker O'Neill would tell anyone who would listen that "all politics is local." He even wrote a book by the same name.

O'Neill developed his lifelong political philosophy after losing his very first race for office. He lost that race for the Cambridge, Massachusetts City Council by 160 votes because, he said, he took his own neighborhood for granted. After the election, O'Neill said his father pulled him aside and said, "All politics is local; don't ever forget it!"

There is a message there for us. We cannot consistently count on support in Washington until we have successfully built our base and done the job at the local level. That is why it is so important for the CWA family to get actively involved in community politics.

We need members all over the country doing just what Local 1031 President Abby Demel-Brown is doing in Lawrence, New Jersey. As you saw in our opening video, Abby is running for the township council in her hometown. From the political perspective, this gets to the heart of what community-based unionism is all about.

Last year, you responded to our call for political mobilization as never before in the history of CWA. You energized our members into one of the largest volunteer political armies in America. You put in countless hours. You got out the vote. You made a difference.

And speaking of last year's unprecedented political program, I want to offer a special word of appreciation to the thousands of CWA retirees who responded to our political mobilization call. (Applause) We now have 14 Retired Member Clubs around the country and representatives of these clubs are seated over here to my left. Join me in thanking them for everything they do for CWA.

. . . The delegates arose and applauded . . .

SECRETARY-TREASURER EASTERLING: As we look to the future, we need to take the same all-out approach to political mobilization at the local level as we have for presidential and congressional elections. And here's why:

The rise to power of the Republican anti-worker forces in Washington didn't just happen. It came about because the Republicans and their anti-labor allies made a

conscious decision in the late 1970s to begin to focus a great deal of time, energy and money toward building a strong local base, especially in the Sunbelt and the Midwest. School Board races, City Council races, campaigns for Mayor, State legislative races.

Over the past decade, the strategy paid off. By making huge inroads at the state and local level, the strategy culminated with the election of the first Republican-controlled Congress in four decades back in 1994.

Don't kid yourself. The forces that want to repeal hard-won workers' rights and workplace safety laws don't just reside in Washington. They live in your community: the attack on the Fair Labor Standards Act; Washington's flirtation with "National Right To Work For Less" legislation; the continuing movement to gut OSHA standards; the company-union scam known as the TEAM Act.

These anti-worker proposals have been fueled at the state and local level by the Chamber of Commerce and its corporate allies. They have been supported by the anti-worker politicians at the local level who yearn to be the next generation Newt Gingrich or Dick Arme, the next Trent Lott or Jesse Helms.

Talk about a scary thought—imagine a clone of Newt Gingrich or Jesse Helms. But I suspect that each one of you knows some aspiring state or local politician who would love nothing better than to be a foot soldier in Newt's anti-worker, anti-labor army.

Well, brothers and sisters, it is time to take on the union busters and their political allies at every turn, in every community in North America. (Applause)

That is why our "\$2 Million by 2000" campaign is so crucial. Increasing CWA-COPE contributions to \$2 million will provide CWA with much needed political resources to support our allies in the fight for workers' rights at the national, the state, and the local level.

What is so magical about 2000? Well, for one thing, it is the future, and in politics, you have always got to look ahead and plan for the future. So, let us start with 1998. All 435 seats in the U.S. House of Representatives will be up for election and our goal is to take back the House. (Applause)

While we made great progress last year, now we have got to take the final victorious step, and our prospects are excellent. Some 26 Republican House members won in 1996 with 51 percent of the vote or less. Those races will make up our first group of targets for next year. The bottom line is that the House is winnable and within our grasp.

Then there is 2000, another Presidential election year, another State and House election cycle. and local level. When we talk about the Presidential election and why it is so important, let us be clear about one thing. While we may not have agreed with all of President Clinton's positions, he certainly has been the only thing—the only thing—standing between us and the Republican Congress—the only thing standing between us and open season on every program ever enacted to help workers and their families. (Applause)

Now, the year 2000 is significant for another reason—the next U.S. census will be taken that year. As you know, the census determines Congressional redistricting and which states gain or lose seats in the House of Representatives. Then in 2001, the actual redistricting process—the redrawing of Congressional district boundaries—will be undertaken by the state legislatures.

So, the process comes full circle and once again, all politics become local. That is why local political and legislative action is so important today, and it is particularly important to CWA's public sector members. California provides a very good example.

CWA's University Professional and Technical Employees, UPTE, won elections to

represent more than 8,000 workers throughout the University of California system some two and a half years ago. Since that time, the university has repeatedly refused to bargain in good faith. The state Public Employee Relations Board has found the university guilty of four separate charges of retaliation and failure to bargain.

As part of an effort to bring attention to the plight of these workers, CWA's political and legislative presence in the state was instrumental in recently convincing a budget subcommittee on higher education in the state legislature to convene a special hearing to investigate the university's illegal negotiating tactics.

CWA would not have been able to apply this pressure if we were not politically strong at the state

Strength in one area breeds strength in another area. It is all one interlocking triangle. When we are strong in the community, we increase our strength at the bargaining table. We enhance our ability to organize, and we add muscle to our political and legislative action. It is community based unionism at its very best.

Now, at the outset of my remarks, I referred to several examples of CWA's historic visibility and activism in the community, our support of such organizations as the United Way and the Pediatric AIDS Foundation.

But I want to relate another story which I believe epitomizes the CWA community spirit. It is a story that has certainly got my attention. Many of you will recall this cover story from last November's CWA News entitled "Special Kids Fly Like Young Eagles." It portrayed the efforts of CWA Representative Dennis Carney, who has his pilot's license and spends a great deal of his spare time giving disabled children airplane rides. What makes the story all the more compelling is that Dennis was born with spinabifida.

Spinabifida is the most frequent of all the permanently disabling birth defects. It affects some 4,000 pregnancies each year and occurs when the spinal column fails to close properly during the first month of pregnancy.

You probably didn't know that more children have spinabifida than have muscular dystrophy, multiple sclerosis and cystic fibrosis combined. It is one of the most devastating of all birth defects, but more about that in a moment.

In spite of his physical challenges, Dennis Carney has spent countless hours in District 13 bargaining contracts, playing key roles in organizing drives and political action efforts. If you know Dennis, you know that he has a great deal of perseverance. He does not easily accept no for an answer. In fact, it was Dennis' perseverance that convinced me to get involved with the Spinabifida Association of America, an organization he has been associated with for a number of years.

Last year, I agreed to serve on the Association's Board of Directors to try to help spread the largely unknown message that the incidence of this permanent and frequently devastating birth defect can be dramatically reduced by simply taking a vitamin each day. Research has now shown that spinabifida can be reduced by up to 75 percent if women simply take a multi-vitamin that contains 0.4 milligrams of folio acid prior to becoming pregnant and during the first trimester of pregnancy.

We now have a 60-second public service announcement which draws attention to this and I want to show you that at this time.

. . . The Spinabifida Association Public Service Announcement was shown . . .

SECRETARY-TREASURER EASTERLING: Spinabifida is a disease that can be largely eliminated, yet the message is not getting to the public. With more and more women coming into the labor movement each year, there is a vital role for labor to play in this communications effort. We can be instrumental in spreading the word that by simply taking a vitamin each day, women of childbearing age can dramatically

reduce spinabifida in newborn children.

CWA's Communications Director, Jeff Miller, recently participated in a symposium with members of the news media and other communications professionals to help the Spinabifida Association develop ways to get this important message before the public. You will be hearing more about this in the coming months.

Let me close with a quote from the CWA News, a story about Dennis and the disabled children, those young eagles that he flies all around the country. He said, "There are a lot of kids who wonder what the future holds for them. In flying, they see that if there is something they want to do, they can do it. It gives them, and it gives their parents, a great deal of hope."

Dennis isn't at this convention; he is back home working. I didn't tell him that he would be a major part of my remarks. But I do want to publicly thank him for his perseverance and the example he has been for so many of us, and for so many people in his community and beyond. (Applause)

Provide hope and making life better. That is the promise and the potential of community-based unionism. It is about taking our message to the community as never before, and it is about building alliances.

It is about educating our friends and our communities about the enormous contributions that labor has made to all of our lives.

It is about continuing to lead the way in a host of community service organizations like the United Way.

And, it is about getting involved in local legislative and political action, about building a political force at the state and the local level like the one we have created at the national level.

And, more than anything else, it is about organizing, about bringing the benefits of trade unionism to thousands of unorganized workers.

Our actions throughout the years have made CWA America's most community-minded union. As we look to the 21st Century, our commitment and our energy will make CWA America's strongest community-based union, because it all comes down to making a difference.

And today, CWA is doing just that. Thank you. (Applause)

PRESIDENT BAHR: The Chair will recognize the Resolutions Committee.

CHAIR PLUTA: Thank you, Mr. President.

The Chair recognizes Kathryn Smith.

DELEGATE KATHRYN SMITH (Local 1031): If the delegates will please turn to page 5 of the Resolutions Committee Report, I will read the Resolved for Resolution 59A-97-4, entitled "Privatization of Prisons and Corrections."

PRIVATIZATION OF PRISONS AND CORRECTIONS

Many state and local governments are turning to privatization of public services as an answer to shrinking revenues and growing demands. However, experience shows that privatization is not the answer. Despite the facts of higher costs, poorer quality of services, and increased incidences of corruption, for-profit companies continue to invade virtually all sectors of state and local justice systems including police and corrections services.

Studies show privatization of correctional facilities results in widespread deprivation of constitutional rights, systematically worsens living conditions, and facilitates the return to chain gangs.

Corrections Corporation of America (CCA) routinely makes claims to lower prison operations costs, while maintaining quality high enough to meet certification standards of the American Correctional Association, and to protect the government with a multi-million dollar insurance policy sufficient to protect local governments and public officials from liability. However, CCA has failed to live up to its claims on many occasions.

In fact, evidence suggests that CCA's actual performance at many of its facilities fails to meet accreditation standards, and is increasingly criticized for inadequately trained staff and high turnovers resulting in poor security and abuse of prisoners.

Similarly, Wackenhut Corporation is another example of a subcontractor with a poor contracting performance. Wackenhut's reputation is decidedly anti-union and is a modern day version of the Pinkerton Detective Agency of nearly a century ago. High turnover and security breaches and poor employee training with low pay led to cancellation of Wackenhut's contract at Kansas City International Airport and at Dulles International Airport in Washington, D.C. Wackenhut was also found guilty by the NLRB for unfair labor practices as a result of a spy operation at Florida Steel in which their employees spied and filed reports on union activities among the workers. Florida Steel was forced to stop doing business with Wackenhut.

Privatization (contracting out) has become the new political patronage system. Contracts for public services often become rewards for cronies and campaign supporters, just as in the days of the spoils system when public jobs were doled out as patronage.

The opponents of privatization of corrections and prisons are many, including the National Sheriffs Association which adopted a resolution strenuously opposing for-profit jails and prisons; as did both the American Bar Association and the American Civil Liberties Union.

RESOLVED: That CWA reaffirm its commitment to fight the contracting out of public services on all fronts and to continue to support and encourage the effective delivery of public services by public employees.

RESOLVED: That CWA aggressively oppose the contracting out of prisons and corrections facilities.

Mr. President, the Resolutions Committee moves adoption of Resolution 59A-97-4, entitled "Privatization of Prisons and Corrections."

PRESIDENT BAHR: You heard the motion.

. . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Microphone 3, Delegate Klein.

DELEGATE DONALD L. KLEIN (Local 1040): President Bahr and my Fellow Delegates: I rise in support of this resolution. Local 1040 has experienced the privatization of prison services firsthand.

In 1996, the New Jersey Department of Corrections contracted with Correctional Medical Service, or CMS, of St. Louis. The State of New Jersey is paying in excess of \$170 million for the provision of medical, psychological, dental, nursing and substance abuse services.

Our members, doctors, nurses, psychologists and other health care professionals who provided many years of public service, were rewarded for their dedication with a pink slip.

Yes, sisters and brothers, you know this sad scenario, skilled workers were

replaced with inexperienced and low wage workforce. Vital medical and allied health services were being withheld from inmates so that CMS executives can line their pockets with taxpayers' monies.

I want to share with you only a few of the examples of how CMS makes a profit out of human suffering at society's misery.

AIDS patients are being sent back to prison to die without treatment in order to keep expensive hospital stays to a minimum. Preventive health measures are not being implemented. As a result, a statewide outbreak of scabies ensued. Tens of thousands of dollars were expended to replace mattresses and linens.

Did CMS pay for their negotiation? Of course not. New Jersey taxpayers again picked up the tab.

Tuberculosis is running rampant. Profits are more important than human lives. People are dying in our jails due to flagrant indifference for human life.

Our own remaining employees who have not been privatized are also in jeopardy. The state did not make contract provisions to care for injured employees.

When a maintenance worker received an electric jolt directed at his chest cavity, he had to be transported to two outside health care facilities before receiving treatment. Prior to privatization, personnel attended to the medical needs of their fellow workers. Local 1040 grieves for the victims of privatization.

We are proud that we stopped several other privatization initiatives within the Department of Corrections. Maintenance, commissary and food service workers remain public employees and CWA workers. We are all well aware that we can succeed in fighting contracting out of Correctional Services.

We must support this resolution and continue to fight privatization of prisons with all our might. Prisoners are human, and it is wrong to exploit them and workers for the sake of a profit.

Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Sayre.

DELEGATE LIBBY SAYRE (Local 9119): I rise to support the resolution calling for CWA's aggressive opposition to privatization. The University of California is in the midst of the privatization of three of its five medical centers. These medical centers, built with hundreds of millions of taxpayers' dollars, are about to be turned over to private interests with potentially disastrous results for research, teaching, for patient care, especially for health care, for charity care and indigent care. Over 10,000 public jobs would be given over to health care profiteers.

With help from California health care advocates, our District, other University of California unions, and the Public Workers Department, we are in the midst of a so far successful campaign to stop this brazen abuse of the public trust.

I urge the delegates to vote "Yes" on this resolution, "Yes" to public services provided by public workers, and "No" to the irresponsible looting of our public institutions. Thanks. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Chandler.

DELEGATE BILL CHANDLER (Local 3570): We are here to speak for the resolution against privatizing public services. For the last four years, the members of our Local have been in a long, protracted struggle to prevent the privatization of state services and the jobs that our members hold in the Department of Human Service, in corrections, the Health Department, and other agencies.

More than five years ago, Mississippi elected a governor who held no public office

before he became governor, but he was best known as a privatizer of the U.S. Army Corps of Engineers, who motivated his employees by firing the least productive workers as he saw fit on every Monday of every week.

He also was the chief lobbyist and the president of the Associated General Contractors, which is the main anti-union group for employers in the construction industry. But in 1993, he thought he was still running his little private plantation and issued an executive order to privatize child support.

We fought him on that issue and the efforts to privatize corrections, and many other privatization issues for the last four years, to the extent that during one legislative session the legislature failed to enact the Department of Human Services because of his efforts, because they did not want it to be privatized.

In Texas and in California this struggle against the most corrupt influences in government continues, and every time we win a battle, the bosses are going to come back stronger, and we need to continue to have the support of CWA and the Labor Movement and the community and advocacy groups in defeating this insidious effort to corrupt the government that we care about.

We ask you again to support the resolution against privatization. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Weiner.

DELEGATE DAVID H. WEINER (Local 1081): I represent 1,200 non-managerial employees in county services. We in New Jersey, particularly due to reactionary ideologues such as Governor Whitman, have had to endure an onslaught of privatization attempts. While we have been successful to date in thwarting their atrocious attempts, the battles have taken their collective toll upon our minds and bodies. That is why it is my pleasure to share with my brothers and sisters here today who may not be aware of it the significant victory provided to all of our entities by the United States Supreme Court.

On 6/23/97, the Court ruled that guards employed by private contracts at state prisons do not enjoy the same legal protections from liability, lawsuits by inmates, as guards at government-run prisons. The high court, by a 5 to 4 vote, upheld the ruling that guards at a private prison in Clifton, Tennessee should not receive the same immunity as state prison guards. The most telling comments from the Court came from Judge Scalia, speaking for the minority, who said, "The only sure effects of today's decision will be to artificially raise the cost of privatizing prisons."

Well, Judge Scalia, that is exactly the point. If private companies who run public entities are subject to the same legal, legislative and contractual requirements as public sector operatives, there would be no alleged cost savings, and government would be run better to boot.

As the co-founder and co-chairperson of the New Jersey Foundation against privatization, I rise in support of this timely resolution. I urge the union leadership to support our coalition and focus a laser-like beam of resources, study, exposure and opposition upon the scourge of privatization of government functions. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates at the microphones.

Before you is Resolution 4, "Privatization of Prisons and Corrections." All those in favor of the resolution indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR PLUTA: Thank you, Mr. President.

If the delegates would please turn to Page 6 of the Resolutions Committee

Report, I will read the resolved of Resolution 59A-97-5, entitled "The Atlantic Alliance."

THE ATLANTIC ALLIANCE

Corporations within the communications and information sectors are fast becoming global enterprises, and increasingly the operations of these employers will be transnational. Telecommunications, publishing and broadcasting firms are building strategic international alliances to increase their political and economic power. The proposed merger of British Telecom and MCI, the growth of Rupert Murdoch's publishing empire in the United States and the United Kingdom, dominance of the British cable TV market by U.S. firms such as US West, TCI and NYNEX are evidence of corporate globalization.

In order to assure employment security, decent living standards and dignity on the job in the face of global corporatization, organized workers must develop a counter-strategy. CWA and two unions representing telecommunications workers in the United Kingdom-the Communication Workers Union (CWU) and the Society of Telecom Executives (STE)-have recognized the need to develop new, more effective ways to work together. At the same time, the new Labour government in Great Britain provides a more accommodating climate in which to advance workers' rights globally.

The three unions agree that joint action must be more than expressions of international solidarity. In the face of the growing global resources of telecommunications and information firms, cooperative international work must be proactive and strategic. In that light, the unions have agreed to develop joint organizing strategies targeting key transnational corporations in the information sector. The strategies include joint training and education of organizers from all affiliates who work on projects involving the same or related firms. As part of this international cooperative effort, CWA will send three local union organizers to Great Britain to exchange information and share experiences with CWU and STE organizers.

Collective bargaining is another area ripe with possibilities for global action. CWA, CWU and STE have agreed to develop multi-union communications, education and mobilization programs when one of the unions is engaged in contract negotiations with a corporation operating in both the United States and the United Kingdom. Other possibilities for shared strategies include political and regulatory efforts, coalition building, public policy development and cooperative efforts within international forums such as the World Trade Organization.

RESOLVED: That the Communications Workers of America endorse and actively participate in the Atlantic Alliance with the Communication Workers Union and the Society of Telecom Executives in order to increase worker solidarity and union leverage within the global communications and information industry.

RESOLVED: That all CWA locals commit to organize firms involved in international expansion and to use our leverage to help our partners in the United Kingdom, engaging in mobilization activities here in order to support organizing efforts in the UK when necessary.

CHAIR PLUTA: Mr. President, the Resolutions Committee moves adoption of Resolution 59A-97-5, entitled "The Atlantic Alliance."

PRESIDENT BAHR: The resolution has been moved.

. . The motion was duly seconded . .

PRESIDENT BAHR: Seconded from the floor.

On Mike 3, Delegate Marks. Delegate Marks. Wrong resolution? If you want to speak on this one, pick up the phone.

The committee member neglected to read the first resolved. Would you please go back and read it now?

. . The first resolved of Resolution 59A-97-5 was read by Chair Pluta . .

PRESIDENT BAHR: No delegate seeks to speak on Resolution No. 5.

Before us is Resolution 5, "The Atlantic Alliance." All those in favor of the resolution please indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

I hate to disappoint you, Margie, but this is the number of resolutions we had committed for the Resolutions Committee today. So save your powder for tomorrow.

Would the Finance Committee take the podium, please?

SECRETARY-TREASURER EASTERLING: It appears that in collating the Appeals book you received today, there was some error. It was not our printing brothers and sisters' error, of course, but a machine error. Take a look at the Appeals book that you have. Make sure the pages are 1, 2, 3, and all the way through. If they are not, if pages are missing, at the end of the Editors' table over here at my right, alongside the podium on the floor, we have a box of extra Appeals booklets. You may pick up one there.

PRESIDENT BAHR: On Mike 1, Delegate Phillips.

DELEGATE EDWIN D. PHILLIPS (Local 4340): I would like to make a motion that we only read the resolved of the Finance Committee.

. . The motion was duly seconded . .

PRESIDENT BAHR: You have heard the motion. Seconded from the floor.

No delegate is at a mike. All those in favor of the motion to read the resolveds indicate by raising your hand. Down hands. Opposed by like sign. The committee will read the resolved, please.

Please hold up for a minute. I neglected to introduce you to the Convention. So, I will do that first.

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

PRESIDENT BAHR: Bob Iverson, President, CWA Local 7805, Chair; Gene Kopycinski, Secretary-Treasurer, CWA Local 1 122; Mary Jo Avery, President, CWA Local 4600; Gloria Castillo, President, CWA Local 9575.

The Chair recognizes the Chair of the committee.

DELEGATE BOB CHAIR IVERSON (Local 7805, Chair, Finance Committee): Thank you, President Bahr.

REPORT OF THE FINANCE COMMITTEE

Dear Colleagues:

Your Finance Committee met in Washington, D.C. on April 2, 3 and 4, 1997 to review and recommend the 1996-97 budget. The Committee reviewed the Strategic Planning and Budget Review Committee Report adopted by the Executive Board, along with other supporting documentation.

Every requested book, record, or report of the Union was made available to us. The Committee reviewed the Audit report prepared for the fiscal year ending June 30, 1996 by the certified public accounting firm of Thomas Havey & Co. The Auditors conducted examinations in accordance with generally accepted accounting standards.

In the Accountants' opinion, the financial statements reviewed fairly represent, in all material respects, the financial position of the Communications Workers of America as of June 30, 1996.

Past convention actions direct Finance Committees to review the expenditures of each administrative unit and require any unit(s) overspent at the end of the previous budget year to give a detailed explanation to the Committee. This year's Committee felt that any administrative unit that was 1 % or less overspent be excluded from requested explanations. Therefore, your Committee directed those administrative heads who exceeded their 1995-1996 budgets by more than 1 % to provide a detailed written explanation documenting the reasons why they exceeded their budget. When received and reviewed, the Committee, as empowered by convention action, may recommend that these administrative heads make an accounting to the Convention.

On June 26th and 27th, the Finance Committee reviewed all the ledgers received from the administrative heads who were over budget for the 1995-1996 years. All over budget items were explained by each.

Financial stability requires a continuing effort on CWA's part to organize both internally and eternally. Fiscal responsibility must become daily practice. The Committee recognizes the burden that National and Local leadership face exercising cost containment while providing necessary service to our membership.

This Finance Committee is recommending the 1997-98 budget as one showing appropriate fiscal restraint with a high level of representation and organizing commitment. The Committee applauds the work and effort of this year's Strategic Planning and Budget Committee and wishes to compliment all administrative units that managed to stay within the confines of last year's budget recommendations.

The 1997-98 Finance Committee extends our thanks, on behalf of the membership, to President Morton Bahr, Secretary-Treasurer Barbara Easterling and associated CWA Staff for their time, expertise and effort in aiding us in the development and preparation of this year's report.

This particular budget report was compiled through examination of lines requesting major increases for 1997-1998, through interviews with department personnel and review of the demands and needs of those line items remaining relatively static. We as a committee therefore respectfully request and urge delegate approval.

Thank you.

. . . The remainder of the Report of the Finance Committee was submitted to the Reporters for inclusion in these Proceedings (see Appendix "A") . . .

PRESIDENT BAHR: Before I ask you to vote on the Finance Committee's report, a delegate seeks to make an amendment, which I have ruled out of order. He has challenged the decision of the Chair. So, let me lay it out for you.

His motion would amend the report by transferring \$50 million from the CWA Employee Pension and Benefit Plan to the Defense Fund. It is not only illegal in a number of ways, but it is something we would raise all kinds of hell about if any one of our employers tried to do it to our plan.

It violates ERISA. It violates the law in that any amount above 125 percent of funding, if negotiated with the unions that represent the employees, could only be used for retiree health care costs.

Secondly, this is a union-negotiated pension plan. We have agreements with four unions that represent our employees, who negotiate pension benefits with us, and for this convention to act in this fashion would be an unfair labor practice charge for being involved in the labor-management relationship between our employees and CWA as

an employer.

The delegate challenges this decision. Before you is a motion to sustain the decision of the Chair. If you sustain the decision of the Chair, vote yes. If you vote to overturn the Chair, vote no.

All those in favor of sustaining the decision of the Chair please raise your hands. Down hands. Opposed by like sign. The Chair is sustained.

No other delegates are at the microphone. All those in favor of adopting the Finance Committee Report indicate by raising your hands. Down hands. Opposed by like sign. It is adopted, and please join me in thanking the Finance Committee for a great job. Thank you. (Applause)

Would the Appeals Committee please come to the platform?

SECRETARY-TREASURER EASTERLING: Can I make another announcement?

Let me take this break in the time to announce that this evening NABET and CWA will be hand billing and demonstrating in front of the Fashion Show Mall, where a Disney store is located.

You received this handbill. It was either in your place today or was in your packet. They are going to be demonstrating against Disney/ABC. The Fashion Show Mall is at 3200 Las Vegas Boulevard, between the Treasure Island and Frontier Hotels on the Strip.

I know where the Fashion Show Mall is. I didn't even know they had a Disney store in there, though. I have been to some others. But be sure that you try to make this. We would like to have a nice demonstration between 5:30 and 6:00 today or 12:30 and 1 :00 tomorrow. They are going to demonstrate two days. Take a look at the flyer and make an effort to be there. Thanks.

PRESIDENT BAHR: The members of the Appeals Committee are:

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

PRESIDENT BAHR: Roberto "Bob" Perez, Treasurer, CWA Local 1105; Charlie Collier, Secretary-Treasurer, CWA Local 2222; Johnnie Kidd, President, CWA Local 4473; Karen Gatto, President, CWA Local 13550; Jana Smith, President, CWA Local 7777, Chair.

The Chair recognizes the Chair of the Committee.

DELEGATE JANA SMITH (Local 7777, Chair, Appeals Committee): The Appeals Committee convened on June 25 through June 29, at the Las Vegas Hilton Hotel for the purpose of reviewing and disposing of appeals in accordance with the CWA Constitution and/or the Executive Board.

The Committee was available on June 28th and 29th between the hours of two p.m. and six p.m. Outside of these hours the committee was available by appointment. I would like to thank this committee for all of their hard work and time they have devoted to these record number of appeals.

Committee Member Karen Gatto will read Appeal No. 1.

DELEGATE KAREN GATTO:

APPEAL NO. 1

On April 17, 1997, Anthony Cassieri, member of CWA Local 1153, appealed the decision of the CWA Executive Board not to arbitrate his grievance. The file shows that Mr. Cassieri was employed by AT&T as a Communications Technician and that

he had six years of service at the time of his grievance. During early June, 1991, his job was included in a force surplus declaration. Mr. Cassieri wanted to take a termination allowance and leave the company. However, before the "off roll" date, his job was saved and he was removed from the "at risk" list. He failed to report to work after the "off roll" date had passed and, as a result, he was treated as a voluntary termination. In fact, he advised the company that he wished to resign by telephone on August 5, 1991. As such, Mr. Cassieri is not entitled to termination pay or the other benefits which he seeks. Under the circumstances, the committee feels an arbitrator would conclude that the company did not violate the collective bargaining agreement.

After careful review of the records, the Appeals Committee can find no reason to overturn the decision of the CWA Executive Board. For this reason, the Committee recommends the decision of the CWA Executive Board be upheld and the appeal be denied.

PRESIDENT BAHR: You have heard the motion.

. . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

No delegate is on a mike. All those in favor of the Committee's recommendation on Appeal No. 1 indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Committee.

CHAIR SMITH: Member John Kidd will read Appeal No. 2.

DELEGATE JOHN KIDD:

APPEAL NO. 2

On February 10, 1997, member Joseph Rivett of CWA Local 1 1 12 appealed the decision of the CWA Executive Board upholding the decision not to arbitrate his grievance.

The file shows that Mr. Rivett was hired by New York Telephone on May 4, 1992, as an Operator in the Rome Directory Assistance Bureau. He was hired as a temporary employee under Article 2.05 of the collective bargaining agreement. Mr. Rivett was dismissed as "work completed" on April 24, 1995. The Local argued that the work Mr. Rivett was assigned to was not really "work completed" at the time of his dismissal, and that the real reason for his dismissal was the employer's displeasure with Mr. Rivett's attendance record (which, overall, was at Step lil of the six steps of the Absence Control Plan).

Mr. Rivett's dismissal is subject to the just cause standard, but as a temporary employee, the standard is satisfied by the employer showing that Mr. Rivett was dismissed as "work completed." There is no arbitration precedent supporting a Union challenge of the bona fides of whether or not the work assigned to a temporary employee has been completed. The company can dismiss temporary employees at any time during the period of their temporary employment. In fact, it is the Union's position that temporary employees who are not dismissed before the end of the maximum permissible period of temporary employment should be made permanent employees. The committee believes that an arbitrator would conclude that the company did not violate the agreement by dismissing Mr. Rivett as "work completed" within the maximum allowable period of his temporary employment.

After careful review of the records, the Appeals Committee can find no reason to overturn the decision of the CWA Executive Board. For this reason, the Committee recommends the decision of the CWA Executive Board be upheld and the appeal be denied.

PRESIDENT BAHR: You have heard the recommendation.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Microphone 4, Delegate Young.

DELEGATE KIM YOUNG (Local 1112): President Bahr, members of the Executive Board, Fellow Delegates, Sisters and Brothers: I stand before you today to ask for your support on a very important issue that faces our union. I ask that you uphold Appeal No. 2 and vote against the Appeal Committee's recommendation.

Joseph Rivett was a temporary employee with two years, eleven and one-half months of service. He was within ten days of being made permanent when NYNEX "work completed" him for unsatisfactory attendance. In our local we have a long history of temporary employees being "work completed" for one reason: only if the need for that employee goes away.

I bring this case before you because if the company is allowed to use the "work completion" process as a means to dismiss employees for reasons that they would otherwise be required to meet the just cause standard, it will be open season on all temporary employees, on our members. (Applause)

It could pave the way for discriminatory hiring practices, a way to weed out those the company finds undesirable, something we could not and should not condone.

In the past, temporary employees were hired to fill in during peak periods and they were let go when the need no longer existed hence, work completed. Today, however, most of our employers hire temporary employees initially as a rule not as an exception. The Union seeks to have those temporary employees made permanent at the end of the maximum permissible period of temporary employment. When the work has not been completed, the need continues to exist and if the employee has not been dismissed they should have the reasonable expectation of continued employment.

Such is the case of Joseph Rivett. He was "work completed" while other temporary employees hired at the same time and after him remained on the payroll and were made permanent. If the company could defend letting Rivett go they would have dismissed him. Our contract allows for the arbitration in cases where an employee with more than one year of Net Credited Service has been discharged without just cause. By allowing the company to "work complete" him for unsatisfactory attendance unchallenged, while others with less service remain on the payroll, strips him of his contractual rights. It frees the company of their obligation to prove just cause. It allows the company to use temporary employment as probationary, and most importantly, denies him his seniority.

We, as a union, must not allow the usage of the term "work completed" to mean anything other than it was truly intended for. We must not allow our employers to further abuse and manipulate the temporary employee. For these reasons, I ask you to vote against the Appeals Committee recommendation. Uphold Appeal No. 2.

Thank you. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Lilja.

DELEGATE ROBERT LILJA (Local 1104): Mr. President, Morty, to deny member Joseph Rivett his basic union right would set a dangerous precedent and encourage the company to violate the seniority of both temporary and permanent CWA members.

If we stand by and let the company "work complete" a member who has two years eleven and a half months on the job as a temporary employee, while other temporary

employees with less seniority remain on the job, performing the exact same work as the member with two years and eleven and a half months, it would be a grave injustice.

If we sit by idly and turn our backs on basic union principles, we should not be allowed to call ourselves a union.

The fact that there is no arbitration precedent should not stop us from arbitrating this case. (Applause) After all, we have to start someplace, and now is the time, and here is the place.

I urge you to overturn the Executive Board and the Appeal Committee decisions and preserve our seniority and rights and union principles. Thank you. (Applause and cheers)

PRESIDENT BAHR: On Mike 1, Delegate Sonnik.

DELEGATE BILL SONNIK (Local 2105); I move we close debate.

PRESIDENT BAHR: There is a motion to close debate, and it is in order, because there is nobody at the other mike.

It requires a two-thirds vote. All those in favor of closing debate indicate by raising your hand. Down hands. Opposed by like sign. The motion is carried.

All those in favor of sustaining the Committee's recommendation, indicate by raising your hand. Down hands. Opposed by like sign.

The committee's recommendation is overturned. (Applause)

Now, Kim Young, if you would go to the motions mike-you are doing it, Joe?

The Chair recognizes Joe Connolly to make a motion to sustain the appeal.

DELEGATE JOE CONNOLLY (Local 1101): I move that the Convention approve the arbitration of Brother Rivett's case and sustain the appeal.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It is seconded from the floor. All those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. It is carried. (Applause)

The Chair recognizes the Chair of the Committee.

CHAIR SMITH:

APPEAL NO. 3

Member Dan Antonellis appealed the decision of the CWA Executive Board on June 19, 1997, which concerned the conduct of CWA Local 1034 election. Member Antonellis' appeal consisted of approximately thirty different points in four different categories.

Member Antonellis maintains that the Local Election Committee did not conduct the election and refused to provide adequate safeguards to insure a fair election. The Committee finds that the Local Executive Board appropriately hired the Honest Ballot Association (MBA) to conduct the Local election. The Local has a standing Election Committee which was properly constituted and which exercised its authority under the Local Bylaws, and compiled and distributed to each candidate information and procedures for the nomination and election of officers.

Member Antonellis makes numerous claims that the HBA and not the Election Committee actually conducted the election and decided issues relative to the conduct of the election. The Committee finds numerous Locals in our union contract with the

HBA, American Arbitration Association, or some other body to assist in conducting elections. The Committee finds no violation in the CWA Constitution since the Local Election Committee supervises the conduct of the election.

Member Antonellis further claims that observers were denied their rights to observe the procedure. In fact, the Committee finds that observers were entitled to attend and, further, that Member Antonellis had an observer at HBA on at least two occasions.

Member Antonellis claims HBA failed to secure ballots and therefore compromised the outcome of the election. The Committee finds that HBA satisfactorily answered all questions regarding the security of the ballots and the integrity of the process.

Member Antonellis claims that the incumbent candidates (the Unity Slate) engaged in improper and unfair campaign practices and had an unfair advantage over his (the Members for Change) slate. The Committee reviewed the evidence and found no proof of this allegation.

There is an apparent flaw in the Local Bylaws concerning the election of "at large" positions. The Local Bylaws need to be amended to clarify the practices. The Committee does not believe this to be a basis for overturning the election but does recommend the Local clarify the contradictions in their Bylaws.

The Committee has conducted a thorough investigation of all Brother Antonellis' charges concerning CWA Local 1034 election, and finds no basis to overturn the CWA Executive Board's decision and, therefore, recommends this appeal be denied.

PRESIDENT BAHR: You heard the recommendation.

. . . Seconded from the floor . . .

PRESIDENT BAHR: Seconded from the floor. On Microphone No. 3, Delegate Mulholland.

DELEGATE JAMES MULHOLLAND (Local 1034): President Bahr, Members of the Executive Board, and Fellow Delegates: I rise in support of this committee recommendation. In October of '96, we held our local election. We used Honest Ballot Associates, which we have been doing for over ten years.

Some facts about that election: We had our largest turnout ever, over 50 percent of our people; participated, close to 2,000 people voted. All the ballots were counted. There were 87 invalid ballots, which even if they were counted would have no impact whatsoever on any of the election results.

Ballots that came in after the deadline were not counted, as has been past practice and standard practice, I believe, with all locals.

HBA has been used by other local unions and, in fact, was used in the recent affiliation election with Dow Jones. In fact, in three of those elections that were run, Honest Ballot Associates was the agency used to oversee that. Dow Jones, with all of their power and money and corporate wealth, were not able to prove that this agency was dishonest or in any way corrupt. There has been no evidence of impropriety in using Honest Ballot Associates for well over nine years.

This election has gone through several levels. It started out at the local, gone through the district, it has gone to Morty, and has gone to the Executive Board, and now the Appeals Committee. Everyone who has looked at this has found no violation of our local bylaws or the CWA Constitution.

Hours, weeks and months of investigation have taken place. This should mean something. All evidence presented was thoroughly evaluated and found wanting. There has been no proof that there was anything wrongly done in this election.

Certainly nothing to the level of warranting an overturn of a local election.

We ask the convention to honor the decision of our local membership. They participated, they voted, they accepted the outcome of this democratic process, and want to move on. In fact, over one-half of the losing candidates on the opposite slate walked away from that election satisfied with the results. They did not appeal the election. They chose to work within the local, or within the union.

One of the appellants has since dropped his appeal and is now associated with a Recertification campaign of CWA and other unions in New Jersey.

I ask you to honor the decision of our local members and the decision of your peers on the committee. These are local leaders on the Appeals Committee, local leaders like the rest of us here at the convention as delegates. Our CWA process is set up to ensure a thorough investigation and we should honor it.

I ask you not to let the confusion of a few short speeches overthrow the detailed consideration of our fellow members. Uphold the decision of this committee. Allow our local to go forward and do the work of fighting the boss, not each other. Do not allow the appellant to steal an election by a mud slinging campaign, rather, let him earn election by working for the members and the union. Please vote yes on the committee recommendation, and allow our local to go forward. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Dyer.

DELEGATE SUSANNE P. DYER (Local 1039): Hello, Union Brothers and Sisters.

I rise in opposition to accept the decision of the Appeals Committee. I am before you today to speak on behalf of our union brother, Dan Antonellis and the "Members for Change" slate and the need for a new election for Local 1034.

This past fall there was a movement within our union to reform. It is the result of a bad contract that was agreed to by entrenched-based leadership in Trenton.

This contract was negotiated a year and a half ago. There were contested elections in four of the five Trenton State worker locals. In three locals the reform slates won. In the remaining local, Local 1034, the incumbents stole the election. I am one of the three new presidents elected to a state worker local.

These are harsh words, but it is brutal honesty.

In Local 1034 and other state worker locals, there is an active drive to decertify the union. This is absolutely true.

The members in the state worker locals are very dissatisfied with the National union and with Jim Mulholland, as well as other presidents.

As we speak, there was a front page article in a Trenton paper today that was out to decertify this union.

Dan Antonellis is not and has never been part of the Recertification movement in New Jersey. This Recertification movement is called PEA.

In fact, Brother Antonellis and "Members for Change" slate have run a campaign in opposition to PEA. If you have been told otherwise, it is a lie. It is a lie because District 1 Vice President Larry Mancino hopes to protect his 4,000 votes.

. . . Cries of "Ooooh . . ."

DELEGATE DYER: If members support-if members support-this is true.

. . . Cries of "Ooooh . . ."

DELEGATE DYER: In three of those locals there was three-out of three-in those

three locals they all supported Mancino and it is not there right now. There is incredible debate and division between the . . .

PRESIDENT BAHR: I have given you a lot of leeway. This kind of conduct is really not necessary in debating this issue. (Applause) Please deal with the facts.

DELEGATE DYER: Yes, I will. I will continue with the facts.

. . . Cries of "All right. . . "

DELEGATE DYER: The first issue is collusion with the boss. The incumbent president was introduced by management to workers at meetings on the boss' time. He then distributed campaign literature during these meetings. There were 30 to 40 of these meetings over the weeks when balloting was taking place.

In previous years, Incumbent Mulholland visited these work sites only two to three times a year. Look on the board that is passed around and see the schedule of meetings produced by Local 1034.

Second, Antonellis and his team were denied the opportunity to watch the validation of names which took place daily over the course of two weeks in an office, three hours away in another state. They were ...

PRESIDENT BAHR: One minute.

DELEGATE DYER: ... denied the opportunity to challenge ballots as a result. This is a clear violation of CWA rules.

Third, on a daily basis, the incumbents were sent a list from the Honest Ballot Association itemizing where the ballots were coming from. This list included a breakdown of bargaining units and departments. This list was not provided to Dan Antonellis or Members for Change until the last two days of the election, yet the balloting occurred over a two week period.

The fourth point I will raise is that the Honest Ballot Association did not pick up ballots until after 5:00 p.m. on October 29, the last day and time for ballots to be postmarked which was clearly spelled out on the ballot. In fact, Honest Ballot had the last pick up much earlier in the day, around 12:00 noon. What happened to the 167 ballots that came in after 12:00 noon? Ladies and gentlemen, brothers and sisters ...

PRESIDENT BAHR: Microphone No. 5, Delegate Nelson.

DELEGATE GERALD NELSON (Local 4100): Mr. Chairman, could you add some clarity, give us some idea of what evidence, if any, has been submitted for the committee's consideration?

PRESIDENT BAHR: I would have to have the committee answer that. So I will direct your question to the committee.

CHAIR SMITH: Thank you. Several pieces of evidence were presented, and the committee felt that there was no basis to overturn this decision. We had evidence from both sides of this issue.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE NELSON: Do we have any data on the Honest Ballot Association that will help us decide whether or not this is a credible organization?

PRESIDENT BAHR: Gerry, I will give you personal knowledge. They have been in business for over 90 years. As assistant to the Vice President of District 1, and as Vice President of District 1, I used them in a number of occasions. We have used them for contract ratification counts. We have used them in local elections. And to the best of my knowledge, in that 90 year period, they have never had one bit of taint to their credibility. I put them personally on the par of the American Arbitration

Association. (Applause)

DELEGATE NELSON: Thank you.

PRESIDENT BAHR: On Microphone No. 3, Delegate Wade.

DELEGATE CAROLYN C. WADE (Local 1040): President Bahr, my fellow delegates, I rise in support of the decision of the Appeals Committee. The matter before us is not about an election process, but union politics at its worst. It is about a commitment made by another local to unseat the local presidents of five of the eight state workers locals.

The contract between CWA and the State of New Jersey covers state workers in eight locals. Each local president, or their designee, sat on a bargaining committee that voted two years ago to put a contract out for ratification without recommendation. The membership voted to accept the contract, yet the leadership of three of the eight locals vowed to unseat five local presidents for exercising union democracy in the contract ratification process.

State worker locals in New Jersey have had to endure constant harassment from the presidents, who vowed to unseat other local presidents. Our members have been called, our work sites have been leafleted, our members have been mailed negative propaganda and internal disputes have been aired in the newspapers by these antagonists.

The appeal before you is their failed effort to carry out their commitment to unseat this president.

The members of this local, through a democratic and fair process, have elected their president of choice, Jim Mulholland. Why are other locals interfering? (Applause) What rights have some of us to destroy that which we did not build? Why do some of us want to destroy that which we cannot control? Is this the kind of unionism this union exemplifies? I absolutely believe not.

But please, allow me to speak to the character of Jim Mulholland. I have known and have worked with Jim Mulholland for fifteen years. He helped to build CWA in New Jersey. He is not a late comer into the union, but a real, honest unionist at heart, and certainly not guilty of any wrong doing.

Also, I indulge you to allow me to speak to the character of those who opposed. They are family, our family, though misguided and misdirected, they are still our family. Help us help them. Pray for them.

Local 1034's members have spoken in a fair and democratic election. I urge your support for their decision and the decision of this Appeals Committee, who have looked closely at the evidence and the issues and has issued an unbiased decision. I thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate James.

