
Proceedings and Index of the 63rd Annual Convention - 2001

Communications Workers of America
Minneapolis Convention Center
Minneapolis, Minnesota
July 9- 10, 2001

MONDAY MORNING SESSION July 9, 2001

The Opening Session of the 63rd Annual Convention of the Communications Workers of America, AFL-CIO, CLC, held at the Minneapolis Convention Center, Minneapolis, Minnesota, July 9-10, 2001, convened at nine o'clock, a.m., Temporary Chair Kathleen Coleman, President, CWA Local 7200, presiding.

TEMPORARY CHAIR COLEMAN: Good morning. We have a busy morning and a full schedule. Please take your seats as soon as possible so we can begin.

My name is Katherine Coleman and I am the President of CWA Local 7200 here in Minneapolis. (Applause and cheers) I have the honor of serving as your Temporary Chair. We welcome you to Minneapolis, to District 7, and to the 63rd Annual Convention of the Communications Workers of America.

This is the first CWA convention that we have had in Minneapolis, and we are very excited and proud to host this great event.

Our Colors this morning will be presented by Troop 303, Girl Scouts of America, from St. Louis Park, Tern Newman, President of CWA Local 7214 will sing the United States National Anthem, Sande Grier, of CWA COPE staff headquarters office will sing the National Anthem of Canada and the National Anthem

of Puerto Rico will be sung by Luis Quintana, TNG-Puerto Rico delegate.

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

We will now have the presentation of the Colors and the national anthems of the United States, Canada and Puerto Rico.

...The Colors were posted by the Color Guard of Girl Scout Troop 303, St. Louis Park, Minnesota, followed by the singing of "The Star-Spangled Banner" by Tern Newman, "O, Canada" by Sande Grier, and the National Anthem of Puerto Rico by Luis Quintana, Local 33225... (Applause and cheers)

TEMPORARY CHAIR COLEMAN: I want to thank the Color Guard and our singers for their wonderful renditions of the national anthems. Please give them another round of applause. (Applause)

I now would like to call upon Pastor Katherine Michael of Westminster Presbyterian Church of Minneapolis for the invocation.

PASTOR KATHERINE MICHAEL (Westminster Presbyterian Church): Let us take a moment of reverence to come before God. If you are not at your seat, I invite you to stand where you are as we offer a prayer.

...The delegates rose...

O God, holy and merciful, we come before You this day with thanks and praise offering You our hearts and lives as we give You thanks for the gift of life, for the beauty of the creation around us, for the gift of work, and for the privilege that we have to gather in peace and in freedom.

the economy work for working families, workers need to organize; (3) Workers' fundamental freedoms of speech and association do not stop at the workplace door. We have a basic human and legal right to form and join unions without intimidation or interference from employers. (Applause)

Sisters and brothers, that is the union message from Minnesota. Communicate it to everyone you meet here at home and wherever you go.

Again, it is my honor and my privilege to extend you a warm and cordial welcome to Minnesota. We wish you a successful convention, an enjoyable visit, and a safe journey home. Thank you very much. (Applause)

TEMPORARY CHAIR COLEMAN: Could everyone in the hall please turn off their cell phones and pagers? We would appreciate it. Thank you. (Applause)

Our next speaker this morning is the Honorable Sharon Sayles-Belton, Mayor of Minneapolis.

Mayor Belton was first elected in 1993, after serving for 10 years on the city council. Minneapolis has prospered very well under her leadership.

Please welcome our Mayor, the Honorable Sharon Sayles-Belton. (Prolonged applause)

HONORABLE SHARON SAYLES-BELTON (Mayor, Minneapolis, Minnesota): Thank you. Well, good morning to everyone, and welcome to the great City of Minneapolis, and I am delighted that you are here.

I would like to begin first by thanking your National President, Morton Bahr, and your Local 7200 President, Katie Coleman, for inviting me to speak today. But before I do that, another very special thank you and congratulations to Secretary-Treasurer Barbara Easterling for the wonderful job that she does and, as well, Vice President Larry Cohen. Let's give our leadership a round of applause. (Applause)

Now I understand that we have delegates from the Communications Workers of America from all over the world, and that makes me very proud that you have selected Minneapolis as the place for your convention. I understand this is the first time in 63 years that we have been honored by your presence. And one of the things that you will find out is that Minneapolis is a great city. We are a hospitality center, so I hope that many of you will come back many times.

I also want to congratulate the CWA for another successful year of increasing your membership. We cannot get the work done without members, and I want to thank those of you who have signed up to be full-fledged contributing members of the CWA. With your support, the labor union will be strong.

The City of Minneapolis would like to join many other communities from across the Twin Cities in welcoming you to our area, and we understand that you are some 700,000 strong — 700,000! (Applause)

That's a good number. That's a great number. And you all are doing a wonderful job. And

while I know you are here in the City of Minneapolis to work hard, and to make some pretty tough decisions about your future, I do want you to take just a little bit of time, just a little bit — otherwise I am going to get in trouble with Barbara and Morton — just a little bit of time to explore the great City of Minneapolis.

Sisters and brothers, greetings and thank you for the invitation and the opportunity to bring fraternal greetings here today on behalf of the 400,000 working men and women of the Minnesota AFL-CIO. We welcome you to the great state of Minnesota. We wish you success in your work, making decisions and setting policies that will guide the Communication Workers of America in the future.

In the next several days you will be addressing significant concerns of the CWA and its membership. You will also grapple with larger issues that affect not only CWA members but all working people and our families. As leaders of the union for the information age, you are well informed about the challenges facing working people in the global economy.

