
Proceedings and Index of the 60th Annual Convention - 1998

**Communications Workers of America
Navy Pier
Chicago, Illinois
August 31 - September 1, 1998**

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DON JOHNSON, PRESIDENT, ILLINOIS AFL-CIO
JANIS SPIRE, EXECUTIVE DIRECTOR, PEDIATRIC AIDS FOUNDATION
DON A. TURNER, PRESIDENT, CHICAGO FEDERATION OF LABOR

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MONDAY MORNING SESSION

August 31, 1998

The Opening Session of the Sixtieth Annual Convention of the Communications Workers of America, held in Festival Hall A, Navy Pier, Chicago, Illinois, convened at 9:00 a.m., Steve Tisza, President, CWA Local 4250, Temporary Chair, presiding.

TEMPORARY CHAIR STEVE TISZA (Local 4250): Will all of the delegates please take their seats? We have a very full agenda this morning and we would like to get started. So, I ask all of you to please take your seats. The 60th Annual Convention of the Communications Workers of America now comes to order.

Good morning. My name is Steve Tisza. I am president of Local 4250/5050 in Chicago. I have the honor of serving as your temporary chair for this morning's session. I am told this is the first CWA convention in Chicago since 1949. We are very proud to have you in our city and hope that CWA will not wait so long before returning to Chicago.

As is our custom, we will begin our convention with a prayer. I would like to call upon Monsignor John Egan, Assistant to the President, Office of Community Affairs, DePaul University.

Monsignor Egan has long been known for his support of workers and civil rights and we are pleased to have him lead us in the invocation. Will the delegates please rise?

MONSIGNOR EGAN (Office of Community Affairs, DePaul University): If I may be given a moment before I begin to pray, I want to commend this union and other unions across the country for still having the custom of having clergymen speak and ask God's blessing on your work. I have found that employers no longer do that. And that is sad.

Let us pray.

Father of all people, human history has been a story of the constant unfolding of Your love for us. We come to You as working people, joined in solidarity. We believe that it is through our union that we are made strong, that we can better work for justice for all workers and for peace in our troubled world.

We are grateful for the example of those, both living and dead, who have labored in our union. Our nation as a whole has been the beneficiary of dedicated service and the cause of freedom has been enhanced by the struggle to achieve the basic human rights.

The workers here assembled are moving thoughtfully and with great skill to assure all Americans that their work will be of great benefit to the communication among all the peoples of the earth. These men and women have been in the forefront of our technology in developing fine communications, to enable commerce and government, as well as the ordinary citizens to live a life of better and finer contact with their friends and neighbors all over the world.

We ask Your blessing on all here today for their efforts to secure that most fundamental of all human rights, the right to organize and to bargain collectively with employers for justice and the economic order and to freely petition the government for those reforms that only government can provide.

Lord, we ask You to purify our love of country and our commitment to the labor movement that both may be true to their principles and faithful to their ideals. Help us to safeguard all that is good in our common heritage and to strive for even greater progress in the future.

Heal the wounds that injustice has inflicted on our people. Break down the barriers that divide us both here and abroad. Give us all the strength to serve and to give us and our families good health so that we may minister to others.

Almighty God, You have charged us with a task of building upon this earth a home where all nations may dwell in unity. Help us to work together for the common good.

Finally, we pray for peace, and all that makes for peace, for the generosity to share the goods of this earth with those less privileged than ourselves, for the courage to overcome those barriers that stand in the way of human solidarity with workers everywhere.

We exalt in the knowledge that when we serve and help our brothers and sisters in the labor movement and beyond, we are serving You. Amen.

TEMPORARY CHAIR TISZA: Please remain standing as we prepare for the presentation of the Colors and the singing of the U.S. and Canadian national anthems.

I remind delegates to remain standing until the Colors are retired.

CWA Local 7505 President Ronald Bawdon will lead us in the singing of "The Star Spangled Banner," and Donna Ludolph, Secretary of the Printing, Publishing and Media Workers Sector, will lead us in singing "O Canada."

The Pipes and Drums of the Emerald Society of the Chicago Police Department will provide the escort of the Colors. The Colors will be posted by volunteers from the Weapons Company, 2nd Battalion, 24th United States Marine Corps Reservists from Waukegan, Illinois, led by Gunnery Sergeant Paul Campos. Paul is also a proud member of CWA Local 4250/5050, Chicago. We will now present the Colors and the National Anthems. And remember, please remain standing until the Colors are retired.

. . The Colors were presented and the delegates were led in the singing of the United States and Canadian national anthems by Brother Bawdon and Sister Ludolph ...

TEMPORARY CHAIR TISZA: Please remain standing until the Color Guard leaves the hall.

(Applause) Now we are having a little problem with the sound system, so if the delegates would sort of keep the murmur down, we would appreciate it. Thank you.

As the Color Guard has left the hall, I would like Donna to come to the podium. Donna's voice is very familiar to long time CWA convention delegates. She has sung the national anthems at CWA conventions for many years. She is leaving this year and this will be her last CWA convention. She started with the International Typographical Union in 1977 and has been a part of the CWA family since the merger of the ITU in 1987.

In recognition of her many years of service to the union movement and our convention, we want to present her with this appreciation award. (Presentation - Applause)

SECRETARY-TREASURER BARBARA EASTERLING: We need to have the noise level reduced in the center. People in the back cannot hear. The acoustics and the speakers can take care of that, but not if you are going to talk. We have guests this morning. They are here. We need to have you respect those people that are here and if you are going to have a conversation, take it outside, please. Give these people respect. Thank you. (Applause)

TEMPORARY CHAIR TISZA: Welcome to Chicago, "The Windy City," "The City of Big Shoulders," "The City that Works," Chicago is a city replete in labor tradition and history. Many significant events in U.S. Labor's historic past happened in Chicago. The Haymarket Affair, the Pullman Strike, the Republic Steel Memorial Day Massacre — just to name a few.

The Host Committee decided, rather than give a trinket as a commemorative gift to delegates attending the 60th Annual CWA Convention, we would provide delegates with a poster of a Chicago labor artist's interpretation of two pivotal incidents in the history of labor in the United States which occurred right here in Chicago-- the Haymarket Affair of 1886 and the Republic Steel Memorial Day Massacre of 1937.

The 1886 Haymarket Affair was a momentous milestone in the worldwide "Eight Hour Day Movement." A worker's battle cry evolved and was heard around the world. "Eight hours for work, eight hours for rest, eight hours for what we will."

In 1894, the prominence of Haymarket influenced President Grover Cleveland to sign a bill making the first Monday in September Labor Day and a national holiday in the United States. Prior to the signing of this bill, United States and worldwide labor organizations promoted May Day, May 1st, as Labor Day. In fact, it was known as the day of "Martyrs of Chicago," which was the Haymarket affair. Only Canada, the United States and South Africa still to this day use the September date for Labor Day, while the rest of the world uses May Day as Labor Day.

The art work for our poster was done by Chicago labor artist/poet Carlos Cortez. Carlos will be at the Host Committee booth today to sign your commemorative poster or tee shirt.

The Illinois Labor History Society has a booth next to the Host Committee's. Their booth is staffed by Les Orear, President of the Illinois Labor History Society, and Mollie West, Administrative Secretary of the society. Mollie is also a member of CWA Local 14408/Chicago Typographical Union No. 16. Mollie participated in the 1937 Memorial Day march across the prairie toward the Republic Steel plant as a youthful supporter of the old "CIO" Steelworkers'

strike. I encourage delegates and alternates and guests to stop at our booth and ask Mollie about her first-hand experiences of this infamous chapter of labor history.

In addition to the poster and tee shirt, the Host Committee has put together a pocket-sized guide of Chicago. As most of you are familiar, you are inundated with pieces of paper when you walk into the convention, but this is a complete guide listing union hotels, restaurants, sights to see, et cetera. So make sure you pick up one of these also.

At this point, I would like to recognize the Host Committee. I can attest that the committee worked diligently to make sure that your stay here in Chicago is enjoyable. At this time, I wish they would all stand as I call their name.

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

Chris Bahn, Local 4998; Norb Bernauer, Local 14408; Judy Bolin, Local 4202; Mabel Huff, Local 4216; a guy near and dear to my heart, Joe Korotenko, Local 4250/5050; Bob Maida, ITU, Local 2; Paul Mandrik, Local 4250; Jerry Minkkinen, the Newspaper Guild-- they are fairly new with us-- Local 71; Glen Hamm, Local 4998; LaNell Piercy, Local 4252; Ray Taylor, NABET Local 41; Phil Terran, ITU Local 2; Dan Wielgat, Local 4277; George Zaucha, ITU Local 14408; and last but not least, Ken Sharp, CWA District 4.

Excuse me, Glen is correcting me. I didn't see him standing down there for a minute. But Adele Carlin also, Local 4998.

Before I introduce the first speaker, I would like to recognize a union brother dear to us in Local 4250/5050. I hope he is here and his wife, Virginia, but Gary Rusnell is our Local 4250/5050 "Adopt-A-Family" brother. He is here for our convention with his wife Virginia. Let's give them a warm welcome to our convention. (Applause)

If you should cross paths with Gary or his wife Virginia during our convention and would like an update on the Detroit battle, I am sure they would be happy to give you their first-hand knowledge of the ongoing struggle in Detroit. Thank them both for coming to our Convention.

I am now pleased to introduce our first speaker, Don A. Turner, President of the Chicago Federation of Labor, who will bring us greetings. Don is a former high school teacher and is a member of the Chicago Teachers Union.

Please join me in welcoming the President of the Chicago Federation of Labor, Don A. Turner. (Applause)

DON A. TURNER (President, Chicago Federation of Labor, AFL-CIO): Good morning.

Welcome to the most beautiful city in America. (Applause)

And one of the things that makes it the most beautiful city in America is that when you get out there and look at that skyline, you should know that it is 100 percent union built. (Applause and cheers)

We are certainly pleased you brought your convention to our city. Handling conventions is one of our largest industries in Chicago. In fact, today a lot of people don't realize it but a hotel typically has more union members working in it than a factory does, because, as you are aware, the rule of thumb is "one room-one member." So we have a lot of union members in this city. We have a half million union members in Cook County.

We have a wonderful history in Chicago. The Chicago Federation of Labor actually got its start before the Civil War. Back in 1850, some Germans got together with some canal workers and put together a central body, and through a series of permutations we had the Knights of Labor, all kinds of little individual associations, and one of the things that happened in 1896, when we got our charter from the AFL at that time, was that union members had to agree to no longer be secret about their membership. They had to agree to stand up and be counted. That was a big event in those days, because many of the unions were like secret societies, for fear of repression from employers.

We went through that. We went through the Haymarket, as was told earlier, and all the strikes in Chicago, many of them, right up to the present time. But the one thing that we learned in Chicago, and the reason we have one of the highest union densities of any city in America, is we learned a valuable lesson. It is a simple lesson. It is called solidarity. (Applause)

That solidarity sustained us. It sustained us through wars; it sustained us through depressions; it sustained us when employers were attacking us. It sustained us to this present day. And I don't want you to have the feeling that we are looking backwards in Chicago, because we have this great history.

We have instituted an Outreach program to reach out to different segments of the community. We have an interfaith community on worker issues. We will put people in hundreds of churches this coming Labor Day weekend, to speak from the pulpits about the labor movement, and we have been doing this for a number of years.

Right on this very pier, at the end of the pier, we have our Labor Day celebration this year. We will have 9,000 people come out with their families. I am hoping for even more, but we have 9,000 that already have paid to come. And it is a history that is a glorious history. We have an art contest that we have implemented.

I was so pleased to see this poster idea. Our art contest has been going for five years. We have done a whole outreach to the arts community. We have a Distinguished Labor Speaker program which we are kicking off, and I am pleased to say that the first speaker in the Distinguished Labor Speaker program, in conjunction with Kent College, will be your President, Morty Bahr. (Applause)

And just as we are blessed with good things in Chicago, I know from your leadership, Barb and Morty, you are blessed with good leadership, and one thing we have all learned is that in addition to solidarity, we have to be progressive in the face of change.

And the one thing that your union is noted for in the entire Labor Movement is your innovation and your progressive views on how to adapt to change and still keep the integrity of the Labor Movement alive. For that, all of us here in Chicago thank you most heartedly. Have a fine convention. (Applause)

I would be remiss if I didn't add one postscript. The one thing that every delegate is thinking about most, right now, is, where am I going to dinner tonight? (Laughter)

Now I have a rule of thumb. And my rule of thumb is very simple. Never eat in an ethnic restaurant where there aren't enough people of that ethnic group to elect an alderman. Because, if you do, you know the food is going to be bad. (Laughter)

I am here to tell you, in Chicago you can eat in any ethnic restaurant you want and the food will all be good, because we have got that many different groups all working together to make this a great city and a great union town. Thank you.

. . . The delegates applauded at length . . .

TEMPORARY CHAIR TISZA: We Chicagoans are proud of our labor heritage and "poised for the future," as our poster says.

Our next guest is Don A. Johnson, President of the Illinois Federation of Labor. Don formerly served as Executive Secretary of the West Central Illinois Building and Construction Trades Council. He was elected without opposition in 1996 to lead the Illinois Federation which represents 1.25 million working men and women. Please welcome Illinois Federation of Labor President, Don Johnson. (Applause)

DONALD A. JOHNSON (President, Illinois AFL-CIO): Thank you. On behalf of the million and a quarter members of the AFL-CIO in Illinois, it is my most distinct pleasure to welcome you to this state.

You couldn't have made a better choice. You are in a city, as Don Turner told you, that is 100 percent union made. And you can't hardly find a restaurant or a hotel or a merchant in this city that you can spend your money with that doesn't have a union label. Look for it. You will find it. We are really proud of that. (Applause)

It is appropriate that you would have your convention at this time of the year, just before Labor Day, a day when labor is honored all over the nation.

It is interesting that many of our elected officials in Congress and in our State Houses and in our governor's offices come out and tell us what great friends they are of working men and women, and how they support us, and they think we are pretty stupid, because some of them then go back into Congress and they go back into those House and Senate seats and governor seats and completely ignore the needs of working families up and down this country.

As we approach this Labor Day of 1998, the news media is more interested in the sex life of our President than they are in issues that are important to us and the people that you are here to

represent. (Applause)

For the first time in the history of any of you that are under fifty can remember, this nation has a budget surplus. A budget surplus that was brought about by the policies of a Democratic President who sits in Washington, D.C. (Applause)

The conservative element of the United States Congress is trying to figure out how to take that budget surplus and distribute it to those who need it the least, the wealthy of this nation. Our more liberal friends in the United States Congress are working with the President to try to figure out a way to take this surplus and use it to shore up our Social Security system which will help you, your children and your grandchildren out into the future. (Applause)

While all of this is going on, our members are sitting around the dinner table in the evening, trying to stretch a paycheck, trying to make a checkbook balance, hoping that the HMO that they belong to will give them the service that they need at the time that they need it the most.

Our members are trying to figure out how to get their children the best possible education that they can get them, and the news media and the talking heads in Washington can't think of anything but success. This is a pretty sad state of affairs we have entered into.

Well, on Labor Day, I would ask you to do something. On Labor Day 1998, when you finish this truly great convention that you are going to have here and you go back home, relax, enjoy the day. Talk to your friends, your co-workers, your neighbors, and your family and reflect upon what that union card that you have in your pocket means to you, reflect upon the quality of life that is given to you and to your family, and reflect upon the sacrifices that those that came before us made to make this quality of life possible, and make a new commitment, a new commitment to yourself and to your children and to your grandchildren, that you are going to do everything in your power to make absolutely certain that those that come after us will have a better quality of life than we had. That is our responsibility.

Have a great convention. God bless all of you and thank you. (Applause)

TEMPORARY CHAIR TISZA: I am privileged to introduce to you the Vice President of District 4, Jeff Reichenbach. Jeff was appointed as District 4 Vice President in October 1994, and in July 1996 he was unanimously elected to a three-year term.

In 1973, when Jeff was 19 years old, he was elected President of CWA Local 4309, a local of 2,000 members in Cleveland. Jeff is a young and progressive union leader and I am proud to say I also consider him a friend. (Applause and cheers)

VICE PRESIDENT JEFF RECHENBACH (District 4): Thank you. Especially thank you to my colleagues in District 4 back there. It was very nice. And thank you, Steve, for that very kind introduction. I, too, am proud to welcome all of you here to this wonderful city of Chicago. As Steve and Don both mentioned, Chicago has been the city of some dramatic events in the history of the American labor movement. Prominent among those, the Haymarket Riot in 1886, the Pullman Strike in 1894, and the Memorial Day Massacre at Republic Steel in 1937. So I want to thank Steve and his entire committee for commemorating these events on the posters that each of you received upon registration.

Chicago is also home to more conventions than any other city in America, and there have been some dramatic events that have occurred at those, as well. In 1860, an Illinois lawyer by the name of Abraham Lincoln was nominated for the presidency right here in Chicago. And those of us who grew up in the '60s will certainly never forget the 1968 Democratic Convention and the dramatic effect it had on the conscience of our nation; an effect that, in many ways, is still felt today.

But ironically, another dramatic event took place right here in Chicago less than ten blocks from here, and it has gone relatively unnoticed in the 83 years that have gone by since. Last year, many of us plopped down anywhere from \$5 to \$10 to see a movie about the Titanic. It told the story of a tragedy at sea and how hundreds of passengers, many of whom were rich and famous, perished in the disaster.

But a story that has not been told, did not have a movie made about it or books written concerning it, occurred on July 24, 1915, right here in the Chicago River many of you walked by on the way to the Navy Pier this morning.

On that day, the Western Electric Company was hosting an outing for its employees. By the way, in true Western Electric style, the outing was not free; employees were charged for tickets. The outing was to consist of a cruise to Michigan City, Indiana, where a picnic luncheon would take

place before returning late in the evening to Chicago. Employees and their families began boarding a cruise ship named the Eastland at 6:30 in the morning.

When the boarding was completed, the gangplank was closed and preparations were made to get the ship underway. But before it could even move away from the dock, the ship capsized with nearly 2,000 passengers on board. Eight hundred and forty-one workers and their families were killed, as were two crew members and a crew member from another ship going on the same excursion.

Now, I would venture to say that most of you in this room are hearing this story for the first time, since it is not written up in the Encyclopedia Britannica or the World Almanac. It is not nearly as famous as the Chicago Fire, despite the fact that hundreds more perished on the Eastland. No romantic books were written about it because the passengers were named Buczkowski and Frackowiak, not Vanderbilt and Astor. And I believe therein lies the real story.

It was because the 841 people who died on that Saturday morning were all workers that we do not hear about this tragedy. Corporate interests, given their way, will continue to diminish the value of work in our society. And that fact puts a heavy burden on us union activists. It is up to us to tell of the tragedies like the Eastland, and the triumphs when they happen as well. For we are the voice of workers at every level, and we have a legitimate story to tell.

Labor is and always has been the only institution that has consistently and persistently spoken out on behalf of working Americans and their families.

We tell the world of the tragedies like Republic Steel, and the triumphs of a Norma Rae. We cry out for justice for the young women from the Triangle Shirtwaist Company fire when this century began and the cruel deaths of poultry workers in North Carolina but a few years ago. We demand justice and dignity for the victims of sweatshops and the oppressed children here and elsewhere forced to work in inhumane conditions.

All of us in this room can be very proud of the fact that we are here, not for the glory, not for the money, not because we want to be on the cover of Business Week, but because we feel a deep and genuine desire to help our co-workers and their families have dignity in the work that they do. And as laudable as that work is, it has earned all of us the animosity of those who believe that empowering workers is a threat to our nation's equilibrium.

While we applaud the voices of progress who have offered to work with us to build a bridge to the 21st century, we are also afflicted by the forces of regression and repression who are hard at work building a bridge for a journey back to a darker time when more than 800 workers and their families can die on a peaceful Saturday morning without earning so much as a footnote in our nation's history.

We must take care not to underestimate those who want to destroy us. We must take care not to underestimate those who want to destroy us and our movement. They are deadly serious about what they intend to do. And we should not kid ourselves about where we are today. We do not have many allies, not in the media, not in politics, not in the courts.

Our strongest and most effective weapon is people, our members, their families, their friends and neighbors. Our immediate task, as always, is to add to our numbers, organizing the unorganized, strengthening and unionizing and mobilizing those we have organized.

These are not easy tasks, but you have proven time and again that you can do them. The fact that you are here today is a solid indication that you are prepared to take on these tasks.

Over the course of the next few days, you will hear plenty about the issues and problems confronting our union. I want to talk about one thing that makes CWA unique and makes me proud to be a part of it. That quality is our ability to change, adapt, and evolve new approaches. In the early '70s, when I first went to work in the telephone industry, CWA was a union of telephone workers. Over the course of the next 25 years, our industry changed drastically. And so did CWA.

We organized among public workers, among health care workers, among printers and broadcast workers, among workers in the airline industry, and among workers in the newspaper industry. And with each new occupational group, we have added character and depth to our union and new dimensions that make it possible for one group to come to the aid of another.

This is what social scientists call "synergies" but, more basically, it is simply a process where one group of workers uses their specialized knowledge and experience to help another. That, brothers and sisters, is what the labor movement and CWA have always been about.

I know that our union will continue to evolve and develop these talents, these synergies, to strengthen CWA. It is that diversity that enables us to employ our members in the workplace, in the community, and in the nation. And if there is one man who embodies the ideals, the principles, and the qualities that CWA has come to represent here in the final two years of the 20th century, it is our President, and my good friend, Morty Bahr. It is my deep privilege to introduce CWA's National President, Morton Bahr. (Applause)

Morty spent a day last week on the picket line at U S WEST. And while there, the President of U S WEST, Sol Trujillo, said that Morty's leadership was more suited for the Iron Age than the Information Age.

Well, let me clarify something for Mr. Trujillo, just because Morty came to the table with an iron fist, do not for an instant think that this union is not ready for the Information Age. (Applause and cheers)

It is my very deep privilege and honor to introduce my friend, our President, Morty Bahr.

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

PRESIDENT BAHR: Thank you. Thank you very much. Thank you all very much.

I want to thank Steve Tisza, and please join me in thanking him for the fine job he did in getting our convention underway this morning. Thank you, Steve. (Applause and cheers)

I think the remarks you just heard from Vice President Rechenbach were extraordinary, right to the point, and laid out for all of us the challenge and the road we must travel if we are going to be the kind of union each of us wants to be in the next millennium. So, thank you very much, Jeff. (Applause)

I regret that our good friend, President Emeritus Glenn Watts, is not able to be with us today. He is recovering from an illness. He sent us a message, which I will be reading to you a little later in the day.

You know, as I travel around the country, I am very often asked by a shop steward or even local officers who ask me, "How should I respond to a new employee, just hired by the company, receiving the wages and benefits and the fruits of a collective bargaining agreement, who asks, 'Why should I join the union?'"

This is a difficult question to respond to, unless you happen to be someone who had to battle to get into CWA over your employer's vigorous objections, much like I and many of you had to do. Now, if you had that experience, you know firsthand what it is like to work for an employer without the protection of a union. Most of our members, however, come to work and find CWA already there. The steward or local officer must be able to recite the history of what it was like, and, more importantly, what it would be like, if the union suddenly disappeared from the scene.

That new employee must be convinced that the wages and benefits he or she is receiving did not and never will come out of the goodness of the heart of any employer (applause), but, rather, came about as a result of the sacrifices of CWA members by the tens of thousands who preceded us and left behind this wonderful institution for us to nurture and to care for.

It is in that spirit on this our 60th Anniversary that we remember all of the leaders and the members to whom we owe so very much. And I would ask you to join me in recognizing those CWA retired members who are here today and through them recognize those departed and living who gave so much of themselves so that we could be members of America's premier union.

Will the retired members who are here today please stand?

. . The delegates rose and there was prolonged applause in recognition of the retired CWA members who were present at the convention . . .

PRESIDENT BAHR: We are proud of you, and we are grateful for everything you have done over the years to help make this union what it is today. Thank you very much. (Applause)

Our 60th Convention represents another milestone in our history. Today we are wiser, we are stronger, we are more experienced, and certainly tougher than any of us could have imagined just ten years ago.

Our political influence, our activism, have never been higher. We took the necessary actions to build the Members' Relief Fund, that is about \$170 million and growing, a strike fund that will pay sufficient benefits to prevent any employer-- I repeat, any employer-- from breaking our strikes by starving our members into submission (applause) or by terminating their health care while

claiming to be a family friendly employer. (Applause)

We proved that, with all out mobilization and union-wide solidarity, we can bring an employer to the bargaining table to reach a fair agreement.

We further demonstrated that this union and its members are ready and prepared to strike, to walk picket lines, to take our case to the public, and to make the necessary sacrifices to win justice for our members.

We also welcomed tens of thousands of new members, new groups of workers and new unions, into our ranks. We remain committed to organizing and union growth to support all that we do.

But what of the future? Clearly, your decisions will influence the state of our union over the next ten, and perhaps, sixty years.

About thirty years ago, our founding President, Joseph Beirne, initiated a special program called the Triple Threat. The program, which was adopted by convention action, directed locals to establish active organizing, public relations and community service activities. In fact, an amendment to change the wording from "directed" to "urged" was overwhelmingly defeated by the delegates. There was no doubt where they stood.

In the last ten years, we transformed the Triple Threat Program into the CWA Triangle. The three legs of the triangle are Organizing, Political Action and Representation.

I want to review how the three legs of the triangle support our union work. Our biggest collective bargaining challenge this year was in the telecommunications industry, as more than 300,000 members were impacted. Thousands of our members are still fighting to win a fair contract. I will discuss this in detail in a few minutes.

In all of the concluded agreements, our vice presidents, staff, and rank-and-file bargaining committee members did an outstanding job. On behalf of all of our members, I thank you for your efforts and your accomplishments. (Applause)

Our contracts provide for wage increases that are substantially higher than the inflation rate, thus insuring our members a higher standard of living.

We secured pension increases and improved working conditions. More importantly, we took a stand that the telecommunications jobs of the future will be union jobs, CWA union jobs.

(Applause)

In 1992, we designated wall-to-wall as our top bargaining objective. We said that the way the industry is evolving, we probably had two or three rounds of bargaining to achieve it. I am happy to report to you that while we are not quite there yet, we made enormous progress this year, and I believe that in the next round, we will achieve 100 percent of wall-to-wall. (Applause) And I think it was quite significant that the magazine that is hardly the workers' magazine, Business Week, has already recognized the accomplishment.

You all did an excellent job in explaining to our members that this was not just about union growth, but actually was a way to make their jobs more secure. They bought into it and helped make it a reality. It was also the way to be sure that unions will be here in the future.

This effort has given us a potential of thousands of new jobs within the companies we already represent. It will take an all-out effort on everyone's part to make them CWA union jobs and we are committed to do just that.

Now I came here this morning prepared to amass your support for our striking members at U S WEST and to mobilize the solidarity of our union on their behalf.

As most of you, I am sure, know from the news reports, last night our bargaining committee reached a tentative agreement after our members had been on strike for 14 days. (Applause)

We reached agreement after demonstrating without question that our strike was strong in every state and our members were committed to achieving justice.

I want the entire convention, through the delegates who are here from the U S WEST bargaining union, to show our appreciation for their sacrifices and their struggle. We are so proud of all of them, and this convention wants you to take that message back to your members, how proud we are of them and the job they have done through solidarity.

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

PRESIDENT BAHR: I have not quite figured out yet why the new CEO of U S WEST embarked on a path of destruction, because for many years we had a good relationship with U S WEST. We had our difficulties, as one can expect, but there was a major ingredient that existed. There was mutual respect between the company and the union.

Every bit of evidence that we can put together indicates that the new management wanted to provoke a strike. Not only did they have the most onerous retrogressive demands on the table, but they didn't make their first wage proposal, and initially their only wage proposal, until just hours before the expiration of the contract.

U S WEST also announced that beginning tomorrow they would have discontinued health care coverage for all strikers. We have had many strikes in the telecommunications industry, long and short, for a couple of days, to the 201-day strike against New York Telephone in 1971.

Well, this is the first time in recorded history that a company announced that kind of drastic action in the first week of a strike, showing that they cared nothing for the employees, that they were going to get at the employees by hitting at their families and their children.

And we reacted immediately, as we have in every other strike. And every single member was told, you will not lose your health care. All necessary health care for you and your family will be taken care of, and you will not have to pay one penny for it. (Applause)

So let this message go out to all of our employers: Your threats or even your actions to cut off the health care of our members and their families will never succeed in breaking a CWA strike. (Applause)

We need, even though the strike may be over, to understand that every action by this company was designed to intimidate and frighten the strikers.

As Jeff said, I visited several hundred of our strikers in Denver and Boulder, Colorado, last Tuesday. It goes without saying how proud I was of their spirit, their solidarity, their commitment.

What triggered the chairman to say I was a man from the Iron Age rather than from the Information Age, was we were in front of the company headquarters building with three or four hundred strikers. And to show how family friendly the company was, up on the balcony overlooking the street, with the management scabs looking over, they were having a barbecue. And so we had to do something to get their attention, didn't we? And I talked about many things, but I also talked about the cooperation from John Sweeney and the AFL-CIO where we were going to energize the 1.3 million union members who are customers of U S WEST.

I said that I picked up off of somebody's web page that if you put your telephone bill in the microwave for 15 seconds, it obliterates the bar code. Now I am not suggesting anybody do this. (Laughter and applause)

And then I picked up something off another web page — I said that if you want to give this company your two cents, some people interpret that to mean that you took your telephone bill and put the pennies in it and mailed it back. But I wasn't suggesting anybody do that. (Laughter and applause)

Well, that triggered an immediate response, that I was from the Iron Age and I came out to inflame passions. Every time a cable was interrupted during the strike-- and you all know cables are interrupted every day, unlike Bell Atlantic, where there were cables cut short or interrupted in their short strike, and never once did that management go to the press-- this management immediately went to the press and blamed us.

One day last week there was a terrible tragedy. A woman, trying to get 911, could not get through, and a baby died. Immediately, the company blamed us. It turned out that it was a county road crew, unrelated to the telephone company, that cut a cable. They immediately tried to recover, but to this day we didn't get an apology. I think it was one of the things that helped that tragedy expedite the collective bargaining process.

U S WEST, and I say it here today, was in a conspiracy with a company called ICS to violate the immigration laws of the United States by bringing in scabs from Canada, and we have the evidence, and they know it. (Applause)

A contractor for U S WEST called International Communications Services and had ads running in newspapers in British Columbia. And our colleagues in the British Columbia Telephone Company Union not only reported it, but had members call the number in the ad. They were told to come to the United States and tell immigration that you are coming as a vacationer, and away you go to pick up a truck and you get four weeks guaranteed work, 70 hours a week, and then you will be paid in U.S. currency through a Canadian bank, obviously to evade U.S. taxes.

We filed an immediate complaint with the Secretary of Labor, and had our complaint not been answered, I am sure that ICS and its benefactor, U S WEST, could have been condemned publicly. The Canadians are even more outraged than we are, for a U.S. company to try and

entice their citizens to be scabs in the United States. And that is against the law.

It is also my view that the management was in shock; that their intelligence told them, "hey, workers in right-to-work states will not strike in right-to-work states." How wrong they were.

(Applause)

In every state they stood firm and they stood tall. They walked the picket lines, engaged in mobilization, took our case to the community and withstood the worst public attack of distortion and lies that I have ever seen from a telecommunications employer.

So, as I say, the strike may be over but, I might add, I got calls from two of the CEOs of the other "Baby Bells." Each of them asked me, "Where is this guy coming from?" Now if they didn't know, certainly I didn't know. But it demonstrated that this guy was going 180 degrees away from where the rest of the industry was going.

In fact, one reporter from the Associated Press asked me on a picket line if I thought they were doing this to get it more streamlined so somebody would buy it. And I said, "With this kind of conduct, who would want to buy it?" (Applause)

So while the strike may be over, I fear that the damage that has been inflicted on U S WEST may linger for a while, at least until we see a genuine change of attitude on the part of management, that they are sincere about wanting to work in harmony with their union and that they respect this union at every level of this union, from the steward on the job to the member in the workplace, right up to the people on this podium. (Applause)

Now, in Connecticut, the members of our newly affiliated Connecticut Union of Telephone Workers yesterday began their second week on strike against Southern New England Telephone Company. Southern New England Tel is in the process of being sold to SBC.

In this strike, however, we do not have a management seeking to break our union. Rather, it is a management that must now pay for its faulty labor policies of the last dozen years. After the breakup of the Bell System and beginning with the negotiations that took place in 1986, SNET imposed two-tier wages and a two-tier health system.

And as we said back in those days — and that was the first round of bargaining of my presidency when every company was trying to emulate SNET and Ronald Reagan started to deal with PATCO. As you remember, we were in the era of bargaining two-tier wages, and we said, "Never," because as sure as day follows night, a time will come when the exploited lower tier becomes a majority of the workforce and demands parity.

That time has arrived in Connecticut. So, this strike is about fairness, about eliminating a practice that has people working side by side in the same job title and receiving substantially different wages and benefits. Now, the strikers are represented at this convention by Local 1298 President Dan Keating and Vice President Paul Hongo. Please join them in letting them know that not only do they have the full support of this convention on the strike, but that we welcome them into the CWA family and we will do whatever it takes to make that strike end successfully. (Applause)

These are some of the folks. Dan Keating is the President, and Paul Hongo, the Vice President, and others that worked very hard to join CWA. (Prolonged applause)

If there is one thing that angers thousands of our members, it is abusive, excessive overtime. It has become a growing practice in the United States in many, many industries to work employees long hours rather than hire additional workers.

While we made some real progress in this round of bargaining to ease the burden on our members, much more needs to be done. So we today give notice to all of our employers that this abusive and unacceptable practice must end. (Applause) And it will be a top priority demand when the current contracts expire, unless you, the companies, begin to take appropriate action now, and that means hiring new workers for the jobs that currently require mandatory overtime. (Applause)

We also note that the strike-lockout at the Detroit Free Press and News is now in its 38th month. We are encouraged, however, that bargaining has resumed that may lead to a conclusion of this dispute. (Applause)

On behalf of the strikers, I want to thank all of you for your support. Steve Tisza mentioned the Adopt-A-Family Program. The Adopt-A-Family Program raised in excess of \$2 million for these families. This morning, you were introduced to one of the many courageous families who are carrying on the struggle with your support. So we are very proud of all of you.

I think, as Steve spoke — and once again to reinforce it — about not only what his local is doing

but so many locals around this country, reinforcing indeed that we are a union family and damed proud of it. Our NABET members at ABC-Disney, are still trying to hammer out a new contract. Now, here is a company that paid an executive \$140 million to get rid of him, \$10 million for each of the 14 months they say he screwed up, and they tell us — and in fact told me when I joined the committee at the bargaining table— that our demands were too high. Something is wrong with that arithmetic.

At AllTel we are fighting against severe health care cost shifting and are on the verge of calling a system-wide strike. Our public sector members are battling against privatization, particularly in New Jersey where Governor Whitman appears to be gunning for state workers.

In the first State of the State address of her new term, she targeted seniority, elimination of pay steps, abolishing bumping rights and ending other civil service protections. But the Governor has learned that her own party, which controls the legislation, will not support her on many of these issues in the face of CWA mobilization and political action.

Throughout our union, CWA leaders can take pride in the outstanding collective bargaining contracts that we have negotiated and the representation services that we provide. But if all we had to do to recruit new members was to bargain good contracts and provide excellent representation, our union would be well over the million members that Joe Beirne had his sights on so many years ago. Unorganized workers would be beating down our doors wanting to join, and that has not happened.

Unfortunately, employer resistance and ineffectual labor laws make it very difficult for workers to form a union. You literally have to put your job on the line in today's America to exercise your basic rights to bring a union into your place of employment and engage in collective bargaining. Our union, and indeed the entire labor movement, must be proactive in reaching out to new workers. The organizing leg of the triangle supports future growth and is the future strength of our union.

Without question, labor today faces an organizing crisis, and the following two charts illustrate that crisis. The states that show in the red in 1983 show that 21 states were organized over 20 percent, and only two states were under 10 percent, and it is hard to see, because they dropped off, but it was North and South Carolina. But when you look at 1996, it no longer looks like America, does it, because only five states are over 20 percent union, 16 are under 10 percent, and you can see how many have fallen off because they are under 10 percent.

Even if we build it, new workers cannot reach us if there is no road to follow. We all have to become union road builders to bridge ignorance about unions with the truth, to destroy the anti-union land mines that management buries, to overcome employer-inspired fear and conflict in the workplace, to show and lead workers into our union.

Back in 1947, when the old National Federation of Telephone Workers became the Communications Workers of America, we gave careful thought to our name. We could see that if we stayed in our traditional industry, there wouldn't be enough telephone workers, as we understand the term today, to support a powerful union. Calling ourselves Communications Workers was just one way our founding leaders began to prepare for the future.

In the past ten years, as Jeff pointed out, we continued to prepare for the future by expanding our base. We welcomed ITU, NABET and TNG into our ranks. Clearly, our union is stronger because of these new members. Our union has proven repeatedly that despite the obstacles, despite employer resistance, despite weak labor laws, CWA leaders and members can organize. Because of our organizing commitment, this is an historic day in the history of trade unionism in the telecommunications industry. And let me explain why.

Prior to the National Labor Relations Act, unions in the telephone industry were run by the company. In 1938, when the United States Supreme Court declared that the NLRA was constitutional, all of the company-dominated unions in the Bell System became illegal.

The National Federation of Telephone Workers was born as a loose federation of unions. The old NFTW proved to be ineffective during the 1947 nationwide strike and divided into three segments-- CWA, Independent; the Telephone Workers Organizing Committee, CIO; and an independent affiliation. The TWOC merged with the CWA when we joined the CIO in 1949.

From the birth of CWA as a national union 51 years ago, a burning desire existed to one day achieve unity and reconciliation of all telephone workers within CWA. The breakup of the Bell System, more than anything else, sent a strong message to the leaders of the independent

unions that they could no longer afford to be outside the mainstream of organized labor. In the years following the breakup, three affiliated with the IBEW and ten affiliated with CWA. The current leaders, or someone standing in for them, are on the platform with me, and I ask them to please rise. They are:

Local 13000, Pennsylvania Plant, Joe Clinton. (Applause)

Local 13500, Pennsylvania Commercial, Sandy Kmetyk. (Applause)

Local 13101, Delaware Plant, Bud Speakman. (Applause)

Unfortunately, Sue Uff of Local 13100, Delaware Commercial, was unable to be here, but she was one.

Local 1110, Downstate New York Traffic, for Gladys Finnigan, Wilhelmina Banks. (Applause)

Local 1105, Downstate New York Commercial, Kathy Ciner. (Applause)

Local 1100, Downstate New York Accounting, Gail Murcott. (Applause)

Local 1112, Upstate New York Traffic, Donna Conroy. (Applause)

Local 1113, Upstate New York Accounting, representing Joan Noonan, Janet McDermott.

(Applause)

And Local 2110, Maryland Traffic, Barbara Davis. (Applause)

As you know, on July 2, 1998, the 6,700 members of the Connecticut Telephone Union Workers, the last of the proud independent unions, voted to merge with us. And, again, Dan Keating, please stand. (Applause)

With this, our 60th Anniversary, after 51 years, unity and reconciliation have been achieved, and I know that Joe Beirne is looking down on us at this moment with a big grin, shouting, "Well done."

Thank you all. (Applause)

Now, the effort to win the affiliation in Connecticut was a true organizing team effort, and I would be remiss if I didn't mention those who worked so long and hard, all volunteers. We had to overcome an enormous lead that the IBEW had.

Of the nine members of the Board of CUTW, six were supporting IBEW and three were supporting CWA. So, obviously, they had an enormous edge on us, and the people I want to recognize now, obviously along with people like Dan Keating and the people you see up here, worked very hard to overcome that lead. These people are:

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

Melissa Morin, President, Local 1400; Anna Egner, Vice President, Local 1400; Mary Buck, Local 1400; Jeff Halperin, Local 1101; Dennis Trainor, Local 1101; Chris Morley, Local 1105; Lourdes Delgado, Local 1105; Bob McCracken, President, Local 1103; Beth Boland, Local 1110; and Kathy Ciner, President of Local 1105, who even assisted me in one of the debates we did with the IBEW with a question that I couldn't answer, but she did much better. Thanks, Kathy.

I also want to recognize District 1 Representatives Rick Martini and Steve Early. Together, they did a magnificent job. (Applause)

I am not being critical of another union. I just want to talk about the facts. When we think of our experiences when we have been on strike, whether it has been Bell Atlantic, whether it has been NYNEX, whether it was Ameritech, whether it was U S WEST, as current as yesterday, where we are on the bricks and another union keeps working and gets a "Me-Too" contract, I think that our members and leaders and SBC, which is buying out SNET, can think of the implications if another union had been successful in organizing this group.

I think you will agree that our bargaining strength, without SBC, PacTel and ultimately Ameritech, would have been greatly eroded, and so would the courageous work and the dedicated work that the folks in Connecticut did, but I am sure after not too long they will all know that they made the right decision for themselves.

But I think it is terribly important for us to know that they also made the right decision for our members in the parent company of which they will be part, and they are going to play an enormously important role working together to make all of the contracts in SBC even better.

Thank you all. (Applause)

Now, late last year, we also recorded another significant organizing victory, and Jeff mentioned it, where more than 9,000 customer service and reservationists from US Airways voted to join CWA. This was a hard-fought, hard-won victory that once again involved hundreds of local union volunteers at airports all over the nation. It was another great CWA team organizing victory.

We are in negotiations for a first contract, and I want to introduce the US Airways bargaining team to you: Tim Yost, Chris Fox, Josey Esposito and Jeff Dewar. (Applause)

As the US Airways victory indicates, CWA is a union that is growing and attracting the professional, technical and administrative workers who make up the majority of today's workforce. During the past year, we proved that we are one of the fastest growing unions, bringing 25,000 new members into our union. Organizing certainly helps us become stronger and more powerful at the bargaining table, but among the reasons why organizing is so hard are weak labor laws and the lack of strong penalties against employers who violate the laws.

This is a political challenge which shows how the political action leg of the triangle supports both collective bargaining and organizing. This year's elections, particularly in the races for the House of Representatives and the Governors, are absolutely crucial to labor's future. All of our polls show that voter turnout will be the deciding factor in most of these contests, and CWA members who live in virtually every community in our nation will play an influential part in the outcome. This graphic tells the story of Big Newt and Little Newt. In 1994, when union members stayed home and the Republicans took control of the Congress, we got arrogant, anti-union Newt Gingrich as Speaker of the House, the "Contract with America," and a laundry list of anti-union legislation.

In 1996, union members turned out to vote in huge numbers and we cut Newt down to size. (Applause) Labor sharply challenged the anti-union Republican agenda. The Contract with America disappeared, Fast Track was defeated and Little Newt started whining about the "mean union bosses" who were whipping up on him.

In 1998, we have a great opportunity to get rid of Newt as Speaker. (Applause) In fact, you all could do me a personal favor. The minority leader of the House, Dick Gephardt, our good friend, who was to be here, but other business canceled him out at the last minute, told me that I can have a choice seat up in the gallery the day that Newt turns the gavel over to him. So do it for me. (Laughter and applause) And our victory in California on Prop 226 shows what we are capable of when we register our members. (Applause and cheers)

Stand up, California.

. . Applause as the California delegates arose . . .

It shows what we are capable of when we register our members, reach out to them, inform them of their issues, and point out the choices before them. And we did turn out the vote in California. Of the 43 percent who voted against Proposition 226, 42 percent are union members. (Applause) This vote spilled over to the primary where 46 percent of the voters for our endorsed candidate for governor, Gray Davis, were from union households. (Applause)

Polls also showed that 80 percent of our members who received a labor-to-neighbor visit, who were called or who received mail from us, voted against Proposition 226. I could tell you, every poll that CWA does, international poll, and we do it like every other year, is scientific. Our members do not know it is CWA polling, but on the question of political action and who you vote for, we find that where a local union has a newsletter or a newspaper and puts the information of the candidates or the issues before the members, most in advance of election day, overwhelmingly your members will follow your recommendation. And we ought to begin doing it now, if you have not already done it, in advance of November 3rd.

The outcome of the November 3rd election will set the agenda for Congress for the next two years, and sets the stage for the 2000 Presidential elections. Now, we, of course, are honored that Vice President Gore will be with us this afternoon, I am sure, to talk more about these issues and the importance of the labor vote. If we do not deliver, those who have been out to destroy President Clinton for the last six years will have success. We are the difference. (Applause)

You know, we also need to remember the bottom line for us is really simple. What is won after a hard struggle at a bargaining table can be taken away at the ballot box.

The attacks on us and on every law that benefits working families by the anti-union leadership of the Congress are proof positive of that adage. We must support CWA COPE and our "\$2 million by 2000" goal. We must get out with our members to educate and inform them about the issues. We need to register the unregistered, set up phone banks, visit our members at their homes and, above all, we must turn out what Joe Beirne always characterized, an "intelligent vote" by our members on November 3rd.

I know that I can count on you to get the job done. Representation, organizing, political action--

the three legs of the CWA Triangle symbolize the theme of this year's convention: "60 Years of Standing Together."

For the past 60 years, our union has stood for dignity on the job, economic fairness, and social justice. Our basic mission to make life better for all working families remains unchanged.

We are witnessing today a renewed passion among our members for their union. They are not only willing to strike, but in many cases they are anxious to strike. They are ready to fight back and win their fair share of the American dream. And they look to us to show them how.

These are the same ideals which brought the founders of the NFTW together 60 years ago, which led to the formation of CWA in 1947, which attracted new groups of workers and unions into our ranks, and which bring us together here today. You are part of a movement, a movement of working families all over the world, joined by common hopes, by common aspirations, and by common beliefs. The future belongs to us and our children and our grandchildren, not to the greedy, the powerful or the rich.

Brothers and sisters, our union movement has been on the ropes for a long time, but we are fighting back, and we are winning. Now it is up to us to continue to energize the entire labor movement by our example.

As we review the state of our union today, I am confident that there is no challenge too difficult, no obstacle too high, and no employer strong enough to defeat a unified CWA membership.

(Applause)

From this moment on, let us move forward together to create a future where those who follow us look back and say with thanks: "They built the most powerful union for working families that the world has ever seen."

With solidarity, unity and a firm belief in our ultimate victory, I know that we will do just that.

Thank you very much.

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

TEMPORARY CHAIR TISZA: I want to take this opportunity to thank Jeff Rechenbach and President Bahr, for selecting me to be Temporary Chair, and I will always cherish the honor of serving as the Temporary Chair for the 60th Annual Anniversary Convention of this great union. Thank you very much. (Applause)

And now, under the Rules of the Convention, I will now turn the gavel over to President Bahr, who assumes the position of permanent chair for our convention. Thank you.

. . . Applause as President Bahr assumed the Chair . . .

PRESIDENT BAHR: Thank you very much, Steve. Would the Credentials Committee come to the platform?

. . . As the Credentials Committee came up to the platform, a very exciting video was shown urging the delegates of CWA to stand up and join the fight. The video described the benefits, advances, security and dignity the union has given the workers in CWA over these past sixty years. The dynamic history of CWA was depicted and the leaders who formed the path to success for CWA workers. Many things have changed but CWA political action has not changed, and this commitment has been one of the reasons for CWA's success during the past six decades . . .

PRESIDENT BAHR: I want to introduce the Credentials Committee.

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

Ruth Barrett, President, Local 1077; John Feaster, Vice President, Local 1110; Donald R. Burford, President, Local 2001; Carol A. Ball, Secretary, Local 2252; Juanita Davis, 1st Vice President, Local 2300; Joanne Smith, President, Local 3310; Brenda Scott, President, Local 3570; Richard Jorgensen, President, Local 4620; Barry R. Gardner, President Local 6016; Ronnie Gray, President, Local 6228; Linda Glass, Executive Vice President, Local 7019; Michael Withrow, Vice President, Local 7777; Michael G. Bell, Vice President, Local 9421; Katie Farias, Vice President, Local 9586; Karen Gatto, President, Local 13550; Gerald Mickey, President, Local 13552; Judith Robertson, CWA Representative, District 4, Co-Chair; Robert Proffitt, CWA Representative, District 7, Co-Chair; and Jerry Hayes, Upstate New York, and New England Area Director, the Chair.

The Chair recognizes the Chair of the Credentials Committee, Jerry Hayes.

JEREMIAH HAYES (Chair, Credentials Committee): President Bahr, Delegates and Guests: I

am pleased to announce on behalf of the Credentials Committee we have registered over 2,600 delegates, alternates and guests to the 60th Annual Convention.

The Committee appreciates the assistance rendered by the Secretary-Treasurer's office, especially the help of the Information Systems and Membership Dues Departments. With the assistance of the two departments mentioned, we are continuing to improve service to our delegates, alternates and guests.

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

Since our last convention, new locals have been added to our ranks. These locals are: Local 1298; Local 14177; Local 34051; Local 7077; Local 39521. Let's welcome these locals.

(Applause)

We will be reporting on credentials in the following categories:

Category 1: Those credentials properly executed and received on time.

Category 2: Credentials properly executed but late.

Category 3: Improperly executed credentials.

Category 4A: Proxy credentials properly executed but late.

Category 4B: Proxy credentials improperly executed.

Category 5: Unusual circumstances.

Category 1: Credentials properly executed and on time. The committee moves that these delegates be seated.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It has been seconded from the floor. Any discussion or question on the motion?

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

The Chair of the Committee.

CHAIR HAYES:

In Category 2: There are no locals to report.

In Category 3: There are no locals to report.

In Category 4: There are no locals to report.

In Category 4A: There are no locals to report.

In Category 5: There are no locals to report.

The Credentials Committee will be in session each day, one-half hour prior to the opening of the convention for the convenience of the delegates and alternates, in registering late arrivals, replacing lost badges and handling other problems. Guests will continue to be registered immediately prior to and during each session for the remainder of the convention.

Those delegates other than Category 1, who have not been seated by the action of this convention, may present themselves to the committee and obtain their proper badges. Other delegates who may have arrived late will also be served by the committee shortly at the registration counters in the lobby.

Mr. President and delegates, this completes the committee's report at this time.

PRESIDENT BAHR: Please join me in thanking the committee for the kind of job they did, and it was made a little more difficult because someone on the first day stole the computers out of their workroom, setting them back and having to do a lot more work than they normally did, and yet they managed to get us started on time. But we all appreciate that. Thank you all. (Applause) Would the Resolutions and Rules Committee come to the platform, please? While they come to the platform, particularly for new delegates, I want to describe the use of the microphones under our Rules. On Page 24 of our Constitution, there is a copy of the permanent rules for our conventions. I want to 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.

Microphone No. 1, which is right here in front of me, is marked "Motions." Obviously it is where you go if you want to make a motion. The telephone associated with the Motions mike is connected directly to our parliamentarians, and they are seated immediately behind me. I would like the parliamentarians to stand as I call their names. Pat Scanlon, our General Counsel; Richard Rosenblatt, Counsel for the Printing, Publishing and Media Sector; and Pat Shea, an

attorney in our Washington headquarters.

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

Then there is a microphone designated as No. 2 at the center of the hall. Use it to raise a point of order or raise a point of privilege. It, too, is connected to the parliamentarians.

Microphone No. 4 is over to my left. Use it to speak against an issue. And Microphone No. 3 on the other side of the hall is the "For" mike. Use it to be recognized to speak for any motion or issue before the convention.

In the back of the auditorium is Microphone No. 5, 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.

Now, under our Rules, we rotate these microphones. The maker of a motion may speak for his or her motion from Mike No. 1. Under our rules, there is a five-minute limit on any speech. There is a red light here on the platform, which should go on — there it is — that will give you a four-minute warning, and also a small red light at the telephone. If I am paying close attention, I will attempt to do this (rapping of the gavel) so you are not distracted, and you can keep speaking for one more minute. Sometimes I get engrossed in what you are saying and I forget to do it.