DELEGATE WILLIAM JAMES (Local 1039): President Bahr, my union brothers and sisters, my name is Bill James. I am Vice President of Higher Level Bargaining Unit, Local 1039. I come before you today to say we ought to practice what we preach. An injury to one is an injury to all. Local 1034 deserves a fair election. No justice, no peace. Appeal No. 3 should be upheld. Thank you.

PRESIDENT BAHR: On Microphone No. 1, Delegate Schaeff.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: There has been a motion to close debate. It is not debatable.

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

I will give those of you a chance to get back to your seats-those who are standing on both sides.

Before us is Appeal No. 3. All those in favor of the committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. The committee's recommendation is adopted. (Applause and cheers)

CHAIR SMITH: Appeal No. 4 will be read by member Charlie Collier.

DELEGATE CHARLIE COLLIER (Local 2222):

APPEAL NO. 4

On November 15, 1996, Diana Lutz, a member of CWA Local 1113, appealed the decision of the CWA Executive Board not to arbitrate her grievance to the 59th CWA Annual Convention.

On November 24, 1994, Member Lutz retired from NYNEX after 33 years of service. A surplus was declared February 1995, at least two months after her retirement.

Therefore, the Committee could find no evidence to overturn the decision of the CWA Executive Board and recommends her appeal be denied.

. . . Seconded from the floor . . .

PRESIDENT BAHR: You heard the recommendation. It has been seconded from the floor. No delegate desires to speak.

All those in favor of the committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. The committee's recommendation is adopted.

CHAIR SMITH; Appeal No. 5 will be read by member Bob Perez.

DELEGATE ROBERTO "BOB" PEREZ:

APPEAL NO. 5

On June 12, 1997, CWA Local 13000 Members Joseph Gallagher, Frank LaVanga and Elizabeth Denn appealed the decision of the CWA Executive Board to uphold the decision of the CWA Local 13000 Election Committee. That decision was to uphold the challenges submitted by Members Joseph Clinton, Pat Maisano and Jimmy Carter, and keep them in office.

After careful review of the records and after having heard first-hand from the parties involved, the Appeals Committee recommends the decision of the CWA Executive Board be upheld and the appeal be denied.

PRESIDENT BAHR: You heard the motion.

. . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. The Chair recognizes on Microphone No. 3, Delegate Clinton.

DELEGATE JOE CLINTON (Local 13000): My fellow delegates, I rise in support of the recommendation of the Appeals Committee to uphold the decision of the National Executive Board.

The Election Committee of CWA Local 13000 ruled that the election results for the office of President, Vice President and Secretary-Treasurer could not be certified because of violation of Section 401(9) of the Landrum-Griffin Act, which states that no

employer may contribute directly or indirectly to promote the candidacy of any person.

Gallagher, LaVanga and Denn used Bell Atlantic and Lucent faxes, pagers, e-mail, voice mail, and had campaign literature delivered throughout the State of Pennsylvania by company mail. Members were beeped consistently on company-provided pagers on company time with the telephone number of the Gallagher team information line.

Additionally, LaVanga and other Lucent members campaigned at many Bell Atlantic locations and were seen at and after start time. Many of these Bell Atlantic sites were an hour or more from their Lucent report locations. They were on the company payroll most of those days.

Furthermore, candidate LaVanga submitted a voucher for eight hours to the Local on October 18, 1996. This voucher was originally honored until it became apparent that LaVanga spent a portion of the morning of October 18, 1996, hand billing at two Bell Atlantic locations in Wilkes-Barre, Pennsylvania, until at least 9:15 a.m. LaVanga represented only Lucent or AT&T employees and had no business being at Bell Atlantic locations. His two-hour return trip to Philadelphia was on Union time, and he reported to our building at 12:09 p.m. It was evident to the Election Committee that LaVanga was campaigning on Union time, a direct violation of Federal law.

Now, you will hear from a delegate who may speak to you about the lack of democracy in Local 13000. He may tell you that the Election Committee was hand-picked. The truth is that this Election Committee was unanimously appointed by the Executive Board on which Gallagher served for the last 12 years. They were appointed in January 1994, and he expressed no opposition when they were chosen.

Delegate Gallagher is attending this Convention because he was chosen by our Executive Board to attend. Since we limit the number of elected delegates attending the Convention, we could have selected another delegate, but chose not to.

As he bemoans the alleged lack of democracy in CWA Local 13000, keep in mind that his slate tried unsuccessfully to interfere with the election process by going to Federal Court to get an injunction to seat themselves before the ten-day certification period expired.

I may also hear that the department of Labor has ruled against us. Nothing is further from the truth. The Gallagher team didn't have enough confidence in the appeals process and this Convention, so they went to the Department of Labor and are now fabricating a story that the Department of Labor has ruled in their favor. We have met with the Department of Labor, presented additional evidence, and no final determination has been made.

Don't let the Gallagher team try to influence this Convention with false information. Most of us have had experiences with the Department of Labor and know that they like to take the easy way out. In 1991, this Convention upheld an appeal concerning an election in Local 9509. A Department of Labor decision was involved, and this Convention disregarded that information. You acted on the merits of the case. Incidentally, Local 9509 ultimately proved in court that the Department of Labor was wrong. The delegates run this Union and are perfectly capable of deciding this issue on its own merits.

The Election Committee of CWA Local 13000 had a difficult job to do. These CWA-trained committee members took the facts as presented and made a decision. That decision has been upheld at every step of the appeals procedure. (Applause)

. . Time was called and the microphone was cut off . .

PRESIDENT BAHR: On Microphone No. 4, Delegate Gallagher.

DELEGATE JOE GALLAGHER (Local 13000): Thank you. Convention

delegates, once again I would like to thank Joe Clinton for making my speeches. He has been doing it for nine months. It is a complicated issue, and I am not sure that in this short period of time you can figure out which side is telling the truth and which side is not telling the truth.

In my hand right here is the ruling from the Department of Labor that President Clinton tells you does not exist. It was sent to President Bahr and Mr. Joseph Clinton. It is dated June 4th, and it gives you a lot of LMRDA stuff. But basically what this letter says is:

"The purpose of this letter is to advise you of the following investigative findings: Local 13000 failed to have a reasonable basis to rerun the races for the offices of President, Vice President and Secretary-Treasurer. Consequently, winners of those races were not installed, in violation of Section 401 (e) of the LMRDA."

We are being told by the Department of Labor that they will file suit against the Clinton slate on either the 13th or 14th of July. Anybody who has dealt with the Department of Labor-and we had a rerun election with this, an illegally ordered rerun election-the Department of Labor has never before sued where a rerun election was held.

In this case, the Department of Labor is going to sue. Joe Clinton can talk about all the things in a democracy and all the rotten things we did wrong. But no one in this union has done one ounce of investigation. They have taken the Clinton slate and their supporters' words right on down the line.

We didn't even know what the charges against us were until after President Bahr ruled, and we asked Barbara Easterling if she would send us all the specific allegations. So I don't know if you believe me. I don't know if you believe Joe Clinton. I don't know if you believe the Appeals Committee. But we pay the Department of Labor to make these kinds of rulings, and they made it. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Phillips.

DELEGATE EDWIN PHILLIPS (Local 4340): We heard a lot of talk about the Department of Labor in this case. May I ask a simple question? Has the Department of Labor issued a final determination in this case?

PRESIDENT BAHR: No, they have not. You are entitled to a second question.

DELEGATE PHILLIPS: Was the first election ever certified?

PRESIDENT BAHR: No, it was not.

DELEGATE PHILLIPS: Thank you.

PRESIDENT BAHR: On Microphone No. 3, Delegate Carr.

DELEGATE EDWARD CARR (Local 13000): President Bahr, my Fellow Delegates: I too rise in support of the Appeals Committee recommendation to uphold the decision of the National Executive Board.

The previous delegate spoke of many things, a lot of which are not relevant and not true to the issue before us. Pure and simple, the issue before us is whether or not the Election Committee of CWA Local 13000 acted properly. The Election Committee acted on the facts presented to them, applied the Department of Labor regulations and our Constitution and ruled that both were violated. We cannot ignore the fact the Election Committee was appointed by the Local 13000 Executive Board. Joe Gallagher was a member and voiced no objection to the appointment. The Election Committee conducted their investigation while in constant contact with the Department of Labor, the National Union and the Legal Department. There was no interference by anyone in the Local or District 13.

Brothers and sisters, nothing less than our election procedures and integrity is at stake. Allow this appeal and we have chaos. Deny this appeal and democracy and fairness continue to be the CWA way.

I urge you to vote "Yes" on the Appeals Committee's recommendation. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Rucker.

DELEGATE KENNETH A. RUCKER (Local 2222): I move that we close debate.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The motion is made to close debate. It is not debatable. closed.

All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is

Before the convention is Appeal No. 5. All those in favor of the Committee's recommendation indicate by raising your right hands. Down hands. Opposed by like sign. It is adopted. (Applause)

The chair recognizes the Committee.

CHAIR SMITH: Appeal No. 6 has been withdrawn.

Member "Bob" Perez will read Appeal No. 7.

DELEGATE ROBERTO "BOB" PEREZ:

APPEAL NO. 7

On December 31, 1996, Jon M. Peterson, member of CWA Local 4250, appealed the decision of the CWA Executive Board not to arbitrate his grievance.

The grievance concerns the fact that AT&T employees, who were accreted to the bargaining unit by the NLRB during May 1991, were afforded "red circle" protection with regard to their wages and pension bands by the company, while similar treatment was not being afforded other employees within the collective bargaining unit. The grievance contends that AT&T's failure to provide such protection to bargaining unit employees is discriminatory treatment and in violation of Article 8.30. However, the company's action is not based on "membership or non-membership in the Union," and is not, therefore, in violation of the Agreement. If the company's action constitutes unlawful discrimination, the remedy will have to be found in a forum other than arbitration. The Committee feels an arbitrator would conclude that the company did not violate the Agreement.

After a review of this case, we agree with the decision of the Executive Board and recommend that the appeal be denied.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the recommendation. No delegate is at a microphone.

All those in favor of the recommendation indicate so by raising their hands. Down hands. Opposed by like sign. It is adopted.

The Committee.

CHAIR SMITH: Member Kidd will read Appeal No. 8.

DELEGATE JOHNNIE KIDD:

APPEAL NO. 8

On April 2, 1997, Ms. Darlene Johnson-Hendrix, member of CWA Local 1033, appealed the decision of the CWA Executive Board not to reverse the decision of the Local Trial Court.

Ms. Johnson-Hendrix was charged with various violations of the CWA Constitution and CWA Local 1033 Bylaws. Included among the charges was an allegation that Ms. Johnson-Hendrix had violated Article XIX, Section 1 (h) of the CWA Constitution in that Ms. Johnson-Hendrix, while she was Local President, had authorized payment of lost time to Frank Lazoricsek for helping the Local to set up its computer system. Ms. Johnson-Hendrix was tried and found guilty on this charge. All other charges were dismissed.

The evidence presented at trial included Executive Board minutes from November 10, 1993, wherein the Local Executive Board discussed the issue of Frank Lazoricsek, a Board member, receiving consulting fees from the Local for computer services. The decision centered around whether it would be a conflict of interest for Lazoricsek, a Board Member, to receive Local funds for these consulting services. The Local Executive Board ultimately decided to delete \$2,000.00 from the annual budget for consulting fees for computer services. The Local Trial Court found that Ms. Johnson-Hendrix had violated the Local Executive Board's action and the Constitution in authorizing payment for these services.

After careful review, the Appeals Committee can't find any reason to overturn the CWA Executive Board's decision and recommends that the appeal be denied.

. . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the recommendation. It has been seconded from the floor.

No delegates care to speak. All those in favor of the Committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Committee.

CHAIR SMITH: Appeal No. 9 will be read by Member Karen Gatto.

DELEGATE KAREN GATTO:

APPEAL NO. 9

On April 2, 1997, Maria Okula, Nancy Marangio and Susan Killen, members of CWA Local 1105, appealed the decision of the CWA Executive Board not to arbitrate their grievance.

The file shows that the grievants (Maria Okula, Nancy Marangio and Susan Killen) were accepted for the Telecommunications Technical Associate positions under the NYNEX "Next Step Program." They were led to believe by a manager that the work would be inside and that they only needed an overview of pole climbing. Approximately one month later, they were retreated to their previous positions because they had not completed pole climbing training.

President Bahr's letter stated in part:

"The managers who had assured the grievants that only an overview was necessary had acted without authority. Completion of pole climbing training can be required for the position by the company. The requirement cannot be waived by individual managers. Under the circumstances, an arbitrator would conclude that the company has not violated the collective bargaining agreement."

After careful review of the records, the Appeals Committee can find no reason to overturn the decision of the CWA Executive Board, and recommends that the appeal

be denied.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the recommendation, which has been seconded from the floor.

No one cares to speak. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

I am going to, at this point, discontinue with the Appeals Committee until tomorrow, and I will call the Constitution Committee to the platform. Would the Constitution Committee come to the platform.

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

PRESIDENT BAHR: Lynnette Jenkins, Local 6316; Sarah L. Downing, Local 7102; Robert G. Smith, Local 9400; Sandra Kmetyk, Local 13500; Thomas A. Thurston, Chair, Local 2260.

The Chair recognizes the Chair of the committee.

DELEGATE THOMAS A. THURSTON (Chair, Constitution Committee, Local 2260): Mr. President: The Constitution Committee met in the City of Washington D.C. beginning April 28, 1997 for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

The Constitution provides under Article XVI that the Constitution Committee is "charged with the duty of considering proposals to change this Constitution." Article XXVII 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 has held meetings in Las Vegas, Nevada, beginning Thursday, June 26, 1997, to consider additional proposals which may be received after the Preliminary Report was issued. No additional proposals were received.

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

This final report sets forth all proposed amendments which have been considered by the

If the delegates will turn to Page 5 of the Constitution Committee report, committee member Sarah Downing will read the first resolution.

DELEGATE SARAH L. DOWNING (Local 7102):

CONSTITUTION AMENDMENT 59A-97-9

Be it resolved, that Article VII (Conventions), Section 4 (Composition of Convention), paragraph (d), and Section 5 (Method of Voting), paragraphs (a), (b), and ~ of the CWA Constitution be amended to read as follows:

Section 4 - Composition of Convention

(d) Each Local shall determine the number of its delegates. A Local delegation, however, shall not exceed the maximum number as provided in paragraph (a) of this Section. Each Local shall assign the number of votes to which it is entitled equally among its delegates, except as provided in Section 5. The number of votes which may be left over after such equal division shall be assigned to the Chair of the delegation of the Local.

Section 5 - Method of Voting

(a) A Local delegate shall have one vote in the Convention, a District Meeting, a meeting of a bargaining unit, a national unit or a sector, except on a roll call vote.

(b) A roll call vote of the Convention, a District Meeting, a meeting of a bargaining unit, a national unit or a sector may be had upon the request of twenty percent (20%) of the delegates.

Voting by roll call shall be by per capita vote with each delegate casting the number of votes assigned to the delegate by the delegate's Local and approved by the Credentials Committee and the Convention. A Local may designate one or more of its delegation to attend a District Meeting, a meeting of a bargaining unit, a national unit meeting, or a sector meeting in accordance with its Local bylaws and the voting strength shall be equally divided among the delegates so designated. On roll call votes, a delegate shall cast one vote for each member in good standing as assigned to the delegate by the delegate's Local and approved by the Credentials Committee and the Convention.

Mr. President, the Committee moves adoption of Constitution Amendment 59A-97-9.

PRESIDENT BAHR: You heard the resolution.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 3, Delegate Riemer.

DELEGATE GREG RIEMER (Local 4309): Sisters and brothers, I rise in support of the Constitution Committee's first recommendation which I submitted.

I first want to thank the committee for working to help me clarify the language I sent to them. I greatly appreciated the assistance.

My purpose in submitting this amendment stems from last year's convention. My local, like many locals here, represents members in a number of different bargaining units. Because of the structure of our union, some of the members we represent are part of national units or sectors such as the Communications and Technology national unit, or the Public Sector, as is the case with my local.

At last year's convention, I divided up my delegation so we could attend the various meetings our members sent us to. Two of those meetings conflicted and the result was, during a crucial vote, my local was not able to vote our entire per capita.

As we attempt organizing more workers into our union and become more successful at doing that, one of the keys will be assuring potential new members they will be represented in this union. The amendment I submitted, and which this committee is supporting, will assure our members have the ability to be represented at all levels of our union, including our convention.

Brothers and sisters, I urge your support on this amendment. Thank you.
(Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Plezia.

DELEGATE MICHAEL PLEZIA (Local 4340): Mr. President, Fellow Delegates, I rise in support of this amendment. With the diversity of bargaining units we represent in our great union, it becomes increasingly difficult, if not impossible, for delegates to participate in two, three, or more voting sessions held at the same time in different locations. We were confronted with this very problem just last year in Detroit, Michigan. There was much confusion as well as discussion brought to the floor of that convention on this issue.

CWA has always been a democratic and a community minded union. We need to expand our democratic process by removing any restrictions that may be incidentally placed upon any delegate. We need to provide delegates with the flexibility to vote our full strength on behalf of our community and the members we represent.

This amendment does this exact thing in accordance with each local's bylaws and decision making processes. Sisters and brothers, I ask that you join with me and vote in favor of this amendment. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Kinchius.

DELEGATE KATHLEEN A. KINCHIUS (Local 9415): President Bahr, if this amendment passes, when will it go into effect?

PRESIDENT BAHR: Thirty days from the date of passage in accordance with our Constitution.

DELEGATE KINCHIUS: Thank you.

PRESIDENT BAHR: On Microphone No. 1, Delegate Servis.

DELEGATE NANCY E. SERVIS (Local 4603): President Bahr, I move the previous question.

PRESIDENT BAHR: Motion has been made to close debate. It is not debatable.

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

Before the convention is Constitution Amendment 59A-97-9. All those in favor signify by raising your hands. Down hands. Opposed by like sign. It is adopted.

Committee.

CHAIR THURSTON: Thank you, Mr. President.

The committee member Lynnette Jenkins will read the next resolution.

DELEGATE LYNNETTE JENKINS (Local 6316):

CONSTITUTION AMENDMENT 59A-97-10

BE IT RESOLVED, That Article XVI (Committees), Section 1 (Regular Committees) of the CWA Constitution be amended to read as follows:

Section 1 - Regular Committees

The Regular Committees of the Union shall be:

- (a) Constitution Committee;
- (b) Credentials Committee;
- (c) Resolutions Committee;
- (d) Legislative-Political Committee;
- (e) Building Committee;
- (f) Finance Committee;
- (g) Committee on Equity;
- (h) Women's Activities Committee.

Mr. President, the Committee moves adoption of Constitution Amendment 59A-97-10.

PRESIDENT BAHR: The recommendation has been made. Second?

. . . The motion was duly seconded . . .

PRESIDENT BAHR: On Microphone No. 5, Delegate Stinnett. Is Delegate Stinnett there? I guess not.

On Microphone No. 3, Delegate Green.

DELEGATE FREDDIE R. GREEN (Local 3410): I rise in support of the constitutional amendment, also as the person who submitted the amendment to the Constitution Committee.

As you will remember in '91, these committees were added to our Constitution, but unfortunately were not added to the list of committees as it appears under regular committees. My recommendation is only to add these two, the (9) and (h) to this constitution, so that it will be consistent. When someone reads it, they will know that the committees are there along with the functions of the committee as it appears in the Constitution. Thank you.

PRESIDENT BAHR: No other delegates want to speak?

All those in favor of 59A-97-10, indicate by raising your hands. Down hands. Opposed by like sign.

It is adopted.

Chair recognizes the committee.

CHAIR THURSTON: Thank you Mr. President.

Committee member Bob Smith will read the next resolution.

DELEGATE ROBERT G. SMITH (Local 9400):

CONSTITUTION AMENDMENT 59A-97-11

BE IT RESOLVED, That Article XX (Trials and Appeals - General Membership and Officers of Locals); Section 4 (Appeals), Subsection (b) of the CWA Constitution be amended to read as follows:

Section 4 - Appeals

(b) A member or officer of a Local upon being found guilty by a court selected by the Executive Board of the Union shall have the right to appeal as provided in this section;

(1) Have the right to appeal from the decision of the trial court to the Executive Board of the Union within thirty (30) days after the date of the trial court's decision.

(2) Have the right to appeal from the decision of the Executive Board of the Union to the next Convention by giving notice of appeal in writing to the Secretary-Treasurer of the Union within thirty (30) days after the decision. If the Executive Board has failed to render a decision within thirty (30) days preceding the Convention, the accused may appeal directly to the Convention which may affirm or reverse the decision or reduce the penalty.

Mr. President, the Committee moves adoption of Constitution Amendment 59A-97-11.

PRESIDENT BAHR: The motion has been made.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor. No delegate wishes to speak.

All those in favor of 59A-97-11 indicate by raising your hand. Down hands. Opposed by like sign.

It is adopted.

Please join me in thanking the Constitution Committee for once again doing a

great job for this Convention. (Applause)

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

I want to introduce the National Women's Committee to the convention.

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

PRESIDENT BAHR: Carolyn Wade, President, Local 1040; Maria Bury, Vice President, Local 2101; Karen Mitchell, First Vice President, Local 3310; Crystal Roberts, Vice President, Local 4302; Catherine Fey, Member, Local 6143; Sherrie Steen, Member, Local 7800; Carol Whichard, President, Local 9411; Ameenah Salaam, Local 13100.

The Chair recognizes the Committee.

DELEGATE CAROLYN WADE (Local 1040, Chair, National Women's Committee): Thank you, Mr. President.

Committee Member Catherine Fey from District 6 is unable to be with us due to a serious injury in a fall.

. . . The various members of the committee participated in reading the report of the CWA National Women's Committee to the 59th Annual Convention as follows . . .

REPORT OF THE CWA NATIONAL WOMEN'S COMMITTEE

The CWA National Women's Committee met in Washington, DC, beginning March 11, 1997. The Committee met again in Las Vegas, Nevada, prior to the convention to discuss issues of concern to CWA women and their families.

The Committee reviewed the number of women who have been promoted or appointed to staff since the last convention. We applaud the President and the Executive Board in promoting women, and we continue to look forward to the day when women will equal the number of men on the staff of the union.

Last year in the Committee's report, we stressed the need for women to be involved in the political process. We thank our CWA sisters who worked in campaigns throughout the country, along with our brothers, and for their support in electing President Bill Clinton.

The Committee realizes that every issue before this convention is important to all members and we will report on the issues the Committee discussed this year.

The Impact of Women Votes in the 1996 Elections

The successful return of the Clinton/Gore team to the White House for four more years is highly attributed to the activism of women voters.

Thousands of CWA women were instrumental in "getting-out-the-vote" through phone banks, door-to-door canvassing, car pools to the polls, et cetera.

Nationally, 56 percent of the women who went to the polls on November 5 voted for Clinton and 35 percent voted for Dole, according to exit polls conducted by Voters News Service. It is important to note that union women voted 72 percent for Clinton, 23 percent for Dole and 5 percent for Perot.

The horrifying reality of uniting Bob Dole and Newt Gingrich together in moving the country further to the right was a strong deciding factor in the women's choice of a candidate.

Voter turnout was below 50 percent. Women usually vote in larger numbers than men and in this election, women accounted for 52 percent of voters.

Men turned out in fewer numbers and the votes they cast were evenly divided among both candidates, each receiving 44 percent.

Feminine muscle also helped to produce an all-time high for women in Congress. This year in the 105th Congress, nine of the 100 members of the Senate are women. In the House of Representatives, 49 of the 435 seats are held by women.

It is imperative to continue the upward trend of elected women officials, so that the voice that brings social awareness to politics has the strength and tenacity to achieve the outcome of the passage of laws and policy that insure progress for women and families.

In 1998, we once again have the opportunity to change the balance of power in Congress by turning out to vote and voting for those candidates that represent our interests.

The clout of women's votes clearly is enormous and it is not a clout that is going to shrink, it is only going to increase.

Welfare Reform

The welfare initiative signed into law on August 1996 replaces Aid to Families with Dependent Children (AFDC) with Transitional Assistance to Needy Families (TANF). This law is seriously flawed because it forces women back into the workforce within two years without any requirements on each state to provide an ample level of work opportunity, training or child care. According to the Office of Management and Budget, more than one million poor children will fall through the safety net into extreme poverty. About 8.8 million of the 12.8 million people receiving AFDC on January 1, 1996 were 18 or younger. Other child advocates estimate up to 3.5 million children will suffer under the provision limiting lifetime participation in the public assistance program to five years.

This law allows the federal government to give each state a block grant and great latitude in structuring their programs, which will result in varying levels of financial funding to families otherwise equal in need. The new law allows states to contract out any and all components of the TANF program. This is a change from AFDC which required that public employees perform activities that required discretion such as eligibility determination. To ensure equality and public accountability, all activities that require discretion in judgment must be performed by public employees.

Finally, without employee safeguards, Workfare participants will be sub-minimum wage workers with no protections, and pose a threat to our union brothers and sisters in the workforce. There is anti-displacement language within the new law which prohibits states from placing recipients in the same or equivalent position when a regular employee is on layoff or when the employer has terminated the position in order to fill it with a program recipient. This language needs to be strengthened, and we must require states to establish an appeal procedure for alleged violations of the anti-displacement language. It is imperative that we all keep our members and communities abreast of the changes to welfare reform and the impact it will have on our lives. Ignorance is a powerful weapon used to hinder the progress of not only one, but the total body as a whole. Through information and education, we remove the ammunition; therefore, rendering the weapon harmless.

- The CWA National Women's Committee recommends:
- That all CWA locals must get involved to protect our members' jobs from being contracted out and from displacement by Workfare participants.
- That we support policies that help vulnerable families and children. That we continue to educate and inform our members and communities of the implications of various changes in welfare and its impact on their communities

and their state.

Legislative Issues

The reelection of President Bill Clinton represents a positive change in the political attitudes of the nation.

This is a legislative opportunity to get laws and policies implemented through an Administration that is sensitive to the concerns of working men and women.

The 105th Republican-controlled Congress continues its hostile attitude and assault on working America by introducing anti-worker legislation such as:

H.R. 1, The Working Families Flexibility Act; H.R.59, The National Right to Work Act; S. 295 and H.R.634, The TEAM Act.

Each of these mislabeled, misleading bills is a deliberate attack on organized labor. The sole purpose of H.R.1 is to make it easier for employers to avoid paying overtime compensation to wage earners after a 40-hour work week. This would permit employers to give workers compensatory time off at their discretion instead of paying one-and-one half times their wage rates when employees work in excess of 40 hours in a week.

H.R.59 - This piece of legislation undermines the very foundation of union rights and erodes the financial base of unions. The right to union representation without paying dues is a license to steal from those who keep unions viable.

The TEAM Act would grant employers the legal right to create and control the "worker-representative" organizations that would claim to serve as the voice of the workforce. This bill would allow employers to hand-pick the workers who would represent the workplace. It would give management a license to write the rules governing the operation of the "worker-representative" organizations and dictate the subjects that the employer-dominated entity could address. This would reintroduce "company unions," a long discredited practice.

To fully benefit in the political arena over the next four years, we must increase our COPE contributions, expand our grassroots lobbying, and broaden our political activism.

Community education and involvement are essential in getting issues affecting working women and men to the forefront of political agendas, whether it be on a national, state or local level. Voices in unison must be raised across the nation to say "enough is enough." No more attacks on the rights of working people.

The Committee recommends continuing efforts to raise more COPE dollars. The Committee also recommends increased political involvement at all levels of the union.

The Committee recommends continued education of all members on the true intent and impact of proposed legislation.

Healthcare

Healthcare for women and children has been reported on several times over the past decade but it is still as important an issue today as it was 10 years ago.

Stress on and off the job. For working women, stress due to trying to balance home, work and family is the leading cause for absenteeism. Stress causes a myriad of problems such as migraine headaches and depression. One of our major employers, Bell Atlantic, acknowledged that depression was the leading cause of absence in the company. The change in the work environment and the company's attitude that all workers are expendable also cause many women to fear that they will lose their jobs. The stress caused by this fear is all consuming because this means a loss of health care benefits as well as a loss of wages.

We applaud President Clinton on his passage of the Family Medical Leave Act. The FMLA has helped alleviate some of the fear workers have of losing their jobs. In July 1997, the new Health Insurance Portability and Accountability Act will take effect. This will make it easier to get and keep comprehensive health insurance.

Mammography. There is a great difference of opinion in the medical community over the benefit of mammography for women under 50 years old. Studies show that there is at least a 15 percent reduction in mortality for women screened in their forties. Many people in the medical community contend that this is not a significant enough number to support legislation that would prohibit insurance plans from denying annual mammograms to women under 50. Seventy percent (70%) of women diagnosed through mammography still die. We need to encourage the medical and research communities to devote more funds and time to finding ways to prevent and cure breast cancer, and not to spend their resources on the debate over the benefits of mammography. We also encourage more research on the prevention and cure of ovarian cancer. Ovarian cancer is usually not detectable until it is too late to cure through chemotherapy or radiation.

AIDS. Women are now the largest group of our population to become infected with the HIV virus. We encourage the continued effort to educate our children and members in the protection and prevention of this deadly disease. We reaffirm our commitment for continued support for research to wipe out the disease of AIDS.

Children's Healthcare. One in seven U.S. Children does not have healthcare coverage even though 90 percent of those not covered live in families where at least one parent works. The Children's Defense Fund stated that expanding health care coverage for children needs to be a top priority. A recent report highlighted other disturbing trends:

- 1/2 million children are living in foster care;
- 1 million children in America suffer from abuse or neglect;
- 16 percent of white children, 40 percent of black and Hispanic children live below the poverty level.

We encourage and thank locals that support the "Stand for Children" day held each year by the Children's Defense Fund.

Osteoporosis. This bone thinning disease affects 28 million Americans, 80 percent of whom are women. We recommend that CWA help state legislators understand that osteoporosis is a serious disease. We urge legislators to enact osteoporosis education legislation in each state.

Spinabifida. A debilitating disease affecting children that can be eliminated by educating women at an early age to take folio acid which can be accomplished by taking one multivitamin per day. We encourage the medical community to join us in this endeavor by routinely educating women during office visits. This will result in a higher percentage of healthy babies.

The CWA National Women's Committee recommends that our bargained for health care plans include coverage for:

- Annual mammograms starting at age 40.
- Annual screening for ovarian cancer.
- Bone density testing for osteoporosis.

The Changing Face of Unionism

Women comprise 37 percent of organized labor. This is a higher percentage than

at any time in the history of the labor movement.

According to the Institute for Women's Policy Research, union membership is important to women because coverage under a collective bargaining agreement provides for higher wages, health benefits and longer job tenure. It also lessens the pay gap between men and women.

Unionized women workers have twice as many years on the job as non-union women.

Unionized women earn an average of \$2.50 more per hour than non-unionized women. This is equivalent to a 38 percent union wage premium. Taking into account education differences between unionized and non-unionized women, the wage difference amounts to a 90 cent premium or about 12 percent. This wage difference is reasonably certain to be due to unionization alone.

Research shows unions benefit minority women at least as much as white women. The union wage premium is about 45 percent for women of color. Taking into account all other factors, women of color who are unionized earn 87 cents or 13 percent more than non-unionized women.

The wage gap between men and women in unionized jobs has decreased and is less than the gap for non-unionized workers. (75 cents for every dollar versus 68 cents for our non-unionized sisters.)

The reduction in the wage gap represents progress in the labor market position of women, but part of the closing of the gap represents a decline in the position of men.

The CWA National Women's Committee recommends that all of us reaffirm our efforts to organize all the unorganized workers, because it is still the only solution for equal pay for work of equal value.

The CWA National Women's Committee further recommends that in order to organize and be "successful," we must work to get labor law reform passed through Congress. This will increase women's ability to organize and to bargain collectively for equity and workplace fairness.

Education for Women and Children

The CWA National Women's Committee commends CWA for continued efforts in bargaining training and retraining programs for its members. But first we have to change Congress in 1998 to one that supports working families.

Training and education for women translate to greater earning potential for women. Funding for the Women's Educational Equity Act (WEEA) for fiscal year 1998 will be \$4 million, twice the amount the program received in fiscal year 1997. This Act promotes educational equity for girls and women through teacher training and guidance, and counseling to increase opportunities for women in non-traditional fields.

No longer can we depend solely on our traditional employers to provide the training or retraining for our members. To remain competitive in an ever-changing market, CWA members have had to take on the responsibility for their own education. The Women's Committee would like to urge that in the planning stages of CWA's Employment Center concept, we must think "outside the box" by utilizing administrative problem solving, data manipulation and marketing skills of jobs traditionally held by women and match them with both telecommunications and non-telecommunications employment opportunities.

Hailed by many educators as the world's best study aid, the Internet is full of reference materials, research notes, projects and lesson plans. Through the "Net," students connect with peers and experts worldwide to expand their computer skills

and horizons. Where you begin your Internet use often depends on the services and equipment available in your area. More and more it is becoming evident that the ability to use computers and navigate through the "Net" will create a new twist in the class structure. In light of how much more computers are becoming a factor in our daily lives, those who do not possess computer skills will slowly be left behind and excluded from receiving valuable information. In the United States, the more affluent areas typically have the cutting edge computer equipment and curricula which provide valuable hands-on learning. However, in the urban and rural areas, big business is very reluctant to provide access to multi-media computer technologies because they do not believe that their earning potential in those areas will be offset by the initial investment. We, CWA members, need to vow that no child, regardless of social status, should be left on the side of the information superhighway.

The CWA National Women's Committee recommends that:

1. We continue to bargain training and retraining and lifelong learning programs.
2. All locals commit to help ensure that every school in the nation has access to the information superhighway.
3. CWA members volunteer to wire schools and classrooms in communities with the greatest financial need.

Domestic Partner Benefits

Domestic partners are two adults who have chosen to share one another's life in an intimate and committed relationship of mutual caring, who share the necessities of life and have an emotional and financial commitment to one another whether heterosexual or homosexual.

Several years ago, CWA passed a resolution that was called "Pride at Work." That resolution urged CWA Locals to end discrimination of all types. Different kinds of discrimination continue to exist: Discrimination against gay and lesbian members and discrimination against unmarried members. Providing benefits to only the spouses of heterosexual employees is both sexual orientation discrimination and marital status discrimination.

The overall added cost to a company offering domestic partner benefits is typically 1 percent to 3 percent of the existing benefits budget, far less than commonly assumed. The 1 percent figure tends to apply when benefits are offered to same gender partners only, and the 3 percent figure tends to apply when benefits are offered to opposite gender partners as well. You do not manage medical benefit costs by excluding an entire community of people.

As we approach 1998 bargaining, let us demonstrate our commitment to end all discrimination by proposing Domestic Partner Benefits on all bargaining tables.

The CWA National Women's Committee recommends that all future contracts bargained by CWA include pension and health care benefits to all domestic partners whether they are different sex or same sex gender.

Our Brothers in a Changing Workforce

As we enter the 21st Century, all signs point to a growing social and economic problem: That women dominate the jobs that are growing, while men (especially those with the least education) are trapped in jobs that are declining.

It is not just that women are taking more jobs; it is that a significant proportion of men are dropping out of the job market altogether as women enter it. In the 1960's, almost all men worked, and women comprised less than half of the workforce. Not so now. In America, the women's labor force has risen from 43 percent in 1970 to about

60 percent now. The men's labor force participation has dropped relatively little—from 80 percent to 75 percent, though there is an important exception: male high school dropouts. Of those completing fewer than 12 years of school in 1970, 86 percent were working. By 1993, only 72 percent were working. If these employment trends continue, America will be employing nearly as many women as men by 2005.

The future for men looks even bleaker. Western occupational surveys show that for the foreseeable future, new job growth will be in work typically done by women. The five fastest growing kinds of work between now and 2005 will be residential care, computer and data processing, health sciences, child care and business services. Women dominate all of these activities. Unfortunately, new job growth in these areas is poorly unionized and, therefore, does not yet provide a living wage for men and women.

The obvious response for men would be to move into these occupations which are expanding, but they are not doing this. It is crucial to increase organizing in these future job growth markets. Also, traditional gender attitudes and male unemployment have been deadly to two groups: men in general and young unemployed men. The reason is that the combination has set off a spiral of harmful and sometimes uncontrollable consequences, which is tearing the web that ties together work, family and law-abiding behavior. When men find it impossible to provide, they also seem to find it difficult to learn nurturing skills. The effects of failing to learn nurturing skills are universally negative. This, coupled with persistent unemployment, destroys the institutions that enforce social behavior — small firms, clubs, informal networks, and, above all, the family.

This Women's Committee feels that the labor movement must be more aware of the uncertainties of the changes taking place in the labor market that have such great impact on families.

We must continue our efforts to prevent the consequences of the growing male unemployment and pledge our support for the education of men and boys, which would create greater job opportunities and a stable job market in the 21st Century.

We would like to report that a fifth CWA National Women's Conference will be held February 25 - March 1, 1998, in San Diego, California. We encourage all locals to support the active participation of CWA women by sending women to the conference.

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

CHAIR WADE: Mr. President, that concludes the Report of the CWA National Women's Committee. We move adoption of this report. (Applause)

. . .The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It is seconded from the floor.

Microphone No. 3, Delegate Bell.

DELEGATE JOANNE BELL (Local 2336): President Bahr, Officers, Delegates and Guests: I rise to support this all inclusive and extensive Women's Committee Report that looks after the needs of women, children, men and the community.

This report discusses the impact of women voters in the 1996 election. Women were 52 percent of all voters. As a result there are more female Congress and Senate representatives.

Welfare Reform signed into law is a seriously flawed law. This committee's recommendations offer protection to our existing members' jobs, supports families, children, and calls for continued education of the community.

Legislative issues are on all of our minds. Republicans have launched a direct attack on Organized Labor. We must raise even more COPE dollars and increase our political involvement at all levels of the union and in the community.

Yes, we applaud the passage of the Family Medical Leave Act, but there are many issues that still need to be championed. There have been a number of advancements made in health care, regarding cures and medical coverage. We are still haunted by stress on the job, the need to have annual mammography exams paid for by negotiated coverage, AIDS research and cure, osteoporosis, and spinabifida. The committee's recommendations call for research, legislation, enactment and education in the community to remedy these ills.

Education is the key to our success now and in the future. We need to continue to bargain training, retraining, and lifelong learning programs. We are very proud of CWA's involvement in wiring schools to give them access to the "super-highway," but we need to keep this commitment going until we have wired every school in America. Information will be the key to workers having successful lifestyles and work in the future.

Of major concern to us is the future of men in the workforce. The future may look bleak as more women enter the workforce. When my brothers find it impossible to provide for their families they too find it difficult to learn the nurturing skills. This, coupled with persistent unemployment, destroys the institutions that enforce social behavior, and above all it undermines the growing of our families. And that is the key.

We must continue our efforts to continue to prevent the consequences of the growing male unemployment, and pledge our support for the education of men and boys which would create greater job opportunities and a stable job market in the 21st century.

We are CWA, union, proud and family. Our pride and hard work must continue and grow in unity in the workplace, legislatively, and the community to make the conditions the best they can be now and in the future.

(Applause)

I ask for your support and vote in favor of this report that seeks protection for all of us. Thank you.

PRESIDENT BAHR: On Microphone 4, Delegate Rathgaber.

DELEGATE WILLIAM RATHGABER (Local 4471): I thank you. Everything that is contained in this report sounds great, up until the domestic partner benefits. I am sorry, but that is against my principles, and I strongly disagree with that amendment. Thank you.

PRESIDENT BAHR: On Microphone 3, Delegate Poole.

DELEGATE CLAIRE POOLE (Local 1084): President Bahr, Officers, Delegates and Guests: I rise in support of this report. I thank the women for their conclusive and inclusive report.

This is a report that stands for the family and for all people's rights. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Gooden.

DELEGATE ROBERT E. GOODEN (Local 3511): I rose in opposition to this report, especially the domestic partner benefit.

I am black, not by choice, but by birth, and I think when you come to choosing or not choosing a heterosexual relationship, it is an individual choice, and I think we as a union should not endorse this, because every time we come up with something like this, the union gets beaten up on because they say we don't stand for anything that is

right.

I respect the rights of all people, but that is not a right. The call for the union to endorse this. And to get benefits for couples of the same sex, I rise in opposition to this, and I hope the committee will rethink it, because it is sending out a strong message to people. In the elections they say Democrats do not stand for anything, but we should stand for and remember family values, because, according to the word of God, it is an abomination for people to practice these type of acts. (Applause) And we will just be condoning and contributing to the thing we stand against. Not everybody in this Union stands for that, and I just rose to state my opposition to that.

PRESIDENT BAHR: On Microphone No. 1, Delegate Walls.

DELEGATE GEORGE WALLS (Local 4603): I make a motion to close debate.

. . . The motion was duly seconded . . .

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

We have before us the report of the CWA National Women's Committee. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The Committee's report is adopted. (Applause)

Please join me in recognizing the hard work of this dedicated committee. Thank you all. (Applause)

Because of the hour of the day, we will start tomorrow's session with the report of the National Committee on Equity. And when you leave here today, be sure you take your papers and belongings with you.

Don't forget the Union Builders' Rally tonight. The doors will open at seven. I hope you will all be there. We are going to have some fun.

The platform observers for tomorrow are Bill Sonnik, Local 2105 and Earline Jones, Local 6377. They should be at the platform at 10:15 tomorrow morning. And I want to thank today's platform observers.

I also want to thank Governor Miller's Escort Committee, who were comprised of the Northern California-Nevada Council officers and delegates: John Doran, Local 9413; Val Afanasiev, Local 9423; Barbara Welling, Local 9413; Ellie Benner, Local 9430; Dee Napier, Local 9413; Carol Whichard, Local 9411; Greg Ball, Local 9421; Cookie Cameron, Local 9412.

I also want to recognize and thank Labor Secretary Herman's Escort Committee: Carolyn Wade, Local 1040; Barbara Mulvey, Local 2106; Terry Davis, Local 3902; Cathy Mason, Local 4310; Donna Bentley, Local 6733; Gil Romom, Local 7060; Jelger Kalmijn, Local 9119; James Wilson, Local 13500;

David Griffith, Local 14620; William Lambdin, Local 51021.

The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER EASTERLING: I have some meeting announcements.

. . . Convention and committee announcements . . .

SECRETARY-TREASURER EASTERLING: You are reminded to look at your schedule because tomorrow morning, beginning at seven-thirty, there are meetings of the various districts. Take a look at that. We will reconvene at ten-thirty.

We will reconvene at ten-thirty tomorrow.

PRESIDENT BAHR: We stand in recess until ten-thirty tomorrow morning.

. . . The Convention recessed at 5:00 p.m. . .

TUESDAY MORNING SESSION

July 1, 1997

The Convention reconvened at 10:30 a.m., President Morton Bahr presiding.

PRESIDENT BAHR: Would the delegates please take their seats. The convention will be in order.

I would just like to call to the attention of all the delegates that, just as we celebrate in this country on Friday the Fourth of July, today is Canada Day. It is being celebrated by our neighbors to the north. (Applause)

I am pleased to introduce to you to begin our convention in our normal way, for the purpose of delivering an invocation, Rabbi Mel Hecht of Temple Beth Am, right here in Las Vegas.

RABBI MEL HECHT (Temple Beth Am, Las Vegas): If I could beg your indulgence just for a moment, rabbis, ministers, and priests are accustomed to delivering formal prayers for invocations. And yet, there is another form of prayer in Jewish tradition known as a D'var Torah, a word about Scripture that I would like to share with you very, very briefly.