You know how the unbridled pursuit of profit and the other excesses of capitalism are stealing the jobs and undermining the economic security of families and local communities everywhere. Corporate moguls and financiers are fashioning the world economy for their own enrichment. They disguise their relationships with complicated theories designed to persuade us that economic realities and outcomes are determined by impersonal, invisible forces beyond anyone's control, and that we must bend ourselves to the inevitable rule of the invisible hand. Isn't it funny that somehow that always seems to transfer income and wealth from the pockets and the purses of working people to the investment portfolios of the CEOs and the wealthy?

The Golden Rule is in force. Those who have the gold make the rules. They are making them to serve their own narrow interests. But we in the labor movement are determined to change that. We are working for trade and investment policies that will ensure that the benefits of globalization are broadly shared; that the environment is protected; and that ordinary citizens of all countries can understand and participate in forming the policies that effect their incomes and their lives.

We want a global economy that works for working families, and we demand seats at the table where the rules of that economy are made. We won't get there, sisters and brothers, without a fight. And to win the fight, we've got to be organized. That's where it all begins and ends: organizing.

The trade unionists who came before us organized to win good wages, decent benefits, and the safe working conditions that we enjoy today. We have to organize so employers can't use lower wages and benefits and conditions of the unorganized to undercut our standard of living. As Samuel Gompers, the founding President of the American Federation of Labor, once said: "The question propounded centuries ago, 'Am I my brother's keeper?' is being answered by the Labor Movement and the social conscience it arouses. Yes, you are your brother's keeper. And unless you help lighten his burden, yours will be made so much the heavier." End quote.

But we can't organize without a fight either. As workers at Verizon Wireless know all too well, our basic human and constitutional freedoms of speech and association and workers' rights to form and join unions are often flagrantly violated by employers who harass and intimidate and retaliate against people who try to exercise them.

Our work is before us, sisters and brothers. If we are going to succeed, we must all become communications workers, Communications Workers of America and communications workers of the world. Because organizing depends on effective communication.

Our message is simple but vital to the future of working families and, indeed, the future of democracy. It has three parts: (1) The global economy won't work if it doesn't work for working families; (2) To make the economy work for working families, workers need to organize; (3) Workers' fundamental freedoms of speech and association do not stop at the workplace door. We have a basic human and legal right to form and join unions without intimidation or interference from employers. (Applause)

Now, as the Mayor I have to say certain things in any welcome about spending money in my city. If I don't do that, when I go back to City Hall people will be fussing with me. So I want you to know that I want you to have a good time, spend some money, and see the city.

We are really very excited about Minneapolis. We think it is one of the best cities in the United States. And that is not to suggest some of you do not come from great cities, but to those of you who live in Minneapolis, let's hear it for our great city, okay? Come on. (Applause)

I don't know if you have had a chance to see this yet, but if you come into the downtown and have just had a chance to look around, you will see that we are experiencing an unprecedented construction boom, and it is generating billions of dollars in new development activity and jobs for the residents of our Twin

Cities area.

Right now, there are more than thirty projects that are under construction or have just recently been completed. In the downtown alone we are expanding our Convention Center; American Express is building a new client service center. The Target Plaza South is near completion. We just opened the Piper Jaffery Center and our new Hines office tower in downtown Minneapolis. And we opened up a new K-12 school that we built in cooperation with the University of St. Thomas's Graduate School of Education. American Express opened their new headquarters building just recently.

Now you might ask me why am I mentioning these projects? In the City of Minneapolis, what could they possibly mean to the CWA? I want you to know and understand that these projects rely on the professional expertise of the CWA in order for these projects to come on line and serve their organizations. So you and I are partners. You and I are joined together. My progress as the Mayor of the City of Minneapolis and your progress are one and the same. We are all to be congratulated. (Applause) All of us. (Applause)

So when I campaign for reelection as the Mayor of the City of Minneapolis, and I do that on the progress of the past, I want you to know that I understand that the CWA has been my partner in that progress, and perhaps I will see some of you as we door-knock the City of Minneapolis and ask the voters to vote for

Sharon Sayles-Belton as the Mayor of the City of Minneapolis, once again. (Applause) I just couldn't resist that. (Laughter)

Now, Labor has a great history in the City of Minneapolis, and it continues to be strong, and we welcome the voice of Labor in all of our work. I am very proud of this tradition, and the important values that it embraces: the dignity of hard work, the importance of education and training, and retraining as the world changes, respect for the working men and women, and the responsibility of employers and employees to work together to find that common ground.

While Minneapolis is indeed in the middle of an economic boom, the hard truth is that too many people are still unprepared to find and to keep good paying jobs. I want you to know that as the Mayor of the City of Minneapolis, I have made a decision to make sure that our city is a leader in work readiness initiatives. Through our Employment and Training Office, we have launched an exciting training partnership that supports industry clusters that can change growth opportunities that promise good wages. These industry clusters in our city have included the graphic arts industry, carpentry, banking, hospitality, and medical device industry clusters. And I want you to know that in 1997 the National AFL-CIO introduced its Union City Program across the country, and our own Minneapolis Central Labor Union has signed onto that program in Minneapolis. Minneapolis is now identified as a union city, something that I am very proud of as the Mayor of the City of Minneapolis. (Applause)

Now, as a great union city, there are a lot of good things that come with it. One of the things that come with that is that other unions decide they want to come to our town and have a presence. The AFL-CIO Union Industries Show is coming here in April 2002, right here at this convention center. The American Postal Workers are coming in July 2002, with 4,000 delegates

and guests that are going to take up every single hotel in this town, and then some. This is good news for any community, and it just goes to show that when you work in cooperation with your partners, your partners work in cooperation with you. That is what it is all about.