(Laughter)

In rotation, the movement will be from the Motions mike or the platform, if this is where the motion is, to Microphone No. 4, then to No. 3, and the rotation also includes Microphone No. 5 for questions. The rotation continues until at least two people have had an opportunity to speak for and against, after which a motion to close debate is in order.

As you go to the "For" and "Against" and "Questions" mikes, lift the telephone, give the switchboard attendant your name, local number, and state or province. You will be recognized in the order called for under our rules. When you speak, it would help the recorders if you start off, again, with your name and local number.

Let me introduce the people who will be handling the switchboards and answering as you call from Mikes 3, 4 and 5. They advise the Chair to recognize you. They are seated on my left and are:

. . . As the switchboard monitors were introduced, the delegates responded with a single clap of recognition . . .

Lynn Buckley, CWA Representative, District 1; Linda Crawford, CWA Representative, District 3; Andy Milburn, CWA Representative, District 6; Janine Brown, CWA Representative, Communications & Technology; and Jim Byrne, CWA Representative, District 13, who is also the Chair of the Committee. Monitoring the five-minute rule is Betty Witte, CWA Representative, District 3; and Larry Handley, CWA Representative, District 4.

During the course of our convention, a verbatim recording is kept. The record is carefully prepared by our editing group seated also on my left. Shortly after adjournment, a complete set of Convention Proceedings will be mailed to you. You have 30 days to review the record and report to us any errors you may wish to have corrected. An errata sheet will then be sent to you reflecting those corrections.

Those who are doing the editing and indexing are: Dave Palmer, CWA Representative, District 1; Beverly Hicks, CWA Representative, District 3; Charles Strong; CWA Representative, District 9; Marian Needham, Executive Secretary of the Contracts Division, The Guild; and James Lovelace, Contract Administration, Printing, Publishing Sector, who is the Chair.

I might also add that oftentimes we have an issue or resolution that you feel strongly about.

Debate is closed before we get a chance to recognize you. If your remarks are written and if you call it to the attention of the Chair, the Chair could rule that you could bring your remarks up to the reporter and have them included in the record.

To tell us who is to be recognized and to be sure that we follow procedures in the Constitution,

each day we have two delegates who 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 would like to introduce them at this time. Charlie Buttiglieri, Executive Vice President, Local 2101; and Judy Beal, President, Local 9509. (Applause) I want to call to your attention that Resolutions 60A-98-4, 60A-98-5, 60A-98-6 and 60A-98-7 are prepared and will be reported by the Resolutions and Rules Committee today, if time permits. Our normal procedure calls for us to report our resolutions in numerical order. However, in order to accommodate our Schedule of Events, sometimes it becomes necessary to rearrange the order in which the resolutions are reported.

The members of the Resolutions Committee are:

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

Betty Levasseur, President, Local 1365; Hollis Burdette, President, Local 3115; Judi Wicker, Secretary, Local 4009; Dennis Dunbar, President, Local 7171; Ray Myers, Unit President, Local 13000; Eli Torres, Jr., President, Local 6110, Chair.

The Chair recognizes the Chair of the Resolutions Committee.

DELEGATE ELI TORRES, JR. (Local 6110, Chair, Resolutions and Rules Committee):

Thank you, Mr. Chairman. This is the Report of the Resolutions and Rules Committee to the 60th Annual Convention.

The Resolutions and Rules Committee met in the City of Chicago, Illinois, beginning on August 26, 1998, 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 24 and ending on page 27.

There were no proposed amendments received by the Committee. It is the opinion of the Committee that the Permanent Rules adequately assure the democratic functioning of the Union's Convention.

Therefore, the Resolutions and Rules Committee of the 60th Annual CWA Convention recommends no changes be made in the Permanent Rules.

HOURS OF THE CONVENTION

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

BE IT RESOLVED: That the regular sessions of the 60th Annual CWA Convention shall be as follows:

On Monday, August 31, 1998, the Convention shall be called to order at 9:00 a.m. The Convention will be in 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, September 1, 1998, the Convention shall convene at 10:00 a.m. and shall recess from approximately 12:30 to 2:00 p.m. and will continue until all business has been conducted.

Respectfully submitted,

Eliseo Torres, Jr., President, CWA Local 6110, Chair; Betty Levasseur, President, CWA Local 1365; Hollis Burdette, President, CWA Local 3115; Judith Wicker, Secretary, CWA Local 4009; Dennis Dunbar, President, CWA Local 7171; Ray Myers, Unit President, CWA Local 13000.

The Resolution and Rules Committee moves adoption.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Is there any discussion?

Seeing no one on the microphone, all those in favor of the resolution, indicate by raising your hand. Down hands. Opposed by like sign. The resolution is adopted. Thank you.

Would the Finance Committee please come to the platform? While they come to the platform, I would like to read a letter or two of greetings. This is from Senator Ted Kennedy, addressed to me.

"I wish I could be with you today, but I am grateful for the opportunity to congratulate all my friends in the Communications Workers on your 60th National Conference. Your members are

fortunate to have such strong leadership and I commend you, Barbara Easterling and Loretta Bowen. I want to send a special welcome to my many friends from Massachusetts.

"The Communications Workers have a proud history, from the early days of the telegraph and telephone to today's information superhighway. You have experienced technological and workplace changes as few others have.

"Throughout your history, you have confronted workplace change and social change. You have responded by developing innovative programs and strategies that have led to a better life for your members and countless other workers around the world.

"Some say that the labor movement is no longer relevant in an increasingly high-tech workplace. You have shattered that myth by adding thousands of new members in recent years. Your members work in telecommunications, in printing and publishing, in broadcast and cable, and in law enforcement. Thousands work in the public sector, including health care and university professionals.

"I honor you and applaud your commitment and determination. I am proud of your leadership on so many of the causes important to working families. From health care to child care to fair pay and a decent pension, you in the Communications Workers are leaders. You stand today as you have always stood, for fairness in the workplace and for the right of every American to work and live in dignity.

"Again, congratulations and best wishes for your convention and keep up the great work.

"With my thanks and appreciation,

"Ted Kennedy." (Applause)

On Microphone No. 1, Don Loretto.

DELEGATE DONALD J. LORETTO (Local 1122): Mr. President, I would like to move that only the resolves of the 1998 Finance Committee be read into the record.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The motion is — and this is a continuation of what appears to happen every year-- the intention is, since everybody has had the report for at least a month, that the committee read only the resolves.

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

The members of the Finance Committee are:

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

Mary Jo Avery, President, Local 4600; Donna Bentley, President, Local 6733; Gloria Castillo, President, Local 9575; Gene Kopycinski, Chair, Local 1122; Barbara Easterling, Secretary-Treasurer.

The Chair recognizes Gene Kopycinski, the chair of the committee.

DELEGATE GENE KOPYCINSKI (Local 1122, Chair, Finance Committee): Thank you, President Bahr.

Brothers and sisters, your Finance Committee met in Washington, D.C. on June 1st, 2nd and 3rd of 1998 to review and prepare the recommendations for the 1998-99 budget year. The committee reviewed the Strategic Planning and Budget 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, 1997 by the certified public accounting firm of Thomas Havey & Company. The auditors conducted their 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, 1997.

Past convention actions direct the Finance Committee to review the expenditures of each administrative unit and require any unit overspent at the end of the previous budget to give a detailed explanation to the committee.

This year's committee concurred with the 1997 committee guideline recommendation not to ask for written explanations from any administrative head that was 1 percent or less overspent.

Therefore, your committee directed those administrative heads who exceeded their 1996-97

budgets by more than 1 percent to provide a detailed written explanation documenting the reasons why they exceeded their budgets.

The committee sent five requests for explanation letters to administrative heads, seeking information on seven budget lines which were overspent. We thank those administrative heads for their timely responses and, after reviewing the explanations at our Chicago meetings on August 27 and 28, found their responses sound and with fiscal merit. Hence, there was no need to request further accounting to these delegates.

Financial stability requires a continuing effort on CWA's part to organize both internally and externally. 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 dues paying membership.

The Finance Committee is recommending the 1998-99 budget as one showing appropriate fiscal restraint with a continuing high level of representation and organizing commitment. The committee applauds the work and efforts 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 1998-99 Finance Committee extends our thanks on behalf of the great membership of the CWA to our President Morty Bahr, Secretary-Treasurer Barbara Easterling and associated CWA staff for their 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 1998-99, through interviews with the department personnel and review of the demands and needs of those line items remaining relative static.

We believe as a committee that we can confidently request and urge delegate approval of the Finance Committee Report to this 60th Annual Convention, and, therefore, move same.

Thank you. (See "Appendix A")

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

. .The motion was duly seconded. . .

PRESIDENT BAHR: Seconded from the floor.

Is there any discussion? On Microphone No. 5, Delegate Young.

We are getting complaints up here about the noise. This is an enormous arena, and I think even as you talk very quietly at your place, it kind of reverberates, and people are complaining that they can't hear in the back. So, please try to maintain order.

Kim.

DELEGATE KIM YOUNG (Local 1112): President Bahr, Executive Board and Fellow Delegates, my name is Kim Young, Executive Board Member, CWA Local 1112 for the past sixteen years. I make approximately \$37,000 a year as a DAB operator. My question is: Can you tell me the salary of each Executive Board member?

PRESIDENT BAHR: Chair of the Committee.

CHAIR KOPYCINSKI: I will have to dig it out. But President Bahr's salary is \$135,540. Secretary-Treasurer--

DELEGATE YOUNG: Excuse me. Could you speak up so we can all understand? Or, fellow delegates, please be quiet. Thank you.

CHAIR KOPYCINSKI: President Bahr's salary is \$135,540. Secretary-Treasurer Easterling's is \$120,992. Executive Vice President M.E. Nichols' is \$111,720. And, as you go through the districts--

PRESIDENT BAHR: Just the Vice Presidents.

CHAIR KOPYCINSKI: The Vice President of each and every district of CWA is at \$105,409.

Does that satisfy your question?

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE YOUNG: Thank you.

PRESIDENT BAHR: Delegate Tracy.

DELEGATE WILLIAM J. TRACY (Local 3120): Mr. President, Executive Board, fellow delegates, my question is concerning No. 5, page 5, on the Finance Committee Report.

The 3.3 percent true-up wage increase that the committee is recommending to be retroactive to July 1998, is that before the current increase in salaries for the Executive Board or does that compound what they get this year?

PRESIDENT BAHR: The chair of the committee.

CHAIR KOPYCINSKI: The increase, when the average of all the membership of CWA is determined, after all bargaining is complete, will be added to the 3.3 percent. The concept was 3.5 percent average increase for all of the membership of CWA. The increase retroactive to July 1, 1998, would be 6.8 percent.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE TRACY: A clarification. My second question is, are the salaries that were just read before the increases? In other words, effective June 30, 1998, those are the standing salaries?

PRESIDENT BAHR: That is correct.

DELEGATE TRACY: Thank you very much.

PRESIDENT BAHR: You are welcome.

There is nobody else wishing to speak. All those in favor of the adoption of the Finance Committee Report indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted.

Join me in thanking the Finance Committee for another good job. (Applause)

We are a little bit ahead of schedule. I am wondering is the photographer ready for the Convention Photo? Somebody let me know if the photographer is ready.

CONVENTION PHOTOGRAPHER: Mr. President, in about four minutes we will be ready. I am ready for the technicians to come. Once they are here, we will take the photograph.

PRESIDENT BAHR: Is the Resolutions Committee ready to come back? They are. So we will just move on to some of the resolutions. I guess I didn't speak long enough. (Laughter) I had a few more things I want to share with you.

The Chair recognizes the Chair of the Resolutions Committee.

CHAIR TORRES: Thank you, Mr. Chairman.

The Chair recognizes Ray Myers.

DELEGATE RAY MYERS (Local 13000): If the delegates would please turn to page 4 of the Resolutions Committee report, I will correct two errors in the body of the resolution.

I direct you to the end of line 3, after the words "past five." Please add the word "years." After the words "past five" please add the word "years."

I direct you to line 5. Please strike from the middle of the line the words "the power."

I will read Resolution 60A-98-4, entitled "Pension Fund Assets."

Resolution 60A-98-4 — PENSION FUND ASSETS

The assets in the General Electric Company Pension Trust Fund currently stand at nearly \$39 billion and the GE Pension Plan has not given retirees a cost of living increase in many years. The General Electric Company currently grants non-employee members of the corporate board of directors pension benefits. Over the past five years we have attended the GE shareholders meeting and introduced proposals to correct these inequities. With many other employers we have begun to use our power as shareholders to influence corporate decisions.

Currently, Taft-Hartley pension trusts control more than \$500 billion in assets and public employee pension plans control more than \$1.7 trillion in assets. There are trillions more dollars held on behalf of union members but controlled by the employers. These funds represent a substantial part of the American economy and they can be an important tool in helping us build an economy that rewards the people who do the work.

RESOLVED: That the CWA utilize these funds, consistent with the fiduciary responsibilities of the plans, to build a more secure future for unionized workers.

RESOLVED: That the CWA actively pursue a program to have the equities voted in the long term interests of the plan participants and consistent with the AFL-CIO proxy guidelines.

Mr. President, the Resolutions Committee moves adoption of Resolution 60A-98-4, entitled "Pension Fund Assets."

PRESIDENT BAHR: You have heard the motion.

. . The motion was duly seconded . . .

PRESIDENT BAHR: No delegate cares to speak on it. All those in favor of the resolution indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted.

On Microphone 1, Delegate White.

DELEGATE DIANE WHITE (Local 2201): I would like to make a motion that the committee only read the resolves.

PRESIDENT BAHR: You have heard the motion.

. . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. It is for the committee to read only the resolves.

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

Chair of the committee.

CHAIR TORRES: The Chair recognizes Dennis Dunbar.

DELEGATE DENNIS DUNBAR (Local 7171): If the delegates will turn to page 5 of the Resolutions Committee report, I will read the Resolved to Resolution 60A-98-5.

RESOLVED: That CWA reaffirm its commitment to the NABET/CWA Sector members employed at Disney/ABC by actively supporting the mobilization drives in New York, Washington, Hollywood, San Francisco and Chicago.

RESOLVED: That the delegates of the 60th Annual Convention of the Communications Workers of America participate in the FCC Public File postcard campaign included in the delegate package.

Mr. President, the Resolutions Committee moves adoption of Resolution 60A-98-5, "Support of NABET-CWA Workers at Disney/ABC."

PRESIDENT BAHR: You have heard the motion. Is it seconded?

. . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. On Microphone 3, Delegate Joyce.

DELEGATE JAMES JOYCE (Local 51016): Mr. President, members of the Executive Board, my fellow CWA brothers and sisters, I rise to support this resolution. I think it is important to read the body of the resolution, because it really characterizes our struggle at Disney/ABC.

Resolution 60A-98-5 — SUPPORT OF NABET-CWA WORKERS AT DISNEY/ABC

Since March of 1997 nearly 3000 members of our NABET Sector have worked without a contract at Disney/ABC. Technicians, news writers, telecommunications coordinators, desk assistants and other skilled professionals have faced devastating attacks on their jobs and benefits during negotiations with the Walt Disney Company's subsidiary, ABC, Inc. These members work at ABC-owned facilities in New York, Washington, D.C., Hollywood, San Francisco and here in Chicago.

Disney/ABC steadfastly insists that our members accept contract proposals that slash pension contributions and other benefits. The company is also demanding to replace full-time union jobs with a part-time disposable non-union workforce.

Despite posting \$1.9 billion in profits for 1997, Disney/ABC is demanding that our members' families tighten their belts while corporate executives line their pockets. For example, according to a Securities and Exchange Commission filing, Disney CEO Michael Eisner engineered a 23 percent pay raise for himself, topping \$10.65 million for fiscal 1997. Yet, at the same time, Disney/ABC is demanding that NABET members accept a 66 percent decrease in pension contributions.

The brutal attacks on NABET represented employees have not been limited to the bargaining table, however. This past June a shop steward was physically assaulted on the job at KGO-TV in San Francisco by a private security guard hired by the station, while scab training was being conducted. The steward was injured in the attack; yet, the company suspended him for six days. In August of 1997 another agent of KGO-TV also attacked a NABET supporter in San Francisco, again resulting in physical injuries.

Disney/ABC has engaged in numerous acts of discrimination and intimidation during these negotiations. Disney has denied certain employee benefits to NABET represented personnel and has transferred work on shows, such as the Academy Awards, out of the NABET bargaining unit. At the bargaining table Disney/ABC negotiators have insulted President Bahr and NABET negotiators by saying that our members' sights are set too high and are unrealistic. However, for the past two years the men and women of NABET-CWA have refused to unconditionally surrender to Disney/ABC. When it comes to protecting our families and our jobs,

NABET and CWA can never set our sights too high.

I would like to thank all the members of NABET-CWA at Disney/ABC who have been there for our struggle. You have been there with us for rallies when we needed your support across the country. You have been at the shareholders meetings. You will be receiving, sometime before the Convention concludes, four postcards addressed to the general managers of the TV stations involved in our struggle with Disney/ABC. Three of those four stations are up for FCC renewal this year. We ask you to fill out these postcards and send them back to the station to let them know NABET and CWA will continue fighting one day longer and as long as it takes. (Applause and cheers)

I strongly urge the acceptance of this resolution by this body. Thank you. (Applause)

PRESIDENT BAHR: I would just add that those postcards will be at your places tomorrow.

On Mike 3, Delegate Rocha.

DELEGATE LOUIE ROCHA (Local 9423): Hello, dear brothers and sisters. I rise to support the resolution in support of NABET/CWA workers at Disney/ABC.

The deliberate assault on our members, the workers at Disney's subsidiary ABC must be protested in the strongest terms.

Just as Disney exploits workers and their communities overseas in sweatshops, the corporate greed exhibited against the engineers and technicians in the United States also impacts their families in all of our communities. "An injury to one is an injury to all" must be more than just a slogan. It must be a way of life.

Mobilization is one of the great strategies of CWA. (Applause and cheers) At work, as in our communities, mobilization can and will get our CWA members at Disney the justice they are fighting for. I urge you to not only support this resolution, but to get out and mobilize. Get out and mobilize to help the NABET-CWA locals in their struggle, until we get the justice, until we get the victory they deserve and that we all deserve and will get.

Thank you. (Applause and cheers)

PRESIDENT BAHR: On Mike 1, Delegate Sonnik.

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

. . The motion was duly seconded . . .

PRESIDENT BAHR: The motion is made to close debate. It has been seconded. It is not debatable. It requires a two-thirds vote. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. Debate is closed.

In front of the Convention is Resolution 60A-98-5. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted unanimously. (Applause)

I received a message from our Temporary Chair, Steve Tisza, that he neglected to recognize-- and I am trying to read this-- Liz Vanderwoude, President of Local 4212, as one who helped put all this together. Thank you. (Applause)

It is now time for the official photograph. So, if everyone would take their seats quickly, you will be able to prove, when you get home, that you were here.

. . The official Convention photograph was taken . . .

PRESIDENT BAHR: The Chair recognizes the Secretary-Treasurer. Don't leave. We have a very important announcement. Secretary-Treasurer Easterling.

SECRETARY-TREASURER EASTERLING: I have several announcements, but the most important is what you must take with you when you leave the hall, because the Secret Service is going to be sweeping the hall.

My first announcement: There will be a meeting of all Yellow Page representatives in Room 305 and 306 at the Navy Pier at 6:30 p.m. today.

TNG-CWA will meet from 8:30 a.m. to 9:30 a.m. tomorrow morning in Room 321. The room is noted on the convention schedule card. Guild delegates are asked to attend their district meeting and part of the Guild meeting.

The St. Louis City Council is once again collecting soap and shampoo for the women and men who reside at the Mary Ryder Home. A box will be in the District 6 area. You can bring that with you.

Now let me remind you what you must take with you. You may leave any papers on your table. Only papers. Nothing else. No bags, no purses. Anything that you have that is not paper must be taken with you when you leave the hall and you will not be able to return to the hall until the

Secret Service allows the Sergeants-at-Arms to open it. Thank you.

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

. . The Convention recessed at 11:54 o'clock a.m. . . .

MONDAY AFTERNOON SESSION

August 31, 1998

The Convention reconvened at 1:40 p.m., President Morty Bahr presiding.

PRESIDENT BAHR: Would you take your seats, please? The Convention will be in order. Take your seats quietly, please.

The Chair recognizes the Secretary-Treasurer for a very important communication by Secretary-Treasurer Barbara Easterling. (Applause)

SECRETARY-TREASURER EASTERLING: I am just going to read a letter, guys. I just wanted to take a moment to share with you a letter that we received from Glenn Watts.

"Dear Delegates to the 60th Annual Convention:

"Bernice and I send you our happy congratulations as you attend the 60th Anniversary Convention and continue to build a great union.

"We regret that the infirmities of age and time and our own current convalescences keep us from being with you. We would be so happy to be there.

"Chicago has been an important city in the development of CWA. I remember well 1949, 1950, the old Congress Hotel and very significant change in the structure of CWA, from an independent NFTW to CWA, then CWA-CIO and later CWA AFL-CIO, in 1955. I do so wish that D.L.

McCowen could have been there to reminisce his own wonderful past as a builder of our union.

"My own memories of our growth from 1938 are rich, warm and rewarding. I have indeed been a lucky fellow to have been with Joe Beirne, Ray Hackney and so many others as we went through what I like to call the 'golden days.'

"When I retired in 1985, I said to President Bahr and his associates, take good care of my union, that all of you have done. It is bigger, better and more successful, and I am happy and proud.

"As an added kicker, our granddaughter, Elizabeth Cardany, is a member of the Seattle, Washington local and on strike as a strong and happy warrior, and pickets against U S WEST. She is keeping her colleagues going and proud of her union and the success she anticipates.

"Good wishes to everyone.

"s/Glenn Watts." (Applause)"

PRESIDENT BAHR: Thank you, Barbara.

ORGANIZING AWARDS

As I commented earlier, in the past year CWA has experienced the fastest growth of any year since I have been President. We won recognition rights for more than 25,000 working women and men across the United States and Canada.

As we recognize those locals for special success in this program, we should remember that local union effort is the key to our success.

There are additional locals and additional campaigns that we are not honoring where we were not successful or where the minimum goal of 10 was not reached. But these efforts are just as much a part of our total program to reach out to our family, friends and neighbors and help them build a union where they work.

Now we want to honor those locals that have accomplished a significant objective: winning representation rights for at least 10 workers in new units in the past year.

More than 150 locals have received this award at least once. Many, including several we will honor today, have received this special recognition several times.

Each local we recognize will receive a \$1,000 organizing subsidy, as well as a wooden replica of our local union organizing pledge.

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 30213, Canadian Media Guild, organized 750 employees at the Canadian Broadcasting

Corporation. (Presentation - Applause)

Local 1040 in Trenton, New Jersey organized 140 new members in New Jersey public sector and health care. (Presentation - Applause)

Local 1051 in Malden, Massachusetts organized 780 operators at the AT&T Fairhaven Call Center.

(Presentation - Applause)

Local 1105 in Bronx, New York organized 279 employees in the Dutchess County Sheriff's Department. (Presentation - Applause)

Five locals successfully supported the affiliation election win of 6,300 members at Southern New England Telephone/Connecticut Union of Telephone Workers: Local 1101 in New York, New York; Local 1105 in Bronx, New York; Local 1110 in Queens Village, New York; Local 1120 in Poughkeepsie, New York and Local 1400 in Portsmouth, New Hampshire. (Presentation - Applause)

Local 2101 in Baltimore Maryland organized 325 technical and support staff at Baltimore County Community colleges. (Presentation - Applause)

Local 3207 in Augusta, Georgia organized 360 operators at the AT&T Directory Assistance. (Presentation - Applause)

Local 4034 in Grand Rapids, Michigan organized more than 100 workers at more than 10 telecommunications companies. (Presentation - Applause)

Local 4340 in Cleveland, Ohio organized 50 employees at the Lake County Commissioners, 30 installers and technicians at SecurityLink - Ameritech and 83 technical and clerical employees at 16 other companies.

(Presentation - Applause)

Local 6143 in San Antonio, Texas organized 225 Southwestern Bell Wireless employees.

(Presentation - Applause)

Local 7777 in Denver, Colorado organized 80 counselors at Arapahoe House and 25 telemarketers at Telefund. (Presentation - Applause)

Local 9119 in San Diego, California organized 2,000 health care professionals at the University of California. (Presentation - Applause)

Local 9400 in Los Angeles, California organized 90 technicians at API/ADT Alarm Company, and 38 workers at five other companies. (Presentation - Applause)

Local 9415 in Oakland, California affiliated 140 technicians at Tool & Die Craftsmen Alliance and 35 employees at KPFA - Pacific Radio. (Presentation - Applause)

Local 9573 in San Bernardino, California organized 225 employees of GTE Customer Service. (Presentation - Applause)

For organizing 9,500 passenger service agents at 110 locations at US Airways, we recognize the following locals who were responsible for 100 or more agents in the 3-year effort:

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

Local 1105 in Bronx, New York; Local 1118 in Albany, New York; Local 1122 in Buffalo, New York; Local 1123 in Syracuse, New York; Local 1126 in New York Mills, New York; Local 2101 in Baltimore, Maryland; Local 2201 in Richmond, Virginia; Local 2222 in Annandale, Virginia; Local 3108 in Orlando, Florida; Local 3122 in Miami, Florida; Local 3151 in Jacksonville, Florida; Local 3218 in Marietta, Georgia; Local 3603 in Charlotte, North Carolina; Local 3808 in Nashville, Tennessee; Local 4322 in Dayton, Ohio; Local 9509 in San Diego, California; Local 13000 in Philadelphia, Pennsylvania; Local 13500 in Pittsburgh, Pennsylvania, and Local 13550 in Pittsburgh, Pennsylvania.

Please join me in recognizing the accomplishments of these locals on the platform.

. . The delegates arose and applauded for the delegates who received their plaques, and the delegates waved their plaques in the air . . .

PRESIDENT BAHR: I want to see the day when this platform gets so crowded that the Fire Department says we have a hazard. (Laughter) It's up to you. Thanks, Al. (Applause)

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

. . The Secret Service dog barked . . .

PRESIDENT BAHR: Hey, Nick, would you see what you can do with that? (Laughter)

Choosing a single President's Award winner from among this crowd was incredibly difficult. I could have awarded ten of them. There are individuals up here who gave more of themselves to build our union than most of us could imagine. They put the union first, even if being with their families came second. We could never ask for this kind of commitment, yet many of them have given it.

As most of you know from past conventions, the President's Annual Award is our union's highest honor, awarded annually to the person or local who epitomizes the very best in our union's organizing efforts. The winner receives a miniature of the trophy itself, as well as a plaque and a certificate.

The large President's Annual Award statue is displayed at our convention each year, with all the names of past winners inscribed on silver plates surrounding the award. The award, incidentally, was created in 1972 by the late Joe Beirne, and riding on top of it is a miniature replica of the Stetson hat that Joe wore during his lifetime. Actually, I think he had more than one hat, didn't he? (Laughter)

I believe the statue is in that glass case, right next to Joe Clinton. In between conventions, the award sits right outside my office. This is, as I said, our union's most prestigious award. Everyone in this room should strive to have his or her name engraved on that statue as an eternal memorial, because there is no higher honor.

Faced with ten or more deserving award winners, I nevertheless had to make an awesome decision, and I decided that our 1998 winner needed to embody each of the key aspects of our organizing program. First, the organizer and their local should have demonstrated their commitment to change and take risks in order to build the local. Make no mistake about it, organizing involves taking chances, as we commit resources without being sure of success, as we reach out to new leadership in our locals, and as we unite with new members based on union solidarity, not where they work or the kind of work they do, or the amount of dues they pay, or even the language they speak.

Second, the local organizer who wins this award needs to have the skills to lead an organizing campaign, while at the same time teaching others, both on the local organizing committee and inside the new workplace. Successful organizers need a variety of skills, including the ability to inspire people with the spirit that is needed to overcome management's resistance to our union. Successful organizers are not about passing out handbills or signing up people. They are not about rah-rah speeches or telling people what we will do for them. Successful organizers have real skills, like listening well and teaching well, counting carefully and keeping track of every single worker.

Finally, we give this award to those who have built their local in a significant way, and are building the capability in the local to continue to grow. Real results inspire all of us.

This year's recipient of the President's Annual Award is Ron Collins, Vice President of Local 2101, who was nominated by Vice President Peter Catucci of District 2.

. . . The delegates arose and applauded and cheered as Ron Collins and Maria Bury came to the platform . . .

PRESIDENT BAHR: Ron was nominated by Vice President Peter Catucci. Ron and Local 2101 have done it all. Ron has developed topnotch organizing skills over a period of many years. Incidentally, he is joined by the President of the local, Maria Bury.

As a key officer in the local, Ron's devotion to organizing has required some sacrifice by other officers, who have stepped up and helped him in a variety of ways. Throughout, Ron knew he was never alone. Local 2101 has a team of organizers who worked with Ron, depending on the project.

Ron's record in helping to build Local 2101 is incredible. For four years, he has been one of the lead organizers at US Airways, not only leading the effort at BWI Airport near Baltimore, but working with a great team throughout District 2. And during that intense, incredible effort, Ron helped develop new projects at Baltimore County Community College, Hudson General, Union Net and others.

To mention just one, the effort at Baltimore County Community College also took two years and included a political campaign, supported by District 2, to pressure the county college system to recognize the union. This was the first successful card check campaign for recognition waged by our union outside the telephone sector, and now we have more than 300 new members at the

county colleges. (Applause and cheers)

I could keep going, but I know that Ron and Maria would join me in saying that organizing is a team effort, not an individual one, and that there are many who share this stage who have done amazing things in the past year to build our union. Hopefully, many of them, many of you, will be recipients of this award in the years ahead.

Now, please join me in welcoming Ron Collins into a very select circle of people who have won the President's Annual Award.

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

PRESIDENT BAHR: The inscription reads: "The President's Annual Award to Ron Collins, Vice President, CWA Local 2101, in grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program, and dedicated efforts directed toward making this policy effective. Awarded by the President of the Communications Workers of America on behalf of the organization on August 31, 1998." (Presentation - Applause)

This plaque goes with it. It has the same inscription as the other. And then, to be framed, we have the President's Annual Award Certificate. (Presentation - Applause)

Brothers and sisters, the winner of this year's President's Award, Ron Collins. (Applause)

DELEGATE RONALD D. COLLINS (Local 2101): Thank you, President Bahr and Delegates and Executive Board Members: God, it looks very different up here than from down there.

Seriously, it was a team effort. We could not have done it without a team, and the team was not just a team at Local 2101. The team was the local, the team was District 2, the team was the Organizing Department, the team was the Public Workers Department, the team was the International CWA. We all came together as a team to get this one home.

And what this is all about-- and also the team, let me not forget some of the folks who are in the house with us today that worked on it: Patricia Davis, as a local organizer with Local 2101 (applause); Pam Wilt, who was a lead committee member and an employee of the Community Colleges of Baltimore County (applause); our CWA representative, Jan Buttiglieri (applause).

This is about not just this campaign, but any organizing. It's about changing people's lives, giving them decent standards of living that they deserve, giving them decent workplace rights and what have you. That is what it is about. It's about changing people's lives. Thank you very much.

(Applause)

PRESIDENT BAHR: It is not often that we have a person who has served this union long and well, was an elected officer, a visitor with us at the Convention. We are privileged. And a dear friend of mine, the former Vice President of District 7, Walter Maulis. Walt, will you stand up.

There he is against the wall. So good to have you here. (Applause)

My next task is somewhat sad, because I am introducing to you a friend, a colleague, a dear friend, to make his final report to this Convention. We will be appropriately honoring him tomorrow, but if there ever was a true union builder, a guy that no task was too difficult to tackle for his union, it is Nick.

I want to share one thing with you that you will find in his memory book that he will be presented with. He will see it, but unfortunately all of you will not, so I want to share with you what I wrote in his book. In 1989, in that long strike against NYNEX, we decided that we had to hit NYNEX all over, including England, the British Isles, where they had cable TV and were competing, and I asked Nick if he would go to London and Scotland and Ireland to carry the message and get mobilization going.

Nick says, "Sure, you know, whatever it is you want."

He says, "I don't think I have a problem in England, but I don't know if I speak the language in Scotland and Ireland." (Laughter)

Somehow he communicated. And after that strike, the top executive of the company had said to Barbara, "The next time we have a dispute with you, we are going to take into account what you can do to us all over the world."

This is a little bit of the kind of contribution that M.E. Nichols has made to our union.

Brothers and sisters, Executive Vice President M.E. Nichols.

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

EXECUTIVE VICE PRESIDENT M.E. NICHOLS: As big an egomaniac as I am, I love that, but we need to get on. Thank you so much.

In addition to a number of administrative responsibilities, I have specific responsibility for certain

programs which I will report on.

My most pleasant responsibilities are the Joseph Anthony Beirne Memorial Foundation and the Ray Hackney Scholarship Fund. It is truly rewarding to see the numerous outstanding scholarship applications and grant proposals that are submitted.

This year we had 1,252 applicants to the Beirne Foundation Scholarship. In addition to the 30 first-year scholarships that the Foundation funded, the Executive Board financed an additional 70 from the royalty payment received from our participation in the Union Privilege Credit Card Program.

A list of the scholarship winners, along with the grant awards, is contained in the Foundation's report to the Convention which is in the materials provided to all delegates and alternates. If your local has not met its quota, I urge you to do so.

The Ray Hackney Scholarship Program had 2,958 U.S. applicants and 96 foreign Communications International applicants. As you know, unlike the Beirne scholarships which are selected by merit, the Hackney scholarships are luck-of-the-draw.

Eight \$1,000-a-year scholarships for four years are awarded to U.S. applicants. Eight \$500-a-year scholarships for four years are awarded to Communications International applicants. The graduation rate for the Hackney Scholarship Program is more than 74 percent.

In activities involving the placement centers, our Network Technician Apprenticeship with U S WEST now has more than 150 apprentices. In Northern California, we now have 40 apprentices in a Multi-Employer Apprenticeship Program. The classroom apprenticeship training in California is being administered out of the newly-opened training center in Fremont, California. Plans are to use this facility to train existing members, pre-apprenticeship training in conjunction with community organizations, and veterans looking to enter the communications field.

Current plans include expanding Multi-Employer Apprenticeship Programs to the Cleveland area. Other locations could come at a later date.

We currently have arrangements with a number of employers to furnish temporary workers to meet peak workforce requirements. The lack of trained technicians available in the current labor market is making it difficult for us to meet demand.

We will continue to look at alternative sources of labor to staff these openings as well as setting up training programs to address the long-term needs. Stop by our booth and register for employment if you are interested.

The CWA Savings & Retirement Trust continues to experience significant growth. Eighteen new employers, including the Fox Broadcasting Network, along with eight locals, joined the Trust since our last Convention. The Trust now has over 4,000 participants and \$25 million in assets.

We established a new National Health Benefits Trust which is now available to our negotiators to present to prospective bargaining unit members. Delegates can get more information by visiting the booth in the Convention Hall.

As announced in the CWA News, CWA received a grant from the Department of Labor to assist veterans to make the transition to jobs in the industry. We have introduced the pilot models at three military sites and will be expanding this effort based on our success of placing veterans. Our program has met with strong support from a number of employers represented by CWA.

This project affords CWA high visibility to over 150,000 veterans leaving the military annually. The CWA Union Privilege Programs continue to be instrumental in organizing. Recently, the programs helped bring in 18,000 new members in Florida from the Police Benevolent Association.

Presently 123,000 members have a CWA MasterCard. This credit card features one of the nation's lowest rates and no annual fee. The rate is one of the lowest rates for any broadly available credit card.

The Credit Card Scholarship Program will continue, offering members and their families \$250,000 in scholarships in 1999. Fourteen CWA family members were among 109 winners this year.

The CWA Union Member Mortgage and Real Estate Program has proven extremely popular.

Over 12,500 members have called the Member Mortgage and Real Estate Program-- mortgages worth more than \$44.7 million have been closed. Each mortgage includes strike protection and a built-in assistance fund. The assistance fund can help members with mortgage payments in the event they become unemployed or disabled.

There's also a free legal service with a panel of some 900 participating law offices. The service

offers members free half-hour consultations with union-friendly lawyers and free follow-up letters. If a member needs more help, there is a 30 percent discount on complex legal matters. More than 22,000 CWA members have used this service, and more than 17,600 or 80 percent have done so for free.

The Union Privilege Loan Program offers members unsecured personal loans designed to supplement the types of loans generally available from labor-sponsored credit unions and banks. Labor-sponsored credit unions normally lend up to \$2,500. With this loan program, credit-qualified members may borrow from \$2,500 to \$10,000 with affordable monthly payments for terms of up to seven years. This year, the rates for personal loans were lowered for our members, and a new home equity loan has been added to better meet the borrowing needs of members.

The dental discount service helps our members save on dental costs. For just \$29.95 per year--\$43 less than the general public pays-- members receive discounts for dental services from a panel of over 9,000 participating dentists throughout the country. This is not dental insurance. It's a discount that can cut out-of-pocket expenses for members with dental insurance and can help cut the high cost of dental office visits for members without insurance. Members also receive free routine oral exams or x-rays, savings of up to 37 percent on routine teeth cleaning, and access to 24-hour emergency care.

CWA members have also purchased some \$48 million of economical life insurance protection through the Union Privilege Life Insurance Plan. This plan features affordable group rates, no occupational exclusions and a strike benefit that waives premiums for three months during lockouts or union-sanctioned strikes.

Union Driver and Traveler combines a motor club, an auto repair discount, and a travel service into one complete package. It offers roadside service and free towing, so it can help when members need a jump, have a flat or need a tow. Unlike AAA, a member's whole family is covered by the benefit, plus the trip routings feature union-organized hotels along the way. The Union Privilege benefits can help you hold onto the members you have and give you one more tool to convince workers to vote for the union.

Since 1995, with the assistance of our legal department, we have been conducting an asbestos medical surveillance program. The results are frightening. The program has two requirements: First, members must have been employed in an occupation in which there was a known exposure to asbestos products; and second, members must have a seniority date of 1968 or earlier. The latter requirement is one of law; however, we are attempting to move this figure closer to 1973. With the assistance of our Alabama and Texas locals and the respective vice presidents, some 1,500 active and retired members in Alabama and Texas have participated. Of these, 379 or 26 percent have been identified through x-ray and lung function tests as having asbestos-related health problems. With a few exceptions, follow-up exams have confirmed the initial findings. Thus far, we have found three types of asbestos-related health problems:

Pleural Plaque: a thickening of the lining of the lungs that impairs breathing. Pleural plaque will not cause death but may contribute to the occurrence of other medical conditions that can lead to premature death; Asbestosis: an emphysema-like condition that results in permanent scarring of the lungs, coughing, reduced ability to breathe and death; and thirdly, lung cancer.

We have identified very high rates of problems in a number of craft jobs, particularly those employed by AT&T. Thus far, we have not identified any specific occupational patterns within the printing sector other than to say they all worked as printers.

Based upon the Alabama and Texas results, we are working to expand the asbestos surveillance activity. This fall and winter we will complete the few areas left in Texas and initiate surveillance in Florida. Next year, along with findings from Alabama, Texas and Florida, we plan to expand to other states.

We have been awarded four successive grants from OSHA for a workplace ergonomics training program. An additional grant proposal has been submitted for September 30, 1998 through September 30, 1999. These grants have allowed our union to develop an ergonomics program consisting of three training models:

1. A four-day workplace ergonomics train-the-trainer training program;
2. The one-day workplace ergonomics awareness training program; and
3. The two-day workplace ergonomics update training program.

The four-day training program, the most important of all the activities, involves comprehensive coverage of the ergonomic factors. The course addresses training techniques and methods to assist CWA's trainers. One hundred and forty-five leaders have become trainers. These personnel have conducted training involving more than 10,000 CWA members. This provides activists the tools to work with leadership to slow the occurrence of repetitive motion illness. Such activity feeds into CWA's primary functions-- collective bargaining, legislation and organizing.

A major departmental activity has been the conducting of scientific investigations identifying member health symptoms, the cause of these health problems and their resolution. Most recently, we have been involved with three studies. The first is the Visual Display Terminal Repetitive Motion Study, conducted with scientific assistance from the University of Wisconsin. This investigation demonstrates that an increasing number of our members are developing repetitive motion disorders. For example, data from the more than 10,000 telecommunications workers shows that:

1. Hand and wrist pain, the most basic repetitive motion health symptom, is reported by between 64 percent and 79 percent of our members.
2. Neck or back pain is reported by between 72 percent and 86 percent of respondents;
3. Tendonitis is reported by between 18 percent and 24 percent of responding members; and
4. Potentially disabling carpal tunnel syndrome is reported by between 13 percent and 18 percent of respondents.

These rates are the most severe since our department began conducting surveys in 1989. In April of this year, we completed the CWA New Jersey State Worker Visual Display Terminal Study. The most comprehensive ever conducted in the public sector, this study focused on the use of VDTS/Computers, the provision of ergonomic equipment and well-designed jobs, as well as the occurrence of repetitive motion health symptoms. The study, conducted with Dr. Michael Smith of the University of Wisconsin and Dr. Janet Cahill of Rowan University (New Jersey) and with the assistance of Vice Presidents Mancino and Sunkett, as well as Mike Lohman of Local 1033, found that large numbers of members were suffering from repetitive motion health problems as a result of the employers' failure to provide ergonomic working conditions. Data from the study has been presented to the state Human Resources Department and the participating state agencies. They have been asked to conduct follow-up investigations with CWA to resolve health problems. We have received agreement to proceed from the state. This work will be led by CWA under the direction of Drs. Smith and Cahill. The union will continue to lend financial support to these efforts. A scientific proposal has been submitted to the National Institute for Occupational Safety and Health for funding.

The third study is a cooperative effort between CWA and Johns Hopkins University. The investigation, completed this summer, involved members of Locals 2150 and 2101 employed by AT&T and Bell Atlantic. The research focused upon VDT physical factors and their relationship to member repetitive motion health problems.

Occupational and non-occupational causes of identified health problems were investigated. The study identified high rates of repetitive motion symptoms as well as job stress health problems. A primary cause was identified as managerial practices. Of particular importance, the scientific findings found that non-occupational factors were not related to the development of member health problems.

Job stress translated into extreme depression, anxiety and fatigue. Reports indicated members using alcohol and drugs as a stress reduction device. These findings led the researchers-- with the support of CWA-- to submit a proposal to the Robert Wood Johnson Foundation for additional funds. The proposal was funded for \$345,810 over a three-year period. Our department will work closely with scientists from Johns Hopkins in the study.

In November, we will conduct the union's 7th Occupational Safety and Health Conference. Scheduled November 15-19 in San Francisco, the conference will focus on topics such as ergonomics, asbestos, indoor air quality, workplace violence, ADA, FMLA and workers' compensation, and working with environmental and environmental justice organizations.

I have difficulty understanding why all of our locals don't have active safety and health committees, and don't participate in our OSHA conferences. Safety and health is certainly a member's primary concern, and we should be using it to protect our members. I hope you will

work to have someone there.

We have also been involved in a variety of workplace chemical issues, workplace violence, AIDS, electromagnetic fields, tuberculosis, and coalition-building with environmental and environmental justice organizations.

Most of our districts continue to have annual equity conferences and I encourage all districts to have these conferences.

The AFL-CIO and the majority of labor celebrated Dr. Martin Luther King, Jr.'s birthday in Memphis this year. Memphis, of course, is where Dr. King was slain 30 years ago this April. The labor people participated in cleaning up schools and neighborhoods, reading to pre-schoolers, and other community activities.

The next scheduled Minority Leadership Institute is September 13th through October 2, 1998, at the George Meany Center in Silver Spring, Maryland. This is a training program in which minority members from each of our districts come to the Meany Center in the suburban area for three weeks of extensive training. The Minority Leadership Institute is one of the most extensive and expensive programs our union has to offer, as well as one of the most successful.

Congratulations to two of our recent MLI graduates — Lula Odom from District 4, and Charles Clark from District 3. Lula has accepted a position with SEIU as the Michigan Director of Safety and Health. Charles has been appointed the AFL-CIO State Field Director in Nebraska. We are sorry to lose these two people, but wish them well.

My office continues to work with such civil rights organizations as the National Association for the Advancement of Colored People, A. Philip Randolph Institute, the Labor Council for Latin American Advancement, the Coalition of Black Trade Unionists, the National Urban League and many, many others. We give our time, as well as our financial help, to these organizations.

As of August 19, 1998, the CWA Disaster Relief Fund has \$92,000.71. Since April 1997, we have distributed \$151,487.08 to 112 members affected by floods in the Northwest and Midwest, tornadoes in the South, and the most brutal blizzard of the century in the Northeast. I wish I could share with you the many letters and cards of gratitude for the help the union has given them. The good news is we have not been hit by a major hurricane at this time. An interesting thing about the blizzard was that the locals in Bell Atlantic North demanded and received company authority to patrol the work location, making sure our members were working safely. The pictures on the monitors say it better than I ever could. But for those of you who have ever worked an ice storm, and I have, you can imagine the misery and safety problems our people went through there.

I would also like to give you a report on the family of Jeff Jenkins. For those of you who attended our last two conventions, you will remember that one of our NABET members, Jeff, and a tremendous act of courage, rescued a person in an inferno. Completely covered with fire, he looked for, found his buddy and brought him out to safety. It seriously damaged his health, and now in his own words, I would like to give you a progress report on Jeff and that beautiful family that we had here two years ago.

. . Following is the message given by Jeff Jenkins, via videotape:

JEFF JENKINS: I am Jeff. This is my wife Laurel. These are our daughters Clara and Mallory. We are the Jenkins, from Local 54048. We have a little bit of time. The last time I saw you, the prognosis on my injuries were not very good. But we surprised everyone. I am back to work full-time. And I am recovering pretty well and you and the CWA were a big part of that, and we wanted to thank you.

We also wanted to wish you a wonderful retirement, and I hope you keep in touch. You are going to be missed by all of us." (Applause)

EXECUTIVE VICE PRESIDENT NICHOLS: Mr. President, that concludes my report. (Applause)

PRESIDENT BAHR: Those of you who were here when Jeff and his family were at the Convention certainly could tell the difference by the way he has been able to speak on this video, as opposed to the struggle to get some words out when he was here visiting with us. That is extremely heartening.

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

The Chair recognizes on the privilege mike Delegate Tisza. Would you turn the mike on, please.

DELEGATE STEVE TISZA (Local 4250, Host Committee Chair): Thank you, Morty. I guess the first thing that goes is your eyesight. Apparently my memory lapsed a little bit, too. But in presenting, or I should say introducing the Host Committee, I neglected to mention the heart and

soul of our committee. It would not be the convention it is if she was not involved in it. I would like her to stand up and be recognized by the delegates and alternates and guests. Liz Vanderwoude, Local 4212, Lansing, Illinois. (Applause)

PRESIDENT BAHR: Thank you, Steve.

The members of the National Women's Committee are:

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

Carolyn Wade, President, Local 1040; Maria Bury, President, Local 2101; Karen Mitchell, First Vice President, Local 3310; Crystal Roberts, Vice President, Local 4302; Catherine Fey, Executive Vice President, Local 6143; Linda Glass, Executive Vice President, Local 7019; Connie Belisle, member of Local 9588; Wendy Angelastro, Vice President, Local 13552.

The Chair recognizes the Chair of the Committee.

Report of the CWA NATIONAL WOMEN'S COMMITTEE to the 60th Annual Convention

The CWA National Women's Committee met in Washington, DC, on July 13-14, 1998, and prior to the convention, to discuss concerns of CWA women, their families and the union. All districts were represented at both meetings.

The Committee is proud to report that the CWA National Women's Conference held February 26 to March 1, 1998, in San Diego, California was a tremendous success with over two hundred fifty people attending. The Committee recommends that the next National Women's Conference be held in 2000.

CWA members have played a major role in the Coalition of Labor Union Women. Our union has supported the goals of CLUW and participated in the many activities of that organization. CLUW will be celebrating its 25th anniversary at their Biennial Convention that will be held September 2-5, 1999, in Chicago, Illinois. The Women's Committee encourages all delegates to become members of CLUW and to attend the anniversary convention.

The Committee discussed the following issues we wish to bring before the CWA convention: Political Involvement: Congratulations from the National Women's Committee to the California delegates and members on the defeat of California State Proposition 226 in the 1998 June primary.

The National Women's Committee hopes that every state takes a lesson from the trade unions in California. Although defeated in California, this initiative may appear in other states.

As working families and their unions increasingly speak out on important political and legislative issues, a coordinated nationwide campaign to silence them is mounting. Backers of the initiatives claim to be protecting the interests of working Americans and represent their proposals as "Campaign Finance Reform." In truth, this initiative was designed to "Silence the Voice of Working Americans."

We, as working women, must increase our efforts to educate our members about the need for the union to be politically active. The labor movement needs to have pro-labor legislators who will vote on behalf of workers' interests. Increasing members' contributions to COPE is critical. Members must be informed on all issues that seek to destroy the labor movement.

Union women must participate in the political process to guarantee that our voices are heard, understood, and supported by the politicians in our communities, our states and at the national level. In order to increase CWA's voice at our national political conventions, the CWA National Women's Committee recommends that all districts hold workshops to educate and instruct participants on how to become delegates to the national political conventions.

Immigration. There is a huge backlog of citizenship applications waiting to be processed by the Immigration and Naturalization Service. The wave of applications came after welfare reform was signed into law. California, in particular, faces the largest number of applications awaiting processing. Governor Wilson's documented positions on working women, affirmative action, workers' rights, bilingual education, school vouchers and non-white immigration have caused the tremendous surge in the number of immigrants applying for citizenship in California. It is to Governor Wilson's advantage, and all who support his political positions, that the immigrants waiting for citizenship not be processed until after November 1998, in order to silence their

political voice at the polls. CWA must speak out loud and clear to stop this form of discrimination that seeks to deny people the right to vote.

Right to Work (For Less) States. In order to insure growth and prosperity, we must carefully observe and monitor any legislation that impacts our work. Right to Work (for less) laws are a bad deal for workers because they restrict workers' rights to union representation and lower the average wages of all workers.

Twenty-one states now have Right to Work laws. We encourage locals to actively participate in the state legislative arena to prevent any further state from adopting such legislation. Where Right to Work exists, we should endeavor to repeal those laws.

Sexual Harassment. The issue of sexual harassment/discrimination continues to remain one of the most crucial problems plaguing women in the workplace. Sexual harassment is against the law. One of the most dramatic changes in recent years is that women, in record numbers, are now working side by side with men in non-traditional jobs. Getting used to women in skilled trade jobs and as partners is an adjustment that we all must make. Accepting women into these non-traditional jobs as equals is what unions are all about. Therefore, it is up to each of us to ease women's passage and to foster a spirit of genuine caring, compassion, and mutual respect. Furthermore, we should continue to strive to promote a supportive environment wherein one's labor is valued and each person is considered vital to growth of unionism. The Committee urges all Locals to develop a strong policy against sexual harassment, as well as an educational program that will create and maintain a safe workplace in which everyone is treated with respect and dignity.

Violence Against Women. Violence against women is yet another form of discrimination. Every year 3 to 4 million women are battered by their husbands and/or partners. Each year, domestic violence often becomes workplace violence when abusive partners commit about 13,000 acts of violence against their wives and girlfriends while they are at work. According to the FBI, 30 percent of all female homicide victims are killed as a result of domestic violence. Domestic violence fits into the agenda of unions as a family issue, a public health issue, a workplace issue, and a community issue. Unions have always had a strong tradition of fighting for social and economic justice, human dignity, and freedom from violence. This fight needs to be strengthened and expanded.

The National Women's Committee believes it is possible with skill, effort, and persistence to mobilize union brothers and sisters to take action to reduce and prevent domestic violence. This Committee urges support of the Violence Against Women Act of 1998 (HR 3514). Furthermore, we urge locals to develop materials and training in programs for recognizing and dealing with instances where members, their families and their job security are threatened as a result of domestic violence.