In the five books of Moses, the Cahaneem, the priests are commanded to bless the children of Israel. And so the question was asked by the rabbis, "Why is it necessary to , have the priests do the blessing? Why does not God bless them?" And so they asked the Holy One, blessed be He, and God purportedly responded, "I will allow the priests to bless and I will stand by their side."

The interpretation of that is that God needs our help in creating blessings. Parents create blessings by virtue of how they raise their children. Teachers do by how they inculcate the values of our society to those children. Politicians when they recognize that all is not equal in this great land of ours. And they Dass laws that are meant to serve the people rather than the people the laws.

And most certainly, each and every one of you, by virtue of your commitment to the highest ideals of your union, that recognizes that there may be a wholeness called a union, but it is indeed made up of many faces.

And so, my simple prayer for you is may you indeed create blessings, not only for yourselves but blessings that will extend to make the ideals and values of our democratic society the finest on earth. Amen.

PRESIDENT BAHR: The Platform Observers for today are Lowell Damron, President of Local 2009; and Earline Jones, President of Local 6377.

The Chair recognizes the Credentials Committee for a supplementary report.

DELEGATE JERRY HAYES (Chair, Credentials Committee): The Credentials Committee is issuing a supplementary report. We have to report, in Category 2, properly executed but late credentials, from Local 54043, Delegate Shaffer. The Committee moves that the delegate be seated.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. Seconded from the floor. All

those in favor indicate by raising your hand. Down hands. Opposed by like sign. The motion carried. That was quick.

Would the National Committee on Equity come to the platform, please.

The members of the Committee are:

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

PRESIDENT BAHR: Reynaldo Massa, Vice President, Local 1023; Ruth Marriott, President, Local 2252; Charles Clark, President, Local 3114; Lula Odom, Member, Local 4000; Cecilia Valdez, Steward, Local 7026; Linder golden, President, Local 9426; Armentia Beasley, Unit 13 Representative, Local 13000; Jack Henderson, Steward, Local 6012, Chair.

The Chair recognizes the Committee.

Mr. President.

DELEGATE JACK HENDERSON (Local 6012, Chair, National Committee on Equity): Thank you,

Convention Delegates, Alternates and Guests: Please join the National Committee on Equity as we pause for a moment of silence to give tribute and recognition to another fighter for economic and social justice who has made her transition from this life: Dr. Betty Shabaaz, the wife of slain civil rights leader Malcolm X.

. . . The delegation observed a moment of silence in tribute to Dr. Shabaaz . . .

CHAIR HENDERSON: Thank you.

. . . The various members of the committee participated in reading the report as follows . . .

REPORT OF THE NATIONAL COMMITTEE ON EQUITY

The National Committee on Equity has met twice since our last convention. One meeting was held immediately following our National Equity Conference in November 1996, and the other meeting was held here in Las Vegas on June 27-28, 1997.

While all issues before this convention are extremely important to this committee, our role is to share with you issues of particular interest to the minority members of CWA.

Second National Equity Conference

The Second National Equity Conference was held in Seattle, Washington on November 17-19, 1996. The theme of the conference was "The Struggle Continues-United We Move Forward." A total of 197 delegates were in attendance.

We would like to take this opportunity to again thank Patti Dempsey, President of Local 7800 in Seattle, and her Local Committee on Equity, and Sue Pisha, Vice President of District 7. They played a major role in making the conference the success it was. (Applause)

Voting Rights Act

A message traveling along the information superhighway has alarmed many African-Americans by misinforming them that they could lose the right to vote in 2007 unless Congress extends the Voting Rights Act.

It all began with a college student touring parts of the South on a promotional trip called, "The Road that Led to Freedom." The trip was part of the celebration of Dr.

Martin Luther King, Jr.'s birth in January. During the trip, the student heard about the Voting Rights act, and later sent an e-mail to friends which was forwarded to others.

The message reads in part, "As everyone should know, in 1965 President Lyndon B. Johnson signed the Voting Rights Act. This was created to allow blacks the right to vote. In 1982, President Ronald Reagan signed an amendment to extend the right for another 25 years. You guessed it...in 2007 Congress will decide whether or not blacks should retain their right to vote."

This message is not correct. The Voting Rights Act was passed by Congress in July of 1965 for the purpose of outlawing obstacles that prevent African-Americans from voting. (Such obstacles in the past have included poll taxes, passing literacy tests, and reading and interpreting any section of the state constitution.)

The 15th Amendment to the United States Constitution, enacted in 1870, guarantees African-American citizens the right to vote.

We thought it important to clarify this issue in this forum and urge all Locals to pass this information on to their respective members.

Proposition 209

A federal appeals court panel, siding with opponents of affirmative action, has upheld California's vote-approved ban on preferences based on race and gender.

This ban, known as Proposition 209, bars preferential treatment for women and minorities in public hiring, contracting and education.

The appeals court panel's decision is also being appealed, but the effects of Proposition 209 are beginning to be felt. The AFL-CIO reports that the University of California has received a record high number of applications for admission this fall. Unfortunately, African-American applicants dropped 11 percent, Native Americans dropped 15 percent, and Hispanics dropped 12 percent.

Efforts are being made to ban affirmative action in other states. We need your help in fighting these state proposals.

Technological Racism

Technology is now a prominent and permanent factor in every basic industry. In this age of automation, it has become a fairly common practice to move work from urban predominantly minority areas to areas less populated by minorities. The changes are often under the title of "downsizing." As leaders for social and economic change, we must be watchful, with an unrelenting effort, to abolish all forms of racism while providing full access to all workers and continue protecting workers' rights that are already entrenched in the workplace.

There is no reason why an application of intelligence and goodwill cannot move us safely through this technological revolution. We must develop methods to assure that change produces maximum benefit with minimum hurt. Our salvation will come in constantly remembering that we live in America, which is the melting pot of the rest of the world, and when one of our members is hurt, we all hurt.

We ask for your continued help to assure that all workers are protected during this fast paced technological revolution.

Violence in the Workplace

Portions of our statement on violence in the workplace were borrowed from a similar statement adopted by the Coalition of Black Trade Unionists.

In the last decade, violence has increased and working people have experienced or become victims of violence on the job.

Violence is displayed openly in schools, on our streets and in our homes, and it occurs in almost every occupation.

Violence can happen as a result of jealousy, drug influence, employment termination or personal relations. It does not have to be job related, but so often is settled at the job location.

Many employers wait until violence occurs at the workplace before implementing security and safety procedures for their employees' welfare.

We are suggesting that all Local officers and stewards check their work locations, and, if necessary, recommend to their employer the needed safety and security procedures.

Ebonics

Whether you should say "he be" or "he is" has been an issue that has sparked many recent debates among Americans across the country. And it's all because an Oakland County School Board, in an effort to reach minority students who were failing, proposed a resolution to teach Ebonics, a way of speaking that is classified by the National Language and Hearing Association as the mixing of ebony and phonics. The proposal took the topic of African-American language to a new level of controversy, putting the nation in a language frenzy.

School officials said they simply wanted Oakland teachers to devote more time, and show more sensitivity to students who rely on "Black English," and help them better understand the differences between their language patterns and standard English.

Some prominent black leaders have denounced Oakland's decision, saying they fear it will lower academic standards for black students and encourage them to speak poorly. Civil rights leader, Reverend Jesse L. Jackson, initially assailed the idea as "unacceptable surrender." But after meeting with Oakland school board officials, Jackson acknowledged it could have merit, as long as the emphasis is on teaching standard English.

Though the whole issue of Ebonics remains divisive, community leaders, politicians, academicians, and your CWA National Committee on Equity believe that more discussion, debate, and dialogue must occur in order to understand its impact and ramifications on the American education system.

Jackie Robinson

April 15, 1997 marked fifty years exactly since Jackie Robinson, the son of a sharecropper and the grandson of slaves, pulled on a pair of major league flannels and broke the color line to integrate major league baseball.

The year was 1947: Eight years before the Supreme Court outlawed segregation in public schools. Nine years before a 27 year-old minister named Martin Luther King, Jr. Led the bus boycott in Montgomery, Alabama after Rosa Parks refused to give up her seat, and eighteen years before Congress passed the landmark Voting Rights Act of 1965.

America did not celebrate Jackie Robinson on April 15 because he had a lifetime batting average of .311 or because he helped the Brooklyn Dodgers win six pennants in ten years or because he always found a new way to win or because he revolutionized baseball, making speed as important as power.

We celebrate Jackie Robinson because he was America's most significant civil rights leader between the turn of the century and the rise of Dr. Martin Luther King, Jr.

We want to take this opportunity to thank President Bahr for supporting the Jackie Robinson Foundation by donating his time as well as making financial contributions

and encouraging his colleagues on the AFL-CIO Executive Council to do the same. President Bahr is working very closely with Jackie's widow, Rachael Robinson, in helping to finance the Foundation. The Foundation supports young minorities as they pursue educational and social goals.

Diversity in CWA

This committee is still concerned that some departments and Districts in CWA do not reflect our diverse membership.

We ask those departments and Districts to look closely at all qualified candidates when filling vacancies.

Some of the District Vice Presidents have conducted diversity training for their staff and Local officers. Most have not.

The National Committee on Equity again recommends that all District Vice Presidents offer diversity training to their staff and Local officers.

DELEGATE CHARLES CLARK (Local 3114): CWA Delegates, the National Committee on Equity wishes to acknowledge and thank four of our members who are serving for the last time on this prestigious, prominent and pronounced committee. They are:

Jack Henderson, Chair, District 6, who has taken us to places that we have never gone before.

Ruth Marriott, Co-Chair, District 2, with her meek and mild and humble personality.

Lula Odom, District 4, who has provided a great deal of spark and energy to every discussion that we have had.

And Armentia Beasley, District 13, who gives a new definition to the phrase "quiet storm".

These individuals have demonstrated profound commitment and devotion to this National Committee on Equity. We want to personally thank them for their efforts, their energy, their thoughts, their time and motivation and minds, and it is with great pride that we take time to salute them and commend them for the services that they have rendered.

You will surely be missed. (Applause)

CHAIR HENDERSON: Mr. President, that concludes our report of the National Committee on Equity. I move for adoption.

PRESIDENT BAHR: You heard the motion to adopt.

. . .The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. No delegate at the microphone.

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

Please join me in thanking not only the four retiring members of this committee, but the entire committee for giving of themselves and spending a lot of time and energy in putting a very fine report and recommendations in front of us. Thank you. (Applause)

It is now my pleasure to introduce, as I have that pleasure each year, the anchor on our Executive Board, our Executive Vice President M.E. Nichols. (Applause)

EXECUTIVE VICE PRESIDENT M.E. NICHOLS: Before I begin, I would like to

give you a report on the physical condition of Jeff Jenkins. Jeff is one of our NABET members and last year we had Jeff and his lovely family on stage while we honored the family and the fireman who saved Jeff's life. Jeff called me the other day. He is still under treatment, but his voice is much improved and he is working every day and slowly improving. (Applause)

I would also like to thank all the locals who assisted Frank Dosio and P.T. Phone Home in wiring the V.A. Hospitals. That project is complete. Now, a few moments to introduce you to P.T. Phone Home Phase Two:

. . . A very interesting and informative videotape was shown regarding P.T. Phone Home Phase Two, showing how patients are taught to be computer literate and able to work computers and make themselves able to execute commands, which make a very positive difference in their lives . . .

EXECUTIVE VICE PRESIDENT NICHOLS: I imagine there is a lump in a few throats out there.

Knowing Frank Dosio, he will be asking his home local, Local 1120, to help, and I am sure we will be called upon, and I hope, when you are called upon, you will respond favorably.

I want to thank our NABET folks for preparing that tape for our Convention. (Applause)

I should also mention that since our last Convention President Bahr has received the United Way's Joseph Anthony Beirne Award for Outstanding Community Service, and I think you would agree with me he is certainly deserving of that award. (Applause)

Our work with the Placement Centers continues. CWA and US WEST have entered into an apprenticeship trial of the network technician in Washington. We are now expanding that program and starting similar programs in Arizona, Minnesota, Colorado and Oregon. We expect to have apprentices working in these states shortly. Future plans with U S WEST also include looking into apprenticing additional titles.

Work continues with setting up a trial apprenticeship program with PAC Bell for the service representative title. Our goal is to be up and running by fall. We continue to have discussions with Bell Atlantic and their subsidiary BACCSI.

During May and June we held focus group meetings for locals interested in multi-employer apprenticeship programs for the interconnect/construction industry. We have a number of locals interested in looking further into setting up programs, and we will be working on this starting after this Convention.

We expected to be further along with our employment centers serving U S WEST. We encountered numerous changes in management teams, which constantly required us to reset the program.

With some guarded optimism, we have resumed the process as it appears the company is reconciling their outstanding concerns. Our target is to have a center up and running in the third quarter of 1997.

Representatives of Pac Bell and CWA District 9 have solved nearly all the remaining issues to enter into a trial employment center arrangement in the San Francisco Bay Area. Our first efforts will be placing of service representatives. We also look to place service technicians in the future.

In March, CWA Communications and Technologies representatives entered into an agreement with Lucent Technologies in a trial arrangement to use incidental employees under certain circumstances.

Other employers, including AT&T, have discussed the use of our centers.

Interconnect/construction employers continue to use our Cleveland center on a regular basis.

We are also investigating the feasibility of developing a nationwide collective bargaining relationship with a third party who would serve as the employer of record for those employers desiring this type of an arrangement.

On school-to-work, we are working with the Education Department to develop school-to-work programs that can complement our apprenticeship models. We have developed curriculum in Washington State in conjunction with US WEST and expect to replicate some of these efforts with Pac Bell. We also assist in providing input to the national skill standards effort currently being advanced by Congress.

CWA continues to lead the labor movement in the area of worker education. Since our last convention, twelve newly-appointed staff completed our two-week staff training program in September of 1996. A second two-week class, which included nine newly-appointed staff, was held in May of 1997. Eight local officers completed the three-week Minorities Leadership Institute. New courses in leadership problem-solving and labor history were added.

The Education Department produced a new labor law manual for use in district leadership schools. A new curriculum on collective bargaining for union activists has also been piloted. In addition, the department took on major revisions of "The Local Officers Training Manual" and re-did the video used in local officers training, "Understanding the H-166."

The Department, in collaboration with the Government Affairs Department, produced two educational brochures of the 1996 election. The first brochure laid out labor's agenda in the 1996 election. It was disseminated to CWA members through the district mobilization structure. The second brochure, which compared Clinton and Dole positions on CWA's issues, was mailed out to every CWA member.

The Department supervised the continued work of the New York University's Robert Wagner Archives, collecting and archiving the records of CWA. Two reports were made to the CWA Executive Board. A history workshop on "Women of CWA" was developed and presented to participants at the 1997 District 4 Women's Conference.

The Education Department, in collaboration with the Secretary-Treasurer's Office, developed and coordinated the first financial training for CWA staff. That two-day program emphasized the staff role in educating locals about their fiduciary responsibilities and in recognizing when locals are in financial trouble. Seventeen CWA staff participated in this training.

Since 1994, we have been awarded three grants from OSHA for the VDT workplace ergonomics training. The grant ends in September. A new grant proposal has been submitted for October 1, 1997 to September 30, 1998.

Those grants have allowed CWA to develop a train-the-trainer program targeting poorly-designed VDT workplaces. The four-day VDT ergonomics train-the-trainer and one-day awareness training programs have created methods to ensure employers are providing members with well-designed working conditions.

Over 100 staff and local leaders have participated in the four-day training program and they have trained more than 7,000 local members. Some 8,000 members will have completed the awareness training by the completion of this grant period. The use of this training will allow activists to work with our leadership in a campaign to halt the occurrence of VDT repetitive motion disorders.

Due to this success, CWA will ensure that this activity will continue to function beyond the grant period and into the future.

We are now conducting two scientific studies. The first is being performed with Dr. Michael Smith, of the University of Wisconsin, and Dr. Janet Cahill, of the Rowan State College. The study, coordinated by Local 1033, is being conducted among our New Jersey State workers. We have several areas of concern regarding VDT workplace design and member health problems. For example, members experiencing job-related psychological stress were identified with musculoskeletal health symptoms. Also, work organization issues, such as job security, work pace, and increased hours of VDT work were related to the occurrence of repetitive motion health symptoms. That study will be completed later this year.

Another study of VDT work is being conducted with Johns Hopkins University, Local 2150, Local 2101 and District 2 headquarters. That one is scheduled for completion in 1998. This is the first major VDT workplace study of both work and non-work-related factors.

I anticipate the findings associated with these studies will be used in collective bargaining, organizing and educational programs.

We are now conducting expansive asbestos and medical surveillance efforts. Since 1995, with the assistance and participation of our Alabama locals and the respective Vice Presidents, we have conducted the first components of a national asbestos medical surveillance program. Early results demonstrate we have very serious problems. The surveillance involved 523 active and retired members employed in telecommunications craft and printing sector occupations. The eligibility requirement was employment for at least 20 years and work involving exposure to asbestos or asbestos-containing materials. The 20-year limitation is based upon medical data indicating that asbestos-related diseases will usually take place at least 20 years in the future.

Of the 523 members who participated in the medical screening, 131, 24 percent, had positive findings of asbestos disease.

Based upon the Alabama findings, as well as previously-conducted screening results from a 1991 Washington, D.C. program, CWA, with the support of the Mobile, Alabama law firm Gardner, Fleming, Middlebrooks & Gibbons, has decided to expand the program nationwide.

In May, surveillance activities were initiated in Texas and during July will be initiated in Florida. In the near future, additional locations will be determined.

During March, we conducted the union's sixth safety and health conference. 215 CWA staff and local leaders participated. We focused on topics like occupational stress, ergonomics, asbestos, and using ADA, FMLA, Workers' Compensation and workplace violence.

We also discussed getting locals more involved in occupational safety and health. We, as CWA leaders, must realize that safety and health can and should be used as an educational, mobilization and organizational tool to help promote and increase the size of our union.

The next conference is scheduled for November 1998.

We are working on other issues which include indoor air quality, workplace violence, electromagnetic fields, pesticides, tuberculosis, and coalition-building with environmental and environmental justice organizations.

We have all been appalled and outraged by the rash of burnings of African-American churches throughout the South, and we are relieved that the incidence of such violence have become less frequent.

We want to thank the CWA locals and Executive Board for their generous contributions to help repair and rebuild some of these churches. We have contributed

\$9,100 on behalf of CWA to the Southern Leadership Conference.

Earlier this year, we did a survey of our locals to determine how many minorities hold primary elected positions in the locals. This information is used to determine how successful our training programs are and to determine the diversity of our local leaders.

Of the surveys returned to us, we have learned that we have 394 top leaders in our locals who are minorities. The key words are "top leaders." We have had a marked improvement of the top leadership in the locals. I thank all of you who returned the forms to us.

We are in the process of planning our 14th Annual Minority Leadership Institute. This Institute is an extensive three-week training program which is offered to one minority from each of our eight districts.

Union Privilege has changed the credit card company from the Bank of New York - Delaware to Household Bank. The new program now offers members a choice in the type of card they receive. They can now either choose a card with a "grace period" or a card without a "grace period."

The "grace period" card, which offers 25 days grace before interest begins accruing, is ideal for members who pay off their credit card balance each month, while the "no grace" card, which carries a lower interest rate, is best for members who tend to carry over a monthly balance. The rate still remains one of the lowest in the nation.

Also new, the Union Plus Gold Card is designed specifically for your members who have a good credit history and a line of credit of \$5,000 or more. All members who will be receiving that Gold Card were notified in June and will be issued their cards sometime between July and October.

Another feature is a money-saving balance-transfer opportunity. Most cards that offer low introductory rates let you transfer your balance at a lower rate, but that's generally for only six months.

The Union Plus Card lets credit-qualified members move debt from higher rated cards to the Union Plus Credit Card at the rate of 9.9 percent for the life of that transferred balance.

We still have the features like the strike skip-payment plan and other skip-payment options, no annual fee, and our new custom CWA design.

The Union Plus Credit Card Scholarship Program has even more ambitious plans for 1998. This year, CWA won seven of those scholarships.

Its features like that that may explain why nearly 108,000 of our CWA members carry that card. It is benefits like the credit card, the mortgage and real estate program, insurance and legal programs, and a host of other services that help us organize new members and keep those members happy.

Take union member mortgage and real estate, for example. Our members have obtained mortgages totaling nearly \$46 million since that program began.

Organizers know that the programs work to help them bring in new members. You can ask Al Shopp, who works as a field officer for the Police Benevolent Association. That is the CWA umbrella group in Florida. Al Shopp saw the value of the Union Privilege Programs and worked them into his plan to organize Florida corrections officers.

The benefits helped them win a representation election that brought CWA 18,000 new members statewide; 2,000 of them in Al's local, Local 3191. When potential members called to find out more about the benefits, they told them sure, they could get them, but they had to join the union first. And they did.

Now, President Bahr greeted Al yesterday. I would like now to present him with a framed copy of the union printed dues letter only as a token to recognize his outstanding use of the Union Privilege Programs.

Here is Al. (Applause)

I think I can tell Al we will give a framed copy to him later, and I want him to know that we

appreciate that.

DELEGATE AL SHOPP (Local 3191): Thank you. (Applause)

EXECUTIVE VICE PRESIDENT NICHOLS: The best laid plans of mice and men.

Now, we all know that nobody joins a union just to get a low rate credit card or a better deal on a mortgage. But you also know that when you try to organize, the boss starts anti-union talk and one thing they are sure to say is the union is just out for your money. Of course, organizers say a lot of things in response, but one answer can be the Union Privilege Benefits. We need to let them know that the union doesn't just look out for them at work but also off duty.

Of course those benefit programs are not going to persuade everybody to join the union, but if you change one or two percent of the vote on an organizing effort, that can make a difference.

And don't forget, those benefits can also be used to unionize the already organized. We have to reach out to those members. We have to activate them so that they can help us do all the things that need to be done.

While I am on the subject of Union Privilege, we have a number of books that are out in the Executive Vice President's booth outside the hall. Those books are labeled "Made in the U.S.A." Not only do they have the U.S.A. products listed, it also has the union products listed.

I serve on the Foundation Executive Board of that foundation. The book has a GCIU label on it and says Allied Board of Governors. We will try to make certain that next time it has the Allied label. It is union printed and we will have one for each local and I would ask you to pick up those books before you leave the convention.

My office also has responsibility for the Ray Hackney Scholarship Fund and the Joseph Anthony Beirne Memorial Foundation. A copy of the Foundation's report is in your materials. This year we had 3,238 applications for the Ray Hackney scholarships and 1,240 applications for the Beirne scholarships. The names of the winners will be announced this month or next.

Since our last convention, our members have suffered tornadoes in Arkansas and floods in Kentucky, Ohio, California, Missouri, West Virginia, the Dakotas and Minnesota. The damage is still being assessed in the Dakotas and Minnesota, but it is very, very severe. Almost all of our members who lived in the towns along the rivers have lost everything.

Without belaboring the point, the Executive Board recommended to the Oversight Committee that up to \$1 million be allocated to the CWA Disaster Relief Fund. I am very happy that the Oversight Committee agreed with us, and I am certain those of our members who suffered enough will also be grateful to all of you. My thanks to the Oversight Committee and all of you who gave the funds both as individuals and as your locals.

Mr. President, that concludes my report. (Applause)

(Displaying the plaque) It existed. We just did not know where it was. This is what I will be giving to Al Shopp.

PRESIDENT BAHR: Thank you very much, Nick.

I want to call to the attention of those who brought *USA Today* into the auditorium-(boos)-that I know you have done it inadvertently, because one of the struck papers in Detroit is owned by the same publisher who owns *USA Today*. And I know that you will discard it immediately. (Applause)

I also wanted to call to your attention, on Page 1 1 of the *CWA News* is the latest listing of the honor roll of those who have adopted a family in Detroit. And I want to thank each and every one of you. The need still exists. Your continued help is not only needed but appreciated.

But I would also ask those of you who have not participated at all, that if you could see your way clear, either your local itself or combined with other locals, to begin to contribute so that we can alleviate the burden that some locals are carrying for almost two years. In other words, it is a question of fairness.

. . . Showing of the video regarding the strike in Detroit, and the unfair labor charges against newspapers in Detroit who are lawbreakers and have caused the workers to remain on strike for two years . . .

PRESIDENT BAHR: On Microphone No. 12, Delegate Pearce.

DELEGATE CLAUDIA PEARCE (Local 34022): Good morning, brothers and sisters. I am Unit Chair for the *Detroit News*, and I have been locked out of my job for almost two years. We want to thank everybody who was able to participate with us in "Action Motown," whether you were there in person or in spirit. It was such an incredible weekend for us.

What I want to do is remind you that this is the kickoff for us calling on our brothers and sisters across the country to work with us to get fair contracts, not only in Detroit but everywhere across the country where we have labor struggles. We have a packet that is available either through your local union or through the Detroit unions where we can explain to you what properties Gannett and Knight-Ridder own across the country. We would like you to participate with us in your area and take an action against Gannett and Knight-Ridder properties. It is very, very important that we have a win in Detroit. We will be on strike, locked out, replaced and waiting for our jobs as long as it takes. We will not give in to these companies.

. . .The delegates arose and extended a great ovation to the striking newspaper workers in Detroit . . .

DELEGATE PEARCE: Thank you. I just want to add that we were over at the Frontier Hotel this morning, picketing with our sisters and brothers who have been on strike there for six years. If it takes six years in Detroit, we will still be there. Thanks. And please remember, when you go home, to help us with our struggle. Thank you. (Applause)

PRESIDENT BAHR: Would the Defense Fund Oversight Committee members come to the platform?

Meanwhile, the Chair recognizes on Microphone 5 Delegate Clark.

DELEGATE FRITZ CLARK (Local 1111): Morty, as you know, I am a very proud retired member of the Board of Directors of the Beirne Foundation. I only retired because we had reached our financial goals, and that Foundation is marvelously serving its purpose of honoring the memory of our founder, Joe Beirne, and doing wonderful work in the field of education and the humanities and community service.

I noticed in the report before us that we had reduced earnings on our investments, and I know, without asking, that the Board has taken remedial action to see if anything could be done about that. But I wanted to ask you to tell us what the

Board is doing to improve our earnings, if anything.

PRESIDENT BAHR: Essentially, Fritz, because of the relatively small amount - you know, we are not talking about a hundred million dollars - the investments are generally in short-term, rather than equities. So, as interest rates go down, the earnings go down. The Trustees do not believe that we ought to take undue risks with the money in the Foundation, but we continually monitor it.

I think, if the resolution that was adopted yesterday bears fruit and those non-participating locals begin to participate, the investments can go further out, and the earnings would increase. Thanks for your interest.

Now I want to introduce the Defense Fund Oversight Committee members:

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

PRESIDENT BAHR: David Layman, Area Representative, Local 2204; Mark Ledford, Member, Local 3802; Greg Riemer, President, Local 4309; James Allen, Treasurer, Local 6215; Dawn Schnickels-Johnson, Member, Local 7200; Libby Sayre, Executive Vice President, Local 9119; Joseph Clinton, President, Local 13000; Arthur Cheliotos, President, Local 1180; Robert Lilja, President, Local 1104, Chair; and Barbara Easterling, Secretary-Treasurer.

The Chair recognizes the Committee.

DELEGATE ROBERT LILJA (Local 1104, Chair, Defense Fund Oversight Committee): Thank you. Brothers and Sisters, we are happy to be here today to give you the Annual Report of the Members' Relief Defense Fund. For that purpose, I will turn the microphone over to David Layman, to start the report.

. . . The various members of the Committee each participated in reading the report, as follows. . .

DEFENSE/MEMBERS' RELIEF FUND OVERSIGHT COMMITTEE

The Defense/Members' Relief Fund Oversight Committee met December 2 through 6, 1996; January 6 through 10, 1997; March 19 through 21, 1997, and May 5 through 7, 1997 in Washington, D.C. to evaluate activities associated with the Members' Relief Fund and the Defense Fund. Those activities include accounting practices, investments, expenditures, and policies associated with these two funds. We also met prior to the opening of this Convention in Las Vegas to prepare our report and meet with delegates.

1996 CONVENTION RECOMMENDATION

The committee monitored the transfer of the Defense and Members' Relief Funds from accounts co-mingled with other funds to separate checking accounts, as directed by 1996 Convention action. We have been working with the staff of the Secretary-Treasurer's office to assure all monies due these funds from prior transactions transferred. In addition, we are verifying all expenditures to assure they are proper and approved to be taken from these funds.

INVESTMENTS

We asked for information regarding the investment made with these funds. In March we met with John Renck from "Monitoring and Evaluation Services, Inc. Investment Consultants" Mr. Renck is responsible for verifying investments are made in accordance with guidelines established by the Secretary-Treasurer's office. We were furnished with requested information regarding specific amounts invested, interest rates and returns, and the length of time for which each of these investments were purchased. The international provided us the current status of all mortgages

held by the MRf and documentation of income to the fund. We also met with representatives from Potomac Asset Management, one of the fund investors.

MEMBERS' RELIEF FUND

The Members' Relief Fund (MRF) started paying striker benefits in March, 1991. As of March 31, 1997 the balance of the MRF was \$ 128,735,434.

MRF Expenditures (May 1, 1996 - March 31, 1997):

- 1) Detroit News (stri ke related) \$ 900,000.
- 2) Mobilization related to contract negotiations (victims of collective bargaining strategy) totaling \$308,640.

<u>Local</u>	<u>Amount</u>
1022	200
1023	4,480
1170	35,560
2001	80
2003	720
2009	840
2100	960
2101	2,000
2106	240
2201	4,960
2202	2,280
2204	1,240
2205	4,920
2222	12,560
2336	1,240
9000	4,680
9415	600
13000	221,960

Mortgages held by the MRF: The MRF holds mortgages totaling \$30,519,815. Those mortgages are broken down as follows:

<u>Local</u>	<u>Amounts</u>
1033	\$926,993
1109	404,778
1120	91,490
2336	370,538
3112	220,583
3178	25,461
4322	67,481
9000	350,415
<u>International</u>	<u>Amount</u>
District 3	1,253,041
Mercury Building	9,628,151
501 Third Street	17,180,884

As part of our discussion on mortgages, the committee recommends to the Secretary-Treasurer's office the following minimum guidelines to be followed:

- 1) The investment must be sound.
- 2) The loan cannot be more than 85% of the legitimate value of the property.
- 3) The Local must carry appropriate insurance to ensure payment in case of disaster.
- 4) The Local must have a financial plan and budget that demonstrates their

ability to pay.

- 5) The plan should include the Local's financial statements for the last three years.

DEFENSE FUND

As of March 31, 1997 the balance of the Defense Fund was \$2,303,235. (Note: Additional expenditures have been made from this fund since March 31, 1997 and the May 31, 1997 balance of the Defense Fund is \$1,231,575.)

Defense Fund expenditures (May 1, 1996 - March 31, 1997:

<u>Bargaining Unit</u>	<u>Amount</u>
Local 54043 (WJBK-TV)	\$65,000
NJ State Workers	250,000
Ameritech Advertising	49,408
Local 2205-AT&T	20,000
Rochester Telephone	250,000
L.A. Truckers	1,400,000

Strike Related Expenditures from the Defense Fund:

Detroit News	\$300,000
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OTHER ISSUES

The responsibility of the Oversight Committee includes monitoring the growth of monies deposited into both the Defense and Members' Relief Funds. While the committee has no fiduciary responsibility, we are concerned that the investment strategy utilized by the International offers the best opportunity for maximum responsible growth. The number of money managers and the amount of investment fees in relation to the rate of return are additional areas the committee will scrutinize. It is our intent to continue to closely monitor investments and to make suggestions or recommendations that will best serve our members' interests.

Finally the committee discussed another issue brought to us by President Bahr concerning the family of the late Gerry Horgan. Brother Horgan was run down and murdered by a scab while picketing during the 1989 strike against NYNEX. The committee approves use of the Defense Fund to assume the Horgan family's cost of medical benefits, equal to what Brother Horgan would have been provided as an active member employed by NYNEX, for the widow and children of our late brother.

RECOMMENDATIONS

1) Policy on Individuals Re-paying the MRF: The committee discussed the issue of members who receive money from the MRF because they are victims of collective bargaining strategy. There may be times when a grievance or arbitration will make a member involved in a mobilization action whole; however, the committee believes those members who willingly stood with the union should not be expected to repay any money received from this fund. Therefore, the committee recommends that:

It shall be the policy of the union that the MRF will not seek reimbursement for benefits paid to a member suspended or dismissed due to mobilization associated with collective bargaining strategies and activities.

2) Mortgage Interest. The committee discussed a recommendation from President Bahr concerning longer terms for interest rates on mortgages held by the MRF. The committee recommends: Effective July 1, 1997 the current mortgage interest rate of 7.73 percent on MRF mortgages shall be extended for the next three (3) years.

3) Disaster Relief Fund. The Members' Relief Fund was established to support members, should there be the need, during periods of collective bargaining and strikes against our employers. The Defense Fund was established to provide for the defense of our union and its members. The CWA Community Services Disaster Relief was established in 1993 following several natural disasters.

We understand that members have been affected by tornadoes in Arkansas; floods in Ohio, Kentucky, Indiana, California, Missouri, Minnesota, South Dakota, North Dakota, West Virginia, and Texas. The Community Services Disaster Relief Committee has reported that over \$300,000 is needed now just to help our brothers and sisters who were victims of flood damage. The National Weather Service is forecasting more severe weather through the balance of 1997. Unfortunately, shortfalls and inadequate funding of the Disaster Relief Fund have led to a balance in this fund of only \$68,284.

There will be an unending supply of natural disasters. The 1994 Convention directed the Executive Board develop a way of funding the Disaster Relief Fund. If we continue to believe it is the union's business to help our members during disasters, an adequate method of funding the Disaster Relief Fund must be found and should be approved by delegates to the next CWA Convention. This should not get in the way of helping our members who are now suffering with problems and need our assistance. Therefore the committee recommends:

- 1) An interest free loan of up to \$1 million be made from the Members' Relief to the Defense Fund, callable upon the needs of the Members' Relief Fund.
- 2) The Defense Fund allocate, as a one time grant, up to \$1 million to be used by the Disaster Relief Fund by December 31, 1 997.
- 3) Any money expended from the Disaster Relief Fund from this grant is subject to oversight and audit by the Defense/Members' Relief Fund Oversight Committee.
- 4) The Executive Board make a recommendation to the next Convention about the future of the Disaster Relief Fund which should include an appropriate way for funding a Disaster Relief Fund.

CHAIR LILJA: Thank you, Arthur.

That concludes the report. If anybody has any questions or anything they would like to add, they may do so.

PRESIDENT BAHR: The report has been moved.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

I would like to clarify, with the concurrence of the committee, that there is a proposed amendment, which is not necessary, that the part that deals with Mrs. Horgan and the children, not only is medical, but it is also dental and vision. That is the intent of the proposal.

On Microphone 3, Delegate McCracken.

DELEGATE ROBERT McCracken (Local 1103): Mr. Chairman and Fellow Delegates: Who was Gerry Horgan? This is a question many delegates who were not in CWA eight years ago may be asking themselves.

To find out, you must look at the Horgan family. The Horgan family is one of service—service to the country, service to the community and service to the union. His father served in the Army and as a New York City police officer. His mother served as a World War II marine and as a lifelong elementary school teacher. Gerry served as a marine, as a firefighter and chief, as a team leader of the Rockland

County Mountain Rescue Team and proudly as a chief steward of this great union.

Gerry is the only CWA member in history to be killed on a picket line, and for Gerry's family the strike of '89 will never be over.

This item before us must be removed from the uncertainty associated with other union budgets and be placed where it rightfully belongs: under the Defense Fund.

I ask this Convention to adopt this amendment and the Committee's report, so that we send a powerful message to the employers for whom we labor, many of whom are in the guest gallery today, that during a strike they may arrest us, they may fire us, they may even kill us, but they will never ever be allowed to destroy our families.

Thank you very much.

. . .He delegation arose and there was prolonged applause . . .

PRESIDENT BAHR: On Mike No. 1, Delegate Ravita.

DELEGATE TOM RAVITA (Local 3220): I would like to make a motion that the monies in the Membership Relief Fund be used solely for the purpose of membership relief during a strike or job action.

PRESIDENT BAHR: Let me check with my colleagues on the Defense Fund, because I think that is what the rules are.

We are in agreement that that is what the rules mean today.

DELEGATE RAVITA: Well, according to their report, there are a lot of mortgages outstanding

PRESIDENT BAHR: No. I don't want to get into a dialogue, but a mortgage is an investment. You are getting into investments. We dealt with this in 1990 when the Fund was established. That has nothing at all to do with the fact that the earnings come from mortgages or investments.

I think the committee would add that, to date the return from the mortgages is higher than what the Fund has been earning, or approximately. I will refer this to the Chair.

CHAIR LILJA: With regard to the mortgages, as President Bahr said, these are investments. They are not gifts to any of the locals. They are not gifts to the National Union. And I think the year before last, at the 1995 Convention, there was a cap placed on the amount of money that was allowed to be invested in mortgages, and that cap, I believe, was \$32 million, which at this point the Fund is well under. They have \$30 million invested in mortgages, and, as President Bahr points out, they are currently paying into the Fund at the rate of 7.73 percent. The rest of our investments pay in approximately 6 percent-between 6 and 7 percent. So, the mortgages pay more money in, and that is why there is money invested in mortgages.

But we felt it should be limited because of the liquidity of the money. We need the money liquid, and that we can only afford to tie up so much.

PRESIDENT BAHR: I hope that clarifies the question.

DELEGATE RAVITA: Can I ask a question?

PRESIDENT BAHR: Sure.

DELEGATE RAVITA: If we need the money, with the attitude of today's employers, how fast could we get that money back into the Members' Relief Fund?

CHAIR LILJA: Well, the stipulation, when the local gets the mortgage out or the National got a mortgage, is they have a six-month recall on it, and that at any time if

the members need the money, the mortgage will be called in and the National Union and the locals that have mortgages out would have to go to a bank and secure a mortgage from them and pay back the Members' Relief Fund.

So it is not instantaneous, but it calls for a six-month recall.

PRESIDENT BAHR: Let me just further respond on the part of the National Union.

Number one, from our point of view, it is extremely remote, but this union is nowhere near bankruptcy. But if needed, for example, the \$9 million for the "K" Street building and the \$17 million for the Third Street Building, that money can be floated overnight.

Our credit is such that at the beginning of the next banking day we can have that in liquid. Okay?

DELEGATE RAVITA: Okay.

PRESIDENT BAHR: On Microphone No. 5, Delegate Laurent.

DELEGATE TERRY H. LAURENT (Local 3411): Thank you, Morty. Since he asked one of my questions, I want to know, on the 85 percent of legitimate value, who makes that estimate?

PRESIDENT BAHR: The Chair of the Committee.

CHAIR LILJA: The people looking for the mortgage have to get an appraisal of the building and submit it to the National Union. And if it is in line with the Secretary-Treasurer's office, and they think it is correct, they can accept that appraisal. If not, they can get their own appraisal.

PRESIDENT BAHR: You are entitled to a second question, Tiny.

DELEGATE LAURENT: My second question is, are there any requirements in here on the locals and what not that gets the loans, if they are totally active in union programs such as COPE?

CHAIR LILJA: Are you asking, do you have to have 100 percent COPE to get a mortgage? Or something like that?

DELEGATE LAURENT: Generally, yes, Bob.

CHAIR LILJA: No. No, there is no requirement for the fund to have that.

PRESIDENT BAHR: All right, no one else is at the microphone.

All those in favor of the motion to adopt, indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

And with the thanks of the convention to the committee for its fine and continuing work. (Applause)

Would the Appeals Committee come to the platform please.

It is now 1 1:52. We are going to have to break about 12:10 for the Memorial services, to keep in line with the orders of the day. So we will go as far as we can with the appeals.

SECRETARY-TREASURER EASTERLING: Let me just take this break to make some announcements.

. . . Convention announcements by Secretary-Treasurer Easterling . . .

SECRETARY-TREASURER EASTERLING: You have this leaflet distributed today. I wanted to tell you just briefly about it. We have a local, it is CWA Local 1126.

They wrote us a letter and a lot of you have responded. So they wanted me to be sure and thank you for your assistance and support on behalf of the missing Children's Stamp Committee.

They are trying to get the Post Office to issue a missing children's stamp. They have not been able to get that okayed as yet, so they would like you to be sure and sign this, filling it out and then what you can do is just return it to the Secretary-Treasurer's booth on your way out. They will use this to try to get the approval from the committee to make that decision.

I want to remind you again that when we do break, there is going to be a rally today, again, another hand billing action at the Fashion Show Mall, from 12:30, until 1:00 p.m. NABET-CWA, wants you to be sure to return the white solidarity network pledge sheets, filled out to Gwend Johnson, or to the NABET-CWA table that is located in the hall. The pledge sheet is for commitment to the national days of action on July 19th and August 16th. And they wanted you to especially know that yesterday's action was a tremendous success, and so they are looking forward to your help today.

PRESIDENT BAHR: Thank you, Barbara.

The Chair recognizes the Committee.

CHAIR JANA SMITH: Thank you.

APPEAL NO. 10

Daniel Sickman appealed the decision of the CWA Executive Board on April 9, 1997 which was to uphold the findings of the CWA Local 13000 Trial Court and deny his appeal.

Mr. Sickman raises a number of procedural questions. Mr. Sickman, through his counsel, requested that witnesses be sequestered. The Trial Court Chair determined that there was no such necessity. Mr. Sickman does not present any arguments or evidence as to any prejudice this may have caused, consequently, the Committee denies this point of appeal.

Mr. Sickman argues that the prosecutor was not selected by the governing body of the local, that the Trial Court Chair had a conflict of interest, and that the Prosecutor did not investigate the charges. Having reviewed the Local Executive Board's findings on these points and having read the entire trial transcript, the Committee sees no reason to overturn them.

Mr. Sickman also alleges that the charges were not sworn and thus were improperly filed. The 1983 Convention ordered the Board to consider charges on their merit, when sworn testimony in support of the charges was presented during the trial. The Committee declines to overturn this appeal on this issue.

Mr. Sickman claims that the charges were not properly served on him. There was testimony about this issue at the Trial Court. Absent extraordinary circumstances, the Committee finds no reason to disturb the Trial Court's finding.

Mr. Sickman further claims that the Prosecutor did not prove the charges against him. The charge is that Mr. Sickman threatened another member, Mr. Sweeney. The Trial Court believed Mr. Sweeney's testimony.

After careful review of the records, the Appeals Committee did not find any compelling evidence to disturb the findings of the CWA Local 13000 Trial Court and the decision of the CWA Executive Board. The Committee therefore recommends that the appeal of Brother Sickman be denied.

. . .The motion was duly seconded. . .

PRESIDENT BAHR: You heard the recommendation. It has been seconded from the floor. There are no delegates at the microphones.

All those in favor of the Committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Committee.

CHAIR SMITH: Appeal 11 will be read by Bob Perez.

DELEGATE ROBERTO "BOB" PEREZ:

APPEAL NO. 11

On March 26, 1997, CWA Local 13000 Member Steve P. Gramiak, Jr. appealed the decision of the CWA Executive Board regarding charges that the Local President and Secretary-Treasurer had violated the CWA Constitution and the Local Bylaws.

Member Gramiak's appeal is based on the fact that he, as a member of the Local's audit committee, did not sign the final report, thereby making the report "not proper or legal."