Finally, ladies and gentlemen, I would not be able to have experienced the progress that we are making in the City of Minneapolis without great state and local union leaders. So I want to take this opportunity before I close to say a very special thank you to Bernie Brommer, who has done an outstanding job for the State of Minnesota and all of the union workers. I would ask you to give him a round of applause. He has done a fantastic job. (Applause) Fantastic. (Applause)

Ray Waldron is coming on board in August, and I cut my teeth with Ray Waldron, and he is going to be an outstanding leader for the State of Minnesota following in Bernie's footsteps.

In closing, let me tell you that my biggest partner, the guy that you go to every day when you have got union problems to solve in your community, and there are problems to solve, is Dick Johnson, the head of our own Minneapolis Central Labor Union.

Dick, thank you so much for being my partner. Thank you for helping me to direct the City of Minneapolis down a positive and progressive path. I look forward to working with you over the next four years. Give a round of applause to my labor leader, Dick Johnson. (Applause)

Finally, ladies and gentlemen, on behalf of all working people all across America, I want to thank you, Organized Labor, for your dedication to the rights and the needs of the workers. Our job is not yet done. There are many things for us to do, and I hope during your visit here that you will help us identify solutions to the problems that American workers face, so that they can get on with the business of supporting themselves, their families, and keeping America strong. Thank you very much. (Applause)

TEMPORARY CHAIR COLEMAN: By the way, we will be there.

I am very proud to introduce our next speaker, Richard Johnson. He is the President of the Minneapolis Central Labor Union Council, and a former President of Local 7200, here in Minneapolis.

Richard has been a member of Local 7200 since 1955. I was only two at the time. He served as a delegate to the CWA conventions for many years. Prior to his election in 1996 as head of the City Central Labor Council, Richard held every local office in Local 7200. Let's give a very warm welcome to one of our own, Minneapolis Central Labor Union Council President, Richard Johnson. (Applause)

RICHARD O. JOHNSON (President, Minneapolis Central Labor Union Council): Thank you so much, Katie. It is always nice to be reminded of my age and your age. (Laughter) And she reminds me of that, you know, very often. When I was back in the Local, Katie and others would say things like either "I wasn't born yet when you started with the company," or "I hadn't started school yet." (Laughter)

But anyway, they have all been good to work with and you notice Mary Taylor came in behind me as President and now has gone on to be International Rep, and Katie Coleman is now the President. The younger generation is doing very well.

But in opening, I would like to say "thank you" to Morton Bahr, Secretary-Treasurer Easterling, Vice President Cohen, Executive Board Members, Delegates, Alternates and Guests. It is really a pleasure for me to welcome you to Minneapolis, especially being a part of CWA. I think my first convention was sometime around 1967, and that continued every year until about 1995. After that I became President of the Central Labor Union Council and really did not think it was appropriate, as one not active in the Local, even though I was and continue to be a dues-paying member, to participate in the convention.

But anyway, welcome to Minneapolis. This is, as the Mayor has identified, a great union city. You know, she has reminded me from time to time that this is a union city. And she has

helped us get there. And she wants to see unions come into this union city, and CWA has now done that.

There are others that are following, and that takes some political pressure off of me. But I will tell you, you have heard the Mayor, and when she talks about respect for the individual, dignity to the individual, she believes that. She stands behind it and she works for that.

But this state, known as a great labor state, has so many popular names. Vice President Hubert Humphrey. (Applause and cheers) Vice President Walter Mondale. (Applause and cheers) And you have, I know, CWA has met him a number of times and it is my understanding that you will be hearing from him shortly, Senator Paul Wellstone. (Applause and cheers)

And you have just heard from our great Mayor. But you know, Hubert Humphrey started his political P career as Mayor of Minneapolis. And when the Bell System had their strike in 1947 — and just to clarify, I was not a part of that strike in '47 (laughter) — but in that strike of '47, a nationwide strike, the management of what then was Northwestern Bell thought that it would be best to keep all the management people in the building so they would not have to go through those picket lines. And so they brought in cots so the management people could sleep in the building.

Of course, that building had a cafeteria. But the Mayor — at that time Hubert Humphrey — became aware of that and sent notice to the company that they did not have a license to be a hotel. (Applause and cheers) If they chose, they could apply for a license, but they weren't going to get it. (Laughter) "So it's best if you move those management people out, and they can cross the picket lines in and out." That may not have shortened the strike, but it sure helped the morale of those on the picket line.

In '68 and '71, we had another strike here, and the city administration at that time stood with us. We had a vice president of Northwestern Bell by the name of Wayne Hoffman. We sometimes referred to him as "Hectic Hoffman." He had a tendency to get overexcited.

But he went over to the Mayor's office and demanded to see the Mayor. The Mayor wouldn't see him. He then asked to see the Chief of Police. And the Chief of Police came into the office and he ordered the Chief of Police to go across the street to the telephone building and arrest all those that were picketing. And the Chief of Police asked, "On what grounds would you like to have me arrest them?" He said, "I can tell you, they are not doing anything wrong, and they are not going to be arrested."