Social Security. Social Security reform is the most important issue facing the country in the years ahead. Based on a comprehensive review of polling data over the last 20 years, many common assumptions about what the public knows and thinks about Social Security are based on half-truths. It urged those who look to reform Social Security to examine the program together with Medicare, because the two programs are linked by history and the roles they play in the lives of the nation's elderly and disabled.

Unions have helped. Today, more women are working. Female earnings are getting closer to those of males and more and more women are receiving pension benefits. But despite these positive trends, millions of women receive little or no pension benefits and Social Security will be their only retirement income. How Social Security proposals treat women are a great concern. We must continue to monitor the Social Security debate to ensure the concerns of working women are addressed.

Everyone has a stake in Social Security reform. That is why the President has called for a year of public dialogue about the tough decisions we will need to make and what trade-offs are involved. But, when looking for the best answers to this national debate, one must not exclude the needs of women, especially the income of women who need the safety net that Social Security has adequately provided over the years.

Social Security reform will depend not only on public opinion, but also on what politicians do.

Without Social Security, more than 50 percent of today's elderly would be living in poverty.

Pay Equity. On the brink of the 21st century, women are almost half of the workforce. Pay equity

is a major concern of working women. The time is now for women to receive equal pay for work in jobs that are comparable in skill, responsibility and working conditions.

"Comparable Worth" is a measurement that eliminates discrimination that exists as a result of dual wage structures that pay lower wages to occupations frequently held by women. Pay equity is not just a women's issue; it's a family issue. When we end pay discrimination against women, family incomes rise.

We applaud the aggressiveness of CWA to organize workers. Organizing is the most effective way to raise wages and narrow the gap that disadvantages minorities and women. Unions have won hundreds and millions of dollars for workers by bargaining for pay equity.

We encourage CWA to have our voices heard through legislation. We must continue to contact our members of Congress and demand that they strengthen legislation on the enforcement of existing pay laws and support the current initiative to pass (HR 1302), the Fair Pay Act. We must request each brother and sister of CWA to take an active role in having our voices heard. The Committee recommends the continued aggressive organizing of workers and the bargaining focus on pay equity as well as the support of legislators currently supporting the Fair Pay Act. Pensions. As we approach the new millennium, it is hard to predict what the future will be for women retiring in the 21st century. Employment changes due to downsizing, contracting out, and women's employment patterns, along with the unknown future of the Social Security system, will have a great impact on retirement security for women.

Although pension coverage for women in the private sector has increased over the past 20 years for women over 30, 52 percent of women in the work force still have no pensions.

Unfortunately, women tend to work in jobs in the service, retail, and clerical sectors, which have lower rates of pay and lower rates of pensions. In addition, a large number of women work part-time jobs that in most cases have no pension coverage. Among part-time workers, three out of four lack pension coverage. Many women are forced to leave the job market to care for children and sometimes aging parents, which greatly affects their retirement. Some will not receive any retirement income due to leaving before they are vested. The Tax Reform Act of 1986 and the Small Business Protection Act of 1966 shortened vesting to 5 years. Laws need to be changed to decrease this even more.

An adequate pension would maintain a standard of living which would not require a woman to have to seek a new career out of necessity or fear of poverty. Overfunded pension funds continue to provide Corporate America with their own cash cow that they continue to use for their benefit instead of passing increases on to their employees and our members. Our daughters and women in the 21st century deserve peace of mind in their retirement years. A lifetime of work, both in the labor force and in the home, should not go unrewarded.

Therefore, the CWA National Women's Committee recommends:

1. Legislation for lower vesting requirements;
2. Improvements in pension portability laws;
3. Providing tax credits to encourage smaller companies to establish pension plans;
4. Extending pension coverage to part-time and temporary workers not already provided for;
5. Cost of living adjustments to pension plans;
6. Eliminating penalties for survivor benefits in all CWA contracts;
7. CWA develop financial planning programs for our members.

Impact of Overtime on Workers. Downsizing, outsourcing, and contracting out, whatever term is used, results in a loss of jobs for represented workers. The most poignant effect of downsizing is the number of increased overtime hours, whether forced or required, that employers are imposing upon their remaining work force.

Increased demand for productivity with fewer workers calls for those remaining workers to have to choose between their job and their family. A recent study by the Families and Work Institute dated May 1998, showed that employees spend an average of 44 hours per week on work related to their primary or only jobs-- six hours more than they are scheduled to work. Nearly one in five employees is required to work paid or unpaid overtime hours once a week or more with little or no notice.

Many workers indicate that they have to work faster (68 percent), have to work harder (88 percent), and do not have enough time to finish everything that needs to get done on the job (60 percent). In some of the industries represented by CWA, workers are spending or are being

forced to work 12 or more unscheduled hours weekly.

Another concern about forced or required overtime is childcare/eldercare, i.e. extra cost in picking up a child later from daycare, or administering medication for an aging parent.

Chronic stress, emotional, mental, and physical fatigue are direct medical hazards because downsizing has created a sense of hopelessness where there is "no end in sight" for forced/required overtime. The Committee recommends that CWA continue to bargain that all overtime be on a volunteer basis.

Healthcare. Healthcare is as important an issue today as it was 10 years ago. Over 37 million people in the United States are without healthcare. Although many of us have health care benefits through our employers, we struggle with the ongoing problems of stress on the job, teen suicide, pregnancy and substance abuse.

Stress on the job. A new study done by the National Study of the Changing Workforce (NSCW) has shown that demanding jobs and unsupportive workplaces are creating new workplace stresses that spill over into workers' personal lives and can affect their productivity. Many of our employers have implemented forced overtime and less work hour flexibility to deal with family problems and higher productivity levels. The study quotes "To improve and sustain productivity over the long run, employers must not only create supportive workplace environments, but also work with employees to keep job demands in check so they do not endanger personal and family well-being." Although the Family Medical Leave Act (FMLA) has helped, much needs to be done to eliminate stress on the job.

The Committee recommends that CWA, at all levels of the union, continue to strive for more flexibility in the workplace regarding time off, hours of work, et cetera.

Teen Pregnancy, Suicide, Drug and Alcohol Abuse. Our children are our future. Whether you have children or not, somewhere in your life you have been "touched" by a teen, either a niece, nephew or friend. The statistics on teen pregnancy, suicide, and substance abuse continue to climb. At U S WEST several years ago, it took nearly two weeks before an employee's child could be seen by a counselor for substance abuse. That's a travesty. These teens are the future of the labor movement.

The Committee recommends that:

1. CWA continue to bargain for Employee Assistance Programs with all our employers, with union involvement;
 2. Locals inform their membership of information and referral services for teen pregnancies;
 3. Locals educate the membership on warning signs of substance abuse and suicide
- Cancer. The Committee will continue to bring to the forefront one of the leading killers of people-- cancer. Intensified cancer research must be implemented for the workplace of today. In the mines, canaries were once used to indicate the first sign of possible danger or death-- when the canary either passed out or died. Today the blue-collar worker appears to be the canary in our society.

The Committee recommends that locals participate in The March: Coming Together to Conquer Cancer, to be held in Washington, D.C., September 25-26, 1998. Simultaneous demonstrations are being organized in key cities across the country. The purpose of The March is to focus national attention on the devastation caused by cancer; to increase pressure and support for greater funding for research to eradicate cancer in our lifetime; to increase access to quality care and clinical trials for those with cancer; to renew commitment of elected officials in the effort to find the cures for cancer; and to engender greater cooperation among new and existing coalitions to achieve these goals.

Family Care. Today people are living longer and the elderly population is growing. Most elderly are not in nursing homes and nearly a quarter of the nation's elderly require assistance with the activities of daily living (ADL). ADL's include seven personal care activities: eating, toileting, dressing, walking, getting in and out of bed or a chair, bathing, and going outside. Activities that also require assistance are considered home management activities; preparing meals, shopping for personal items, managing money, using the telephone, doing housework - both light and heavy.

The typical caregiver is a 46-year-old woman who is employed and spends an average of 20 to 40 hours a week caring for an elderly person. Seventy-two percent of caregivers are women, 64 percent of caregivers are working outside the home, and 41 percent are also caring for children

under 18 while caring for an elderly relative or friend.

Caregiving impacts on work and family. Caregivers come in late, work fewer hours, and they often give up work to take care of an elderly person. This can cause the caregiver to also have a financial hardship to deal with.

MetLife has estimated that the aggregate costs of caregiving in lost productivity to U.S. business are \$11.4 billion per year. The total cost would exceed \$29 billion per year if part time and long distance caregivers were included. Women are expected to comprise more than 60 percent of the workforce by the year 2005. Today 29 million children ages 3 months to 17 years old have one or both parents in the workforce. Sixty-two percent of working parents say their main problem with childcare is finding reliable, affordable, high-quality care.

FMLA is not the answer — 14 million Americans are not covered by FMLA. Conversely, 63.9 percent of employees who need to take FMLA do not because they can't afford the loss of wages. Several surveys have shown that corporate investment in child care can benefit the corporation's bottom line. The survey shows that when companies offer child care programs, morale is higher, absenteeism is reduced, productivity increases, and employee turnover reduces.

We, as a union, need to continue to encourage bargaining issues that will give our members flexibility in their work hours, on-site child care, off-site child care, after school care, public/private partnerships and the ability to take paid time off when the need arises to care for an elderly relative or child.

The Committee recommends:

1. All CWA Bargaining Committees bargain for joint company/union Resource and Referral Committees that will address the family care needs of employees;
2. All CWA Bargaining Committees continue to bargain for dependent care that will benefit workers who have need for child care or elder care;
3. All CWA Bargaining Committees bargain for paid time off the job to provide care for sick children and elders; and
4. We encourage Locals to work within their communities to promote the need for quality child care and elder care for those workers who may not have a union contract.

When these issues are resolved, everyone wins: the employer, the employee, the children, and the elderly.

The National Women's Committee would like to thank the delegates who raised funds in their districts to help the Lithuanian women with their fight to build their unions.

In addition, the National Women's Committee urges the delegates' support on the "Union-to-Union" Resolution. This resolution will clearly assist working women and men in other countries to organize and improve their standard of living.

The Committee applauds District 4 Vice President Jeff Rechenbach and District 9 Vice President Tony Bixler for recognizing women and their abilities and commitment to Labor. Vice President Rechenbach was the first vice president to reach a 50/50 split between men and women on staff. Vice President Bixler has now exceeded those stats, with 59 percent women. They are both to be commended.

We thank the delegates for their time and consideration of our National Women's Committee Report. With that, Mr. President, the Committee moves adoption of the CWA National Women's Committee Report. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It is seconded from the floor. And I want to clarify that by adopting the report you adopt the recommendations that are outlined therein.

Before I recognize the first officer, I want the record to reflect that the District 6 member is Judi Sterns. I inadvertently read the wrong name and I apologize for that.

Microphone No. 3, Delegate McDonald.

DELEGATE BEA McDONALD (Local 4320): President Bahr, Officers, Delegates and Guests: I rise to support the Women's Committee Report and would like to speak on the issue of health care.

Stress and overload are key reasons why many of us feel out of control at work. With our employers continuing to downsize and streamline, many members' jobs have expanded, resulting in longer hours, more responsibilities, and more work.

Stress can show itself in many forms, including headaches, stomach pains, high blood pressure

and muscle tension. Emotional reactions may include anxiety, depression and frustration. Stress and overload can have a negative impact on our health, productivity, and personal and work relationships. Stress just plain makes us sick.

Employers set unrealistic disability standards that force us back to work before we are healthy, resulting in lessened job performance which leads to discipline and more stress.

This vicious cycle must stop and we, the leaders of the CWA, must stop it. We must bargain for more flexibility in the workplace to protect our families and our well-being. We cannot allow employers to set unattainable standards which demoralize us and attack our self-esteem all of which affects our family life.

Our children need us. We need to be there and understand the changes that they go through physically, emotionally, socially and intellectually.

If we are not available, teen pregnancy, suicide, drug and alcohol abuse are rising and will continue to rise. Sometime in our lives most of us have been touched by a teen, and sometimes when teens are in trouble and we do everything we possibly can to intervene, our intervention fails and it becomes God's intervention. But it is important to remember that if that happens, it's no one's fault.

Ten years ago my stepson tried most of those options-- drug and alcohol abuse and suicide. If he could have gotten pregnant, he probably would have done that as well. He is okay today, but thanks to a joint EAP program, the support of my union brothers and sisters, my family and friends, and a lot of prayer, my family made it through those tragedies.

In 1995, Ameritech severed the relationship between the union and EAP. This eliminated the needed support for our members and their families. Only through the perseverance of the leadership and officers of District 4 were we able to negotiate joint EAP involvement in our 1998 contract.

Referral services, education and bargained-for joint EAP committees are the keys necessary to protect the welfare of our families. One in eight women develop breast cancer during their lifetime and cancer is the second leading cause of death in women. Increased levels of some forms of cancer have been found in switching and line technicians. It is imperative that we demand increased funding for cancer research and that we bargain with employers regarding coverage of cancer prevention.

I thank the Women's Committee for their diligent work on these issues, and I would like to close my comments with a few lines from a prayer: "God grant us the serenity to accept the things we cannot change and the courage to change the things we can."

The women and men of CWA are filled with resolute courage. Thank you. (Applause and cheers)

PRESIDENT BAHR: No other delegates have indicated a desire to speak. Before the convention is the report of the National Women's Committee.

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

Please join me in thanking the committee for what is an absolutely extraordinary piece of work. (Applause)

Would the Resolutions Committee come back to the platform. The Vice President is running a few minutes late.

I have also learned that another retired Vice President of CWA, a man who was on the Executive Board when I first came on it in 1969, is with us today. And this was his home district, in the old original District 5, Art Lefeure.

The Chair of the Resolutions Committee.

CHAIR TORRES: The Chair recognizes Hollis Burdette.

DELEGATE HOLLIS BURDETTE (Local 3115): If the delegates would please turn to Page 6 of the Resolutions Committee Report. I will read Resolution 60A-98-6, entitled "Resolution in Support of the Han Young Strike."

Resolution 60A-98-6 — RESOLUTION IN SUPPORT OF THE HAN YOUNG STRIKE

The workers at the Han Young factory in Tijuana, Mexico, a supplier to Hyundai Corporation,

have thrice voted for legitimate union representation in the last year, only to have the company blatantly refuse to negotiate in good faith. These elections took place in a context of threats, violence, bribery, disinformation and other union-busting activities.

Like most workers in the export "maquiladora" sector, Han Young workers labor for low wages in extremely unsafe working conditions. In response to union organizing and victory in representation elections, the company and Mexican government have engaged in illegal union-busting, firing pro-union workers, and hiring scabs to vote for a company union.

On May 22, the workers went on strike to assert their rights. In response, the company and government kept operations going with scabs and arrested strikers, all in violation of Mexican labor law.

All of the above actions violate the labor provisions of the North American Free Trade Agreement (NAFTA). These violations have been brought before NAFTA's National Administration Office (NAO) by several U.S. unions.

RESOLVED: That CWA go on record expressing our solidarity with fellow unionists on strike at Han Young, and strongly urge that the NAO find Han Young in violation of NAFTA.

RESOLVED: That the CWA endorse the efforts of the Cross Border Labor Organizing Committee in support of this strike.

Mr. President, the Resolutions Committee moves adoption of Resolution 60A-98-6, entitled "Resolution in Support of the Han Young Strike."

. . The motion was duly seconded . . .

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

On Microphone 3, Delegate Kalmijn.

DELEGATE JELGER A. KALMIJN (Local 9119): I would like to speak in favor of this motion.

This motion was on the Han Young strike. In the maquiladoras in Tijuana, they are bringing forward to us a very important problem that we are going to have to face in the next couple of years. In fact, unfortunately, it will probably be a problem for us in the next decade. I bring before you a great challenge for the American Labor Movement.

For years and years now, our employers have tried to play us off each other, one against the other, saying, "We can do it cheaper if only our workers will take a little bit less on our contracts."

Now, with NAFTA, we are being whip-sawed on the international level. They are going to try to pit us against our Mexican sisters and brothers working in Mexico.

Let me just give you a couple of facts that should make you all alarmed. There is now an automobile factory about 100 miles south of the border. Eighteen months after opening up that Ford-Mazda plant, they are producing cars now for the United States. They have equal productivity and quality to any U.S. plant.

Since the early 1980s, when there was almost no industrial sector along the border, now there are almost one million industrial workers along the Northern Mexican border, and it is spreading all over Mexico.

Finally, we know that many of the companies we are so familiar with, like AT&T and SBC, have now made major investments in the Mexican markets. SBC was one of the major companies to go forward with an international contract with Tel de Mex. It causes us great alarm. We know that our own contracts depend on being able to have the bargaining power, and our bargaining strength is being eroded out from under us.

What is the answer to this concern? The answer must be a new level of international solidarity with the Mexican working people. We need to support all efforts of the Mexicans to organize their unions so that they can confront the same employers.

This solidarity means that we need help. We need help when we go to the bargaining table, and we need them to say, "We are not going to be scabs against you. We are not going to take your work." They have to get a good contract.

International solidarity means that when they stand up and fight the same employers in Mexico, that we are going to stand solidly behind them and give them the strength they need when their government, their corrupt government, comes down on them; when their employers come down on them, when their corrupt unions come down on them. We will stand by them so that they can have the justice and the rights and the wages they deserve.

This courageous strike is at the company in the maquiladora in Tijuana that provides parts for Hyundai.

I am going to quickly read the resolution so people are familiar with this.

"The workers at the Han Young factory in Tijuana, Mexico, a supplier to Hyundai Corporation, have thrice voted for legitimate union representation in the last year, only to have the company blatantly refuse to negotiate in good faith. These elections took place in a context of threats, violence, bribery, disinformation and other union-busting activities.

"Like most workers in the export "maquiladora" sector, Han Young workers labor for low wages in extremely unsafe working conditions. In response to union organizing and victory in representation elections, the company and Mexican government have engaged in illegal union-busting, firing pro-union workers, and hiring scabs to vote for a company union.

"On May 22, the workers went on strike to assert their rights. In response, the company and government kept operations going with scabs, and arrested strikers, all in violation of Mexican labor law.

"All of the above actions violate the labor provisions of the North American Free Trade Agreement (NAFTA). These violations have been brought before NAFTA's National Administration Office (NAO) by several U.S. unions."

Delegates, there is a courageous effort by a couple of hundred unionists to start a union movement that can confront the maquiladora employers. These are the same people that we work for. If we want to maintain control in our bargaining, we have to find ways, courageous ways to reach across the border and help these brothers and sisters.

I implore all of you, when you hear about the Han Young strikers in your area, invite them to your locals and put their story in your newsletter. Let your members know about these struggles. These are people who are not trying to take our jobs. These people are trying to fight for a decent living, just like every one of us, and we have to do it together.

I look forward to the day when we do not see two flags up on the podium, but we see three, and we can work together with our brothers and sisters in Mexico in our contract negotiations so we can all end up one step ahead and have a more just working world for all of us. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Caparella.

DELEGATE CATHERINE A. CAPARELLA (Local 38010): I do not know if I could add anything to what Jelger said, but each of us remembers the days before we had a union to represent us, and the difference that it made in our lives, in our salaries and in our benefits and in our working conditions. I thought I died and went to heaven.

Workers at the Han Young factory are in even worse shape than we were in our leanest days. A few years ago, our Congress people wanted us to support NAFTA. We did not want to. The only way they could get that passed was to have the labor provisions in there to stop this kind of activity, union-busting in Mexico and elsewhere.

I urge you to support this resolution and express our solidarity with fellow unionists, and suggest that we write our congressmen and congresswomen to alert them to their plight, and urge the resolution under NAFTA. Please vote for this. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Dudley.

DELEGATE JAMES DUDLEY (Local 9588): Fellow delegates, alternates, guests: I rise in support of this Resolution 60A-98-6. Recently, we held our district conference in San Diego, and I had the opportunity to see Tijuana, Mexico, firsthand. We should not forget the poverty and working conditions of our neighbors. They should be entitled to the same standards and working conditions that we here in the United States and Canada have.

In a world ready to enter the new millennium, we must fight this type of oppressive action by whatever means necessary. We must continue to fight against the continuing violations of the North American Free Trade Agreement. Enough is enough. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Loretto.

DELEGATE DON LORETTO (Local 1122): I move the question, Mr. President.

. . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been made to close debate. It has been seconded. It is not debatable. It requires a two-thirds vote.

All those in favor indicate by raising your hands. Down hands. All those opposed by a like sign. The motion is adopted.

Before the convention is Resolution 60A-98-6. All those in favor indicate by raising your hand. Down hands. Those opposed by a like sign. It is adopted.

CHAIR TORRES: The Chair recognizes Judith Wicker.

DELEGATE JUDITH WICKER (Local 4009): If the delegates would please turn to Page 7 of the Resolutions Committee report, I will read the resolved of Resolution 60A-98-7, entitled "Economic Policy Resolution."

Resolution 60A-98-7 — ECONOMIC POLICY RESOLUTION

In the past year, the ongoing economic recovery has meant record profits for many of our employers, a continuing boom on Wall Street, and huge windfalls for top executives cashing in stock options and special bonuses for mergers and the like. The tightening labor market has helped to spread some of the recovery's benefits to workers, but the largest gains have been limited to the wealthiest few.

In the public sector, unfair tax policies and the move to block grants have restricted revenues, leading to layoffs of public workers and reducing services to residents.

It has taken eight years for median incomes to return to their last peak in 1989. Data for 1997 likely will show that the median family has finally returned to its 1989 income level, though in 1996, median family income was \$1,000 (2.3 percent) less in 1989. By this point in every prior recovery, the income of the typical family had surpassed its previous peak.

CEOs have not had to wait to feel the effects of the recovery. CEO pay continues to skyrocket, having more than doubled between 1989 and 1997, and rising to 116 times the pay of the average worker-- an almost eightfold increase since 1965. The average CEO's salary, bonus, and returns from stock plans grew 100 percent between 1989 and 1997.

Workers are not getting their fair share of the profits and productivity that we create. According to the Economic Policy Institute (EPI), the record profitability of companies in the 1990s has come partly at the expense of their workers. If profitability had grown at historically normal levels, hourly compensation could have been 7 percent higher in 1997 than it actually was.

Because we do not share equally in the economy's overall gains, we have to work longer to maintain our standard of living. Although real wages are, finally, beginning to rise, over the past decade, working families have been able to increase their total earnings not because wages have increased but because they are working more hours. In 1996, the average worker worked 1,868 hours, nearly an hour more a week than in 1989.

Real wages are up 2.6 percent over 1996 but still have not risen to 1989 levels. The typical married-couple family worked 247 more hours (over six weeks) per year in 1996 than in 1989, despite an 8 percent growth in the economy's productive capacity over the same period.

There is good news for workers. The past year has demonstrated labor's ongoing resurgence. Unions helped to defeat Fast Track legislation and Proposition 226 in California, and organized thousands of new workers. We have felt our power when we strike in order to get our fair share of the profits we create. At UPS, the Teamsters demanded and won limits on contingent work and the creation of more full-time jobs on which to support a family. At Bell Atlantic, three CWA Districts joined together to improve our daily work lives and to ensure that future work will belong to us. At U S WEST and SNET, more than 40,000 members are standing firm on the picket lines for the good contracts we deserve.

Despite these and other victories, our struggle to protect a decent standard of living as well as our quality of life goes on. A century after the labor movement came together around the 8-hour day and the 40-hour week, we find ourselves again fighting for control over our work and family time. More and more, workers are faced with a choice that is no choice at all: part-time or contingent work that is insecure and doesn't pay enough to support a family or a stressful 60-hour-a-week job that leaves no time for personal and family life.

CWA members are not alone in the levels of stress we face on the job. The Families and Work Institute reports that large majorities of workers say they have to work very fast (68 percent) and very hard (88 percent) and do not have enough time to get their jobs done (60 percent). Almost one in five workers is required to work overtime at least once a week with little or no notice.

These are conditions which can lead only to stressed out workers and dissatisfied customers.

Looking forward, we must focus on how to restore the 40-hour week at a family wage. Of course,

occasional overtime hours and heavier workloads will sometimes be necessary to cope with emergencies, but management's poor planning and penny-pinching are not emergencies for which we should have to suffer. We must demand that employers live up to their responsibilities. Our workplaces should offer opportunity, dignity, and respect. The communities that provide corporate and tax revenues should benefit with good, stable jobs that allow workers to be active participants in their community.

RESOLVED: The Communications Workers of America will continue to be active in our communities to support good, family-friendly jobs for our future. We will continue to work with local Jobs with Justice coalitions in the struggle for workers' rights and economic justice and we will seek out other allies in the fight to restore the 40-hour work week.

Mr. President, the Resolutions Committee moves adoption of Resolution 60A-98-7, "Economic Policy Resolution."

. . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been made. It has been seconded.

On Microphone 3, Delegate Henning.

DELEGATE WILLIAM HENNING, JR. (Local 1180): Brothers and sisters, I rise in support of this resolution on economic policy, and it is fitting that we meet in Chicago and adopt this resolution on economic policy, and especially to focus on the restoration of the 40-hour work week.

It is fitting and particularly ironic, for more than 100 years ago the struggle for the 8-hour day was fought in pitched battles in the streets of this city, culminating in a mass rally which we now know as the Haymarket Massacre.

It is ironic that we need to be fighting a defensive battle in 1998 to restore what many of us hoped to take for granted.

The slogan of our movement used to be "Eight hours for work, eight hours for rest, and eight hours for what we will."

Another slogan which could stand some dusting off, "Thirty for forty"— that is thirty hours work at forty hours' pay. (Applause)

If we have learned anything, it should be that setting our sights low and fighting defensive battles has not served us well. Whatever happened to "The best defense is a good offense"?

I, for one, am tired of hearing some in our movement approach each round of collective bargaining with the hope that our employers do not take too much from us. That is the attitude that is bringing us wage freezes, health care cuts, two-tiered systems, merit based pay, and a host of other ills.

It is time for us to contest for control of the workplace. For too long workers in our unions have let management make all the decisions in the workplace, under the rubric of management prerogative. If that social contract ever worked for us, it certainly no longer does.

Finally, a word in support of family wages. Let's remember all the attacks on our 60-year social safety net program. These attacks were plotted in the halls of the right-wing think tanks, and carried out by vast armies of politicians, Republican and Democrat alike, even in the highest office in our land.

How often must we endure attacks on poor people who have collected public assistance. Let's also remember that most poor people do not collect welfare. They work, and they often work full-time at low wage jobs.

A single mother trying to support two children would need nearly \$14,000 in income to climb above poverty, yet if that same woman works full-time earning minimum wage, she would earn just over \$9,000. The problem is not that the poor won't work; it is that our system does not.

We need jobs that pay a living wage. We must oppose the flooding of the low wage workforce with thousands of people being kicked out of the welfare rolls.

There is probably no better resolve for us as we leave Chicago than to remember and to reclaim our heritage. Thirty for forty. Jobs with justice. Thank you. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Rosenstein.

DELEGATE HETTY ROSENSTEIN (Local 1037): Good afternoon. I rise in support of this resolution. We must fight brutal employers at the work site, but not only at the work site. We have to fight the likes of Newt Gingrich at the polls, but not only at the polls. We must fight injustice in the courts, but not only in the courts. We fight for social justice in the streets, but not only in the streets.

If we are to struggle successfully so that all Americans have a chance at the American dream, and we fight so that no one is left behind, we must have a vision for action that integrates our political with our community work.

The quest for economic and social justice must include not only labor, but all of labor's allies: members of the religious community, advocacy groups, civil rights groups, and all progressive thinking people.

Jobs with Justice is that vision. Jobs with Justice is that program. Jobs with Justice is the glue that brings workers, families and communities together in our struggle.

Brothers and sisters, I urge that we adopt this resolution. (Applause)

PRESIDENT BAHR: Microphone 1, Delegate Morrow.

DELEGATE ROBERT MORROW (Local 1108): I would like to move the motion.

. . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been made to close debate. It has been seconded from the floor.

All those in favor indicate by raising your hand. Down hands. Opposed, like sign. It is adopted. Before the convention is Resolution 60A -98-7, "Economic Policy Resolution." All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Vice President is here. He should be along momentarily, so we will just hold in place until he gets up here.

Let me make an announcement while we wait. NABET/CWA Network Coordinator John Krieger requests that Sector President John Clark and members of the Negotiating Committee involved in the Disney-ABC talks remain in the hall for an important meeting immediately following the conclusion of this afternoon's session and before they go to vote.

. . The convention stood at ease awaiting the arrival of Vice President Al Gore . . .

PRESIDENT BAHR: Would the Vice President's Escort Committee bring him to the podium please.

. . The entire delegation arose and extended a great and prolonged ovation to Vice President Al Gore as he was brought up to the platform by the Escort Committee . . .

PRESIDENT BAHR: Normally, you are supposed to say, "Brothers and sisters, the Vice President of the United States," but last year I had him as a captive audience on Air Force Two all the way to Durbin, South Africa. Later on, I found out he told people he had me as a captive audience. But anyway, we have him.

I am honored to introduce the Vice President of the United States. As a long time friend of CWA, Vice President Gore is always a welcome guest at our convention. And we are so very pleased that he is with us to celebrate our 60th anniversary. (Applause)

There are a few things I want you to know about him before we bring him to the podium. He spoke to our convention in 1994. At that time, he gave CWA members a special challenge, as workers at the forefront of the information revolution, that we had a responsibility to play a role in the development of public policy on these issues, and to alert working families about how these changes were going to affect their lives.

Mr. Vice President, we took your charge seriously. CWA members have represented the voices of working families on the public policy decisions involving the new information technologies. We will continue to be active players on these issues which affect us both as workers and consumers, such as the proposed WorldCom-MCI merger.

CWA is proud of our close relationship with the Clinton-Gore Administration. (Applause) This is the first Administration in more than 30 years to publicly advocate the union organization of workers.

The Clinton Administration has steadfastly shown its support for union families. This Administration has supported initiatives such as the Family and Medical Leave Act, the minimum wage, effective labor law enforcement and opposed anti-worker legislation such as the TEAM Act, the elimination of overtime after 40 hours in a workweek, cuts in job safety and health, and scores of other anti-worker, anti-labor bills.

I want to tell you one more thing about the Vice President that reveals much about what kind of person he is. In February of last year, the Vice President attended the AFL-CIO Executive Council meeting and met with a group of workers who lost their jobs simply because they were trying to bring a union into their workplaces.

Among the people he met was a Sprint La Conexion Familiar worker. I was with him. You could see in his expression and his eyes that he was visibly moved by what he heard. He was also visibly angered by the outrageous conduct of employers who incite fear and conflict in the workplace in their effort to fight the unionization of their workers.

No worker should have to lay his or her job or their livelihoods on the line just to exercise their legal rights to form a union. (Applause) Yet it is an almost accepted experience in America's workplaces.

Today, the Vice President is an outspoken champion of the rights of American workers to organize in a climate free of employer intimidation and threats.

We are honored to call him a friend and ally, and I am proud that he also is a long-time, close personal friend. Our friendship goes back to his days in Congress where he had a 92 percent COPE voting record. Not bad for someone from a right-to-work state. (Applause)

I want to tell you — and I hope he doesn't mind — just one other thing about the kind of friend he is to our union. It was early in the Administration, 1993, when he saw on his schedule for the following week that there was a meeting with the seven regional Bell CEOs and GTE. And he sent word that if he was to meet with them that I had to be present. And so the telephone companies had to call me and invite me. (Applause and cheers)

Now, this man knows what juice is (laughter) because when we walked in, they had never met him before, and they were introducing themselves. And I stood over to the side. And when they finished introducing themselves, he came over and he put his arm around my shoulder and said, "How is Florence? How are the kids?" (Laughter)

And then we sat down at his conference table and he opened the discussion like this. "I've been in this town for an awful long time, but one of the most pleasant evenings I ever spent was when I had dinner over at Morty's house." (Laughter)

At that moment, Phil Quigley, the Chairman of Pacific Telesis said, "I guess we are not going to get anything unless you are with us." (Laughter)

So, brothers and sisters, join me in giving an outstanding welcome to an outstanding friend: The Vice President of the United States.

. . . The entire delegation arose and applauded and cheered at great length and extended a prolonged ovation to Vice President Gore . . .

THE HONORABLE AL GORE (Vice President of the United States): Thank you very much.

(Applause and cheers) Thank you very much, ladies and gentlemen. Thank you, CWA.

(Applause and cheers) Thank you. Thank you very much.

Thank you, Morty, for your kind words of friendship and warm words of introduction. And Florence, it is good to see you. Good to be with you again. How are your kids, by the way? (Laughter)

All right? Well, it really does feel a little bit like family coming here to be with you. I will share some of the reasons why in just a moment. But I do want to thank Morty very much for those kind words.

Now, I looked out at this crowd here when I came from behind the curtain, and I thought, "Wow, what a crowd. This reminds me very much of the convention in '96." The last time I spoke in Chicago to a crowd this size was back when I did a dance on national television. (Laughter) As you may recall, that really electrified the national viewing audience. (Laughter)

I have added a few moves since then. (Laughter) You want to see them again?

. . . Cries of "Yes" and applause . . .

That was it. (Laughter) You just did. (Laughter)

I must say, the timing of this meeting is important, too. I am proud to be here today at ground zero of an historic battle between two giants, a battle that is dominated by headlines and has driven the news and touched millions and keeps getting hotter every single day. I speak, of course, about the home run battle between Mark McGuire and Chicago's own Sammy Sosa.

(Laughter and applause)

Nobody knows for sure what is going to happen, but there is one thing we can say for sure. No matter who breaks the record, or if both of them do, people will hear about it, read about it, watch it, see it in print that is set on lines that are run or cable that has been laid by the men and women of the Communications Workers of America. (Applause and cheers)

And so, on behalf of the American people that you serve every day, I want to say thank you,

CWA, for a job well done, and keep it up. You are doing great. (Applause)

And there is no single person who deserves more credit than Morty Bahr. This industry has gone through a revolutionary change in the last fifteen years, unlike any other industry in the whole history of humanity. Every single day now, telecommunications, entertainment, publishing, cable and computers are converging into one. Every single week it seems like we read about new mergers and new companies merging in industries that did not even exist a decade ago. Sometimes it seems almost impossible to predict where things are going in the communications revolution, but through it all one person whose vision has remained true is your great President, Morty Bahr. And I salute you, Morty, for your leadership, for your vision, and for your stewardship. (Applause)

I want you to know, these are not just boilerplate words because he is sitting next to me here on the stage. You know he is my personal friend, and he is your leader; but honest to goodness, in an industry that thrives on the cutting edge, there was a time not too long ago when not too many people would have expected the most innovative player of all to be the union that serves this dynamic industry.

Well, today, thanks to Morty Bahr's leadership and all of you, CWA is not just a union in the information age; you are the union for the information age. (Applause and cheers) And we are a better nation because of it. Thank you, CWA. (Applause and cheers)

Now, I want to congratulate all of your leaders, Barbara Easterling, your Secretary-Treasurer, and all of these folks, all these men and women who are up here on the dais with me and behind me here, and the Escort Committee, and Loretta Bowen, a long time friend who gave me the cue to come around the curtain there. And I also want to congratulate your Executive Vice President, Nick Nichols, for eighteen years of loyal and dedicated service to the CWA. Congratulations, Nick. (Applause and cheers)

Congratulations, Nick. I met with Nick and some of his family earlier. Incidentally, do not ever underestimate the importance of the Vice President's position in any organization. (Laughter) Am I right, Nick? (Laughter and applause) That is a big mistake. (Laughter) Are you kidding me?

All you have to do is think about some of my predecessors as Vice President. John Nance Garner, one of FDR's Vice Presidents. You know, he is the one who said the Vice Presidency is not worth a pitcher of warm spit. (Laughter) Although historians claim that quotation was actually cleaned up a bit. (Laughter) I am sorry but that is true. (Laughter)

And then there was Thomas Riley Marshall, President Woodrow Wilson's Vice President. He is the one who told the story of the two brothers, one went to sea and the other became Vice President. Neither was ever heard from again. (Laughter)

And then, of course, there was John C. Calhoun, who served under John Quincy Adams and my fellow Tennessean Andrew Jackson. In my research, I came across this description of Calhoun. "His public appearance as the so-called 'Cast Iron Man' was belied by his personal warmth and personal nature privately." I cannot imagine having a reputation for being so stiff they would call you "The Cast Iron Man." (Laughter) I don't know how he went on. Of course, he did not go on. He left the Vice Presidency in 1832 to serve in the United States Senate from South Carolina. Of course, as many of you know, he subsequently lost that seat to Strom Thurman. (Laughter and applause)

Actually, I told that in an audience where Senator Strom Thurman was there and he enjoyed it more than anybody. I want to make that clear. (Laughter)

I also want to congratulate an individual that you honored with an award earlier, an award for organizing, Ron Collins of Local 2101 from Baltimore. (Applause and cheers) There you go. Good job, Ron.

I want to acknowledge all the Canadian members also who are here. I want to make you all feel welcome here in the United States. Thank you for joining us. (Applause)

Incidentally, Ron, I have never received an award like that. The closest I came to it was last year during the Academy Awards, when Billy Crystal, the host, opened up the program with an Oscar on the podium, and he mentioned how many people had been nominated for Academy Awards and only a few were going to win.

He was cautioning all of the ones that would not win against feeling disappointed. Tip and I were watching this, propped up on pillows in bed. I could scarcely believe my eyes and my ears when

I heard Billy Crystal, looking right into the TV camera, and he actually said on national television, he said, "Remember, the only person who is guaranteed to wake up tomorrow morning with a statue is Tipper Gore."

. . . Laughter and applause as Vice President Gore stood stone-faced staring at the audience . . . As Groucho Marx once said, "I resemble that remark." (Laughter)

This is the second time in four years that I have had the great pleasure of attending this convention. And Morty mentioned that, but I want you to know, it is always a special honor for me to be here, but especially this year, and I would like to formally congratulate you on CWA's 60th anniversary. Congratulations on a great 60 years, and best wishes for 60 more, and then more after that. (Applause)

I said before that I always feel at home when I come here. There are lots of reasons for that. I have a lot of great friends in this organization. We go way back after all. And we could go back and think about some of the fights that we have been in together on the same side over the last 20 years. And yet, there is more to that too because the labor movement has been part of my home and my life since the day I was born.

When the National Federation of Telephone Workers was first created, back in 1938, that was ten years before I was born. But at that time, not only was Franklin Roosevelt in the White House, my father was serving as the very first Commissioner of Labor in the State of Tennessee. And he was right in the middle of the great labor battles of his day.

He went up to Wisconsin, I remember, and got some ideas from that state and brought them back to Tennessee and introduced the first Administration of Unemployment Compensation in Tennessee. He spoke out in behalf of the very first Minimum Wage Law. At that time it was 25 cents an hour; and the second year it went up to 40 cents an hour.

I mention that because I want you to know that my commitment to you and our association really goes back a long way. Growing up, I was taught some basic fundamental values. If you work hard you deserve a good paycheck. And if you get sick you deserve good health care. If you put in a lifetime of loyal service you deserve a secure pension. And if you want the job done right you look for the union label.

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

Those are the values that I brought to the White House with me, and those are the values that President Clinton was raised on as well. Make no mistake about it, the leadership of President Bill Clinton is making a positive difference for the working families of the United States of America. (Applause)

I am proud to serve with him. I am proud of his policies. This country is better off because of Bill Clinton. (Applause) His leadership has led this nation to unprecedented prosperity and unprecedented progress. Now is the time to build on that progress, to move forward with the business of this nation.

CWA is leading the way, battle by battle, city by city. It is your passion and your commitment that have brought labor to its greatest strength in two decades.

Now, I want you to know that I also believe that one of the reasons for that is the kind of leadership that the President and I have provided that Morty made reference to when we were meeting with the leaders of the communications industry. Those kinds of things can make a big difference, and there are hundreds, if not thousands, of incidents like that that we have been responsible for in the Administration, because leadership, setting the right tone for management/labor negotiations, and relationships between management and labor, is extremely important.

But even more important than any of that is the fact that you are making a simple truth understandable and recognizable to the American people. And that truth is this: The right to organize is a fundamental right that should never be blocked, never be stopped, and never ever be taken away from the working people of this country. (Applause)

Even in the toughest times, when people said labor could never recover from the labor-bashing, union-trashing 1980s, you heeded the words of the great Joe Hill: "Don't mourn; organize." And then you have added a CWA twist: "Don't just organize, mobilize." (Applause) By reaching out to the grassroots early and often, by meeting one on one months before negotiations ever begin, you are helping to show the way for the nation.

And that is far from all. You are creating a new union for the 21st century that looks like the telecommunications industry itself. After all, CWA is not about just telephones anymore. I know that. You know that. That is what 11,000 brand new members from US Airways say. (Applause) That is what 39,000 new members from The Newspaper Guild say. (Applause and cheers) Incidentally, Mr. President, I just realized, you know, I signed on — years ago when I was a newspaper reporter, I signed up as a member of The Newspaper Guild. When you merged with them, you brought me along on that. (Applause and cheers) Am I right on that? (Applause) I need a little information about this pension plan and stuff. (Laughter)

Anyway, I was talking with some of your new members from The Newspaper Guild earlier, and I was fondly remembering those days. But you know, because of the organizing campaigns you have had, because of the growth in the CWA, today you are one of the fastest-growing, farthest-reaching unions in America, with more than 630,000 members. If it was not clear before, it is now as clear as day: American labor is coming back, and coming back strong. You are helping to lead the way to the 21st century. (Applause)

It is pretty easy to understand why: Because collective bargaining is good for families, good for business, and good for America. When President Clinton and I took office five and a half years ago, a lot of people were saying then that the world has changed, and the days of rising living standards and rising incomes were just over. Well, together we have proven those critics wrong. Because today, five and a half years after we put new policies into place, we have significantly raised living standards. We now have more than 16 million new jobs, the lowest unemployment in 28 years, the fastest real wage growth in 25 years, the first balanced budget in 30 years, all with the lowest inflation in 32 years, and the highest new investments in education and environmental protection and job training that we have had since the G.I. Bill after World War II. So this is the kind of progress that we have achieved together. Nobody has done more to make it possible than the men and women of organized labor. For all our gains as a nation today, let's remember that the average union worker earns 20 percent more than non-union workers, and your benefits are worth up to four times as much. That is something that people ought to keep in mind. (Applause)

I am sure you have heard the old saying that is common in my part of the country, in the South: "If you see a turtle on a fencepost, you know it didn't get there by itself." These gains happened because you made them happen. Union employees are doing well because unions have negotiated strong, smart contracts for the working families of this nation.

And here again, CWA is leading the way. The contracts that you recently signed with Bell South and Bell Atlantic are among the most forward-looking, trailblazing contracts in recent memory. Thanks to your work, future IT jobs at Bell Atlantic will be CWA jobs. And not only will thousands of families live better lives because of it, but Bell Atlantic is guaranteed to have the highest levels of customer service for years to come. Good for its workers, good for the company, good for the customers. (Applause)

And you have also pioneered something else. You have been blazing new trails in helping to change the way people understand what is going on in the job market today, and in the information industry, and in the whole workforce.

You have made it clear in not just what your President's speeches have contained, but in the way you have bargained in these contracts and in the way you have conducted those grassroots meetings with your members; you have made it plain that you understand very clearly that this information age is a time of rapid change. That means that 80 percent of today's jobs will be transformed dramatically in just a few short years. That is kind of disconcerting to some people. But, since you all have been on the forefront of that change, you have understood it very well, and you have decided to adapt to it and make it work for you instead of against you. And I congratulate you on that.

One of the key strategies you have selected is lifetime learning, and the right of workers to have access to the job training that is essential to equip them for the new jobs that are emerging in the 21st century. Lifetime learning is now an essential part of job security, and, incidentally, I want to on behalf of the nation thank Morty Bahr for the visionary work that he has done on this issue for the past ten years as chairman of the Commission for a Nation of Lifelong Learners. It has been an outstanding job, Morty, and we congratulate you and thank you. The whole country is in your debt. (Applause)

This fall, largely because of what Morty Bahr and his colleagues on that commission have done, we will hold a conference at the White House on this important issue. This was previously announced, but I want to give you an update on it. It is coming along extremely well. We are looking forward to it. And the message we are going to try to send is very clear: We cannot treat workers like old pieces of copper wire used to be treated in the telephone industry.

CWA has shown that if workers get the right kind of training, they can do any job in this new economy, and do it extremely well. (Applause)

Training is the key. (Applause)

Lifetime learning is the key. (Applause)

And now is not the time to rest. We must pause and recognize that the collective bargaining process is still at work for the thousands of CWA workers currently on strike or in negotiations, and I know that those workers who are there are not standing on that picket line alone, because I know that every single one of you stands with them body and soul. (Applause) And everybody understands that. That is where their power comes from. (Applause)

I hope that during that progress that was reported today, in what was described to me as a good tentative agreement, it means that a final resolution in the largest outstanding matter will be reached in a way that is good for customers, good for the companies, good for the unions and good for the American economy.

Organized labor and the collective bargaining process are good for America. Some of those who disagree with us don't want to see organized labor succeed. They want to silence America's working families. They want to weaken your ability to organize. They want to restrict your right to speak out. They call all this "paycheck protection," but we all know that it is not paycheck protection; it is paycheck deception, and we are on to their game. We see through their ruse. (Applause)

Thanks to your leadership and thanks to your hard work, two months ago, together we did what the pundits said was absolutely impossible. We came from behind, we came from way behind, and we absolutely crushed Proposition 226 in California. Congratulations on a great victory. (Applause and cheers)

And CWA was one of the main reasons why that victory came about. In just a few short months CWA made tens of thousands of telephone calls, contacted thousands of members in person, made worksite visits and made sure that all Californians heard the real truth, that paycheck deceptions is bad for everyone.

But let us remember that now proponents of this paycheck deception proposal are running around, making a lot of noise about how unions are trying to destroy America. The next time you hear them, remember the proponents of paycheck deception are a little bit like tugboats: They make the most noise when they are in a fog.

They have had a big loss. They don't know which direction to move in now. They had planned to have a big victory on that Proposition 226, and now we know that during their strategy sessions they told each other that one of their main purposes was to build momentum in that vote to get the people that they mobilized to pass 226 to go back to the polls in November and elect a bunch of congressmen and senators who would be against organized labor and against what we believe are the interests of working families.

Well, their plan backfired. But let's take a page from their book. Hear me out on this. Just imagine if we could do the same thing with our victory that they had planned to do with theirs. Those you mobilized to defeat 226 are the same ones that you need to get back to and mobilize to go to the polls and support the basic approach that you fought for in that 226 issue. And I just would like you to imagine a time ten, twenty years from now when some anti-labor types are sitting around a table, planning another measure like Prop 226, to undercut organized labor, and I want you to imagine ten, twenty years from now one of them says, "Let's put this on the ballot and go out and try to see if we can get people to support this measure."

And then I want you to imagine three or four others speaking up at the same time and saying, "Wait a minute, wait a minute. Don't you remember the blowout of 1998, when all of those members of organized labor came out and said, 'We don't like people who try to undermine collective bargaining'?" Send that message by supporting the right to bargain collectively.

(Applause)

A strong labor movement helps all working Americans, whether they are organized or not. Those within organized labor have long understood this very clearly. When you are fighting for the rights of your members, you know that it has a spillover, and you know that others who don't even belong to your union are benefited by the victories that you win, and that is because unions help to add both dignity and depth to America's democracy.

I have always thought of it a little bit like what happened when our Constitution was written. Checks and balances were put into our Constitution so that no single part of the government would become too powerful. And those checks and balances have helped to safeguard our liberty.

Well, I feel like we ought to have checks and balances in the workplace as well, so that if you look at what has happened since the early 1980s, when the stigma against union busting was somehow removed from the minds of some who were anti-union before, but didn't act on it in the same way, they have taken a lot of steps that have really tilted the playing field to the point where it is really not fair. And you have a lot of workplaces where men and women have come together to exercise their rights, and they have voted, they have an election, within the law, and they have done it all right, and they win the election win the right to organize, and then it is as if nothing has happened and years go by. And they look around and say, "Well, wait a minute. Didn't we vote to have a union?"

They say, "Yes."

"Well, what happened?"

They are taking advantage of all the loopholes and all of the things that were done in the early 1980s. That is why I believe that it is time to restore some checks and balances in the workplace. (Applause)

And I want you to know that I will always defend and advocate the right to organize and collectively bargain. (Applause)

I also believe it is time we had a United States House of Representatives that was on the side of working people (applause and cheers) so that the laws that are meant to provide workers with the right to organize can be changed to guarantee that basic right. And I must say it is troubling to me that less than two years from a new century, some members of the congressional majority still seem intent on fighting the battles of the '90s, and I mean the 1890s, the way they approach it. (Laughter)

But I do promise you this: We will continue to defeat any attempts to repeal prevailing wage laws or weaken workplace health and safety laws or jeopardize basic labor law, or reinstate the so-called TEAM Act. (Applause)

I guarantee you, the President has vetoed every anti-labor measure that has come across his desk, and if they try to do it again, he will veto it again.

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

And if they try again, we will stop them again. (Applause and cheers)

And if they try it again, we will stop them again. (Applause)

And again and again. (Applause and cheers)

I "guaran-damn-tee" it. (Applause)

I "guaran-damn-tee" it. (Applause)

I have to admit, this Congress has taught me a few things about labor issues. I have learned firsthand about unsafe working conditions by presiding over the Republican Senate. (Laughter)

Together, we must continue to push this Congress for a pro-worker, pro-working family agenda, and let me give you just a few quick examples.

First, we need a common sense increase in the minimum wage, because no parent should be forced to raise a child in poverty. (Applause)

Second, you know last time they said "Oh, we can't raise the minimum wage; it will cost thousands of jobs." Well, we raised the minimum wage over their objections and we gained thousands of jobs. (Applause) And good jobs. (Applause)

Third, we need a parents' bill of rights, because when you and your families go to get medical care, the decisions of saving lives and restoring health are decisions that should be made by doctors and nurses, and not accountants and budgetary bean-counters, and not insurance companies, and not HMOs, not bookkeepers, but doctors, medical professionals. That is basic. (Applause and cheers)

I want to thank the CWA for working so hard to expose the truth about the phony bill of rights passed by the majority in Congress. That is really not a bill of rights. It's a "bill of goods." Whenever I hear them come out there and they say that it has really been seen as the bill of rights that we have proposed, it kind of reminds me of the story from Tennessee about the veterinarian and the taxidermist who went into business together. They put a sign out in front of their establishment that said, "Either way, you get your dog back." (Laughter) It makes a difference. It really makes a big difference.

That is why the President has vowed to veto the Congressional majority's "bill of goods," and we are going to keep fighting until all Americans get the basic health protections that Americans deserve in this country. (Applause)

Third, in keeping with the insights the CWA has given to the whole country about the fact that in the Information Age brain power is replacing muscle power, the key strategic resource is knowledge. Therefore, training and retraining and lifetime learning and education represent the most important thing that we can do to prepare our children and ourselves for the 21st century. In keeping with your message, our nation really must invest a lot more in education, in a smart way to reduce the size of the classrooms so the teachers have more time with each student; to hire 100,000 well-trained teachers to make that possible; to modernize the classrooms and replace portables with good, new school facilities, the way we did for the baby boomers.

I am a baby boomer, and when we, my generation, came along, the biggest generation ever, the World War II generation invested in new schools and classrooms and things that would make it possible for us to get the education that we needed.

Well, you know, the generation of ten-year-olds today, it turns out from the new figures, it is bigger than the baby boom generation. So are we going to invest in the new classrooms and the well-trained teachers and the smaller class sizes and the higher standards and improved access to higher education, and the connections to the information superhighway, and the new investments that are necessary to give our children the best education in the world? I think we should. President Clinton thinks we should. CWA thinks we should. Some in the Congress don't. We have to win that argument. We have to win that battle. We have to make those investments in education for the future of our country. (Applause)

You have not been content just to say that. You have been leading the way in helping to make a real difference. I know about what you have been doing on these Net Days around the country. I have been involved in Net Days, pulling cable and hooking classrooms up to the internet and the information superhighway. CWA has done more than any other organization in America.