The CWA Executive Board appointed Paul Anderson, Director of Apprenticeship and Benefits, as Prosecutor. After investigating the charges, Prosecutor Anderson concluded that neither the CWA Constitution, nor the CWA Local 13000 Bylaws specify that committee reports a) must be signed; and b) must be unanimous.

After carefully reviewing the records, it is the recommendation of the Appeals Committee that the CWA Executive Board's decision be upheld and this appeal be denied.

. . .The motion was duly seconded. . .

PRESIDENT BAHR: You heard the recommendation. It has been seconded from the floor. No delegate is at the microphones.

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

The Committee.

CHAIR SMITH: Member Karen Gatto.

DELEGATE KAREN GATTO (Local 13550):

APPEAL NO. 12

On February 10, 1997, an appeal was received from Kim Young, Executive Vice President of CWA Local 1112, on behalf of Member Diane Molinaro's removal from payroll.

On December 15, 1995, then District 1 Vice President Jan Pierce sent a letter to Kim Young, informing her that Member Molinaro's grievance would be sent to arbitration.

The AT&T Contract does not provide for a third medical opinion where the company's physician and the grievant's physician disagree on a matter of an employee's health. In this case, the company doctor gave a cursory examination and the workers compensation award shows that she cannot perform the duties of an operator. This grievant should not have been fired for refusing to return to work.

The grievant, having been notified of the decision to arbitrate, has every expectation that her case would go to arbitration.

Therefore, this Committee after careful consideration, recommends that the CWA Executive Board's decision be overturned and the appeal of CWA Local 1112,

Executive Vice President Kim Young be upheld.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. It has been seconded from the floor. There are no delegates at the microphones.

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

The Committee.

APPEAL NO. 13

On June 12, 1997, Ms. Doris Pat Allen, member of CWA Local 1106, appealed the decision of the CWA Executive Board upholding the President's decision that her appeal was untimely.

By letter dated March 24, 1997, President Bahr notified Ms. Allen that her appeal was untimely. President Bahr, in his letter, stated that he nevertheless investigated her complaint against CWA Local President Richard Halliday and found no reason to disturb the decision of the Local membership.

The Appeals Committee, having reviewed the entire file, agrees with President Bahr that her appeal was untimely and finds no reason to disturb the decision of the CWA Executive Board.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the recommendation. It has been seconded. No member is at a microphone.

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

DELEGATE CHARLIE COLLIER (Local 2222):

APPEAL NO. 14

On June 18, 1997, CWA Local 9586 Members/Candidates Mark Crowell, Teresa Burns and David Wagner appealed the decision of the CWA Executive Board. This appeal is a request to set aside the results of the 1996 election and a new election be held.

In this appeal, there were 7 issues addressed:

1. Number of eligible voters;
2. Number of ballots mailed versus numbers of voters;
3. Alleged members of other locals voting in this election;
4. Individuals not approved for membership voting;
5. Election Committee's rule limiting campaign literature;
6. Is virtually the same as #5;
7. Improper campaign material.

Having reviewed all the files and facts submitted to this Committee, we can find no evidence to overturn the decision of the CWA Executive Board and recommend the appeal be denied.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. It is seconded. On Microphone No. 3, Delegate McCowan.

DELEGATE CAROLYN McCOWAN (Local 9586): I rise to ask you to uphold the Appeals Committee's decision on the appeal concerning last year's Local 9586 officer election.

I ask you to keep in mind three important points: Number one, the ten challenges to this election have been rejected at each step of the appeals process.

Number two, the members of Local 9586 have spoken. The three challengers to this election lost by a large margin. I won the position of Local President by over a two-to-one margin in a 2,000-member local. The challengers did not lose by five or ten votes; they lost by hundreds of votes.

And number three, the three candidates appealing this election made the same challenges to the Department of Labor, and the DOL rejected all ten challenges. I repeat—the Department of Labor has rejected each and every one of the challenges now before you. And, by the way, this is the final decision of the DOL. You will not find any references to the DOL in any of the challengers' three fliers.

No one disputes that too many ballots were mailed out. The challengers to this election will tell you our new Secretary -Treasurer was responsible for that fact. Not true. The previous Secretary-Treasurer, one of the three people challenging this election, remained the Chair of the Membership Committee, even after turning over part of the Secretary-Treasurer's job a year short of this election.

The DOL report will tell you that six months before the election the local Secretary advised the President—one of the challengers—that the MUMS records were in bad shape. He did nothing. And the three challengers were the same three people who told the Elections Committee Chair that the MUMS records, going into the election, were in better shape than they had ever been due to a recent mobilization drive. Also not true.

The Elections Committee Chair who served at the appointment of the then President resigned his position after being put in the position of running this election. In fact, I went to the Elections Committee Chair and told them that there were many names still in MUMS who had transferred out of the Local, who retired or were laid off.

Because of this conversation, the Elections Committee Chair ordered new up-to-date H-1 66s to be overnighted from Washington the day before the ballots were counted, to be used in tabulation.

The challengers have now given you three handbills that told you people voted who should not have. In reality, the records had not been cleaned up as they should have been. Ballots were mailed that should not have been, and a small number of these people attempted to vote. The important thing to remember is that these votes were not counted, again because the Elections Committee had two-day-old H-1 66s, not the MUMS run, to count the votes.

The word "counted" appears nowhere in the three handbills that the challengers have given you. Which votes were counted is the only issue. The DOL investigated each and every voter's name extensively to verify membership and validated that only members in good standing had their ballots counted. They checked blue cards, MUMS, GTE records, since they report dues collection for CWA, H-1 66s, and they called Washington.

The challengers also claim applicants were allowed to vote who had not been accepted into membership. The procedure used during this election was the same as that used in the past. During this election all of the candidates, including the challengers, turned in blue membership cards for new hires and those transferring into the Local with the intent that they be allowed to vote. Our Local hands out the names of new members at the membership meeting, but we do not vote on them. We have always allowed these applicants to vote.

The three challengers included in their first handbill their original challenges. They did not include the responses of any of the bodies that rejected their challenges. And particularly-

. . . Time was called and the microphone was cut off . . .

PRESIDENT BAHR: On Microphone No. 4, Delegate Tropp.

DELEGATE STUART TROPP (Local 9000): Sisters and Brothers, I rise in opposition to the Committee's recommendation. I do so because the facts warrant a new election.

Fact: The Election Committee used a list supplied by the Local Secretary-Treasurer to mail ballots and to verify ballots returned. This is substantiated by the Elections Committee.

Fact: This same list contained the names of 2,577 people—allegedly members.

Fact: The total number of members in Local 9586 as of March of 1996, according to the CWA Membership Development Report, was 2,133. The total potential was 2,577, exactly the same number as the list used to conduct the election. for all units.

Fact: The total number of members in September of 1996 was 1,901, according to the H-166s,

Fact: The difference between the number of ballots mailed and the actual number of members clearly exceeds the difference in each election.

Note: The district vice president, in denying the appeal, claims that the Elections Committee used a list from the National Union to verify the returned ballots, and that that list contained 2,577 members' names. This is impossible. This defies explanation; 2,577 on the new list, and 2,577 on the March development report potential? I don't think so.

Mark Crowell, Teresa Burns and David Wagner have never been given an explanation for this huge discrepancy. I don't think they will ever get an answer, but I do know that we have the power and, more importantly, the responsibility to make this right.

Remember, 2,577 on the list used for the election, and 2,577 as a March potential, which included over 400 agency fee payers.

Local 9586 did not grow between March and September. It was losing members. Are we going to say that it is okay for hundreds of members to vote or have the opportunity-of non-members to vote or have the opportunity to vote? I think not.

I urge you, the governing body of this convention, to overturn the decision of the committee. I urge you to restore democracy, credibility and integrity to the election process. The members of Local 9586 and, indeed, all CWA members, deserve no less.

I thank each and every one of you for considering this most important issue.
(Applause) **PRESIDENT BAHR:** On Microphone No. 3, Delegate Neal.

DELEGATE STEVEN T. NEAL (Local 9586): President Bahr, Executive Board, Brother and Sister Delegates: I urge you to uphold the Appeals Committee's decision. With all due respect to the appellants, the appeal carries no merit. It has been denied by the Local Election Committee, the District Vice President, President Bahr and the Executive Board, the Department of Labor, and, finally, the Appeals Committee of this 59th annual convention.

Two days prior to the ballots being counted, H-166 was received from Washington, D.C. national office. Only those members in good standing ballots were allowed by the Election Committee. The current officers were elected by nearly a two

to one margin.

I urge this body to uphold the decision of the Appeals Committee, President Bahr and the Executive Board, the Department of Labor, the vice president of District 9, and the Local Election Committee.

Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Crowell.

DELEGATE MICHAEL K. CROWELL (Local 9588): Brothers and Sisters, I rise to ask you to overturn the decision of the Appeals Committee.

Local 9586 presently pays affiliation dues to our Southern California Council for 1,940 members. Their voting strength at this convention is 1,946 members.

When the election was run in the fall of 1996, ballots were mailed to 2,411 members. Yet, the H-166 reflected 1,901 members.

There are 510 unaccounted for extra ballots. Where did they come from? Where are they now?

I have been a CWA member, steward and officer for over 30 years. I am always impressed about our ability to achieve fairness in our democracy. Other than a referendum to our members, we delegates are the power of this democracy. We are the voice of the Union. I urge you to overturn the decision of the Appeals Committee and give the dues paying members of Local 9586 a fair chance at an election.

Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Green.

DELEGATE FREDDIE GREEN (Local 3410): I move the question.

. . . The motion was duly seconded . . .

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

Before you is the Committee's recommendation on Appeal No. 14. All those in favor of the committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. The Committee is sustained. It is adopted. (Cheers)

It is now time for the Memorial Service. We will pick up with the Appeals Committee later on this afternoon.

. . . All house and stage lights are dimmed with a single spotlight on podium only; bugler plays "Taps" as organ music plays . . .

PRESIDENT BAHR: Assembled here in Las Vegas, Nevada, for the 59th 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 ten members of the CWA family who have passed from .us.

VICE PRESIDENT LINDA FOLEY: David S. Barr. David Barr symbolized the good, both in his profession as a lawyer, and in his passion as a friend and advisor to the Labor Movement. David was, for many years, the General Counsel for The Newspaper Guild, as well as the International Brotherhood of Painters and Allied

Trades and a consultant with the Public Employees Department of the AFL-CIO. A native of Haifa, Israel, whose family moved to the United States when he was 11 years old, Barr began his career in 1960 with the National Labor Relations Board, leaving in 1967 to co-found a Washington, D.C., law firm that specialized in labor and employee benefit law. David Barr served as parliamentarian and general advisor at 24 consecutive Newspaper Guild conventions.

We will be forever grateful for his wise counsel, his infectious smile and his demeanor that always said, "I really care about what you're saying."

Edna Berger. She will, of course, go into the history books as the first female international representative on the staff of The Newspaper Guild, hired in 1944. Edna Berger was that, and so much more. She was considered by her colleagues a first class organizer, and The Baltimore (MD) Sun papers, El Mundo and others were notches on her organizing belt. She signed up such famous journalists as Ellis Baker and Carl Bernstein. Dorothy Parker was a mentor and Jacqueline Susan was her friend. But, as many members of The Newspaper Guild declare, Edna Berger's greatest contribution was that she was a true friend-constant, strong and dependable. In remembering Edna Berger, we will honor the memory of a true union builder.

VICE PRESIDENT JEFF RECHENBACH: Charles Eugene Echlin. Charles Echlin devoted many years of his life to the betterment of the men and women of CWA, as a member, local officer and staff representative.

A native and lifelong resident of Michigan, Charlie was known by his many friends as sincere and dedicated to the cause, always ready with a smile and kindly word. First employed by Michigan Bell as a switching equipment technician in 1947, Charles Echlin soon joined CWA and became a union steward. Between 1968 and 1979, he served CWA Local 4001 in Detroit as the local's full-time president, before joining the union staff as a representative in 1980. He served the members faithfully until his retirement in 1991. Charlie Echlin will forever live in our hearts.

VICE PRESIDENT LINDA FOLEY: William J. Farson. Bill Farson was there as The Newspaper Guild was built, and he remained true to the principles of the union movement all his life. He rose to the pinnacle, serving as president of the Guild from 1955 until his retirement in 1969. Bill Farson served the union in various capacities during his long career, including secretary-treasurer, executive vice president and director of organizing. Bill got his start as an advertising salesperson in Philadelphia, and organized the Philadelphia-Camden Advertising Guild in 1935 and became its first president. Two years later, he was elected to the International Executive Board. Bill Farson truly dedicated his life to the union cause, for that we owe him an eternal debt of gratitude.

VICE PRESIDENT BEN TURN: Paul G. Gray. Paul Gray was a true union leader, rising through the ranks to become vice president of CWA District 12, beginning with the district's creation in 1974 at CWA's 36th Annual Convention, until 1983, when the district was reabsorbed into CWA District 6.

Paul Gray had declined to seek re-election as vice president of the district and served as a special assistant to the president of CWA until his retirement in 1984. Paul was a native Texan, who, by 1941, had taken his talents to Southwestern Bell and became active in CWA Local 6222, Houston. Paul Gray was chosen as a CWA representative in 1950 and appointed as administrative assistant to the vice president of District 6 in 1967. He was a lifelong political activist and served as an elected member of the Democratic National Committee. Paul Gray was dedicated and devoted to the men and women of CWA. For that, we all owe him an eternal debt of gratitude.

VICE PRESIDENT JEFF RECHENBACH: Daniel J. Moran. Dan Moran lived a life devoted to the members of CWA. Dan Moran was born in Chicago, Illinois, and

first went to work for Western Electric as an installer in 1953. Two years later, he quit to become a telephone installer for Kellogg Installation, only to return to Western Electric in Rolling Meadows, Illinois, in 1957. At that point, Dan became active in CWA Local 5090, now Local 4090, eventually becoming local vice president. He was appointed to the union staff in 1973, first located in Chicago and later established in Elk Grove Village the following year. He retired in 1986.

Along the way, he met Frances Whitaker, also a union activist and CWA staff representative, who would become his wife. Dan Moran was taken from all of us in his CWA family at far too young an age and we will miss him sorely.

Helga L. Nisbet. Helga Nisbet was an inspiration for several generations of telephone workers and union leaders throughout the state of Illinois. She became one of the first full-time female leaders in the union, serving as president of the Illinois Telephone Traffic Union and later as secretary-treasurer of CWA Division 14 before her appointment to the union staff in April of 1951. Helga Nisbet served CWA members the next quarter of a century as the Illinois director before retiring in 1975. During her already quite active career, she found time to serve as vice president of the Industrial Union Council of the AFL-CIO, a member of the executive board of the Chicago Federation of Labor, and as the first woman ever elected to the board of Hospital Services Corporation, a subsidiary of the Illinois Blue Cross. Helga Nisbet was a true union leader who will remain forever in our hearts and our memories.

VICE PRESIDENT PETE CATUCCI: Eleanor Jane Palmer. Jane Palmer was a true pioneer in the early days of telephone unionism. She started work in 1936 as an operator with the old Chesapeake & Potomac Telephone Company, now part of Bell Atlantic, in the District of Columbia and soon became active in the formation of the National Federation of Telephone Workers, CWA's predecessor union. Jane, a native of Washington, D.C., was elected president of the area traffic division local, now CWA Local 2300, based in Washington, D.C., in 1948. She held that position until her appointment to the CWA staff in 1951. Over the many years that she devoted to CWA members until her retirement in 1974, Jane Palmer was considered a leader and an inspiration. We will greatly miss the sunshine and light that she spread among us.

VICE PRESIDENT JIM IRVINE: John T. Scally. On those rare occasions when John Scally couldn't win an argument with wit and wisdom, he would turn to his other constant ally—humor. John Scally was a born union leader who prided himself on his commitment and dedication to principle. He was never content to go with the flow, a trait that eventually led to his election as secretary-treasurer and ultimately president of the CWA Staff Union. Late in life, John set out to secure a college degree and graduated from Antioch University in Yellow Springs, Ohio.

John Scally's union career began in 1947, when he went to work for Michigan Bell, now part of Ameritech, as an installer-repair technician. Between 1968 and 1972, he served as president of CWA Local 4001, Detroit. He led and inspired CWA members with staff assignments in Cleveland, Ohio, Philadelphia, Pennsylvania, Somerset, New Jersey, and Washington, D.C. John Scally was absolutely devoted to the union cause and will be missed by all of us in the CWA family.

VICE PRESIDENT TONY BIXLER: James M. VanHouten. Jim VanHouten was born and raised in Barnesville, Georgia, and took his native charm and pleasant disposition with him wherever he went. A dedicated union leader, "Van," as many of his friends called him, joined the CWA staff as the Alabama director, with an office in Montgomery, in 1954—the year before one of the biggest strikes in CWA history, the famous 1955 strike against Southern Bell. Jim VanHouten transferred from Montgomery to Seattle, Washington, in 1962, becoming the union's Washington-Idaho director.

Six years later, Van moved once again, to Sacramento, California, where he worked on legislative issues for CWA members, eventually retiring in 1983. In remembering Jim VanHouten, we honor the memory of a true union leader.

PRESIDENT BAHR: Let us pause now to remember those CWA Local Officers who have passed from our midst since our last convention.

<u>NAME</u>	<u>LOCAL</u>	<u>TITLE</u>
Elvin Elkins	2002	Secretary
Ralph E. Jenkins	2106	President
Paul J. Hickey	4322	Treasurer (Retired)
Sandra D'Amico	6009	VicePresident-Marketing/RMC/East
Sylvia Meyer	6186	President
Bobbie Brown	6327	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 David Barr, Edna Berger, Charles Eugene Echlin, William J. Farson, Paul G. Gray, Daniel J. Moran, Helga L. Nisbet, Eleanor Jane Palmer, John T. Scally, James M. VanHouten, the Members, the Stewards, the Local Officers, the Staff and all the elected leaders who have departed from us.

May they rest in peace. May they rest in the Lord.

. . . "Taps" was sounded . . .

PRESIDENT BAHR: We stand in recess until 1:45.

. . . The Convention recessed at 1 2:33 p. m. . .

TUESDAY AFTERNOON SESSION

July 1, 1997

The Convention reconvened at 1:45 p.m., President Morton Bahr presiding.

PRESIDENT BAHR: Would the delegates quickly come in and take their seats. The convention will be in order.

The Chair recognizes Executive Vice President Nichols.

EXECUTIVE VICE PRESIDENT M.E. NICHOLS: In our past two conventions, Bone Marrow has been a center of discussion, the National Bone Marrow Donor Program. We have a video on it here and there is a booth outside for those who want further information. We will now show the video.

. . . A video was shown encouraging donations to the National Bone Marrow Registry . . .

PRESIDENT BAHR: That was a very powerful message, and I would hope each of us will do whatever we can to help someone else live.

The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER BARBARA EASTERLING: Let me read to you two of the greetings that we have received. We have received approximately 15 greetings from a lot of prominent people, not only from Congressmen and Senators, but from our friends across the globe. They will be part of the record. But let me read to you just two of those.

"Dear CWA Members and Friends,

"Welcome to the 59th annual convention of the Communications Workers of America. I send my congratulations and appreciation to all your members for your many years of impressive service to America's working families.

"I'm proud to stand with you in the many battles that lie ahead in Congress and across the country to advance the causes that we share. I'm especially grateful for your support of the Hatch-Kennedy Children's Health Insurance Act. We have a realistic opportunity to make health insurance available for the ten million children who have no insurance coverage today. Every child deserves a healthy start in life, and with your help, we can see that they get it.

"I'm also proud to stand with you in opposition to proposals in Congress that would undermine the rights of workers and their families. The TEAM Act, the Comp Time Bill, and other objectionable anti-labor measures would deprive millions of workers across America of their hard earned rights under current law.

"With warm regards to the CWA and my best wishes for a successful convention.

"Sincerely, your friend,"

And it signed by Senator Edward M. Kennedy. (Applause)

The next one reads:

"It is my pleasure to congratulate the Communications Workers of America on your 59th National Convention in Las Vegas. I hope all of you enjoy this wonderful opportunity to meet nearly 3,000 brothers and sisters from across the United States.

"As we confront the challenges and battles ahead, my colleagues and I rely on the grassroots organizing strength of CWA. Your impressive accomplishments in the 1996 election and continued leadership in Washington have made CWA an indispensable partner in the fight for economic justice.

"Morty, you and Barbara Easterling are among the most progressive labor leaders in the country, and I hope that I can continue to count on your advice and counsel as leader of the Democratic membership of the U.S. Congress.

"I know that this meeting will be a success, and I hope that your memories of this weekend are those of an enjoyable and productive convention.

"Sincerely, "

Signed, Richard A. Gephardt, U.S. House of Representatives. (Applause)

PRESIDENT BAHR: We mentioned earlier that on Friday, June 20th, simultaneously with the rally in Detroit, an administrative law judge found the companies guilty of unfair labor practice charges and recommended that all strikers be returned to work.

Now, just a few minutes ago the National Labor Relations Board, the full National Labor Relations Board, took action, and I would like to read to you the first paragraph of a statement by its Chairman, Bill Gould:

"I am not aware of any precedent for the issuance of a written opinion by a Board

member providing a rationale for a member's vote in cases involving Section 1 OJ, and most certainly in the overwhelming number of cases that could not be done because of the sheer volume of work and the need for prompt decision making.

"However, in the instant case, I am of the view that it is important to set forth my rationale because of the high national and international visibility given to this case.

"As a general matter, and certainly in the circumstances of this case, the public needs to know more about what we do and even more important why we do it.

"That is why I write this opinion, which sets forth my rationale.

And I would like to read the last sentence of his paper: "I vote to authorize the General Counsel to proceed in Federal District Court to obtain Section 10 relief, which would reinstate the striking employees to their jobs."

And it was approved by the Board by a 3 to 1 vote.

. . . The delegates arose and applauded and cheered . . .

PRESIDENT BAHR: And in line with that, because we all feel pretty good right now, a member was going to ask for the privilege of speaking to this convention, for us to take up a collection for the strikers. So with your consent, I would ask the Sergeant-at-Arms, after Mr. Whitacre speaks, to quietly pass among us so that we could help those strikers who are now locked out get by a little better.

Would the Escort Committee bring Mr. Whitacre in. (Applause)

The delegates arose and applauded at length as Mr. Whitacre was escorted to the platform ...

PRESIDENT BAHR: I want you to know, this is the biggest Escort Committee in the history of this union. (Laughter and applause) We have not done this for the President.

Forty-six thousand employees of General Electric are represented by 14 unions. In January, months before bargaining opened, GE CEO Jack Welch spoke to a group of managers about upcoming bargaining with the GE unions, and to put what I am trying to do this afternoon into perspective, I would like you to see a small clip of it. Would you roll the video, please.

. . . Showing of a video of Jack Welch speaking before their negotiations . . .

PRESIDENT BAHR: Now, he went on to say, and that was really the part of the tape I wanted you to see, where he told the managers - and this was months before collective bargaining - that if necessary, we will prove that we are the most powerful company in the world and thus able to take a strike. And the point was that it was months and months before they even sat down at the table. That is why I think what we have just viewed is what I believe is the worst of Corporate America.

I believe our next speaker, SBC's CEO, Ed Whitacre, represents the best of Corporate America. (Applause)

I first met him about five years ago at the District 6 staff meeting in Texas. We were concerned at that time about the ongoing debate on NAFTA and the fact that SBC was a part owner in Tel Mex. Ed immediately put our fears to rest when he said, "No work you do now or in the future will ever be sent to Mexico." (Applause)

As I have learned, he is indeed a man of his word. Ed Whitacre sees CWA as adding value to the company and is willing to work with us to solve problems. His positive leadership of SBC is evident in the five straight years of double-digit earnings growth that the company has experienced.

The AFL-CIO also recognized the quality of Ed's leadership. For many years, the

AFL-CIO annually released a list of the ten worst companies from a labor-management perspective. This year a change was made. We decided to give recognition to those companies that had good relations with their unions and truly understood that their employees were their most valuable asset.

I am pleased that SBC won an honorable mention from the AFL-CIO. (Applause) Last February, I accompanied Vice President Gore to South Africa for a meeting with South African telecom workers. Actually, it was a meeting with all of the trade union leaders that include the telecom workers. I was able to strongly recommend to Vice President Gore, the trade union leaders, and to the South African Minister of Telecommunications that SBC, under the leadership of Ed Whitacre, would be a worthy investor in their telephone company.

We should not be too totally surprised by Ed's relationship with CWA. He has spent his entire career in the telephone industry, joining Southwestern Bell in 1963. He became CEO of SBC in 1990 and led the merger with Pacific Telesis which was completed on April 1.

EDWARD E. WHITACRE, JR. (Chairman & CEO, SBC): Well, thank you very much, Morty. Let me thank the Escort Committee for escorting me up here. That was a first for me, and most enjoyable.

And, thank you, ladies and gentlemen, it is a great honor for me to be here today. But I will have to tell you, Morty was laying it on pretty thick there, wasn't he? (Laughter)

I appreciate the opportunity to speak to you today, and I want to take this opportunity to say thank you, thank you very much, for the outstanding job that the men and women of the Communications Workers of America do to make our telecommunications industry the world's finest. Thank you very much. (Applause)

You were very instrumental in helping pass the Telecommunications Act of 1996 which promised you and I the most sweeping changes of our business in our lifetime. You are on the job night and day, and we know that, and you work through earthquakes, tornadoes, and other disasters, and you are always working hard to ensure that the customers who rely on us come first. I want you to know how much that is appreciated. If you don't know, it is appreciated very much. Thank you for what you do. (Applause)

And then I know when the workday is over too, that you are still giving of yourself to your communities, volunteer efforts to wire classrooms for the Internet or whatever, staffing soup kitchens to coaching future Hall of Famers, and that is recognized too.

I would especially like to recognize today the more than 70,000 CWA workers who serve SBC's customers and communities across Southwestern Bell, Pacific Bell, and Nevada Bell. Our people are the backbone of our company, our people make it work, so once again, I want to say a special thanks to those 70,000.

Your dedication, combined with the integrity and the vision of CWA leaders like Morty Bahr, like Tony Bixler and Ben Turn, have certainly shown us that a company-labor relations can be a win-win relationship, a relationship that can provide a powerful competitive advantage, and you don't have to take my word for that; but it is true. It is a powerful advantage. (Applause)

Recently SBC was recognized and very proud to be recognized by the AFL-CIO as one of the top ten companies in the United States for progressive labor-management relations, and Pacific Telesis was singled out last year by the U.S. Department of Labor in recognition of the company's leadership on workplace issues.

If I might brag just a minute, SBC was named the most admired telecommunications company in America by Fortune Magazine. It takes all of us to

get that done. To you from SBC, thank you very much. (Applause)

You know, despite all we have to be excited about, I would be kidding myself, and I would be kidding you today, if I didn't note that I am a little bit nervous up here. (Laughter) On the way over here I was told that the first and the last time somebody like me addressed this Convention was in 1955. (Laughter) Forty-two years between invitations. Now, that must be a pretty tough audience, huh?

When I heard it had been forty-two years, I thought I might take a look at that fellow who preceded me, look at his speech and try to find out what he said, so I didn't have to repeat it or so that I wouldn't even be close to it, since it made such an impression.

Finding something different to talk about is not too hard now, is it? The telecommunications industry has changed more over the past year than it has since the last CEO was here. The environment in which many of us, you and I in this room, work today is a far cry from what it was not very long ago and what our predecessors faced.

In short, the pace and the scope of the change in telecommunications technology and services is just astounding. Would you agree? It is just astounding. It is. (Applause) And that change in the change of pace shows no signs of slowing down.

This industry is changing by the day. Competition, new technology, new services, new demands from our customers, global expansion - and I have to thank Morty Bahr for his help in South Africa, because without it we would not have it. So thank you again, Morty. Let me shake your hand. (Applause)

New services and new demands from customers, global expansion, new employee expectations, give you and I not a small task. And we have to manage our way through all this while keeping the business running normally. That is no small order.

The one thing I do know for sure, and if I don't say anything else today that matters, the one thing I know for sure is that you and I had better work together or we are not going to like the consequences. You and I have to work together.

. . . The delegates arose and applauded . . .

MR. WHITACRE: I wasn't planning on that. But thank you.

"Consequences" is a pretty ominous sounding word, isn't it? But there are consequences to all of us in this change. I would like to spend just a minute talking about those consequences.

In 1996, Congress introduced a law called the Telecommunications Act of 1996 that was intended to unleash the forces of free markets within our industry. Congress said, "Let there be competition," and they wrote an Act, the Telecommunications Act of 1996. The President signed that Act into law on February 8th. When Congress passed that law, there was no question-no question at all-what it was intended to accomplish: open all markets so true competition can flourish, with good jobs, more and better choices for consumers, and lower costs.

That is why we, at SBC, worked so hard to get that law passed. In that battle to get the law passed, we-and you-SBC and other RBOCs, gave up a lot. It was not free. We gave up a lot. But we supported the premise that in return we would be able to offer our customers what they wanted by offering a single bundle of telecommunications services, like long distance and like local and home security monitors, et cetera, et cetera.

We gave up a lot in the hope we could do what the customers wanted. We gave up our legal monopolies, and we urged our congressional delegates to open the

gates of competition for all the markets. Fair and full competition is a good thing for the market. And you know what else? It is something the customers want.

We support full competition. At the same time, it does overlay a whole new way of doing business, doesn't it? A whole new way of business for our industry. It is, as they say, a "sea" change.

On the day the President signed that Act into law, I called our people into the office, and we met to talk about the change. We talked about what it meant for employees; what it meant for stockholders; what it meant for customers. And we mapped out our plans.

Since then, SBC has spent \$1.2 billion to make sure that the local markets are in compliance with the law and open. By the end of this year, we will have 4,000 people assigned to the job of competition and opening the markets. Now, 4,000 may not sound like many, but that is about the number of people we have in SBC in Kansas, 4,000 people dedicated to competition.

Why? Why would we do that? Well, because it is not only what the law requires, but I think it makes good business sense. It provides a pathway for our customers to get what they want. By owning our networks for competitors to use in providing their own services, we earn the right to enter the long distance markets, something that our customers want.

The problem we face today is our ability to expand our customer base, provide additional services, and create new jobs. We are severely hampered in doing that, not by the law itself. The law does not hamper that. But we are hampered by the rules and regulations created by the Federal Communications Commission as it misinterprets the law.

We do not question our obligation to open our network to help competitors, but we are not supportive of rules and regulations that don't make any sense, which were created by Washington bureaucrats to ignore what Congress intended as the law was written.

Let me offer you just a couple of examples. To help new competitors get started, Congress provided that in leasing part of our network to competitors we are entitled to recover our cost plus a reasonable profit. However, the FCC in developing the rules to achieve that, would not accept that we were entitled to recover our historical costs or actual costs. Instead, the regulators chose a hypothetical figure that supposedly represents the cost if we operated at our most efficient capabilities.

Boy, that sounds like a lot of words, but let me give you an example. Here is how it works. Let's say that we built a piece of the network some time ago and it cost us \$1,000 to do it. We did. We built a network right down to every drop wire and every connecting block, haven't we?

Let's say it cost us \$1,000 to do it. The FCC has said, "Well, even though it cost a thousand dollars, we have to ignore those real costs and use a hypothetical figure that supposedly represents what that piece of the network would cost today, using the latest advanced technologies.

Maybe it costs \$200 today. I do not think anybody in this room wants to pay \$1,000 for a piece of the network and have it made available to others for only \$200. And that is exactly what the FCC is trying to impose.

Another example, again according to the law, Congress told potential competitors that they did not need to build their network -there is one already out there-and they could re-sell our services. Or they could just lease part of it, or all, or both. Do whatever you like.

Instead, the FCC took the discount rate from 40 percent to 70 percent of our retail

rates for so-called unbundled elements, depending on how much of a network the competitor wants to buy. That is complicated, again, but reduced to simple terms, listen to this. Let's say you own a four-bedroom house. The government comes in one day and says you must rent your bedrooms out. Well, you are a law abiding citizen, and we are not out to gouge anyone. My mortgage is \$1,000 a month. So I say, "Okay, I will rent each room for \$250; \$250 times 4 is \$1,000, and it makes sense.

That is when the government, in its wisdom, steps in and says, "Not so fast. Hold your horses. You've got to lease each room for 40 to 70 percent less than it cost you." Well, to me, clearly, if something does not give, you are going to have trouble making your mortgage payment, aren't you? And your tenants are sure going to enjoy cheap housing. It does not make any sense, and it is not sustainable.

The FCC's resident action on the price cap formula, a big term, but you need to know about it, because it affects you, on a price cap formula is another example of where the regulators got it wrong.

Most economies predict that our industry will see productivity increases of two percent per year, a reasonable number. The folks in Washington think it is going to be six and a half percent a year. That is the amount by which we, according to the FCC, must reduce our access charges every year. That is a multi-million dollar loss that you and I have to absorb, just to stay even.

I am here to tell you that we will continue to seek every opportunity to improve our company's productivity and I know other companies share this same goal. You know better than most that this industry has gone through a period of downsizing. But I am at a loss to figure out where the improvements against this new productivity measurement of six and a half percent will come from unless they come from jobs as one of the factors.

A final example today, and one that might be touchy, a little touchy to some people in this room who work for the long distance providers, I am speaking of SBC's long distance entry into the long distance market, an issue that perfectly illustrates the deep concern we have with what is going on at the FCC.

As I have mentioned, the law says that SBC must open our local network to competition before we can enter the long distance business. "You open the local network, we will let you in long distance." It sounds fair. Pretty simple matter again, in our view. Either a market is open or a market is not open. A competitor either has access to the network or he doesn't.

We applied to enter the long distance market in Oklahoma because we satisfied every obligation under the law to open our markets. The Oklahoma Corporation Commission, our Public Utilities Commission, if you would, extensively investigated the openness of the local market and determined that, without a doubt, the market was open in Oklahoma.

They also concluded that our entry into the long distance would be in the public interest. But federal regulators have had trouble seeing the picture in Oklahoma from their desks in Washington, and so they turned us down.

There is nothing in the Telecom Act that demands a certain level of competition, only that the market be open, and there can be no question that the market is open in Oklahoma. In fact, the Oklahoma Commission was very clear, very specific, and said the market is open. So the Oklahoma market is open to competition, but some competitors have chosen not to enter the market so they can point their fingers and say SBC has no competitors.

Some in Washington mistakenly accept this as evidence that the market is closed, and were kept out of long distance, to the detriment of SBC but also to the Oklahoma commissioners.

I have gone into too much detail on these issues, but you need to hear it because it affects you. They are not only important to SBC, but they are important to the CWA as well.

I could have come here today and told you about the outstanding relationship we enjoy with CWA, and we do. And we are going to keep that relationship. (Applause)

I could have talked about the training programs that we have in place, and I could have talked about much more, and all of that is true, and we do, but all of which may be inconsequential in the long run if the regulatory environment continues to stifle, rather than promote competition, growth and opportunity.

The FCC's recent rulings do not give us much hope in the short term. I believe on every major issue they have dropped the ball. They have prescribed rules that would impose a very heavy financial and competitive burden on us, you and me. And which, as you might expect, have an impact on all of the business decisions, including jobs and employment.

In short, it hurts and harms our abilities to make money for our stockholders, who come first. Here is a fact I remember every day, 90 percent of SBC's shareholders have 500 or fewer shares in their account.

Five hundred or fewer shares, a relatively small amount, owned by retirees, owned by widows, maybe owned by children; and those five hundred shares represent a very large and important investment to those people.

If we do well for our stockholders, and I am confident we will, and we certainly have, by working together, that translates directly into better wages, better benefits, better and more rewarding jobs for everyone, and better relations between SBC and CWA. (Applause)

We are all in this together. I have said that before, but it is important. CWA and SBC is in this together, and together we will succeed.

We need to do everything we can to ensure that the regulatory climate is such that you and I can pursue every business opportunity, that we can compete at every level in this very dynamic and fast-paced industry in which we all work.

If we do that, if we work to make sure that happens, there is no limit to what we can achieve together.

One final thought about what we have at stake. The last time I looked, not too many of our competitors had many union employees. Not very many of them had union employees. And they do not have the tradition of service, and they do not have the know-how when it comes to building and maintaining networks. Whatever your views are on this important issue, I urge you to let yourself be heard with the administration, with Congress, with the FCC, and in public forums, and you are good at it. You are really good at it. You are better than we are at it. (Applause)

Whatever you feel, you let them know, and you can make a difference.

Our industry is facing a critical time, and how it turns out is up to all of us in here today.

Thank you very much for having me. It is a pleasure to see all of you. Have a very good convention, and thanks for the invitation.

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

PRESIDENT BAHR: Before Ed leaves, I would just like to comment on two points that he made, because I meet him in strange places. I was coming out of Chairman Hunt's office, and he was going in; another time we met at the White House, both doing the same thing.

But I personally met not only with the Chairman, but also with the administration, to make a point that the only way these companies can get to 6.5 percent productivity is by cutting down the number of jobs, and the Telecom Reform Act was supposed to grow jobs, and the question of an open market, the measurement the FCC seems to want to go to is to permit the Auerbachs to get into other lines of business when they lose market share, not how much competition is.

Well, any substantial loss of market share is translated into jobs. So, the role we have been trying to play, because we represent workers on both sides, and this is not a contest with us, is to create a fair and level playing field, and we know that our members will provide the customer quality service, no matter whom we work for. And we pledge to continue to work with you to accomplish that, Ed. (Applause)

Thank you so much for taking time to be with us.

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

PRESIDENT BAHR: When that story broke in the newspapers a couple of weeks back, that SBC and AT&T were getting together, I sent this guy a little note, saying "Go for it, Ed." (Laughter)

Would the Rules and Resolutions Committee come to the platform?

The Chair recognizes the Committee.

DELEGATE TERI PLUTA (Chair, Resolutions Committee): Thank you, Mr. President. The Chair would like to recognize Jerry Ahue.

DELEGATE JERRY AHUE: If the delegates would please turn to page 7 of the Resolutions Committee's Report, I will read the Resolveds for Resolution 59A -97-6, titled "Union Cities and Jobs with Justice. "

UNION CITIES AND JOBS WITH JUSTICE

Workers have a fundamental right to job security, a decent standard of living and the right to organize. Yet employers have stepped up their attacks on these basic rights and government vigilance to enforce workers' rights has waned. Now, more than ever, it is essential for workers to join together in solidarity. Now, more than ever, it is time for workers and unions to take a stand, to build a stronger labor movement, to restore dignity on the job and respect for workers' rights. Beginning this summer, there will be several opportunities for CWA members to stand up and speak out for workers rights.

July 14th will mark the third anniversary of Sprint's mass firings of workers at La Conexion Familiar days before they were to hold an NLRB election to vote on CWA representation. To memorialize the egregious act by the corporate outlaw and to continue the press for workers' rights, a series of support actions and demonstrations will be held on July 1 4th, 1997 to demand that Sprint honor the 1996 NLRB decision that the company pay the workers \$12 million in back wages and offer them another job.

This year also marks the tenth anniversary of Jobs with Justice. Jobs with Justice was founded at the 1987 CWA Convention in Miami, Florida and started with a simple "I'll Be There" pledge by unionists and activists to support fights for economic justice and workers' rights. The coalition of labor, community, religious, and consumer groups has worked tirelessly over the decade and today there are 31 active coalitions across the country. CWA locals are the backbone of most of these coalitions. Through its efforts, including its innovative Workers' Rights Boards, Jobs with Justice has mobilized activists and helped to build community-wide support for workers' rights to join unions and to bargain collectively. Jobs with Justice's annual meeting in Chicago in October will celebrate a decade of important work on behalf of workers everywhere.

The AFL-CIO is kicking off its Union City mobilization program in which Central Labor Councils commit to strategic approaches that will help local unions to educate and mobilize their members, to defend the rights of workers to organize, to build political clout through community action and coalition building, and to develop a broad, diverse and activist union leadership. The Union City program will promote economic growth within our communities and help to build community identification of union workers linked with community prosperity.

These programs and actions have the potential to energize workers to join together to support collective bargaining and community action. They will provide opportunities to focus attention on abuses in the workplace and in the community and to mobilize support for struggles for justice and dignity.

Resolved: That CWA recommit our support of Jobs with Justice by "Being There" - by joining local Jobs with Justice coalitions and by participating in Jobs with Justice actions in support of workers' rights, dignity on the job and economic and social justice.

Resolved: That CWA locals join in July 14 actions to demand that Sprint "Pay Up" the \$12 million in back wages to La Conexion workers as required by the NLRB.

Resolved: That CWA locals participate through their Central Labor Councils in the Union City program to improve the lives of working families and to bring economic justice to the workplace and social justice to the nation.

Mr. President, the Resolutions Committee moves the adoption of Resolution 59A-97-6, titled "Union Cities and Jobs with Justice."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The resolution has been moved. It has been seconded.

On Microphone No. 3, Delegate Marks.

DELEGATE MARGIE MARKS (Local 9410): President Bahr, Sisters and Brothers: San Francisco is the local that organized the workers from La Conexion Familiar. Their work location was just a few yards away from our union hall. We watched as the in-house committee grew from a few, uncertain people to a large, confident group learning about their rights and asserting them on the job. When one of the workers was fired for refusing to eat a hot dog offered by management and then got reinstated the same day when her co-worker mobilized with outrage we shared in their elation. We scrambled at our union hall to get more T-shirts when the shirts we had ordered for a union shirt day were not enough for all the workers who wanted to show the support for the union.

We felt their excitement the day a group of them went with us to the National Labor Relations Board to file the petition for a union election.

As you may know, the majority of workers are immigrants from Mexico, Central or South America. They believed that, unlike in some of the countries they had come from, they would be free to form a union here.

We all know that there are places in the world where trade union leaders disappear and are killed. Anyone who believes that employers in this country do not kill workers who want unions is wrong. They do not have to use guns and bullets. They simply destroy their lives by taking away their ability to survive economically.

I was at the union hall the day the workers from La Conexion Familiar were cut down economically by Sprint. Just eight days before their scheduled NLRB election, the workers were herded into a room and told they were terminated effective immediately. One of the workers fainted and had to be taken to the hospital in an ambulance.

We all felt a sense of shock and disbelief that their hope of achieving the American dream had turned into a nightmare simply because they only wanted a union.

Three years is too long to wait. The La Conexion Familiar case makes it clear that we cannot depend just upon the laws and courts for justice. Right now, corporations control who gets the opportunity of achieving the American dream. Union cities and Jobs with Justice are about taking that control away from corporate bosses and putting it back into the communities where we live. The United States can be better than some Third World country and it is okay to want a union.

In San Francisco we are putting into place an action plan to join with neighborhood coalitions to meet with the city planning commission to prevent Sprint from constructing towers for their cellular network.

Do not just vote yes on this resolution. Go home and mobilize in your communities where it is in our interest for all of us to have good paying jobs with benefits and decent homes and schools. And all the other pieces of the American dream. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Perez.

DELEGATE JUDY PEREZ (Local 9400): President Bahr, Delegates, Brothers and Sisters: I rise to speak in favor of this resolution. Our local has been organizing the 6,000 truck drivers who are working for over 300 different companies in the Long Beach-Los Angeles Harbor. It has been a long battle against an industry that is ignorant about many things, including history.

Over 100 years ago, the Emancipation Proclamation freed the slaves. Yet, these drivers work in sieve-like conditions daily. When you work 60 hours a week, and get a check for \$11 because the company has deducted money for non-existent insurance, money for Workers' Comp, which they are not eligible for, money for damage to trucks and containers that are the company's responsibility, money for cell phones they are forced to buy from the company, and the list goes on.