In frustration, the vice president of Northwestern Bell went back to the company, and he had some problems getting back into the building because of the number of pickets outside. But about 45 minutes later, to add insult to injury, the Mayor showed up with a picket sign and joined the picketers. (Applause)

You have heard from our current Mayor, and she has the same philosophy: standing with working people, standing with the union people. About one year ago, District 7 had their meeting here in Minneapolis. At that time, the Hotel and Restaurant Workers were gearing up. They thought they were going to have a strike. And a delegate from District 7 joined the Hotel and Restaurant Workers for kind of a practice trial at being on strike. Then some of our good CWA members, as strong a union as they are and as enthusiastic as they are, said, "You know, we are guests in this hotel. Why are you picketing on the outside? Why don't we just go on the inside and picket in the lobby?" Which they did. I might inform President Thompson that the hotel industry still talks about District 7 and their visit here. (Applause and cheers)

But last summer they were on strike. The Hotel and Restaurant Workers were forced to go on strike to get a reasonable contract for their members. And that was dragging on. We got into two weeks. And we became well aware that some of the general managers in this city thought this was an opportunity to break the union. Some of these general managers had never worked with the union, never managed a hotel that had a union, and they wanted to be union-free.

Well, the Mayor involved herself with that strike, and in the last two days of the strike she

was down at the Convention and Visitors Bureau where the negotiations were being held. And the first night she was there, we were not successful in settling the strike. But then the second night, I think she was getting a little impatient, and she let everybody know she wanted that strike settled that night, and she would stay there until it was done.

Some of the general managers, probably in their frustration, said, "I'm getting out of here. I've had enough of this and I'm moving on." But the Mayor blocked the doorway. The Mayor and the president of the City Council stood in the doorway and said, "You're not leaving until we get your signatures." (Applause)

I did ask the Hotel and Restaurant Workers, you know, "Did that really make a difference?" And they admitted to me they had been concerned about the success of that strike, the attitude of the general managers. And the fact that the Mayor stood there blocking the doorway and saying, "You're not going until we get your signatures" definitely made a difference in settling that strike.

There are many examples of our Mayor and others here and what they have done for our people. But that is one recent one, and it's a timely one.

We are preparing for your return. About 18 months ago we passed an ordinance in this city that said — well, it's a proprietary protection agreement. Now that's pretty sophisticated, and it is impressive. You know, it took the attorneys to come up with that one. It could also be explained as Labor Peace. Some others may explain it as neutrality and card check. But what it says is that if any hotel or restaurant comes into this city wanting to have public funding, they are going to have to agree to neutrality and card check. They are not going to interfere with their rights. (Applause)

Along with the neutrality and card check, they are going to have to agree to let the union have access to the workplace, meet with their employees on non work time. They are also going to have to agree to binding arbitration on the first contract. Those are the terms of the RFP that goes out for those hotels that want to come into this city. And we have to add hotels in order to support the expansion that is currently going on in this convention center.

So we are preparing for your return as you come back. No doubt we will be bigger and need more rooms. We will have those. As a matter of fact, we are just trying, if any of you have been involved with organizing in the hospitality industry, you will find out that the Marriott is very anti-union. They have every intention of being union-free. I don't think there are very many Marriott's in this country that belong to unions. But we have signed recently an agreement with the Marriott, and they are in our union. (Applause)

We have a hotel that is far from being completed. As a matter of fact, the ground was recently broken. It's in an area we call Block E in this city and that is also going to be a Marriott. And we already have a card check agreement, even though they don't have any employees yet. The general manager says if they want it, they can have it. They will be union. (Applause)

When Senator Wellstone comes, I would like to share with you one inside story. President Bahr, Secretary-Treasurer Easterling, I really haven't made this story public but now it's been about 11 or 12 years, so that is long enough.

I know that within CWA when you go to ask for money from the International there is a structure you go through. However, at that time the Vice President or Assistant to the Vice President Tom Burns was not available. He was in a meeting. Ed Nygarde, who is from here in Minnesota was in the same meeting. I couldn't reach either one of them, and I had been approached by the Wellstone staff that "We need money."

Now we are in the last week of the campaign, and there are less than seven days before the election. They need money. So I promised him that I would call CWA first thing in the morning and see if we could accommodate that.

I talked to Loretta Bowen. Loretta says, "Your Minnesota funds are dried up, the national

funds are gone, but I sure like that guy. Anybody that would go into a Ku Klux Klan meeting in South Carolina and take on the leadership has to be all right." (Applause)

After some discussions she said, "I am going to find a state that has some money and we are going to get that money and I will overnight it to you in Minnesota." So I was able to walk into Wellstone's office and say, "Here's a check from CWA."

They said, "That will give us another TV commercial."

The headlines on Wednesday, November 7 following elections said that Wellstone was the most significant, drastic upset in Minnesota history and the final week of the campaign was crucial to his success. That check may not have made the difference whether he won or not, but it did make us players in his campaign both in people power and in dollars. Senator Wellstone understands that CWA will continue to be there at that level with our people and with our dollars so he will be successfully reelected again. (Applause)

Thank you for coming to Minneapolis. Enjoy your convention. If you don't mind, I will just mingle around and say hello to a lot of old friends. (Applause)

TEMPORARY CHAIR COLEMAN: I now have the privilege of introducing District 7 Vice President John Thompson. (Applause)

I have known John for many years and he is a man of few words but a great deal of action. So I know he doesn't want me to spend much time introducing him, but there are a few things you should know about him.

John first started with the Bell System in 1965 and served as officer with Local 711 in Davenport, Iowa. Even through his background in the telephone company, he helped organize many public sector locals in Iowa and Nebraska as a local organizer and staff rep. He worked as a labor lobbyist for CWA in Nebraska

and elevated the COPE program to one of the best in the union.

John also has brought experience in bargaining, serving as AT&T/Lucent coordinator and he chaired several U.S. West bargaining teams. The contract extension that we recently negotiated with Qwest-US West is one of the best.