Over the past three years, many, many thousands of you have volunteered your time and effort on Net Days to wire many thousands of classrooms to the information superhighway, and on behalf of President Clinton and the people of the United States of America, I want to thank you, CWA, for helping to connect our schools and classrooms and libraries.

You should be proud because your hard work represents the very best there is in America. With your help, we are going to get the job done, and get every classroom wired and every library connected. (Applause)

In closing, let me reaffirm my strong conviction that you share, that the 21st century is going to offer our nation opportunities that most of us have never dreamed of. It is a new century and a new millennium that will be driven by new technology, cutting edge research, and by the best education possible. It will create new high-paying jobs and brand new ways to do old jobs more efficiently and more productively. It will reward the highly skilled and punish the unprepared. CWA does have a special role to continue to play. You do stand at the frontier of the Information Age. It is not an accident that you have been among the very first to put into your collective bargaining a requirement that your members get access to the ongoing learning and training that will prepare them for these new jobs, and give them these new skills.

You need to continue to work and get that message out to people all over the United States, that these new technologies will shape and change our lives. That is inevitable. What we make of them is up to us. We must work together to harness the power of this new economy and prepare our people so that everyone participates; so that no one is left behind.

That is what we are fighting for. That is the mission that you and I share. For 60 years, Americans have looked to the Communications Workers of America for outstanding leadership. Today, we must build on the successes of a reenergized labor movement. I call upon you, in

closing, to use that grassroots energy and activism to work for a Congress that reflects the values of CWA, and work hard for progressive change in this country.

In closing, I want to leave you with the old Tennessee saying: "Early to bed; early to rise. Work like hell, and organize." (Applause)

And mobilize. (Applause)

And energize. (Applause)

And exercise your rights to collective bargaining. Organize and register and vote. Thank you.

. . The delegates arose and applauded and cheered at great length as Vice President Gore waved and shook hands with members on the dais and in the audience . . .

PRESIDENT BAHR: Let's make sure the Vice President takes a message back to President Clinton that we stand tall and strong with him. We are going to get the vote out on November 3rd, and we are going to have a Democratic Congress elected. (Applause)

He sure gave us a message. But the rest is up to us to make sure that our members, their families, really recognize what is at stake for all workers of American families in the upcoming elections.

I want to say for the record, the Vice President's Escort Committee was:

. . As each member of the Escort Committee for Vice President Gore was introduced, as follows, the delegation responded with a single clap of recognition . . .

Jimmy Smith, Vice President, District 3; Jeffrey Rechenbach, Vice President, District 4; Carolyn Wade, President, Local 1040; David V. Layman, President, Local 2204; Richard S. Feinstein, President, Local 3808; Jim Clark, President, Local 4640; Rob Bailey, President, Local 6402; Sarah L. Downing, President, Local 7102; Deanna L. Napier, Vice President, Local 9413; Bud Speakman, President, Local 13101.

Let me bring several things to your attention. All delegates must take their papers and belongings with them each day. This auditorium is not secure after we leave.

All districts will conduct local trial panel elections, and Districts 6, 7 and 9 only will hold Defense Fund Oversight Committee Elections Tuesday at 8:00 a.m. The rules are posted in the Schedule of Events.

We are now going to proceed with instructions regarding nominations and elections. I want to introduce to you Jeff Zaino of the American Arbitration Association, to lay out to you the procedures for the election.

MR. JEFF ZAINO (American Arbitration Association): Thank you.

Delegates to the Convention, the CWA Constitution makes provision in Article XV, for the election of International Officers. The elections will be conducted in accordance with the following procedures: The Executive Vice President of the Union shall be elected by secret ballot of the delegates to the convention today, immediately after the convention has recessed for the day. Polls will remain open for two hours. Nominations will be conducted during the convention session today. The term of office shall be for one year or until a successor has been duly elected and qualified.

The rules affecting eligibility of nominees and voters state that: First, only those members of the union in good standing who are not barred by law, shall be eligible to hold elective office.

Second, only delegates to the convention who have been elected by secret ballot among the members of their local and who have been duly certified by the Credentials Committee to the Judge of Elections shall be eligible to vote.

The rules with respect to nominations are as follows: Nominations shall be made from the floor for the International Office of Executive Vice President.

Nominating speeches shall be limited to four minutes in length and the two seconding speeches to two minutes. Where there is only one nominee for an office, that nominee can be declared elected. A motion can then be made from the floor, electing that officer by acclamation.

The following provisions apply to voting procedures: All voting shall be on a per capita basis as certified by the Credentials Committee to the Judge of Elections.

A delegate may not split their vote.

Proxies may be voted only as they are certified by the Credentials Committee to the Judge of Elections and must be voted at the proper booth.

Alternates who expect to vote in any one of these elections must apply to the Credentials Committee for certification to the auditors for each of these elections. The committee will be

available in the Credentials Registration area for that purpose.

All voting will take place at the rear of the convention hall.

Delegates must identify themselves to the teller at the voting booth. A delegate's convention badge shall serve as sole verification of their identity for the purpose of determining their right to vote.

Delegates are not permitted to use the badge of another delegate. If the teller's records show that a delegate has voted, the delegate shall be considered as having voted. The teller will inform the delegates of their duly accredited votes by writing the number of accredited votes on the face of the ballot.

If a question arises as to the delegate's identity, or the number of votes they are entitled to cast, or other matters, the delegate shall be directed to the Judge of Elections who shall consult with the Credentials Committee, if necessary, before deciding the question.

Only one delegate will be allowed in a voting booth at a time.

Upon receiving a ballot from the teller, the delegate will go into the voting booth, check only the name of the nominee of choice on the ballot, fold the ballot once.

The voting delegate will then deposit the ballot in the appropriate ballot box in the presence of the teller.

If a delegate makes a mistake in marking the ballot, the delegate should obtain a new ballot from the teller. The ruined ballot must be surrendered to the teller before another ballot is issued. Any erasure, cross-outs, changing of the number of votes, or other alterations will cause the ballot to be voided and declared illegal.

Delegates are reminded that the polls will close promptly at the end of the two hour voting period. The following provisions apply to the use of observers by the candidates.

Each candidate will be allowed two observers at any one polling and/or ballot counting site. Observers will be restricted to the specific area designated for observers. These designated areas will allow the observers to note the names of those voting and to observe the actual counting of the ballots.

However, the observers will be placed so that they do not obstruct the voting and/or vote tabulation process.

Observers must remain in the ballot counting area until the count is completed.

The observers do not have the right to count the ballots.

The observers may not take notes during the vote tabulation process.

In order to be allowed into the designated areas as an observer, individuals must be registered with the chair of the Credentials Committee. Only individuals presenting evidence of their registration with the Credentials Committee will be allowed into the areas designated for observers.

After all eligible delegates have had an opportunity to vote, the ballots will be counted, and the results of the election will be posted in the lobby of the Hyatt Regency Hotel and the Fairmont Hotel.

If there are more than two candidates nominated and no one nominee receives a majority on the first ballot, a run-off election shall be conducted and the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot. If no one nominee receives a majority on the first ballot and there is a tie for second place, a run-off election shall be conducted and the nominee receiving the greatest number of votes on the first ballot and the two nominees who tied for second place shall be the nominees on the second ballot.

The time and location of any run-off elections will be announced from the podium at 10:00 a.m., Tuesday morning.

The election will require the wholehearted cooperation of the convention delegates to run smoothly and efficiently. If there are no questions on voting procedures, I will now turn the meeting back over to the Chair. Thank you.

PRESIDENT BAHR: Thank you, Mr. Zaino.

During the course of the procedure, reminders will be given to you from time to time concerning some of the details that have been presented by the supervisor of the election.

At this time nominations for the office of Executive Vice President are open. For that purpose, the Chair recognizes at Microphone No. 1 Rich Dann, President, CWA Local 1085, Woodbury Heights, New Jersey.

DELEGATE RICH DANN (Local 1085): Brothers and sisters, I proudly stand before you to nominate Larry Cohen for the office of Executive Vice President. (Applause and cheers) You know Larry as Assistant to the President and Director of Organizing. I am proud to say that he is also a member of my local and has been a friend for many years. In fact, we first met thirty years ago, which gives me the honor of saying that I have known Larry longer than any other delegate here.

I next met Larry in the late 1970s, both of us had been working as social workers, but Larry had recently started with CWA as a part-time organizer. Sometime later Larry was assigned as our local staff rep.

The first stewards training that I attended was conducted by Larry. Those of you who know Larry will understand when I say that he is a very intense person, who is driven by his commitment to the union and to working people. Wherever he goes things happen. His intensity and commitment were evident from the start.

One of Larry's first jobs when he came to Local 1085 was to represent a worker at the Gloucester County Welfare Board who had been fired for having words with another employee. That worker's name was Dotti Bagby. Larry promptly organized a group of workers to pack the board meeting. Suffice it to say, this show of support, together with Larry's passionate argument on her behalf, carried the day. Dotti was not only reinstated to her job, but in the years that followed became one of our most active union mobilizers.

In 1980, Larry found out that some county employees in our own backyard were interested in a union. At the time Local 1085 was very small, with fewer than 100 members at the Gloucester County Welfare Board. Until then no one had ever thought that we had the ability or the resources to organize the other county workers. It is a measure of Larry's success that today it would be unthinkable to overlook such an organizing opportunity.

With Larry's guidance, inspiration and now famous persistence, we set up an internal organizing committee. We also bombarded the employees with mailings, leaflets and lunchtime meetings. When the dust finally settled, CWA had beaten AFSCME and the Teamsters by a wide margin. Local 1085 suddenly grew to almost ten times its former size. Even more important, we had become a strong and active local.

Larry immediately followed up this victory by launching an organizing campaign for New Jersey state employees, using the same technique of organizing from the inside out. Within a year's time CWA had added 35,000 state workers to its ranks.

Like the Energizer bunny, Larry has been going strong ever since. He has a strong and abiding commitment to working people and those without a voice. He has set up new locals, negotiated first contracts, trained stewards, formed coalitions and created what we know as CWA's mobilization model. He has proven himself as an organizer, mobilizer, negotiator and advocate, overcoming challenges, always eager to take on the battle with the corporations and the bosses. In short, wherever Larry goes, things happen.

We need Larry's voice, his energy, his commitment on the CWA Executive Board. We need Larry to give movement to the labor movement.

It is therefore a great honor to place Larry Cohen's name before you--

. . . The delegate's time was up and the microphone was turned off . . .

PRESIDENT BAHR: To second the nomination, the Chair recognizes Kathy Kinchius, President, Local 9415, Oakland, California, at Microphone 1.

DELEGATE KATHY KINCHIUS (Local 9415): President Bahr, brothers and sisters, I rise to second the nomination of a hero of the labor movement, Larry Cohen. (Applause and cheers) When I first became local president, we had a contract with TCI Cablevision. There I was, a new local president, two months in office, facing TCI, one of the most evil anti-union companies in the country. We had a contract that was expiring, a decertification petition going through the workplace, and no one experienced in dealing with the cable industry. When we reached out for help, we met with roadblock after roadblock. Then I met Larry.

Suddenly, we had an experienced negotiator for our contract, assistance fighting off the decert and the national union's attention being brought to bear on the cable TV industry.

Why? Because when Larry Cohen shows up, things happen. And when people are hurting, Larry feels their hurt and finds ways to help.

No one in any union can generate the kind of excitement Larry can. No one has the kind of

energy that Larry has. And no one can see our future as clearly as Larry does. (Applause)
Unfortunately, my local is the only one in the country that currently represents both TCI and AT&T workers, but I know that CWA is well prepared for the merger of TCI into AT&T, because Larry Cohen recognized the importance of cable TV to our future.

Ever since our first meeting all these years ago Larry has continued to offer guidance and assistance to me and my local. I am proud to call Larry my friend and honored to second his nomination for Executive Vice President of this great union.

Thank you. (Applause and cheers)

PRESIDENT BAHR: For the purpose of another second of the nomination of Larry Cohen, the Chair recognizes Dennis Serrette, President, Local 2108, Landover, Maryland, at Microphone No. 1.

DELEGATE DENNIS SERRETTE (Local 2108): Thank you, President Bahr. Thank you, members of this great Union. I have been a member of this great Union for 35 years, a founder and first president of the CWA Black Caucus, president of Local 2108, and from the great District 2. I rise to second the nomination of my Brother, Larry Cohen, for the office of Executive Vice President. I have known Larry for over 15 years. He does not talk diversity. He makes it happen. Larry talks the talk, and walks the walk, and gets things done. (Applause)

Larry analyzes all the major contracts we negotiate. Yet, when I have called him at work, he answers his own phone, sometimes early in the morning while many of you are still in bed. His energy matches the roadrunner, coupled with the tenacity of a tiger. He's always ready for battle. He founded Jobs with Justice and led hundreds of organizing campaigns. He took on "Big Bad" U.S. Airways in an organizing campaign, and we are all proud of the 10,000 workers who have joined our ranks.

Larry is a winner with a vision. Larry has a passion for justice, is humble and uncomfortable with compliments. Larry is the leader for our new youthful members. For me, he represents guts, integrity, and action.

I am proud to follow his leadership. I am proud to call him my friend. Vote for Larry Cohen for the next EVP of CWA.

Larry. Larry. Larry.

. . Applause and cheers and chants of "Larry, Larry, Larry" . . .

PRESIDENT BAHR: For the purpose of making another nomination before this body, the Chair recognizes Carla Floyd, President, Local 7901, Portland, Oregon at Microphone No. 1.

DELEGATE CARLA FLOYD (Local 7901): It is with great pride that I am nominating Sue Pisha as Executive Vice President of the Communications Workers of America.

. . Applause and cheers and chants of "Sue, Sue, Sue" . . .

DELEGATE FLOYD: Sue is a leader who began her affiliation with CWA when she signed her union membership card the first day she came to work as an operator at Pacific Northwest Bell. Since that time she has progressed from member to steward, committee member, area vice president and then president of my Local 7901 in Portland, Oregon.

Sue then was appointed as a staff representative for District 9. From that position she rose to administrative assistant and was then elected vice president for District 7.

As District 7 vice president Sue took a district that included 14 states and much of Western Canada, and molded it into a cohesive district that has stood up for CWA members' rights. Sue was the first district vice president to hold planning meetings with the locals to determine the direction CWA needed to go in to be successful.

Sue's innovative leadership included all of us in determining the future of District 7. All of us in District 7 are proud that Sue Pisha is our leader.

. . Cheers and chants of "Sue, Sue, Sue" . . .

DELEGATE FLOYD: Sue's background and experience are multi-dimensional. She knows that CWA's history and tradition include community activism, organizing, collective bargaining, member representation and legislative power. By representing members and bargaining economic security for workers, CWA can effectively organize and grow.

By participating in legislative action on all levels, CWA can improve economic security, safety and the rights of unions. By participating as leaders in our communities, we can educate workers that unions are the most effective way for them to have a voice in the workplace.

CWA members have always known that the triangle of community service/legislative

activity/representation and organizing is the way to grow our union. Sue has experience in all three.

As a local president, she understands the leadership role of each local. As a former state legislator, Sue understands the role CWA needs to play in local, state and federal politics. And as an energetic dynamic organizer Sue knows the vital importance of grassroots organizing to any successful organizing effort.

One of Sue's main characteristics is her inclusiveness. She is the choice for Executive Vice President that includes you. Sue has always sought out the opinions of local leaders and members alike.

As I mentioned before, Sue made all of us in District 7 a part of the future. She is a proponent of democracy from the bottom up. She may not agree with you, but you can feel free to express your opinion openly and without fear of retribution.

Sue believes strongly in each member's right to be heard and included. Through her dynamic leadership District 7 and CWA members everywhere are stronger, effective and energized.

CWA is a union in transition, a union that is ever-growing and changing while standing firm on the union principles that created it: principles of democracy, inclusiveness and activism.

As we look to the Communications Workers of America in the future, we need leaders like Sue Pisha. The choice that includes you.

. . . Prolonged applause and cheers and chants of "Sue, Sue, Sue" . . .

PRESIDENT BAHR: There has been placed in nomination Sue Pisha for Executive Vice President, and to second that nomination, the Chair recognizes Walter Andrew, Executive Vice President, Local 3204, Atlanta, Georgia, at Microphone No. 1.

DELEGATE WALTER ANDREWS (Local 3204): Mr. Chairman, Executive Board, Delegates, Alternates, Retirees, Guests, and Brothers and Sisters: It is with great pleasure that I rise to second the nomination of Sue Pisha for the office of Executive Vice President.

I have known and worked with Sue since 1979. She has always been a strong and outstanding leader. As I stand here to second this nomination, I will not go into her many qualifications and accomplishments-- you have already heard them. But I will say to you that we need a strong leader that can withstand adversity.

This year alone, Sue has lost her father, nursed a very sick mother, and has just completed negotiations with those devils from U S WEST while allowing this campaign to be directed by others. (Cheers)

But I say to you, Sue, be strong. Trust in the Lord. He has not brought you this far to leave you now. He knows just how much we can bear, and you can rest assured that God will take care of you.

Sue, Sue, Sue, Sue, Sue.

. . . Applause and cheers and chants of "Sue, Sue, Sue" . . .

PRESIDENT BAHR: For the purpose of another second of the nomination of Sue Pisha, the chair recognizes Wayne Mitchell, President of Printing and Publishing Sector Local 14170 on Microphone 1.

DELEGATE WAYNE MITCHELL (Local 14170): Thank you. Brothers and sisters, it is with great pride and pleasure and admiration that I second the nomination of Sue Pisha for Executive Vice President of the Communications Workers of America. (Applause)

Now, brothers and sisters, you just heard two speakers that know her well talk about her accomplishments and her dedication over the past 35 years. That is why it was a little bit of a surprise to me when I was hearing those buzz words through the halls. "Where is Sue? Where is Sue? She has got an election going on."

Well, where else would Sue be? Her priorities are right on. (Applause) Sue Pisha was in the trenches with the members, at the bargaining table for her members, and once again, Sue Pisha got the job done.

(Cheers and applause)

She has been doing it for 35 years in the workplace at the local level and in the district, and you don't need a crystal ball to figure out that she was not going to be here campaigning. She was going to be home, looking to advance and enhance the working lives of her members.

Sue Pisha, if elected Executive Vice President, will get it done for all of use in the CWA. She has the ability, she has a proven record for being a strong foundation, and I urge you to support her

for Executive Vice President. Thank you very much.

. . Cheers and chants of "Sue, Sue, Sue" . . .

PRESIDENT BAHR: Are there any further nominations? Are there any further nominations? If not, the chair will entertain a motion to close the nominations. Do I hear such a motion?

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

PRESIDENT BAHR: It has been moved and seconded. All those in favor of closing nominations, indicate by raising your hand. Down hands. Opposed by like sign. The nominations are closed.

We have in nomination two individuals: Larry Cohen and Sue Pisha. In accordance with the instructions you have been given, this election will now be conducted.

I am about to recess the convention, but I want to make one or two announcements. The Platform Observers for tomorrow are Jeffry Tasby, Vice President of Local 6201 and Richard Evanoski, President of Local 13570. They should be at the platform at 9:30 tomorrow morning. Now, according to my watch, it is now 4:50, ten minutes to 5:00. The polls will open and remain open until ten minutes to 7:00. We stand in recess until 10:00 a.m. tomorrow.

. . The Convention recessed at 4:50 o'clock p.m. . . .

TUESDAY MORNING SESSION

September 1, 1998

The Convention reconvened at 10:00 a.m., President Morty Bahr presiding.

PRESIDENT BAHR: Will the convention be in order please? Please take your seats.

Good morning, brothers and sisters. Following our tradition, Rabbi Robert J. Marks, from the Congregation Hakafa, in Glencoe, Illinois, is with us to deliver the invocation. Rabbi.

RABBI ROBERT J. MARKS (Congregation Hakafa, Glencoe, Illinois): Thank you, Mr. Bahr. May I ask you, the members of this great union, who we are so proud of the work that you do in so many areas, to join me in a moment of prayer as we begin the last day of your meeting here in Chicago?

Dear God, source of our strength and our wisdom, we thank You for this great union of men and women and for those who lead it along its destined state. Grant them a steady hand, a courageous heart, and a clear vision.

Perilous, O God, are the days in which we live. All too often huge fortunes are made and, yes, lost, with little regard for the very people, the very people whose labor lies at the heart of our great industry. Help us, Your servants, lift up those who are exploited, and lift up the moral vision of those who exploit others. Help us close the gap between those who would abolish health and retirement benefits, which ship jobs away, away from those who organize and those who toil. Help all of us enjoy those benefits.

How easy it is, O God, to glorify global economies and global efficiency in order to trample those who work and turn them into part-time workers, part-time human beings. But You, O God, know that there is no justice in the world unless there is justice for all people, unless men and women have the right to organize, to organize their lives, to organize their work, to organize their future. Having eyes, all too often they see not. Having ears, they hear not. The ancient prophets complained about the mental blindness of those in power, who would not share their power. Then, as now, the global plots of those who live only selfishly are destined to crumble, their dreams turn into nightmares. Help all of us, O God, to see. Help us to hear. Help us to understand that we can build together a union, a union of labor and management, a union of justice, a union and a world of peace. Amen. (Applause)

PRESIDENT BAHR: The Platform Observers for today are: Jeffry Tasby, Vice President, Local 6201; and Richard Evanoski, President, Local 13571.

Immediately upon the lunch break at 12:30, we would appreciate it if-- and by "we" I mean, in addition to myself, Vice Presidents Ben Turn, Tony Bixler and Jeff Rechenbach-- at least one delegate from each local in SBC, PacTel and Ameritech, would remain behind in the auditorium for a short meeting with the leaders of Local 1298, who are on strike against Southern New England Telephone Company. So, if at least one person from each local in those companies would stay behind at 12:30, we would deeply appreciate it.

The official results of the election for Executive Vice President, as certified by the American

Arbitration Association, are:

Sue Pisha, 206,260 votes; Larry Cohen, 225,375 votes; void, 565. Total votes cast, 432,200.

Larry Cohen is the victorious candidate. (Applause)

We will move immediately into the Installation of Officers.

Elections were held this week for the positions of Executive Vice President and NABET-CWA Sector President/CWA Vice President. As a result, we have the Installation of those Officers this morning.

We, the Communications Workers of America, have built out of our own experience an organization which today stands as a great institution for justice.

We have fashioned that organization, our Union, the Communications Workers of America, according to the dictates of democratic tradition.

We have, today, taken upon ourselves a grave responsibility, a trust delegated to us by the thousands of men and women whose work makes our Union possible.

In keeping with this tradition, we have held truly democratic elections-- an action by which we have chosen our leadership.

It is then, in the name of the membership and of the sacred cause of Free Labor, that I administer this Oath of Office, reverently asking our Creator to look after them and care for them in the execution of their solemn obligations.

Do you, John Clark, 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?

John, please place your left hand on the Bible, raise your right hand and pledge yourself to the Oath and sign the CWA Constitution, which is beside the Bible, thus symbolizing your conviction of your Oath.

VICE PRESIDENT JOHN CLARK: To this, I, John S. Clark, President of NABET-CWA of the Communications Workers of America, do solemnly swear, so help me God.

. . The delegates arose and applauded and cheered as Vice President John Clark signed the CWA Constitution . .

PRESIDENT BAHR: Would Larry Cohen please come to the podium?

Do you, Larry Cohen, on your honor, accept the Office of Executive Vice President of the Communications Workers of America and solemnly swear that you will truly and faithfully fulfill the responsibilities of your office and to the best of your ability perform the duties belonging to this office and carry out decisions, orders and regulations of its duly constituted authorities; that you will organize the unorganized, and that you will earnestly and in good faith defend the integrity of our Union and pledge that you will, to the limits of your ability, and the ideals and principles of a free Trade Union Movement and its sacred traditions, and that you will hold as part of this sacred trust conferred upon you the duty of defending our Nations and their Constitutions?

LARRY COHEN: To this--

PRESIDENT BAHR: I didn't give you the oath yet. He's anxious. (Laughter)

Place your left hand on the Bible, raise your right hand, and pledge yourself to the oath. Then sign the CWA Constitution, which is beside the Bible, thus symbolizing your conviction of the oath.

LARRY COHEN: To this, I, Larry Cohen, Executive Vice President of the Communications Workers of America, do solemnly swear, so help me God.

. . The delegates arose and applauded and cheered as Executive Vice President Larry Cohen signed the CWA Constitution . . .

PRESIDENT BAHR: The installation is now complete. And now, Vice President Clark for a few

remarks.

VICE PRESIDENT JOHN CLARK: Thank you, President Bahr. I want to thank the delegates to the NABET/CWA Conference for their continuing faith and trust in supporting me for another term as Sector President. I am especially proud to be standing here today with Larry Cohen, the man with whom NABET negotiated the merger agreement in 1992. (Applause)

The last four years have been exciting and challenging for all of us, as NABET has worked with CWA to implement the merger between our two great organizations. Although there have been some difficulties and frustrations for both parties along the way, I believe that the merger between our unions has been a resounding success.

The coming years will be even more exciting for our Union, and will present new challenges to our leadership and the membership we serve. We represent workers in the broadcasting industry that is constantly changing, and we must use all our energies, experience and imagination to develop sound strategies to keep our members securely and profitably employed in an ever more unstable work environment.

This will not be an easy task. But fortunately, there are many able people in our union whose continued contributions will make our success a good bet for the future, and I intend to call on all of them for assistance. We have an outstanding, dedicated and highly professional staff who are on the front lines, battling day in and day out to succeed in the increasingly stormy climate of collective bargaining, and we have our brothers and sisters at CWA who have been unstinting with their support and assistance since our unions merged in 1994. With support like that, I have every confidence that NABET/CWA will continue to shine brightly into the new millennium with a new and even greater success than it has had in the past.

As for myself, I will redouble my efforts during this term of office to ensure that the faith and trust bestowed on me at our Sector Conference will be justified and fulfilled. Thank you.

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: Brothers and sisters, please welcome your newly-elected Executive Vice President, Larry Cohen, for some remarks. (Applause)

EXECUTIVE VICE PRESIDENT LARRY COHEN: I didn't realize this would be in the dark also. First, I start with thanks-- thanks to my family and my wife Vicky who is here with my two children. (Applause)

We are a union family. My wife is secretary of her local and a member of our City Council. My two children, who are still young for the struggle, but are in it already, one just started college and the other goes back tomorrow. Both are already taking it up and have taken on the fight. So we unite, not just in support of one another, but we are committed to the cause. (Applause)

I say thanks to the hundreds of you here who made it possible for me to be standing here with you, and to the thousands who are here and not here who are on the picket lines, in organizing drives, at the bargaining table, handling grievances, who make CWA the greatest union in the world. (Applause)

It is a privilege to serve you. It is a privilege to work with you. It is a privilege to stand with you. And it is a privilege to fight the fight with you. (Applause)

Many of us, yesterday, mentioned that we are here in Chicago where much of our history began. I think we also need to remember that robber barons began here too, 100 years ago. A hundred years ago, they would meet in clubs and they would say, "Don't worry about the Pullman strike, don't worry about the American Railway Union, don't worry about Homestead, because we can always pay one-half of the working class to fight the other. We could always pay one-half of the working class to fight the other."

Today, it is just as important for us to understand what they think. Think of this: 350 of the wealthiest men, and maybe there was a woman or two in there — in the world, you know, have the same wealth as the two billion of us at the bottom — 350 versus two billion. How do they stay that way? Because one-half of us are fighting the other.

So my message today is simple: It is one of unity. It is a message to say that each one of us here can start today to unite this union. That this campaign did not really split us up. There were a few arguments, but it did not split us up.

Coming out of here today, I ask each person to talk to at least one person here who has a different view. Do not just talk to ourselves. Talk to at least one person here who has a different view on this election, but is united in CWA.

I pledge to you that I will talk to hundreds of people who have a different view. And that I will talk to every member of this Board about where we go from here, and about unity. This Board is meeting five days in October, and then two days in November, to focus on growth, to focus on unity, to focus on where are we going as we try to build a bigger union.

At that meeting in November, I will propose that we create a task force in each district of elected local union officers, to work with the district organizing network, which exists now, which is made up of local organizers, to review the plan for the district, to campaign, to budget to get the results. All of this is about trying to find new ways to listen, not to ourselves, but to all of those who are involved in this campaign and this effort to build a stronger union. But our strategy remains based on local unions. Those of us here can do nothing but support thousands of people, not only those here but the activists who make our local unions work. Our role is for District and National support for local union programs.

And we need to remember that other great unions that led us into the CIO are now struggling and they are now planning a plan to come back in the midst of a crisis. And those unions have lost more than one-half of their members since their peak time ten and fifteen years ago. Those are unions like the United Steelworkers, which last week voted to allocate \$40 million per year to organizing, to rebuild their union. That is almost as much as our entire budget. (Applause) And they have lost 600,000 members in the last 20 years.

The UAW, earlier in June, voted to allocate \$100 million for organizing per year and elected a Vice President for Organizing. And UNITE, which has lost 80 percent of its members over the last 20 years, has allocated 35 percent to organizing.

We do not need to allocate more funds. We are not in the same crisis. We have not lost members. The ten percent that we look to is more than enough to build this union and to build our movement and to do our share. But what we need to do is to realize that we are not an island; that those folks who sat in those clubs 100 years ago are sitting in the new clubs today, and they are thinking the same things.

They will pit us against each other. They relish the fights inside our unions. They relish the fights between unions. They enjoy the fact that in organizing drives they are able to convince workers to stand alone rather than to stand together. We need to convince ourselves here today to fight the real fight, to minimize our real differences, to build CWA and that together we can win. Thank you.

. . . The delegates arose and applauded and President Bahr put an Executive Vice President's badge around the neck of Executive Vice President Larry Cohen . . .

PRESIDENT BAHR: Would the National Equity Committee please come to the platform?

I just want to echo just one thing that Larry said, and I said it yesterday in the elevator to many people and out in the lobby of the hotel, that this morning there is only one shirt, the CWA shirt and one emblem, the CWA logo. (Applause) And that goes not only for those down here in the audience, but it goes for those up here on the platform, for all of us.

This Union has had tough elections in the past, probably the toughest back when Joe Beirne was challenged more than 40 years ago. The day that election was over, we were even more united in purpose and in vision than we were before the dispute.

Elections are only part of the democratic process, and where people participate in a democratic process and in a democratic society, we accept the decision of the majority as if it were our own, and we can only be stronger. And I submit to you that today, because of the process we went through, we are stronger today than we have ever been before, and we let everybody in corporate America know about that. (Applause)

The members of the National Committee on Equity are:

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

Reynaldo Massa, Vice President, Local 1023; Terry Schildt, Executive Vice President, Local 2150; Elizabeth Roberson, Secretary, Local 3106; Margaret Henderson, Secretary, Local 4310; Linda Gray, Member, Local 6507; Cecelia Valdez, Steward, Local 7026; Linder Bolden, President, Local 9426.

At the moment there is a vacancy in District 13, and I would not minimize the role that Mary Mays-Carroll plays in working with the committees, and I thank her for that.

The Chair recognizes the committee.

DELEGATE REYNALDO MASSA (Local 1023, Chair, National Committee on Equity):

Report of the NATIONAL COMMITTEE ON EQUITY to the 60th Annual Convention

The National Committee on Equity recognizes that each year brings new delegates to our great Convention. In that regard, we want to take this opportunity to share with you the purpose of this Committee.

The Trade Union Movement has always believed in the concept of equity. One of the cornerstones of unionism has been the struggle for fair and equal treatment on the job, within the Union and the community.

In 1973, the CWA Executive Board adopted a nine-point policy on discrimination. In an effort to follow through on this policy, the President of CWA appointed a National Committee on Equity in October of 1976. The purpose of the Committee was to advise the President and the Executive Board on issues relating to equity and discrimination. In 1991, the responsibilities of the Committee were changed. The Committee now reports on its activities and makes recommendations to the Annual Convention.

The Committee strives to combat discrimination in all aspects of employment, including wages, fringe benefits and sexual harassment. The Committee treats inequities resulting from sex and race discrimination like all other inequities which must be corrected.

The National Committee on Equity in no way replaces the grievance procedure. We are available to assist Locals and staff in the representation of workers who find themselves in situations where they are discriminated against. In addition, we will work with labor and minority organizations, whose goals, like ours, are to eliminate discrimination totally.

The duties and responsibilities of the Committee are to educate members, local officers and staff at all levels of CWA on the value and importance of the Committee; to increase minority participation in local Union activities; to keep a close eye on employer and Union activities involving all minority groups and to build an effective Committee which provides a valuable service to CWA and its members.

While all issues before this Convention are extremely important to this Committee, our role today is to share with you issues of particular interest to the minority members of CWA.

Census 2000. The U.S. Census Bureau is required by the Constitution of the United States to conduct a census of the population every ten years. Census data is used for reapportionment of seats in the Congress, drawing federal, state and local legislative districts, and monitoring and enforcing civil rights statutes, including the Voting Rights Act of 1965.

Census data is also used for making decisions at all levels of Government. The federal government uses census data to allocate billions of dollars in federal funds annually for community programs and services, including education programs, housing and community development, health care, and services for the elderly.

State, local, and tribal governments use census data for planning and allocating funds for school construction, public buildings such as libraries, highway safety and public transportation systems, new roads and bridges, and the location of police and fire departments. Community organizations use census data for developing social service programs, community action projects, and child care center locations.

Census data for individuals is held confidential for 72 years and by law, the Census Bureau cannot share individual records with any other government agency, including welfare agencies, the Immigration and Naturalization Service, courts, police and the military. Traditionally, the undercounted have been children, people of color, and the urban and rural poor. This Committee is asking for your help in encouraging your members, your families and your neighbors to cooperate with the Census Bureau workers to insure an accurate and fair year 2000 census count.

Affirmative Action. Affirmative Action means positive efforts to recruit, employ, train, and promote workers who traditionally have been discriminated against in the job market. Affirmative Action plans simply require that all discriminatory conditions, whether purposeful or inadvertent, be eliminated.

We want to give some background as to why Equal Employment Opportunity is the law of the land today and why Affirmative Action plans are now embedded in our corporate culture. Major laws and other events, going back 125 years, have affected today's picture. The first legal requirement for equality among races in the United States was the Civil Rights Act of 1866, an aftermath of the Civil War. This law gave all people the same rights to make contracts and hold property that were enjoyed by some. It also prohibited the states from passing any laws or using any procedures that denied anyone all the rights and privileges to which the Constitution and U.S. citizenship entitled them. The key thrust of early laws was: All people will have full and equal benefits and protection of all laws.

A century later, in 1965, President Johnson signed Executive Order 11246, requiring affirmative action in federal employment and by federal contractors. It is enforced by the Office of Federal Contract Compliance Programs of the U.S. Labor Department.

Title VII of the Civil Rights Act of 1964 as amended under the Equal Opportunity Act of 1972 included gender as a "protected class." The amended Title VII covers all private employers of 15 or more people; all types of educational institutions, state, county, and local government bodies and agencies; employment agencies; and labor unions.

Thanks in part to your hard work, and the hard work of our national officers and the CWA legislative department, 1998 has been an extremely successful year for supporters of affirmative action. Every effort to repeal affirmative action at the national, state and local level was soundly defeated. Unfortunately, the battle is not over. In November, voters in Washington State will determine the fate of an anti-affirmative action ballot initiative called "Initiative 200."

"Initiative 200," if passed by Washington voters, would decimate the state's affirmative action programs, including math and science education for girls, mentoring for girls and minority youth that encourages careers in computer science and engineering; and outreach and recruitment efforts that ensure that employer applicant pools include qualified women and people of color. We need your help to stop "Initiative 200." There is an organization known as "No! 200." Please call them at (206) 441-9120 to see how you can help.

Sexual Harassment. Sexual harassment is still occurring in the workplace. This is a form of sexual discrimination and is unlawful under Title VII of the Civil Rights Act. We encourage our local leaders to educate our members and management on the seriousness of sexual harassment.

Proposition 226. The National Committee on Equity wishes to take this opportunity to thank all of you who worked so hard to defeat Proposition 226 in California. Our brothers and sisters would have been required to sign a written "permission slip" before our Union could fight for laws to protect our jobs, educate our members about candidates' records, legislative issues and get out the vote, if the backers of Proposition 226 had been successful.

Domestic Partners. This Committee wishes to commend the leaders of CWA in their efforts to bargain contracts that include health benefits for same sex partners. We encourage our leaders to continue to work to negotiate health benefits, as well as other benefits for domestic partners, regardless of the partners' gender. We also want to take this opportunity to thank the National Women's Committee for their help and support in achieving some equity for domestic partners.

Staff Positions. This committee receives many questions concerning the procedures to be followed by those local officers and/or members who want to be considered for a CWA staff position. In order to provide a uniform system, an application form must be completed and forwarded to the office of the Vice President of your District. The office of the Vice President will retain a copy and forward the original to the Headquarters office.

Applications are available from the office of the Vice President of your District. Our request has been approved to have a copy of the application printed in the CWA News at least two times yearly.

DELEGATE BOLDEN: At this time, the National Committee on Equity would like to take the opportunity to thank M.E. Nichols for his guidance and support over the years. (Applause) We wish him nothing but the best and ask that he come to visit us often.

Mr. President, this concludes the report of the National Committee on Equity. I move for adoption.

PRESIDENT BAHR: You heard the motion.

. . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor. No delegate wishes to speak. Before you is the report of the National Committee on Equity. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Please join me in thanking the committee for their good work. (Applause)

I want to introduce to you another longtime union builder, and I see someone trying to get his attention over there. We are in his home area, although he since moved back to Texas, and we are pleased to have with us one of the great builders of our union, W.C. Button. Stand up. (Applause)

It is now a pleasure for me to introduce to you for the purpose of the report of the Secretary-Treasurer's office, Barbara Easterling. (Applause)

SECRETARY-TREASURER EASTERLING: Thank you.

It is amazing what can happen in 60 years. Sixty years ago, the Fair Labor Standards Act was approved and set the 40-hour work week and time and a half for overtime. But today, it hangs by a thread, saved only by our fight against the "family values Pharisees" who want people to spend more time at work and less time with their families.

Sixty years ago, the Communications Workers of America was born and today every single one of us can be proud to be part of the most progressive, most innovative and most dynamic union in America. (Applause)

We are proud to be leading the fight for strong families and for family-friendly workplaces, and we are proud to be on the cutting edge of the information revolution, proud to be creating the jobs of the future, and proud to be the model, the model for the Labor Movement in the 21st Century.

And we are proud to be the one Union that is, to repeat a quote on the front page of last week's Wall Street Journal, we are the one Union that is "moving the agenda."

This week we proudly stood in solidarity with the 35,000 sisters and brothers at US West, and we continue to stand with our sisters and brothers at Southern New England Telephone, who are on strike for fair workplace standards, decent pay, health security and basic contractual rights. Let me assure all of you, when management behaves like Neanderthals, we stand shoulder to shoulder with you until we force them back into their caves. (Applause)

And you can count on having the full resources of the CWA Membership Relief Fund, and you will have that fund as long as it takes, whatever it takes, we are going to be there for you. (Applause)

I commend Sue Pisha, the Vice President of District 7, for achieving a contract. (Applause) Sue achieved a contract in spite of almost overwhelming obstacles. She and the bargaining committee and all of her members were facing terrible obstacles. They overcame those. I congratulate you, Sue. (Applause)

What is it about CWA that sets us apart from others? I think it goes back to the founding vision that Joe Beirne, our first President, had. He recognized even back in 1938, when telephones had dials and telegraph did what fax and e-mail do today, that rapid technological change was a law of nature, and that CWA had to stay one step ahead.

He recognized, even back in 1938 when it could take days or weeks for a communication to move between continents, that we are a global village and that international solidarity is the only way, the only way for the Labor Movement to succeed.

He recognized that the struggle of human history, the battle between the basic needs of working families and the wanton greed of the wealthy and powerful would always confront us, requiring CWA to be unyielding and unrelenting and unshakable in pursuit of justice. These three principles, staying ahead of change, growth and solidarity and the fight for justice, shaped CWA today.

But it took a heck of a lot more than Joe Beirne's vision to make CWA the prototype for the modern Labor Movement. It took a lot of hard work, the creativity and the wisdom of each one of us. And, so today, as we celebrate CWA's 60th anniversary, I honor you for making our Union the greatest on the face of the earth. (Applause)

As we move into the future we face many extraordinary challenges, not the least of which is the need to elect our friends, defeat our enemies, and persuade Congress to do the right thing by working families.

In two months, we face another crucial election. At stake is whether working families or the forces of greed will control the Congress. This is going to be a tough, hard fought contest. And right now, to use a baseball analogy, it's like we're Sammy Sosa chasing Mark McGwire in the

home run race. We may have been slightly behind, but we've pulled even. And if we keep swinging for the fences, we can win this election. (Applause)

And that is exactly how we defeated Proposition 226 in California, because remember, once they were leading with 70 percent in the polls, Proposition 226 then lost 54 to 46. Why? Because active and retired CWA members, working arm and arm with our brothers and sisters throughout the Labor Movement, kept hitting home runs.

We sent a message at the ballot box that we will not roll over whenever the forces of greed try to knock us down. We are going to stand up and we are going to fight for our rights. And, most importantly, we sent a message that we have what it takes to win. (Applause)

We sent that same message to Capitol Hill. We stopped the anti-worker payback provisions twice in the House and once through a Senate filibuster. And that is why Prop. 226 wannabes got trashed in Nevada, Colorado and other states. And that is why our opponents are running with their tails between their legs. After promising to be on a dozen ballots this fall, Oregon is the only one left. (Applause)

On the initiative to stop public workers from using dues in state elections, we are drawing another line in the sand. We will not let the wallets of the wealthy silence the voice of the working families.

Now I will discuss the November elections in more detail during the COPE report, but let me just say this: There are only three things that matter in this upcoming election, and that is, turnout, turnout, and turnout. (Applause)

Fewer and fewer people go to the polls in midterm elections. Too often, it is our folks who are the ones staying at home. And that is exactly what brought Newt and his gang of nut cases to power four years ago. So our job is both simple and hard. First, we must arm every CWA member with information about where candidates stand and why this election matters. And then, we must get every CWA member to the polls. To do this, and to make sure our friends have enough money to be within striking distance on election day, we need your continued support for CWA-COPE.

Let me give you one reason why this is so important. I am sick and tired of having to defend ourselves from one right-wing lunatic assault after another. I would like to be able to do something positive for working families, like pass a true Patients' Bill of Rights. (Applause) Right now we have got to spend too many of our resources to stop the Patients' Bill of Wrongs.

The Republicans decided that rather than protect patients from managed care malpractice, they want to protect spineless politicians from mad-as-heck voters. They would rather see HMOs' CEOs pocket millions of dollars than see millions of working families get well.

The "Patients' Bill of Wrongs" would let bean-counting bureaucrats make medical decisions. It lets managed care plans off the hook when their decision to limit medical treatment harms the patient, and it doesn't let patients see an outside specialist at no extra cost whenever the plan's doctors cannot meet their needs.

So, what does the Patients' Bill of Rights look like? Well, it means you have the right to have treatment decisions made by an M.D. rather than an M.B.A. (Applause) And you have the right to see specialists whose care you need; the right to emergency room care when you need it; the right to appeal a health decision when you disagree with it; and the right to sue an HMO when it does harm to you. (Applause)

I truly believe that, with your hard work, this is an issue we can win this month, just like we won the passage of the Credit Union Membership Act. That act gives working families more lower-cost banking and loan options. We did the work on that. We succeeded on that.

Now, I will tell you something else. Over the next two years, I don't want to keep fending off the attacks on workers' rights and workplace safety and neither do you. You know what I am talking about, bills that would gut the overtime pay, bills that would allow employers to reclassify workers as non-employees so they can skip out on paying health and pension benefits, the employer share of Social Security, workers' comp and unemployment insurance and bills that would create a fox-guarding-the-henhouse health and safety regime by allowing employers to hire their own consultant to certify compliance with federal regulations.

Over the next two years, I would also like to not have to battle the forces of greed on privatization.

Now, you and I know exactly what privatization is all about. (Applause) It is about Republicans removing needy people from welfare rolls by putting their campaign contributors on the corporate welfare dole. It is about the return of fraud and abuse by shysters who run businesses by

scamming the taxpayer. It is about the bizarre notion that taxpayers come out ahead when more of their money gets diverted to administrative costs and obscene CEO salaries.

This year, we put a stop to all that nonsense by blocking legislation that would have privatized eligibility determination for Medicaid, Food Stamps and Employment Services. That alone could have cost Texas 17,000 jobs. We also helped improve a job training bill that was recently signed by President Clinton, which guarantees that state employees continue to conduct the key job functions.

Do you know what? Privatization is about to rear its ugly head again in the all-important Social Security debate. Many Republicans want to dump Social Security money into the stock market, to further line Wall Street's already overflowing pockets. And this will bring more con men out of the woodwork, taking advantage of the new opportunity to scam people's Social Security investments, while the money changers will continue to get their fat fees, no matter what happens.

As Social Security moves to the top of the agenda, so does a vital part of the CWA family and the CWA COPE Army, the CWA Retiree Members' Council, and our retiree clubs from coast to coast. Today, we have 112 Retiree Members' Clubs, 10 of which were just chartered in the last year. They are now representing 20,000 retired workers in every district and every sector of the union. They are doing more and more in politics, contributing their time, money, and, most important, their wisdom and energy, through the newly created Retiree Action Network. Scores of retirees are members of RMC COPE, and you may be surprised to learn that nearly one-quarter of those members are at the Triple Quorum level. (Applause)

They are active, not only on Social Security, but on a broad range of issues that matter to all CWA members. For example, it was the CWA retirees who played a key role in the defeat of Proposition 226. Retiree Clubs also make immeasurable contributions not only in the political field, but in organizing campaigns and contract mobilization, and in strike support.

So I want to say to all of you, if you are a member of the CWA Retiree Clubs, keep up the good work. And if, like everyone else, you are a future member of the CWA Retiree Club, do everything in your power to cultivate them, to expand them, and to mobilize them. (Applause)

Up to now, I have talked about how we are implementing Joe Beirne's vision of the fight against greed, but we are also aggressively fulfilling his vision of global solidarity.

Let's start on the legislative front. Too often, U.S. trade policies spur a race to the bottom, rather than raising all workers' wages, benefits and working conditions. We have seen this with NAFTA, which has already transferred nearly 12,000 telecommunications jobs to Mexico and Canada. That is why we are fighting Fast Track legislation that would lead to a larger NAFTA and further erode the American standard of living. We are also working to keep immigration laws from being misused to deny jobs to American workers. This is a real problem in our industries, high-tech and telecommunications, where the hidden agenda of many employers is access to cheap foreign labor.

Some members of congress want to raise visa limits for H-1B information technology workers. There is just one hitch in their plans, they have no evidence of a skill shortage, and they do not want to require prior recruitment and training of American workers, or protections against layoffs. Here is another place where we are drawing the line in the sand. We are telling congress: Don't import cheap labor. Invest in American workers and the America standard of living. (Applause and cheers)

We cannot, and we do not, have the luxury of allowing people to pit worker against worker. We have got to pull together, and that is what CWA is saying in the international arena, which grows more important with each passing minute.

Once most CWA members could be sure of working for an American company, but today our employers are as likely to be headquartered in Brussels as they would be in Basking Ridge, in London as in Los Angeles. That is true in telecommunications, in the mass media, newspapers and health care.

In a world in which capital and jobs move globally at the touch of a computer key, working closely with our sisters and brothers in other countries is no luxury; it is a necessity. And that is why CWA has long been a driving force in Communications International, our federation for workers around the world in our industries, and that is why I urge you to support the resolution that will be before this convention today, establishing Union-to-Union, a program of international solidarity.

I want to talk to you just briefly about two very special international relationships I have been privileged to maintain. One is with the Lithuanian Workers Union, a federation that formed as a democratic alternative to the old "commie" union structure. It is headed by two very dynamic women, who are battling enormous economic, political and cultural odds to fight for the rights of workers in their country.

If we ever think for a moment that our jobs are tough, we should look at the LWU for some perspective. Unemployment there is extremely high, and some women have worked for up to two years without any pay whatsoever, while others might get something like \$25 every other month. Needless to say, poverty is very widespread, along with a host of related social ills, like alcoholism, spousal abuse and suicide. You should know that suicide is the number one cause of death in Lithuania. Making matters worse, discrimination against women and older people is rampant, and it is legal. The old male-dominated communist unions don't care about them. And, faced with these brutal realities, the Lithuanian Workers Union is trying to meet all of their members' needs, both on the job and off.

While organizing like crazy and negotiating with employers who feel they are in the driver's seat, and battling parliament for legislation to help working families and the unemployed, they have to face the issues off the job. Let me tell you a story about the Lithuanian Workers Union that really shows you what extraordinary people they are.

Recently a group of blind women approached them and asked for help in forming their own organization. The president asked the blind women what they hoped to achieve, and they told her they wanted to be productive in some kind of work, because the government had cut off their subsistence payments.

In response, the president of the LWU asked the blind women to join the union. She formed a handicapped department. She got a bill introduced in Parliament, restoring the disability payments. And, when she found out the women were excellent knitters, she encouraged them to begin knitting toys for sale. They have sold pretty well, especially a beautiful white horse. Many of you have seen these as I have traveled about the districts.

Then, as other women have come to her with alcohol or abuse problems, she encouraged them to join the knitting group, which has been great therapy. I have secured some of these horses and have raised \$5,000 by raffles at district meetings. We have three of them here at the Convention at the CWA Women's Committee Booth, and I would ask you to stop by and purchase a raffle ticket and take a good look at the handiwork that is being done. The horses are beautiful, and they have a special meaning, and, yet, they are another sign of our commitment to global solidarity.

To assist the LWU with communications, we have recently purchased a desktop publishing computer and a laser printer so they can produce a newsletter in-house. This is especially important to this union, since the newsletter is their major form of communications.

I have also been privileged to have a very special relationship with the Polish unions, and that means a lot to me, since my father was born in Poland, as well as my maternal grandparents. Like Lithuania, domestic violence is a real problem there, and you need to know that every third killing in Poland occurs within the family. Some progressive Polish labor unions and women workers are taking the lead in stopping the scourge, and they have launched a crusade, promoting what they called the Blue Line. The Blue Line is a hotline for people affected by domestic violence, and they have helped draw attention to this through a moving series of public service announcements, posters and billboards, like this one.

The headline is: "Because she looked too attractive."

Or this one: "Because the soup was too salty."

Or this one: "Because he had to release his tensions."

These are powerful billboards, powerful posters, and they are producing results.

As with the Lithuanian workers, I am pleased that the CWA Women's Committee has enthusiastically joined this crusade against domestic violence in Poland. These dramatic posters are also on display in the Women's Committee Booth, so you may want to stop by.

Part of being a committed trade unionist is seeking justice wherever injustice occurs. So stopping domestic violence, even though it does not happen in the workplace, is as noble a cause as we can take on. And it is a global problem.

Recently, I was in Argentina for a meeting of the C-I, and I was telling a sister union leader about

what we are doing in Poland and Lithuania. She stopped me in mid-sentence. Tears welled up in her eyes. Then she told me how she had been abused by her father for years, the suffering and scarring that resulted, how hard she had worked to recover from these horrors, and how she was willing to do anything and everything in her power to protect others from domestic violence and abuse.

Believe me, I had tears in my eyes, too. And I resolved then and there that this would remain a personal priority for me, and an institutional priority for the CWA.