When a driver works 18 hours a day and makes \$13, something is wrong. These drivers signed over 5,000 authorization cards to become members of CWA because a majority of them are misclassified as owner/operators, we cannot force elections.

Last year, the drivers went on strike, a strike that lasted four long months. These drivers lost everything except their dream to belong to a union. When they returned to work, they found the conditions to have deteriorated even worse. If they had been active in the strike, their name was put on a list and this list was distributed to all the trucking companies. If your name was on the list, then you were not hired.

If for some reason your name did not make the list and you were lucky enough to get hired, then mysteriously your tractor and container were stolen, and you were informed that your \$180 a week insurance premium only covered liability. Drivers were beaten in full view of other scab drivers. And in one company, a driver was told he could only have his job back if he got down and crawled across the floor and begged forgiveness for honoring the strike. Because he was hungry, because he was poor, and because his children were hungry and poor he did that. The owner of the company looked down at him and said, "You are nothing but a stupid f'ing Mexican. Get the hell out of here."

These atrocities continue every day. These drivers have never given up. Almost 1,500 are paying union dues. They have no contract. They have no benefits. But they pay the dues because they are honored to carry a card that says they are CWA members. These drivers have not given up and will not give up. (Applause)

These drivers have not given up and they will not give up until their classification

is finally changed to employees, because that is what they are. After two years, the IRS has still refused to give us a determination on their status. If it means taking 6,000 drivers to D.C., to sit on the steps of the IRS, to get a determination, then that is what our local will do. (Applause)

Our local will continue to do what is necessary so that these 6,000 drivers will some day have what so many of us have taken for granted-the right to be represented by a union, and that union will be CWA.

We have brought some of the drivers with us as guests. If you have a chance, I would ask you to go to the guest section and let them know you support their struggle. They are the bravest union men I have ever met. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Schaeff.

DELEGATE JERRY SCHAEFF (Local 4322): I respectfully call for the question.
. . . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been made to close debate. It is not debatable.

All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed. Before you is Resolution 59A-97-6.

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

The Chair recognizes the Committee.

CHAIR PLUTA: Thank you, Mr. President. The Chair recognizes Gary Gray.

DELEGATE GARY GRAY (Local 6502): If the delegates would please turn to Page 8 of the Resolutions Committee report, I will read the Resolved of Resolution 59A-97-7 entitled:

ACT TOGETHER NETWORK

The mission of the Act Together Network is to promote gainful employment and advancement of people with disabilities through the cooperative efforts of labor, industry and government. The Network attempts to educate union leaders and employers about the employability of people with disabilities. The Network can advise unionists and employers on how to accommodate these people so that they suffer no loss in living standards due to job loss or demotion.

The Network serves as a resource and clearinghouse on issues related to the Americans with Disabilities Act and occupational safety and health issues. In addition, the Network sponsors a home page at www.geocities.com/CapitalHill/5975 with links to federal agencies, including the President's Committee on Employment of Persons with Disabilities, and other broad-based disability related sites.

Today the Network has grown to a membership of 128 people across the U.S. committed to improving the employment prospects of people with disabilities. The Network was founded by John Gentile of CWA Local 1103 and, to date, about 15 CWA locals participate, including locals in Arizona, California, Colorado, Kentucky, Louisiana, New York, Oregon, Tennessee, Texas and Virginia. Many of these locals have already designated a representative to address the special issues of disabled members and to participate in the Act Together Network.

By raising awareness and sharing information, the Act Together Network has helped many people, but more can be done. There is a need to educate all union leaders including officers and stewards about how to best represent their members with disabilities. The Act Together Network can serve as an important resource in this

critical effort.

RESOLVED: That the Communications Workers of America urge all locals to support the Act Together Network and to access its resources and information in order to better serve our disabled members. Additionally, each local should advise its stewards about the resources available through the Act Together Network so that they can better represent and advocate on behalf of people with disabilities.

Mr. President, the Resolutions Committee moves for the adoption of Resolution 59A-97-7, Act Together Network.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 3, Delegate "Zoc."

DELEGATE RALPH ZOCCOLILLO (Local 1103): Mr. Chairman and Fellow Delegates: I rise in support of this resolution.

The Act Together Network was founded in 1994 by John M. Gentile, Health & Safety Coordinator for CWA Local 1 103. The idea to form this Network came as a result of an informal meeting in which an analogy of the Americans with Disabilities Act (ADA) was described as, "A group of people standing around a hole 20 feet deep, all holding ten foot ropes trying to rescue a person with a disability. You think someone would get the idea to tie the ropes together." John Gentile took it upon himself to be that person.

He decided to focus on Title I of the ADA dealing with employment. Understanding that each primary entity-labor, industry and government-cannot effectively address the issue alone. They must collaborate to promote the gainful employment of people with disabilities. They must bring together all the resources, education, training and technology to tackle this uniquely diverse problem, such as, those who are employed and become disabled, those with disabilities who are already employed, those with disabilities who are not employed, and children with disabilities who will seek employment in the future.

Knowing that the disability issue must be legitimized by addressing the ADA for what it is-civil rights legislation for people with disabilities-that people with disabilities must be viewed for what they can do, not what they can't do, and be recognized positively. Knowing that technology will dictate the future employment prospective and 60 percent of all the jobs in the next century have not yet been created, this will afford almost all people with disabilities the opportunity to be gainfully employed.

The Act Together Network has grown to a membership of 120 over the past three years. It consists of people from all over the country and the United Kingdom. The people involved are from labor, industry, and government. They are educators and trainers and people who work in the technological fields and individuals with disabilities. That is the vital resource able to tie the ropes together.

I invite everyone in our union to use this Network in order to provide hope and help to those who have disabilities now or who could have a disability in the future. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Goldblatt.

DELEGATE ALAN GOLDBLATT (Local 1180): President Bahr, Members of the Executive Board, Delegates and Guests, my Union Brothers and Sisters: I come before you today to ask for your support in the adoption of this resolution, 59A-97-7, the "Act Together Network."

The mission of the Act Together Network is to promote gainful employment and advancement of People with Disabilities through the cooperative effort of labor, industry and government.

One of the Network's primary purposes is to serve as a resource center and a clearing house on issues affecting both workers inside and outside their workplace, and these are specifically issues that we have raised relating to the Americans with Disabilities Act, the Occupational Safety and Health Act, and how they interrelate to Family Medical Leave and the 1973 Rehabilitation Act. But in a greater sense, the concept of employment is one of the most important aspects of both the Network and where we are going to go in the future. It is the dignity and the concept of work.

Work is more than just a paycheck. It is a key to financial independence or a means to an end. Whether or not we are people with disabilities, one who works, our work is an integral part of our identity. It is a measurement of who we are, and, more importantly, what we mean to society; it is our destiny.

Work takes on a significant and transient part because it transcends economic, social and psychological values.

Most importantly, it is significant, it is the very notion of work with people with disabilities that can never be under-estimated.

This is particularly true because up until now this is one pool that has been under-utilized. For all the progress that has been made with the ADA in the past seven years, it is still viewed very much so that people with disabilities only wake up at the crack of Oprah and they are waiting at home to get a government paycheck.

This is not where we want to be. We want to be in the forefront of employment, and this is where the Network can help.

More importantly, from 1991 to 1994, an estimated 800,000 jobs were created for people with disabilities, and this is according to the President's Committee with People With Disabilities which monitors this program.

Most importantly, some of those jobs are within the companies that employ us such as AT&T and the RBOCS.

Most importantly, I have to ask each one of you, what is the role that you and labor can play in the Network?

A couple of months ago I received a letter from Tony Coelho, who is the current Chairman of the President's Committee on People With Disabilities, and he sought our help in finding internships this summer for disabled college students, those individuals who have the skills and are available to us for our asking.

I just want to let you know that for the past five years John Gentile and myself have been conducting workshops throughout the country, both in District 1 and at the National Safety and Health Conferences. It was not without the leadership of Executive V.P. Nichols and with Dave LeGrande and with District 1 Health and Safety Coordinator Marsha Love that brought us together on disability issues, it is Lela Foreman and Mary O'Melveney, our staff representative. But together, CWA has come to the forefront. In 1995, CWA was recognized by the President's Committee and was given the President's Award.

I would just like to finish by stating that we invite you to join. . .

. . . Time was called and the microphone was cut off . . .

PRESIDENT BAHR: Thank you. Thank you, Alan. (Applause)

On Microphone No. 1, Delegate Withrow.

DELEGATE MICHAEL WITHROW (Local 7777): I respectfully call the question.

. . . The motion was duly seconded . . .

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

Before us is Resolution 59A-97-7. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Committee?

CHAIR PLUTA: Mr. President, the Chair recognizes Committee Member Jerry Ahue.

DELEGATE JERRY AHUE (Local 14921): If the delegates will please turn to Page 1 of the Supplemental Resolutions report that was distributed on your table, I will read the Resolved for Resolution 59A-97-8, titled "Preserving the Industrial Union Department."

PRESERVING THE INDUSTRIAL UNION DEPARTMENT

Historically, the Industrial Union Department (IUD) of the AFL-CIO has been home to the unions that comprised the Congress of Industrial Organizations (CIO). The IUD has carried on the traditions of the CIO unions, advocating wall-to-wall organizing and supporting efforts to coordinate bargaining among unions that represent workers within the same industry.

For example, the IUD has been instrumental in establishing and supporting the Newspaper Industry Coordinating Committee (NICC) to bring together the principal unions representing newspaper workers-The Newspaper Guild (TNG-CWA), Printing, Publishing and Media Workers Sector-CWA, the Graphic Communications International Union, and the International Brotherhood of Teamsters. NICC has a vital role in furthering collective bargaining in the U.S. newspaper industry.

Recently membership losses within the IUD have required internal restructuring, including staffing changes and program modifications. Loss of the vital role of the IUD would be a disservice to the thousands of workers whose working conditions have been improved as a result of the solidarity generated through the coordinated activity of the IUD. Moreover, IUD staff, who are represented by the Washington-Baltimore Newspaper Guild-CWA, have acquired a volume of institutional knowledge and talent that should not be lost to the union movement.

RESOLVED, that the CWA reaffirm its commitment to the Industrial Union Department of the AFL-CIO by working to preserve a role for the IUD that will continue to foster the principles and ideals of industrial unionism and coordinated bargaining.

Mr. President, the Resolutions Committee moves the adoption of Resolution 59A-97-8, entitled "Preserving the Industrial Union Department."

. . . The motion was duly seconded. . .

PRESIDENT BAHR: You have heard the resolution. Seconded from the floor. At Mike 3, Delegate Knox.

DELEGATE CONNIE KNOX (Local 32035): Brothers and Sisters, I urge you to adopt this resolution. Those of us who work in the newspaper industry, the printing, publishing and media workers, and the Newspaper Guild, as well as the GCIU and Teamsters, know well the work of the Industrial Union Department. Through its Newspaper Industrial Coordinating Committee, we have bargained contracts jointly. We have worked to respond to the evil ideas that owners have thrown at us, and when strikes have come, not just Detroit, but Pittsburgh and San Francisco, NICC has been there.

To abandon the IUD not only would eliminate this important work, but it would eliminate the jobs of long-term employees represented by my local.

These workers would not be able to transfer to other jobs within the AFL-CIO. They would be out of work. This resolution is about union work and saving jobs, and, sisters and brothers, that is what we are about.

I urge adoption. (Applause)

PRESIDENT BAHR: No other delegate is at a microphone. Before you is 59A-97-8. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The resolution is adopted.

Committee?

DELEGATE PLUTA: Thank you, Mr. President.

If the delegates would please renumber as Resolution 59A-97-9 "Support of Telemundo Workers." This resolution was inadvertently numbered incorrectly as No. 12.

The Chair will recognize Gary Gray.

DELEGATE GRAY: Resolution 59A-97-9.

SUPPORT OF TELEMUNDO WORKERS

Telemundo, Inc., doing business in Los Angeles, California, as KVEA-TV, Channel 52, has engaged in an anti-worker campaign against its employees who voted to be represented by NABET-CWA in April 1996. The company threatened workers with plant closure and discharge if they supported union representation. It forced the workers to wage a lengthy legal campaign for certification, which they finally won last December. Since that time, Telemundo has refused to bargain with the workers.

Telemundo's anti-worker campaign extends to its workers in Chicago who are also represented by NABET-CWA and who have been working without a contract for three years.

Telemundo has engaged in numerous acts of discrimination against the Los Angeles workers, including discipline, discrimination in hiring, layoffs, job reorganization, and other acts intended to defeat the organizing campaign. Telemundo has discriminated against its workers in Mexico and Los Angeles by closing down television productions to prevent concerted activity.

RESOLVED, that CWA show solidarity for all the workers of Telemundo by actively supporting the mobilization drive of NABET-CWA and also by contacting Telemundo representatives in Los Angeles (KVEA, Channel 52), San Francisco (KSTS, Channel 48), Chicago (WSNS, Channel 44), San Juan, Puerto Rico (WKAQ, Channel 2), New York City (WNJU, Channel 47), Houston (KTMD, Channel 48), Miami (WSCV, Channel 51), and San Antonio (KVDA, Channel 60) in order to encourage an immediate end to Telemundo's anti-worker tactics and to urge prompt, good faith bargaining in all locations.

Mr. President, the Resolutions Committee moves the adoption of Resolution 59A-97-9, entitled "Support of Telemundo Workers."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It has been seconded. Mike 3, Delegate Gelber.

DELEGATE RICHARD GELBER (Local 51016): President Bahr and Fellow Delegates: On behalf of the thirteen hundred members of NABET-CWA Local 16 in

New York, I rise in support of the resolution supporting the mobilization drive of Telemundo.

Now that NABET and CWA are merged, one of the biggest challenges faced by our union is increasing the once respectable but now almost pathetically low percentage of organized workers in the broadcast television industry.

Just as we are using mobilization towards our goal of achieving a fair contract at Disney/ABC, everyone in CWA and the Labor Movement must support the mobilization of Telemundo in Los Angeles and Chicago. We cannot tolerate a situation where we NABET-CWA represented workers in major markets, such as Los Angeles and Chicago, are paid half of the prevailing union scale for comparable work at network and major independent stations in the same cities.

Spanish language television is an important and growing segment of the broadcast and cable industry. Many of the same mega-corporations involved in ownership of other media appear likewise on the lists of the owners of Hispanic broadcast operations. If we continue to stand idly by, we help perpetuate the second tier status of a group of highly skilled workers in a very profitable industry.

Organizing these stations and supporting their struggles for an initial contract is vital to our goal of upgrading the wages and working conditions of broadcast and cable workers everywhere.

Thank you. (Applause)

PRESIDENT BAHR: On Mike 3, Delegate Cunningham.

DELEGATE MICHAEL CUNNINGHAM (Local 54041): I would like to second that.

The Telemundo workers in Chicago have been without a contract for over five years. They have hung in there. They have fought the station management. They have brought the ratings down. They have mobilized. They have utilized every single step of the mobilization process that the CWA was kind enough to show us, and empowered the workers in Chicago to get the general manager, the sales manager and the operations director fired.

These people have been without a contract, and I speak in favor of this motion. It is very important.

Thank you very much. (Applause)

PRESIDENT BAHR: No other speakers care to speak. Before us is 59A-97-9. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Committee has now finished its work. Please join me in thanking them for the valuable contribution they have made to this Convention. (Applause)

Would the Appeals Committee come to the platform?

The Chair recognizes the Committee.

CHAIR JANA SMITH:

APPEAL NO. 15

On June 27, 1997, Rae C. Roeder, President of CWA Local 1033, appealed President Bahr's decision reinstating the membership of the staff of CWA Local 1033.

The original appeal was filed by Anita Ashkinazy on behalf of herself and other staff of CWA Local 1033. The appeal stemmed from a decision by Rae Roeder to deny the staff membership in CWA because they were members of the Teamsters

Local 115.

On June 11, 1997, President Morton Bahr granted Ms. Ashkinazy's appeal and ordered her and the staff of CWA Local 1033 be reinstated because belonging to another union is not grounds for revoking CWA membership. In fact, many CWA employees are members of a CWA Local and also members of another union which represents them for collective bargaining purposes.

After a thorough review of the records and hearing from interested parties, the Appeals Committee recommends that the CWA Executive Board's decision be upheld and this appeal be denied.

. . . Seconded from the floor . . .

PRESIDENT BAHR: You have heard the motion. Seconded from the floor.

On Microphone No. 5, Delegate Marketti.

DELEGATE JIM MARKETTI (Local 1032): Mr. President, has the National Union Executive Board or a previous convention ever made a determination on the membership eligibility of local union staff representatives who have not previously been CWA bargaining unit members?

PRESIDENT BAHR: I could not answer. I don't know off the top of my head. We can get that answer later on. I don't know if the committee-this was not before you. I just don't know, I'm sorry.

DELEGATE MARKETTI: Can we get the answer to that question before we vote on Appeal No. 15?

PRESIDENT BAHR: No, we could not. We just don't have that information handy. I know from first-hand that there are people who have worked for this union for 25 years or longer and are members of locals from all of the locals sitting out here. I don't know if a specific policy was ever discussed at a convention. We would have to go back and do some research. I just don't know.

No other delegate cares to speak-I'm sorry, on Microphone No. 5, -no., he has left.

Before you is Appeal No. 15. All those in favor of the committee's recommendation please indicate by raising your hand. Down hands. Opposed by like sign. The recommendation is adopted.

The Committee.

CHAIR SMITH: Committee member John Kidd.

DELEGATE JOHN KIDD (Local 4473):

APPEAL NO. 16

On June 11, 1997, Arthur Browne, member of CWA Local 1101, appealed the CWA Executive Board's decision upholding the local prosecutor's decision of finding no probable cause on four charges brought by Member Browne against Local Vice President McAleer.

- 1) Violation of the CWA Constitution by Vice President McAleer in preventing Member Browne from performing his duties as an elected business agent.
- 2) Vice President McAleer conspired with agents of NYNEX to prevent Member Browne from performing his duties.
- 3) Vice President McAleer denied a member (Robert Glaner) his right to representation, causing termination.

4) Vice President McAleer violated Local Bylaws by maintaining appointed chief stewards outside their geographical area.

There is no evidence in the record to support any of Member Browne's charges. The appeals Committee therefore has no reason to disturb the decision of the CWA Executive Board and recommends that the appeal be denied.

. . . Seconded from the floor . . .

PRESIDENT BAHR: You heard the recommendation. It is seconded. No member is at a microphone.

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

Committee.

CHAIR SMITH: Committee Member Charlie Collier.

APPEAL NO. 17

On Friday, June 27, 1997, the Appeals Committee received a letter from Member Peterson appealing his case to this Convention, with the understanding that he would withdraw it if Judge Gladys Kessler ruled in his favor. She did not.

Member Petersen ran in the CWA Local 14200 election for delegate to the CWA Convention.

The Local Election Committee issued a tentative certification of results in this case on November 20, 1996. On November 26, 1996, the Postal Service delivered 143 ballots to the Local. While most of these ballots had been postmarked in a timely fashion, due to an error in the Postal Service, they were delivered after the votes were counted.

The Local Election Committee voted not to count the ballots because their voting instructions stated that "Your ballot must be received not later than 10:00 am. November 20, 1996." On December 2, 1996, Member Petersen challenged the election results, twelve days after the tentative certification. Article XV of the CWA Constitution requires that challenges to an election be filed "within ten days of the tentative certification of the results."

While that time period in this case did include a weekend and a holiday, nevertheless, we conclude that to be timely an election challenge must be filed within ten calendar days. Mr. Petersen had many avenues to deliver his challenge to the Local office. Clearly, if it had been received by the Local or postmarked within the ten-day period, it would have been timely. In this day where almost instantaneous communication is possible, even in writing, we find that Mr. Petersen's challenge delivered to the Local on the twelfth day after the tentative certification of election results did not meet the time limits set forth in Article XV of the CWA Constitution.

The committee, therefore, agrees with the CWA Executive Board's ruling that Brother Petersen's appeal is untimely and recommends that his appeal be denied.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the recommendation. It has been seconded from the floor.

Microphone No. 3, Delegate Stevenson.

DELEGATE ROBERT L. STEVENSON (Local 14200): President Bahr, Secretary-Treasurer Easterling, Members of the Executive Board, Members of the Appeals Committee, Delegates: I rise to ask you delegates to support the Appeals Committee's decision to uphold the International Executive Board and to deny Mr.

Petersen's appeal.

The International Executive Board ruled that Delegate Flory and I were the delegates. The Local election board ruled in its final certification to seat Delegate Flory and myself.

Now, you will hear from sector delegates reasons why Delegate Flory and myself should not have been seated by the International Executive Board. I am convinced these issues that will be put forth are not properly before this body.

Why do I say this? I can show you six inches of correspondence from the first appeal to the International Executive Board's decision and the papers filed by Mr. Petersen in Washington, DC Circuit Court, asking for a temporary restraining order and injunction.

None of this is relevant. Why do I say that? The appeal was narrowed down to one issue, but by whom? An Executive Board Member who presided over this case at his level. That issue is: Did Mr. Peterson file his appeal of the election in a timely fashion?

Did delegate Flory and I complain about narrowing our appeal to one issue? Yes. But from that point on, the die was cast. I can tell you that prior to the International Executive Board's decision favoring Delegate Flory and myself, we had a union meeting in January 1997. At this time, Mr. Petersen was the President. A question was asked on the floor of the union meeting that maybe we should go before the Labor Board to see what kind of decision we will get on this issue.

Mr. Peterson said, "No. We don't go outside the House of Labor. We keep it in our family."

I can tell you that in 1992 the Labor Department supervised an election in our local. Ballots came in after election day, and the Labor Board ruled not to count those ballots. Since our January '97 union meeting, the International Executive Board on June 4, 1997, upheld Delegate Flory's and my appeal. Mr. Petersen filed in DC Circuit Court to not allow Delegate Flory and myself to be seated at the Executive Conference and the CWA Convention, and also to have those ballots in question counted.

Judge Gladys Kessler ruled to deny Mr. Petersen's request. Judge Kessler also spoke on exhausting all appeals within the union and a Supreme Court decision that addressed that issue.

The Sector (PPMWS) which we come from is an offshoot of the old International Typographical Union (ITU). I know you have heard many times before that we were the oldest labor organization in North America. I am sure also you heard that the local I come out of is older than the ITU. We were established in 1815 as Washington Typographical Society. I myself have over 40 years in the union. But those days are gone. There is no ITU anymore.

Now, we have 59 years of history in our union, the CWA. We were given until 1990 to be fully integrated into the CWA. At that point, the merger document was no longer in existence. Our local and sector bylaws had to be in compliance with the CWA Constitution.

This brings us to the only issue before you, regardless of what other things are being said. The issue is: The timeliness of filing an election appeal. The CWA Constitution, our Bible on election appeals, Article 15, says I have ten days. In the 59-year history of our union, the International Executive Board has always ruled that ten days means ten days. Not extra time for weekends; not extra time for holidays; not extra time for when the local is closed when it should not be closed.

. . . Time was called and the microphone was cut off . . .

PRESIDENT BAHR: On Microphone No. 4, Delegate Hughes.

DELEGATE C.B. HUGHES (Local 14904): Good afternoon, President Bahr, Executive Board, and Fellow Delegates: I want to make one correction, or at least straighten out one inference from the Appeals Committee Report. And that is the words of the judge when she said, "She did not..." Brother Petersen went outside the union. He wanted to get this straightened out so he could come to the conference and to the convention as a delegate.

He appealed. Judge Gladys Kessler ruled that it was not in her jurisdiction, and that is why it is before you. You are going to be judge and jury this afternoon.

Now, the issue is not timeliness. The issue is not necessarily whether Mr. Petersen took advantage of the laws the way they are supposed to be. The issue is fairness. Fairness and democracy. We all live with the rules that say you must have your ballots in on a certain day. And most of us do that. We make sure they are postmarked. But what would you do if the post office in your area lost a substantial number of ballots and tucked them away on a shelf? And then brought them into your office six days after the election, and said, "Oh, we just happened to find these." That is the issue.

As soon as this loss was discovered, President Petersen called the office. He was in Florida at the time, getting ready to enjoy the long Thanksgiving holiday weekend. On Wednesday, he called the office and said, "Lock up the ballots in the safe. Call the Board of Electors and let them know what is happening. And I want to appeal to the Board of Electors to open those ballots and count them as they should be counted." (Applause)

Don't eat up any of my time, please.

Following that, the Board of Electors met, and they decided that they did not want to make a decision. The local union's Executive committee met, and they said, "Count the ballots." The union meeting met, and they said, "Count the ballots." Vice President Boarman was consulted and he said, "Count the ballots." President Bahr was consulted and he said, "Count the ballots." Everybody up to the Executive Committee, in fact, the Executive Board said, "Count the ballots."

The appeal is heard here, and the Appeals Committee said, "Don't count the ballots." What are we going to do? Why are we going to take the votes away from 143 people? We do not know what the results of the election would be. We don't know whether the present delegates or other delegates would be elected. We don't know anything except that because the post office messed up and because we then had a four-day long holiday weekend, we could not get an appeal in on time. I think that is rather tragic. It is something like walking into your place of employment on Saturday and saying, "I want to file a grievance," and your boss saying, "You can't file it this weekend. You bring it back in on Monday," and then they say it's not timely. (Applause)

I would like to appeal to all of you delegates here to look into your own hearts and souls and just think of what you would do if in your election, if in your local, the post office came in and said, "Here are some ballots we found, or some mail." They didn't know they were ballots. And they had been laying around for a while. They are all postmarked prior to election day, but "We misplaced them." What would you do?

In our local, I know what the Board of Electors would do. They would count the ballots. And in that case, if someone had an appeal, it would be the other people having the appeal. The reason President Petersen appealed this one was in fairness and democracy, and trying to give 143 members of the Washington local their just rights, their right to vote in this election. (Applause)

I urge you please take a look at what would happen in your local. Don't knock the

Appeals Committee. They are trying to do a good job, but in this case they made a serious mistake. And we would like for you to overturn them and do the right thing, do the democratic thing. Allow the ballots to be counted. (Applause and cheers)

PRESIDENT BAHR: On Microphone 5, Delegate Sonnik.

DELEGATE WILLIAM G. SONNIK, III (Local 2105): My understanding is that Local 14200 and Mr. Petersen as a 35-year plus officer of that local have always had a ballot due date of the third Wednesday of November. That their local office has for many years been closed for the four-day Thanksgiving holiday. To your knowledge, President Bahr, or does the Appeals Committee know, were either of these two things different during the 1996 election cycle?

PRESIDENT BAHR: I will refer that to the Committee.

CHAIR SMITH: No, there was no difference from now and before.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE SONNIK: Thank you. I might be old fashioned then, but I believe the Bible contains the law of God. I believe the U.S. Constitution contains the law of the land. And I believe that this book, the CWA Constitution. . .

PRESIDENT BAHR: Well, that is not a question, Bill. That is not a question. Do not abuse the Questions mike, Bill. Thank you.

Do you have a second question?

DELEGATE SONNIK: I was right to it when you stopped me. Do you believe . . .

PRESIDENT BAHR: Turn the mike on please for a question.

DELEGATE SONNIK: Do you believe that the CWA Constitution is law, and not merely a guideline to be casually tossed aside on the whim of a disgruntled loser in an election?

PRESIDENT BAHR: I am not going to respond to something like that. (Applause and cheers)

On Microphone 3, Delegate Rucker.

DELEGATE KENNETH RUCKER (Local 2222): Sisters and Brothers, I rise to ask you to adopt the Appeals Committee's recommendation. The appellant has spoken on many issues, but there is only one real issue before us. Was an appeal of an election filed in accordance with the CWA Constitution?

The issue is, was the appeal filed within the ten days as required by the CWA Constitution, and nothing else? The answer is clearly, no.

Even the appellant agrees that his appeal was not filed within the ten days as certified by the Elections Committee, as required by the CWA Constitution. Mr. Petersen has stated that he was not aware of the undelivered ballots for six days. He states that the ten days should not include holidays and weekends.

Brothers and sisters, the language in our constitution is not an accident or a mistake. Every year we review our procedures and our procedures are clear. Appeals of the elections must be filed within ten days of the tentative certification. Just this morning, this convention upheld the requirements that appeals must be filed within the time limits specified by our CWA Constitution.

We upheld the time limit requirement when we adopted the Appeals Committee's recommendation on Appeal No. 13. The appellant stated in his literature that the Constitution is a technicality. He suggests that we should set aside our Constitution.

Brothers and sisters, every one of us is here today as a result of an election

process. Every one of us was subject to the same rules, just as many of us who are not here were subject to the same rules. That is our process.

Mr. Petersen asked us to consider the facts that there were weekends and holidays in this ten-day period. As was stated, Mr. Petersen's local has held their elections at the same time every year. There have been holidays and weekends in every one of those elections, in which Mr. Petersen has won. And incidentally, two of those days in question, the Post Office was open and a postmark was available.

Mr. Petersen asks us to consider that he was not aware of the undelivered ballots for six days. What if he found the undelivered ballots this morning? Our Constitution has set a limit for an election process, and I ask that we adopt the Appeals Committee recommendation, and uphold that process.

Ten days is ten days. Ten days is ten days. Ten days is ten days. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): Brothers and Sisters, first I would like to make one quick point. Keep in mind that these ballots were postmarked nine to fourteen days, eight days, two weeks, three weeks prior to that November 20th date. (Applause)

So when we talk about their being postmarked, don't forget that. And those ballots were found six days into the ten-day period. Not yesterday. Not tomorrow. Within the ten-day period, that is not a hypothetical. That is a fact, and please keep that in mind. (Applause)

Now, what are the issues? You hear a lot of rhetoric about Bob Petersen, 35 years dedicated to this union, gave his whole life, but Bob Petersen is not the issue. And when these ballots are counted, when these ballots are counted, if Bob Petersen loses this election, I stand here honestly with my credibility on the line and tell you I couldn't care less. But at least I know those 143 people were heard. (Applause)

The issue is, our democratic process. The issue is, our fundamental rights to voter trade unionists and have those votes count. The issue is, they are asking 2,000 fair-minded and democratic trade unionists who represent 650,000, in shame, to close your eyes, cover your ears and steal the votes away from 143 of our dues-paying brothers and sisters. (Prolonged applause)

I stood in a line over there yesterday against an appeal, and there was a sister member at this mike for it-or against the appeal; I was for the appeal. She is from District 1. And as she started to say she loved this union, the mike was cut off.

But I could see the passion in her eyes and the hurt in her voice even though we disagree, but that is what a union is about. That is democracy.

I love this union too. I wouldn't compromise our principles or our laws, and I do not think our forefathers and the previous delegates and you who built this union, the most democratic union in the world, would want to compromise the laws and principles either.

But I don't think anybody ever wanted this law used in such a punitive way that it would take away the voice and voting rights of our members, their most fundamental right.

Brothers and sisters, this union will lose today if we don't get it together and overturn this Appeals Committee's decision, and I urge you to do that.

I urge you to do that in the name of everything that is sacred to us as trade unionists. (Applause and cheers)

Given the circumstances in this case, with all my heart I do not believe we are

compromising the integrity of this ten-day law. Who could have ever foreseen these circumstances?

That is why we are here. Our members vote to send us here, to protect their interests, to give the union direction, and that is why you are here. And you have a right to look at the circumstances and say, this does not compromise the integrity of the law, and it is more important that we protect the foundation of the union.

Look at the people that support this. The local Executive Board and the local union said, "Count the ballots." Bill Boarman said, "Count the ballots." Marty Bahr said, "Count the ballots." (Cheers and whistles) And everything we stand for as trade unionists dictates, "Count the ballots." Thank you. (Prolonged applause and cheers)

PRESIDENT BAHR: Please come to order.

On Microphone No. 1, Delegate Hilleary.

DELEGATE JAMES W. HILLEARY (Local 2222): I call the question. (Applause)

. . . The motion was duly seconded . . .

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

Before I call the vote, I am going to ask all of you to go back to your seats.

. . . The delegates chanted, "Count the ballots, count the ballots" . . .

PRESIDENT BAHR: Please be in order. Everybody had their shot to speak. Let's be in order.

Before us is Appeal 17. All those in favor of the Committee's recommendation in Appeal No.17 raise your hand. Down hands. Opposed by like sign. (Cheers and whistles)

The motion is defeated. (Cheers and applause)

I will entertain a motion to sustain the appeal. Microphone No.1.

DELEGATE MICHAEL W. FAHRENHOLT (Local 3410): I would like to make a motion to sustain the appeal.

PRESIDENT BAHR: The motion has been made.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. All those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. The motion is adopted. (Prolonged applause)

If you want to use the mike, you have to phone in.

The Chair recognizes the Committee.

CHAIR SMITH: Appeal No. 18 will be read by Karen Gatto.

DELEGATE GATTO:

APPEAL NO. 18

On June 16, 1997 an appeal was received from Richard Kneupper, President of CWA Local 6171, on behalf of Member Mary Simmon's termination grievance.

The file shows that the grievant was employed as an administrative clerk by GTE Southwest, Inc. and that she had twelve years of service when she was terminated on October 16, 1995 for inappropriate and bizarre behavior in the workplace.

Numerous employees were uncomfortable in the grievant's presence and many, feeling threatened by the grievant's behavior, gave statements to company security, and the grievant was placed on disability and required to get psychiatric help. When she returned to work, her previous pattern of behavior resumed. Under the circumstances, the committee feels an arbitrator would conclude the company had just cause to terminate the grievant.

After careful review of the records, the Appeals Committee recommends the decision of the CWA Executive Board be upheld and the appeal be denied.

PRESIDENT BAHR: You have heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. No delegate wants to speak.

All those in favor of the committee's recommendation on Appeal No.18 please raise your hands.

Down hands. Opposed by like sign. It is adopted.

Committee.

CHAIR SMITH:

APPEAL NO. 19

Kathleen Morgan-Clark appealed the decision of the CWA Executive on May 24, 1997. The Board upheld the Election Committee's decision to order a new election for the office of President of CWA Local 9410.

The Election Committee counted the ballots and issued a tentative certification on November 22, 1996. Member Kathleen Morgan-Clark, who lost the election by five votes, challenged the tentative certification due to the fact that the Election Committee had not counted eighteen ballots. The Election Committee decided to count the ballots. In the course of the counting, the ballot belonging to Dan Aguilera was set aside because the Election Committee thought he had voted. This count resulted in a tie. At that point the Committee researched and determined Mr. Aguilera was eligible to vote, and they opened his ballot. It was then obvious how Mr. Aguilera voted.

Member Marie Malliett then filed a challenge to the election on the basis that the secrecy of the ballot was compromised. The Election Committee upheld Member Malliett's challenge and ruled that the Local should hold a new election.

After thorough review of the records and interviews with the parties, the Appeals Committee recommends that the decision of the CWA Executive Board be upheld and the appeal be denied.

PRESIDENT BAHR: You heard the recommendation.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 3, Delegate Marks.

DELEGATE MARGIE MARKS (Local 9410): President Bahr, Sisters and Brothers: I rise to speak in favor of the Appeals Committee's recommendation. There are two fundamental issues on this appeal. The first issue is whether the violation of one secret ballot was enough to rerun an election. The Department of Labor says it is.

The procedure the Elections Committee should have followed was to set the challenged ballot aside and make a determination of whether or not they would count

it and then count that ballot along with all the other ballots. Instead, they counted all of the other ballots, had a tie vote, and then decided to count the challenged ballot, and that vote did affect the outcome of the election. When the violation of the secret ballot was challenged, the committee recognized that they had made a mistake.

The second issue of the appeal is whether the Election Committee had the authority to rerun the election. I think the answer to this is obvious to all of the delegates. Of course an Election Committee has the authority to call for a new election when they find that a violation of the constitution and federal law has occurred, and that is exactly what our Election Committee did.

This is the same Election Committee which, after I had been tentatively certified as the winner, opened the 18 challenged ballots in response to my opponent's appeal. You may hear my opponent say that she has checked with the Department of Labor representative who told her that the Election Committee was wrong when they ordered a new election.

Now, all of us know that the answer we get to any question depends upon how we phrase the question or what facts we present. Of course, they got the opinion they were looking for. Once they got the opinion they wanted, they proceeded no further with the Department of Labor.

When all of the facts were put to the same DOL representative, the answer was quite different. My opponent has no challenges pending with the Department of Labor.

The local's Executive Board upheld the Election Committee's decision and so did the local membership. At a membership meeting which has been scheduled on the same night of the same month and same time for more than 25 years, the membership voted to uphold the executive board's decision.

The membership of Local 9410 is familiar with controversy and more than able to sort out the reasonable from the unreasonable. The local membership spoke emphatically again when they elected me local president in the rerun election by a margin of 56 votes. Please do not ignore either of their votes.

Sisters and brothers, I ask you to support the members of Local 9410 and the recommendation of the committee. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Quezada.

DELEGATE GISELLE QUEZADA (Local 9410): I ask that you, the Convention floor delegates, defeat the Appeals Committee recommendation to deny Kathleen Morgan-Clark's appeal. I realize this is a tough decision, but we all know that we must abide by the Constitution, whether we agree with it or not.

The Constitution is very specific when it comes to how an election is dealt with. When you place a challenge, you have ten days in which to do that with the Elections Committee. They make their decision to honor that within twenty days-they respond. Next, if the person does not agree with that decision, what should have happened is that the outgoing president, Marie Malliett, should have placed an appeal with the Executive Board, and ultimately with the decision being made by the governing body of the membership. That is what is at stake here. It is the fact that we must honor our Constitution.

Margie Marks won by five votes. A challenge was placed by Kathleen. After the envelopes were opened, she won by one vote, and we must not deny that one vote. But what is more important than anything is the process that we have in our Constitution; and that is the appeal should have been placed with the Executive Board, and it should not have gone through the Election Committee again, restarting that whole challenge process.

If that would have been the case, then that is how our Constitution would have been written, so that the process restarts.

I ask you to please defeat the Appeals Committee recommendation to deny Kathleen Morgan-Clark's appeal. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Fahrenholt.

DELEGATE MICHAEL FAHRENHOLT (Local 3410): Does our Constitution call for every challenge to an election to begin with the Election Committee?

PRESIDENT BAHR: Yes. You are entitled to a second question, Mike.

DELEGATE FAHRENHOLT: Thank you. In that case, this Election Committee honored the first appeal, honored the second appeal, and actually held the second election correctly, in conformance with the Constitution...

PRESIDENT BAHR: You are not asking a question.

DELEGATE FAHRENHOLT: . . . is that correct? (Laughter)

PRESIDENT BAHR: You are a sly guy, Michael. (Laughter and applause)

He has been practicing this for a long time.

Let me refer that to the Committee.

CHAIR SMITH: Gee, thanks. (Laughter and applause)

CHAIR SMITH: Yes. I believe that is correct.

PRESIDENT BAHR: The answer is correct.

DELEGATE FAHRENHOLT: Thank you.

PRESIDENT BAHR: On Mike 3, Delegate Bell.

DELEGATE JOANNE BELL (Local 2336): President Bahr, Delegates, Officers and Guests, Brothers and Sisters: Each of you has been through an election process as an officer or as a delegate. In order that everyone can run and have the same equal right and fair opportunity to win, there are election rules that have been in effect in CWA for the last 59 years.

Part of that process is the secret ballot. That is the rule that protects our members right to vote his or her choice privately and without anyone knowing how that individual voted. The challenger alleges that the secrecy of the ballot must give way to the right of the vote. In her own challenge, she admitted that the 59-year-old election process of the secret ballot had been violated. Local 9410's Election Committee did the right thing. They called for another election. (Applause)

The Department of Labor Regulations, in addressing the secrecy of the ballot, states in Section 452.97-and I will read it to you. It is brief:

"(a) A prime requisite of elections regulated by Title IV is that they be held by secret ballot among the members or in appropriate cases by representatives who themselves have been elected by secret ballot among the members. A secret ballot under the Act is 'the expression by ballot, voting machine, or otherwise, but in no event by proxy, of a choice, cast in such a manner that the person expressing such choice cannot be identified'" -let me repeat that- "'so the person expressing such choice cannot be identified with the choice expressed.'

"(b) Should any voters be challenged as they are casting their ballots, there should be some means of setting aside the challenged ballots until a decision regarding their validity is reached without compromising the secrecy requirement. Of course, it should be a violation of the secrecy requirement to open these envelopes

and count the ballots one at a time in such a way that each vote could be identified with a voter."

The Department of Labor considers the secrecy of the ballot a right that is not to be tampered with. We also should protect the sanctity of the secret ballot. We cannot allow anyone to mold, bend, reshape, or otherwise tamper with the secrecy of the ballot. If we allow one individual to tamper with the election rules, then any one of us could rightfully be unseated.

We have been elected according to and in accordance with the established rules. Now, let's take a look at it. 941 O's Election Committee recognized their mistake and ordered a new election. The Local Executive Board denied Morgan-Clark's appeal. The membership voted to sustain the denial of Morgan-Clark's appeal. The District Vice President denied Morgan-Clark's appeal. President Bahr denied Morgan-Clark's appeal. The National Executive Board denied Morgan-Clark's appeal. And I am asking you to protect the secrecy of our ballot and abide by the Department of Labor Act and vote to uphold the Appeal Committee's recommendation. (Applause) I thank you. (Applause and cheers)

PRESIDENT BAHR: They don't know what you said, Mike.

PRESIDENT BAHR: On Microphone No. 4, Delegate Morgan Clark.

DELEGATE MORGAN CLARK (Local 9410): I would like to take you through the chronological events of what happened in our election. There was a general election in November of 1996. I ran for the office of President. On the 22nd of November the ballots were counted. At that time, my opponent, Ms. Marks, was certified the tentative winner with a lead of five votes. There were eighteen ballots that had not been counted, according to our observers.

I challenged it, according to Article XV, Section 4a, b and c, which tells us how we challenge and appeal elections within CWA. I filed that challenge on the 10th day of the 10-day challenge period. There was one 10-day challenge period for each election. Not two, not three, not as many as you want, but one.

On the 10th of December, the Election Committee met to look at those 18 ballots. Two of those ballots were retirees who, under our bylaws, are entitled to vote. Two were people who were members in good standing, who then transferred out of the local after the ballots had been mailed. And 14 were unsigned. We do not check those unsigned ballots against the signature card and put, as per the CWA Legal Department, and the staff rep Jim Gordon.

They were advised they needed to open all 18 ballots. The first ballot they went to open belonged to Mr. Daniel Aguilera. There was a check mark next to his name on the H-166. They put that ballot aside because they thought there might be a duplicate or that it might be something from a referendum that we had on our bylaws in the previous month.

They figured with a 5-vote lead and 17 ballots, we would get an answer. And we did. We got a dead tie. Now they had to decide what to do with that last ballot. They went through 691 envelopes for almost a day, checking to see if it was a duplicate. It was not a duplicate.

They checked with the staff rep, they checked with CWA Legal Department. They had their own observer running in and out, letting my opponent know and the ax-president know what was going on in the election-excuse me, in the challenge. This was not a new election.

They decided to open that ballot because they had a tie, and we needed to know who had won. They opened that ballot and that person had cast their vote for me. I was declared the winner, and certified tentatively on the tentative certification sheet.

Marie Malliett, the ex-president of Local 9410, filed an appeal or a challenge, whatever she wanted to call it, claiming that this opening of those 18 ballots was a new election and, therefore, she was entitled to a ten-day certification period.

The Election Committee chose to meet on that challenge improperly. That challenge belonged before the Executive Board and then before the membership. I had already been certified the president, although they had made a clerical error and not certified me on the final certification form. When we went before the Executive Board-and I did have to go before the Executive Board, because now I was in the position of having to appeal my own having been declared the winner. We went before the Executive Board and he testified before the Executive Board and said had he known there was a final certification sheet, he would have filled it out. Except they did not go by the handbook that CWA gives out for elections. They just kind of flew by the seat of their pants.