When John was elected CWA District 7 Vice President in 1999, he brought to the position extensive personal experience in organizing, political/legislative action and bargaining. Under his leadership over the past two years, the district has made great improvements in all three legs of the CWA triangle. I am very proud to introduce the leader of District 7, John Thompson. (Applause)

VICE PRESIDENT JOHN THOMPSON (CWA District 7): Thank you. Unfortunately, I am going to do a couple of things — and I am brief, as most of you know — but Rich Johnson reminded us of our incident at the Hilton Hotel where we picketed the Hilton. I thought they had forgotten about it, but my bed is kind of short. (Laughter) I have a porcelain headboard with a handle on it, so I am not sure they have forgiven us quite yet.

I also want to welcome you to District 7 and to Minneapolis, and we have talked a lot about Minneapolis. It's a great city and a great convention city. District 7 is the largest geographic district in CWA. It's huge. We go from the Pacific Ocean to the Mississippi River, down to Mexico, and almost to the Arctic Circle. It is comprised of 150 locals representing 64,000 members, all of which are great people. (Applause)

We have some programs. We have some colleagues up on the podium that usually carry away all the awards for COPE and those kinds of things. District 3 and District 6 have had great programs, but you'd better watch out because we're gonna catch you. (Laughter)

As a matter of fact, since I have been here somebody accused us of having out here in the Midwest chickens and horses and pigs and cows and stuff. They are not our members, but if they

give to COPE we'll take them. (Laughter)

I need to thank the Host Committee once again. They have done a great job, and I am proud to be part of District 7. And the State Council of Minnesota did a fantastic job, and thank you very much. (Applause)

My second duty here this morning is to introduce Morty Bahr. I have known Morty as a CWA staff representative and as a colleague on the Executive Board for many, many years. He is also one of the most influential and outstanding labor leaders in the U.S. and around the world. The list of pioneering initiatives under Morty's leadership will fill the future history books on such items as the electronic picket line, Jobs With Justice, and bargain-to-organize. Those are just a few of his accomplishments.

Morty has strengthened our strategic partnerships in the community and in politics. He led the successful mergers with dozens of independent and AFL-CIO unions, and he redefined our international alliances so that we can undertake membership actions virtually anywhere in the world.

Today, CWA has grown to 725,000 strong as we welcome our newest merger partner, the IUE (applause) to their first CWA convention, and we are going to be stronger because of our great mergers.

I now have the pleasure of bringing to the podium the leader of many of our achievements in helping make CWA the best union in the whole world. Here's Morty.

...The delegates rose and applauded at length as President Morton Bahr came to the podium...

CWA PRESIDENT MORTON BAHR: Thank you. Thank you very much. Thank you, John, for your gracious remarks. And, John, I also want to thank you and the Host Committee for all you have done to welcome us to Minneapolis and make our stay here most enjoyable. Certainly the reception last night was one of the best we have seen in all the years we have been having conventions. (Applause)

This is our first convention in Minneapolis. National Geographic once called Minnesota a land of "vision and versatility." That description is certainly reflected in the state's long, proud labor history, many of which you have already heard.

Many famous labor firsts have occurred here. These include the first sit-down strike in the United States' history, at the Hormel plant in Austin in 1933. One of the most bitter conflicts involved Guild members and

typographers during the Duluth News-Tribune & Herald strike in 1938.

And as Richard Johnson has pointed out, this state has produced some real labor heroes, good friends of our unions, personal friends of Joe Beirne, Hubert Humphrey and Walter Mondale.

Now, Dick was 100 percent correct in his remarks. When the 1947 telephone strike against the Bell System began, he was right, the Northwestern Bell management brought in hundreds of cots for the use of the management scabs. But Mayor Hubert Humphrey, as he reported, said that they did not have a license to run the hotel and he ordered the cots removed. (Applause)

But throughout his career as a United States Senator and Vice President of the United States, Humphrey was always on the side of working families. Our two U.S. Senators from Minnesota, Paul Wellstone and Mark Dayton, continue to live up to the high standards set by both Humphrey and Mondale, and we will be hearing from Senator Wellstone later this morning.

I have had the opportunity to work with Senator Dayton. His votes in the first six months of

this Congress show that, like Paul Wellstone, he stands 100 percent with working families, and I am pleased to report that Senator Kennedy, in seeing the great potential of Mark Dayton, has taken him under his wing and he's the number two man in the labor section of the Democratic Senate. (Applause)

So I want to congratulate our members in Minnesota for the work they did on behalf of Mark Dayton. Reflect back now about that election. Think about what that one seat means today after Senator Jeffords' defection from the Republican Party. If we had not won that seat, Tom Daschle would not be the Majority Leader today.

I also want to thank each of you for the outstanding work you do for our union and our members throughout the year. CWA local officers and stewards are the very best in the Labor Movement. (Applause) Your commitment, but more than that, your passion behind that commitment, is evident in the growing strength of our union.

Today, because of the work we do together, those of you out here and those of us up here, CWA is recognized as one of the most progressive, dynamic, forward-looking unions in the world.

As our theme suggests, this convention is a time to celebrate our achievements and recommit ourselves to CWA's mission as we enter a new century of service to our members. And one of our great achievements last year was the decision by the IUE to select CWA as its merger partner over four other great AFL-CIO unions. (Applause) Let's welcome our new brothers and sisters from the IUE who are delegates to their first CWA Convention. Would these delegates, alternates, and guests please stand to be recognized?

...The delegates rose and applauded at length...

And Ed Fire, would you and Sal Ingrassia, Mike Bindas, and Bruce Van Ess come forward to be recognized.