Before I leave the subject of our international alliances, I would be remiss if I did not take a moment and recognize the outstanding work of Lou Moore, CWA's Director of International Affairs. Lou was appointed by Joe Beirne and his commitment to the cause of free trade unionism through the years has been a source of inspiration to all of us who have worked with him. Lou's commitment has been a driving force behind CWA's outstanding reputation in the international labor community. I thought it important to call special attention to his commitment and leadership and what it has meant to CWA, and let you know that if it was not for him I would not be there, because he is the one that has made me very much aware of the needs of our sisters and brothers outside our borders.

Finally, I want to talk about one way in which we are implementing Joe Beirne's vision of staying one step ahead of technological change. That means not only being on the cutting edge for our members' jobs, but in our internal operations. I am proud to report that the state of this union's technological and financial affairs is excellent, our cash flow is good, our equipment has been upgraded and our staff has been properly trained.

We will be Year 2000 compliant by the end of 1998, putting us ahead of most comparable organizations, and ahead of many of our employers.

The Mercury Building is now completely leased and producing operating income for all of CWA's properties.

We are also expanding our web presence, with new pages on the Secretary-Treasurer's Department, and a new Legislative/Political page that allows you to send e-mail directly to your representatives and senators.

Now, a lot of these details might seem arcane and mundane, but let me assure you, they are anything but. The internal operations of CWA, our financial self-sufficiency and our technological superiority are essential to everything this union does-- to organizing, to bargaining, to health and safety, to political and legislative action, to everything.

Just to give one example, the Facilities Services and Membership Dues Departments made an all-out effort to assist the Organizing Department in the employee lists and mailing operations of US Airways and other campaigns. They were indispensable in our success.

I urge you to visit the Secretary-Treasurer's Booth at the Convention to learn more about what we do and why it matters. There you will see our reference library on CD-ROM, which includes the CWA Constitution, CWA Executive Board minutes, 10 years of Convention proceedings, the Uniform Operating Procedures Manual, demos of electronic dues and accounting software, and answers to questions on membership dues and compliance issues.

You will also gain access to our Telecom '98 web site, and the CWA legislative and political web site. There you can take our legislative quiz, send an e-mail to Congress, and you can also see how CWA rates your representatives.

In addition, we presented a workshop Sunday on local automation and fiduciary responsibilities. I hope you found time to attend one of them.

So there you have it. A union whose operations are on the move, second to none and focused on fulfilling a clear, distinct and inspiring mission to build a society where working families come first.

We are going back to the future, taking the values and vision that our founders had 60 years ago and applying them to what the world will be like 60 years from now. Never in my four decades as a trade unionist have I been more proud to be a member of CWA, and more proud to be on the cutting edge of the greatest mass movement for justice and progress in the world's history.

Sisters and brothers, let's all commit ourselves, right here and right now, to continue the struggle of the last 60 years, the struggle of our time, with more energy, more vigor and more solidarity than ever before. Let's recommit ourselves to seeing that this union's brightest days still lie before us. Thank you.

. . The delegates arose and applauded . . .

PRESIDENT BAHR: Thank you, Barbara, for an excellent report.

I just want to call to the delegates' attention that yesterday we received a message from Reverend Jesse Jackson that he was in town. He would appreciate the opportunity to share a few words with you; thus, we extended him an invitation for two o'clock this afternoon. (Applause and cheers)

While the Resolutions Committee is coming to the platform to introduce Resolution No. 1, entitled "With Great Appreciation for M.E. Nichols," we want to show a brief video. Would you roll it, please?

. . A very interesting video was shown to the delegates depicting the life of M.E. Nichols and his career in CWA. It showed various times in his CWA history and his work for the past eighteen years as Executive Vice President . . .

PRESIDENT BAHR: With your concurrence, I am going to request that the Committee read the entire resolution. (Applause)

CHAIR TORRES: If the delegates would please turn to Page 1 of the Resolutions Committee report, I will read Resolution 60A-98-1, entitled "With Great Appreciation for M.E. Nichols."

Resolution 60A-98-1 — WITH GREAT APPRECIATION FOR M.E. NICHOLS

Fifty-one years ago on his first day on the job with Southwestern Bell, M.E. Nichols became a member of CWA Local 6222 in Houston, Texas. Two weeks later, he was elected steward by his co-workers. From there, he rapidly rose through the ranks of the Local. He served as a full-time officer of the Local for 18 years, first as vice president and later as president.

In 1980 he was elected Executive Vice President, a position he has held for 18 years. During his tenure, the CWA Education and the Health and Safety programs have been strengthened and expanded to provide vital services to the locals. He established and has administered the CWA Disaster Relief Fund, which has helped countless members after such disasters as Hurricane Hugo and the floods in Grand Forks. In addition, he has worked hard to increase the diversity of our staff and advocated inclusion of all groups at all levels of the union.

Nick serves on the governing boards of a large number of organizations, including the Executive Board of the Made in USA Foundation and the Executive Committee of the Council for Adult and Experiential Learning.

Those who know Nick know that he is not a tux and champagne kind of guy. Blue jeans and barbecue are much more his style. Outings with local officers, stewards and members are much more to his liking.

Nick has never forgotten where he came from or why he became involved in the labor movement. He has remained true to his roots; honest in his assessments and always mindful of doing right by the member. And it is these qualities that we will most remember and miss.

All of us extend to Nick our deep appreciation for all that he has done for our union and wish him and his wife, Elda, a healthy and happy retirement. He has earned it.

RESOLVED: That the 60th Annual Convention endorses the action of the CWA Executive Board in bestowing upon M.E. Nichols the title of CWA Executive Vice President Emeritus.

Mr. President, the Resolutions Committee moves adoption of Resolution 60A-98-1, entitled "With Great Appreciation for M.E. Nichols."

. . Applause and cheers as the motion was duly seconded from the floor . . .

PRESIDENT BAHR: You have heard the motion and it appears to be unanimously seconded.

The Chair recognizes Delegate Cummings at Microphone 3.

DELEGATE CLAUDE CUMMINGS, JR. (Local 6222): President Bahr, Officers, Delegates, Alternates and Guests to this 60th Annual Convention: I rise today, along with this long line of delegates behind me, in support of the resolution to bestow upon Executive Vice President M.E. Nichols the title of Executive Vice President Emeritus.

Executive Vice President Nichols signed a union card his first day on the job with Southwestern Bell. He served our Local for 18 years, first as a shop steward, then as a Vice President and later as President. During his tenure as President, Local 6222 grew to more than 10,000 members. Executive Vice President Nichols has given over half a century of his life, not only to this great union of ours, but to the entire labor movement and the community, serving on the governing

boards of a number of charitable and civic organizations too numerous to name here today. As Executive Vice President, his office is responsible for staff training, occupational safety and health, and civil rights practices. He also oversees the Joseph Anthony Beirne Memorial Foundation and the Ray Hackney Scholarship Program.

He is a member of CWA's Labor-Management Pension Fund and serves as liaison with the AFL-CIO's Union Privilege Benefit Program and other AFL-CIO departments. He chairs the Executive Board Committee on Education, Community Services and Appeals. He also administers the CWA Disaster Relief Fund, all of which have been improved and strengthened under his dynamic leadership.

As a minority officer within this union, I am especially proud of the work he has done to further the cause of minorities within CWA. For over 50 years as a CWA member, steward, local officer and Executive Vice President, he has represented the best that is in all of us, regardless of the color of our skin, the faith of our religion, or the gender of our sex. On issues concerning minorities he has not been one you have to look for. He has been in the front, leading the charge for equality for all.

Nick was elected Executive Vice President and a member of the union's Executive Committee in 1980 and has been reelected every term since. He has never held an appointed job in CWA and at the end of his present term, he would have been elected to full-time office for 36 consecutive years. This has to be some type of record. This statistic alone speaks to the kind of labor leader Executive Vice President Nichols is.

Nick recently stated, and I quote, "I cannot think of a more rewarding way to spend one's working life than serving the members of CWA." He is one of a kind, the one and only, one that we have never seen the likes of before, and one that we will never see the likes of again.

Delegates, I cannot think of a better way to thank Executive Vice President M.E. Nichols for his 51 years of service to our union than to bestow upon him the title of Executive Vice President Emeritus of the Communications Workers of America. Delegates, I urge you to support this resolution. Thank you. (Applause and cheers)

PRESIDENT BAHR: On Microphone 5, Delegate Petersen.

DELEGATE ROBERT PETERSEN (Local 14200): Mr. President, can we be assured as delegates here today in support of this resolution, which we assume it is going to be unanimous, that because of his huge contributions to this union, his character and his commitment, that he will be known throughout CWA in his retired years as Mr. Integrity?

PRESIDENT BAHR: As far as I am concerned, the answer is yes.

DELEGATE PETERSEN: Thank you very much. I wanted to share that with all the delegates. There were too many speakers at the other microphone.

PRESIDENT BAHR: You are a sneaky guy. (Laughter)

At Microphone 3, Delegate Williams.

DELEGATE J.D. WILLIAMS (Local 6215): President Bahr, I would like to ask all my brothers and sisters in CWA to take a trip down memory lane.

When Nick was elected as Executive Vice President of this great union in 1980, his campaign was known for the Buffalo nickels, which many of you still treasure today. Nick had a large banner hanging in his hospitality room in 1980 that was signed by the hundreds of delegates who worked so hard to elect him to Executive Vice President. I was one of many that suggested we add the phrase to his banner, "In Nick We Trust." I am proud to say today, Nick never, ever violated that trust.

It is certainly bittersweet to honor Nick today with this resolution. Although Nick never grew as tall as most Texans, his heart is as big as Texas. His heart is as big as all of CWA. And we know that he will always have all of us in his heart, as well as all the working men and women of America.

Nick, we honor you with this resolution, and I know it will be adopted. Thank you. (Applause)

PRESIDENT BAHR: With the concurrence, I hope, of Delegate Frosch, we have a motion to close debate. I would ask him to hold off so I can take two more speakers. Thank you.

(Applause)

Microphone 3, Delegate Stanley.

DELEGATE GLENN STANLEY (Local 6314): President Bahr, Members of the Executive Board, Brothers and Sisters: I am proud to come before this convention to second this Resolution No.

60A-98-1, "With Great Appreciation for M.E. "Nick" Nichols.

Most of you probably do not remember the year 1980 that Nick was elected Executive Vice President. It was the first and only time that a local officer was elected to an executive office straight from the local.

Nick has been a friend of mine even before I was an elected officer. I first met Nick in Memphis, Tennessee, at a Democratic mini-convention. I did not know anyone from CWA at that time, but I introduced myself to Nick and said I was from CWA, and he immediately took me under his wing. Talk about CWA family. Nick practices CWA family. I come from a so-called small local. Nick comes from one of the largest locals in CWA, but that did not make a difference to Nick. He treated all locals the same. He also had time for all locals, and after he became Executive Vice President, he did not change.

Nick has worked for 51 years for us, our union, and America. He has been with us through thick and thin. He has been an integral part of CWA for 51 years, and folks, that is a long, long time. Let us now take this moment to share our appreciation for Nick and bestow the title of CWA Executive Vice President Emeritus. Let us show Nick that we appreciate his many years of working for CWA.

And Nick, good luck to you and please enjoy your retirement and come back to see us. Good luck and God bless. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Clark.

DELEGATE FRITZ J. CLARK (Local 1111): It is with the same pride and pleasure that I expressed when I seconded Nick's nomination in 1980, and many times since, that I rise to urge you to support this resolution bestowing Nick the honor of the lifetime title of Executive Vice President Emeritus of CWA. No one deserves it more.

I've worked with Nick on this convention floor many years before his 1980 election. Before I met Nick, I thought all Texans were long and tall. I soon realized that some of them are short and sharp. (Laughter)

I tell people I remember Nick when he had curly hair. Nick says he thinks that is a fantasy of mine because he cannot remember it. But I was pleased to see in those pictures earlier that he did have curly hair. (Laughter)

Let me just tell you that I have loved Nick ever since one night after a few libations he told me he was madder than hell at the building trades because they built the sidewalk too close to his butt. (Laughter)

Nick, we love you. You dedicated your life to this union. And now it is time to say good-bye, but it is not good-bye really. Let's show our gratitude to him by supporting this resolution unanimously.

I would like all the talented musicians who have played in Nick's kazoo band over the years to join me on the podium when this motion is passed as we present Nick with the original kazoo. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Frosch.

DELEGATE BRUCE FROSCH (Local 51019): We are probably one of the smallest locals in NABET and CWA, but I am proud to call the vote for this union icon. Thank you.

. . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been made to close debate. It has been seconded from the floor.

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

Before the convention is Resolution 60A-98-1, "With Great Appreciation for M.E. Nichols." All those in favor of the resolution please stand.

. . The entire delegation arose and applauded and cheered . . .

PRESIDENT BAHR: It is adopted unanimously.

Brothers and sisters, for the first time, our good brother is being introduced as Executive Vice President Emeritus, M.E. Nichols.

. . The delegates applauded and cheered . . .

EXECUTIVE VICE PRESIDENT EMERITUS M.E. NICHOLS: I do not know how you say thank you. Fritz did not make it any easier, although I love him dearly.

For your information, for those who come to the party — but you have to come to the party tonight

— I have some Buffalo nickels that are still left over for those of you who do not have one. I am going to keep the remarks very close to my heart and I am going to play them to my wife at least once every month, so she realizes how lucky she is. (Laughter)
I want to begin by congratulating Larry on his election to the office of Executive Vice President. (Applause) I hope he enjoys that office as much as I did over the past eighteen years. I think both candidates were royal class, and they are to be commended for running basically a very clean race. There were a few tough questions, but overall the campaigns were good. I believe we heard a few things that we wished had not been said, and to anyone who was offended, let the healing begin. The enemy is not among us. (Applause)
Unless we learn to embrace each other and to work together, we only provide fodder for the right-wing politicians and the anti-union forces that are trying to destroy us. I don't normally quote poetry, but I would like to recite a poem that is over a thousand years old. The source is anonymous, but the advice could apply to us today. It is just as fitting today as it was over a thousand years ago, and it goes like this:

"If your lips would not make slips;
Five things approach with care:
To whom you speak,
Of whom you speak,
And how and when and where."

Remember those words when we are tempted to speak harshly of each other. What's more, let's put this campaign behind us and go on to bigger and better things for our union. As one who served with six executive boards, three secretary-treasurers and two presidents, you, the delegates, have certainly given me some unique life experiences. Given those experiences, I would like to share with you some of the opportunities and some of the problems I anticipate you will have in the future.

First and foremost, you could expect the right-wing politicians and the anti-union factions to keep coming after you. They do not intend to weaken or to maim. They intend to destroy. The reason organized labor has been zeroed in on is obvious: We are the only well-organized, well-financed opposition to the robber barons who, given their way, would certainly plunder all working people. But with this assault comes opportunity, an opportunity to rally with other organizations of people and the general public as to what is happening to them.

The constant barrage of propaganda about market-driven economies is designed to condition people to the thought that they can do nothing about their status in life. With labor's strong voice, I see America's awakening. I believe it has already begun.

We talk about safety nets for those less fortunate. That is just that-- talk. But when people demand with a strong enough voice, we can and will change things in this country. So that is a great opportunity for you.

As we move further into the Information Age, the unions will have to adjust to the changes in the economy. Some of you here have heard me quote from the Workforce 2000 Report, the Department of Labor's book put out in 1987. It stated that in the 23-year span between 1987 and 2010 mankind would double its knowledge. Some of those same gurus that made that prediction now predict that by the year 2020-- and I would ask you to listen very carefully-- that mankind will double its knowledge every 72 days.

Obviously, much of that Workforce 2000 Report has come to pass, but if those numbers on knowledge development are anywhere near accurate, the unions certainly cannot remain the rigid, "everything-has-to-be-in-the-contract" for three to five years." How can you write a contract for three to five years with knowledge doubling every 72 days?

I believe the unions that can change will prosper, and those that cannot change will perish. I visualize contracts of an evergreen variety, with work rules determined by shop floor or workplace committees, and the unions becoming more and more like partners and adding value to the workplace. We know today that unions add value to the workplace, because many goods and services are actually done cheaper in unionized shops and with better quality. But we have to continue down that line and bring the trust that a union can bring to the employees to learn to cooperate with each other. We have to learn to let our members make more and more decisions. Every survey taken in almost all of our industries or the public sector or anywhere else says our people want to make decisions. We have to figure out ways to let them do so.

You will be hearing more and more about telecommuting and, given the right conditions, you will not be able to block telecommuting. Simply stated, your members will demand it if the conditions apply properly. So the unions, in order to represent the members, have to make sure that the stay at home members don't cheat on those who are at work beginning early or going late, where the bar is raised and the quotas keep rising. You have to watch that one.

You have to have access to the homes with the members' consent and access to the computer for union messages. If not, you will become a forgotten entity in the near future for those who do telecommute.

You will need to continue to think outside the box and try new ideas, such as the placement centers, and dues structured on fees for services rendered. And at some not-too-far-away point, you are going to have to look at restructuring this union. A 60-year-old organizational structure, organized along the lines of the old Bell system, in my opinion, will not fit the new Information Age. A great deal of thought will have to go into how to restructure, but we have the leadership, both national and local, to get it done. It will probably involve some pain, because change does not come easy in a large organization.

Many of you have asked the question: "What do I plan to do after my retirement?" I am inclined to give the answer Ben Porch gave when he retired, that being "Not a damn thing, and I won't do that until I'm damn good and ready." (Laughter)

As to my plans, I have had offers for consulting work. If I wanted that type of work, I would keep working here for you, because you are the best employer anybody could possibly want.

(Applause)

I have accepted one offer on an expense-only basis from Cornell University to speak to their graduate students each semester about where the real world is between labor and management relations. I am also working on a similar opportunity at the University of Virginia-Charlottesville. I firmly believe that had we devoted the proper amount of attention to the students in the school systems when they were growing up about labor's message, I don't think we would have the problems we have today. (Applause)

I will also pursue teaching people to read, in all probability adults. Outside of that, I want some of you to tell me where there are some dumb fish, because I know where all the smart ones are. So I am looking for the dumb ones. (Laughter)

Since I have had that 36 consecutive years of full-time service, needless to say I have an awful lot of people to thank. I would like to begin by thanking the two presidents I was privileged to work with-- Glenn Watts and Morty Bahr. (Applause) I firmly believe that those are the two best labor leaders that America has ever produced. (Applause) Their styles are quite different, but both were — and are — very, very effective. I learned a great deal from each of them.

Also, my thanks to the past and present Executive Board members, to the staff of our union, and to the headquarters personnel. A special thanks to my secretarial staff and to my office staff and to the great people in Houston, Texas, Local 6222, who gave me 18 years of sometimes harrowing times, but overall many happy days, working for them.

To you, the delegates, who gave me six consecutive terms; to my wife Elda, who was always there when I needed her, to all of you — a very special thanks. You gave me the best of all possible careers, and if I had my life to live over again I would do it exactly the same way.

Thank you very much.

. . . The delegation arose and applauded at length . . .

PRESIDENT BAHR: I just assured Nick that we weren't checking him out of the Hyatt at noon today and nobody was picking up his car while he was here. (Laughter)

We have a special treat. We have one of the most famous group of musicians who were good enough to interrupt their national tour to do a gig for us, the world-famous original Kazoo Players, led by Fritz Clark. (Applause)

BROTHER CLARK: Folks, I know there are a lot more talented musicians out there who are not up here, but we decided back in 1980 to jazz up Nick's nomination with a little kazoo review or debut, whatever, and we got these kazoos. Vice President Jimmy Nader saved the original ones, and we got one of our retired members to make up this wooden nickel, "Playing The Kazoo With Nick."

So it is with special pride and pleasure for all the Kazoo Players who played with Nick over the years that we present him with this wooden nickel on behalf of all of us.

Nick, with love. (Applause)

EXECUTIVE VICE PRESIDENT EMERITUS NICHOLS: I need not say that has special memories. Thank you very, very much. Thank all of you so much. (Applause)

PRESIDENT BAHR: Before I move on to the Resolutions Committee, I want to say, in the spirit of Nick's earlier remarks about healing and reconciliation, that when I said earlier today and opened this Convention with those kind of remarks-- and our delegates are very forthcoming, and that is good — there was one delegate who questioned my sincerity because in my remarks yesterday, reporting on the US West strike, I failed to by name mention Vice President Pisha. So let me make it abundantly clear, from the inception of the bargaining with US West, we have been working as closely — and I think everything I say here today would be reinforced by Sue — on as close a basis as with any other vice president. At her request, my assistant Ron Allen was out with her for about two weeks. Louise Novotny from my research department has been there throughout. She is an expert in health care policy. Some \$2 million has been allocated for advertising and on and on and on.

In the time that we were here since last Thursday, I was on the phone with her at least two, three, four times a day, as well as Ron Allen. She and John Thompson and the members of the Bargaining Committee worked night and day, had very little sleep for days, with a total commitment and dedication to the members that we are all privileged to represent.

So I hope in that spirit we are healing, we are reconciling, and we will all move forward together. Thank you. (Applause)

The Chair recognizes the committee.

CHAIR TORRES: The Chair recognizes Judi Wicker.

DELEGATE WICKER: If the delegates will please turn to Page 2 of the Resolutions Committee Report, I will read Resolution 60A-98-2, sorry--

PRESIDENT BAHR: Excuse me. Let me just point out on this resolution, they are going to postpone this one because we want to lead into it with a video. So I am asking those who do the videos, would you have it ready for the resolution after this one. So would you please go to the next one.

CHAIR TORRES: The Chair recognizes Betty Levasseur.

DELEGATE BETTY LEVASSEUR (Local 1365): If the delegates would please turn to Page 3 of the Resolutions Committee Report, I will read Resolution 60A-98-3.

PRESIDENT BAHR: Excuse me. I just have some extraordinarily good news, and I am going to, with your consent, interrupt. Just now I was handed a message that the National Labor Relations Board has unanimously ruled that the Detroit newspapers violated the law.

. . The delegates arose and cheered and applauded at length with great enthusiasm . . .

PRESIDENT BAHR: Let me give you the whole thing: "The National Labor Relations Board has unanimously ruled that the Detroit newspapers violated the law by failing to bargain in good faith and failing to reinstate the strikers for their own conditional offer to return to work. The NLRB ordered the reinstatement of the strikers to their former positions with full back pay."

. . The delegates remained standing and applauded and cheered . . .

PRESIDENT BAHR: I think from now on, the rest of the day is going to be anti-climactic.

(Laughter and applause)

The video on Puerto Rico is a video without sound, so you can go ahead with that and we will just show the video. Since there is no sound, it won't interrupt your reading. So, go back to Resolution No. 2 please.

. . A silent video on Puerto Rico was shown . . .

DELEGATE WICKER: If the delegates would please turn to Page 2 of the Resolutions Committee report, I will read the resolves of Resolution 60A-98-2 entitled "Resolution in Support of Telephone Workers in Puerto Rico."

Resolution 60A-98-2 — RESOLUTION IN SUPPORT OF TELEPHONE WORKERS IN PUERTO RICO

In June 1998, 6,500 unionized telephone workers went on strike to protest the privatization of the Puerto Rico Telephone Company. On July 7 and July 8, close to 500,000 public and private sector workers participated in a 48-hour general strike, in solidarity with the telephone workers.

For 41 days the members of the Independent Union of Telephone Workers (UIET) and the Independent Brotherhood of Telephone Workers (HIETEL) suffered violence and abuse as they attempted to prevent strikebreakers from entering company facilities, and as they engaged in concerted action to protect their jobs, their economic future, their standard of living, as well as public ownership of the company which they built.

CWA maintained daily contact with the union, and through various channels and on numerous occasions, warned the government against resorting to violence as a means to suppress the strike. In an effort to end the strike, and at the request of the telephone worker unions in Puerto Rico, CWA assisted by using its political strength and influence to ensure that all the workers would be able to return to work without fear of reprisals from the government. This demonstration of solidarity in defense of workers' rights is in the best tradition of union concern and cooperation. Today, notwithstanding the opposition by unions representing the telephone workers, and the general public, ownership of the Puerto Rico Telephone Company is in the process of being transferred to GTE.

The company has pledged to honor the existing contracts, and/or to renegotiate the contracts in order to meet the unions' long-standing demands for employment security, economic justice, and quality and affordable communications services to the public. This is happening in no small measure because of the cooperation between the unions in Puerto Rico and in the United States. Workers in Puerto Rico demonstrated that not even violence on the part of the government's security forces would deter them from winning justice in their employment.

We applaud the courage of these union sisters and brothers in the face of overwhelming force, and particularly, the elected leadership of both unions, led by Jose Juan Hernandez, President of UIET, and Annie Cruz, President of HIETEL.

RESOLVED: That the 60th Annual Convention of the Communications Workers of America meeting in the City of Chicago, Illinois on August 31-September 1, 1998 salutes our sisters and brothers, telephone workers in Puerto Rico.

RESOLVED: That, should ownership of the Puerto Rico Telephone Company be transferred to GTE, and if so requested by UIET and/or HIETEL, CWA pledges to contribute its expertise, support and solidarity in future negotiations with GTE.

RESOLVED: That CWA shall continue to encourage closer relationships with UIET and/or HIETEL, and that CWA shall cooperate with both unions in concerted efforts to achieve secure employment, a decent standard of living, and organizing the unorganized in Puerto Rico and in the United States.

. . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been made and seconded.

On Microphone No. 3, Delegate Soto.

. . Delegate Soto addressed the delegates in Spanish which was translated as follows: . . .

DELEGATE NESTOR SOTO (Local 33225): Buenos dias. Good morning.

I rise to support this resolution, to thank its authors, and to let you know that we Puerto Ricans from UPAGRA, the Union of Journalists, Graphic Artists and Allied Trades, TNG/CWA Local 33225, participated in all the demonstrations and picket lines, as well as in the two-day general strike in support of our telephone worker brothers and sisters.

These comrades suffered the violent repression of the police and the government, but they did not allow themselves to be cowed. Our journalist colleagues also suffered police violence as they covered the 41-day strike. Thanks to the press coverage, the telephone workers did not suffer even worse repression.

We sent letters to the Governor of Puerto Rico, Dr. Pedro Rosello, and to the superintendent of the police, Attorney Pedro Teledo, and we held press conferences to condemn those actions. We also brought criminal charges against those police officers whom we could identify as having attacked journalists.

We would also like to thank all the actions taken by CWA President Morton Bahr who, as the resolution states, followed the situation in Puerto Rico very closely, and he also sent letters to the Governor, among many other things.

This strike was unlike any other in the history of Puerto Rico because for the first time it had the support of the entire population of the island, irrespective of party affiliation or political ideology. The people of Puerto Rico flocked to the picket lines to bring money, food and water. Most

importantly, they came to show where their sympathies lay, and they participated in the picket lines. This is a real advance for the labor movement.

Although in the final analysis the government of Puerto Rico did sell the Puerto Rican telephone company to GTE, as a result of the strike they have been forced to guarantee that no phone worker will ever lose his job as a consequence of privatization, instead of a guarantee for only two years per the original agreement. (Applause) They will also have to pay \$400 million more for the company. (Applause)

This strike has also served to unify all sectors of the Puerto Rican labor movement, and showed the island's unions that having an international affiliation brings greater political and economic leverage. (Applause)

We know that our telephone worker colleagues who belong to independent unions have noted this and are seriously studying the question of affiliation, and the logical choice is the CWA. (Applause and cheers)

So we hope to see representatives of a Puerto Rican telephone local in a future CWA Convention.

This translation was provided by Rick Kissell, a member of the AFL-CIO Translators and Interpreters Guild, TNG/CWA Local 32100. (Applause and cheers)

PRESIDENT BAHR: You know, we try to keep everything in the family. (Laughter)

At Microphone No. 3, I am going to recognize Delegate Rocha. But Lou, since you can speak English, you are going to be held to the five minutes. (Laughter)

DELEGATE LOUIE ROCHA (Local 9423): Gracias. (Laughter and applause)

Dear union brothers and sisters: I rise before you in support of the resolution in support of telephone workers in Puerto Rico. My local submitted a similar resolution and are in full support of this one; in fact, we would be proud to see CWA take a stand with telephone workers in Puerto Rico.

It is also appropriate at our 60th Convention to do this. It is the 100th anniversary of the Spanish-American War, and the legacy of colonialism. Today's global corporate assault requires workers to support and render assistance to each other like never before.

In Puerto Rico, there is a massive move toward privatization of not only the telephone company, but the hospitals and clinics as well. A few weeks ago, while in Puerto Rico attending the National LCLAA Convention, I had the good fortune of meeting with the leaders and members of both HIETEL, the Independent Brotherhood of Telephone Workers, and UIET, the Independent Union of Telephone Workers. We talked about our union issues, such as employment security and our fair share of the pie or, as in Puerto Rico, our fair share of the bacalao. We also talked about our families, our communities, and our industry and its changes.

The overwhelming similarities of our lives and struggles was apparent. The people of Puerto Rico, led by a broad-based labor and community coalition, built one of the most massive general strikes, La Huelga del Pueblo, in history. If you consider that over 50 percent of all the workers on the island participated, they should be saluted and commended for standing up to the vicious assaults and hostility they were faced with. (Applause)

The telephone workers also expressed profound appreciation for the support shown by our International President Morty Bahr and our union. I also stand here to say thank you, Morty, and fellow CWA members.

In closing I say, let us work together not only here in the United States, but with workers in Puerto Rico and wherever else there are workers. Let us not let language, color, ethnicity, or our government divide us. (Applause)

Solidarity should not know any borders or have any barriers such as the so-called Cold War whose remnants still surface. Solidarity forever. Si se puede. Thank you. (Applause and cheers)

PRESIDENT BAHR: Microphone No. 3, Delegate Riffe.

DELEGATE RAYMOND RIFFE (Local 3607): Being a veteran of the United States Marine Corps, I have seen first-hand the ugly effects of oppression, have fed the mouths of hungry children, defended the rights of life, liberty and the pursuit of happiness for those who could not defend themselves. From experiencing these things and becoming employed by Bell South upon leaving the Marine Corps, it was not a difficult decision at all to join the ranks of the CWA.

I am fortunate. I had CWA to come to. And I can't imagine what it would be like to work at Bell

South without CWA. That is due to all the hard work, sweat, tears and blood of those folks who have worked so hard to bring us together for the last 60 years.

They didn't even know who I was. But I stand here today on the backs of the people who put their efforts together to make us rise and be the union that we are. (Applause)

In Puerto Rico, they are doing the same thing. I rise to say to all the delegates here today that as long as there is oppression to the working people of the world, either here in the United States or abroad, we must fight it-- to the death if necessary, as our predecessors did here in Chicago at Haymarket Square and the May Day massacre. We cannot let those folks sacrifice their lives in vain. (Applause)

I will not. I cannot think of a better time than now, when America reflect on labor history, a better place than this great city of Chicago, or a better union than the Communications Workers of America, to support the people in Puerto Rico. Therefore, I rise in support of this resolution. (Applause)

PRESIDENT BAHR: There are no other delegates at the microphones. Before the Convention is 60A-98-2, "Resolution In Support of Telephone Workers In Puerto Rico." All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause) The Chair recognizes the committee.

CHAIR TORRES: The Chair recognizes Betty Levasseur.

DELEGATE BETTY LEVASSEUR (Local 1365): If the Delegates would please turn to Page 3 of the Resolutions Committee Report, I will read Resolution 60A-98-3, entitled "Union-to-Union: International Solidarity."

Resolution 60A-98-3 — UNION-TO-UNION: INTERNATIONAL SOLIDARITY

In 1960, CWA took the bold and unusual step of establishing Operation South America (OSA). The purpose was to provide financial, technical, and material support to workers in different countries in Central and South America, the Caribbean area, as well as to the Cuban Telephone Workers in Exile. In 1961, the program proved so successful that we made it an ongoing CWA-wide program.

The structure of Operation South America has been from the beginning straightforward and simple. Small project plans are developed by the regional office of the Communications International (C.I.) and put before CWA Districts. Each participating District selects a project to sponsor. The funded unions or activists, in turn, provide periodic activity reports. C.I. verifies implementation and CWA staff monitors overall performance. The modest contributions provided by OSA have in many instances sustained struggling unions and kept them afloat.

Much has happened in the world since OSA was started. No one could have imagined the power and clout of the multinationals, the rapid globalization of the workplace, the exploitation of workers in developing countries by Multinational Corporations, the use of prison and child labor, the historic collapse of communism in Eastern Europe and the prominent role which the Polish labor movement played in its demise.

The world is a different place and the needs of labor activists in developing countries, although just as urgent today as in the past, are much broader and more directly intertwined with our own well-being. As difficult as it is to organize unions in many of the countries of the world, it is at least twice as difficult for women to gain a voice on the job. Women have emerged as the most exploited of any group of adult workers.

CWA has always been a leader in International Solidarity. Our work in this area has always been guided by the belief that we can create a better world where all workers, whichever country they live in and whichever industry they are working in, must have the right to join and organize unions. To continue that important endeavor,

RESOLVED: That we commend the difficult and at time life threatening work that has been done over the years by union activists around the world, and celebrate their tireless efforts to raise the living standards of workers by organizing free and independent unions.

RESOLVED: That Project South America shall be known in the future as Union-to-Union: A Program of International Solidarity.

RESOLVED: That the Union-to-Union Project will be voluntarily funded by CWA Locals at a minimum of \$.10 per member per year or at a level decided by each District.

RESOLVED: That every District shall select its own Union-to-Union project from choices offered by CWA Headquarters in consultation with our Secretariat, Communications International or the AFL-CIO Solidarity Center.

RESOLVED: That special priority be given to assisting the living standards of working women by sponsoring Union-to-Union projects aimed at organizing and empowering women workers.

Mr. President, the Resolutions committee moves the adoption of Resolution 60A-98-3, entitled "Union-to-Union International Solidarity."

. . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the resolution. It has been seconded from the floor. On Microphone No. 3, Delegate Roberts.

DELEGATE CRYSTAL J. ROBERTS (Local 4302): President Bahr, Secretary-Treasurer Easterling, Sisters and Brothers: I am proud to rise in support of the resolution entitled "Union-to-Union International Solidarity." For six decades now, solidarity has been CWA's watchword. Time and time again, throughout our history, it has been the solidarity of our members that has made the difference in bargaining and standing up to management, in mobilization, in political action, and in organizing. In short, our solidarity has fueled our dramatic growth. We are where we are today because of solidarity.

CWA also realized long ago that solidarity with our brothers and sisters in other countries was essential. As a result of the vision of our early leaders, and in particular our founding President Joe Beirne, CWA is today recognized around the world as a leader in terms of international labor solidarity.

International solidarity has never been more important than it is today. The information revolution that the members of this union have helped to bring about has made the world a much smaller place. The power of multinational corporations and the growth of anti-union forces around the globe are bringing the workers of the world closer and closer together. We learned this in the 1998 negotiations with Ameritech.

My Vice President of District 4, Jeff Rechenbach, developed a powerful international alliance with the Belgium, Hungary and Denmark unions who represented Ameritech. The alliance helped us achieve our bargaining goals.

The old motto about "An injury to one being an injury to all" has taken on a whole new meaning. Today that injury to one could just as easily be in Taiwan as it is in Texas. Whether we like it or not, the global village is a reality, and the only way we can stand up to the worldwide abuse of workers' rights is through an aggressive program of outreach and solidarity with our union sisters and brothers all over the world.

That is exactly the intent of the Union-to-Union resolution now before this convention. This program would continue to enhance CWA's longstanding commitment to the cause of free and independent trade unionism in all parts of the world.

This resolution would also place special emphasis on providing assistance to working women throughout the world, who are the most exploited group of any group of adult workers.

As global economics become more and more entwined, the voice of labor will be the only voice to speak out for the workers' views. Above anything else, union membership is about making life better. Today, our goal of making life better extends beyond the United States and Canada. Today, the world is our workplace, and international solidarity must be our watchword as we look to a new century.

I urge every delegate to stand up for workers' rights all over the world and support this resolution. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 2, Delegate Walls.

DELEGATE GEORGE WALLS (Local 4603): President Bahr, Members of the Executive Board, Delegates, Alternates and Guests to the Convention: I rise to support Resolution 60A-98-3, "Union-to-Union International Solidarity."

Forming unions and organizing workers in this country as well as abroad must be one of our top priorities if we are to have any real job security. We have learned our employers will transfer our work and our jobs to anywhere in the world if they can get it done cheaper and save a buck.

Most of our large employers have made substantial investments in other countries to the detriment of the workers.

In April of this year, prior to the Ameritech shareholders' meeting, District 4 Vice President Jeff

Rechenbach called together a meeting of CWA local officers who represent Ameritech workers and union leaders from the foreign countries where Ameritech has made foreign investments. The sharing of information and ideas provided all the leaders attending this meeting with a new perspective on the issues and provided a forum to develop common strategies to deal more effectively with Ameritech in the future. These types of alliances are crucial for our success in the future.

I believe the small amount of funding needed to support these projects is an investment that will pay big dividends in the future. We can no longer sit idly by and watch our work and our jobs be transferred to other parts of the world. International solidarity is something that must grow and expand if we are to further our cause. We must commit, coordinate and support our brothers and sisters throughout the world if we are to stop large corporations from exploiting workers.

Union-to-Union International Solidarity is something we should all support for the good of all workers. I ask that you support this very important resolution. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates desiring to speak. Before us is Resolution 60A-98-3, "Union-to-Union International Solidarity."

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

The Chair of the Resolutions Committee.

CHAIR TORRES: The Chair recognizes Hollis Burdette.

DELEGATE HOLLIS BURDETTE (Local 3115): If the delegates would please refer to the Supplemental Report of the Resolutions Committee Report, I will read the Resolved of Resolution 60A-98-8, entitled "Affiliations and Mergers."

Resolution 60A-98-8 — AFFILIATIONS AND MERGERS

CWA continues to grow through new organizing, mergers, and affiliations. Each of these elements is important for us in building a strong Union for the future. While other major industrial unions have declined, CWA is as strong as ever because we have maintained our membership levels. Our membership allows us to maintain our political and community power and lays a strong foundation for new organizing.

The CWA Executive Board affiliation and merger guidelines require financial sufficiency including at least \$2 minimum per capita and dues no lower than twice the minimum wage. Local affiliation agreements must be reviewed by the District and must meet the minimum AFL-CIO guidelines. New affiliates bring with them both assets and liabilities and require different levels of support and services. Great care and attention are paid to each affiliation and merger. The documents are crafted to comply with the Board guidelines to enhance the CWA family. All interested Locals should read national affiliation agreements.

All merger and affiliation agreements approved by the CWA Executive Board are attached to the Executive Board Minutes and distributed to all Locals.

RESOLVED: A copy of all affiliation and merger agreements approved by the CWA Executive Board must be provided to the Convention each year along with a report detailing the financial relationship and disclosing what debts, assets and liabilities, if any, that CWA has agreed to assume.

Mr. President, the Resolutions Committee moves adoption of Resolution 60A-98-8, entitled "Affiliations and Mergers."

. . The motion was duly seconded . . .

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

On Microphone No. 3, Delegate Smith.

DELEGATE M.M. SMITH (Local 3204): Mr. Chairman, Executive Board Members, Delegates, Alternates, Guests and Retirees: I rise to support Resolution No. 60A-98-8. Affiliations and mergers have been good for CWA and the units that we have affiliated with, but we must not lose sight of the practical side effects of these affiliations. Some of these agreements have placed an additional financial burden on us, and most have established dues and per capita payments which are less than that which is being paid by the members in the traditional CWA sector. Affiliations and mergers are good for our union but we must provide equity for both new and old members. I believe that members of our union have a right to know the details of these

affiliations and the financial effects that they have on our budget.

If we are to remain a strong and viable union, we must remain in a strong financial position. Affiliation with unions that would place a drain on CWA's resources should be avoided. All affiliates coming into CWA should expect a transition into full compliance with our Constitution and the policies of CWA. And there should be parity in our dues and our per capita structure. This resolution would allow our delegates to review the full effects of these affiliations and mergers. I urge you to support this resolution. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Good morning. Would this resolution in any way, shape or form be retroactive, or would it be ongoing?

PRESIDENT BAHR: I will refer this question to the committee.

CHAIR TORRES: It is not retroactive. It is ongoing.

PRESIDENT BAHR: You are entitled to a second question, Mike.

DELEGATE FAHRENHOLT: So in effect then, the Oversight Committee would only review the new ones going forward and not the old ones, is that correct?

PRESIDENT BAHR: Let me respond to that. This requires submission to the convention of all the details. In addition-- and I am offering this because we have been doing this, but I want to call it to your attention-- we, the Executive Board, approve the terms of an affiliation. That is included in the Board minutes that we send out to the locals.

We will call it to your attention in the future. I would point out now that we do not have any merger discussions going on in any serious vein with any union at this particular point. But this will be fully complied with, even beyond what this resolution calls for us to do.

On Microphone No. 3, Delegate Laurent.

DELEGATE TERRY H. LAURENT (Local 3411): Thank you, Morty.

I rise in support of this resolution. Fiduciary responsibility is incumbent upon all of us, and all the delegates seated here on the floor are the ruling body of this whole Union.

We are the ruling body. We have to make decisions. We have to know where the money is, and how the money is being spent. So I urge you to support this resolution in its fullest. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Loretto.

DELEGATE DON LORETTO (Local 1122): Mr. President, how many members represented at this convention came into CWA through affiliations or mergers?

PRESIDENT BAHR: I would have to give you a ballpark guess. If we just go back to those who were on the dais yesterday, just from telephone, the ones I introduced yesterday in the telephone industry, constitute approximately 40 to 50,000.

If we add The Newspaper Guild, the TNG, the ITU, NABET, it is likely that at least 100,000 members or more are represented at this convention through affiliations. (Applause)

You are entitled to a second question.

DELEGATE LORETTO: Thank you.

PRESIDENT BAHR: On Microphone No. 6, Delegate Mulholland.

DELEGATE JAMES D. MULHOLLAND (Local 1034): I move to close debate.

. . The motion was duly seconded . . .

PRESIDENT BAHR: The motion to close debate is not debatable. It has been seconded. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

On Resolution 60A-98-8, "Affiliations and Mergers," all those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Let me offer one comment to this, and I am fully aware of the concerns that Delegate Smith raised, but we don't operate in a vacuum. We want to talk about fiduciary responsibility which we have to all take into account. Let me just use the Connecticut Union of Telephone Workers, the last one to join us, as an example. If we had gone the normal route with elections through the National Labor Relations Board, we would have won that election on the first try, which is very seldom the case. We would have spent in excess of \$5 million doing that.

That does not appear in an affiliation agreement, the money that has been saved by not having to go out and do it the hard way. But even more than that, when you went through a National Labor Relations Board election, you had company involvement which you don't have in an affiliation.

Beyond that, you have people who have chosen up sides. So even if you win with a majority of the vote, you now first have to build a new local union or local unions depending on how large that affiliated group is.

We are-- as the CFTW is now Local 1298-- we are working in harmony; there is relatively little strife. Those who supported the CFTW now win, because they are already part of this local. So I just ask you-- and like I said, we don't have anything that we are working on right now-- but you have to look at the total picture, what we would have spent out of the organizing account, and what we would have gotten after that with a lot of acrimony.

So we will be giving you the total picture, because we believe you are entitled to it, and we know that these discussions are in good faith and mean well for the entire union.

Join me in thanking the Resolutions Committee for a fine job. (Applause)

Before I recognize the Secretary-Treasurer, let me repeat the announcement I made earlier because I know people were still coming in. On behalf of myself, Vice Presidents Turn, Bixler and Rechenbach, we would like at least one delegate from each local at Southwestern Bell and Pacific Bell and Ameritech to remain here for a short meeting with our brothers from Southern New England Telephone to discuss a little bit of strategy before they go home and resume bargaining.

Barbara.

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

Immediately at the lunch recess the CommTech locals with "L" title members will meet directly here in front of the podium.

I have an announcement that some in the guest section are reading USA Today.

. . . Cries of "Boo" . . .

SECRETARY-TREASURER EASTERLING: Well, that took care of that one. (Laughter)

This is the picture that they took yesterday. It is now available in the display in the Exhibit Hall "B", and it will be until 4:00 p.m.

District 6 elected James Allen, Local 6215, as a member of the Members' Relief Fund Oversight Committee. That's the Defense Fund Oversight Committee; and Barry Gardner, Local 6016, was elected to the CWA Trial Panel from District 6.

There was the drawing from the Bible exhibit and the winners are: Mike Desiena, Local 1032; Sarah Downing, Local 7102; Kathleen Fuentes, Local 7050; James Arrington, Local 2300. You must pick those up on the break, because they will be closing the booth.

Somebody asked for samples. Local 4603 from Wisconsin, 4202 from Illinois, 6390 from Missouri and 1420 from Maryland, you will also need to pick those up.

. . . Lost and found announcements by Secretary-Treasurer Easterling . . .

PRESIDENT BAHR: It is now time for our annual Memorial Service, so I would appreciate it if everyone would take their seats.

Assembled here in Chicago, Illinois for the 60th 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 CLARK: James G. Adams-- Jim Adams had seen it all and done it all during his more than four decades as a radio and TV personality, broadcast technician and union staff official. Jim began his career in Steubenville, Ohio as a disc jockey, and he later worked as a newsman, weather reporter, sportscaster, bandstand host, commercial voice and as a puppeteer. From Steubenville, Jim moved to stations in Fort Knox, Kentucky; Pittsburgh, Pennsylvania; Saginaw, Michigan; and Bay City, Michigan, where he began his rise through the ranks as a union official, serving NABET Local 48 as president.

Jim became a full-time union staff representative in 1979, a position from which he retired in January 1997. Jim Adams made a major contribution to the members of NABET-CWA and we will forever treasure his wit and wisdom.

PRESIDENT BAHR: Clara Allen-- Chronologically, Clara Allen was the union's oldest active staff person when she died last August 9 at age 80. Physically and mentally, she could keep up with

the youngest and brightest among us. Over the years, as CWA's education coordinator for the New England states including New York and New Jersey, she had taught thousands of local officers and stewards the basics of the labor movement.

Clara went to work for AT&T as an operator in 1936, was active in the founding of the union movement for telephone workers beginning in 1938, and she later served CWA Local 1150 as a job steward, vice president and secretary-treasurer.

Clara accepted an appointment as a CWA representative in 1951 and became CWA's New Jersey director in 1967. I was proud to name her administrative assistant to the vice president of District 1 on October 1, 1978-- a position she held the rest of her life.

At the time of her passing, I said, "Clara Allen was a champion of equality for women in employment and within her union long before it was popular to be so. She was a teacher in every sense-- in the classroom and in the way she conducted herself. She will be missed by all whom she touched." To which, we can only add, Amen.

VICE PRESIDENT SMITH: W.W. (Willard) Brown-- Willard Brown was the epitome of the "Southern gentleman"-- tall, lanky and soft-spoken, with an easy smile and quick wit. He rose from humble beginnings as a teacher in a one-room schoolhouse in rural Alabama to the top ranks of trade unionism, serving nine years as a CWA vice president and member of the union's executive board before his retirement in 1980.

Willard Brown left that teaching position in 1937 to become a toll testboardman in Montgomery and he soon became involved in the early efforts to create the National Federation of Telephone Workers, CWA's predecessor union.

Willard became a full-time union official in 1949 with his election as president of CWA Division 49 in Atlanta, and was hired as a special representative in 1951. Over the years, he served as the union's Florida, Georgia and South Carolina director, assistant to the District Director-- a title later changed to CWA Vice President-- leading to his election in 1971 as Vice President of CWA District 10, now part of CWA District 3. When Willard Brown died last January at age 82, CWA members lost a truly dedicated friend and leader.

VICE PRESIDENT CLARK: Clifford Gorsuch-- Cliff Gorsuch was an early activist in the union movement in the broadcasting industry and helped found the Association of Technical Employees, the predecessor union to today's strong and powerful National Association of Broadcast Employees & Technicians-- the union we know as NABET-CWA.

Cliff's union career spanned 34 years, from 1946 when he went to work at KDKA in his hometown of Pittsburgh, Pennsylvania where he immediately saw the need for union representation. After the successful organizing campaign, management refused to bargain seriously, and Cliff led a successful strike. That same year, he was invited to accept a staff position with NABET as an international representative.

Over the years, Cliff served NABET as the director of network affairs and executive secretary, before his retirement in 1980. By remembering Cliff Gorsuch, we honor the memory of a true union building and a broadcast pioneer.

VICE PRESIDENT RECHENBACH: Ernest L. (Jim) Harper — Jim Harper was a dedicated trade unionist and political activist who created a legacy during nearly four decades of service to the members. He started with Ohio Bell in Cuyahoga Falls in 1948 and later served several terms as president of Local 4302 in Akron.

Jim Harper's talents were soon recognized and he was appointed to the CWA staff in Des Moines, Iowa in 1966. He transferred to CWA's District 4 office in Cleveland the next year. Always active in Democratic Party politics, Jim Harper jumped at the assignment in 1972 to work on the Labor Committee for McGovern-Shriver, an effort inspired by our founding president, Joe Beirne.

Three years later, Jim was named CWA's Ohio Director, and in 1978 he transferred to the union's Atlanta, Georgia office. In 1980, he was promoted to the position of administrative assistant to the vice president of District 3, a position he held until his retirement in 1986. We will miss Jim Harper's cheerful smile and thoughtful leadership.

VICE PRESIDENT TURN: D.L. McCowen-- D.L. (Mac) McCowen has a special place in the hearts of the millions of men and women who have benefitted from the founding of the Communications Workers of America some sixty years ago. The reason is simple: Mac was there at the founding and immediately emerged as a giant among giants. He was a true union

stalwart, standing shoulder to shoulder with Joe Beirne, Slim Werkau, Mary Hanscom, Glenn Watts, Bill Smallwood and the others in the small army of men and women who shaped CWA into the union that we are today.

A year before the founding of the National Federation of Telephone Workers, CWA's predecessor union, Mac was helping to organize his fellow workers into the Southwestern Telephone Workers Union. He participated in the important meetings of 1937 and 1938 that set the stage for national telephone unionism, and he remained a vital, active and important leader until his retirement in 1977 as vice president of CWA District 6.

Through all those years-- from 1937 to 1977-- he held one important leadership position or another, dedicated to the service of the members of CWA. When Mac died of a heart attack at age 88 last September 19, all of us lost a true inspiration and a real friend. We will miss you, Mac.

VICE PRESIDENT IRVINE: Phil C. Padgett-- Phil Padgett was the longtime, respected leader of one of CWA's most militant bargaining units-- the highly mobile, nationwide Western Electric Installation unit. Phil started out as an installer with Western Electric in 1956 and rose through the local ranks, eventually becoming president of CWA Local 3290 in Atlanta, Georgia.

By 1977, Padgett had gained the recognition among his peers that led to his election as national director of CWA's Western Electric unit. He served in that position through the Bell System divestiture in 1983-84, eventually becoming administrative assistant to the vice president of the union's AT&T Technologies unit in 1986.

When Phil retired in 1991, he was serving as administrative assistant to the vice president of CWA's Communications and Technologies unit. His death in St. Augustine, Florida, at age 62 on August 24, took from all of us a valiant union leader. We mourn his death.

VICE PRESIDENT SMITH: James Phillips-- Jim Phillips was a union man, through and through, dedicated and devoted to the union movement. He lost no time in becoming active with CWA after he went to work for Southern Bell as a PBX installer-repair technician on December 4, 1955 in Hollywood, Florida. He soon became president of Local 3120 in Hollywood, and later, he transferred to Fort Lauderdale where he initially served Local 3104 as a steward and eventually as local president.

He accepted a position as CWA's Southern Georgia director, based in Atlanta, in 1978, and the following year he transferred to Miami as a CWA Representative. In 1980, Jim Phillips transferred once more-- to Fort Lauderdale. He was promoted to the position of administrative assistant to the vice president of District 3 in 1984, a position he held until his retirement on January 1, 1997. We lost a true friend when Jim died at age 63 early this year. We will miss him.