So, the membership did not speak. There was a membership meeting and the motion put before them was to not even hear my appeal. That is improper. That is what was voted on. No one at the local heard my appeal. But the membership had spoken. They spoke twice. They spoke on November 22nd, when they voted for me as the president of Local 9410. And they spoke again when they sent me and my supporters here to speak before you today about my appeal.

That vote needed to be counted. That vote was valid. (Applause and cheers) I should have been declared the president of 9410, and I should not be wasting your time today with this appeal. Thank you very much for your time. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Washington.

DELEGATE MARY WASHINGTON (Local 9000): I call the question.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: A motion has been made to close debate. It is not debatable.

All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

I will wait until you take your seats.

Before us is Appeal No. 19. All those in favor of the committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause and cheers)

The Chair recognizes the Committee.

CHAIR SMITH: Bob Perez.

DELEGATE BOB PEREZ:

APPEAL NO. 20

Sherron Warren, member of CWA Local 6214, appealed the decision of the CWA Executive Board on June 18, 1997, not to arbitrate her dismissal grievance.

Ms. Warren was a 20-year employee/member who worked as a service representative at Southwestern Bell Telephone Company. She was dismissed on August 11, 1995, for violating the sales integrity guidelines.

The file shows that the grievant had been suspended for five days in 1992 for a similar sales integrity violation. The grievant has steadfastly denied violating the sales integrity guidelines. However, the company has sufficient evidence to prove its case, and the Union cannot show the grievant to be the victim of a computer malfunction. Under the circumstances, an arbitrator would hold that the company had just cause to

terminate the grievant's employment.

After carefully reviewing all the records in this case, the Appeals Committee recommends upholding the decision of the CWA Executive Board to deny the appeal.

. . . The motion was duly seconded . . .

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

On Microphone 3, Delegate Stanley.

DELEGATE GLYNNE STANLEY (Local 6214): Brothers and sisters, I rise to ask you to overturn the decision of the Appeals Committee. Ms. Colston could not be here, but asked that I read a letter from her to you, the final authority of this great union.

"Dear CWA Convention:

"This letter is to request that my grievance, 6-96-153, be heard by a neutral third party. I have been wrongly accused of something that I did not do. I would like very much for my union president to have the chance to present my case to a neutral third party.

"I have been in the union since day one of my employment and had a strong belief that the union would stand behind its members. I would not and did not do what I have been accused of. As in a criminal case in the justice system, a jury of twelve people listen to the evidence of both sides and that jury is a neutral party in this case. In my case, only Southwestern Bell Telephone and my union-that I was a member of for twenty years-have heard my case and will not grant my case for arbitration.

"I want my job back, so I am now putting my faith in the CWA National Convention to grant me an appeal, for you see the neutral third party who would be my judge and jury to hear both sides, present their case, and make a decision on my guilt or innocence. I am sure that if any one of you were in my place you would want a neutral third party to hear both sides of your case.

"Please, I am asking that the CWA National Convention grant me my last and only opportunity to prove my innocence.

"Again, I am innocent of the charges that I am being accused of and I want my job back. Only the CWA convention can grant approval for my case to go to arbitration."

"Sincerely, Sherron R. Warren.

The Appeals Committee says that the company has proof of Ms. Warren's action. The only proof was computer printouts. And the company talked to "several customers," less than five. We all know that computers make mistakes, even company computers. Also, everyone knows that the company can question customers to get the answers they want. But Ms. Warren was under suspicion. The company began to monitor her, but admitted she was following correct procedure.

The money issue was insignificant, as one Visa card was one dollar and, if a customer agreed to put the phone bill on their card, two dollars. This is chicken feed compared to the incentives the company has created for themselves. Some service reps are making over \$10,000 extra a year for such things as additional lines, calling features, such as call waiting and call forwarding.

Ms. Warren was suspended for five days in 1992 for a sales integrity violation, for which she paid dearly-five days without pay. She paid the price in 1992. Should she pay this price again? She asks that her termination be arbitrated and that a neutral third party makes the final decision. She asks that she be given her day in court. She

asks that this convention give her justice. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Woods.

DELEGATE TEREZ E. WOODS (Local 4309): I need some clarification, please. For those of us who are service reps or represent them and deal with sales integrity, there are many categories that our members are being penalized and fired for. I need to have much more of an understanding about this.

PRESIDENT BAHR: Do you have a specific question?

DELEGATE WOODS: I would need to know what is the specific violation.

PRESIDENT BAHR: I will refer that question to the committee. Thank you.

CHAIR SMITH: I will refer to Bob Perez.

DELEGATE PEREZ: I believe the file shows there were 153 incidents of the credit cards being improperly given to customers.

DELEGATE WOODS: May I ask a second question?

PRESIDENT BAHR: Yes.

DELEGATE WOODS: The company is saying that she was improperly selling the credit cards and that was the sole nature, and it was based on post or computer validation?

DELEGATE PEREZ: Could you repeat the question? I'm sorry.

DELEGATE WOODS: I am trying to make sure that you are saying she was terminated based on post or computer printouts, which is what they use to verify the tally at the end of the month what we have sold. And everyone knows those are accurate. Are you saying that those printouts were what you are considering as substantiating the company's position?

DELEGATE PEREZ: That is what was in the file, yes.

DELEGATE WOODS: Thank you.

PRESIDENT BAHR: On Microphone No. 5, Delegate Collins.

DELEGATE RONALD COLLINS (Local 2101): My first question is, what was the outcome of the five-day suspension that went to a grievance in 1992?

PRESIDENT BAHR: Does the committee have that information?

CHAIR SMITH: No, we do not.

DELEGATE COLLINS: The second question I have is, in what district or the national have we arbitrated any cases like this that we were successful in winning?

PRESIDENT BAHR: Does the committee have any of that information?

DELEGATE SMITH: No, we do not.

PRESIDENT BAHR: No, I'm sorry.

On Microphone No. 4, Delegate Allen.

DELEGATE JIM ALLEN (Local 6215): When the other delegate was speaking on this, this brought to mind several cases that I have handled with both the business office and the Yellow Page people in our environment. There is a code that they use in the company which they call "charge-backs." In these charge-backs, the customers say that they did not order or place the order for the equipment that they got. In some cases that I have handled, we have a list for a number of them. Some employees are allowed as many as 50, 60, 70 of these things before they are rated unsatisfactory

over the course of a year, because customers do deny having received what the company says they ordered. It depends on whether the company likes or dislikes the employees in many instances. (Applause and cheers)

So as I see the situation, if a single charge-back is okayed, and if ten are okayed, and if forty are okayed, what is the criteria? How many can they have? it's a system that ought to be fought at every opportunity that we have the chance to fight it, because our service reps and our Yellow Page people are not being treated properly in this instance. (Applause)

I ask you to reverse this decision.

PRESIDENT BAHR: Microphone No. 1, Delegate Servis.

DELEGATE NANCY SERVIS (Local 4603): President Bahr, I respectfully move the previous question.

. . . The motion was duly seconded . . .

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

Before you is Appeal No. 19. All those in favor of the Committee's recommendation indicate by raising your hands. I'm sorry. Wrong one. Appeal No. 20. All those in favor of the Committee's recommendation raise your hands. All those opposed raise your hands. (Applause and cheers)

I will now entertain a motion to sustain the appeal. Make it from any mike. Open up the mike, please.

DELEGATE STANLEY: I make a motion that we sustain the appeal.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been moved and seconded. All in favor indicate by raising your hands.

Down hands. Opposed by like sign. The appeal is sustained. (Applause and cheers)

The Chair recognizes the Committee.

CHAIR SMITH:

APPEAL NO. 21

On June 18, 1997, Glynne Stanley, President of CWA Local 6214, appealed the decision of the CWA Executive Board. He filed the appeal on behalf of Member Deborah Colston, who was terminated.

The grievant, Deborah Colston was employed as an operator by Southwestern Bell Telephone Company and had 13 years of service at the time of her termination. She was terminated on August 30, 1995, for unsatisfactory attendance and work performance. The grievant's attendance problems appear to stem from numerous allergies, many of which could be traceable to the East Texas environment. At the dismissal meeting the Union requested a medical transfer to a better climate, and the company denied the request. The Appeals Committee feels that an arbitrator would not give much weight to a last minute transfer request and would hold that the company had just cause to terminate Ms. Colston.

After review of the records, the Appeals Committee agrees with the decision of the CWA Executive Board and recommends this appeal be denied.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. Seconded from the floor.

On Microphone No. 5, Delegate Clark.

DELEGATE FRITZ CLARK (Local 1111): Mr. President, do we have any records of the number of arbitration cases where we have overturned the committee or the Executive Board, how many of those cases we have won?

PRESIDENT BAHR: We did a study a year or so ago, and up to prior to this convention the record has been-and I don't think I could be contradicted-over about the last eight or nine years, every time the Appeals Committee was reversed, the case was lost.

You are entitled to a second question.

DELEGATE CLARK: What is the approximate cost of these arbitration cases nowadays?

PRESIDENT BAHR: Well, I don't know, Fritz. But this union never has had cost figured in whether a case should go to arbitration. (Applause and cheers)

On Microphone No. 4, Delegate Stanley.

DELEGATE GLYNNE STANLEY (Local 6214): Folks, I have been here 19 years. This is the first time I have ever had one appeal, much less two in the same year. So I hope you all will abide and give me my time.

Brothers and sisters, I rise to ask you to overturn the decision of the Appeals Committee. Ms. Colston could not be here but asked that I continue to represent her before you, the CWA Convention, the final authority of CWA, this great union.

I will read you the letter, again from her, since she could not be here.

"This letter is to request an appeal of Vice President Ben Turn's decision not to arbitrate my case, CWA 6-96-244E. I feel this decision did not consider all the facts.

"I was caught in a Catch 22 situation that I could not transfer to another location that would have been better for my health; at the same time, I could not improve my attendance because of my health problems due in part to the East Texas environment. I am on numerous medications because of the allergies I suffer. My doctor says, which the company doctor agrees, that a different environment would greatly improve my chances to correct my health problems.

"Under the current system of the SWBT transfer plan, I was caught in a revolving door situation of being unable to transfer to a more suitable climate. Naturally, my quality, quantity, and attendance suffered because of my medical condition.

"A person has a hard time improving their working output when they don't feel good on a daily basis. I came to work when I could, and it is my belief that the company never questioned my reasons for absence. I was totally surprised when the company refused to allow a medical hardship transfer.

"In my file for request to arbitrate, you will find numerous medications that I was taking when I was terminated and still take because I have no job and my family lives in East Texas. With a job in a different environment, I know I could greatly reduce the amount of medication I take. Therefore, my mental and physical condition would greatly improve. I know in my heart I can be an excellent employee if given the chance to prove myself.

"I respect the Committee's decision, but very much disagree with that decision. I know that CWA and myself could convince a third party neutral arbitrator to reinstate me to a new position outside of East Texas. In the time that I have been out of work, I have still had to contend with these East Texas allergies and take numerous medications. During this period I was out of East Texas for four months, and my

health problems greatly improved. I was forced back to East Texas to live with my parents, because I was unable to find employment. I have been a member of CWA for thirteen years and would very much like to be able to retire from SWBT.

"Please do not hesitate to contact my doctors or myself if you have questions about this case. As I have mentioned in the first part of this letter, I was locked into East Texas because of my attendance and work record and could not improve these because I could not get out of East Texas.

"Please overturn the Appeals Committee's decision and let this case go to arbitration.

"Thank you.

"Deborah Colston."

The report says that Ms. Colston asked for a last-minute medical transfer. We have been in conversation about this over the years, but her attendance would not allow. As you are aware, if you feel bad, even your work quite naturally is going to suffer. Ms. Colston was taking so much medication, she carried an extra bag for her medicine.

I have a letter from her doctor that states that a different climate would help, and since I am not a doctor, I will probably mispronounce a lot of the medical terms. But, it says:

"To Whom It May Concern: Mrs. Colston has had problems for quite some time with allergic rhinitis, allergic conjunctivitis..

. . . The delegate's allotted time expired and the microphone was turned off . . .

PRESIDENT BAHR: On Microphone 3, Delegate Clark.

DELEGATE FRITZ CLARK (Local 1111): Brother and sister delegates, I think we have to think a little bit about what we are doing here. Arbitration cases-no one likes to deny them. I have had to deny them. Any experienced officer has had to deny them. You have to deny them on the merits. You have to make judgments.

The cost of arbitration is expensive. Even though the President says we do not consider that, it is still a consideration. We have to spend our dues money wisely. More importantly, I don't think that we can argue the merits of every arbitration decision in this Union at these Conventions. If all of us were to tell our members, "If you don't like the decision that we can't arbitrate your case based on the merits, just write a letter to the Appeals Committee, and I will read it to the Convention. We will take up the delegates' time to argue the merits of the case." We could be doing that all week long, and it would be the end of a two-day week.

. . . Cries of "Boo" and "Whoa" . . .

PRESIDENT BAHR: Come to order. This union will respect each others' views.

On Microphone No. 5, Delegate Tisza.

DELEGATE STEVE G. TISZA (Local 4250): Morty, does the collective bargaining agreement allow the arbitrator to modify the decision from a termination to a suspension?

PRESIDENT BAHR: Yes.

You are entitled to a second question.

On Microphone 5, Delegate Anesi.

DELEGATE TOM ANESI (Local 7214): Morty, my question is regarding the ADA or FMLA. Does the Appeals Committee have any information if those avenues were

pursued, because they appear to be very reasonable requests?

PRESIDENT BAHR: I refer that to the Committee.

CHAIR SMITH: The grievant never requested any ADA accommodations.

PRESIDENT BAHR: You are entitled to a second question, Tom.

DELEGATE ANESI: Did the local offer any advice along that line?

PRESIDENT BAHR: I am sorry. I couldn't hear you.

DELEGATE ANESI: Did the local offer any advice along the lines of ADA or FMLA?

PRESIDENT BAHR: Is there anything in the file on that?

CHAIR SMITH: The local did not appeal the decision.

PRESIDENT BAHR: What he wanted to know was: Did the local offer her any advice regarding ADA?

CHAIR SMITH: It was not in the file.

PRESIDENT BAHR: We don't know.

Microphone No. 5, Delegate Farias.

DELEGATE KATHLEEN A. FARIAS (Local 9586): We as union leaders know the FMLA better than our members do. Did anyone from the local advise her of her rights under FMLA to have intermittent absences?

PRESIDENT BAHR: The committee just responded that there is nothing in the file to indicate one way or another. So, we don't know.

You are entitled to a second question.

DELEGATE FARIAS: Isn't it a requirement of the company to offer the FMLA to her and did they? (Cheers and applause)

PRESIDENT BAHR: I am not able to answer that question. I don't know.

On Microphone No. 1, Delegate Ciner.

DELEGATE KATHY T. CINER (Local 1105): Move the question.

PRESIDENT BAHR: The motion has been made to close debate. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The motion is carried.

Before us is Appeal No. 21. All those in favor of the Committee's recommendation, indicate by raising your hands. Down hands. Opposed by like sign. It is defeated. (Cheers)

I will entertain a motion to sustain the appeal.

Turn on Microphone No. 4, please.

DELEGATE GLYNNE R. STANLEY (Local 6214): I make a motion to sustain the appeal.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

DELEGATE STANLEY: Thank you. (Applause)

PRESIDENT BAHR: The Committee.

CHAIR SMITH: Member Charlie Collier will read Appeal No. 22.

DELEGATE COLLIER:

APPEAL NO. 22

On June 15, 1997, member Frank LaVanga, CWA Local 13000, appealed the decision of the CWA Executive Board not to overturn the restructure of CWA Local 13000.

At CWA Local 13000's 56th Annual Convention, the delegates voted to change several bylaws. The one in this particular issue is Amendment No. 5, Article 7, Section 1, Paragraph (A). This amendment changed the local structure. Prior to this change, the article read, "The Executive Board shall consist of the Local President, the Local Vice President, the Local Secretary-Treasurer and the three Regional Vice

Presidents. All Executive Board members shall have a vote on all matters before the Board." After the amendment it reads, "...and the two Regional Vice Presidents."

In CWA Local 13000's Bylaws, Appendix A, it shows Regions BOC East, BOC West and Independent. In the body of the Bylaws, Regional Vice Presidents are referred to just like that, "Regional," not, for example, BOC East Regional Vice President.

Member LaVanga charged there should have been a new election for the two new Regional Vice Presidents. Member LaVanga rose to demand a new election within 90 days, which is the time limit in CWA Local 13000's Bylaws. At the time the Chair stated there would not be a new election, Member LaVanga could have challenged the decision of the Chair. He did not.

After reviewing the files and hearing from interested parties, the Appeals Committee can find no reason to reverse the CWA Executive Board's decision and recommends this appeal be denied.

PRESIDENT BAHR: You heard the recommendation.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded.

No one cares to speak. All those in favor of the Committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Committee.

DELEGATE SMITH: Committee Member Charlie Collier.

DELEGATE COLLIER: Appeal No. 23 has been withdrawn. Appeal No. 24 has been withdrawn. (Applause)

APPEAL NO. 25

On June 30, 1997, Lynda Clark, Lisa Matto and Nancy Simmons, members of CWA Local 1022, appealed the decision of the CWA Executive Board not to arbitrate their grievance.

The grievants were dismissed from Bell Atlantic for accessing their accounts and accounts of others without a business purpose and proper authorization.

After review of the file, the committee can find no reason to overturn the CWA Executive Board and therefore recommends the appeal be denied.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It is seconded.

There are no delegates at the microphones.

All those in favor of the Committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

CHAIR SMITH: The Appeals Committee would like to thank one and all for their cooperation and assistance in our deliberations. Thanks. (Applause)

PRESIDENT BAHR: I don't think we can applaud loud enough to thank that committee, because many evenings while they were working, they were hearing the continuing clinking of glass next door, and music. If any committee really performed a service to this convention and our members, it is this group of outstanding leaders on this platform, and I thank you very much.

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

PRESIDENT BAHR: Thankfully, because I am standing here with my legs crossed (laughter), it is the point in our convention proceedings where we have our annual CWA COPE Awards Program, and it gives me an enormous pleasure to now turn the podium over to Barbara Easterling. (Applause)

SECRETARY-TREASURER EASTERLING: Thank you, President Bahr. Today we honor all the Locals that achieved 100 percent or more of their CWA-COPE quota in 1996. Let's give them a much deserved round of applause. (Applause)

Before we begin the awards ceremony, I would like to take just a moment to introduce to you our new CWA-COPE team in the Washington Headquarters. I know many of you call in and you have conversations with the folks in CWA-COPE. There will be some changes you should be made aware of. Loretta Bowen has been promoted to one of my assistants, and she is now both the Political and Legislative Director. (Applause)

Hall Sisson has been promoted to Administrative Assistant, and he will be working with Loretta as the Deputy Political Director.

Laura Archer, who is probably the first person you deal with when calling about our COPE contribution or mistake or anything that has to do with the deductions, Laura Archer is now Loretta's Administrative Secretary, and taking her place as CWA-COPE Specialist is Sande Grier.

In 1996, you raised \$1,389,394.84, and that was \$122,431.69 more than you raised in 1995. (Applause)

I am aware that last year was a Presidential election, but I think we will continue to raise more CWA-COPE dollars, especially now that we have launched our "\$2 Million by 2000" CWA-COPE program that Morty spoke about yesterday. I want to speak to you briefly about the importance of this new CWA-COPE fund-raising program.

In 1998, the entire U.S. House of Representatives is going to be up for election. Now this is going to be our best chance to reclaim the House for working men and women, and we desperately need additional COPE dollars to make this happen.

In the year 2000 we are going to have another Presidential election and we will need the resources to ensure that a friend of organized labor is once again elected to the White House. We always have to guard against an unsuccessful attempt to retake the Congress as we are currently going through.

And finally, then in the year 2000 we take the census. Some states will lose Congressional Districts and some states will gain them. But in the year 2001, it will be the state legislatures who will be meeting to redraw the boundaries of these districts

for the 2002 Congressional elections. A good portion of the CWA-COPE dollars raised through the "\$2 Million by 2000" program will be used to elect sympathetic governors and state legislators.

As part of this new CWA-COPE fund-raising effort, each delegate should have received a copy of our new COPE brochure, which I am sure you have seen, and I really have to commend the department for the brochure, "You want me to give you money for what?" And a pin which reads, "I joined CWA-COPE to make a difference." I think both of those are very well done. The brochure is helpful in explaining how the CWA-COPE program works, and why it is so important to join. The pin is to be given to someone who signs up for CWA-COPE.

Now we have plenty of each at Washington Headquarters, so if you write the Political Department, we will send them to you at no charge.

I am extremely happy now to report that in 1996-for the first time in CWA-COPE history-the percentage of our membership on CWA-COPE went above 7 percent. It now stands at 7.25 percent, and I congratulate all of you who give to CWA-COPE. (Applause)

Now I hope this was not just a Presidential election year bump. I hope all of you continue to sign up your brothers and sisters for CWA-COPE. And remember, the easiest way to do it is just to ask somebody to sign.

An essential part of our CWA-COPE fund-raising program is the fine work that is being done by our CWA Retired Members' Clubs. Last year they volunteered thousands of hours for the Clinton/ Gore re-election effort. They stand by ready, willing and able to assist your Local in any in-state and local election campaign. Use them! They are priceless. They are our greatest resource.

Next year, on the printed list that you received of those locals that are 100 percent, you will find a list of the CWA-COPE, CWA Retired Members' Clubs who are also 100 percent. They brought it to my attention this year, they thought that they would like you to have a printed form of what they are doing, because many times they tell me they are 100 percent when the local is not. So that may be kind of a challenge to you. They are doing the job. Maybe you can call upon them for the help in getting your own local 100 percent.

During the 1996 calendar year, 33 Retiree Clubs met their COPE quota of \$1 .00 per member per year, and those clubs will be placed in the convention record, and next year they will be printed and on your table.

100% CWA-COPE RETIREE CLUBS

<u>Local</u>	<u>Club Name</u>	<u>President</u>
1104	1104 Retiree Club	Leo Dick
1122	Western NY Council Retirees Club	Rita Biondo
1150		Anne H. Walden
1301		Charles Daly
1365		Audrey R. Buchanan
2101		Michael Vivirito
2105		Gig Maugans
2201		Claude W. Reeson
3060		Bobby Sparks
3106		Latecia Stark
3109		John W. Haber
3111		Louise Yung
3204	Atlanta Metro Retired Members'Club	Johnny Williams
3603		Irene H. Hargett
3805		Glenn Keck

3902		D.E. Kines
4322	CWA Retired Members' Club of Dayton	Jean S. Knight
4340	retired Members' Club of Cleveland	Ted E. Karabinus
4640		Carol Lee
4690		Roger Cotts
6016		Jack Keller
6118		Herman Tidwell
6132		T.O. Parsons
6143		Joe E. Winters
6201		Bobby Brown
6222		Lura Lynn
6301	Pringfield Retired Members' Club	Louise Grissom
6320	Greater St. Louis Retiree Club	Bud Brinkman
6325		Bertha Van Sittert
7201		Jane O'Brien
9503		Frank Donato
9510		Chuck Holt
13000		Jack Caldwell

I want to congratulate all the Locals and staff who participated in our COPE fund-raising efforts in 1996. Without your support and hard work, we wouldn't have as successful a COPE Program as we have today.

As most of you know, our two most successful fund-raising programs are still the prestigious CWA-COPE Quorum and the Platinum Quorum. We have 2,595 CWA-COPE Quorum and 1,456 Platinum Quorum members. The new Triple Quorum now has 703 members, and 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 1996 was distributed this morning and will be incorporated in the official convention record.

CWA'S 59TH ANNUAL CONVENTION

LAS VEGAS, NEVADA - JULY 1997

100% LOCALS

<u>LOCAL</u>	<u>PRESIDENT</u>	<u>LOCAL</u>	<u>PRESIDENT</u>
1000	Linda Menie	2108	Dennis L. Serrette
1022	Lynn Buckley	2109	Charles F. Fouts Jr.
1058	Charles Murphy	2110	Barbara J. Davis
1060	James J. Costigan	2150	Mary A. Alt
1069	Anne Lawless	2201	Richard C. Verlander, Jr.
1082	Don Rice	2202	L. J. Scinaldi
1086	Kathleen Weisel	2203	Phillip C. Hart
1087	Carol Bernard	2204	David V. Layman
1116	James J. Devine	2275	Linwood M. Grimes
1117	Roger L. Chenez	2276	Harold E. Leedy
1118	James O'Hare	2277	Russel S. Wells
1120	Glenn A. Carter	2300	Willie Leggett
1122	Donald J. Loretto	2336	Joanne C. Bell

1127	Hartwell D. Rhodes	2382	India L. Winstead
1128	John E. Lyford	2390	J. I. Ketner
1129	Warren M. Adams	3061	Gregory T. Stewart
1141	Joan Mahoney	3101	Michael R. Amos
1150	Laura J. Unger	3102	Shelley L. Hayes lil
1177	John J. Blasi	3103	Ann c. Duck
1191	Jerry A. Lund	3104	Donald A. LaRotonda
1301	George Alcott II	3105	Susan J. Crews
1370	Joseph A. Draleau	3106	Shelba Hartley
1377	Raymond Cloutier	3108	Sarah J. Smith
2001	Donald R. Burford	3109	Ralph H. Fenn Jr.
2002	Roger Collier	3110	T. R. Emery
2003	Mark S. Smith	3111	Michael Tartaglio
2004	Ronald L. Gaskins	3112	C. E. Ryan
2006	Doris A. Armstrong	3113	John Schaich
2007	Richard D. Mabrey	3114	Charles Clark
2009	Lowell Damron	3115	Hollis Burdette
2010	Clara M. Linger	3120	William J. Tracy
2011	Linda Aman	3122	William I. Knowles
2100	Gail Evans	3151	Sandra K. Kelley
2101	Maria M. Bury	3171	Edward A. Botting
2104	Donald A. Rameika	3174	Dan H. Ryals
2105	James E. Farris	3176	Robert B. Campbell
2106	Barbara J. Mulvey	3177	Theresa M. Gedmin
2107	Michael Bello	3201	Roger L. Todd
<u>LOCAL</u>	<u>PRESIDENT</u>	<u>LOCAL</u>	<u>PRESIDENT</u>
3203	Robbie Casteel	3605	Daryl D. Hutchins
3204	Monroe M. Smith	3607	Raymond D. Riffe
3205	Terri Wilkins	3608	Danny Nelson
3207	Judith R. Dennis	3609	Paul C. Huggins
3209	Danny O. Harvey	3610	Ricky Wike
3212	L. N. Wofford	3611	Paul C. Jones
3215	H. J. Kelley, Jr.	3613	Alan J. Finnie
3217	Diann J. Hartley	3615	Mike W. Davis
3218	J. R. Thackston	3616	George Melton
3220	T. G. Ravita	3618	Eddie Toney
3228	Nathaniel Carson	3650	R. R. Bartlett

3250	Columbus H. Grizzle	3672	Tony Pope
3263	Leon A. Gusek, Jr.	3673	Charles T. Cathey
3275	Charles L. Heath	3680	Rocky A. Barnes
3277	Donald F. DeBruyn	3681	Ronald X. Knight
3280	Johnny Wood	3682	Alton Hanford
3301	Norman E. Purvis	3685	R. H. Harris
3304	Thomasson Smith	3695	F. D. Haskett
3305	David C. Perkins	3702	Joe K. Thomas
3309	Steven N. Miller	3704	Denny M. Lynch
3310	Joanne Smith	3706	Shirley Y. Brazen
3312	James T. Griffey	3708	D. A. Poston
3314	Stanley L. Huff	3710	Paula E. McLeroy
3317	John M. Slone	3716	M. D. Genoble
3321	Ted Bilbrey	3719	F. B. McKerley, Jr.
3371	Phillip Coldiron	3802	David C. Grow
3402	Larry Paige	3803	A. D. Greene
3403	Walter J. Bagot	3804	James W. McKee
3404	Steve Gremillion	3805	Darrell H. Wolfe
3406	Edward Romero, Jr.	3806	K. A. Scott
3407	Terry Derouen	3808	Richard S. Feinstein
3410	Michael J. Fahrenheit	3871	Ralph E. Hicks
3411	Terry H. Laurent	3901	H. T. Carter
3412	Danny C. Naquin	3902	Terry R. Davis
3414	Jon G. Bartlett	3903	E. S. Jones
3450	Roy E. Jones, Jr.	3904	W. H. Walker, Jr.
3490	A. L. Stafford	3905	James H. King
3504	Dean West	3906	J. M. Hughes
3505	Charles E. gingham	3907	A. L. Sarradet Jr.
3509	Frank Graham	3908	Robert L. Cotter
3510	Danny Chisolm	3909	Fancher Norris
3511	Dearld Dear	3910	L. R. Palmer
3513	Carl C. Henderson	3911	Terry J. Pitts
3514	Larry Dearing	3912	Robert Dyl
3516	Carl Madden	3950	A. G. Jones
3517	Carl Ray Oliver	3971	William R. Folmar
3518	Oscar Denton	3972	Ray J. Richardson
3601	Carol Calloway	3976	Harold Stogsdill

3603	Steven D. Stancil	3990	K. C. Wray
<u>LOCAL</u>	<u>PRESIDENT</u>	<u>LOCAL</u>	<u>PRESIDENT</u>
4008	Carl Richter	4340	Ed Phillips
4009	Dominic Guadagni	4351	Gerald W. Souder
4010	Theresa A. Ryan	4352	Thomas L. Powell
4011	Cindy Lippert	4353	Rodney L. Miller
4013	David R. Ormsby	4354	Geoffrey Cole
4017	Gary Odom	4370	John E. Holland
4018	Charles Thompson	4371	Tami Drollinger
4021	Karl E. Jackson	4372	Robert A. Coriell
4022	Henry D. Otis	4373	Sam Miller
4023	Steve Paviovich	4375	Barry W. McCoy
4024	P. E. Feldhusen	4377	Ron Smalley
4025	Max Engle	4378	David P. Brandeberry
4032	William R. Hartley	4379	Aaron M. Draime
4033	R. G. Bockheim	4385	Cynthia R. Armstrong
4035	Earl L. Cagle Jr.	4386	Leonard E. Smith
4038	Gregory Faust	4400	William M. Timmerman
4039	Teri Pluta	4470	Mike Timmerman
4050	Billy H. Bates	4471	Bill Rathgaber
4070	Gregory J. Gutowski	4473	Johnnie B. Kidd
4090	L. J. Horton	4474	John C. Bassett
4100	Gerald L. Nelson	4475	Gerald Calvert
4101	J. S. Bouback	4478	Joseph B. Smith
4102	Larry J. Booher	4482	Randall Wesson
4103	T. R. Hammon	4486	Douglas G. Landis
4107	Janet Rich	4488	Roger A. Brooks
4108	Bill Bain	4510	Carolyn Powell
4109	Tom Sanderson	4530	Keith Henson
4202	Judy Bolin	4600	Mary J. Avery
4209	Marlene George	4603	George R. Walis
4212	Elizabeth R. VanDerWoude	4611	Richard D. Hinderholtz
4214	Betty J. Moore	4620	Richard D. Jorgensen
4217	John Dill, Jr.	4621	Randal M. Kehoe
4252	Lanell Piercy	4622	Roger K. Neubauer
4260	Beth E. Johnson	4623	David A. Klawitter
4273	William Norris	4630	Gary A. Mullikin

4300	George J. Lavogue	4631	Gary L. Dobson
4302	Sherrie Sallaz	4640	James C. Clark
4309	Gregory Riemer	4641	Gene McKahan
4310	Cathy Mason	4642	Gary R. Grassel
4311	Diane Delaberta	4645	Mark A. Gygi
4315	Richard Malago	4646	Sue Sandvick
4318	Pete J. Dudash	4670	Ron Vechinski
4319	Ronald D. Honse	4671	Michael Oliver
4320	Jack Huber	4672	David L. Stachovak
4321	Charles H. Rowe	4674	Edward J. Zych
4322	Jerry W. Schaeff	4675	Edward Shell
4323	William D. Rice	4690	L. L. Shepler
4325	M. R. Gavin	4700	Patrick G. Gorman
4326	E. J. Griffin	4703	Maurice L. King
<u>LOCAL</u>	<u>PRESIDENT</u>	<u>LOCAL</u>	<u>PRESIDENT</u>
4711	Thomas E. Martin	6312	Jack Foster
4770	Gary T. King	6313	S. R. Wood
4780	Roland J. Michael	6314	Mark E. Franken
4790	P. E. Vukovich	6316	Lynnett Jenkins
4795	Michael D. Perkins	6320	Michael Neumann
4800	Nancy L. White	6321	Marilyn Dorsey
4802	Carol Hostetler	6325	Edward Pinkelman
4818	Jane Baxter	6326	Cecelia M. Peltier
4900	Larry Cave	6327	Roberta Browne
4998	Glen G. Hamm	6333	David A. Litzenberger
6007	Elvin C. Crites, Jr.	6350	Robert K. Huss
6009	Jerry Butler	6360	Daniel G. Meng
6012	Dean Franklin	6372	Ralph I. Nesler
6014	Charles R. Fine	6373	Michael G. Johnson
6015	Bill H. Torbett, Jr.	6374	Michael D. Figg
6016	Barry Gardner	6375	Kim Douglas
6050	Ralph L. Jeffrey	6377	Earline Jones
6101	Bill Gressett	6390	Tom W. Breidenbach
6113	David A. Rawson	6391	K. W. Flanagan
6118	W. G. Crockett	6395	David A. Ducey
6127	Clay Everett	6401	Debbie Snow
6128	Bill Utterback	6402	Robin L. Bailey

6132	Ray Flores	6406	Larry D. Eberle
6137	Larry J. Vandeventer	6407	Janet C. Gardner
6139	Phillip Perkins	6409	Terry Highfill
6143	Ralph Cortez	6410	George Collinge
6150	Toney D. Yarbough	6411	C. M. Paugh
6171	Richard Kneupper	6450	Judy A. Sterns
6174	Glenda G. Turnbo	6477	Charles R. Jarnevic
6177	Harrell W. Brock	6500	Gilda Grant
6178	Brenda S. Malone	6502	Gary D. Gray
6183	Ray Kramer, CHAIR	6503	Bill Glisson
6200	Jimmy Cook	6505	Steve R. Bowles
6201	Denny Kramer	6507	Alma Diemer
6202	S. R. Wilkins	6508	John S. Graham
6203	Jack Maxey	6573	David M. Young
6206	Charles E. Kohl	6733	Donna Bentley
6210	Mark J. Ewig	7001	Ramon Roman, Iil
6214	Glynne R. Stanley	7009	Christopher Roberts
6215	Joseph D. Williams	7011	Jude McMullan
6218	Jimmy L. Powers	7019	Joseph A. Gosiger
6222	Burgess J. Etzel	7026	Michael E. McGrath
6225	Ron M. Plumlee	7032	Lawrence D. Shelton
6228	Ronnie Gray	7037	Robin A. Gould
6229	Dennis W. Dobbs	7050	Kathleen Fuenks
6290	Ron Linnell	7055	Lawrence G. Sandoval, Chair
6301	Sandra L. Grogan	7060	Gilbert C. Romo
6310	Tony Ellebracht	7070	Mike Hernandez
6311	Mark K. Van Dolah	7072	Estella Madrid
<u>LOCAL</u>	<u>PRESIDENT</u>	<u>LOCAL</u>	<u>PRESIDENT</u>
7090	Dennis E. Aycock	7601	Toni L. Joy
7096	E. D. Johnson	7603	Jamie L. Merrell
7101	Eugene D. Porter	7610	Michael D. McKinnon
7102	Sarah L. Downing	7621	Lynn L. Muehfeit
7103	Kenneth J. Mertes	7630	Marsha D. Kinsela
7107	William C. Mayland	7670	David S. Moore
7108	Miriam Tyson	7702	Ronald K. McKim
7109	Gayle G. Tellin	7704	Gail M. Metcalf
7110	Francis J. Giunta II	7705	Lee B. Linford

7113	Darrell S. Daigh	7708	Darlene S. McClean
7115	John K.Graham, Jr.	7716	Larry P. McCormick
7117	Anita K. Purcell	7717	Eugene W. Heuman
7167	John Randall	7743	Dohn W. Ross
7170	Yvonne Winther	7750	Jerry L. Jensen
7171	Dennis R. Dunbar	7755	Joseph Petersen, Chair
7172	Caroll L. Herndon	7775	Timothy R. Marquez
7173	John Nedved	7777	Jana D. Smith
7175	Carolyn D. Sallis	7790	Charles L. Mitchell
7176	Tod Walker	7800	Patricia E. Dempsey
7177	Larry Fitchner	7803	Kenneth J. Horn
7181	Nancy Moser	7804	Richard W. Godwin
7200	Mary L. Taylor	7805	Robert J. Iverson
7202	Howard G. Haiman	7810	Bill D. Jenkins
7203	Gerald J. Finn	7812	Kenneth C. Harding
7204	Darwin L. Kutzorik	7814	Dennis L. Mahaffey
7205	Douglas J. Ardoff	7815	Rodney M. Carter
7206	David J. Stoltman	7816	Patricia A. Billings
7212	Dave J. Clement	7818	Madelynn C. Wilson
7213	Scott T. Bultman	7901	Carla J. Floyd
7214	Thomas N. Anesi	7904	Rodger E. Bauer
7219	Robert S. Pompe	7906	Joseph F. McMahon
7220	Harold J. Dupree Jr.	7908	Margaret A. Sorensen
7250	James P. Kovar	7955	Robert L. Proffitt, Chair
7270	Alan E. Piker	7970	Alvin L. Still, Jr.
7272	Patrick Doyle	9000	Stu Tropp
7290	A. C. Mumm	9400	Marjorie Terflinger
7301	Stephanie J. Reidy	9404	Bernard V. Chiaravalle
7303	Diana L. Olson	9407	Rick Becker
7304	Larry S. Ellingson	9408	Nadine Cox
7400	Rickie L. Sorensen	9411	Carol Whichard
7401	Neal E. Kelley	9412	H. C. Cotner
7470	Dennis Martin	9413	John D. Doran
7471	Brad L. Fisher	9414	Mitch Crooks
7476	Mark Kostovny	9415	Kathleen Kinchius
7500	David A. Clauson	9416	Joanie Johnson
7503	Virginia Schilling	9417	Barbara J. Spradlin

7504	Rolland C. Kludt	9418	Kathy Kimes
7505	Ronald A. Bawdon	9419	Jimmy O. Frederickson
7506	Larry D. Peterson	9421	Greg C. Ball
<u>LOCAL</u>	<u>PRESIDENT</u>	<u>LOCAL</u>	<u>PRESIDENT</u>
9423	L. H. Rocha Jr.	14503	Samuel Attard
9426	Linder Bolden	14514	Thomas Cowman
9430	Ellie Benner	14516	Douglas Willis
9431	Leon L. Wurzer	14527	Ron Porter
9432	R. W. Morris	14528	Jaci Cooperrider
9505	Ed Venegas	14537	Larry F. Bryan
9509	Judith L. Beal	14548	Robert C. Klokow
9510	Nita Moreno	14549	Robert A. Santner
9511	Ronald S. Smith	14550	Kurt R. Klessig
9550	Linda D. Porter	14600	Arthur E. McDonald, Jr.
9575	Gloria Castillo	14602	Robert G. Welton (T)
9576	Pamela Gomes-St.Audin	14607	Donald R. Mundt
9583	John M. Davis	14615	L. Richard Jeffries, Jr.
9587	Sue Greenwood	14616	John J. Ebeling
9588	Mike Crowell	14620	David A. Griffith
9590	R. C. Starr	14629	Suzye Marino
13000	Joseph V. Clinton	14630	Arthur J. Telles
13100	Susan Uff	14705	Rich Chavez
13101	W. Speakman, IV	14709	Randy Conner
13500	Sandra Kmetyk	14723	Richard Pacholl
13550	Karen Gatto	14744	Dwain Roos
13552	Gerald M. Mickey	14745	Roberto I. Espinosa
13570	Steven Corbisiero	14752	John C. Mullen
13571	Richard Evanoski	14758	Ronald D. Barry
13572	Ray A. Kissinger, Jr.	14759	Ivan H. Thygerson
13573	David G. Miller	14800	Robert M. Super
13574	John C. Klingler	14803	Gary Knauff
13577	James F. Miller	14817	Ronald K. Lefeuer
13585	Verden Latchford, Jr.	14830	Ronald G. Miller
13591	Harry J. Rock	14831	Joseph E. Collins
14105	Robert E. Ryan	14834	Raymond W. Corl
14108	Charlie Papineau	14836	Stanley Mounts
14169	Lawrence R. Bordonaro	14837	Walter J. Lesnefsky

14200	William F. Burgess	14842	Daniel Zorich
14301	Robert H. Tew	14845	Richard E. Ruppert, Jr.
14310	Paul T. Williams	14921	Jerry K. Ahue
14322	Daniel Jackson	59057	Gena Stinnett
14330	William D. Weaver II	58023	William F. Dowdell
14401	William Browder		
14404	Joan Forman		
14406	Linda A. Morris		
14410	James Rice		
14423	Earl Sigley		
14424	Gerald Stevens		
14427	C. L. Thompson		
14431	Michael Phelan		
14434	William Earl		
14440	Trina J. Marquis		
14446	George E. Creekbaum, III		

SECRETARY-TREASURER EASTERLING: Congratulations again to the officers and members of the 100 percent Locals for an outstanding performance.

Before I announce the winners of this year's Convention Awards, I want to ask all the winners to gather for a photo session just off the stage to my left when these proceedings are over.

Now, the very first award is presented to the Local that contributed the most CWA-COPE dollars last year.

We are pleased to report that this Special Local Award goes to Local 6222 (cheers and applause) which contributed \$38,527.54. That is B.J. Etzel, the President of Local 6222. B.J., come forward. (Applause and cheers)

The next award goes to the Local that contributed the highest percentage of its CWA-COPE quota in 1996, and we are delighted to present this award to Local 1301 which raised 6,491 percent of its quota. The President of Local 1301 is George Alcott. Congratulations to George and to his members. (Presentation - Applause)

The next award is the District Sweepstakes Award. That award is presented to the District that raised the highest percentage of its quota by the end of calendar year 1996. There is a big change this year. For the first time, the winner of 1996's Sweepstakes Award is District 6. (Cheers and whistles) You raised 267 percent of your quota in 1996. Ben Turn. (Cheers and 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 1996.

This special Local Checkoff Achievement Award is presented at this convention to Local 7072, which achieved 91 percent of membership participation in 1996. (Applause)

Congratulations to the President, Estella Madrid, and the other officers and members of Local 7072. (Presentation - Applause)

Now, the next award goes to the Local that had the largest number of members

signed up on CWA-COPE PCC checkoff in 1996. We are happy to present this award to Local 1101 which had 2,352 members signed up on checkoff last year.

Congratulations to President Ed Dempsey and the other officers and members of Local 1101. (Presentation - Applause)

We now are going to present the Distinguished President's Award for outstanding achievement in raising voluntary-or "free" dollars. This award goes to the Local that met its quota with the highest percentage of voluntary dollars in 1996.

It is indeed a pleasure to present this President's Award to Local 1301 which raised 6,491 percent of its 1996 quota. Congratulations to President George Alcott and the other officers and members. (Presentation - Applause)

George is telling us that he is already working on next year's and he is halfway there.