...Applause and cheers of "Eddie, Eddie"...

We are excited about the many opportunities this merger brings us. It will increase our power and effectiveness at the bargaining table, in local, state and national politics and in organizing. We have already won two significant organizing drives where CWA and IUE locals worked together. One local merger has taken place and others are in discussion stages. Our locals are working together on political action and COPE fund-raising activities. Our future opportunities are limitless.

As one could understand, the IUE did not enter this merger lightly. They are a proud part of organized labor's history. They have made enormous contributions to the development of industrial unionism in the U.S. The IUE, like so many other great unions, was seriously impacted by the export of our manufacturing jobs to Third World nations in Corporate America's chase for the lowest possible wage. And while the IUE continued to effectively represent its membership, the leadership recognized that they did not have the additional resources necessary to mount the kind of organizing campaigns that were necessary to keep the union viable in the years ahead. Instead of trying to maintain the status quo, the leadership decided to seek a merger that would lead to greater power and greater growth. I applaud their courage.

The IUE's decision to join with CWA follows a long series of mergers at the national and local levels since 1984. Approximately 30 percent of the membership represented at this convention joined CWA through mergers in the last 16 years. (Applause)

Each of these mergers, regardless of the employer, added strength to our union. Each brought something unique that made CWA a more diversified and stronger organization. Each made the CWA family a little stronger and a little prouder.

The CWA Constitution gives our local unions and the national Executive Board the kind of flexibility necessary to successfully conclude merger talks. We need to remain the kind of union that other labor organizations want to join. So, I urge you to resist any proposal that would tie the

hands of the locals and national leaders in any future merger possibility. (Applause)

There are many fine unions in the AFL-CIO. So why have unions that represented more than 200,000 workers in the last 16 years picked CWA? The answer, brothers and sisters, begins with you. A union's core responsibility is to be the voice of its members and our members and their families in the workplace and in their communities. All that we do — organizing, political, legislative work, community service — supports the representation of our members.

When it comes to negotiating the best contracts and administering and enforcing contracts, nobody does it better than CWA. (Applause) Whether we represent a dozen workers at a small commercial print shop, or health care workers and nurses in a big hospital, or reporters and commercial workers at a daily newspaper, or technicians at broadcast stations and cable systems, or tens of thousands of employees at the largest corporations in the world, or any employer in the private or public sector, CWA members are among the best paid, enjoy job security, and receive benefits that rank among the best in North America. (Applause)

Employers respect CWA because we are tough, we're strong, and we're smart. We fight when we have to, but we also are professional enough to know how and when to do business with our employers.

In December, we negotiated an outstanding two-year contract extension with Qwest and Owest Business Resources that provides for a 16 percent increase in the pension plans and an 8.5 percent wage increase. (Applause)

I want to congratulate District 7 Vice President John Thompson and the bargaining committee members for their fine job, because 18 months earlier, we had a two-week strike in this bargaining unit. It appears now that the new management did not want to risk a repeat performance. (Applause)

Earlier this year we negotiated contracts with SBC covering 120,000 workers from coast-to-coast and border-to-border. Four district vice presidents and the president were involved. This was the first time we negotiated all of the contracts for SBC's union-represented businesses at the same time.

The task was enormous even though SBC management agreed not to seek any concessions. We succeeded in reaching agreements that provide for fair pay raises and other improvements for our members. The contracts were settled six weeks prior to the expiration of all four agreements and were overwhelmingly ratified. So, I congratulate Vice Presidents Mancino, Bixler, Milburn and Rechenbach and the bargaining teams for Southern New England Telephone, Southwestern Bell, Ameritech and PacTel/Nevada Bell. You did a great job. (Applause)

But, you know, part of our success is based on the model relationship that we have been able to build over the few years with SBC, because our relationship is based on mutual respect and trust. At the same time we were negotiating the four agreements in SBC, we reached a first contract in Cingular Wireless, a company jointly owned by SBC and BellSouth, for workers in Districts 1, 2 and 4.

This contract also provides for card check and neutrality, and we now have 11,000 CWA union members at Cingular Wireless. (Applause) By the end of this year, with the help of Vice President Smith and the BellSouth bargaining committee, we expect to have 20,000 union members at Cingular, one of the two largest national wireless companies.

So, I want to congratulate Vice Presidents Mancino, Catucci and Rechenbach and Executive Vice President Larry Cohen for their leadership in bringing in this contract. It was a great accomplishment. (Applause)

Now we are currently in negotiations for some 56,000 workers in BellSouth. Vice President Smith and our members in District 3 can count on the support of this entire union to win a fair contract, just as they have supported so many of you in the past. We will do whatever is necessary to back up the bargaining committee until they win a contract that satisfies the needs

of our members. (Applause)

On still another front, for more than six months Vice President Ralph Maly, his staff, my office, and many local leaders in AT&T have worked hard to forge a new relationship with AT&T. As a result of our corporate campaign, with the support of the AFL-CIO, we believe we have taken a step in the right direction, but there is still a long way to go and many issues to be resolved at the core company.

The recent victory in Pittsburgh for 460 AT&T Broadband workers points the way to our future at AT&T. I want to thank Vice President Maisano and the District 13 staff and locals for their great support. (Applause) We have now gained bargaining rights at 19 AT&T Broadband cities for 1,180 new members. (Applause)

And I would submit to you that all the unorganized AT&T Broadband workers reading today's newspaper and reading about the unsolicited \$58 billion takeover proposal of AT&T Broadband by ComCast is sending a shudder right down to their toes, because when a takeover takes place, those who have a union participate in the process one way or the other, and those who have no union are at the mercy of the boss.