SECRETARY-TREASURER EASTERLING: LaRoy Purdy-- Roy Purdy couldn't decide whether to be a union leader or a political activist-- so he did both and did them well. He was elected president of the Mountain States Telephone Company plant department division of CWA in 1947, and he was elected to the Colorado State Senate the following year.

By the mid-1950s, Roy had fixed his eyes on Washington, D.C., and was named to CWA's headquarters staff in 1956 and became CWA's director of civic affairs in 1958-- a position he held until 1969, when the late Joe Beirne asked him to serve as assistant to the president.

Roy Purdy was so skilled at raising money for COPE that CWA earned a reputation as the only major AFL-CIO affiliate to consistently achieve its COPE quota. He was so good at registering new voters that the AFL-CIO twice-- in 1968 and 1970-- asked him to lead the campaign for the labor movement. CWA and the labor movement lost a bright, shining star when Roy Purdy died on July 1 at age 92.

VICE PRESIDENT TURN: Walter (Doc) Taylor-- Doc Taylor was beloved by the many who knew him. A native of Chicago, Doc went to work for Western Electric as a PBX installer in August 1940 and immediately joined CWA Local 5090 in West Chicago. By the 1950s, Doc had been elected president of his local, and in 1965, he was selected as a CWA Representative, assigned to Kansas City, Missouri.

Four years later, Doc's assignment changed and he transferred to Topeka, Kansas where he worked with locals throughout the state. He raised more than a few eyebrows when he got his pilot's license and started flying to some of the more remote areas of Kansas to meet with local officers, but Doc reasoned he was saving the union money and time-- reducing an eight-hour road trip to a three-hour flight.

He drew hearty praise in 1974 from Kansas political leaders who were awed when he was able to round up volunteers to address 50,000 get-out-the-vote letters. When Doc Taylor passed away at age 78 last January, CWA members lost a friend and a man whose memory we will always treasure.

PRESIDENT BAHR: Let us now pause to remember those CWA local officers who have passed from our midst since our last convention.

Jim Schellenberg, Local 1109, Executive Vice President

John Flanagan, Local 1190

Joseph E. Fink, Jr., Local 2109, President

John A. Usher, Sr., Local 3181, Treasurer

Myre R. (Roger) Worley, Local 3313, Vice President

Kim Brooks, Local 4010, Vice President

Evelyn M. Ross, Local 4212, President

Tim Flickinger, Local 4385, Secretary

Charles Munden, Local 4795, Vice President

Dale Kittleson, Local 7205, Vice President

Ron Udeschini, Local 30232 (TNG-CWA), 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 Jim Adams, Clara Allen, Willard Brown, Cliff Gorsuch, Jim Harper, D.L. McCowen, Phil Padgett, James Phillips, Roy Purdy, Doc Taylor, 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 played at the close . . .

PRESIDENT BAHR: We stand in recess until 2:15.

. . The Convention recessed at 12:45 o'clock, p.m. . . .

TUESDAY AFTERNOON SESSION

September 1, 1998

The Convention reconvened at 2:15 p.m., President Morton Bahr presiding.

PRESIDENT BAHR: Please take your seats quickly. The convention will come to order.

A number of delegates have asked for more information that they would like to take home regarding the NLRB's decision in the Detroit dispute. Before you leave here today, if you would stop at the media room, there will be a press release that you can take with you to use at home that will describe the entire situation.

Let me again announce that immediately upon the conclusion of the convention today, right in this facility in the grand ballroom, for two hours, there will be a reception honoring M.E. Nichols. So, we hope that everyone stops by and spends as much time as you possibly can.

Would the Escort Committee please bring Reverend Jackson to the podium?

. . The delegates arose and extended a great ovation to the Reverend Jesse Jackson as he was escorted up to the platform . . .

PRESIDENT BAHR: We have walked with Reverend Jesse Jackson on the picket lines. We have been together at strike rallies and participated in mobilization. We have joined together wherever workers and their families have fought for justice and dignity on the job. He is a powerful voice for justice and equality, not only in the United States but all over the world. (Applause)

Reverend Jackson has readily answered the call of CWA vice presidents and local presidents around this country whenever his presence could make a difference. Most recently and continuing today, he is participating with us in a joint effort to block the MCI-WorldCom merger, because it was not in the best interests of average Americans. (Applause and cheers) He has

spoken out as to how this merger would benefit the executives of MCI to the detriment of the workers who built the company, and we are most grateful for his vocal support of this effort. Over the past three decades, he has played a major role in virtually every movement for economic empowerment, world peace, civil rights and gender equality. He has been called "the conscience of the nation," a tribute that he richly deserves. And Jesse, fortunately for all of us, has passed these values along to his son Jesse Jr., who is the United States Congressman representing Chicago, and is also a solid friend of working families. (Applause) We know how proud Jesse is of him.

Brothers and sisters, I am honored to welcome him back to a CWA convention and to introduce once again to you the President of the Rainbow Coalition, one of America's foremost political figures, the Reverend Jesse Jackson.

. . The delegates arose and extended a great ovation to Jesse Jackson . . .

REVEREND JESSE JACKSON, SR. (President, Rainbow Coalition): Thank you very much, President Bahr, for that generous introduction.

Let me express my sincere thanks to President Bahr for his commitment and consistency across the years. He has been a passionate advocate for working families for more than a half century. As much as people ask me how I keep the schedule I do, I am amazed at Morty Bahr's stamina. He even found time to write a book celebrating the 60-year history of the CWA. I want a copy of that book-- autographed.

(Applause)

During a time like this, when leadership is under such challenge and crisis, when unions are under such attack and so many have been discredited, to have a leadership with integrity which has brought to you progress, honor and integrity and never a sense of shame, don't take that leadership for granted. Give Morty Bahr a great round of applause. Get up. Give it up. A real big hand.

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

In this very difficult time, the CWA has expanded to include public and health care workers, whom I had the pleasure of addressing on this past Sunday.

The Telecommunications Act of 1996 has set merger mania in high gear. Morty Bahr has guided the CWA through the minefields, winning substantial victories along the way. Just in the last month Bell Atlantic, BellSouth, and just yesterday, U S WEST. (Applause)

And, hot off the press today, the NLRB ruled in favor of the workers of the Detroit Free Press after years of delay, finding injustice for the workers of Detroit. Give it up for the workers of the Free Press and the news.

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

I feel honored to have marched with you in Detroit.

I want to thank Secretary-Treasurer Barbara Easterling for her leadership. At every turn she has shattered the glass ceiling, expanded the view of what is possible in the union movement. Her courage and steadfastness have made all of us who are committed to fighting for working people better. Give Barbara Easterling a big hand again, please. Give it up. A big hand to your own leadership. (Prolonged applause)

Good deal. Good deal. (Applause)

To my friend and brother, our picket line warrior from New Jersey, Brooks Sunkett, a big hand for Brooks, if you will. (Applause)

To my friend and brother from the Midwest, of course, Kevin Conlon, and to my brother beloved with whom I have worked so much. We walked together in the cold of Buffalo, New York, and Boston and New York City, but he has lost blood, some sweat and tears, to make this a great union. A big hand for Brother Jan Pierce. (Applause)

We come here today to celebrate our victories, recognize our challenges, and move forward together. I know you have just finished a tough campaign for Executive Vice President. There is always some animosity, some pain, that lingers after tough races. But Sue Pisha and Larry Cohen are good people who have the best interests of this union at heart. Now that the election is over-- and we have a democratic right to fight for the permission to serve-- but, now that it's over we have a moral obligation to heal, rebuild and move on and make a great union greater.

(Applause)

Let our dreams be stronger than our memories. Let us turn our pain into power. Let us boldly

take our case to every unspoken-for worker. Let this be our clarion call. Abraham Lincoln once said, "All that serves labor serves the nation. All that harms labor is treason. If a man tells you he loves America yet hates labor, he is a liar. There is no America without labor. And to fleece one is to rob the other."

This labor movement has created the middle class. It has made life better for all Americans. The eight-hour day-- labor. Vacations — labor. Occupational safety and health standards — labor. Pensions — labor. Healthcare — labor. Social security — labor. Medicare — labor. We are a better nation because labor stood up and fought back for the working people. (Applause)

We come here today in a period of unprecedented growth and wealth and prosperity, the greatest postwar expansion in our nation's history. For the wealthy, with deregulation, the roof has been removed. More millionaires than ever before — more millionaires. Yet millions of Americans have been left behind. For the wealthy, no roof; for the poor, no floor. The middle class that organized labor created is anxiously facing merger mania, downsizing, outsourcing, loss of benefits. It is treading water. There is a growing gap in this country between the stock-wealthy and the sweat-poor; between Wall Street and Appalachia; between Wall Street and the West Side of Chicago; between Wall Street and the family farmer in Iowa. As bad as it's been since 1929. There is all this talk about the race gap. Most poor people are not black or brown. They are white, they are female, and they are young. Poverty and fairness is not about black and white; it is about wrong and right.

There is not a worker gap. Most poor people are not on welfare. They work every day. They catch the early bus. They work in fast food restaurants. They drive cabs. They serve the lunches in our schools. They are day laborers. They pick strawberries. They are orderlies in hospitals. When we are sick, they wipe down our feverish bodies, change our diseased sheets, empty our slop jars, our bedpans. No job is beneath them. And yet when they get sick they cannot afford to lie in the beds they make up every day. And that is not right. It is not fair.

. . The delegates arose and applauded . . .

Unemployment is the least it has been in a generation. But that fact does not ring true for millions of Americans who still cannot find work or keep jobs. Maybe because the jobs are out in the suburbs and people have no way to get there. They do not have daycare and cannot care for their children.

Or the reason may be, Morty Bahr, with all of this great prosperity, too many millions of Americans are left behind, underserved and desperately wanting to work.

There is no patriotism gap. The poor never run to Canada in a time of war. There is no talent gap. Our nation's president grew up in rural Arkansas, in a broken home. I grew up in public housing in Greenville, South Carolina. Do not look down on people who come from broken families and public housing. One reason I always knew I could adjust to living in the White House is because I always lived in public housing. (Laughter and applause) To me it is just more public housing. (Applause)

There is not a faith gap. It is an investment gap; an excess of capital gap, a structural gap that demands resolution.

We in this union must dream big. Our dream must be bigger than our memories. Big ideas, the rights of workers to organize — dream big. Comprehensive health care for every American. If you are sitting here today and someone in your family has had breast cancer, please stand.

. . A number of delegates arose . . .

Prostate cancer, please stand.

. . More delegates arose . . .

If there is any kind of cancer in your family, please stand.

. . Most people in the hall arose . . .

Any Democrat who deserves to be in the White House must fight for universal comprehensive health care for all Americans. (Applause and cheers) Universal, comprehensive health care for all Americans. (Applause and cheers)

We must dream big. All schools must be choice, and all children chosen. Dream big. There should never be another international trade deal where labor and the environmentalists are not at the table. Dream big.

. . The delegates arose and applause . . .

"NAFTA hereafta," never again. (Applause)

If we reinvest in America, use that surplus. No more budget deficit. No more Red scare. If we reinvest in America we will be able to save Social Security and cut taxes. But on the first item of business, use the surplus for us. Make America strong inside out. Red-lining capital, race-baiting, setting neighbor against neighbor, treating U.S. workers as expendables, time out for that. It is a new day in America. (Applause) This land is our land. (Applause)

I have not decided yet whether or not I will run in 1998 or 2000, but I have decided to change the frame of the debate.

We are trapped in the east-west debate with a north-south crisis. A few months ago I watched Brazil and France in the World Cup soccer finals. Brazil must have made a thousand yards going east and west, but all the goals were north and south.

So the right wing plays us off against each other, using the cultural differences between white and black and Latinos and Asian people of color. But these are things that must not be used to divide us. They must reflect our beauty.

When there is a plan for something and the rules are clear, we always do well. Talk about the "gap." Mr. Gates, Bill Gates, has \$60 billion, more money than 40 percent of the nation, 106 million people; and, yet, last month he laid off 5,000 workers for a month to keep from paying them benefits. That is vulgar.

Labor, stand up and fight back.

. . . The delegation arose and applauded and cheered . . .

Stand up and fight back.

I don't want to talk about the race gap. I want to talk about the income gap. I want to talk about the health care gap, the affordable housing gap, access to quality education gap and telecommunications gap.

Too few people own too much electronic media, telecommunications and Internet. They treat workers as expendable. They have reneged on the promises they made to elevate our schools and libraries in rural and urban America.

The group of men who control virtually all our nation's communications can meet in a closet and decide how they want the world to function. The new wave of mergers is mind-boggling. They threaten to completely remove media from the common people. The worst case yet is the proposed \$42 billion MCI-WorldCom merger. I am just uncomfortable with about a dozen men controlling 60 percent of the Internet. In a democracy, democracies must inform our ownership and our sharing. We must share the wealth, share the growth, share the prosperity. We work and make it happen. This land is our land. (Applause)

There is Chancellor Radio. One company owns 463 radio stations. There is something unhealthy about that. It is all about control. The market may be blind, but democracy is not blind. Not long from now, Mr. Bahr-- we had a conference call today with John Sweeney and Rich Trumka and Doug Doherty and John Wilhelm and other labor leaders. On September 27th we are going to have a major march in Appalachia. September 27th. A major march in Appalachia. These are native Americans, and they have been left behind. Politicians cannot raise money. The cameras can't go there. They have no entree. Robert Kennedy went there, and Lyndon Johnson went there, to take the cover off of America's shame. Those workers in Appalachia, you can't use cute little right-wing race-baiting schemes on them. They have every moral, cultural right to America's prosperity.

These coal miners, poor people on rich soil, they mined the coal that fueled the industrial revolution right there in Appalachia. That is where we are going-- Virginia, West Virginia, Tennessee, Kentucky, parts of North Carolina.

These workers, 35 percent high school dropouts from Appalachia, with a school in Union County. They have not built a new school since 1935. Children live in trailers and go to school in trailers. Coal miners working in slivers of coal 13 hours a day without a toilet break; yet they are proud Americans, taxpaying Americans, flag-waving Americans.

Jesus said, "You measure character by how we treat the least of these." How we treat Appalachia is a measure of our national character. So we shall march in Appalachia September 27th.

. . . The delegates arose and applauded . . .

There is this tendency today that just wants to measure morality by sex. But Jesus said, "You

measure character by how you treat the least of these," these 25 percent of the poorest counties in America in Appalachia. One-third of Appalachian counties have per capita incomes of less than \$15,000. Four of the ten counties in America with the highest rates of children living in poverty are in Appalachia. One county in eastern Kentucky has 65 percent child poverty. My focus is not the war on poverty. We should share the wealth and the growth. What is our moral obligation? Beyond arguing east/west, black/white, male/female, what is our moral obligation? To leave no American behind.

That great expression by the Marines, "Leave no Marine behind," if they are caught under gunfire or if they are trapped and they run for their lives. Some get away and someone is left behind trapped under fire. It is better to go back and be shot in the line of fire with honor trying to help one who is left behind, than to get through as a coward.

Our honor is involved in building bridges, tearing down walls, and leaving no American behind. If there are rural farmers in Iowa, don't leave them behind. If there is a backwoods farmer in North Carolina and Tennessee who have not been replaced by the science of our age, don't leave them behind.

Workers at Sunbeam or Zenith in West Side Chicago were left behind when their jobs fled to the maquiladoras. Don't leave them behind. If they are trapped in some barrio, some ghetto, don't leave them behind.

We who are Democrats must bring light to the darkest places, heat into the coldest places. Leave no American behind. We must build a train with you communications workers, transportation workers, auto workers. We must build a train and put Newt Gingrich on the midnight train to Georgia. That is our job. That is our job. Put him on the midnight train to Georgia. (Applause and cheers)

Someone might ask: "What do you want? Once you expose poverty in Appalachia, what do you want?"

Today, President Clinton is in Russia trying to prop up the Russian economy and prop Yeltsin up. Both of them are staggering. (Laughter) But it makes sense to help Russia out. If Russia is unstable and in crisis, with some unused missiles for sale, they are dangerous. A stable Russia, a growing Russia, that is in our best interest.

And with China, they have stabilized China. Two years ago, Dan Rostenkowski went to Poland. He couldn't come back to Washington for six hours. The telecommunication infrastructure was down. Poland had been red-lined, and the Ukraine.

They put together a vehicle, Morty, called the Polish-American Development Bank. We made available to Poland 40-year loans at three-quarters of one percent, the first payment due in 10 years. They are called concessionary loans. With that kind of an incentive which you have on the front side, and you have on the other side tax-free loans-- long term, no interest.

We have a fund to bail out Russia and China. When these companies spent all they could to buy some telecommunication companies, because of the deal, they can make to Russia and China and Indonesia 40-year loans at three-quarters of one percent sitting on the front side, and hedging against risk on the back side is the International Monetary Fund.

Now, if we can bail out Japan and Russia and China and South Korea and Indonesia, we can bail out America and leave no American worker behind. (Applause) That is all we are saying-- bail out America; leave no American worker behind. (Applause)

On this note I close today. Fundamentally what binds us is the American dream. Dr. King said in the last five or ten years of his life, "I have a dream, and my dream is deeply rooted in the American dream."

What is the American dream? Whether you are from Eastern Europe, Australia, China, Africa-- what is the American dream? "Give me your tired, your poor, your huddled masses yearning to breathe free." What is the American dream?

You come from many places, many faces, many races, many languages, but one message: one big tent. And there are five promises under that tent: equal protection under the law; equal opportunity; equal access; fair share; and concern for the least of these.

Red, yellow, brown, black and white, we are all precious in God's sight. Everybody is somebody. When they close that plant and take your jobs to cheap labor markets, slave labor markets, and turn the lights out, when the lights go out, you cannot use color for a crutch. We all look the same in the dark.

The issue is not black and white. It is dark and light. Let us turn the lights on for every American, and every American must be part of the light. That is our challenge. (Applause)

And so, CWA, remain strong. Remain unified. Stand together. Fight to save the jobs. Fight to save the benefits. Let democracy inform those who have the capital that you shall vote, and you shall vote intelligently and vote for those who stand for you.

We do not want "NAFTA hereafta." We want fairness. We can compete with the Chinese workers on a level working field, or with the Indonesians or the South Korean workers. We cannot compete and we do not have to compete with the slave workers. We don't have to. That is what makes America right, the right to fight on an even playing field. (Applause)

If there is a war between the U.S. and Canada, the U.S. and Russia, or China, or Germany, unless you fight and risk your life you are not a great American. But then, that is in times of war. In peacetime, when it is time to protect our jobs, protection sounds like treason. The fact is, there is no law of nature more basic than self-preservation. We cannot help our allies unless we help ourselves.

And so today, I challenge you to stand tall, stand together, stand with your leadership, and through all this crisis, do not let them break your spirit.

And I must say to you parenthetically, we deserve to keep our President until the year 2000. Let me make his case. We judge leaders historically by their strength, not their weaknesses; by their public policy, not by their private failures. Sin is always a source of shame and pain; but then all of sin can come clean in the glory of God. Wherever sin abounds, let grace abound even more. (Applause)

Suppose there had been snooping around outside of Jefferson's house. We would have seen more than the Constitution. Or Roosevelt, who focused more on his private habits than he did on getting us out of the Depression. Or Eisenhower, who focused more on Kay Summersby than getting on with the country.

I will tell you, six years later we have more jobs. America is better off. Bill Clinton earned your vote. Let him stay in the White House.

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

Let him stay in the White House. (Applause) Let him stay in the White House. (Applause) Let him stay in the White House. (Prolonged applause)

So workers, it gets dark some time, but the morning comes. But the Lord is our light and our salvation in whom we shall trust. In our weak moments we get up and ask God to bestow on us our salvation. So we say today, "If my people, who are called by My name, will humble themselves and pray and seek My face, and turn from their wicked ways, then I will hear from heaven, and will forgive their sin and heal their land."

For CWA it is healing time. It is building time. It is morning time. God bless you and keep hope alive.

. . . The delegation arose and extended a prolonged ovation to Reverend Jesse Jackson . . .

PRESIDENT BAHR: I am going to recognize the Resolutions Committee for a resolution to support the request Reverend Jackson asked of us. The Chair of the Resolutions Committee.

CHAIR TORRES: Thank you, Mr. Chairman.

The Chair recognizes Dennis Dunbar.

DELEGATE DENNIS DUNBAR (Local 7171): Delegates, I will read to you a supplemental resolution, 60A-98-9, "In Support of the Appalachian March."

Resolution No. 60A-98-9 — IN SUPPORT OF THE APPALACHIAN MARCH

Poverty in North America cuts across all groups, all races and ethnic groups and all regions. Despite the enormous accumulation of wealth by some, others are entirely left behind.

RESOLVED, the Communications Workers of America, at its 60th Annual Convention, supports the march through Appalachia on Sunday, September 27th, and encourages as many members as possible to attend.

Mr. President, the Resolutions Committee moves adoption of this resolution in support of the Appalachian March. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the resolution. It has been seconded. All those in favor

please stand.

. . The entire delegation arose and applauded . . .

PRESIDENT BAHR: The Escort Committee for Rev. Jackson was Reynaldo Massa, VP, Local 1023; Terry Schildt, Local 2150; Elizabeth Roberson, Secretary of Local 3106; Margaret Henderson, Secretary, Local 4310; Linda Gray, Local 6507; Cecelia Valdez, steward, 7026, Linder Bolden, President of Local 9426, and Chris Kennedy, assistant to Vice President Sunkett. And I think you will agree with me that we heard one of the most inspirational messages you will ever hear. I hope we take it home with us. And those who are in the geographical area of Appalachia, look at your calendars. We will have more to say about it and try to put together a real good CWA representation.

I am going to ask for the Defense Fund Oversight Committee to come to the podium.

On Microphone 2, Delegate Goldblatt.

DELEGATE ALAN GOLDBLATT (Local 1180): Good afternoon, brothers and sisters. For some time now, the 6,300 members of the Connecticut Telephone Workers Union have sought to be represented. And this time they have chosen to affiliate with CWA. On July 9, they became the newest addition to our family, Local 1298. (Applause)

For many of us who met them yesterday, and over the course of the preceding days, we have learned their story and we know that currently they are on strike against Southern New England Telephone.

Why, you ask? We know Southern New England Telephone wants to represent a two-tiered system of wages, benefits, and they have begun the hiring of replacements. I want to say that this is disgusting.

Last night, we got together at our hospitality, and we danced to the music "We Are Family," a family in CWA that is composed of telecommunications, public sector workers, health care workers, The Newspaper Guild, NABET, publishing and USAir. We are family.

Brothers and sisters, the most important message is that one member of the family is hurting. It is our responsibility to help out. We have been there, whether it has been strikes or natural disasters. And the most important thing is that I share this message with you because it is CWA. And I pledge this to you always.

. . Playing of the song "I'll Be There." . . .

We will be there. We will always be there. At this time, I ask that you remember to be there and that a collection be taken up to support our brothers and sisters.

I thank you in this effort, and I ask the Sergeants-at-Arms to help us in this effort. Thank you all, brothers and sisters. (Applause)

PRESIDENT BAHR: By your applause, I am assuming that you support the taking of a collection, and so I will ask the Sergeants-at-Arms, quietly, to pass among all of us and fulfill that request.

The Defense Fund Oversight Committee members are:

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

David Layman, President, Local 2204; Mark Ledford, Member, Local 3802; Greg Riemer, President, Local 4309; James Allen, Treasurer, Local 6215; Dawn Schnickels-Johnson, Member, Local 7200; Chuck Wiegmann, Secretary-Treasurer, Local 9509; Joseph Clinton, President, Local 13000; Arthur Cheliotas, President, Local 1180; Robert Lilja, President, Local 1104, Chair; Barbara J. Easterling, Secretary-Treasurer.

The Chair recognizes Bob Lilja.

DELEGATE ROBERT LILJA (Local 1104, Chair, Defense Fund Oversight Committee):

Thank you, Mr. President. Before we start the report, there have been some questions out of District 7 regarding the payment of strikers in the U S WEST strike. The U S WEST strikers were on strike into the 15th day.

That means they completed 14 full days and went into the 15th day of strike. Therefore, they are entitled to the first two hundred dollars for the first week, and the Fund closes out seven days after the end of the strike. So they will be entitled to another \$200 per member. (Applause) Just to clear up the confusion.

. . Chair Lilja called upon various committee members to read the report, as follows: . . .

Report of the DEFENSE/MEMBERS' RELIEF FUND OVERSIGHT COMMITTEE TO THE 60TH ANNUAL CWA CONVENTION

The Defense/Members' Relief Fund Oversight Committee met in Washington, D.C. on November 17-20, 1997, and June 8-11, 1998, and in Chicago prior to the Convention, to evaluate activities associated with the Members' Relief Fund and the Defense Fund. We reviewed receipts, disbursements, investments and the administrative policies associated with these two funds.

INVESTMENTS

We requested information regarding the investments made with the funds. In June we met with John Renck from "Monitoring and Evaluation Services, Inc.-Investment Consultants." Mr. Renck is responsible for advising and verifying fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer. We were furnished with information regarding the specific amounts invested, the interest rates and returns and the duration of each of these investments. They indicated the total return from the period July 1, 1997 through June 30, 1998 for the Members' Relief Fund on investments, including mortgages held by the fund, amounted to 10.83 percent.

MEMBERS' RELIEF FUND

The balance of the MRF as of June 30, 1998, is \$164,725,396. Mortgage loans held by the MRF are:

Local 1033	\$880,536
Local 1109	383,065
Local 1120	83,425
Local 2336	365,948
Local 3112	208,980
Local 3178	1,669
Local 4322	42,791
Local 6171	152,487
Local 9000	326,871
Local 9400	528,314
Local 9415	<u>105,600</u>

Total Local Mortgages \$3,079,689

District 3 1,044,759

Mercury Building 9,159,270

501 3rd Street 16,616,971

Total Int'l Mortgages \$26,821,000

Total All Mortgages \$29,900,690

Expenditures from April 1, 1997 through June 30, 1998:

Strike Related:

Detroit News	\$200,000
Detroit News (TNG)	\$469,900
Bell Atlantic	\$100

Suspensions Related to Contract Negotiations:

Local 1170	\$ 8,000
Local 9000	\$ 8,720
Local 13000	\$ 9,040
Local 13500	\$ 4,080

DEFENSE FUND

The balance of the Defense Fund as of June 30, 1998 is \$3,329,956.

Expenditures from April 1, 1997 through June 30, 1998:

Non-strike related allocations which were approved by the Executive Board and the Committee:

<u>Local</u>	<u>Allocated</u>	<u>Spent</u>
1107 - Rochester Telephone		\$60,895 (prior year allocation)

Local 2201 - AT&T		\$15,788 (prior year allocation)	
Washington Post	\$300,000	\$299,000	
Disney/ABC	\$314,000	\$220,339	
NJ State Workers	\$200,000	\$200,000	
NJ State Workers	\$479,500	\$189,060	
AllTel	\$200,000	\$46,600	
Local 51025 - WGRZ TV	\$ 68,675	\$33,125	
Local 51026 - Stainless Broadcasting	\$ 17,910	0	(contract settled)
Commonwealth Telephone Co.	\$ 28,181	0	
Local 3680 - Sprint Mobilization	\$ 21,520	0	
Detroit Newspaper Strikers	\$148,694	0	

STRIKE RELATED PAYMENTS

Detroit News \$75,000
Bell Atlantic \$100

RECOMMENDATIONS

1. **DISASTER RELIEF FUND:** The Committee believes that a disaster relief fund is an important and laudable function for CWA. However, funding it solely through the Members' Relief Fund or Defense Fund contributions goes beyond the stated purpose of these funds. This is the second year the committee spent time reviewing the Disaster Relief Fund and assisting in finding a way to solve the funding problem.

The Disaster Relief Fund spends less than \$100,000 annually. After considerable deliberation, the committee recommends the Disaster Relief Fund be funded from the union's regular operating budget. To transition to funding the Disaster Relief Fund from the operating budget, a one-time grant of \$200,000 from the Defense Fund shall be made to the Disaster Relief Fund. Any funds expended by the Disaster Relief Fund from this transfer is subject to oversight and audit by the Defense Fund Oversight Committee. The committee strongly believes that funding the Disaster Relief Fund from the operating budget is the long-term solution for the continued viability of the fund.

2. **NABET SECTOR MEMBERS' RELIEF FUND CONTRIBUTIONS:** The NABET Sector Bylaws Committee met with the Defense Fund Committee on August 27, 1998 to discuss the sector's contributions to the MRF. NABET affiliated in 1994 and began paying into our Defense Fund but not the Members' Relief Fund. NABET's dues are calculated on gross pay, which includes overtime and differentials. It would be equitable if they paid .1 percent on gross pay rather than .15 percent that is paid on base pay in most dues units. Therefore, the Committee recommends that all NABET Locals pay full dues of .1 percent of gross pay to the MRF by January 1, 2000. Locals can opt to join fully on October 1, 1998, or can opt to phase in by paying 50 percent by January 1, 1999 and 100 percent by January 1, 2000. Locals that opt to phase into the MRF shall receive payments prorated to their contribution.

3. **EXCEPTIONS TO FUNDING:** The CWA Defense Fund and Members' Relief Fund rules require .15 percent of base wages of members and fee payers who are eligible to strike be paid into the Members' Relief Fund. Those same rules require a fifty-cent per capita per month to maintain the Defense Fund. Exceptions to those rules have been made when merger agreements for affiliation into CWA have been negotiated. To allow the Committee to fulfill its charge to review receipts, disbursements, educational programs, administration, and investment of funds, there should be regular reports to the committee of all members not paying into the Members' Relief Fund and Defense Fund according to the rules.

Therefore, the committee recommends that in January and July, or as requested, any exception to the rules for paying into the Members' Relief Fund and Defense Fund shall be reported to the committee by the Secretary-Treasurer's office. The report to the committee should detail the reason for the exception.

Respectfully submitted, the Defense Fund Oversight Committee.

PRESIDENT BAHR: You heard the committee's report. On Microphone No. 5, Delegate Hough.

DELEGATE GARY HOUGH (Local 6325): I have a question. Could you or somebody on the committee explain to me how we are able to use money from the Members' Relief Fund for

mobilization related to contract negotiations?

PRESIDENT BAHR: It is not coming from the Members Relief Fund. It is coming from the Defense Fund.

You are entitled to a second question.

DELEGATE HOUGH: According to the report, it is coming out of the Members' Relief Fund.

PRESIDENT BAHR: The chair of the committee will respond.

CHAIR LILJA: Are you referring to page 2, the second paragraph on the page?

DELEGATE HOUGH: Yes.

CHAIR LILJA: Where it says "Mobilization Related to Contract Negotiations," the money was payment to members who were suspended or dismissed during mobilization activities directly connected with contract negotiations. It really is mislabeled. It wasn't mobilization. It was payments to members.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE HOUGH: Do we need to make a motion to get that changed, then?

PRESIDENT BAHR: We have it noted and it will be corrected. Right, Bob?

CHAIR LILJA: Right.

DELEGATE HOUGH: Thank you.

PRESIDENT BAHR: We need a second to the committee's motion to adopt their report.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Now we are in order. The chair recognizes Delegate Flavin.

DELEGATE ROBERT J. FLAVIN (Local 1170): I would like to move a correction, Bob. We know the impact of mobilization and whoever stands behind us, we have a--

PRESIDENT BAHR: You are on the wrong microphone. This is the microphone to make a motion.

DELEGATE FLAVIN: I make a motion to accept and I would like to talk on the motion.

PRESIDENT BAHR: Well, go to the No. 3 mike.

DELEGATE FLAVIN: Thank you. (Laughter)

PRESIDENT BAHR: We will wait until you get there. He has only been coming here for 49 years. (Laughter) And I mean that.

Microphone No. 3, my good friend, Bob Flavin.

DELEGATE FLAVIN: There is one thing we have got in common. The older the fiddle, the sweeter the tune.

PRESIDENT BAHR: You said it.

DELEGATE FLAVIN: I would like to say to this membership, when we were delinquent last year, our local went through the battle and thank you on behalf of our Local 1170. I would like to thank the whole staff and the Defense Fund Committee.

And I think it would only be fitting, as an Irishman, as a tribute to Joe Beirne:

"May the road always rise to meet you. May the wind always be at your back. May the rains fall gently upon your fields. May your children be many. And until we all meet in the great beyond, may the good Lord hold us all in the palm of His hands."

On behalf of my membership, I thank you for your support and your struggle. We will be here for years. (Applause)

PRESIDENT BAHR: Thank you very much, Robert.

There are no other delegates at a mike. All those in favor of adopting the report, with the correction shown as noted, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Join me in thanking the committee for another year of excellent work. (Applause)

Would the Constitution Committee come to the platform?

The members of the committee are:

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

Carol Summerlyn, Executive Vice President, Local 2202; Hugh Wolfe, President, Local 3805; Alan Piker, President, Local 7270; Kitty Caparella, President, Local 38010; Kathy Kinchius, President, Local 9415, the Chair of the Committee.

The Chair recognizes the committee.

DELEGATE KATHY KINCHIUS (Local 9415, Chair Constitution Committee):

Report of the CONSTITUTION COMMITTEE TO THE 60TH CWA ANNUAL CONVENTION

The Constitution Committee met in the City of Washington, D.C. beginning June 29, 1998, 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 XXVIII provides that amendments submitted to the Locals sixty (60) days in advance of the Convention will require a majority vote of the Delegates present to be enacted. All other amendments to the Constitution proposed at the Convention shall require a three-fourths (3/4) vote of those voting to effectuate such proposed amendments.

The Constitution Committee has held meetings in Chicago, Illinois, beginning Thursday, August 27, 1998, to consider any 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 Committee.

If the delegates will turn to page 5 of the Constitution Committee report, the committee is recommending that this convention adopt a Constitutional interpretation.

Constitution Resolution 60A-98-8

Article XVII (Collective Bargaining), Section 3 (Bargaining Committees), paragraph (a), presently provides that "The Members of a bargaining unit, by popular vote, through delegates representing them at a Convention, or by any other method approved by the Executive Board, may select the members of a Bargaining Committee for its unit to represent the members of the unit in contract negotiations and determine their terms of office, subject to such financial and numerical limitations as may be imposed by the International Union and such other limitations as may be set out in this Constitution. The Bargaining Committee for a unit, for its full term of office, shall be consulted in the negotiation of all agreements entered into between the employer and the Union that amends or augments the agreed upon contract."

BE IT RESOLVED, That the CWA Constitution is hereby interpreted as follows:

Article XVII, Section 3(a) establishes the obligation of the Bargaining Committee to represent the members and, in representing the members, the obligation to be consulted during contract negotiations. The Section is to be interpreted to mean the Bargaining Committee shall play an integral role in all forms of contract bargaining, be it initial, contract expiration, interim or extension bargaining.

Further, this Section is interpreted to mean that active and meaningful discussion and involvement, with and within the Bargaining Committee, shall take place prior to entering into and/or announcing any tentative agreement.

Mr. President, the committee moves adoption of this constitutional interpretation.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Let me just make a correction shown, because since this number was put on, we had two other resolutions, so this would actually become No. 10.

On Microphone No. 3, Delegate Rucker.

DELEGATE KENNETH A. RUCKER (Local 2222): President Bahr, Fellow Delegates: I rise to address you today as one of the proponents of the proposed constitutional change referred to in the committee's recommendation.

Our Constitution requires that bargaining committees represent our members in contract bargaining. Over the last several years there has been confusion, conflict, dispute and disagreement regarding the role of our bargaining committees and I believe the constitutional interpretation provides a satisfactory solution to this problem. For that reason, I withdrew my proposed constitutional amendment and support this constitutional interpretation. I urge you to support it, too.

Sisters and brothers, this issue is not new and it is not simple. We are a diverse union and bargaining is dynamic. These facts make it difficult to find solutions which apply to every

situation. Our predecessors at the 52nd Annual Convention wrestled with this problem and added the constitutional requirement to "consult" with bargaining committees during interim bargaining, bargaining between contracts.

This proposed interpretation of our Constitution further defines the role of our bargaining committees and the requirement to "consult." It clarifies the meaning of our Constitution and will resolve many of the problems we have been experiencing while protecting the intent of our Constitution.

Our bargaining committees must play an active and integral role in the bargaining process. To do this, they must have full access to information and they must be able to act as a committee, to openly discuss, debate, argue, persuade and finally to reach conclusions, offer advice and make recommendations.

But let's not forget, our bargaining committees are not just a backroom committee of consultants and advisers. They are the bargaining committee because they are supposed to bargain our contracts. They should be sitting across from our employers, presenting our issues, making the bargaining record and, in short, representing our members in bargaining as the Constitution mandates.

Again, I urge everyone to support our members and our bargaining process by accepting the Constitution Committee's interpretation as written.

Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Egan.

DELEGATE JOHN J. EGAN (Local 4034): My question is regarding the interpretation on interim bargaining. Would this include any changes to working conditions, wages such as incentive pay plans and bid contracts?

PRESIDENT BAHR: Committee.

CHAIR KINCHIUS: I am sorry. Such as?

DELEGATE EGAN: Any changes during the course of the collective bargaining agreement such as incentive pay plans or things that would change your wages.

CHAIR KINCHIUS: Sister Summerlyn will answer that.

COMMITTEE MEMBER CAROL L. SUMMERLYN (Local 2202): Yes, it would.

PRESIDENT BAHR: Jay, you are entitled to a second question.

DELEGATE EGAN: My second question is, what is the enforcement mechanism if this convention passes this? Is there some mechanism to guarantee that the spirit and intent of this is enforced?

PRESIDENT BAHR: Any of us who do not enforce it — and I am fully supportive of this and my position was clear at the conference in Palm Springs last December — you take it out on us through the ballot box. We charge the officers sitting up here with carrying out the policies adopted by this convention. If we don't, you have recourse through the ballot box. I do not know any better way I can put it to you.

On Microphone No. 3, Delegate Unger.

DELEGATE LAURA R. UNGER (Local 1150): I came to this convention prepared to urge you to vote no on this interpretation. Two thousand leaflets were carried here by my delegates. A different speech was written.

While I believed that the intent of the Constitution Committee was to strengthen the language, I saw part of it as a step backwards.

In trying to strengthen the consultative role of the bargaining committee, it also strengthened it during normal contract negotiations.

I thought it was a step backward because I believed that what Morty said at the bargaining council in January, "That no agreement would be reached unless the full bargaining committee agreed," was what the Constitution required.

I believed that when the elected bargaining committee for AT&T was not asked for concurrence before the tentative agreement was reached, the Constitution had been violated.

If that was true, then "consult" is a step backwards.

What I have discovered in the last few days, talking to delegates and talking to the Constitution Committee, was that I was mistaken. That no matter how wrong it felt, no matter how frustrated and angry and violated we felt by what happened at AT&T, the fact is the CWA Constitution does not give final bargaining authority to the bargaining committees. It does not require their

agreement, and it does not grant them veto power.

I found out that the requirement to "consult" that I introduced as an amendment to the Constitution in 1989, is the only language that spells out the rights of the bargaining committee. Unfortunately, it is not very strong language, and loopholes have been found that are big enough to drive a truck through. It has been violated over and over, and I know, because I get the phone calls from different districts and different units throughout the country.

As the maker of the original amendment, people call me to confirm what they already know, that the bargaining committees must be explicitly consulted.

You should hear the excuses not to do that: "It's not a change, it's an extension." "The bargaining committee knew about it." "We knew that the bargaining committee would agree," and now the latest, "We got caught up in the heat of the moment." (Applause)

The interpretation that we must unanimously approve today closes the loopholes but it does not change the Constitution. It strongly reminds our leadership that the bargaining committees must be an active, integral part of all negotiations no matter what they are called: initial, reopened, augmented, suspended, amended or extended. It specifies the involvement of the bargaining committees before tentative agreements are put out to the membership for ratification. We all know how hard it is to get a no vote with \$1,000 "signing bribes" attached to the ratification votes. (Applause)

The point of this clarification is to say that if the bargaining committees are not involved in a meaningful way, this Constitution has been violated and there will be consequences.

If this simple principle is not followed once this interpretation is passed, a future convention will have no choice but to go beyond reinterpreting the Constitution, and change it next time from "consult" to "approve." (Applause)

The hundreds of sheets of paper across the convention floor that brought you to your feet in 1989 will be nothing compared to what will happen if parts of this union continue to refuse to let their bargaining committees do what the members elect them to do.

Let's settle this once and for all today. Let's enter into negotiations with a clear and united voice in our dealings with our employers. This constitutional amendment must be passed. This constitutional interpretation must be passed. It must be followed or there will be consequences. (Applause)

PRESIDENT BAHR: The parliamentarian, our general counsel, advised me that I have an incomplete answer to Brother Egan. In the circumstances he outlined, charges can be filed against whoever it is, under the internal appeals procedure.

Microphone No. 1, Delegate Sonnik.

DELEGATE GEORGE W. SONNIK, III (Local 2105): Thank you, Morty. I move to close debate. . . 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 right hand. Down hands. Opposed by like sign. Debate is closed.

Before you is Constitutional Resolution 60A-98-10. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

Let me share with you a memo I sent to the CWA Executive Board as soon as I got home from the Telecommunications Conference we held in Palm Springs, so that there is no misunderstanding about what we have done here today, because this is what essentially we should have been doing.

"Bargaining new contracts. Side bar agreements that are reached are 'agreements in principle,' subject to the appropriate language coming across the bargaining table. When language is agreed to at the bargaining table, it is a 'tentative agreement,' subject to members' ratification when a full agreement is reached.

"Agreements between contracts. I reiterated"-- meaning I reiterated at this Palm Springs conference-- "that we would live up to the intent and spirit of the Constitutional Amendment," which Laura Unger referred to, and we and the entire Board intend to do just that. (Applause) Please join me in thanking the Constitution Committee for their hard work for this convention. (Applause)

I want to digress for a moment because we have a guest who has to catch a plane. I want to recognize Barbara Easterling for the Pediatric AIDS Foundation Report. Barbara.

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

As I begin to give our report on our Pediatric AIDS Foundation and present the awards, I would like to give special recognition to the two people who spend all the time compiling the figures, taking the checks, and answering your questions and working with the Pediatric AIDS Foundation in California. That would be my secretary Kathy Champion, and my other secretary Robin Childress. (Applause)

We have reached that part of our convention program when we present the Elizabeth Glaser Pediatric Foundation Awards. I say the "Elizabeth Glaser Pediatric AIDS Foundation" because, as a reaffirmation of the vision and the passion and mission Elizabeth Glaser inspired in the creation of the Pediatric AIDS Foundation, on December 1, 1997 the organization announced it had officially changed its name to become the Elizabeth Glaser Pediatric AIDS Foundation. We are honored to have with us today Janis Spire, who is the Executive Director of the Elizabeth Glaser Pediatric AIDS Foundation, who will join us in presenting the awards, and then I will ask her to update you on the activities of the Foundation.

I am happy this year to report 520 locals participated in 1997, contributing a grand total of \$485,728. (Applause)

Now to the awards.

The Ariel Glaser Award is presented to the local that contributed the most money to the Pediatric AIDS Foundation in 1997. This award goes to CWA Local 9400, for a contribution of \$35,660.92. Our thanks and congratulations to the members. (Presentation - Applause)

Marge Terflinger is the President of CWA Local 9400, and it certainly was a pleasure to give her that award.

Our next award is the Hope Award, which is presented to the local that achieved the highest percentage of their quota. In 1997 that figure was 1,654 percent and was given by CWA Local 2382. Our thanks and congratulations go out to all the members of Local 2382 for their dedication and support.

I understand the president, India Winstead, is not with us today, so Vice President Pete Catucci will accept the award on behalf of Local 2382. (Presentation - Applause)

I can't express to you enough how very important and worthwhile this charity is. All of you have heard Morty and I speak about the charity year in and year out over the years as we became full partners with the Foundation. I urge all of you that are not involved to please join and participate, and I have today the honor to introduce to you Janis Spire, the Executive Director of the Foundation, and will ask her to give us an update on what our money is doing at the Foundation. Janis. (Applause)

MS. JANIS SPIRE (Executive Director, Pediatric AIDS Foundation): Thank you.

Thank you, Barbara. I have to tell you how thrilling it is for me. For years I looked at the photo that hangs on the wall of our office, when Elizabeth Glaser first spoke to you in 1990 in Toronto. Thousands of you, much like today, and I understand she was a little nervous, much like today, and I have a feeling that picture will have an even more profound meaning to me after today.

So I thank you for allowing me to be here and to participate in giving the awards.

In 1990 Elizabeth Glaser stepped onto the stage at your convention and shared with you her story. It was the story about children affected with AIDS, about her very own children, and about the 20,000 HIV infected children in the U.S. alone. And at that same convention you unanimously voted to adopt the Pediatric AIDS Foundation as your charity of choice.

Your overwhelming emotion and support inspired and energized Elizabeth, who went out on an unrelenting journey after that, speaking to everyone about your show of support.

She spoke to friends and her cofounders and the board and the staff and other donors, countless other donors, and told them about what your support meant to her and your strong leadership at that time, when the rest of the nation wanted to look the other way.

Clearly, there is no other group like you. Your dedication and your energy have helped us in ways I cannot even name. And together you have raised over \$2.5 million for our Foundation. That is unbelievable. (Applause)

I was grateful that Elizabeth had saved the notes from that speech she gave you, because I wanted to know what she told you then about the Pediatric AIDS epidemic and about what our Foundation was hoping to do. She told you that AIDS affects children differently from adults, that drugs that were available to adults were not available to children, that people with AIDS were

treated like lepers, they were isolated and feared by others, and that the government's budget for AIDS didn't have enough money for kids.

So where are we with all of this today? Today there is a community of researchers who are focusing specifically on pediatrics. It is a community that did not exist eight years ago. It is a community that has been fostered through our scholarship awards and our student intern programs and the collaborative studies we have been able to fund over the years.

Collaborative funding and education are not something researchers like to do very much; but our Foundation has insisted that is what they should do, and it has set a model for the world now on how pediatric research is conducted.

One of the primary goals of our Foundation was to get drugs and research to children. The promising new drugs, Protease inhibitors and the drug cocktails that have been bringing hope to adults, mostly have not been available to children. So, last year, after a long and uphill climb, the Foundation was successful in keeping children from being forgotten.

In an announcement that will change history, the President and the Vice President announced that they had ordered a new FDA regulation that will now require drug manufacturers to test drugs in children at the same time as they are testing them in adults. This is truly a victory.

(Applause)

Elizabeth would be very proud of that.

One that happened too late for Ariel, but not too late for her son, Jake, who is doing well on these drugs. (Applause)

In March, the Foundation filed what is called a "Friend of the Court Brief" with the Supreme Court, who is going to be hearing the very first AIDS discrimination case, and this was a case about a young woman who had gone to the dentist to have a cavity filled, a routine procedure, and after she revealed her HIV status, the dentist refused to treat her in his office and instead insisted that she would have to go to the emergency room, where special precautions could be taken at her own expense.

She refused to do that and sued the dentist, claiming she was discriminated against under the Americans with Disabilities Act. She won. It was appealed, and by the time it got to the Supreme Court, we were worried, worried that if the Court ruled against her, the protection given to people through the Americans with Disabilities Act were lost and people would be put back in hiding, back to a time when children were forced out of schools, when people's houses were burned down, to a time when Elizabeth said often that living with fear was worse than living with AIDS. Well, there is a happy ending to this story, because in June the Supreme Court ruled in her favor. This was a great day for people with HIV. (Applause)

It shows that progress can be made with strong fight and determination. But we cannot loosen our grip, because there are people still out there who think this is not their problem or that it is almost solved.

We cannot let progress slip away, and we will not. And we count on your support to help us ensure that progress will continue to be made.

Many scientific advances have been made, and you can feel proud of the part you played. The mother of a boy that we have watched struggle with this disease for the last ten years recently said to us, "We used to think our son would die with AIDS, and now we think he will live with it." There are more success stories to tell, but unfortunately we still do not have a cure. We desperately need a vaccine. Every day 1,600 children are infected with HIV worldwide, and 1,200 children die of this disease.

In the U.S. two adolescents are infected with HIV every single hour. This is staggering. There is still more work to be done. But there is reason to believe there is hope.

Through our Elizabeth Glaser Scientist Award a five-year grant is given to a select few of the very best and brightest researchers around the world, so that advances are being made in things such as how the immune system responds to HIV, in vaccine therapy and in genetics. One of these scientists recently initiated the very first study that will use gene therapy to treat HIV infected children.

The money to fund this award has come in large part from you. As a matter of fact, you have funded the full five years of one of these Elizabeth Glaser scientists. (Applause)

We count on that and, with your support, we get closer to Elizabeth's dream of a generation of children free of HIV.

One of the infected HIV teenagers who comes to our "Time for Heroes" event every year recently told a reporter, "I have a more positive attitude about life. When I first found out, I didn't know how long people with AIDS lived, but people are living longer and longer. So now I just think I am a normal kid."

Often we think that one person cannot make a difference, but each of you can feel proud in knowing that you have made a difference and that your support played a really important part in helping make a kid feel normal. That is a powerful gift.

I thank you for all that you do and for your dedication and hard work in caring for people. You are an amazing blessing to us, and we truly could not do this without you.

Thank you so much.

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

PRESIDENT BAHR: Thank you so very much.

Would the Appeals Committee come to the platform?

On behalf of the Southern New England Telephone strikers, we want to thank you for the \$3,354.50, plus the Newspaper Guild/CWA, who from their strike fund are donating \$6,400, for a total of \$9,754.50. Thank you all. (Applause)

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 . . .

Ron Chen, President, Local 1096; Charlie Collier, Secretary-Treasurer, Local 2222; Shirley Brazell, President, Local 3706; Ronald Cawdrey, Vice President, Local 9400; Johnnie Kidd, President, Local 4473, Chair.

The Chair recognizes the committee.

DELEGATE JOHN KIDD (Local 4473, Chair, Appeals Committee): Thank you, President Bahr.

The Appeals Committee convened on August 26th through 30th at the Hyatt Regency Hotel in Chicago, for the purpose of receiving and disposing of appeals to it in accordance with the CWA Constitution and the Internal Appeals Procedures of the Union as established by prior Conventions and/or the Executive Board.

The Committee was available to meet with interested parties on August 29th and 30th between the hours of 2:00 p.m. and 6:00 p.m. Outside of these hours, the Committee was available by appointment.

Before we start our report of the Committee, I would like to take the opportunity to thank the Committee Members, Charlie, Ron, Shirley, and Ron for their hard work in preparing this report. Also, I want to thank Doug Thompson, Administrative Assistant to the District 2 Vice President, for his work with the Committee.

Committee member Charlie Collier will read Appeal No. 1.

DELEGATE CHARLIE COLLIER (Local 2222):

APPEAL NO. 1

In a letter dated June 5, 1998, Dolores Cook-Adams, member of CWA Local 6215, appealed the decision of the CWA Executive Board not to arbitrate her dismissal from Southwestern Bell Telephone Company.

Ms. Cook-Adams was an operator for Southwestern Bell Telephone Company with more than ten years of service when she was dismissed on December 18, 1995. She contends that she was on a valid disability and was not given time to improve her attendance after being released to return to work.

Arbitrators consider attendance to be an employee's ability to be at work when scheduled. Thus, an attendance record is a composite that includes an employee's incidental absences, absences due to disability, and tardiness. The absences during the period October to December 1995, and the fact that she did not provide medical documentation, led to her termination.

We feel an arbitrator would conclude that the company had just cause to terminate her employment. Therefore, the Appeals Committee recommends the decision of the CWA Executive Board be upheld and the appeal be denied.

. . The motion was duly seconded . . .

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

Mike 4, Delegate Hunte.

DELEGATE AL HUNTE (Local 6215): Brothers and sisters of CWA, I am here on behalf of Dolores Cooke-Adams, affectionately known to members in Local 6215 as "Dee Dee." I would like to first correct information printed under this appeal. Dee Dee did properly comply with all of the rules; she was paid for the disability after the company reviewed the necessary medical documentation submitted before them. To this day, Dee Dee retains the check stub as proof the company was wrong.