The next Distinguished President's Award is presented to the Local that met its quota with the most voluntary dollars in 1996. This President's Award goes to Local 6222, which raised \$38,572.54, and that was all voluntary dollars. (Cheers and whistles) Congratulations to President B.J. Etzel and the other officers and members of Local 6222. (Presentation - Applause)

We are now going to present two CWA-COPE Quorum Achievement Awards for 1996. The first award goes to the Local that had the most members in the CWA-COPE Quorum in 1996. It is a pleasure to present this award to Local 3204 with 87 members. President Monroe Smith, will you please come up and accept this special award. (Presentation - Applause)

The second award will go to District 3. Vice President Jimmy Smith, with 199 members. Congratulation.(Presentation Applause)

We are now going to present two Special District Annual Achievement Awards for calendar year 1996. The first of these is presented to the district that achieved the highest percentage of membership participation in the COPE checkoff program in 1996. We are delighted to present this award to District 6 again this year. (Applause and cheers) You had 13.20 percent of your membership on checkoff. (Presentation - Applause)

The second Annual Achievement Award will go to the district that raised the most CWA-COPE dollars. That district is District 6, with \$344,171.76. (Presentation - Applause)

Ben is going to have to charter a plane to get his awards home this year. (Laughter)

We are now going to present our two Platinum Quorum awards. The first Platinum Quorum Award goes to the local that had the most PQ members in 1996. We are pleased to present this award to Local 1301, which had 85 members by the end of 1996. George Alcott, President, Local 1301. (Presentation - Applause)

The second Platinum Award is presented to the district that had the most PQ members, and we are proud to present this Platinum Quorum Award to District 6, with 341 members by the end of the year. Ben, come on up. (Presentation - Applause)

And now it gives me a great deal of pleasure to present the Special State Awards. Those awards go to states in which all the locals are 100 percent in CWA-COPE. And those states are:

Arizona, with Larry Larson and Louise Caddell. Accepting the award will be Larry Larson. (Presentation-applause)

Arkansas. Rita Voorheis. (Presentation - Applause)

Louisiana. Booker Lester. (Presentation - Applause)

Applause)

New Mexico. Larry Sandoval. Accepting that award will be Bill Thornburg.
(Presentation -

South Carolina. Jerry Keene. Accepting his award is Joe Thomas, President of
Local 3702.

(Presentation - Applause)

South Dakota. J.R. Garrison. Accepting the award is John Thompson.
(Presentation - Applause)

Utah. Louise Caddell. Accepting the award is Bill Thornburg. (Presentation -
Applause)

We will now present our two Triple Quorum awards. The first award goes to the
local that had the most Triple Quorum members in 1996. We had a real horse race to
see which local would win that award. Two locals fought it out for the prize, and when
the dust had settled we had a tie, with 36 members each in the Triple Quorum for
1996.

I am pleased to give awards to both Local 1301 and Local 6222. George and
B.J., come on up. (Presentations - Applause)

The second Triple Quorum Award is presented to the district that had the most
Triple Quorum members in 1996. I am very pleased to present this award to a district
which had 234 members, whose vice president is Ben Turn-it is District 6.
(Presentation - Applause)

Now let me just recap the districts' CWA-COPE performance in 1996. District 6
raised 267 percent of its quota, the top, while District 3 came in second with 232
percent of its quota in 1996. District 7 was next, with 169 percent. (Applause and
cheers) And then District 2, with 163 percent. (Applause and cheers)

District 13 was fifth, with 139 percent. Then District 4, with 137 percent; District 9
with 93 percent; and District 1 with 71 percent.

The Districts that increased their percentage of quota over 1995's record are:
Districts 1, 2, 3, 4, 6, 7 and 13. Congratulations to each and every one of you.
(Applause)

The reasons to give to CWA-COPE are many and varied. The events that occur
on Capitol Hill, in the White House, in your state legislature, and with your city or
country government affect your lives every day-the pension plan you count upon for
your retirement; a safe and healthy work environment; the environment itself that you
and your family enjoy; the education you know your kids will need to be productive in
the 21 st century. All these things are affected by government.

We have seen countless examples of CWA's political "clout" in action. And
believe me, I am not ashamed to stand before you and make the claim that this
political "clout" was the direct result of CWA-COPE contributions. (Applause)

In dealing with your employers, whether they be a hospital, a telephone
company, a newspaper, a police department, or even a state government, we know
from bitter past experience that our political "clout" has in many cases been the only
thing that has stood between us and the unfeeling, callous exploitation of our
members by these same employers.

CWA-COPE is an investment, an investment that will pay huge dividends for you
today and in the future. Please join the "\$2 Million by 2000" CWA-COPE program
today and sell it to your membership when you get back home. Thank you.

(Applause)

We have reached the part of our convention program when we present our Pediatric AIDS Foundation Awards. You know, it is hard to believe that it has only been seven years since Elizabeth Glaser addressed our Toronto convention, and we adopted the Foundation as CWA's charity of choice.

Your generosity and your support continues to provide a deep sense of satisfaction in carrying on co-founder Elizabeth Glaser's legacy of living with courage and hope for a future without pediatric HIV/ AIDS. We thank you for that.

I am happy to report that 538 locals participated in 1996, contributing a grand total of \$429,051. (Applause) While that is an outstanding figure, we know that it is not good enough. I want to emphasize how important it is that every CWA local participate in this very worthwhile program. There is a tremendous amount of research and work still to be done. We are getting closer, but we are not there yet.

This year, I went to the Pediatric AIDS major fundraiser. Each year, the children return from the previous year, or they are not there at all, sending everybody a major message. One of the young people that came this year had been there last year. She did not speak last year, but she did this year, because she wanted to tell her story.

She was graduating from high school. She called together the senior class, her graduating class, and told them something that none of them knew: that she had AIDS; that she had contracted it when she was three years old through a blood transfusion. None of them knew that, and she told them that the reason she had not told them was because she was afraid she would lose their friendship, or that she would be ostracized, or that the school might ask her to leave, so she had concealed it. But she was about to graduate, and she had finally found the courage to tell them.

She said she was not looking for sympathy. What she was looking for was to send them a message: not to be a person that gives anyone AIDS, or that gets AIDS and might give it to their children. She was a very courageous person. And every time Morty and I go to the fundraisers, we are held up in very high regard and CWA is held in very high regard. I just cannot tell you how much. We are the only union that is involved in this, the only one that was willing to stand up and speak out and have the courage to do it, and raise the funds. (Applause)

I was able to tell them that it seemed unreal to me that this year we would be giving out a new award. We have instituted the Five Year Continuous Giving Award plaques for those locals who have met or exceeded their quota of \$1 per member for five consecutive years, running from 1991, the first year we recorded, to 1996. Instead of the paper certificate, if you have been a continuous giver for five years, this is the award you will receive or you may have already received in your district. (Showing the plaque) Each year, there will be a metal plate that will be attached to that.

Now to our two major awards. The Ariel Glaser Award is presented to the local that contributed the most money to the Pediatric AIDS Foundation in 1996. This award goes to CWA Local 1109 for a contribution of \$12,909. (Applause) Our thanks and congratulations go out to all the members of Local 1109 for their dedication and support. Would President Tony Matarazzo of CWA Local 1109 please come forward to accept the award. (Presentation - Applause)

For those of you who may be new to the convention and have not seen the award, let me show it to you. (Showing the plaque)

Our next award is The Hope Award, which is presented to the local that achieved the highest percentage of their quota. In 1996, that figure was 808 percent, and was given by CWA Local 3177. Theresa Gedmin, please come forward and accept the award. (Presentation - Applause)

Again, for those who have not seen the award or this may be their first experience, that's the Hope Award. (Showing the award)

In 1995, the Foundation established the Elizabeth Glaser Scientist Award to be given to those scientists who are specifically working on AIDS research. CWA has committed a grant of \$100,000 a year for five years to this scientific endeavor.

Please direct your attention to the monitors. We have a videotape that was produced by the Foundation specifically for CWA, featuring a short greeting from co-founders Susan DeLaurentis and Susie Zeegan, followed by a few words from one of the first scientists to receive the Elizabeth Glaser Scientist Award.

. . .The following video was presented to the delegates. . .

SUSIE ZEEGAN: This is Susan DeLaurentis and I am Susie Zeegan, and we are the co-founders of the Pediatric AIDS Foundation. We are really sorry that we could not be with you today at your convention, but we wanted to let you know how very much it means to all of us here that you have been so supportive of us and of our work for so many years.

In 1990, Elizabeth Glaser was fortunate enough to speak at your convention and she came back to tell us how amazing all the people at the CWA were and how excited she was that you had adopted us as your charity of choice.

Actually, over the years you have given an amazing \$1.8 million to the Foundation for us to do the work that we do. And Susan is going to tell you a few things about that.

SUSAN DeLAURENTIS: I would like to take this opportunity to thank Marty Bahr and Barbara Easterling for their unwavering support of the Foundation. The CWA has made a commitment of five years to the new Elizabeth Glaser Scientist Award Program. This program was started after Elizabeth died. It is the only named award in AIDS research. It was a way for the Foundation to invest in people, to invest in the smartest scientists who are working in this field, to give them a substantial award of five years' support, in order for them to try to finally find the answers that we are looking for, to bring an end to this disease.

Today, one of those scientists is here with us, and I would like to introduce him to you so that he could say a few words. He is one of the world's leading scientists in gene therapy. He works here in Los Angeles at the Children's Hospital.

It is my honor to introduce to you Don Cohen.

DR. DONALD COHEN: I am Donald Cohen, and I am a scientist who works on gene therapy. I have been working for the last ten years trying to determine whether we can bring out a new type of medicine using genes and drugs to help children who have HIV infections and this study is being funded by the Elizabeth Glaser Scientist Award. We are going to be trying to put genes into the blood cells of children with AIDS to see if that can actually genetically make the cells resistant to the virus.

In this type of imaginative and, we hope, innovative research, it will only be funded by the Pediatric AIDS Foundation. They have been bringing every type of treatment to bear on this disease and they are looking for all types of approaches to treat this virus. Other scientists are working on the more basic ways of how the virus damages the cells and how it fights off infection, and why their approaches have failed after a while.

The Pediatric AIDS Foundation is a very unique granting agency. They do not just give out awards and let us go to work. They monitor us very carefully. They get us together at least twice a year so we all share our results and elaborate on our work so we all know each other and that really keeps us focused. This is really unique. Most scientists are used to working on their own, and with this method we will be able

to bring our information out in a much quicker manner. It is only because they are the right size to monitor what we do that this kind of intensity is brought bear.

So on behalf of myself and all the other scientists, I would like to thank you for your continued support . . .

SECRETARY-TREASURER EASTERLING: One of the major ventures that we have undertaken is something that I learned about at the last fundraiser that they had. And what that is is that many of the drugs that are given to adults who have AIDS absolutely cannot be given to children. It appears that there is more money in manufacturing the drugs for adults, and not researching to determine the amount of dosage that a child needs or a baby needs.

That is one of the areas that the scientists are now moving into to be sure that they can do that, and also to try to force the Food & Drug Administration to have the scientists work in that area, to provide those drugs, or the pharmacists to provide those drugs and to research them so that small children or babies can take some of the drugs that are working effectively for adults.

Finally, Bobbie Brown was the President of CWA Local 6327 for many years. We lost Bobbie to cancer last month. As a point of privilege, I would like to recognize at Microphone 2 Don Penny, the new President of that Local, who will make a brief statement. Don Penny. (Applause)

DELEGATE DON PENNY (Local 6327): On June 11, 1997, District 6 and all of CWA lost one of the pioneers of the Labor Movement with the passing of Roberta Brown. Bobbie was someone who not only embodied the essence of CWA but she was a friend, a mentor, and a leader of labor who was involved for over 37 years.

Bobbie and those like her who have passed through this Labor Movement have laid a foundation for us to build upon to take us all into the 21st century and beyond.

Bobbie always looked forward to conventions as a chance to see old friends, a chance to make new ones. This year was no exception. Although Bobbie is not here physically, her spirit lives on in every member of Organized Labor.

In the name of Bobbie Brown we would like to present the donations we have received to date that total over \$1,900 to the Pediatric AIDS Foundation. I urge all of you who knew Bobbie, if you have not made a donation to this worthwhile charity, to do so in the memory of the spirit and the activism that was Bobbie Brown. Thank you.

. . .The delegates applauded as Delegate Penny brought the check to Secretary-Treasurer Easterling at the platform . . .

PRESIDENT BAHR: I want to thank all of you for the outstanding support you are giving to the Pediatric AIDS Foundation. I think we will all rejoice when the scientists find the link to the virus and ultimately the cure. We know that we are playing a role to hasten that day.

It is now my pleasure to present the awards for General Excellence to the top winners of CWA's local newsletter journalism competition.

While our *CWA News* and other headquarters publications do an excellent job, from a national perspective, of keeping our members informed and mobilized, our local editors reach our union brothers and sisters on a much more personal level.

When members fight for a new contract, when they achieve an organizing victory, when community coalitions win worker-friendly legislation at the state or local level, it's the local union that's directly involved. And it's the local newsletter editor who is closest to the story and the participants, and who can bring to life a dramatic presentation to inspire local members.

Our annual journalism contest is one way that we promote and recognize

excellence among local union newsletters. The winning editors have put in exceptional effort to produce union publications with a high degree of readability and credibility.

Awards have already been presented in District meetings for Best News Reporting, Best Feature Story and various other categories. The awards I am about to present are for overall General Excellence. The winners were selected by Murray Seeger, special advisor to the curator of the Nieman Foundation at Harvard University; Peter Perl, staff writer for the *Washington Post* magazine; and Susan Phillips, secretary-treasurer of the International Labor Communications Association and Director of Publications, United Food and Commercial Workers.

This year's award for General Excellence among Category 1 newsletters-those serving 200 or fewer members-goes to Local 2105's *On the Line*. Accepting are local President Jim Farris and one of the editors, Vice President Bill Sonnik. (Presentation - Applause)

Though she could not be with us today, I'd also like to recognize Bill's co-editor, Vickie Layton, former secretary of Local 2105. Because of restructuring, Vickie is now a member of Local 2100. Her new local has been most understanding, and she has been most gracious in continuing her volunteer service to Local 2105's publication.

The judges commended *On the Line* for effective use of type and photos and for "rock-solid content" of news and information. They called it "a consistently excellent product."

The Category II General Excellence Award - for publications serving between 200 and 500 members-goes to the *Local Review*, of CWA Local 3607. Accepting is Editor and Local President Ray Riffe. (Presentation - Applause)

The judges noted that the *Local Review* makes generous use of art and short, pithy writing, and that the editor builds solidarity by including lots of members' names throughout the publication.

Our Category III winner this year is CWA Local 1150's *Local Spirit*. Laura Unger, both President and editor of the local, will accept the award. (Presentation - Applause)

"Clean layout, effective use of subheads and graphics and a good mix of photos, charts and cartoons," were among features that impressed the judges. They also praised *Local Spirit* for "good interaction between reader and union through the use of surveys and other invitations to readers to make their opinions known."

In Category IV-publications for more than 1,000 members-the General Excellence award goes to *Communique*, serving New York public worker Local 1180. Accepting are Local President Art Cheliotis and the editors, both Vice Presidents, Linda Jenkins and Bill Henning. (Presentation - Applause)

My final presentation will be the Oscar Jager Journalism Award, recognizing an entry that demonstrates the commitment and intense dedication that guided the life of the late Oscar Jager, a former editor of the *CWA News* and a lifetime labor publicist.

Instructions to the judges were that the winning entry should be so exceptional, "you will know it when you see it." From all the publications entered, they were unanimous in selecting the *New York Generator's* special issue commemorating the 25th anniversary of CWA's historic seven-month strike by New York Bell locals.

This "Celebration of Militancy" is "well researched and written, with solid contextual documentation to give the reader a genuine feel for what 20,000 CWA members endured in that struggle." The publication is packed with action photos from newspapers of the day and from the local's files.

Accepting on behalf of Local 1 101 Editors Jack Du Mars and Tommy Smucker is Local President Ed Dempsey. (Presentation - Applause)

The judges wrote in their final report that "the entries were of universally high caliber and appeared to be, without exception, well conceived and directed." They made particular note that local union editors are usually volunteers who give up a tremendous amount of personal time, without pay, and who are especially deserving of the gratitude of the members they serve.

Their report concluded: "CWA is fortunate to have the services of so many talented, dedicated and generous men and women."

Not only do I want to congratulate the winners, but I read hundreds of your local newsletters each month-most of them on airplanes as I travel from one place to another. I want to congratulate each and every one of you for an extraordinarily good job of keeping our members informed of the important issues in front of them as union members. I congratulate all of you. (Applause)

On Microphone No. 2, Delegate Paige.

DELEGATE LARRY PAIGE (Local 3402): Thank you, Mr. President. Mr. President, Staff, Delegates, Guests and Friends: I come to the privilege mike today because it is a true privilege to tell you about one of our many faces in our union, one of our children.

The young man I will be telling you about comes from a long line of labor activists in Central Louisiana. His father is a very active member in the United Paperworkers Union, Local 351, at the Pineville Craft paper mill. His grandfather is a two-term past president of our own CWA Local 3402 in Alexandria, Louisiana, my local. His great grandfather served two terms as president of the Louisiana State Employees' Union in Alexandria, Louisiana. So as you can see, he truly does come from a long line of labor heritage and truly is one of the many faces in our union-one of our children.

The young man I am talking about here today is Trey Cunningham, grandson of CWA's George Cunningham, two-time past president of CWA Local 3402 in Alexandria, Louisiana. Please bear with me as I go over a few of Trey's accomplishments over the past two years.

In March of 1996, the United States Powerlifting Federation held a competition at St. Amant High School in Gonzales, Louisiana, and Trey was awarded the championship in his 114.5 weight class that day.

In August of 1996, the AAU Junior Olympic Teenage National Championship was held in New Orleans. He also won that competition in his weight category. He set a new AAU teenage record in squat, bench, deadlift and total weights.

In February of 1997, in Philadelphia, at the United States Powerlifting Federation Junior National Powerlifting Championship he won again. Upon winning there, he was selected as the youngest of an 11-member team to qualify and be chosen to go to the 1997 Junior World Team competition to be held in Bratislava, Slovakia in September of this year.

In March of this year, he set his personal best for a 114-pound young man in an ADFPA National Powerlifting Championship in Alexandria, Louisiana, where he squatted 405 pounds, benched 205 pounds, deadlifted 410 pounds, for a total of 1,010 pounds.

He has received many awards and has been recognized as an outstanding young man in *Who's Who*.

The cost of going halfway around the world to Slovakia is great, both for the athlete and his family, but what an opportunity for all of us in the labor movement to

send a son like Trey and his immediate family as ambassadors for labor families from around the world.

Mr. President, on behalf of this young man and his accomplishments, please allow your Sergeants-at-Arms to man the exits today as we leave this Convention and assist me in collecting whatever amount of money we can to assist this young man and his family on this once-in-a-lifetime journey, as he goes for the gold for all of us.

Thanks to each and every one of you who will contribute today and those who cannot, and may the blessings of God follow you all the days of your lives. Thank you. (Applause)

PRESIDENT BAHR: Thank you, Larry.

With the consent of the Convention, would the Chair of the Sergeants-at-Arms detail have a sufficient number of Sergeants-at-Arms stationed at the exits so that those who want to contribute may do so upon leaving?

The Chair recognizes Microphone No. 1, Delegate Laurent.

DELEGATE TERRY LAURENT (Local 341 1): I move that this Union as a whole obligate itself to use only union services and products to conduct its business.

PRESIDENT BAHR: You have heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. You may speak on the motion, Terry.

DELEGATE LAURENT: Thank you. Brothers and sisters, we do think we are the union. It is not enough just to talk the talk; we have to walk the walk.

We have to live and practice what we preach. There have been various motions made, like the one a few years ago, that all our vendors use only union-made goods. It passed overwhelmingly. Yet, my district meetings continue to be held in non-union hotels. This does create a problem.

I have been told stories like, "We will go in there and show them what we, the union, will do for them." I haven't found one of those hotels to change over to be a union hotel.

So, let's stop giving away money to those union-busters and start helping our friends. If they sign the cards before we go, we will do business with them. (Applause)

I know some districts have very few union facilities, but I would rather have a friend at my side than buy the knife for a scab to stab me in the back.

With modern technology, our printers are facing similar problems with uninformed members using copiers or scanners to replace their product, and sometimes even illegally reproducing the "Union Bug."

I would like to take a minute to read you the following article I am having different local unions publish in their local newsletter. It's entitled, "Unity is Jobs."

"There are union products and services to fulfill almost every need we have in a normal day of life. For many years, most U.S. citizens quit buying 'USA or union-made' products, and numerous industries took their jobs elsewhere. If we, as good union members, would buy or use one more union product each day, how many jobs would we get back locally and nationally? All we have to do is look for the 'true' union label.

"There are times when people through weakness, temptation or ignorance do or copy things that are not proper or correct. If you ask, 'What did this little act hurt?' The

answer is: People judge services or products by their professional union quality. This fraudulent act causes us to lose more union jobs, and these acts have legal ramifications or penalties, as well.

"The 'union bug' on printed material is just one of these union labels. There are several laws covering the misuse of this label including the copyright law. Union members or others should realize the damage they do, the penalties they face, and make restitution. We don't need to lose more union jobs or excessively penalize union members. We need to stand up for each other, support each other and build the unity to have union jobs for all workers."

I myself would like to buy a new Dodge truck, but they would not make it in this country by UAW. I bought a new Ford truck that was made by UAW, with union labor.

I don't subscribe to my local newspaper, because it is printed by Gannett, which is on strike in Detroit. (Applause)

I only use trade union workers to do repair work at my house.

So let's support all our friends wherever we are and whatever we are doing. Let's go hand in hand whether we are phone technicians, printers, plumbers, electricians, hotel workers or any other union worker.

So I am now tired of "talking the talk," so let's all "walk the walk" for unity and unions for all workers everywhere. Thank you. (Applause)

PRESIDENT BAHR: Before you put the motion to a vote, and knowing Delegate Laurent, when he says CWA, he means all of us. So all those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

On Microphone No. 2. And he has promised to be relatively brief.

DELEGATE KENNETH MOONEY (Local 6171): Thank you, President Bahr, Brothers and Sisters, Fellow Delegates.

After 40 years of service to my local in every capacity other than Secretary-Treasurer, on the insistence of my wife who wants some of my time-what time I have left-to be spent at home, this is my way of saying good-bye. I will not be attending another convention.

The members have been very gracious over the years to have sent me back time and time again, years after I have retired.

During that time, I have a great debt that I owe this union. What I am today, this union has shaped by political views. It has given me a boldness to speak out. It has renewed my commitment to my fellow man.

Time would not permit me to go into all the details because I know your finger is on the button to cut the mike off. (Laughter) But I wish to thank all of those folks. I have served under every President that this union has had. All of these folks have had an influence on my life. And what has the union done for me? You name it. And I owe a great debt of gratitude to this union.

The young man that was up there a while ago that received so many of the plaques-he is going to have to have a truck to carry them away-I served with him when he first started out in the union movement, and I am glad to say that I could see him rise to a place of prominence and a place of service.

These are the people who have helped shape my life. I am not retiring from the union; I am just retiring from an active role. I intend to promote the union cause wherever I am.

I have been called on by a delegation from my own church telling me I am too

political, that unions and church service do not mix. Be that what it may, I will look for another church that might endorse the union. (Applause)

In considering my wife of 45 years, my one and only wife (applause), I had a hard enough time winning her to begin with, and I certainly do not want to jeopardize the loss of her because it is too late to start all over again. (Laughter and applause)

During the process I lost all my hair, I lost my teeth, I am about to lose my hearing. So I don't want to start all over again. (Laughter)

Now, I wish also to chat about the membership here a little bit. As I mentioned, about three years ago, something about the footwear, and some of you might remember. No one appointed me an official inspector of footwear, but on the first day of this convention I noticed a lot of sportswear, footwear, so I made an unofficial count. And in my calculations China has by far the dominant figures as far as footwear goes.

Now, folks, let me tell you something. This might seem a small item to you, but it is not to me. I know it is difficult to find American-made shoes, but it can be done. (Applause)

I chose the footwear because I figured it was a lot safer course to take than to try to examine the more intimate wearing apparel. (Laughter) But here is something basic about the footwear. Anytime you buy Chinese, Taiwanese or wherever, you are subsidizing the sweatshops. If you don't believe me, look at the record. These are working conditions that unions have fought from the very beginning to eliminate. You are subsidizing the Chinese army, which we fought, I fought, and many of my brothers fought in Korea.

Buy union. If you can't buy union, please buy American made goods. (Applause) I would rather go barefooted through the snow, through the cockleburs in Oklahoma, than wear a Chinese shoe. (Applause)

And again, before you push the button, I wish to thank each and every one of you. I have been booed by this convention, I have also been cheered by this convention in times past. I have taken positions that were unpopular that later proved to be the right course. (Applause and laughter) So to say, the convention can sometimes be wrong.

But anyway, I wish you all the best. I will be promoting the union cause until I draw my last breath, but I am going to go home and stay with mama and my grandchildren. Thank you very much.

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

PRESIDENT BAHR: It goes without saying that we will miss you.

On Microphone No. 2, Delegate Ebeling.

DELEGATE JOHN J. EBELING (Local 14616): Brothers and Sisters, I want to just take a minute to thank Morty, Barbara, Nick, all the Vice Presidents, and each of the delegates for demanding the Allied Printing Trades label on their printed material. We have been talking about this for-I guess this is the 11 th year, and we are not quite at 100 percent, but we are really gaining on it, thanks to each of you and your efforts.

I also wanted to mention that there are Allied shops that do fast printing in limited numbers at very competitive prices. We also have Allied shops that do silk screening. We also have Allied shops that do embroidery work. So, when you go back to your locals, we certainly would appreciate your demanding the Allied Printing Trades label. That is the label of this great CWA.

And also keep in mind when you are doing silk screening, if you need embroidery

work, try to find an Allied shop.

God bless you and have a safe trip. (Applause)

PRESIDENT BAHR: On Microphone No. 2, Delegate Chandler.

DELEGATE BILL CHANDLER (Local 3570): In all the struggles that we are in in the public sector for pay raises, where we have defied cutbacks, defied layoffs and privatization, sometimes small victories are forgotten, but oftentimes these are the ones that mean a lot.

For the past seven years, our union has been working to pass legislation originally suggested by one of our members, the social worker, in a union meeting that would allow state employees to donate their leave to their co-workers. The legislation was offered in memory of our member, Patsy Killebrew, longtime state employee who was serving at the time of her death as the Social Work Consultant to the Perinatal High Risk Management part of the Mississippi Department of Health and they provided enhanced services to high risk mothers and babies.

Today, that legislation is a reality. House Bill 918, offered by Mississippi Representative Alyce Clarke herself, a former state employee, and pushed through the Senate Committee by Mississippi State Senator Jack Gordon, is effective now and authorizes state employees to donate a portion of their earned personal leave or major medical leave to another employee who is suffering from a catastrophic illness or injury. This leave may be used by an employee for themselves to care for a spouse, a parent, a sibling or child. A donor may give up to 50 percent of major medical leave and all but seven days of personal leave.

Union member Wendy Altieri, a public health social worker for Desoto County- which is a suburb of Memphis but it is Mississippi-is one of the first to benefit from this law. Her baby, Gabriela, was born on March 8 at one pound 11 ounces due to severe toxemia. Wendy had to stay home for six weeks until her blood pressure went down and to recuperate from a caesarean section.

Gabriela is still in the hospital after six weeks in neonatal intensive care and is now weighing three pounds six ounces. When she reaches four pounds, she will be able to come home with an apnea monitor. Because of her prematurity, her immune system is fragile and her caregiver will need to be trained in CPR and the use of the monitor.

Wendy has used up all of her leave and has gone back to work until the baby comes home. She does not have extended family members in this country who can help out. She needs to be home with her baby, but she needs to keep her job. The new legislation has made it possible for her husband Frank and his co-workers, Chris McMillan and James Catalano, to donate 12 weeks of leave to Wendy's leave account.

And she says, "I would like to let MASE/CWA and its members who were involved in passing this law know that because of it Gabriela Altieri will have her mother at home with her and still be receiving her paycheck. It has taken away so many worries that we would have had on top of the many worries we already have. My husband and I have been so lucky to be able to find some friends who are like family in Mississippi that make us feel as if we were in Puerto Rico," her home.

I think this indicates what CWA can do when it mobilizes and it persists and it can win even in Mississippi. Thank you. (Applause)

PRESIDENT BAHR: Secretary-Treasurer Easterling.

. . . Convention announcements by Secretary-Treasurer Easterling . . .

PRESIDENT BAHR: On Microphone No. 1, Delegate Tisza.

DELEGATE STEVE G. TISZA (Local 4250): President Bahr, Sister and Brother Delegates, Alternates and Guests: Before I make a motion to adjourn, it is my privilege to invite you back to District 4 to attend next year's convention.

Vice President Jeff Rechenbach has always referred to District 4 as the District of Champions.

We are the home of the Cleveland Indians, (laughter) defending champions; the Detroit Red Wings, Stanley Cup champions; (applause) the Green Bay Packers; (applause), Superbowl champions; and the dynasty, the Chicago Bulls, five-time NBA champions. (Applause)

CWA's 60th Annual Convention will be in Chicago for the first time in 49 years. The convention will be on August 31 and September 1, 1998. Chicago, the "Windy City", the "City of Big Shoulders", the "City that works". It is a blue collar town, rich in labor, history and tradition.

Over 100 years ago on May Day, over 80,000 workers marched down Chicago's Michigan Avenue in support of the eight-hour day.

Chicago is the city of the Pullman Strike, the Haymarket tragedy, and the Memorial Day Massacre at Republic Steel in 1937, on Chicago's South Side.

Twenty-five years later, I am proud to say I was a member of United Steelworkers Local 1033 at Republican Steel for approximately four years prior to going to work for AT&T.

Chicago is also a great convention city. Our 60th Annual Convention will be held at our Navy Pier in downtown Chicago. The pier has several restaurants, shops, entertainment, boat rides, and even a 15-story-tall ferris wheel. I am sure you will all enjoy the facilities.

Once again, we hope to see you the week of August 31, 1998. You can help us celebrate the Bulls' sixth NBA championship. (Applause)

I move that the 59th Annual Convention adjourn.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded. (Applause)

Before I call the question, I would hope that after the vote you will stay in your seats for just a few minutes more for some closing remarks and a very interesting closing video.

All those in favor of the motion to adjourn indicate by raising your hands. Down hands. Opposed by like sign. I will tell you what the results were after I speak.

This is a convention that I believe we should remember for many reasons.

We welcomed several new groups into our ranks, representing tens of thousands of workers.

We finalized the merger with The Newspaper Guild and swore in our newest Vice President of CWA, Linda Foley.

We not only heard from the new Secretary of Labor Alexis Herman, but we should feel proud that we were the first union convention that she addressed as Secretary of Labor.

We honored our brothers and sisters from Districts 6 and 9 for the breakthrough card check recognition agreements that they won with SBC and PacTel. (Applause)

We want to encourage all of our locals to follow their example by allocating a minimum of 10 percent of your resources to organizing. Some of you may not be able to do it at the outset, but the commitment to build up to 10 percent is what would be important.

I am pleased to report that the International Union is spending 10.6 percent on organizing for the next budget year. (Applause)

Last night, we discussed our future and set into motion a dialogue on our strategy for meeting what I think we are all in agreement is an onslaught from Corporate America.

As I said last night, American labor is not anti-business, notwithstanding what the U.S. Chamber of Commerce might say.

We know where and how our jobs are created. We will not be rolled over into submission as Corporate America follows a low-road strategy of low-paying jobs and contracted-out work. (Applause)

This afternoon, we welcomed SBC CEO Ed Whitacre who, as we know, was only the second CEO ever invited to address a CWA convention. We accept his call for partnership with our union and we are prepared to show how our 100 percent union company can beat the brains out of the non-union, low-wage competitors.

We hope that other CEO's follow his example and earn the privilege of speaking to a CWA convention in recognition of their willingness to work with us in the very competitive, global marketplace.

As we shared the good feelings about the growing influence and numbers of CWA, we also remembered our brothers and sisters who are engaged in struggles that are not yet over.

We have a re-run election at US Airways and we will need the entire union to help the reservation and customer agents resist the all-out anti-union campaign that management is certain to run.

And I would just like to recall that the first election was held shortly after the November elections. At the time, we were bemoaning the press, the academics and politicians that only 49 percent of Americans participated in the most cherished process, exercising the right to vote. And just a few days later, US Airways management distributed a paper to all of the 9,000 some odd hundred employees who were eligible to vote, with a headline, "Destroy your ballot," and we cannot let them get away with this.

If you are flying US Airways on the way home or pass a US Airways ticket agent on the way home, give them the flyer and tell them who you are and encourage them to vote when the ballots come out. It can and it will make a difference.

We marked the upcoming third anniversary of the firing of the workers at La Conexion Familiar, and I know it goes without saying that we will support them until they receive justice. One way of demonstrating that support is participating in the July 14 actions, if they are in your community, to let Sprint know that the 650,000 members of this union stand behind them.

ABC-Disney negotiations continue and we will stand firm against management take-back demands.

CWA members demand fairness at ABC-Disney, and we will do everything that we can to help our NABET brothers and sisters win a decent contract. (Applause)

We recognized and honored the two-year struggle in Detroit, and today we were all uplifted by the news today that the NLRB General Counsel is in court seeking a 10-J injunction to force the companies to rehire the workers and fire the scabs.

Now, we want all those in Detroit to know that we are with them in spirit, and they are with us in our hearts and that we will be with them for as long as it takes-and I underscore "for as long as it takes" until every striker gets his or her job back. (Applause)

Perhaps, though, even more importantly, over the past two days we put our democratic principles into practice as we debated and voted on the issues brought before this great Convention. Well, we may have our disagreements-and disagreements we did have-but we will leave this Convention in the spirit of union solidarity and family. Acrimony, if it exists, must be left in this auditorium. (Applause)

We extend our deepest appreciation to our NABET brothers and sisters for an outstanding display of skill and creativity in our Convention video presentations. Join me in thanking them.

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

PRESIDENT BAHR: Next year, as Brother Tisza just said, CWA will turn sixty years old. In terms of union age, we are still the young kids on the block, but we have defined our direction for the future. I might add that I have already invited a retired Vice President of CWA, perhaps the only one still alive who was there when it all began, to be with us next year and tell us what it was like. That is D.L. McCowan, the former Vice President of District 6. (Applause)

We have recognized that our future lies with the professional, technical, administrative workers in the public and private sectors, who will make up the majority of workers in the next millennium. We will make our stand in next year's round of telecommunications bargaining, and this will be another step, a big step, in our drive to make sure that the jobs of tomorrow are good-paying jobs. (Applause)

I remind you that Vice President Gore gave us a challenge when he declared last week that the "state of the union" depends in large part on the state of our unions, and it is up to us to make our union renaissance a reality. The government can't do it for us. The employers won't roll over and make it easy for us. We have to control our future and our destiny. We have to do it ourselves. We need to engage in action, not talk, member education, membership mobilization, all our political action, particularly in the 1998 elections, continuous bargaining, strategic organizing, the five things we talked about that led to success in the SPC 1992-1997 program.

And in the words of Vice President Gore when he gave us this challenge:

"Early to bed. Early to rise. Work like hell. And organize."

Would you roll the video, please? Thank you all very much. (Applause)

. . . The video entitled "CWA In the Community" and a video showing a montage of the CWA 1997 Convention activities were shown to the delegates, at the completion of which the delegates applauded and cheered ...

PRESIDENT BAHR: The motion to adjourn is unanimously carried. The 59th Annual Convention of the Communications Workers of America is herewith adjourned. Have a safe trip home.

. . .The 59th Annual Convention of the Communications Workers of America adjourned, sine die, at 6:04 p.m. . .

. . . The following communications, which had been received by the 59th Convention of the CWA, were presented to the reporters for inclusion in these Proceedings as follows: . . .

Message from: Kazuo SASAMORI, President

Japan Telecommunications Workers' Union (ZENDENTSU)

To: The 59th Annual Convention of the
Communications Workers of America (CWA)

At the occasion of the 59th Annual Convention of the Communications Workers of America, I am pleased to convey the most fraternal greetings from the 220,000 members of the ZENDENTSU. Just as the United States remains a vital ally of Japan, ZENDENTSU's strong bonds of friendship with our brothers and sisters of the CWA is one of our most important international union relationships.

Last April, top leaders of CWA and ZENDENTSU met in Washington, D.C., where we exchanged the latest information on our industries and discussed our strategies for the future. Recognizing the speed and degree of deregulation and liberalization in the U.S. communications market, all of the ZENDENTSU delegates were deeply impressed by the extensive organizing efforts being undertaken by the CWA. During the process of your vigorous endeavor, the CWA has successfully represented workers in printing, publishing, broadcasting and newspaper sector, in addition to those in public health care, and many other non-traditional sectors. You are no longer a mere telecommunications workers' union; you are better described by the term: "mega-industry union" or "multimedia union," mobilizing strong voices of working people and acquiring mighty bargaining power vis-a-vis multimedia mega-careers.

Your initiative can be a model for other information and communications workers' unions in the world, including ZENDENTSU, which are faced with new challenges under increasing globalizing and converging markets. The Japanese telecommunications market is also under the process of significant deregulation and liberalization, with the Telecommunications Act comprehensively revised in the last ordinary Diet Session, ended in June 1997. All players, not to mention the NTT, who are already experiencing unprecedented tough competition, will encounter a much more severe survival race in the next few years.

In addition, the NTT Act has been amended, and in 1999 the NTT will be reorganized into four enterprise units, comprising a holding company, a long-distance/international company, and two regional bell companies.

In response to these developments, and also in attempt to draw our strategy for the future, we are currently reviewing our structure, our strength, and our representation. Whether or not ZENDENTSU remains relevant in the next century depends on how best we prepare for the future, and in this process we would like to learn from experiences and lessons in the United States, and approaches and achievements of the CWA.

During the last decade, the telecommunications and information industries have experienced significant "development" and tremendous "change" concurrently. This is mainly owing to the amazing speed of technological development. But, at the same time, the fundamental change of public policies on communications has played a vital role. As a result of privatization and liberalization, the telecom market has totally altered its characteristics from "public and monopolized" to "private and competitive." Globalization in general has further accelerated the globalization of communications industries, and now the market competition itself has become globalized. In order to survive in the highly competitive market, careers are propelled to seek a strategic merger and alliance, resulting in the birth of mega-careers and multimedia

enterprises. With prospects of further liberalization in this rapidly growing industry, there is no doubt that communications unions the world over will see more dramatic "development" and "change" in the next 10 years.

It is important to recognize that significant developments and changes in the information industry have produced, and will produce, not only "great opportunities," but also "serious challenges" to trade unions. On the one hand, advancement and expansion of the industry, especially the rapid growth of the multimedia-related services, induce new employment, better wage and working conditions, and improved living standards for communications workers. On the other hand, however, as competition becomes harsher, careers inevitably seek more rationalization and streamlining, resulting in less employment in traditional sectors and careers, large-scale job transfer and, possibly, lesser working conditions. As mega-careers pursue further reductions of labor costs to remain competitive, they will seek more flexibility and mobilization in their employment. Change of employment structure will be further accelerated, intensifying challenges and pressures on trade unions.

In a highly globalized information society in the 21st century, challenges and pressures will also be put on trade unions on a global scale. In other words, the challenges and pressures we face are no longer effectively dealt with by a single union or a single national union. We need to have global trade union alliances to have enough financial and human resources, strong bargaining power, and sufficient know-how to cope with multi-nationals, mega-careers, and multimedia enterprises. Communications workers have to bravely attempt to tackle the global trends of profit-oriented, anti-union corporate policies. Our future much depends on how fast we act now, how much we organize now, and how best we represent our members.

Dear Brothers and Sisters: In light of these developments, and in the course of new challenges we undertake, CWA and ZENDENTSU need to further strengthen our ties and solidarity, establishing a strategic alliance with other communications workers in the world to effectively and successfully meet the challenges ahead. We know that in our endeavor for the development of trade unionism, and for the betterment of information and telecommunications workers, we can always count on the support and cooperation of our brothers and sisters in CWA.

I wish you all very successful and fruitful Annual Convention.

Morton Bahr, President
Communications Workers of America
c/o the Las Vegas Hilton

Dear Morty,

I am sorry I could not be there to take part in CWA's 59th Convention. On behalf of the State of Nevada and the United States Senate, I would like to extend a warm welcome to all 2,500 CWA delegates, including representatives from your three new affiliates, the Newspaper Guild, the Florida Police Benevolent Association and the Independent Association of Publishers Employees.

Our government and our nation can learn from the success of your union, the Communications Workers of America. By celebrating diversity and focusing on community, the Communications Workers have grown 600,000 members strong and have helped to make a difference in the lives of millions of Americans.

From the phone company to the police department to the hospital, from the public sector to the private sector, Communications Workers are giving back to their communities in countless ways each and every day.

This country and this State are better places thanks to your good work.

Please accept my best wishes for a profitable and enjoyable visit here in Las Vegas. And please keep in touch. I count on your feedback to help me help working families here in Nevada.

Sincerely,
s/Harry Reid
United States Senator

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

Dear Mr. Bahr:

Congratulations on the commemoration of the Communications Workers of America's 59th Annual Convention. I am pleased to extend greetings on behalf of Chairman Myrlie Evers-Williams, our National Board of Directors and the staff of the NAACP. They all join me in saluting you on this occasion.

Your theme for this year's Convention, "CWA in the Community - Many Faces, One Union," is solidly in line with the continuing vision of the NAACP and organized labor over the years. We believe in the concept of "Two Movements - One Goal." We walk side by side and hand in hand; we stand rigidly on the front lines of the fight to gain justice for all people and equal employment opportunities for all workers.

As you come together to strengthen the ties that bind you, and to implant your strategies for the next millennium, I am pleased for the opportunity to join in recognizing your rich history of collective bargaining for wages, benefits and working conditions for all your members. You have come a long way since Chicago and New Orleans in 1938. But you have shown unceasing dedication to your membership. As you continue to fight the fight and to walk the walk, please know that the NAACP remains with you in solidarity.

With warm personal regards, and best wishes for continued success, I remain

Sincerely,

s/Kweisi Mfume, President/CEO
NAACP

Morton Bahr, President
Communications Workers of America, AFL-CIO, CLC
501 Third Street, NW
Washington, DC 20001-2797

Dear President Bahr:

Please accept the greetings and best wishes of the Food and Allied Service Trades Department, AFL-CIO on the occasion of the 59th Annual Convention of the Communications Workers of America.

Your convention theme, "CWA in the Community - Many Faces, One Union," exemplifies the dynamism and solidarity present in our labor movement as we strive to advance the interests of working Americans.

In Solidarity,

s/Jeffrey L. Fiedler
President
Food & Allied Service Trades Department, AFL-CIO

Morton Bahr, President
Communications Workers of America
501 3rd Street, NW
Washington, DC 20001

Dear President Bahr:

Please express to your delegates and guests our warmest wishes for a successful 59th Annual Convention of the Communications Workers of America.

Your delegates and all your members must be aware that your great organization has been on the cutting edge of every change benefitting workers since the Communications Workers was formed. Your leadership, whether at the AFL-CIO Executive Council meetings or on Capitol Hill, has won and maintained the respect of all those important to our common cause.