So this week we will have an election for 170 workers in Fresno, California and have initiated a new drive for 300 members in Hartford, Connecticut. And I would predict, as these workers who will be voting very shortly realize what is at stake there, their exact future and whether we have a voice in their future or whether they are going to be at the whim of the AT&T and ComCast manager is really what is at stake.

So Districts 2, 3, 6, 7, 9 and 13 are all working together to make AT&T Broadband a CWA union company. It is a great team effort and I want to thank all of you. (Applause)

You see, what all this proves is that when management adheres to the neutrality provisions of the contract the employees will join our union. So I want to thank Vice President Maly and his staff for the leadership they are providing under the most difficult of circumstances. And I also want to thank those AT&T local officers for their continued support as we mobilize for contract negotiations next year.

We have major issues to resolve, such as the transfer of our work to management, and the subcontracting of our work to outside contractors. So we serve notice right at this moment on AT&T management that there cannot and there will not be any real peace until all bargaining unit work is returned to our members. (Applause and cheers)

Meanwhile, our battle continues at Verizon. No sooner was the ink dry on our new contract than Verizon management began to violate the neutrality and card check agreements in both Wireless and Information Services. In Information Services, for example, they filed suit in federal court to nullify the American Arbitration Association's certification of our union as the representative of some 500 Yellow Page sales employees.

Who would believe that for eleven months after the contract was agreed to in Wireless the company has been able to block card check by delaying any agreement on bargaining units? But with the all-around nationwide mobilization in Verizon and with the full support of the AFL-CIO, we will force Verizon to honor its contractual commitments. (Applause)

Our activity will continue to intensify and there will be no peace until management honors our contracts and permits workers to freely join our union. (Applause) Our overall objective is to make sure that no wireless employers will be able to claim they cannot be competitive with a union because we are going to make wireless a union industry. (Applause) And all of us working together can do it.

CWA has pioneered the "bargain to organize" strategy as a way of building our collective bargaining power and our growth in telecommunications. Our challenge now is to implement a "bargain to organize" strategy in other industries.

You know, much has been written, and you can hardly pick up a newspaper or magazine without reading about the so-called “New Economy,” and how companies and their employees are different from the rest of us in the old economy. Well, we have been doing a lot of work in this area. And while there are clearly some major differences, when confronted with an organizing drive by a union, the new economy boss reacts exactly like the old economy boss.

For example, this past January, Amazon.com, one of the so-called new economy companies, shut down a 400-person customer service department in Seattle, just when we were getting ready to file for an NLRB election. Not only did they shut it down but they transferred the work to India. Sound familiar?

The new economy also has created a new caste system of temporaries, contingent, part-time and contract workers. Their needs for a voice on the job and fair treatment are no different from any other workers. (Applause)

I have formed an Executive Board Committee to take a hard look at how we can structure ourselves to meet this challenge. And we will hear more about this tomorrow.

Now, I know that all of us were terribly disappointed with the results of the 2000 presidential election but, at the same time, we have to acknowledge that the AFL-CIO’S Labor 2000 Program was successful. It was the work that all of us did together that enabled us to pick up five seats in the Senate, thus paving the way for Senator Jeffords dramatic move that has made Tom Daschle the Majority Leader. (Applause and cheers)

I remember the stewards meeting I went to last October in St. Louis. At that time, most people in Missouri and around the country were conceding the election to then Senator Ashcroft as the result of Governor Carnahan’s tragic death. Our stewards and local officers who came into that meeting all had

bumper stickers reading “Still for Mel.” This was before Mrs. Carnahan said she would take the seat if appointed.

CWA members and the Missouri Labor Movement made history when their activity resulted in a dead man winning a Senate seat over an incumbent. (Applause and cheers) And those of you from Missouri, I want to tell you that Mrs. Carnahan is doing a great job. (Applause)

The 2000 elections revealed an important demographic fact we must deal with if we really want to change the political landscape in America. Take a look at this map (on screen). This map shows the counties won by Gore, which are in blue, and the counties won by Bush in red. Now obviously, you can see there is much more red than blue. But we don’t elect people by geography.

This map also paints a picture of union density in America. I just want to point out, as you look at the map — although it may be difficult for you to see out there — for example, in the State of Washington, which Gore won, the blue is around the Greater Seattle area, and he was able to carry the state. Similarly, in Oregon he was able to carry the Greater Portland area. In California, as you can see, he carried the coastal areas.

In New Jersey similarly, and even in the State of Florida where we got robbed and the election was stolen. Gore’s vote was right down both coasts. (Applause)

We used to believe that if 22 or 23 percent of the total vote came from union families, we won elections. Last November, union families constituted 26 percent of the total vote. But what Election 2000 taught us is that we win elections where we have union density.

You already understand the connection between organizing and collective bargaining. This map shows the connection between organizing and politics. Organizing leads to union density, and union density leads to winning elections. When we win elections, we can pass legislation that will benefit working families and end Corporate America’s control of our national agenda.

You know, the stark contrast that just pops into my mind, the first bill that President Clinton

signed into law was the Family and Medical Leave Act; the first bill that President Bush signed into law was the repeal of ergonomic standards. We really don't have to say much more.

Now, this was proven just a week ago when the Senate passed a Patients' Bill of Rights against the threat of a Bush veto. That battle moves to the House of Representatives where President Bush will try to weaken it. We need to be sure our representatives know that we expect them to support the Senate bill.