I am asking that the delegates of this 60th Annual Convention overturn the decision of the Appeals Committee, and ask all my brothers and sisters here to give Dee Dee the justice she deserves. Thank you very much.

PRESIDENT BAHR: On Microphone 5, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): Morty, I know last year we considered a number of appeals that had to do with arbitration cases. Could you tell us the outcome of the appeals that we granted approving arbitration last year?

PRESIDENT BAHR: All of them have not been completed yet, but I can tell you I did some research and thus far, as far back as we went and checked, in no case where the Appeals Committee was reversed was the arbitration case won.

You are entitled to a second question.

DELEGATE HENNING: That's all. Thank you.

PRESIDENT BAHR: On Microphone No. 4, Delegate Williams.

DELEGATE J.D. WILLIAMS (Local 6215): I rise before you to also ask you to overturn the decision of the Appeals Committee. To me, the wins or losses record is not the issue. A lot of the absences that Dee Dee experienced were covered under FMLA.

If you refer to the FMLA, approved time in the separation proposal, some of her disability pertained to childbirth. Is it now wrong for a mother who works for the phone company to have children?

I feel Dee Dee would be here with us today were it not for the financial hardship placed on her for the loss of a very good job. I urge you to overturn the Appeals Committee and grant Dee Dee Adams the justice she deserves. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Collins.

DELEGATE RON COLLINS (Local 2101): I move to close debate.

. . The motion was duly seconded . . .

PRESIDENT BAHR: Motion made to close debate. It was seconded from the floor. It is not debatable.

All in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed. Before you is the motion to adopt the Committee's recommendation on Appeal No. 1. All those in favor signify by raising your hands. Down hands.

Opposed by like sign. The committee is overturned. (Applause and cheers)

I will now-- hold on. I will now entertain a motion at Microphone 1 to arbitrate the dismissal.

DELEGATE HUNTE (Local 6215): I make a motion that we now arbitrate the case of Dolores Cook-Adams.

. . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. Seconded from the floor. All those in favor signify by raising your hands. Down hands. Opposed by like sign.

The motion is adopted. Thank you, brother. (Applause)

PRESIDENT BAHR: The Committee on Appeals, Number 2.

CHAIR KIDD: Committee member Ron Cawdrey will read Appeal No. 2.

DELEGATE RON CAWDREY (Local 9400):

APPEAL NO. 2

On June 1, 1998, Joseph Korotenko, member of CWA Local 4250, appealed the decision of the CWA Executive Board not to arbitrate his grievance.

The grievance alleges 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 is in violation of the contract. However, the company's action is not based on "membership or nonmembership 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. This same case with a different member of the same local was appealed to last year's Convention. After a review of this case, we agree with the decision of last year's Convention and the Executive Board and recommend that the appeal be denied.

. . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It was seconded from the floor. There are no delegates wishing to speak.

All those in favor of the committee's recommendation on Appeal No. 2 indicate by raising your hands. Down hands. Opposed, by like sign. The appeal is sustained. The appeal is denied.

CHAIR KIDD: Committee member Shirley Brazell will read Appeal No. 3.

DELEGATE SHIRLEY BRAZELL (Local 3706):

APPEAL NO. 3

On August 31, 1998, a letter was received from member Jakgeem N. Mays of Local 1105 to appeal the Executive Board's decision denying arbitration of his dismissal grievance. The file shows that District One Vice President Larry Mancino issued his decision on October 14, 1997, denying the arbitration of member Mays' grievance. The appeal to President Bahr was dated March 31, 1998. The appeal is untimely by several months by the CWA Internal Appeals Procedures.

On August 27, 1998, the Executive Board ruled to uphold the decision that the appeal was untimely. After reviewing the file, we, the Appeals Committee, find the appeal to be untimely and recommend that the decision of the Executive Board be upheld and that the appeal be denied.

. . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It was seconded from the floor. No one is wishing 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.

CHAIR KIDD: Committee member Ron Cawdrey will read Appeal No. 4.

DELEGATE RONALD CAWDREY (Local 9400):

APPEAL NO. 4

Member David Akers of Local 2201 is appealing the CWA Executive Board's decision, which upheld a finding that member Akers' suspension grievance should not be taken to arbitration. Member Akers was suspended for 20 days by his employer, Bell Atlantic - Virginia, for an incident in which it is alleged member Akers used inappropriate language and had a physical confrontation with a co-worker.

Member Akers' appeal maintains that the union violated his right to due process, and maintains that the union failed to fully review evidence that he was being treated for mental illness and was on medication at the time of the incident with the co-worker.

The Executive Board found that member Akers' medical treatment did not prevent Bell Atlantic from imposing discipline for just cause. In addition, the Executive Board found that an arbitrator would be unlikely to rule that the 20-day suspension was excessive discipline, given that member Akers had a previous suspension.

The Appeals Committee carefully reviewed the grievance record. The Committee recommends that the decision of the Executive Board be upheld and that member Akers' appeal be denied.

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

. . The motion was duly seconded . . .

PRESIDENT BAHR: It is seconded. No one is at the microphone.

All those in favor of the committee's recommendation indicate by raising your hands. Down hands. Opposed, by like sign. It is adopted.

CHAIR KIDD:

APPEAL NO. 5

Sidikiba Diallo, a member of Local 1106, has appealed the Executive Board's decision denying arbitration of his dismissal grievance.

Paragraph II.C.1 of the Internal Appeals Procedures requires an appeal to the Executive Committee within 30 days of the notice of the President's decision. Member Diallo acknowledged receiving President Bahr's decision on June 16, 1998. His appeal was received on July 20, 1998 and was declared untimely by the Executive Board.

The file shows that Diallo was employed as an Escort by Bell Atlantic and had approximately 13 months of service when he was dismissed on September 23, 1997. On September 16, 1997, Diallo took the DC theory test for possible promotion to the position of Field Technician. The company contends that before the test began, the test administrator announced that there were to be no markings on any desks, and that everyone should check to be sure that their desk was clean. During the test the administrator checked Diallo's desktop because he was observed looking down at it. The administrator saw markings on the desk. He had an associate verify the markings. Diallo attempted to erase the markings and was asked to leave the test center. He was later dismissed for misconduct. Under the circumstances, the Executive Board concluded an arbitrator would rule that the company had just cause for the dismissal.

After careful review of the file, we agree that the appeal is untimely. Also, after reviewing the merits in this case, the Committee believes that member Diallo was terminated for just cause. The Committee recommends that the decision of the Executive Board be upheld and that the appeal be denied.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor. No delegate is at the microphone.

All those in favor of the committee's recommendation indicate by raising your hands. Down hands. Opposed, by like sign. It is adopted.

This completes the Appeals Committee report. Please join me in thanking them once again for a real good job. (Applause)

At this point in our convention proceedings, we will have our Annual CWA-COPE Awards program. It gives me a great deal of pleasure to now turn the program over to Secretary-Treasurer Barbara Easterling. (Applause)

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

Today we honor all the locals that have achieved 100 percent or more of their CWA-COPE quota in 1997. Now that our "2 Million by 2000" CWA-COPE program is off to such a successful start, I think we will continue to raise more CWA-COPE dollars. In 1997, the first year of our new CWA-COPE "\$2 Million by 2000" program, you need to know that you raised \$1,575,047.13.

(Applause) And you should know that was \$185,652 more than you raised in 1996. So you see, we are on our way.

But I want to remind you again of the importance of the new CWA-COPE fund raising program.

In November, the entire House of Representatives will be up for election, and this will be our best chance to reclaim the House for working men and women. We desperately need your COPE dollars to do that this year to make it happen.

We must also keep in mind that the year 2000 will be another election year. We need these resources to insure that a friend of organized labor is elected to the White House, especially if we are unsuccessful in our attempt to retake the Congress.

And finally, I must once again call your attention to the fact that in the year 2000 we will take the census. Some states will lose Congressional districts, and some states will gain them. But in the year 2001, the state legislatures 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 another example of our commitment to the CWA-COPE "\$2 million by 2000" program, you have been given a copy of our newly revised handbook, "CWA-COPE, Your Guide to Political Action." This is an important handbook. It is an attractive handbook and it is full of information on how to raise CWA-COPE funds, get your membership involved in political campaigns, and carry on effective grassroots lobbying. I want to thank two of my administrative assistants, Hall Sisson and Lou Gerber, for the fine work they did in revising and upgrading this material. There are

extra copies available from the Washington headquarters. Just call the Facilities Service Department.

The percentage of our membership on CWA-COPE checkoff has been growing steadily over the past few years. I am happy to report that 7.55 percent of our members contribute to COPE. An essential part of our CWA-COPE fundraising program is the fine work being done by our CWA Retired Members' Clubs. They stand by ready, willing and able to assist your local in any state or local election campaign. Use them. As I have said so many times before, they are our greatest resource.

During the 1997 calendar year, 29 retiree clubs met their COPE quota of \$1.00 per member per year. At this time, I request that a list of these clubs be placed in the convention record, so that you can read about when you receive your proceedings.

<u>Local</u>	<u>Club Name</u>	<u>President</u>
1106		Edward Creegan
1122	Western NY Council Retirees Club	Rita Biondo
1150		Anne H. Walden
1301		Charles Daly
1365		Audrey R. Buchanan
2105		Gig Maugans
2201		Robert Rickman
3106		Latecia Stark
3109		John W. Haber
3111		Louise Yung
3204	Atlanta Metro Retired Members' Club	Johnny Williams
3205		Martha Stewart
3603		Nora Hough
3902		D.E. Kines
4302		Edith Burnett
4322	Retired Members' Club of Dayton	Annie Flack
4340	Retired Members' Club of Cleveland	Anne Macko
4603		Jamie Jamieson
4690		Roger Cotts
6143	Retired Members' Club of San Antonio	Joe E. Winters
6201	Retired Members' Club of Ft. Worth	Bobby Brown
6301	Springfield Retired Members' Club	Louise Grissom
6320	Greater St. Louis Retiree Club	Bud Brinkman
7200		Ann Cummings
7777		Dorothy Cosgrove
9509		Mary Jo Rocchio

9510

Chuck Holt

13059

Diane Kondratenko

14170

Mel Manheimer

SECRETARY-TREASURER EASTERLING: I want to congratulate all the locals and the staff who participated in our COPE fund-raising efforts in 1997. Without your support and hard work, we would not have as successful a CWA-COPE program as we have today. Our two most successful fund-raising programs are still the prestigious CWA-COPE Quorum and the Platinum Quorum. We have 2,767 CWA-COPE Quorum and 1,415 Platinum Quorum members. The Triple Quorum now has 807 members. I urge all of you who are not members to join one of these clubs today.

A list of the locals that achieved 100 percent of their CWA-COPE quota in 1997 was distributed this morning and will be incorporated in the official convention proceedings.

CWA'S 60TH ANNUAL CONVENTION CHICAGO, ILLINOIS - AUGUST 1998 100% LOCALS

LOCAL PRESIDENT

1000 Linda Menie
1001 Mary T. Quirk
1006 Mary L. Carroll
1010 Michael Massoni
1013 Delores Brown
1020 Frank Cannamela
1022 Patricia A. Chronic
1031 Abby Demel-Brown
1034 James D. Muholland
1040 Carolyn Wade
1058 Charles Murphy
1060 James J. Costigan
1061 Bruce G. Fabian
1062 Brian P. Reilly
1065 Linda Kukor
1066 Susan P. Zlydaszek
1069 Joan Schramm
1071 Domenica Stabp
1077 Ruth Jackson-Barrett
1080 Joan R. Hartsfield
1081 David H. Weiner
1082 Linda Bailey
1083 Mary E. Harrington
1084 Doris Walker
1085 Richard A. Dann
1086 Kathleen Weisel
1087 Carol Bernard
1088 Marva Scott
1089 Ronda Wilson
1100 Gail E. Murcott
1101 Ed Dempsey
1102 Frederick J. Bergren
1103 Robert McCracken
1106 Richard B. Halliday
1107 Anthony Caprara
1108 George C. Welker
1110 G. Finnigan-Einterz
1111 Fritz J. Clark

1114 Frank J. Lattimore
1115 Thomas L. Bailey
1116 James J. Devine
1117 Roger L. Chenez
1118 James P. O'Hare
1120 Glenn A. Carter
1122 Donald J. Loretto
1127 Michael G. Bain
1128 John E. Lyford
1129 Warren M. Adams
1141 Joan Mahoney
1150 Laura J. Unger
1152 Mary Mazzeo
1153 Andrew T. Kosar
1177 John J. Blasi
1180 Arthur Cheliotis
1183 Richard Wagner
1250 William Sharkey
1301 George R. Alcott III
1370 Joseph A. Draleau
1377 John Coyne
2001 Donald R. Burford
2002 Roger Collier
2003 Mark S. Smith
2004 Ronald L. Gaskins
2006 Doris A. Armstroug
2007 Richard D. Mabrey
2009 Lowell Damron
2010 Clara M. Linger
2011 Linda Aman
2100 Gail Evans
2101 Maria M. Bury
2104 Donald A. Rameika
2105 James E. Farris
2106 Barbara J. Mulvey
2107 Ray L. Pomeroy
2108 Dennis L. Serrette
2109 Charles F. Fouts, Jr.
2110 Barbara J. Davis
2150 Mary A. Alt
2201 Richard C. Verlander, Jr.
2202 Louis J. Scinaldi
2203 Phillip C. Hart
2204 David V. Layman
2205 John Smith
2206 Eugene C. Bloxom
2222 Kenneth A. Rucker
2252 Ruth W. Marriott
2260 Thomas A. Thurston
2272 Gerald F. Pultz
2275 Linwood M. Grimes
2276 Harold E. Leedy
2277 Russel S. Wells
2300 Willie Leggett
2336 Joanne C. Bell
2382 India L. Winstead

2385 Michael F. Hurley
2390 J. I. Ketner
3061 C. D. Lea
3101 Michael R. Amos
3102 Shelley L. Hayes III
3103 Ann C. Duck
3104 Donald A. LaRotonda
3105 Susan J. Crews
3106 Shelba Hartley
3108 Sarah J. Smith
3109 Ralph H. Fenn, Jr.
3110 T. R. Emery
3111 Michael Tartaglio
3112 C. E. Ryan
3113 John Schaich
3114 Charles Clark
3115 Hollis Burdette
3120 William J. Tracy
3121 Robert Kruckles
3122 William I. Knowles
3151 Sandra K. Kelley
3171 Edward A. Botting
3173 Arnold E. Bakal
3174 Dan H. Ryals
3176 Robert B. Campbell
3177 Theresa M. Gedmin
3201 Roger L. Todd
3203 Robbie Casteel
3204 Monroe M. Smith
3205 Terri Wilkins
3207 Judith R. Dennis
3209 Danny O. Harvey
3212 L. N. Wofford
3215 H. J. Kelley, Jr.
3217 Diann J. Hartley
3218 J. R. Thackston
3220 T. G. Ravita
3228 Nathaniel Carson
3250 Columbus H. Grizzle
3263 Leon A. Gusek, Jr.
3275 Charles L. Heath
3277 Donald F. DeBruyn
3301 Norman E. Purvis
3304 Thomasson Smith
3305 David C. Perkins
3309 Steven N. Miller
3310 Joanne Smith
3312 James T. Griffey
3314 Stanley L. Huff
3317 Glen Damron
3321 Ted Bilbrey
3371 Phillip D. Coldiron
3402 Larry Paige
3403 Walter J. Bagot
3404 Steve Gremillion

3406 Judy Bruno
3407 Terry Derouen
3410 Michael J. Fahrenholt
3411 Terry H. Laurent
3412 Danny C. Naquin
3414 Jon G. Bartlett
3450 Roy E. Jones, Jr.
3490 A. L. Stafford
3504 Dean West
3505 Charles E. Bingham
3509 Frank Graham
3510 E. D. Chisolm
3511 Dearld Dear
3513 Carl C. Henderson
3514 Larry Dearing
3516 Carl Madden
3517 Carl Ray Oliver
3518 Oscar Denton
3519 Stephen D. Philyaw
3601 Carol Calloway
3603 Steven D. Stancil
3605 Daryl D. Hutchins
3607 Raymond D. Riffe
3608 Danny Nelson
3609 Paul C. Huggins
3610 Ricky Wike
3611 Paul C. Jones
3613 J. M. Rowell
3615 Mike W. Davis
3616 George Melton
3618 Mark Demaegd
3650 R. R. Bartlett
3672 Tony Pope
3673 Charles T. Cathey
3680 Rocky A. Barnes
3681 Ronald X. Knight
3682 Alton Hanford
3683 David Burlson
3684 Warren D. Livingston
3685 R. H. Harris
3695 F. D. Haskett
3702 Joe K. Thomas
3704 Denny M. Lynch
3706 Shirley Y. Brazell
3708 D. A. Poston
3710 Paula E. McLeroy
3716 M. D. Genoble
3719 F. B. McKerley, Jr.
3802 David C. Grow
3803 A. D. Greene
3804 Jackie Ellis
3805 Darrell H. Wolfe
3806 K. A. Scott
3808 Richard S. Feinstein
3871 Ralph E. Hicks
3901 H. T. Carter

3902 Sonja N. Abbott
3903 E. S. Jones
3904 W. H. Walker, Jr.
3905 James H. King
3906 J. M. Hughes
3907 A. L. Sarradet, Jr.
3908 Robert L. Cotter
3909 Fancher Norris
3910 L. R. Palmer
3911 Terry J. Pitts
3912 Robert Dyl
3950 A. G. Jones
3966 Don Conlee
3971 William R. Folmar
3972 Ray J. Richardson
3976 Harold Stogsdill
3990 K. C. Wray
4008 Carl Richter
4009 Greg Streby
4010 Theresa A. Ryan
4011 Cynthia A. Lucas
4013 David R. Ormsby
4017 Gary Odom
4018 J. T. Boucher
4021 Andrew Gayler
4022 Henry D. Otis
4023 Steve Pavlovich
4024 Gerald Heikkinen
4025 Max Engle
4032 Jack R. Witt
4033 R. G. Bockheim
4035 Earl Cague
4038 Gregory Faust
4039 Kim Hoppe
4050 Billy H. Bates
4070 Gregory J. Gutowski
4090 M. F. Klein
4100 Douglas Jager
4101 J. S. Bouback
4102 Larry J. Booher
4103 T. R. Hammon
4107 Janet Rich
4108 Bill Bain
4109 Tom Sanderson
4202 Judy Bolin
4209 Marlene George
4212 Elizabeth VanDerWoude
4214 Betty J. Moore
4216 Mabel Huff
4217 Byron Capper
4252 Lanell Piercy
4260 Beth E. Johnson
4270 Joe Birch
4273 William Norris
4300 George J. LaVogue
4302 Sherrie Sallaz

4309 Gregory Riemer
4310 Cathy Mason
4311 Diane Delaberta
4318 Pete J. Dudash
4319 Ronald D. Honse
4320 Jack Huber
4321 Charles H. Rowe
4322 Jerry W. Schaeff
4323 William D. Rice
4325 M. R. Gavin
4326 E. J. Griffin
4340 Ed Phillips
4351 Gerald W. Souder
4352 Thomas L. Powell
4353 Rodney L. Miller
4354 Geoffrey Cole
4370 John E. Holland
4371 Tami Drollinger
4372 Zane C. Campbell
4373 Sam Miller
4375 Barry W. McCoy
4377 Ron Smalley
4378 David P. Brandeberry
4379 Aaron M. Draime
4385 Cynthia R. Armstrong
4386 Leonard E. Smith
4400 William Timmerman
4470 Mike A. Timmerman
4471 Bill Rathgaber
4473 Johnnie B. Kidd
4474 John C. Bassett
4475 Gerald Calvert
4478 Joseph B. Smith
4486 Douglas G. Landis
4488 Roger A. Brooks
4510 Carolyn Powell
4527 Richard L. Smathers
4530 Robert Glover
4550 Karen Gleske-Bell
4600 Mary J. Avery
4603 George R. Walls
4611 Richard D. Hinderholtz
4620 Richard D. Jorgensen
4621 Randal M. Kehoe
4622 Roger K. Neubauer
4623 David A. Klawitter
4630 Gary A. Mullikin
4631 Gary L. Dobson
4640 James C. Clark
4641 Gene McKahan
4642 Gary R. Grassel
4645 Patrick Pierce
4646 Sue Sandvick
4670 Ron Vechinski
4671 Michael Oliver
4672 David L. Stachovak

4674 Edward J. Zych
4675 Edward Shell
4690 L. L. Shepler
4700 Patrick G. Gorman
4703 Maurice L. King
4711 Thomas E. Martin
4770 Gary T. King
4773 Edward Lowdenslager
4780 Roland J. Michael
4790 P.E. Vukovich
4795 Albert H. Offutt
4800 Nancy L. White
4818 Jane Baxter
4900 Dodie Ditmer, Admin.
4998 Glen G. Hamm
6009 Jerry Butler
6012 Dean Franklin
6015 Bill H. Torbett, Jr.
6016 Barry Gardner
6050 Ralph L. Jeffrey
6101 Bill Gressett
6110 Eliseo Torres, Jr.
6113 David A. Rawson
6118 W.G. Crockett
6127 Clay Everett
6128 Bill Utterback
6132 Ray Flores
6137 Larry J. Vandeventer
6139 Phillip Perkins
6143 Ralph Cortez
6150 Ray Kramer
6171 Richard Kneupper
6174 Glenda G. Turnbo
6177 Harrell W. Brock
6178 Brenda S. Malone
6183 Ray Kramer
6200 Jimmy Cook
6201 Denny Kramer
6202 S. R. Wilkins
6203 Jack Maxey
6206 Charles E. Kohl
6210 Mark J. Ewig
6214 Glynne R. Stanley
6215 Joseph D. Williams
6218 Jimmy L. Powers
6222 Burgess J. Etzel
6225 Ron M. Plumlee
6228 Ronnie Gray
6229 Dennis W. Dobbs
6290 Ron Linnell
6301 Sandra L. Grogan
6310 Tony Ellebracht
6311 Mark K. Van Dolah
6312 Jack Foster
6313 S. R. Wood
6314 Mark E. Franken

6316 Lynnett Jenkins
6320 Michael Neumann
6321 Stephen Schaedler
6325 Edward Pinkelman
6326 Cecelia M. Peltier
6327 Don Penny
6333 David A. Litzenberger
6350 Robert K. Huss
6360 Daniel G. Meng
6372 Ralph I. Nesler
6374 Michael D. Figg
6375 Kim Douglas
6377 Earline Jones
6390 Tom W. Breidenbach
6391 K. W. Flanagan
6395 David A. Ducey
6401 Debbie Snow
6402 Robin L. Bailey
6406 Larry D. Eberle
6407 Janet C. Gardner
6409 Terry Highfill
6410 George Collinge
6411 C. M. Paugh
6450 Judy A. Sterns
6477 Charles R. Jarnevic
6500 Gilda Grant
6502 Gary D. Gray
6503 Bill Glisson
6505 Steve R. Bowles
6507 Alma Diemer
6508 John S. Graham
6573 David M. Young
6733 Donna Bentley
7001 John Keogh
7009 Christopher Roberts
7011 Jude McMullan
7019 Joseph A. Gosiger
7026 Michael E. McGrath
7032 Lawrence D. Shelton
7037 Robin A. Gould
7050 Kathleen N. Fuentes
7055 Lawrence G. Sandoval
7060 Gilbert C. Romo
7070 Mike Hernandez
7072 Estella Madrid
7090 Dennis E. Aycock
7096 E.D. Johnson
7101 Burnell Frieden
7102 Sarah L. Downing
7103 Kenneth J. Mertes
7107 William C. Mayland
7108 Miriam B. Tyson
7109 Gayle G. Tellin
7110 Francis J. Giunta II
7115 John K. Graham, Jr.
7117 Anita K. Purcell

7167 John Randall
7171 Dennis R. Dunbar
7172 Caroll L. Herndon
7173 John Nedved
7175 Carolyn D. Sallis
7176 Tod Walker
7181 Nancy Moser
7200 Mary L. Taylor
7202 Howard G. Haiman
7203 Gerald J. Finn
7204 Darwin L. Kutzorik
7205 Douglas J. Ardoff
7206 David J. Stoltman
7212 Dave J. Clement
7213 Scott T. Bultman
7214 Thomas N. Anesi
7219 Robert S. Pompe
7220 Harold J. Dupree, Jr.
7250 James P. Kovar
7270 Alan E. Piker
7272 Patrick Doyle
7290 A. C. Mumm
7301 Stephanie J. Reidy
7303 Dee L. Olson
7304 Daniel Byars
7400 Rick L. Sorensen
7401 Neal E. Kelley
7470 Dennis Martin
7471 Brad L. Fisher
7476 Mark Kostovny
7500 David A. Clauson
7503 Richard Prostrullo
7504 Rolland C. Kludt
7505 Ronald A. Bawdon
7506 Larry D. Peterson
7601 Toni L. Joy
7603 Virginia Schiggel
7610 Michael D. McKinnon
7621 Lynn L. Muehlfeit
7670 David S. Moore
7702 Ronald K. McKim
7704 Gail M. Metcalf
7705 Lee B. Linford
7708 Darlene S. McClean
7716 Larry P. McCormick
7717 Eugene W. Heuman
7743 Dohn W. Ross
7750 Jerry L. Jensen
7755 Joseph Petersen
7777 Jana D. Smith
7778 W. F. Fitzpatrick
7790 Charles L. Mitchell
7800 Patti E. Dempsey
7803 Kenneth J. Horn
7804 Richard W. Godwin
7805 Robert J. Iverson

7810 Bill D. Jenkins
7812 Kenneth C. Harding
7815 Rodney M. Carter
7816 Alfred Bopp, Jr.
7818 Madelynn C. Wilson
7901 Carla J. Floyd
7904 Rodger E. Bauer
7906 Joseph F. McMahon
7908 Margaret A. Sorensen
7955 Robert L. Proffitt, Chair
7970 Alvin L. Still, Jr.
9000 Stu Tropp
9400 Marjorie Terflinger
9404 Bernard V. Chiaravalle
9407 Rick Becker
9408 Nadine Cox
9411 Carol Whichard
9412 H. C. Cotner
9413 John D. Doran
9414 Mitch Crooks
9415 Kathleen Kinchius
9416 Joanie Johnson
9419 Jimmy Frederickson
9421 Greg C. Ball
9423 Louie H. Rocha, Jr.
9426 Linder Bolden
9430 Ellie Benner
9431 Leon L. Wurzer
9432 Richard W. Morris
9495 David Lowe
9505 Ed M. Venegas
9509 Judith L. Beal
9511 Ronald S. Smith
9550 Linda D. Porter
9515 Gloria Castillo
9576 Pamela Gomes-St. Audin
9583 John M. Davis
9587 Susan Greenwood
9588 Mike Crowell
13000 Joseph V. Clinton
13100 Susan Uff
13101 W. Speakman IV
13500 Sandra Kmetyk
13550 Karen Gatto
13552 Gerald M. Mickey
13570 Steven Corbisiero
13571 Richard Evanoski
13572 Ray A. Kissinger, Jr.
13573 David G. Miller
13574 John C. Klinger
13585 Verden Latchford, Jr.
13591 Harry J. Rock
14122 Stanley P. Swenson
14169 Lawrence Bordonaro
14301 Robert H. Tew
14310 Paul T. Williams

14320 C.M. Harrelson
14322 Daniel Jackson
14330 William D. Weaver II
14401 William Browder
14402 Lynn Ann Conrad
14404 Joan Forman
14406 Linda A. Morris
14410 John Rice
14413 Patricia Pennell
14423 Earl Sigley
14424 Gerald Stevens
14427 C. L. Thompson
14430 Robert C. Maida
14431 Michael Phelan
14434 William Earl
14438 Maurice E. Rinehammer
14440 Trina J. Marquis
14446 George E. Creekbaum III
14448 Dennis W. Rogers
14514 Thomas Cowman
14516 Douglas Willis
14527 Ron Porter
14528 Jaci Cooperrider
14537 Larry F. Bryan
14548 Robert C. Klokow
14549 Robert A. Santner
14600 Arthur E. McDonald
14602 Robert G. Welton
14615 L. Richard Jeffries, Jr.
14616 John J. Ebeling
14620 David A. Griffith
14630 Arthur J. Telles
14705 Rich Chavez
14709 Randy Conner
14745 Roberto I. Espinosa
14752 John C. Mullen
14758 Ronald D. Barry
14759 Ivan H. Thygerson
14800 Robert M. Super
14803 Gary Knauff
14813 Edward Hess, Jr.
14815 L. J. McCready
14817 James Woods
14830 Ronald G. Miller
14831 Joseph E. Collins
14834 Raymond W. Corl
14836 Stanley Mounts
14837 Leon Brill
14921 Jerry K. Ahue
51011 Louis P. Fallot
54412 Linda Hyde
57045 Robert J. Buresh
59057 Gena Stinnett
58023 William F. Dowdell

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.

The first award is presented to the local that contributed the most CWA-COPE dollars last year. We are happy to present this Special Local Award to Local 1301, which contributed \$53,818.30. (Applause) The President of Local 1301 is George Alcott. (Presentation - Applause)

The next award goes to the District Sweepstakes Award which is presented to the District that raised the highest percentage of its quota by the end of calendar year 1997. The winner of 1997's Sweepstakes Award is District 6. (Applause and Cheers) They raised 259.4 percent of its quota in 1997. Ben Turn, the Vice President.

(Presentation - Applause)

The next award goes to the local that contributed the highest percentage of a CWA COPE quota in 1997. We are delighted to present this award once again to Local 1301, and I want you to know that they raised 8,624.70 percent of their quota. George Alcott. (Presentation - Applause)

The next award is presented to the local that achieved the highest percentage of membership participation in the CWA-COPE PCC checkoff in 1997. This special local checkoff achievement is presented at this convention to Local 7072 which achieved 100 percent of membership participation in the '97 COPE checkoff program.

Estella Madrid is President. (Presentation - Applause)

The next award goes to the local that had the largest number of members signed up on CWA-COPE PCC checkoff in 1997. We are happy to present this award to Local 1101 which had 2,578 members signed up on checkoff last year. Ed Dempsey is the President. Congratulate the members of Local 1101. Accepting the award is Al Lee, the Secretary. (Presentation - Applause)

We now present the Distinguished President's Award for outstanding achievement in raising voluntary -- or "free" -- dollars. This award goes to the local that meets its quota with the highest percentage of voluntary dollars in 1997. It is a pleasure to present this President's Award to Local 1301, which raised 8,624.72 percent of its quota. One more time, President George Alcott. (Presentation - Applause)

The next Distinguished President's Award is presented to the local that met its quota with the most voluntary dollars in 1997. And this President's Award goes to 1301, which raised \$53,818.30, and they were all voluntary dollars. (Presentation - Applause)

I would like to see the wall that holds all of his awards.

We will now present two CWA-COPE Quorum Achievement Awards for 1997. The first award goes to the local that had the most members in the CWA-COPE Quorum in 1997. It is a pleasure indeed to present this award to Local 3204 with 91 members. The President is M.M. Smith. (Presentation - Applause)

The second Quorum Award is presented to the District that had the most members in the CWA-COPE Quorum in 1997. We are proud to present this award to the district that had 976 members. That is District 3, Jimmy Smith, Vice President. (Presentation - Applause)

We will now present two Special District Achievement Awards for calendar year 1997. The first of these awards is presented to the district that achieved the highest percentage of membership participation in the CWA-COPE PCC checkoff program. We are delighted to present this award-- District 6 gets it again (applause and cheers) with 12.40 percent of its membership on checkoff. (Presentation - Applause)

The second Annual Achievement Award goes to the district that raised the most CWA-COPE dollars in calendar year 1997. We are proud to present that award to District 6. They raised \$386,874.65. (Presentation - Applause)

We will now present our two Platinum Quorum awards. The first Platinum Quorum award goes to the local that had the most PQ members last year. We are pleased to present the PQ award to Local 6222. They had 62 members. (Applause and cheers) That is B.J. Etzel, President. (Presentation - Applause)

The second Platinum Quorum award is presented to the district that had the most PQ members in 1997. We are proud to present this Platinum Quorum award to a district that had 354 members by the end of the year. That is District 6, and it is Ben Turn again. (Presentation - Applause and Cheers)

It gives me a great deal of pleasure to now present the Special State Awards. Those awards go to the states in which all locals are 100 percent in CWA-COPE.

And those states are, from Arkansas, Rita Voorheis. (Presentation - applause)
From Arizona, Larry Larson and Louise Caddell. Larry Larson accepts the award. (Presentation - applause)
Louisiana, Booker Lester, with Norma Powell accepting the award. (Presentation - applause)
New Mexico, Lawrence Sandoval, with Bill Thornburg accepting the award. (Presentation - applause)
South Carolina, Jerry Keene accepts it. (Presentation - applause)
South Dakota, J.R. Garrison. Accepting that award is Bill Thornburg. (Presentation - applause)
And from Utah, Louise Caddell, Bill Thornburg accepting the award. (Presentation - applause)
We will now present our two Triple Quorum awards. The first award goes to the local that had the most Triple Quorum awards last year, with 139 members in the Triple Quorum. I am pleased to present this award to Local 1301, George Alcott. (Presentation - applause)
And the second Triple Quorum award is presented to the district that had the most Triple Quorum members last year, and we are pleased to present this award to the district which had 260 members by the end of the year. That is Ben Turn, District 6. (Presentation, cheers, applause)
And now we come to a very special part of our CWA-COPE program, something we do not do every year.

In 1985, we established a very special CWA-COPE achievement award and we called that the Maxine Lee Award. We named it in honor of Maxine Lee, now a retired administrative assistant to the District 6 Vice President, and a woman who was a true pioneer in our CWA-COPE fund-raising efforts.

This award has been given five times before today. In 1992, to Albert Bowles, another retired administrative assistant to the District 6 Vice President, and again in 1996 to Brian Fletcher, Vice President of CWA Local 6320, for originating the CWA-COPE Triple Quorum program. And in previous years to Maxine Lee, District 3 Vice President Gene Russo and Local 6215 President Jim Holbrook, Local 6250.

Today, we break the string of victories of District 6, and travel to District 1 to honor our newest Maxine Lee pioneers.

In 1997, this local raised the phenomenal amount of \$53,818 in voluntary contributions, or, get this, almost 20 percent of the entire District 1 total.

It is my pleasure to present the Maxine Lee award to President George Alcott, COPE Director John Bronski, and the members of CWA Local 1301. (Presentation - Applause)

And now for a recap of the districts' COPE performance in 1997. District 6 is first, with 259.4 percent of their quota. (Applause)

District 3 came in second, with 250.1 percent of its quota, so you are not that far behind, guys. (Applause)

District 2 raised 186.9 percent. (Applause)

District 7, 181.1 percent. (Applause)

District 13 placed fifth, with 154.3 percent. District 4 came next, with 144 percent, followed by District 1, with 120 percent. And, District 9, we are going to work on this, they finished last this year with 95.5 percent.

The Districts that increased their percentage of quota over 1997's records are Districts 1, 2, 3, 4, 7, 9, 13. Congratulations to all the vice presidents and to all the members of the districts.

When the CWA Executive Board first adopted the CWA-COPE "\$2 Million by 2000" program in February of last year, it seemed at that time like a pretty lofty goal to try to attain. We had raised \$1,389,395 in CWA-COPE contributions in 1996, a presidential election year, and the best estimates we had for 1997 was that you would raise that figure by about \$60,000.

Well, you certainly showed us. You increased your CWA-COPE contributions by \$185,000, or three times what we projected.

I would like to think this happened because we had produced a variety of new CWA-COPE materials to help you get the job done. There were pins and pens. A new pamphlet to explain how the program works. We produced a new CWA-COPE video. We also came out with a new sweater and a shirt for the Triple Quorum givers, and as you have just seen, a new CWA-COPE "Guide to Political Action".

But all of these things are just the icing on the cake, because both you and I know how the COPE program really works. It's you, and you, and all of you, all of the people in this hall who go to the

CWA members one-on-one and explain how important the CWA-COPE program is to the survival of our union.

Because of CWA-COPE, Senators like Bob Kerrey of Nebraska, Paul Wellstone of Minnesota, Tom Harkin of Iowa, and Senate Minority Leader Tom Daschle of South Dakota, plus dozens of House members from the thirteen states that make up CWA District 7, those are the people that have been contacting U S WEST during a fair and equitable settlement.

I cannot stress this point enough. CWA-COPE is an investment. An investment in the future for you and for your family. Please talk to your members about joining the CWA-COPE "\$2 Million by 2000" program today.

I want to specially thank Loretta Bowen, who is the legislative political director and my assistant, as well as Sandé Grier, who does the work like the rest of us do, but does it on the ground with the awards, and works with you on the telephone. Thank you all so much. (Applause)

PRESIDENT BAHR: Thank you, Barbara.

I think after you heard Vice President Gore yesterday and Reverend Jesse Jackson today, we ought to be able to make a commitment that we do not have to wait for the year 2000 to hit that goal of \$2 million. We are just not

that far away from it. With a little bit of effort, a couple more dollars from each of us, we should be able to get us there in time to build a war chest, to make this a better future for our children and our grandchildren.

JOURNALISM AWARDS

PRESIDENT BAHR:

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 basis.

When members fight for a new contract, when they achieve an organizing victory, when community coalitions win state or local legislation that benefits working families, it is the local union that is directly involved, and it is 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. Our local editors have put in exceptional effort to produce publications with a high degree of readability and credibility.

This year they submitted 296 entries, yielding a first-place winner in nine categories and thirty-two second, third and honorable mention award winners.

Several awards have already been presented in district or sector meetings, including first place: For Best Layout -- Contract 97, a publication by NABET-CWA combined locals at ABC/Disney, Gena Stinnett, Editor.

For Best Opinion, Local Review, CWA Local 3607, Ray Riffe, Editor, and Shirley Morse, Assistant Editor.

For Best News Reporting, Viewpoint, CWA Local 1040, Robert Yaeger, Editor.

For Best Cartoon, United to Win, CWA Local 9410, Mark Gruberg, Editor.

For Best Front Page, Scan, the Canadian Media Guild, TNG-CWA Local 213, Andrew Borkowski, Editor.

And for Best Human Interest Feature, Local 1 Log, TNG-CWA Local 1, Rollie Dreussi, Editor.

Now, all of this year's winners were selected by Rex Hardesty, Director of Information, AFL-CIO, retired;

Jon Ross, Director of Communications, Union Privilege, AFL-CIO; and Tim Shorrock, an experienced freelance writer who covers labor issues.

The awards I am about to present are for overall General Excellence. Because the judges felt there were too few entries for comparison in Categories I and V — locals serving fewer than 200 members and cooperative newsletters produced by several locals -- entries in those categories were merged for judging with Categories II and IV.

The Category II General Excellence Award — for publications serving from 201 to 500 members -

- goes to United to Win, Local 9410, Mark Gruberg, Editor. Accepting the award is Local President Margie Marks. (Presentation - Applause)

The judges made note of United to Win's "sprightly appearance, excellent makeup and highly informative material — all round solid."

The winner in Category III, newsletters serving 501 to 1,000 members, is, The Missouri State Worker, CWA Local 6355, Lisa Morowitz, Editor. Accepting the award is Local President Judy Gregory. (Presentation - Applause)

The Missouri State Worker embodies "good coverage of local issues and politics" with "catchy layout wrapped around solid information," the judges noted.

In Category IV, publications for more than 1,000 members, the General Excellence award goes to Perception, CWA Local 4309, George Smilnak, Editor. Accepting is Local President Greg Riemer. (Presentation - Applause)

The judges cited Perception for "excellent layout combined with news and analysis." It is "well written, informative and a nice mix of local issues with national union news."

The Oscar Jager Journalism Award is presented each year to a publication 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. This year's Oscar goes to Scan, the publication of the Canadian Media Guild, TNG-CWA Local 213, Andrew Borkowski, editor. Accepting the award is Arnold Amber, Director, The Newspaper Guild-CWA, Canada. (Presentation - Applause)

"Featuring analysis, multiple bylines, people, issues and strong journalism, this is a publication which serves its readers well with commentary about product quality as well as wages and working conditions. Clearly, this is a major membership benefit for the men and women who belong to the Canadian Media Guild and serves as a proud standard of excellence for media workers who properly expect the very best from their union."

The judges had high praise for all of CWA's local editors. I want to read to you just a few of their comments.

"In an era when commercial journalism is enduring substantial problems with relevance and credibility, the advocacy journalism demonstrated by CWA's newsletters is alive and well. The failures and shortcomings of the commercial press have become abundantly clear. Concentration of ownership focuses more attention on the bottom line than on content, accuracy and news judgment . . . The mindless pursuit of sensationalism has cheapened the product to the point of irresponsibility.

"Against that backdrop, it was both refreshing and instructive to read through publications written by working people, directed to working people, and exhibiting a point of view found nowhere else . . . These are publications produced by men and women who understand that the credibility of their organization and the publications they produce must rest firmly on the foundation of the truthful presentation of facts and opinions."

To the congratulations of the judges, I sincerely add my own. Please keep up the good work. Your publications — all of them — are among our union's most valuable assets. (Applause)

I have a motion to adjourn which takes precedence, but I am going to ask the maker of that motion to give me the privilege of continuing to hear what some of the people on the Privilege Mike have to say.

So, with the consent of the maker of the motion, the Chair recognizes on Microphone No. 2, Delegate Turnbo.

DELEGATE GLENDA TURNBO (Local 6174): Hello, President Bahr, Barbara, all my union sisters and brothers here. I am president of Local 6174, a small local in Killeen, Texas with 156 members and a big problem — in one word — "Sprint." We are the first CWA local in Sprint to start our round of bargaining this year. We start this coming Wednesday, a week from tomorrow. Sprint is coming after us with unlimited dollars and a bag of mean tactics. Flexcare, Cafeteria Plan is going to be a big issue. Pay for Performance is going to be a big issue. It will allow Esrey, the CEO, the right to put more millions in his pocket and sit up in his ivory tower and say to us, "Don't worry about those guys. They are too small."

CWA has too many big fish up there to take care of. I held our regular membership meeting on Thursday night before I came to the convention, and I bring you a message from my members.

They said to tell you, our brothers and sisters at convention, that Sprint cannot break our backs or spirit if all of CWA will be our backbone.

You all, CWA members, can help by hitting Sprint in their pocketbook if they don't bargain fairly.

You can attack them at Sprint long distance and their P.C.S. business.

One last thing, thank God for the years of experience I have in my district. Vice President Ben Turn and staff and T.O. Moses and his staff, the support they have given and will give because of their own personal experience through rank and file, that is the kind of leadership that CWA needs.

God bless and be with us all. (Applause)

PRESIDENT BAHR: Glenda, before you leave the podium, let me share this with you and everyone else. I think many of you know that from time to time President Clinton has mentioned Sprint in a favorable way; and it had to deal mostly with what he thought they were doing in hiring welfare people to work. He even mentioned Sprint in his State of the Union message last year. As a result of personal meetings that I had with him and the Vice President, not only doesn't Sprint get mentioned any longer, but two months ago the President of the United States personally asked the Chairman of Sprint, Mr. Esrey, to meet with me to see if we can reach an accommodation as to how we could treat one another.

He told the President of the United States that he would. I have called him six times and have yet to get a response.

And so I share this with all of you to let you know what our brothers and sisters who work for Sprint at the local network level are putting up with; at the same time saying that the full resources of this union will be behind the effort to get fair contracts with Sprint. (Applause)

DELEGATE TURNBO: Thank you.

PRESIDENT BAHR: On Microphone No. 2, Delegate Rucker.

DELEGATE KENNETH A. RUCKER (Local 2222): President Bahr, Sisters and Brothers: I want to have your attention, not just for a moment but for the future-- your future, your children's future, and our future.

At our convention in 1995, a resolution was brought by my delegation and was passed that requires us to only sell union-made products at our convention and at all other union meetings.

And further, that these meetings be held in union facilities.

We continue to have problems with non-union made and non-union printed items showing up for sale at these meetings.

We need to take this resolution very seriously. Today, Reverend Jesse Jackson spoke about the injustice of corporations getting rich from the sweat and blood of our families and our communities, only to rape our land, our economies and future when they move off-shore.

Many of you may recall Delegate Tiny Laurent from District 3, in 1995, talking about the difficulty for a man of his stature to find union-made products. But you should also remember that he attested that it can be done.

We also heard Executive Vice President Emeritus Nick Nichols talk about the need to teach, and the results of not teaching our children the importance of unions in our society. Where better to start than at home?

I am asking each of you to look in the mirror and to look in your closet. We need to walk our walk and talk our talk. Our children should be learning every day to look for the union label and the made-in-the-USA tag. We need to stop condoning subsidizing corporate greed. It has been disheartening around the convention seeing the multitudes walking in Nikes, Reeboks, foreign made shirts, pants, suits and dresses.

Each of us should make every attempt to buy union every time. Thank you. (Applause and cheers)

PRESIDENT BAHR: Thank you, Kenny.

Microphone No. 3, Delegate Fletcher. Delegate Fletcher? Brian Fletcher? He is not there. All right. I have Brian Fletcher.

The reason why I had Brian Fletcher is that both called in. Brian Fletcher and Kathleen Fuentes called in on the same subject. We are having Kathleen speak? Delegate Fuentes.

DELEGATE KATHLEEN N. FUENTES (Local 7050): Thank you, President Bahr. President Bahr, Executive Board, Delegates, Alternates and Guests: In the 1980s, AT&T created several telemarketing customer care groups that include a wage structure approximately 20 percent

below existing wages. This so-called market-based wage structure has evolved into two-tiered wages. The lowest tier in this structure is known as the L Titles.

Approximately 10,000 union members within AT&T are seeking justice with regard to elimination, and minimal wage parity. These members are doing the same work as existing titles being compensated fairly.

In contract negotiations in 1986, 89, '92, '95, and '98, we have repeatedly stressed to AT&T the importance of eliminating or upgrading to achieve wage parity. This tiered wage structure is taking unfair advantage of our members and it cannot continue. (Applause)

During the 1998 contract negotiations, we agreed to jointly form a Title Level Zone Committee to specifically address these wage issues. We want to send this committee into these negotiations with the support from this great 60th Annual CWA Convention with the following.

We wholeheartedly support this Title Level Zone Committee as our representatives to send a clear and concise message to AT&T's management of our demand to either eliminate or minimally achieve wage parity for the L Titles.

In the best interests of our union brothers and sisters, our expectation is that this be accomplished in an expeditious and equitable manner. The union members of this committee represent not just a few but thousands of workers holding L Titles across this nation.

A majority of our Title L locals resoundingly voted against ratification of the recent contract, because there was not definitive closure on the L Title issue. We pledge the support of the union leadership on this wage title zone through collective and concerted mobilization. We must put an end to the modern-day sweatshops and the tiered wage structure. We must stress to AT&T management that there will be no rest within the ranks until this issue is brought to an acceptable and equitable closure.

I urge your support on this issue. No justice, no peace. No justice, no peace. No justice, no peace. (Applause)

PRESIDENT BAHR: Let me just call to the attention of this Convention that I willingly, because I know the emotion of this issue, permitted us to violate something that we have held sacred for many, many years, that this Convention floor does not deal with collective bargaining issues, and this was established many, many years ago. While this is a very positive statement, we found over the years, sitting around here, are management, and we have gotten into debates on issues — many years ago we established that bargaining policy, councils, collective bargaining, has been taken off the floor. I violated that, knowingly, because I know the importance of this issue, but I would like you to keep this in mind, that you do not put me in a position of opening up something that we will regret later on from the experience we know.

So I would ask Brother Fletcher, in light of what Sister Fuentes has said and made the point, and you have one million percent support on this, along with Jim Irvine, that the point has been well made, and Tom Burke, sitting in the audience out here, vice president of AT&T, has gotten a very loud message.

Thank you. (Applause)

The Chair recognizes the Secretary-Treasurer for a few announcements.

. . Closing Convention announcements . . .

SECRETARY-TREASURER EASTERLING: Some of you have asked us about films of what you have seen. The film on the CWA history is going to be available to you. The highlights of the convention will be available. And we may have the Gore visit as a separate film. Orders will be coming in to your locals in the Friday mail. So, look for them, and you will be able to order them, if you are interested.

PRESIDENT BAHR: Thank you, Barbara.

I am going to recognize the delegate at Mike 1, who will move to adjourn this great Convention. But I will ask you, as you have in previous years, to stay in your seats for just a few minutes, to permit me to give you a few closing thoughts, and then view the closing video.

The Chair recognizes Delegate Knowles at Microphone No. 1.

DELEGATE WILLIAM I. KNOWLES (Local 3122): Thank you, President Bahr.

I would like to make the motion to adjourn this Convention, but, before doing so, as the host local, I would like to invite all of you to attend the 61st Annual Convention, to be held in Miami Beach, Florida.

. . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It is seconded. All in favor indicate by raising your hand. Down hands. Opposed by like sign. The motion is adopted.

As is our custom, I want to extend the thanks of the Convention to our NABET brothers and sisters for the extraordinary job they did with our video presentations. It seems that every year they get better and better, and this year was no exception. Their skills have certainly added a new dimension to our Convention, and we appreciate their efforts.

Yesterday you heard our President's Award Winner, Ron Collins, remark that the Convention looks much different when you stand at this podium. The view from up here of the work you have done is extraordinary. Many on the platform have commented to me that they have never seen a convention where the delegates showed such focused attention to the proceedings. You came here to do the work that our members sent you to do, and you did it well.

CWA people like to have fun, and we did that also, but you were first and foremost serious, professional, union representatives. The manner in which you conducted yourselves this week is a tribute to the judgment of our members who elected you. And each convention results in me being more and more impressed and more and more proud of the talent of our delegates.

As we end our 60th Anniversary Convention, we can see that CWA is a changing union. When we leave here, this will not be the same union that it was yesterday. You are making change happen, and it is affecting the course of our nation.

The impact we are having on the country was evident in Vice President Gore's remarks. I have never heard in my lifetime, and I am confident that throughout our history the nation has never heard a Vice President speak so eloquently in support of the trade union principles that we hold so dear. (Applause)

He made forceful, powerful statements about protecting the rights of workers to organize and the benefits of collective bargaining to our nation. Remember what he said? When you want to do the job right, look for the union label. And if you want better wages and benefits, get a union card.

He is truly a champion of collective bargaining and union organization. I believe there is public support for his statements, because of the work that we and union workers like us all over this country and Canada have done. Our activism and militancy, our mobilization — you heard the Vice President use that word repeatedly — our ability to communicate with our members at the grassroots, have all contributed to labor's growing influence in America. But the burden still rests with us. We must continue to change America, just as we are changing our union. We cannot expect the politicians or others to do it for us.

Whether it is Dan Quayle or Al Gore, or George Bush, Jr. and Al Gore or somebody else in the 2001 Presidential election, that election will be impacted by what happens on November 3rd, 1998.

We know what we have to do to turn out an intelligent vote. And it was curious, Reverend Jackson used that terminology as well, "an intelligent vote" of our members.

We must inform them about the issues and get them to the polls, and we know how to do it. It ties in even with the Annual Newsletter Awards I gave out. Every single poll that we do shows that if you contact our members regularly and give them the kind of information that lets them sort out the issues and the candidates, they will overwhelmingly follow your recommendation. So I urge you to take this challenge seriously.

We have also seen how those who cannot defeat us at the polls have tried to weaken us by smattering our supporters in public office. President Clinton is the best friend that labor has in the White House since Lyndon B. Johnson. (Applause)

We have not always agreed with the President on every issue, nor may we approve of everything that he has done in his personal life, but the President's personal life is his private business, as is yours and is mine. (Applause)

We should leave him alone and let him get on with the business of the nation, and there is no doubt in my mind that this scandalous and wasteful investigation has significantly contributed to the negative economic events that have recently occurred.