Your organization has been at the forefront of many attempts, both successful and unsuccessful, to improve the lot of all our members by organizing those who most need our representation, the unorganized. You have completed successful campaigns by providing the same top quality representation at the bargaining table and the workplace to the newly organized that is routinely provided all members of the Communications Workers. You have departed from unsuccessful campaigns, head held high, with full knowledge that you will return and you will win. You and all the membership of the Communications Workers exemplify the very finest of union work and spirit and you all have reason to stand proud.

Again, my very best wishes for a successful convention. With best wishes and in solidarity, I remain

Fraternally yours,

s/John F. Meese, President
Metal Trades Department, AFL-CIO

Mr. Morton Bahr, President
Communications Workers of America, AFL-CIO
501 Third Street, N.W.
Washington, DC 20001-2797

Dear President Bahr:

On behalf of the fifteen affiliated international and national unions of the Building and Construction Trades Department, AFL-CIO, and the three million workers we represent, we send you our warmest greetings and best wishes for a successful Convention.

We especially applaud and support your community-based effort to reach out to unorganized workers throughout the information industry.

Our Department salutes the CWA and wishes you a productive 59th Annual Convention.

Sincerely and fraternally,

s/Robert A. Georgine, President
Building and Construction Trades Department, AFL-CIO

Morton Bahr, President
Communications Workers of America, AFL-CIO, CLC
501 Third Street, N.W.
Washington, D.C. 20001-2797

Dear President Bahr:

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,

s/Charles E. Mercer
President
Union Label & Service Trades Department, AFL-CIO

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, N.W.
Washington, D.C. 20001-2797

Dear Marty,

On behalf of its 35 affiliated international unions representing nearly 4.5 million federal, postal, and state and local government workers, the AFL-CIO Public Employee Department extends fraternal greetings to the officers and delegates assembled in the 59th Annual Convention of the Communications Workers of America.

Your theme this year, "CWA in the Community - Many Faces, One Union," reflects the feeling of the entire AFL-CIO as it shifts its focus to increase its numbers and strengthen its position; it is "many faces, one labor movement. "

We salute you in your efforts and take this opportunity to express our appreciation for the support and helpful role played in PED affairs by CWA. Such cooperation and solidarity is essential to a strong labor movement and allows us to safeguard our successes. It is also vital for expanding the protections of collective bargaining to all our brothers and sisters in both the private and public sectors.

Our best wishes for a productive and successful convention.

Fraternally,

Al Bilik, President
Public Employee Department, AFL-CIO

Morton Bahr, President
CWA
501 Third Street, N.W.
Washington, D.C. 20001

Dear President Bahr:

On behalf of the Board, officers and staff of the Department for Professional Employees, I send greetings and best wishes for a successful convention to you and ail who will gather in Las Vegas for your 59th convention.

Realizing the need for recognition within the labor movement for professional, technical and office employees, CWA became one of the founding members of this Department twenty years ago. Since that time, the American work force has seen major changes, not the least of which is the rapid rise in the number of such workers so that, today, they constitute a solid majority. CWA has been a leader in reaching out, organizing and serving this new work force. In so doing, CWA demonstrates its leadership in progressive, future-oriented trade unionism.

Always at the frontier of technological change, CWA has also led by identifying the pervasive impact of information technology on workers and their unions and developing strategies to effectively represent the needs and aspirations of its members, thus establishing models for other unions to follow.

On the occasion of its 59th convention, DPE congratulates CWA for inspiring and progressive work and looks forward to many more years of working together in solidarity.

Sincerely and fraternally,

s/Jack Golodner, President
Department for Professional Employees, AFL-CIO

Morton Bahr, President
Communications Workers of America
501 3rd Street, NW
Washington, D.C. 20001

Dear Morty:

It gives me great pleasure to wish you and the men and women of the Communications Workers of America the very best for your 59th annual convention. I am pleased that CWA has come again to Las Vegas.

Your union was born in the dramatic years of struggle during the 1930's and tempered by years of growth and the greatest progress of technology in history. You contributed greatly to the 20 years of efforts by the Congress to adopt new legislation to regulate the telecommunications industry. I thank all of you for your years of support.

With best wishes, I am

Sincerely,

s/Richard Bryan
United States Senator

Morton Bahr, President
Communications Workers of America
Washington, DC 20001

Dear Morton:

Thank you very much for the invitation to offer a greeting to CWA's convention delegates. I appreciate the opportunity to communicate with your membership, and submit the following statement to be read at the convention.

TO THE DELEGATES: i am honored to send a greeting to the nearly 3,000 delegates, alternates and guests who are attending CWA's 59th Convention, including the contingent of members from my state of South Dakota.

I congratulate ail of you for the tremendous job you have done in highlighting and working for issues of concern to working men and women. You enabled us to raise the minimum wage in a Republican-led Congress and you helped us defeat legislation designed to undermine critical workplace rights, like the TEAM Act, the Right-to-Work bill, and countless others. Working together, we can continue our success in turning back proposals that cut back on job protections, like current Republican efforts to end the 40-hour work week and dismantle OSHA.

I urge you all to maintain your impressive commitment to workplace justice and look forward to working with you to realize the goals and dreams we share to improve the lives of working families. Thank you for allowing me to participate in your convention.

Thank you again for extending me the opportunity to send a message to your delegates.

Sincerely,

s/Tom Daschle
United States Senate

Mr. Morton Bahr
President, CWA
Washington

Dear Morty

I would like to thank you most sincerely for your kind invitation to attend your 59th Annual Convention. I accept the invitation with appreciation and pride. It is a privilege to be counted among the friends of the CWA and especially your personal friend.

I will be arriving on June 30th and leaving on July 2nd. I hope that this is in order with you. Details of flights will be forwarded in later date.

Wishing you a successful and fruitful conference. I look forward to meeting you.

Best personal regards,
Sincerely yours,

s/Shimon Zurieli, Secretary General,
General Federation of Labour in Israel

Morton Bahr, President
Communications Workers of America
Washington, D.C.

Dear President Bahr:

On behalf of the members of the Coalition of Labor Union Women (CLUW), I am proud to send warm greetings to the Communications Workers of America (CWA) on the occasion of your 59th Annual Convention.

We salute you and your membership for the commitment to union solidarity and union principles. Your convention theme "CWA in the Community - Many Faces, One Union," appropriately reflects the top priorities of the labor movement today. A commitment to diversity, organizing the unorganized and improving the lives of all workers are shared goals of CLUW.

We also take this opportunity to thank you for your support of the Coalition of Labor Union Women and the overall work of CWA on behalf of the rights of women in your union. We look forward to the continued participation of your members, your support and working together towards building a better future for the labor movement.

Once more, best wishes for a successful and productive convention.

In Unity,

s/Gloria T. Johnson
National President
Coalition of Labor Union Women

Mr. Morton Bahr, President
Communications Workers of America
Washington, DC 20001-2797

Dear Colleague Bahr

I have great pleasure in sending greetings to the 59th Annual Convention of the Communications Workers of America taking place in Las Vegas from June 30 to July 1, 1997.

We trust that the deliberations at the Congress will be both interesting and fruitful for the benefit of all your members and, indeed, for the benefit of all the workers of the United States.

Our belief in the importance of trade unions and their role in the welfare of society and human rights hardly needs reinforcing, but is intensified when we consider the results of globalization and the increased influence of multinational companies in a world of the market economy. We believe that the success of your Congress will significantly add to your strength.

With best fraternal wishes,

Your sincerely,

s/Menahem Levin, General Secretary
National Union of Government Employees, Israel

Morton Bahr, President

Communications Workers of America

Washington, DC 20001-2797

Dear Brother Bahr:

On behalf of the 80,000 members of the Seafarers International Union of North America, I want to extend our warmest fraternal greetings to you and all the members of the Communications Workers of America as you hold your 59th annual convention.

The theme of your convention, "CWA in the Community - Many Faces, One Union," truly reflects the essence of the labor movement. While our two unions may differ greatly in the jobs we perform, the SIU, like the CWA, is made up of working men and women of different heritages and backgrounds who are united in purpose through their union.

Your convention's call to emphasize community-based organizing reflects the most important struggle all of us in labor face as we see the new century coming upon us. We must continue to organize the unorganized in order to improve the standard of living for all Americans. While we have seen some of our members lose their jobs to computers and automation, there are many more Americans working in high-risk, low-wage jobs who need the help unions can provide in job security, benefits and workplace safety.

America's working men and women are the backbone of our nation's economy. Only by continuing the struggle to improve the lives of all Americans can we ensure a better and brighter future for the United States. The SIU will continue to stand with our brothers and sisters in the Communications Workers of America. We in the SIU wish you and your members a most successful convention.

Fraternaly yours,

s/Michael Sacco

Seafarers International Union of North America

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

Dear Colleague Morton Bahr,

I would like to express my best wishes to you and your members on the occasion of your 59th Annual Convention in Las Vegas from June 30 to July 1, 1997. We are proud of the good relations between Histadrut and the Communications Workers of America, and look forward to strengthening them in the future.

Like you, Histadrut is opening its ranks to workers from many diverse fields and adapting itself to conditions in the modern workplace. We are also striving to find ways to deal with globalization and the increased influence of multinational companies in today's world of market values and privatization.

I am sure that your Convention will be successful and the deliberations will be fruitful.

With best fraternal wishes,

Yours sincerely,

Amir Peretz, Chairman
Histadrut, Israel

To: Communications Workers of America:

Message of Kurt van Haaren, President of the DPG (Union for Telecommunications, Postal Banking and Postal Services) to be read at the 59th Convention of the CWA in Las Vegas Nevada.

Dear Colleague Morton Bahr,

Dear Brothers and Sisters,

Your Convention's theme is "CWA in Every Community: Many Faces, One Union." With this programmatic statement you make a claim for becoming a union representing the workforce in diverse fields all over the country, exceeding the classical recruitment area of the CWA. We are watching with interest this committed and politically ambitious conception, wishing you a lot of success.

New union strategies are essential to respond to the coming developments, developments that were recently described by a U.S. scientist as follows: "Mega service centers are to be developed; workers would be monitored by new technologies. Work would be divided into more and more segments. Consolidated companies would install direct links to "their" workers also of cause for the grounds of abolishing the unions. The collective aspect would be removed. Individual working contracts would be the goal."

In our joint meeting with the Friedrich Ebert Foundation at the beginning of May in Washington, DC, we dealt with changes in labor and society resulting from economic internationalization and global company strategies also in the information and telecommunications sectors. In this meeting we have stated in a resolution:

The increasing internationalization of company strategies leads to entire work forces being played off against regarding location competition. By this, consolidated companies intend, in all important working conditions such as wages, working hours, and job security, to set going or even accelerate a downward movement.

We did agree that the social dumping intended by the consolidated companies could only be prevented through joint efforts and to put our further cooperation into concrete terms.

For us it is essential to extend the joint PTTI, CWA and DPG activities, e.g. towards companies such as Sprint which have produced first positive results. This encourages us to recover our strength and focus it on the forthcoming problems.

John Sweeney is describing this situation when saying, "In recent years, Americans have worked like horses and were treated like dogs." We gain this experience, too, to a wider extent.

Regarding OECD countries becoming richer and richer and many of their citizens becoming poorer, yet uncertainty increases. Global markets explode but 36 million people throughout the OECD are still unemployed. More than one billion people in the developing countries are still living in poverty. We must not overlook this.

The proper response to globalization must be a successful coping with changes. The role of the state must be newly defined. We believe that the state once again has to play an important part in rebuilding and shaping the society, securing democratic principles, justice and stability.

Since our common worldwide fighting spirit is still unbroken, we will force consolidated companies, entrepreneurs and governments to have a sincere look at our demands in order to step by step alter the balance of power in our favour.

In this spirit, I am greeting you very sincerely on behalf of more than half a million members of the postal, postal banking and telecommunications union, DPG.

Kurt van Haaran
President, DPG

Communications Workers of America
c/o Las Vegas Convention Center

To CWA Delegates, Alternates, and Guests:

On behalf of the 13 million working women and men of the AFL-CIO, I am delighted to send my warmest greetings to Morty Bahr, Barbara Easterling, Nick Nichols, and each of you who has come to Las Vegas for your 59th annual convention.

One of the great strengths of the CWA is the range and diversity of your membership. It is reflected in your convention theme, "In Every Community - Many Faces, One Union." You are everywhere throughout the country. You are blue collar and white collar and no collar. You are old and young and in between, female and male, gay and straight, brown and black and white. The CWA looks like America.

Another of CWA's great strengths is your commitment to organizing and growing. I know that your union has now reached 630,000 members—and 50,000 of them became part of CWA in 1996 alone. I know that you are committed to organizing and then more organizing, offering the benefits of union membership to more working families.

In its values and principles, the CWA represents the labor movement at its very best. And so for all you do, I congratulate you, I thank you, and I wish you a very successful convention.

Sincerely,

s/John J. Sweeney, President, AFL-CIO

APPENDIX "A"

FINANCE COMMITTEE REPORT

REPORT OF THE FINANCE COMMITTEE

GENERAL FUND

The General Fund provides for the ongoing operation of the Union. As of March 31, 1997, the General Fund has total assets of \$ 31,154,777, with a fund balance of \$4,159,157.

OTHER FUNDS

In addition to the General Fund, other designated funds are set aside for special purposes. As of March 31, 1997, the unaudited balances of these funds are:

Operating Reserve	5,412,890
District Organizing Allocation Fund	771,214
Defense Fund	2,303,235
Members' Relief Fund	128,735,434
Plant Fund - Fixed Assets	68,062,821

CWA PENSION AND DEATH BENEFIT TRUST FUND

The General and Other Funds listed above are all included in the statement of assets, liabilities and fund balances of CWA.

In addition, CWA has established, in a separate trust, the assets and benefit obligations of the CWA Pension and Death Benefit Trust Fund. At March 31, 1996, the latest year for which actuarial data is available, the total assets of that Fund totalled \$222,749,420. The actuarial present value of accumulated benefits was \$ 143,448,100, leaving an excess of net assets over plan benefits on March 31, 1996 of \$79,301,300.

AUDITORS' REPORT

The Certified Public Accounting Firm of Thomas Havey and Company currently performs the annual audit of the Union's financial records. The Union's budget year and fiscal year run concurrently from July 1 through June 30.

GENERAL COMMENTS ON ACCOUNTS

The Finance Committee will comment on several accounts in the proposed budget. This is done to highlight specific items to the Convention delegates.

The Committee has agreed to accept the Strategic Planning and Budget Committee Report as adopted by the Executive Board.

ORGANIZING - 029

In today's corporate environment, organizing is critical to the financial stability of our Union. Funding the CWA Organizing Department is merely the first step. They are there to provide support, lend their experience and share information.

It is imperative that the members of all CWA Locals be educated to understand the necessity of increasing the membership of our great Union through organizing and affiliations. Through education, the Locals will realize that they have a personal stake in organizing and freely share some of the expenses associated with organizing campaigns. This allocation has been increased from last year.

The Committee recommends \$3,000,000.

COMMITTEES AND CONFERENCES - 034

This item includes committees and conferences expenses for meetings that are not related to Convention. Anticipating major bargaining in 1998, the Finance Committee agrees with the need to increase this budget item.

The Committee recommends \$400,000.

CONTINGENCY - 040

The purpose of this item is to provide for unanticipated costs and expenses that cannot be budgeted to any appropriate accounts during the time when the budget is prepared. Included in this account are any costs incurred due to salaries increases or adjustments paid to CWA employees during the fiscal year.

Expenses such as the CWA 401 (k) Employer Contributions, Employee Assistance Programs, Staff retirement gifts, and rent increases are charged to this account. The Committee also included a small allocation to the District Vice Presidents to be used at their discretion.

This account will continue to be used to formulate an "adjusted" budget.

The Committee recommends \$1,482,791.

HEADQUARTERS BUILDING OPERATIONS - 042

The allocation to this account represents that portion of the building operating expense attributable to tenant occupants. Budget monies were moved from the Administrative Unit budget to the General Fund budget. Extra monies were budgeted due to needed renovations to accommodate TNG-CWA moving into Headquarters.

The Committee recommends \$3,200,541.

INFORMATION SYSTEMS - 043

The Union continues to better serve its members by using modern technology. Our recordkeeping and accounting systems are constantly being updated as new programs are developed. This budget item reflects the costs of office automation, communications network, training, updating of equipment in the Headquarters and District offices and additional computers for field staff.

The Committee recommends \$801,825.

DISTRICT BUILDING MAINTENANCE - 044

This item includes the cost of maintaining and operating District-owned buildings, as well as minor repairs to leased offices. District-owned buildings are as follows: District 1, Trenton, New Jersey; District 2, Greensboro, North Carolina; District 3, Decatur, Georgia; District 7, Englewood, Colorado; and District 9,

Burlingame, California.

The Committee recommends \$290,339.

PUBLIC AFFAIRS - 045

This item covers the Union's program of Publicity and Public Relations. How we tell the story of the Communications Workers of America is crucial to the success of our Union. This can best be done through mass media of radio, television and newspaper. The Officers and Executive Board members are very committed to organizing and mobilization efforts using mass media.

The Committee recommends \$850,000.

OPERATING RESERVE FUND - 051

Operating Reserve is needed for emergencies and in the event of unanticipated shortfall of revenue.

The Committee recommends \$500,000.

PENSION FUND - 060

Each year the Pension Fund is actuarially reviewed to determine that it is properly funded. A percentage is established which is applied to our full-time payroll to derive the amount required to be paid to the Fund. The allocation also includes the funding required for our Sector staff and employees who remain under the CWA/ ITU Negotiated Pension Plan. The fund covers a partial amount of the related administrative costs. The actuaries have advised that our pension fund is fully funded; therefore, this year's allocation has been reduced.

The Committee recommends \$96,000.

AUTOMOBILE FUND - 063

The purpose of this fund is to provide for the operation of fleet automobiles. The Secretary-Treasurer's office has negotiated a lease contract which has helped contain the costs over past budgets. CWA's automobile policy must be consistent with all applicable Collective Bargaining Agreements.

The Committee recommends \$850,000.

SALARIES - ELECTED OFFICIALS

Part of this Committee's responsibility is to recommend any salary changes we feel are proper for our elected officials' salaries. While we do not believe it is necessary that our officers receive exactly what is being paid to officers in other Unions, it is our belief that the current salaries of our elected officials should be increased. Consequently, it is our recommendation that the officers' salary adjustment be consistent with the percentage increase received by the majority of our members (3.5%). It is further recommended that this adjustment be effective July, 1997.

As our union continues to undergo major change through growth, we believe it is important to have an in-depth study made of the salaries we establish for our officers compared to the rest of the labor movement. We, therefore, recommend that the next Finance Committee do that kind of study and report to the 1998 Convention.

501 THIRD STREET BUILDING

In December 1994, CWA exercised its option to buy the Headquarters Building in Washington, D.C. (501 Third Street, N.W.) for the purchase price of \$53,000,000. Thirty million dollars was borrowed from external sources, \$23 million was borrowed from the Members' Relief Fund, and the balance came from the General Fund. The loan from the MRF will be amortized over 30 years at a rate of 7.73% for the budget year. This rate will be adjusted annually to reflect the rate of return that the MRF is expected to earn.

The projected gross income from the Headquarters Building during this budget year will be \$2.63 million. We were pleased to note the loan from the MRF has already been paid down to \$17.2 million.

MERCURY BUILDING

Even though our Mercury Building is not part of the budget, the Committee feels we should advise the Convention of current developments at that property. We report that 94% of rentable space in the Mercury Building is leased to tenants. The projected gross income from that building during this budget year will be \$3.02 million; projected operating expense \$1.75 million; debt service \$1.26 million.

FINANCIAL STATE OF THE UNION

Continuing efforts are being made to reduce cost overruns. Some budget items, such as International Affairs, Hospitalization/Insurance, the Pension Fund, and Equipment Additions show these efforts. This year we present a budget that urges all administrative units to operate within their authorized budgets. This is extremely important due to the heavy bargaining load in 1998. The Committee expects each administrative unit to operate with this in mind to ensure the best

contracts for our members.

THE FUTURE

The Finance Committee realizes we live in uncertain times. There is a continuing importance to be active in our community and in the political arena in the name of CWA.

CWA continues to stand out as a leader, not only in America, but in the world trade movement. CWA faces the same problems and challenges that plague every trade union in the U.S. and Canada. We have met those challenges and must continue to meet those challenges head on.

We must continue to be dedicated, committed, and creative at every level of our great Union, for the benefit of our members and their families. We must continue to organize and educate the unorganized as to why unions are needed today, maybe more than anytime in our history. The growth of CWA and the Labor Movement in general depends on the personal commitment of every Executive Board member, professional staff, local union officer and each individual member.

THE BUDGET

The Committee reviewed and considered the Report of the Strategic Planning and Budget Committee as adopted by the Executive Board of the Union. After thorough and detailed deliberations, this Committee recommends the following budget for the 1997-1998 budget year.

In calculating the projected income, the Committee built this budget based on an estimate of what our revenue will be in June 1997. The projected average members' income will increase by 3.5% during the budget year. After adjusting gross income for affiliation dues and reductions, \$69,300,370 was available for budgeting. As in the past, we recommend the Executive Board use this budget as a positive guide and make every effort to operate within the income of the Union during the period represented by this budget.

Our proposed budget follows as Exhibit A and Exhibit B. The following is a line-by-line explanation of each item in the budget.

EXPLANATION OF EXHIBIT A

- (1) **SALARIES - OFFICERS & STAFF**
This item reflects the salary cost by District and administrative units of all officers and Staff and professional employees.
- (2) **SALARIES - FULL-TIME - OTHER**
This item reflects the salary cost of all full-time clerical employees and salaried supervisors in the Headquarters, District and area offices.
- (3) **SALARIES - PART-TIME**
This item reflects the salary cost of all part-time employees. (Examples: bargaining committees and arbitration witnesses.)
- (4) **EXPENSES- FULL-TIME**
This item shows travel and related expenses incurred by officers, Staff and full-time employees.
- (5) **EXPENSE- PART-TIME**
This item covers the travel and related expenses incurred by part-time employees. (Examples: bargaining committees and arbitration witness.)
- (6) **SUPPLIES AND PRINTING**
This item reflects the cost of all office supplies and printing. (Examples: Local officers' and stewards' mailing, District newsletters, educational information, etc.)

- (7) POSTAGE-FREIGHT
This item covers the cost of all mailings, except postage for the CWA News.
- (8) RENTAL EQUIPMENT
This item reflects the cost of renting and leasing such items as photocopying machines and miscellaneous equipment when it is more cost effective to rent or lease rather than purchase. This cost does not include the cost of computers.
- (9) MAINTENANCE OF EQUIPMENT
This item shows the cost of maintaining equipment owned by CWA such as typewriters, mailing equipment and copy machines, etc. It does not include computer maintenance.
- (10) CONTRACT SERVICES
This item reflects the cost of contract services for such items as payroll dues deductions costs, janitorial service, trash removal service, etc.
- (11) ELECTRONIC COMMUNICATIONS
This item shows the telephone and electronic communications expense incurred by officers, staff full-time and part-time employees on behalf of the Union.
- (12) RENT & OFFICE OCCUPANCY
This item reflects the cost of renting or leasing office space in District and administrative units. Also included in this item are mortgage payments for buildings we own.
- (13) RENT - MEETING ROOMS
This item covers the cost of renting meeting rooms for District and bargaining unit caucuses, organizing meetings, educational institutes, etc.
- (14) ALL OTHER
This item covers all miscellaneous expenses that cannot properly be charged to Budget Items 1 through 13.
TOTALS - This reflects the total amount of the budget (all Items 1 through 14) allocated to each District and Administrative unit.

EXPLANATION OF EXHIBIT B

- (29) ORGANIZATION
This item covers the cost of organization for the Union.
- (30)CITIZENSHIP
This item provides funds for the Union to participate in and make contributions to programs and activities which relate to community "good citizenship" and "civic affairs"
- (31)LEGAL
This item covers the cost of retainer fees and expenses for legal counsel, lawyers, court reporters for arbitration cases, and court costs.
- (32)CONVENTION
This item reflects the total general cost of our annual Convention. This cost includes auditorium and meeting room rental, printing of verbatim reports and other Convention materials, postage, wages and expenses of Convention committees, etc.
- (33) EXECUTIVE BOARD
This item includes all expenses associated with meetings of the Union's Executive Board. It includes the travel and other per diem expenses of Executive Board members and

others required to be in attendance at such meetings. The cost, if any, of the meeting room is also included.

(34) COMMITTEES AND CONFERENCE

This item includes committee and conference expenses for meetings. expenses of attendees unless authorized by the President of the Union. This does not cover

(35) CWA NEWS

This item covers the total cost of publishing, printing and mailing of the *CWA News*, and includes the salaries of the editorial Staff.

(36) CONTRACTS- BARGAINING SUPPORT

The Contract Report and Ratification Fund was consolidated into the General Fund and given a General Fund account designation. The Fund balance from prior years' allocations was placed in an escrow account to be used for contract ratification and bargaining support expenses as they occur.

(38) TAXES

This item reflects the cost of real estate and personal property taxes, unemployment taxes and employer's share of F.I.C.A. taxes.

(39) AFFILIATION DUES

Affiliation Dues are paid to the following:

AFL-CIO (Regular Dues), AFL-CIO Departments - IUD, ULD,

Professional Employees, Maritime, Transportation Trades,

Public Employees. Dues are also paid to PTTI, IAPTA, Canadian Union Label and CLC.

(40) CONTINGENCY

This item is to supplement the budget when expenses are incurred that were unforeseen at the time the budget was prepared.

(41) EQUIPMENT ADDITIONS

This item provides for replacement and additional office machines, equipment and furniture, except computers.

(42) HEADQUARTERS BUILDING OPERATIONS

This item includes the cost, including taxes, of maintaining and operating our CWA Headquarters Building.

(43) INFORMATION SYSTEMS

This item reflects the allocations made in the General Budget for the purpose of acquiring office automation equipment, computer equipment and software at the Headquarters, District, and area offices. Also included is the allowance for the cost of consultants and contract services that may be necessary to implement the Information Management Systems.

(44) DISTRICT BUILDING MAINTENANCE

This item includes the cost of maintaining and operating Union-owned buildings, as well as minor repairs to leased offices.

(45) PUBLIC RELATIONS

This item covers the Union's program of Publicity and Public Relations which brings the story of the Communications Workers of America to the public through the mass media of radio, TV and newspaper.

- (46) PROFESSIONAL
This item includes all fees and cost of professional services, i.e., auditors, actuaries, consultants, etc.
- (47) INTERNATIONAL AFFAIRS
This item includes the cost of CWA's participation and cooperation within the Worldwide Free Trade Union Movement.
- (48) EDUCATION
This item covers the expense of week-long leadership conferences, and the development and delivery of training programs.
- (49) AFFILIATIONS - OTHER
CWA maintains membership in and serves on Executive Boards of a number of organizations. Fees associated with these activities are in addition to the affiliation dues addressed by Item 39.
- (60) PENSION FUND
This item includes the cost of contributions made to the CWA Employees' Pension Fund and the cost associated with administration of the Fund. Also included are contributions for our employees covered under the CWA-ITU Negotiated Pension Plan.
- (61) INSURANCE AND HOSPITALIZATION
This item covers the total cost of insurance (workers' compensation, liability, burglary, fire, etc.), and hospitalization, vision and dental plans for CWA employees.
- (63) AUTOMOBILE FUND
This item includes cost of operation and purchase of fleet automobiles. This item also covers the Automobile allowance.
- (64) STAFF MOVES
This item includes the cost of staff moves in connection with reassignment from one location to another.
- (65) STAFF ILLNESS ABSENCE
This item includes necessary expenses to fill in for Staff members who are ill for extended periods of time.
- TOTAL GENERAL BUDGET
Total of Items 29 through 65.
- TOTAL BUDGET
Total of all Administrative Units and Headquarters (Items 1 through 14) are General Budgets.

EXPLANATION OF CWA FUNDS

There are seven Funds, all of which are examined and reported on by the Auditors. They are:

1. General Fund
2. Defense Fund
3. Members' Relief Fund
4. Pension Fund
5. Operating Reserve Fund
6. District Organizing Allocation Fund
7. Plant Fund (The Fixed Assets Account)

The first six of the above are cash Funds. The Plant Fund is a recording of the Union's equity in fixed or capital assets.

GENERAL FUND

The General Fund is the Fund from which International operates. All the income-money which comes to CWA - is handled through the General Fund. The status of this Fund is reported quarterly to Local Presidents.

The General Fund contains what the Auditors have identified as "Unallocated Receipts." Dues money received by CWA is labeled in this manner until the Secretary-Treasurer's Office can channel or allocate it. As an example: a dues check from an employer is received in the Secretary-Treasurer's office; it is immediately deposited in the General Fund as unallocated money. Upon providing the report that comes with the employer's check, checks are issued for the amount due the Locals. Also, at this time we transfer the proper amount to the Defense Fund and Members' Relief Fund. The International's portion remains in the General Fund available for use by the International. The Local amount is returned to the Locals.

DEFENSE FUND

The Defense Fund was established by the 1952 Convention and began to operate in September of 1952. It has specific rules, adopted by the Convention, which outlines the ways it can be used.

Income to the Defense Fund is derived from membership dues and equivalent payers in the amount of \$.50 each month. Income is deposited in the Defense Fund account as dues reports are processed.

The Defense Fund is administered within the Defense Fund Rules established by Convention action.

As reflected earlier in this report, the Fund balance as of March 31, 1997, was \$2,303,235.

MEMBERS' RELIEF FUND

The Members' Relief Fund was established by 1990 Convention action to pay striker expenses. As reflected earlier in this report, the fund balance as of March 31, 1997, was \$128,735,434.

Income to the Members' Relief Fund is derived from membership dues and equivalent payers in an amount equal to (1/4 hour) .15% per month of minimum dues of those eligible to strike. Income is deposited in the Members' Relief Fund account as dues reports are processed. The Fund is administered according to the rules established by Convention action.

PENSION FUND

This Fund provides for CWA employees' retirement benefits. A periodic actuarial review is made of the CWA Pension Fund, and our contribution is adjusted to meet our obligations.

OPERATING RESERVE FUND

The Operating Reserve Fund was established as a reserve to operate the Union should income be reduced or expenses unexpectedly increase.

This is a restricted Fund, requiring a two-thirds vote of the Executive Board before expenditures are made. This Fund is used to cover operating expenses when our income is interrupted as a result of strikes in our major bargaining units or for other union support activity for which there is no budget.

DISTRICT ORGANIZING ALLOCATION FUND

The District Organizing Allocation Fund was established a number of years ago to earmark additional money for organizing within the Districts and to provide incentive for organizing. Planning for its use and control of its administration is solely within the discretion of the respective

Districts.

PLANT FUND - FIXED ASSETS

The Plant Fund has no cash or money connected with it. The reporting of fixed assets as a fund is intended as a description and evaluation of money which has been expended for land, buildings, office and computer equipment and automobiles.

Fixed Assets initially were carried as an asset in the General Fund. Because it tended to distort the financial picture in the accounting of the General Fund, the Executive Board acted to set up the reporting of Fixed Assets in a separate account.

The Finance Committee approves the principle of reporting Fixed Assets in a separate Fund because it does simplify, as well as permit, accurate accounting of the General Fund of the Union.

EXHIBIT B

GENERAL FUNDS

1997 - 1998

029	Organizing Fund	3,000,000
030	Citizenship Fund	100,000
031	Legal	5,500,000
032	Convention (Incl. Com.)	400,000
033	Executive Board	336,000
034	Committees and Conferences	400,000
035	CWA News	1,350,000
036	Strategic Contract Support	300,000
038	Taxes	2,250,000
040	Contingency Fund	1,482,791
041	Equipment Additions	240,693
042	HO Building Operations	3,200,541
043	Information Systems	801,825
044	District Building Maintenance	290,339
045	Public Relations	850,000
046	Professional- Secy-Treas. Office	427,000
046	Professional - Pres. Office	280,000
047	International Affairs	127,060
048	Education	411,000
049	Affiliations - other	178,900
051	Allocation to Operating Reserve	500,000
060	Pension	96,000
061	Hospitalization (Medical, Dental, Vision, Life)	6,300,000
061	Insurance (other than Hosp.)	521,655
063	Automobile Fund	850,000
064	Staff Moves	150,000
065	Staff - Illness Absence	200,000
	Total General Budget	\$30,542,904
	Total Lines 1-14 above	<u>38,757,466</u>

EXHIBIT "A"
ADMINISTRATIVE UNIT BUDGET
1997-1998

Dist & Nat'l Units	DIST-1	DIST-2	DIST-3	DIST-4	DIST-6	DIST-7	DIST-9	DIST-13
1 Salaries - O&S	2,374,741	931,421	1,746,560	1,228,354	1,588,313	1,491,833	1,205,332	609,568
2 Salaries - Ft-Other	665,678	293,443	797,706	432,651	554,888	525,129	470,882	188,191
3 Salaries - PT	169,825	32,376	84,968	81,226	93,014	70,937	56,130	22,158
4 Expenses - FT	306,000	108,000	198,000	153,000	189,000	190,000	144,000	63,000
5 Expenses - PT	169,825	32,375	84,968	81,226	93,014	70,936	56,130	22,158
6 Supplies & Printing	111,042	22,754	52,966	45,380	62,064	41,646	42,324	13,995
7 Postage - Freight	111,042	22,754	52,966	45,380	62,064	41,646	42,324	13,995
8 Equipment Rental	82,971	27,850	56,792	50,411	68,697	51,350	72,391	15,231
9 Equip Maintenance	29,829	4,195	10,142	8,209	3,255	13,385	2,474	5,357
10 Contract Service	101,200	4,994	43,759	12,067	10,173	9,225	9,326	16,153
11 Electronic Commun	166,847	33,644	100,720	81,507	95,029	87,989	60,927	19,690
12 Rent Offc Occupan	526,954	339,146	130,518	260,654	260,375	121,845	139,391	109,634
13 Rent Meeting Rms	10,000	5,000	7,500	6,000	7,500	7,500	6,000	5,000
14 All Other	49,969	10,239	23,835	20,421	27,929	18,741	19,046	6,298
TOTAL	4,875,923	1,868,191	3,391,400	2,506,486	3,115,315	2,742,161	2,326,677	1,110,428

Dist & Nat'l Units	COMM & TECH.	PUBLIC WRKRS	TELECOM	PPMW	UNIT TOTAL	DIST & HDQTRS	GRAND TOTAL
1 Salaries - O&S	543,112	184,615	184,615	1,210,398	13,298,862	3,320,568	16,619,430
2 Salaries - Ft-Other	251,961	78,359	53,708	149,282	4,461,878	5,135,148	9,597,026
3 Salaries - PT	40,000	0	0	20,000	670,634	0	670,634
4 Expenses - FT	63,000	36,000	45,000	192,470	1,687,470	351,000	2,038,470
5 Expenses - PT	40,000	0	0	18,000	668,632	5,235	673,867
6 Supplies & Printing	0	77,000	11,100	96,000	576,271	650,000	1,226,271
7 Postage - Freight	0	0	7,200	13,500	412,871	467,000	879,871
8 Equipment Rental	34,800	0	3,400	0	463,893	237,428	701,321
9 Equip Maintenance	0	0	860	2,500	80,206	29,244	109,450
10 Contract Service	0	100,200	0	45,000	352,097	206,210	558,307
11 Electronic Commun	0	0	9,500	47,000	702,852	411,026	1,113,878
12 Rent Offc Occupan	317,251	67,982	16,481	193,469	2,483,700	1,594,763	4,078,463
13 Rent Meeting Rms	5,000	6,000	5,000	5,000	75,500	5,000	80,500
14 All Other	15,000	15,000	6,500	12,000	224,978	185,000	409,978
TOTAL	1,310,124	565,156	343,364	2,004,619	26,159,844	12,597,622	38,757,466

COMPARISON - DUES PAYERS VS. INCOME VS. EXPENSE
July 1, 1995 through June 30, 1996

	District 1	District 2	District 3	District 4	District 6	District 7	District 9	District 13	Total	
Dues Payers	137,614	27,852	68,372	56,345	65,419	52,252	53,178	17,267	478,279	
<i>Percent of Total</i>	<i>28.77%</i>	<i>5.82%</i>	<i>14.30%</i>	<i>11.78%</i>	<i>13.68%</i>	<i>10.91%</i>	<i>11.12%</i>	<i>3.61%</i>	<i>100.00%</i>	
Dues Income	17,022,638	4,057,777	10,749,039	7,720,985	7,850,642	7,406,215	8,277,544	2,709,182	\$ 65,794,022.00	
Income Average per Dues Payer	123.70	145.80	157.21	137.03	120.01	141.74	155.66	156.90		
	District 1	District 2	District 3	District 4	District 6	District 7	District 9	District 13	National Units & Headquarters	Total
Expenses:										
Administrative (District)	4,889,085	1,970,694	3,620,351	2,722,481	2,963,789	2,685,138	2,571,201	1,222,176	15,331,812	37,976,727
Legal	1,815,730	72,496	363,373	167,508	472,346	165,223	544,174	135,798	1,482,870	5,219,518
Information Systems	28,418	17,047	13,661	20,218	19,580	14,222	11,672	10,038	481,535	616,389
Automobile	109,717	25,289	88,407	51,769	90,411	72,501	26,280	39,594	171,500	675,468
Total	<u>6,842,950</u>	<u>2,085,526</u>	<u>4,085,792</u>	<u>2,961,976</u>	<u>3,546,126</u>	<u>2,937,084</u>	<u>3,153,327</u>	<u>1,407,606</u>		<u>44,483,102</u>

Notes:

- 1) Dues Payers are Members and Agency Fee Payers as reported on the June '96 Membership Development Report.
- 2) Dues Income is Per Capita Income and does not include Defense Fund or Members' Relief Fund Income.
- 3) Legal, Information Systems and Automobile are General Fund expenses that were allocated to Administrative Units.

SUPPLEMENTAL REPORT OF THE FINANCE COMMITTEE

On June 26th and 27th, the Finance Committee reviewed all the letters received from the Administrative Heads who were over budget for the 95-96 year. All overspent line items were explained fully by each Administrative Head. The Finance Committee would like to thank all Administrative Heads for their time and efforts in trying to remain within their budgets.

The Finance Committee recommends adoption of the Finance Committee report.

SPEAKERS INDEX

GUESTS:

WALTER ELLIOT, PRESIDENT, NEVADA AFL-CIO
U.S. SECRETARY OF LABOR ALEXIS HERMAN
HON. ROBERT J. MILLER, GOVERNOR OF NEVADA
MARYANN PALEN, U.S. AIRWAYS
EDWARD E. WHITACRE, JR., CHAIRMAN/CEO - SBC

DELEGATES:

AFANASIEV, Val (Local 9423, Temporary Chair)
AHUE, Jerry (Local 14921)
ALLEN, James (Local 6215)
AMBER, Arnold (TNG Canadian Director)
ANESI, Tom (Local 7214)
BAHR, MORTON (President's Address)
BAUCH, Barbara (Local 1133)
BEEBOUT, Monica (Local 13550)
BELL, Joanne (Local 2336)
IXLER, Tony (Vice President- District 9)
CARR, Edward (Local 13000)
CATUCCI, Pete (Vice President- District 2)
CHANDLER, Bill (Local 3570)
CINER, Kathy (Local 1105)
CLARK, Charles (Local 3114)
CLARK, Fritz (Local 1111)
CLARK, John S. (Vice President- NABET-CWA)
CLARK, Morgan (Local 9410)
CLINTON, Joe (Local 1 3000)
COLLIER, Charlie (Local 2222)
COLLINS, Ronald (Local 2101)
CONNOLLY, Joe (Local 1101)
CROWELL, Michael (Local 9588)
CUNNINGHAM, Michael (Local 54041)
DOWNING, Sarah (Local 7102)
DYER, Susanne (Local 1039)
EASTERLING, Barbara (Secretary-Treasurer)
BELING, John (Local 14616)
FAHRENHOLT, Michael (Local 3410)
FARIAS, Kathleen (Local 9586)
FLOYD, Carla (Local 7901)
FOLEY, Linda (Vice President, The Newspaper Guild-CWA)
GALLAGHER, Joe (Local 1 3000)
GATTO, Karen (Local 13550)
GELBER, Richard (Local 51016)
GOLDBLATT, Alan (Local 1 180)
GOODEN, Robert (Local 351)
GRAY, Gary (Local 6502)
GREEN, Freddie (Local 3410)

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HAYES, JERRY (District 3 Rep, Co-Chair, Credentials Committee)
HENDERSON, Jack (Local 6012, Chair, National Committee on Equity)
HENNING, Bill (Local 1180)
HILLEARY, James W. (Local 2207)
HONSE, Ron (Local 4319)
HUGHES, C.B. (Local 14904)
IRVINE, James (Vice President - Communications & Technologies)
IVERSON, Bob (Local 7805, Chair, Finance Committee)
JAMES, William (Local 1039)
JENKINS, Lynnette (Local 6316)
KALMIJN, Jeljer (Local 9119)
KIDD, John (Local 4473)
KINCHIUS, Kathleen (Local 9415)
KLEIN, Donald (Local 1040)
KNEUPPER, Richard (Local 6171)
KNIGHT, Ronald (Local 3681)
KNOX, Connie (Local 32035)

LAURENT, Terry (Local 3411)
LILJA, Robert (Local 1104, Chair, Defense Fund Oversight Committee)
MARKS, Margie (Local 9410)
MARKETTI, James P. (Local 1032)
McCOWAN, Carolyn (Local 9586)
McCRACKEN, Bob (Local 1 103)
MITCHELL, Karen (Local 3310)
MITCHELL, Wayne (Local 14170)
MOONEY, Kenneth (Local 6171)
MULHOLLAND, James (Local 1034)
NEAL, Steven (IOCAL 9586)
NELSON, GERALD (Local 4100)
NICHOLS, M.E. (Executive Vice President)
PAIGE, Larry (Local 3402)
PENNY, Don (Local 6327)
PEARCE, Claudia (Local 34022)
EREZ, Judy (Local 9400)
PEREZ, Roberto (Local 1 105)
PHILLIPS, Edwin (Local 4340)
PLEZIA, Michael (Local 4340)
PLUTA, Teri (Local 4039, Chair, Resolutions & Rules Committee)
POOLE, Claire (Local 1084)
QUEZADA, Giselle (Local 9410)
RATHGABER, William (Local 4471)
RAVITA, Tom (Local 3220)
RECHENBACH, JEFF (Vice President - District 4)
RIEMER, Greg (Local 4309)
ROSS, Regina (Local 3121)
RUCKER, Kenny (Local 2222)
SAYRE, Libby (Local 9119)
SCHAEFF, Jerry (Local 4322)
SERVIS, Nancy (Local 4603)
SHOPP, Al (Local 3191)
SIM S. Kathleen (Local 1 1 88)
SMITH, Jana (Local 7777, Chair, Appeals Committee)
SMITH, Kathryn (Local 1031)
SMITH, Robert G. (Local 9400)
SONNIK, William G. (Local 2105)
STANLEY, Glynne (Local 6214)
STEVENSON, Robert (Local 14200)
THEW, Elizabeth (Local 7818)
THURSTON, Tommy (Local 2260, Chair, Constitution Committee)
TISZA, Steve (Local 4250)
TROPP, Stuart (Local 9000)
TURN, Ben (Vice President - District 6)
WADE, Carolyn (Local 1040, Chair, National Women's Committee)
WALLS, George R. (Local 4603)
WASHINGTON, Mary (Local 9000)
WEINER, David (Local 1081)
WITHROW, Michael (Local 7777)
WOODS, Terez (Local 4309)
YOUNG, Kim (Local 1112)
ZOCCOLILLO, Ralph (Local 1103)