President Clinton has done an outstanding job and has stood with us on tough issues. Now we must stand with him. I urge you to carry that message to each member of your local.

Now, I also call to management at Gannett and Knight-Ridder to obey the unanimous decision of the National Labor Relations Board. Do not drag out this dispute any longer for the good of the

workers and the community you claim to serve. Bring back all of the strikers, and bring them back now. (Applause)

Now we also said goodbye to a great trade unionist and a good friend and, I might add, I remind you about a little party for him as soon as we leave here. And we also elected a new vice president. The election is behind us now, and we will move forward together.

When we leave this convention, let us be united and committed behind a common vision for our union. Let us show by our deeds and our actions that CWA is an organizing union, that CWA is a growing union, that CWA, in the words of Jesse Jackson, will also provide a safe harbor for all who suffer injustice and indignity on the job.

As we reflect on the meaning of our 60th anniversary, we should realize that this great union is a wonderful gift that we have been presented. Every generation has the responsibility to cherish, protect and nurture our union. Nowhere is it written that the future of CWA is guaranteed.

I was reminded of this as I was remembering and writing my book, this book is not a history of the union. I tried to make it your story. It is the story of heroes and heroines, of victories and defeats, of the power of ordinary working people, just like you and the members you represent when they join together in collective action, when they join together under the CWA banner.

It is a story that I believe should be known throughout our communities. I hope that when you get home you will consider buying a few extra copies and donating them to your schools and libraries. These are places where we have long complained about the lack of positive books about labor unions. The CWA story, your story, is certainly worthy of their attention.

This book is also a visual of the future for our union, a future that most of you in this room will be responsible for shaping. A well-known labor song, "Pass It On", is quoted in the last chapter. The powerful words of this song remind us that every generation has to fight their battles and win their victories, to fight for their union every day, every week and every year. Every generation has a responsibility to pass on our union values to our children, to our coworkers, our families and our friends.

Every generation has a responsibility to pass on the beliefs of membership and CWA to the hundreds of thousands of non-union workers who desperately need union representation.

Every generation has a responsibility to pass on a better union, a stronger union, a growing union, to those who follow.

CWA is a wonderful gift, brothers and sisters. Pass it on. Pass it on.

Thank you very much.

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

PRESIDENT BAHR: They will be rolling the film now.

. . A very delightful and entertaining video showing events of the 60th Annual CWA Convention and activities held at Festival Hall, Navy Pier, Chicago, Illinois, was presented to the delegates. It showed many of the delegates during the business of the convention and highlights of the remarks of various speakers. After the video, the delegation arose and applauded at length as the 60th Annual Convention of the Communications Workers of America adjourned, sine die, at 5:23 o'clock p.m. . . .

. . The following communications, which had been received by the 60th Annual Convention of the CWA, were presented to the reporters for inclusion in these proceedings as follows: . . .

MESSAGE FROM COMMUNICATION WORKERS UNION TO COMMUNICATIONS WORKERS OF AMERICA

The Communication Workers Union of the U.K. sends best wishes to the Communications Workers of America on the holding of its 60th Annual Convention. The relationship between our two unions is based on strong common interests: British Telecom and Cable & Wireless are both active in the American marketplace while most leading American telcos are competing here in Britain.

This is why our two unions-- together with the Society of Telecom Executives in the UK-- have formed an Atlantic Alliance. This must not be simply a matter of warm words but based on practical actions in defense of workers' rights.

We value enormously our regular contact with Director of Organizing Larry Cohen and Director of Research George Kohl. We deeply appreciated the loan to us last year of three CWA organizers: Hank Desio, Shannon Kirkland and Andrea de Majewski. We now need to work together more closely than ever before in the face of the new alliance between BT and AT&T.

The CWU and the CWA are "Standing Strong" together to organize workers on both, sides of the Atlantic to ensure decent pay and conditions and to promote fairness at work. We will fight together and we will win together.

August 31, 1998

MESSAGE FROM AFL-CIO PRESIDENT JOHN J. SWEENEY TO THE 60TH ANNUAL CONVENTION OF THE COMMUNICATIONS WORKERS OF AMERICA

I want to send my warmest personal wishes to Morty Bahr, Barbara Easterling, and the 3,000 CWA activists and guests who have come to Chicago from every corner of America for the 60th annual convention of the CWA.

I know that the theme of your convention is, "CWA at Sixty: Standing Strong." And I have personally seen just how true that theme is. Over three generations-- from the telegraph to the Internet, as Morty describes it so well-- the CWA has brought higher wages, better health insurance and pensions, and a voice in the workplace to hundreds of thousands of working women and men. By standing strong for 60 years, you have helped lift America up. That is your wonderful history. But I also know that at this convention you are looking ahead to the future. For the CWA as for the entire movement, our destiny depends on organizing. We know that we will either grow larger or smaller, but we won't stay the same. We choose larger-- and that means that we are determined to give working people the chance to join our movement and enjoy the benefits of union membership that we already have.

The CWA is already doing a tremendous job of bringing in new members, from passenger service professionals at U.S. Airways to the operators at Southern New England Telephone, and from the technical employees at the University of California to the corrections officers for the State of Florida. And your innovative approaches in organizing-- such as those used successfully in the five-year struggle for card check recognition at Southwestern Bell -- offer lessons to the entire labor movement. For all that you are already doing, I congratulate you. And I would urge you to put even more effort, energy, and resources into organizing than ever before.

The CWA in its first 60 years has shown its true colors. You reach far, you dream great dreams, and you win large victories. I want to pay tribute to you for what you have already achieved; I thank you for all that you will do; and I wish you a vigorous and successful 60th annual convention.

August 11, 1998
President Morton Bahr
Communications Workers of America
501 Third Street, N.W.
Washington, DC 20001-2797

Attn: Lou Gerber

Dear President Bahr:

Thank you for inviting me to offer a few written words of encouragement and support to the CWA's Sixtieth Convention. I appreciate your thinking of me.

Per your invitation, enclosed please find greetings to be read on my behalf. I appreciate this opportunity to express my gratitude to your organization for its efforts in the fight to protect America's working families.

Again, thank you for this opportunity.

With best wishes, I am

Sincerely,

s/Tom Daschle

United States Senate

Morty Bahr, President
Communications Workers of America
501 3rd Street NW
Washington DC 20001-2797
USA

Dear Morty,
CWA CONVENTION

Thank you for your letter advising me that the CWA is about to hold its 60th Annual Convention.

The CWU welcomes the opportunity to send an appropriate message of support.

I attach the text of our message which I hope can be communicated to the convention delegates.

Yours sincerely,

s/Derek Hodgson, General Secretary
Communication Workers Union

GREETINGS FROM SENATE DEMOCRATIC LEADER TOM DASCHLE 60TH CONVENTION - COMMUNICATIONS WORKERS OF AMERICA CHICAGO 1998

Greetings to all of you in Chicago. I regret that I am unable to attend personally, but I appreciate this opportunity to express to you my gratitude for your hard work and support in defending America's working families.

I especially want to thank all of you here today who have made this convention possible, with a special thanks to those who, in years past, worked hard to give us sixty of these celebrations. At the first CWA convention, President Joseph A. Beirne stood before the young union and called upon each and every member to take up the fight for working families.

As we approach this Labor Day and reflect on what we've achieved, there shouldn't be any doubt that President Beirne would be proud.

In the past year, we fought and defeated extremists in California who tried to take away your right to participate in the political process. And when the anti-labor crowd wanted to make it easier for corporations to raid pensions and turn back the clock 60 years, we again told them no.

But the only reason we fought and won these battles is because of the steadfast determination of people like President Morton Bahr and the commitment of people like you.

You see, anyone who thinks that a strong labor movement is only part of America's past need only look at our successes this year to know that it is alive, it is strong, and it is here to stay.

But, while we celebrate our victories, we must recognize that the achievements of yesterday do not guarantee success tomorrow. We have many challenges ahead.

We still have a minimum wage that is not a living wage. Too many Americans are being denied needed care by HMO bureaucrats who put profits over people. We need to give them a real bill of rights. Women still earn, on average, only 74 cents for every dollar men earn-- even when they do the same job. And finally, Social Security is no longer secure. Unless we act now, workers 35 years old and younger will find the Trust Fund empty at their retirement.

These are the issues Congress should be addressing. And Democrats are going to insist that they be at the top of the agenda. It won't be easy. But the struggle for workers' rights has never been easy.

And let's get one thing straight-- it won't get any easier so long as we have a majority in Congress that thinks good policy means squeezing working Americans to help the well-off. They are wrong, and we need to show them in November.

Democrats know that even in these good times, many are still struggling to make ends meet. But where is the Republican leadership?

They are busy proposing cuts in worker overtime pay. They are dreaming up ways of using our first budget surplus in 30 years to dole out monster tax breaks to their Wall Street friends, at the expense of Social Security.

That's why we need a Democratic majority. We need to return control of Congress to those who understand workers' needs and the right way to run the government. We need sound fiscal judgment-- not handouts-- to maintain our strong economy.

We can do it. We have confronted challenges like these and succeeded. I know that, together, we can win again. Let's make it happen. Thank you very much.

August 27, 1998

Morton Bahr, President

Communications Workers of America

Dear Morty:

Thank you for your kind invitation to address the delegates of the CWA's 60th Annual Convention. I regret that I will not be able to join you and your members; I would appreciate it if you could forward the following message to the delegates:

You've won some really important fights this year. You beat back Proposition 226 in California, and negotiated a successful contract with AT&T. I'm sure you will continue to win your remaining battles this year. I'm also confident that with your help, the Democratic Party will win the battle for America's vote this November.

It is critically important for you, your family, and your friends to get out and vote in this November's Congressional elections. We are counting on your efforts to help the Democratic Party take back the House of Representatives. It is crucial that we retain control of the House in order to beat back the Republican assault on the rights of working men and women all over the country. We can't defeat the kind of misguided, anti-labor legislation that the Republican leadership embraces if we remain in the minority. We can draft all the legislation we want, but unless we pick up the additional seats we need for a majority, we will be unable to control the agenda. And we have a lot of work to do to protect the future of working families.

Republicans have tried to cover up the anti-worker intent of their agenda with catchy titles like the Family Friendly Workplace Act, the TEAM Act, and the Paycheck Protection Act. Let me tell you what they really mean: they really want to stick it to working families; you aren't included on their team, and the only paychecks they are protecting are their own.

All these Republican initiatives would destroy the rights and protections that your union brothers and sisters have fought long and hard for over the last six decades. And they would weaken your ability to successfully bargain for your fair share of the economic pie.

The Republicans who control Congress are happy to see things continue the way they are. They don't want to make the changes necessary to give working people a better chance to care for their families and make ends meet. We can't stand for that. We have too much work left to be done to accept this special interest Republican Congress.

Democrats have a constructive and common-sense agenda-- based on our values-- to move the country forward. Republicans only know how to say "no." They want to roll back the accomplishments we have fought so hard to achieve, especially in the areas of worker rights and safety.

You know where I stand. I support the rights of working people to be treated with the decency and respect that you all deserve. And for policies in Washington that put your interests first, not the special interests.

America depends on your daily efforts to keep building the pipeline of electronic commerce-- the very backbone of our new economy as we move into the next century. Now we are counting on you this year to help us put Congress back on the right path. We have to fight along side each other this election to ensure that we get a Congress that stands for your principles and your priorities.

I look forward to working with you on these issues to make sure that we protect the paychecks of the people that matter-- the working men and women of America. Thank you.

Sincerely,

s/Richard A. Gephardt

U.S. House of Representatives

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

Dear President Bahr:

I am pleased to have this opportunity to congratulate the men and women of the CWA on the occasion of your 60th Annual Convention. I understand that over 3,000 CWA members from across the nation are in attendance in Chicago this week. I hope each of you will take this opportunity to reflect on your past accomplishments and refocus your energies on the work that lies ahead.

For 60 years, the CWA has played a vital role in guaranteeing workers' rights with respect to fair wages, overtime pay, benefits, and working conditions. Founded in 1938 as the National Federation of Telephone Workers, CWA now represents 630,000 workers in telecommunications, printing and news media, public service, health care, television, law enforcement, higher education, and the airline industry. I applaud you for the contribution you have made to improve the lives of working families in America.

It is appropriate that your 60th Convention coincides with the 60th anniversary of the Fair Labor Standards Act (FLSA). Since 1938, the FLSA has been the bedrock of the 40-hour work week and has allowed millions of American workers to earn overtime pay and spend more time with their families. Despite the success of the FLSA, recent bills in Congress have sought to undermine FLSA protections for American workers. I have opposed and will continue to oppose such legislation.

Another top priority for Congress this fall will be the Patients' Bill of Rights. With more than half of the American population enrolled in HMOs, it is the responsibility of Congress to ensure that managed care plans are not putting profits ahead of the health of American families. The bill that I and many of my colleagues in the Senate support would require HMOs to provide access to basic services such as emergency medical care, qualified specialists when medically appropriate, and pediatric care for children. This bill would also prohibit HMOs from restricting doctors from providing patients with as much information as possible about treatment options. With your support, we will fight for the passage of this legislation.

Once again, welcome to Chicago. and congratulations on your 60th anniversary.

Sincerely,

s/Dick Durbin

United States Senator

August 19, 1998

Mr. Morton Bahr, President

Communications Workers of America (CWA)

501 Third Street, N.W.

Washington, D.C. 20001-2797

Dear Colleague Bahr:

Thank you for your letter dated June 23, 1998, informing us about the 60th CWA Annual Convention.

Attached please find my message to the Convention. I apologize for the delay in sending it to you. On behalf of 220,000 members of ZENDENTSU, I wish you the most successful and productive convention.

With Solidarity,

s/Kazuo SASAMORI

President, ZENDENTSU

Japan Telecommunications Workers Union

Message from Kazuo SASAMORI, President, ZENDENTSU to the 60th Annual Convention of the Communications Workers of America,
031 August-1 September 1998, Chicago, USA

Dear Delegates:

It gives me great pleasure to convey fraternal greetings and best wishes from 220,000 members of ZENDENTSU at the occasion of the 60th Annual Convention of Communications Workers of America.

The main theme of the CWA Convention, "Standing Strong," is I think the most appropriate phrase to describe the action that communication workers world-over have to take in addressing the current tasks and challenges we are facing. Indeed, the changes that have been taking place during the '90s are not easy ones for workers. Liberalization of market, intensification of competition, advancement of technology, and diversification of user demands are all posing great impact on the ways, forms and conditions we work.

And just around the corner of 21st century, we are observing even greater changes across the world. Trade unions at all levels are in the midst of the growing competition in trade, investment and services. Multinational companies that wield tremendous influence and control on global business are leaving severe pressure on the industrial relations scene. In our endeavor to bravely fight against those global trends of neoliberal, profit-oriented, and anti-union corporate policies, we must build larger and stronger ties among workers across the national and industrial boundaries.

In Japan, we are also at the center of major structural changes that will probably result in complete reformation of the telecom industry. ZENDENTSU, in a bid to adapt to the new regulatory frameworks and to meet changing expectations from our members, is currently undertaking a comprehensive organizational restructuring. What we aim at is to make our organization strong enough to meet even greater challenges we are to face in the next few decades.

In this new liberal and global environment, we must further develop and strengthen our ties with the affiliates of the Communications International, especially our brothers and sisters at CWA. In building up stronger solidarity among our members, we are very pleased to work together with CWA in setting up a "global workers front" striving for the fair and prosperous society for workers. Let us jointly "Stand Strong!" for the betterment of all workers in our fields.

We wish you all the most successful and fruitful Annual Convention.

English Translation

17th of August of 1998

Colleague Morton Bahr,

President of the Communications Workers of America

My most esteemed Colleague Morton:

Through this means, allow me to extend, on behalf of the members of the STRM, myself included, our sincerest felicitations to, and our recognition of the 73,000 workers of Bell Atlantic represented by CWA for the success they obtained as a result of the strike which took place last Sunday, 9th of August. The strike which was resolved on Tuesday, 11th of August, had sought changes, revisions, and renegotiation of the collective bargaining contract. We know that the efforts you have exerted were not only for the benefit of the workers of Bell Atlantic but, in many ways, were also for all the telecommunications union members of the Continent.

We hope that you will extend our solidarity greetings to the members of the CWA Executive Board, to your staff, and to Colleague Jeff Miller, who did a splendid job of disseminating information, and thanks to him, we were able to keep informed about the developments of the strike.

With nothing more for the moment, I take this opportunity to extend to you our warmest greetings:

Message Before the Delegates to CWA's 60th Annual Convention

My most esteemed Colleagues:

We send you the fraternal greetings and message of solidarity of the Telephone Workers Union of Mexico on the occasion of the 60th Annual Convention of the Communications Workers of America (CWA). Although it is only recently that we have been united with your organization, we

feel that we have been historically linked with CWA for its unity and action as it continues to work for a better and stronger organization which represents with dignity the workers of telecommunications in both our countries, in the Continent, and in the world.

Since February of 1992, when both our unions subscribed to an alliance which began to transform the relations of workers in the North American region in this era of globalization, of information superhighways, and of cyberspace, the development of a new International Union has been the permanent objective and priority in our projects and strategies at STRM. In this process, we have learned much from CWA of the international example and strategy of such great leaders as Joe Beirne. We have also learned and shared much from our joint struggles against companies such as Sprint, Maxi Switch, Bell Atlantic and others, together with the leadership of our friend and colleague, Morton Bahr, who during the last few months has been an important supporter in our efforts to forge a firm agreement between the National Union of Workers of Mexico (UNT), to which STRM is affiliated, and the AFL-CIO.

We have followed with enthusiasm the great successes of CWA in its recent bargaining contracts with AT&T, Southwestern Bell, Ameritech, and GTE, among others, as well as its determination and courage in its strikes against Lucent Technologies, Bell Atlantic, U S WEST, and SNET. For over a year now, we have agreed and jointly suggested to C.I. that we should insist on and work towards the development of genuine global, regional and continental strategies which will allow the telecommunications workers to respond jointly, firmly, and decisively to the multinational sectors, with whom we should work for joint public interests and the social development of our countries, regions and communities. In this manner, whatever success we will achieve in any area will really be an achievement on the part of all the workers, and each fight will not be the fight of just one but of all the unions.

More than anyone else, the communications workers are responsible for the future and for democratic coexistence, not only because we need to make universal service as a great collective right, but also because it is incumbent upon us to fight for plurality, tolerance and diversity in information and in communications in the new millennium.

That we are not only workers but also unionists is a great coincidence, and our affinity is nurtured by shared values and mutual objectives. Labor unionism is for us the major medium for equality and for justice for the workers and for society, and our major defense against inequality and exclusion. The internationalism to which we aspire should respond to this challenge, and should be converted into a compromise and an attitude which should be reflected in each action and in each decision at all times. I am confident, and I will move that we continue to walk jointly, each time closer and with more intensity, with the respect and mutual understanding which has characterized us. Convinced of our shared destiny and with the firm belief that has united us strongly, from both sides of the border, we can do much to build a better world for us, for our children, and for the youth.

Fraternally,

In Unity, Democracy, and Social Struggle,
The STRM National Executive Committee
s/Francisco Hernandez Juarez
General Secretary, STRM - Mexico

English Translation

Federation of Workers, Specialists and Services and Telecom
Industry Employees of the Republic of Argentina (F.O.E.E.S.I.T.R.A.)
Buenos Aires, 14th of August of 1998

To Colleague Morton Bahr,
President of the Communications Workers of America
Our most esteemed Colleague:

In the name of the Communications Workers of the Republic of Argentina, we extend this message to you, and through you, to our colleagues at the 60th Annual Convention of CWA. In keeping with the central theme of your Convention, we wish to express our Union's conviction of the significant and relevant role that the workers play in the growth and expansion of communications in the Americas. Undoubtedly, this importance should be sustained with the

strength representative of the labor institutions, to enable them to confront the great technological challenges of these times. For this reason, we consider of prime importance your work and participation which have helped to unify criteria in the labor movement of the Americas.

This year, we are confronted with new challenges of protecting the workers' positions and equipping the workers, who are not university-trained, to participate in the labor market and to confront the problems in the workplace posed by the globalization of the economy, with its pretensions of flexibility and the dangers to free trade union rights.

We are confident that as the labor organizations of the Americas continue to tighten their linkages to enable them to adapt to the process of change without marginalizing the social sectors, we can jointly build the hope and social equilibrium of our nations.

With our fraternal greetings,

s/Rogelio Rodriguez

General Secretary

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

Dear Brothers and Sisters:

The Maritime Trades Department, AFL-CIO, and our 32 affiliated unions salute the members of the Communications Workers of America as they celebrate the 60th anniversary of their union. Yours is a proud tradition. A progressive force for good in our national life, the CWA has been the primary mover behind such important issues as ergonomic disorders, the growing use of prison labor and health care reform. We stand behind you in your quest to right for a better way of life for all Americans. We applaud your recent contract with Lucent Technologies and will work with you to defeat the proposed merger of WorldCom and MCI.

United, we will get every classroom in America "wired" for the Information Superhighway. United, we will defeat legislation that would undermine wages and conditions in the communications industry by arbitrarily increasing the annual number of foreign workers allowed into the country. United, we will advance organized labor's "Working Families Agenda" and meet the challenges of the 21st century.

So please accept our fondest wishes for an exciting and productive convention and for a happy labor Day.

Fraternally,

s/Michael Sacco, President

s/Frank Pecquex, Executive Secretary-Treasurer

Maritime Trades Department, AFL-CIO

June 23, 1998
Morton Bahr, President CWA
501 3rd Street, NW
Washington, DC 20001-2797

Dear President Bahr:

I am pleased to send greetings from the Coalition of Labor Union Women to the more than 3000 delegates and guests attending the 60th annual convention of the CWA.

We extend our congratulations for sixty years of service not only to the members of CWA but to their families and their communities. They can be proud of the CWA's record in organizing, negotiations, and political action.

We in CLUW take this opportunity not only to applaud you but to thank you for your never ending support of the Coalition of Labor Union Women. As we move toward the new millennium we wish you continued success in your work for working people.

In Solidarity,
s/Gloria Johnson,
President, CLUW

August 26, 1998

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 all who will gather in Chicago for CWA's historic sixtieth convention.

Knowing the need for recognition within the labor movement for professional, technical and other highly skilled workers, CWA became one of the founding members of this Department more than twenty years ago. Since that time, the American workforce has undergone major changes, not the least of which is the dramatic rise in the number of such workers, so that today they constitute a solid and rapidly increasing majority. CWA has been a leader in organizing and serving this new workforce and in recognizing that the resurgence of organized labor largely depends on its ability to organize professional, technical and other highly-skilled workers. Ever the trendsetter, CWA has shown an exemplary willingness to work with, and to lead, when necessary, all of labor to achieve success in this and other pioneering endeavors.

CWA has been a source of strength and inspiration not only to our Department and its twenty-three affiliates, but to the labor movement as a whole. On the occasion of its sixtieth convention DPE congratulates CWA for "Standing Strong" and for its inspiring and progressive leadership.

We look forward to many more years of working together in solidarity.

s/Jack Golodner, President

Department for Professional Employees, AFL-CIO August 6, 1998

June 23, 1998

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, N. W.
Washington, D. C. 20001-2797

Dear Brother Bahr:

The AFL-CIO Public Employee Department (PED) extends fraternal greetings to the officers and delegates assembled in the 60th Annual Convention of the Communications Workers of America. On behalf of PED's 34 affiliated international unions, representing nearly 4.5 million federal, postal, and state and local government workers, we wish you well as you decide your union's future.

Your theme this year, "CWA at 60: Standing Strong," is indicative of the position of the entire AFL-CIO as it focuses on increasing its numbers and strengthening its role in the workplace. The American Labor Movement must stand strong together in order to preserve freedoms won and to achieve future victories. Cooperation and solidarity are essential to a strong labor movement and vital for expanding the protections of collective bargaining to all workers in the private and public sectors.

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. Our best wishes for a productive and successful convention.

Fraternally,
s/Al Bilik, President
Public Employee Department, AFL-CIO

Greetings to the
Communications Workers of America

Dear President Bahr:

On behalf of the Asian Pacific American Labor Alliance, AFL-CIO, the first national organization of Asian Pacific American union members and their supporters, we send our heartfelt greetings to the distinguished delegates and guests attending the CWA's 60th Annual Convention.

APALA applauds CWA for its 60-year commitment to building a powerful voice of for workers-- the union voice. CWA is truly "Standing Strong" and has the admiration and respect of the entire labor movement.

CWA has long been a giant in the labor movement, ably defending the workplace fights of its members and demonstrating to the community the importance of organized labor to the quality of life of all working people. As labor Day approaches, we are proud to be considered your brothers and sisters in the great struggle for justice for all Americans.

In Unity,

s/Guy Fujimura, National President
Asian Pacific American Labor Alliance

June 30, 1998

Mr. Morton Bahr, President
Communications Workers of America, AFL-CIO, CLC
501 Third Street, N.W.
Washington, D.C. 20001-2797

Dear President Bahr:

My congratulations to you, your Executive Board and your membership for the part you have played in guiding a great organization through 60 years of service to workers everywhere and especially to those in the United States.

It is noteworthy that your 60th Annual Convention will be concluded at a time which permits your delegates to return to their homes and celebrate Labor Day with their family and friends.

Please relay to your delegates my best wishes for a successful 60th Convention that will provide the impetus for 60 more years of your proud service to your membership.

With best wishes and in solidarity, I remain,

Fraternally yours,

s/John F. Meese, President
Metal Trades Department, AFL-CIO

August 11, 1998

Morton Bahr, President

Barbara J. Easterling, Secretary-Treasurer

Communications Workers of America

501 3rd Street, N.W.

Washington, D.C. 20001

Dear President Bahr and Secretary-Treasurer Easterling:

Fraternal greetings to you, your officers and delegates attending the Communications Workers of America 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 members, jobs. We hope that all delegates will encourage members, friends, and family to join the 22 million viewers who will be watching this years Labor Day "Wheel of Fortune" broadcast. The week of September 7 through 11 will have 200 plus television stations, plus stations in 50 foreign countries tune in to see "The Working Families Week" by the nation's most popular and longest running television game show, the "Wheel of Fortune."

Our department has assisted in securing over a quarter million dollars worth of the best prizes in the world union-made each and every one. All prizes will be won by union members and their family because, once again, all contestants will be union members. Watch it all happen Labor Day Week, September 7 through 11, 1998.

Make sure your members watch for the Union-Friendly Systems Multi-Media Pentium personal computer. This prize is proudly made by members of the Communications Workers of America. 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/E. Mercer, President

s/Dennis L. Kivikko, Secretary-Treasurer

Union Label & Service Trades Department, AFL-CIO

July 27, 1998
Morton Bahr, President
Communications Workers of America
501 3rd Street, NW
Washington, DC 20001-2797

Dear Brother Bahr:

On behalf of the 80,000 members of the Seafarers International Union of North America, I extend our warmest greetings to you, the officials, the delegates and the staff attending the 60th Annual Convention of the Communications Workers of America.

Our unions have a proud history of working with one another during both of our 60 years of helping improve the lives of working women and men. Our members have in common the fact that we put people in touch with others around the world. CWA members do it on land, while SIU members crew the U.S.-flag cable-laying ships that sail around the world.

We also are very proud to have worked with CWA members as well as all other trade unionists in repelling the attack of anti-worker forces in California. The battle to defeat Proposition 226 showed the very best in the labor movement that our grassroots movement is second to none, that our brothers and sisters when presented with the facts know what is best for them and that in unity is strength.

We must take the momentum gained by the victory there and in more than 25 other states and proceed to organize more non-union shops and to carry on with our right to stand up for all working people.

America's working women and men 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 salutes the fine work performed by members of the Communications Workers of America. We in the SIU wish you and your members a most successful convention.

In solidarity,

S/Michael Sacco, President
Seafarers International Union of North America, AFL-CIO

June 30, 1998

Mr. Morton Bahr, President

Communications Workers of America, AFL-CIO

501 Third Street, N.W.

Washington, DC

Dear Morty:

On behalf of all of the past and current staff and officers of the Industrial Union Department, AFL-CIO, we extend our most sincere congratulations to all of the officers, convention delegates and members of the Communications Workers of America, AFL-CIO, on the occasion of your 60th Anniversary.

Let me also take the opportunity to extend a special thanks to President Morton Bahr and Secretary-Treasurer Barbara Easterling for their service as Vice Presidents of the Industrial Union Department, AFL-CIO, and particularly for their continued support for the goals, objectives and principles of industrial unionism.

Again, thank you and congratulations.

Fraternally,

S/Peter deCicco, President

Industrial Union Department, AFL-CIO

18 August 1998
Mr. M. Bahr, President
Communications Workers of America
501 Third Street NW
Washington, DC 20001-2797

Dear Colleague Bahr,

It is with regret that I inform you of the resignation of Divisional Secretary Paul Watson. He resigned from this union on the 2nd July 1998.

I therefore write to you on behalf of the members of the Communications Electrical Plumbing Union (CEPU) of Australia on the occasion of the 60th Annual Convention of the Communications Workers of America.

I understand that this year's convention theme is "Standing Strong." This is a theme that I am sure will resonate with other communications unions around the world, so many of which are confronting similar challenges to those the CWA faces.

The privatization of public services, including those in the communications sector, is threatening the quality of life not only of our own members, but of the community generally. Here in Australia, such policies have gone hand-in-hand with increased pressure on the wages and conditions of working people. Recently we have seen government-backed attempts to break organized labour through the use of anti-union legislation.

In such times, we can take heart from the successful activities of our fellow unionists at home and in other countries. In rising to the challenges of our fast-moving industry, in diversifying its membership reach and strengthening its base, the CWA is setting a fine example to all of us in the communications sphere.

We send our best wishes to all CWA delegates and wish you success at this milestone Annual Convention.

Our best wishes to all CWA delegates for every success at your 60th Annual Convention and in your future endeavors.

Yours fraternally,

s/Brian Baulk, Divisional Secretary
Communications Electrical Plumbing Union (CEPU)
Australia

Translation of Greetings to the 60th CWA Congress, Chicago, IL,
From Kurt van Haaren, head of DPG (German Union for Telecommunications,
Postal Banking and Postal Services), and President, Communications-International
Dated Frankfurt, 11 July 1998 (International Affairs Dept of DPG Hq)

Dear Morton Bahr, dear delegates,

Your 60th Congress meets under the slogan of "Stay Strong," a very meaningful and challenging slogan. At the same time it warns of the dangers which threaten because of far-reaching technological changes as well as ever-increasing and new concentrations of capital, business alliances, and mergers. Your slogan includes our determined trade union efforts against the anti-union entrepreneurs and the neo-liberal politics of "pure capitalism."

We, as trade unions, stand at the threshold not only of a new century but a new millennium, and face extraordinary challenges. Let me repeat a sentence from the final report of a special session of the ILO [International Labor Office] in Geneva in April 1998. The topic was "Postal and Telecommunications Policies," and included representatives of government, employers and employees, with the active participation of our Communications - International:

"Postal and telecommunications services are at the leading edge of economic globalization. The massive structural and organizational changes, especially the partial or full privatization of public services, have had a major impact on the number of jobs, on how work is organized, and also on the educational requirements and development of home resources."

We, as trade unions, cannot escape these social, political and technological changes and we certainly cannot ignore them. But-- and let us say this to all of our opponents-- neither will we capitulate.

We will find new responses and new solutions-- nationally and increasingly internationally-- and we have to develop new structural defenses and strategies to accomplish this.

The recent proclamation of your executive committee regarding the "Workers Bill of Rights" is a clear and unmistakable statement of where CWA stands.

The World Congress of our Communications - International similarly has proclaimed in several decisions the need for a stronger international collaboration and has demanded that the ILO is to be utilized, more than before, in furthering the interests of workers in the entire world.

Accordingly we find ourselves in full agreement with the President of the United States, Bill Clinton, who emphasized the special role of ILO in a speech on 18 May 1998 in Geneva before the World Trade Organization. He asked for collaboration between WTO and ILO "to assure that free trade will impair neither the standard of living nor the maintenance and respect for working conditions, which are not only inalienable rights of workers but also human rights."

Through coordinated trade union efforts we also improve our future against enterprises which extend worldwide. For example, we have steadfastly supported CWA against SPRINT and its policies which are hostile to trade unions; we have opposed the merger of MCI and World-Com, and we have fought against Ameritech.

But let me also note that we, ourselves, have to reform. If we do not become stronger especially in those sectors and areas which we represent; if we do not reduce competition between trade unions; if we do not get rid of trade union cannibalism, then we throw away the influence and opportunities of the members we represent.

This explains why we are currently negotiating toward a merger, a common effort, at the international level, of three other important international labor organizations. The International [Org] of FIET (employees in trade, banks & insurance), IGF (the International Graphic Federation) and MEI (International Media, including radio & TV). We could then better and forcefully use our synergy and our resources and would become the largest International with a worldwide network. We could unite our forces in every sector, could improve our knowledge and techniques, while at the same time- — of course — maintain our own identities.

This effort is worth making in order to achieve an International [Org] and to meet the challenges of a worldwide society with service, information and communications needs, and also to deal with globalization and international enterprises.

It is in this spirit that I salute you in the name of all of the members of the German Postal and Telecommunications Union, as well as those of Communications - International.

May your Congress be successful.

s/George E. Arnstein

German Union for Telecommunications,
Postal Banking and Postal Services

August 13, 1998
Mr. Morton Bahr, President
Communications Workers of America
501 3rd Street N.W.
Washington, D.C. 20001

Dear President Bahr,
Congratulations to you and all your officers. The victory is a great success for your Union and our Labor Movement. Even more important, it is a great success for all working people.
Fraternally yours,
s/Sonny Hall, International President
Transport Workers Union of America

June 24, 1998
Morton Bahr, President
Communications Workers of America, AFL-CIO
501 Third Street, NW
Washington, DC 20001-2797

Dear Morty,
On behalf of the 15 affiliated international unions of the Building and Construction Trades Department, AFL-CIO, and the millions of workers we represent, we congratulate the CWA on its 60th anniversary and extend our warmest greetings for a successful Convention in Chicago. As we approach Labor Day 1998, we especially laud the CWA for its significant role in strengthening America's labor movement by reaching out to unorganized workers throughout the information industry. Our Department salutes the CWA for "standing strong" and wishes you a productive 60th Annual Convention.
With kind personal regards, I am
Sincerely and fraternally,
s/Robert A. Georgine, President
Building and Construction Trades Department, AFL-CIO

**REPORT OF THE
FINANCE COMMITTEE
to the
60TH ANNUAL CONVENTION
COMMUNICATIONS WORKERS OF AMERICA**

GENERAL FUND

The General Fund provides for the ongoing operation of the Union, As of March 31, 1998, the General Fund has total assets of \$ 34,551,980 and a fund balance of \$7,493,315.

OTHER FUNDS

In addition to the General Fund, other designated funds are set aside for special purposes. As of June 30, 1997, the audited fund balances are:

Operating Reserve	\$4,229,341
Defense Fund	\$2,260,716
Members' Relief Fund	\$134,548,565
Plant Fund - Fixed Assets	\$9,538,249

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, 1997 the latest year for which actuarial data is available, the total assets of that Fund totalled \$ 239,231,733 the actuarial present value of accumulated benefit was \$ 148,339,000 leaving an excess of net assets over plan benefits on March 31, 1997 of \$ 90,892,733.

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 salaries of permanent organizers appear in Line Item 1 of the unit to which they are normally assigned. All expenses of the organizers continue to be charged to the Organizing account.

The Committee recommends **\$3,090,000.**

COMMITTEES AND CONFERENCES - 034

This item includes committees and conferences expenses for meetings that are not related to Convention. Funding for this account includes the cost of preparations, materials, professional help, meeting rooms, etc. This years' allocation has been decreased from the previous budget.

The Committee recommends **\$250,000.**

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 salary 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 increase over last year anticipates bargaining with employee unions.

The Committee recommends **\$3,285,737.**

HEADQUARTERS BUILDING OPERATIONS - 042

45.6% of the rentable space in Headquarters building is leased to tenants. The allocation to this account represents building operating expenses net of tenant income, in addition to necessary improvements and other required build out changes.

The Committee recommends **\$3,389,900.**

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 **\$1,023,600.**

DISTRICT BUILDING MAINTENANCE - 044

This Rem includes the cost of maintaining and operating District-owned buildings, as well as minor repairs to leased offices. District-owned building are as follows; District 1, Trenton, New Jersey; District 3, Greensboro, North Carolina; District 3, Decatur, Georgia; District 7, Englewood, Colorado and District 9, Burlingame, California. Expenses and income for 1925 K Street property and the 501 31d Street property are accounted for separately.

The Committee recommends \$693,955.

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 best 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 \$830,000.

OPERATING RESERVE FUND - 051

Operating Reserve is needed for emergencies and in event of unanticipated short fall of revenue.

The Committee recommends \$200,000.

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 \$95,350.

AUTOMOBILE FUND - 063

The purpose of this Fund is to provide for the operation of fleet automobiles. The Secretary - Treasurer's office continues to monitor negotiated lease contracts to curtail ever increasing costs. CWA's automobile policy must be consistent with all applicable Collective Bargaining Agreements which provide cars to represented staff.

The Committee recommends \$1,050,000.

SALARIES - ELECTED OFFICIALS

Each year it is the Committee's responsibility to recommend salary changes for our elected officials.

This year in addition to the aforementioned we were also charged by the last Convention to review and report on the comparative standing of CWA Officers' salaries in the AFL-CIO. We compiled available data on 22 National/International Unions with a minimum of at least 100,000 members and found our officers to fall in the bottom 25 percent. Yet with annual increases granted by each Convention we could not detect any inability in maintaining qualified officers and staff. This Committee therefore is merely reporting our finding as related to the 1997 Convention charge with no remedial action recommended.

We do commend our elected officials for their long standing policy of never asking any committees to exceed pay increases above those received by the averaging of the many members we proudly represent.

In our in-depth investigation of salaries we did uncover a discrepancy of percentile increases received by elected officers and represented staff over the past 15 years of 3.3%.

While commending our officials for their action over the years in only receiving the predetermined average of the members represented, we also feel it only appropriate that these same officials also be treated in similar fashion and be granted a one-time true-up wage increase this year of 3.3% in addition to the percentage increase received by the majority of our members.

It is further the recommendation that this increase be retro-active to July 1998, when this percentage is determined.

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 \$57,000,000.

Thirty million dollars was borrowed from external sources, \$24 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 next two budget years. The projected gross income from the Headquarters Building during this budget year will be \$2.66 million.

We were pleased to note the loan from the MRF has already been paid down to \$17 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 95% of rentable space in the Mercury Building is leased to tenants. The projected gross income from that building during this budget year will be \$3.242 million. Projected operating expense \$1.83 million. Debt service \$1.10. million. The only unleased area is the basement which may be offered as storage if no tenant can be found. It would not receive as high a rental income as occupied space. There are needed repairs for the building which this Committee would highly recommend completing in this budget year.

FINANCIAL STATE UNION

This Committee realizes that with ever increasing financial burdens and causes needing the unions attention we must continue to be ever vigilant of cost overruns. This year we urge each administrative unit to operate within their authorized budget as we approach the new millennium.

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 any time 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 199899 budget year.

In calculating the projected income, the Committee built this budget based on an estimate of what our revenue will be in June 1998. The projected average members' income will increase by 3.5% during the budget year. After adjusting gross income for affiliation dues and reductions, \$74,495,084 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.

A line-by-line explanation of each item in the budget may be found on pages 10 -14.

EXHIBIT A

Administrative Unit Budget 1998 - 1999

ST & NAT'L UNITS	DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	DIST 7	DIST 9	DIST 13	COM & TECH.	PUBLIC WRKRS	TELECOM	PPMW	TNG
1. Salaries - O & S	2,538,049	951,661	1,798,078	1,225,269	1,597,354	1,452,141	1,273,203	538,017	658,639	194,391	194,391	980,783	1,149,880	
2. Salaries - Ft-Other	699,103	317,608	770,797	434,692	537,232	559,238	485,398	213,436	262,233	80,472	66,299	149,839	231,596	
3. Salaries - PT	172,785	35,925	82,763	82,591	95,084	69,633	64,439	24,766	40,000	0	0	18,000	55,800	
4. Expenses - FT	315,000	117,000	216,000	144,000	189,000	181,000	162,000	63,000	81,000	36,000	46,000	162,000	291,000	
5. Expenses - PT	172,785	35,926	82,764	82,591	95,085	69,634	64,439	24,766	40,000	0	0	18,000	55,800	
6. Supplies & Printing	115,049	26,033	50,830	47,292	64,294	41,106	50,241	18,519	0	0	11,100	96,000	97,000	
7. Postage - Freight	115,049	26,033	50,830	47,292	64,294	41,106	50,241	18,519	0	0	7,600	10,000	85,000	
8. Rental of Equipment	86,988	29,575	71,256	59,329	74,942	47,473	71,050	14,657	24,884	0	10,850	0	3,600	
9. Maintenance of Equipment	28,391	2,120	8,868	12,382	3,342	13,370	5,454	4,222	0	0	310	500	400	
10. Contract Service	76,045	6,190	58,664	8,717	24,700	4,960	4,250	18,615	0	140,064	370	46,000	30,000	
11. Electronic Communications	181,718	44,639	91,867	80,667	106,050	86,058	81,651	27,137	2,000	500	9,800	25,000	25,000	
12. Rent Office Occupancy	537,728	200,231	390,106	257,028	339,420	121,887	136,576	111,568	302,365	64,793	17,117	178,179	229,920	
13. Rent Meeting Rooms	12,000	6,000	9,000	7,200	9,000	9,000	7,200	6,000	8,000	7,200	6,000	6,000	6,000	
14. All Other	51,772	11,715	22,874	21,281	28,932	18,498	22,608	10,000	16,000	16,000	6,500	10,000	7,997	
TOTAL	5,104,462	1,810,556	3,704,697	2,510,331	3,228,729	2,717,104	2,478,750	1,089,222	1,432,321	538,410	375,337	1,700,301	2,268,993	

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 the 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 witnesses.)

6) SUPPLIES AND PRINTING

This item reflects the cost of all office supplies and printing. (Examples: Local officers' and stewards' mailing, District newsletters, educational information, etc.)

7) POSTAGE -FREIGHT

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 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 Districts and administrative units. Also included in this item are mortgage payments for buildings

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 cover 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.

GENERAL FUNDS 1998 - 1999

029 Organizing Fund	3,090,000
030 Citizenship Fund	100,000
031 Legal	5,622,020
032 Convention (Incl. Com-)	1,004,528
033 Executive Board	375,000
034 Committees and Conferences	250,000
035 CWA News	1,475,000
036 Strategic Contract Support	150,000
038 Taxes	2,367,600
040 Contingency	3,285,737
041 Equipment Additions	329,800
042 HO Building Operations	3,389,900
043 Information Systems	1,023,600
044 District Building Maintenance & Operations	693,955
045 Public Relations	830,000
046A Professional - Secy-Treas. office	418,120
046B Professional - President's office	252,000
047 International Affairs	111,700
048 Education	430,000
049 Affiliations – Other	136,000
051 Allocation to Operating Reserve	200,000
060 Pension	95,350
061A Hospitalization (Medical, Dental, Vision, Life)	4,300,000
061B Insurance (Other than Hosp.)	538,347
063 Automobile Fund	1,050,000
064 Staff Moves	200,000
065 Staff - Illness Absence	150,000
066 Apprenticeship & Training	377,000
Total General Budget	\$32,245,657
Total Lines 1 - 14 (Exhibit A)	42,249,427
Grand Total	\$74,495,084

EXHIBIT B

EXPLANATION OF EXHIBIT B

29) ORGANIZING

This item covers the cost of organizing programs 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 them 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. This does not cover expenses of attendees unless authorized by the President of the Union.

35) CWA NEWS

This item covers the total cost of publishing, printing and mailing of the CWA News.

36) STRATEGIC CONTRACT SUPPORT

This fund will be used by the President to assist bargaining units that encounter substantial additional costs associated with prolonged bargaining or other unforeseen circumstances for which there is no budget. As of 3/31/98 the fund has a balance of \$153,074.95.

38) TAXES

This item reflects the cost of District building taxes, real estate taxes, personal property taxes, unemployment taxes and employees share of F.I.C.A. taxes.

39) AFFILIATION DUES

The Income Projection in Exhibit C of this report lists the Affiliation Dues that will be paid to the AFL-CIO Departments, the Communications International, formerly known as PTTI, AFL-CIO, IAPPTA, International Metal Workers & International Federation of Journalists.

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 Systems.

44) DISTRICT BUILDING MAINTENANCE

This item includes the cost of maintaining and operating District-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 Rem 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 lease 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.

66) APPRENTICESHIP AND TRAINING

The budget allocation is for apprenticeship and training activities currently in existence and new programs to be implemented.

TOTAL GENERAL BUDGET

Total of Items 29 through 66.

TOTALBUDGET

Total of all Administrative Units and Headquarters (Items 1 through 14) are General Budgets.

EXPLANATION OF CWA FUNDS

There are six 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. Plant Fund (The Fixed Assets Account)

The first five of the above are cash Funds. The Plant Fund is a recording of the Union's equity in fixed or capital assets.

GENERALFUND

The General Fund is the Fund from which the 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-Treasurers office; it is immediately deposited in the General Fund as unallocated money. Upon processing the report that comes with the employees 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 outline 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, 1998, was \$ 3,979,709.

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 June 30, 1997, was \$134,584,565. 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 by The Defense Fund Oversight Committee 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. No contributions are necessary in this budget year.

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.

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 C

**Dues Payers, Dues Income Summary and Allocated Expenses
July 1, 1996 - June 30, 1997**

	District 1	District 2	District 3	District 4	District 6	District 7	District 8
Dues Payers	138,082	27,451	64,439	56,886	78,872	50,496	
Dues Income	\$ 19,838,421	\$ 4,124,395	\$ 10,467,725	\$ 7,853,997	\$ 7,983,654	\$ 7,517,058	\$ 8,411,110
Income Avg. per Dues Payer	143.67	150.25	162.44	138.07	101.22	148.86	
Allocated Expenses:	District 1	District 2	District 3	District 4	District 6	District 7	District 8
Administrative	4,889,085	1,970,694	3,620,351	2,722,481	2,963,789	2,685,138	2,511,138
Legal	1,550,458	126,154	342,927	205,940	495,701	230,159	511,138
Information Systems	75,624	46,486	7,006	48,318	86,003	62,933	
Automobile	116,195	68,415	128,465	58,180	65,954	75,227	
Total	\$ 6,631,360	\$ 2,211,749	\$ 4,098,749	\$ 3,034,919	\$ 3,611,447	\$ 3,053,457	\$ 3,022,276

Notes:

- 1) Dues payers are Members and Agency Fee Payers as reported on the Jun '97 Membership Development Report
- 2) Dues Income is per Capita Income and International Initiation fees. Defense Fund and Members Relief Fund Income are not included
- 3) Legal, Information Systems and Automobile are General Fund expenses that have been allocated to Administrative units

EXHIBIT C

EXHIBIT D

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, C
STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCE
MARCH 31, 1998

	TOTAL	GENERAL FUND	MEMBERS RELIEF FUND
LIABILITIES & FUND BALANCES			
Current Liabilities:			
Current Portion of Mortgages Payable	1,842,420		
Accounts Payable	2,912,935	2,885,220	19,558
Due to PPMW Sector	(2,024)	(2,024)	
Due to NABET	35,498	35,498	
Accrued Affiliation Dues Payable	244,283	244,283	
Accrued Payroll taxes & vacation	(31,037)	(31,037)	
Deferred royalty revenue	1,128,537		
Unallocated Receipts due to Locals	12,283,825	12,283,825	
	<hr/>	<hr/>	<hr/>
TOTAL CURRENT LIABILITIES	18,414,437	15,415,788	19,558
Long term Liabilities:			
Accrued postretirement benefits cost	11,842,900	11,842,900	
Long-term portion of mortgage payable	54,120,473		
Interfund Loans Payable	2,766,667		
	<hr/>	<hr/>	<hr/>
TOTAL LONG -TERM LIABILITIES	68,530,040	11,842,900	
TOTAL LIABILITIES	86,944,477	27,258,688	19,558
Fund Balances - Exhibit "B"	187,051,276	7,493,315	160,539,534
TOTAL LIABILITIES & FUND BALANCES	273,996,753	34,751,990	180,559,092
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EXHIBIT D

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLO
STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCE
March 31, 1998

	TOTAL	GENERAL FUND	MEMBERS RELIEF
<u>ASSETS</u>			
Current Assets:			
Cash in demand accounts	6,385,799	1,471,025	4,580,282
Investments:			
Short term at cost	13,885,876	3,889,852	6,556,422
government agency obligations	62,813,438	1,577,950	59,251,368
corporate obligations	28,972,301	1,113,930	27,225,838
Mutual funds	17,661,198		17,661,198
Common Stock	10,643,098	55,517	10,587,579
Dues Receivable	11,869,860	10,781,279	970,548
Accounts Receivable	1,383,602	1,382,560	
Accrued Interest receivable	1,574,215	87,061	1,461,596
Advances for Expenses & office funds	504,974	41,818	388,300
Loans & Notes Receivable	4,311,087	1,077,927	3,118,128
Current Portion of Interfund Loans Rec	1,093,591		993,591
Prepaid Pension Cost	14,430,400	14,430,400	
Deposits & Prepaid exps	603,350	603,350	
Due from(to) other funds		(1,900,889)	1,680,964
	176,132,687	34,661,980	134,473,814
Long term Portion of Interfund loans rec.	28,776,945		28,085,278
Property and Real Estate - at cost			
Real Estate	76,492,168		
Furniture and Equipment	11,672,139		
Automobiles	1,479,790		
	89,644,097		
Accumulated Depreciation	(20,557,876)		
Net Property & Equipment	69,086,221		
	273,996,753	34,661,980	160,559,092

EXHIBIT E

**COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO,
STATEMENT OF REVENUES AND EXPENDITURES
July 1, 1997 through March 31, 1998**

	TOTAL	GENERAL FUND	MEMBERS RELIEF FUND	PLANT F
Revenue:				
Membership Dues	67,708,778	50,993,884	14,663,957	
Agency & Objector Fees	3,760,638	3,760,638		
Initiation Fees	45,287	45,287		
Total Membership Revenue	71,514,683	54,799,809	14,663,957	
Less: Affiliation Dues	2,515,143	2,515,143		
Net Membership Revenue	68,999,540	52,284,446	14,663,957	
Net Appreciation				
(Depreciation) of Investments*	8,148,489	3,388,794	4,558,918	
Investment Income	6,222,455	251,802	5,787,543	
Interest Earned on Interfund Loans	1,594,080		1,594,080	
Other Revenue	3,979,362	3,252,203		
TOTAL REVENUE	88,943,928	59,167,426	26,662,498	
Expenses:				
District Offices	15,501,074	15,501,074		
National Offices-Com & Tech, Public Workers, Telecom and Printing Sector	2,639,625	2,639,625		
TNG CWA	2,939,085	2,939,085		
Headquarters	9,251,190	9,251,190		
General Operating	18,875,348	18,089,858		
Organizing	2,020,754	2,020,754		
Defense Fund Activities	599,892			
Members' Relief Fund Expenses	647,529		647,529	
Legal	3,522,150	3,522,150		
Information System Development	805,976	805,976		
Automobile Expenses	714,430	714,430		
TOTAL EXPENSES	67,617,053	55,484,142	647,529	
<i>Change in net assets before Transfers</i>	<i>31,426,873</i>	<i>3,673,283</i>	<i>25,954,969</i>	
Transfers:				
Reduction of Plant Fund Debt	618,412			81
Interfund transfers	375,002			
Gain(loss) on Foreign Exchange	9,492	11,408		
Fund Balances:				
June 30, 1997	164,421,497	3,808,828	134,684,666	9,63
March 31, 1998	187,061,276	7,493,316	160,639,634	10,36

EXHIBIT E