At the same time, we need to gear up for another fight. It is expected that on July 17, next Tuesday, the House Ways and Means Committee will begin hearings on Representative Crane's bill — Fast Track authority for President Bush in extending essentially NAFTA to the rest of this hemisphere.

This bill, in its 52 pages, never mentions workers' rights, human rights, or the environment. But I would defy anyone to read the 52 pages and find anything else that you could put in there to protect Corporate America's rights. So organized labor is in a broad coalition to deny Bush this authority.

We can stop Fast Tract in its track. Here's what you can do: Call your members of Congress at the number that is up on the screen. Tell them that working families need fair and balanced trade agreements that protect workers' rights and the environment, and urge your family and friends to do the same.

So, as we look at three years ahead of us, our political goals are clear. This year, 2001, we must and we can win the New Jersey and Virginia governor races thereby sending a strong message to those who have counted us out. (Applause) At least in the current polls, both of our candidates are leading in both states.

In 2002, take back the House and solidify the lead in the Senate. And in 2004, send Bush back to his mommy and daddy. (Applause and cheers)

With the addition of the IUE to our ranks, we are in a much stronger position to help achieve these goals. But this is a team effort and we need your help. We need to broaden the base of members participating in CWA-COPE. I personally believe that when we convince a member to sign up for a very minimum amount, a dollar a week, that member is more likely to participate. That member is more likely to be registered. His family is more likely to be registered, and they are more likely to vote.

So CWA-COPE is a year-round activity. But we have designated September of this year as the month to have a national union-wide push. During the 30 days of September, we will ask every local to make an all-out push to ask our members to participate and to sign up for payroll deductions where available.

CWA is a powerful union, but we also are a union of ideals. I want you to think about our principles and our values. Everyone is familiar with the CWA triangle. The legs of the triangle are representation, organizing, and political/community action. Each leg, we know, must be strong or the triangle is in danger of collapsing.

You know, Vice President Bixler, last month at a meeting I attended in Palm Springs, reminded me of a second triangle that symbolizes our philosophy. I spoke to the convention delegates in what was my first address after being elected in 1985 about our union values. The legs of the second triangle are: Union, Family, Proud. (Applause)

When a new member comes into our union, they are joining more than a union organization. They are becoming part of a family, the CWA family. CWA is a great union that protects the economic well-being of our members. But we also are a family that cares about each other and helps each other in times of need. Every family has their ups and downs, and sometimes even we can act a little dysfunctional. But a family always sticks together.

We use words like "family" a great deal in this union. But words really have meaning. Just

ask the 152 workers at HBD Industries in Oneida, Tennessee. The company is viciously anti-union in a right-to-work state. After eight months struggling for a first contract, the unit went on strike May 2nd. Management told them that their local was too small, they were in the middle of nowhere, and that nobody really cared about them.

IUE-CWA Local 706 President Ted Brumett explains what being a part of the CWA family means to these courageous strikers. Watch this.

...A video tape was shown to the delegates from the IUE-CWA convention proceedings as follows:

BROTHER TED BRUMETT (IUE-CWA Local 706): Here the company was telling us, "Nobody cares about you. You think your union cares about you? Who has ever heard of the IUE-CWA? What is that anyway?"

You know, they know today. (Laughter and applause)

Anyway, they told us, "If you go on strike you ain't gonna get nothing."

Hey, we had not even paid the first union dues. They said, "You ain't gonna get nothing. You ain't gonna get nothing for free. \$200? Bullshit. Who ever heard of \$200? (Laughter) And the \$300 will never come.

"If you go on strike, within two weeks you people will be begging for your jobs back. The union is lying to you. You're way out here in Tennessee in the middle of nowhere, with nothing around. Who cares about you?"

On May 2nd we went on strike. And they kept telling the people inside — it's a very small place and the word gets out, okay, and they were telling them, "These people will be back in two weeks, we promise you, because the union has lied to them. And it's a small union."

After two weeks we got a \$200 check. Okay? And we had people in the union that were doubting it because we had never paid nothing, you know. And you don't know what that means to have people care for you. It's good to work out in the country and have a union like the IUE-CWA to back up things like that. That's good. (Applause and cheers)

You know, we got a \$200 check, and they laughed and they said, "They'll never get the \$300." Two weeks later we got \$300. We blew it up, all right, and somehow it got out into the parking lot of the company. And then they said, "It ain't gonna last long. You people ain't paid nothing. The union is going to pull out on you." All right, we were having hard times in negotiations, and they said, "The union is going to back out. They're about to go bankrupt." (Laughter)

We kept getting it. And last week, last week they told us, and they were telling the people inside, "They're going bankrupt."

There were 159 people and we had 152 sign cards. (Applause) And now, of the 152 there's not one that crossed the picket line. Not one. (Applause and cheers)

What is IUE-CWA? You know, it's got to be the greatest union that's ever been. I'll tell you that for 152 people nobody can tell them anything different. There's nobody can do that." (Applause)

PRESIDENT BAHR: I want to say on behalf of everyone in this auditorium that we will stick with the striking families at HBD Industries today, tomorrow, and as long as it takes for them to win a first contract. (Applause) From the smallest town in Tennessee to the biggest city in North America, CWA members stand together. Because being a member of the CWA family also carries a responsibility. Our members are expected to be active and participate in their union. We don't have any room for bystanders.

Our challenge as leaders is to inspire our members and encourage them to take an active

role in their union. Through our union family we instill pride. Another dollar in the paycheck means nothing if our members are not treated with dignity and respect.

We practice tolerance in our union and expect others to follow our example. CWA is a union that welcomes diversity in our ranks and our leadership. We are a union for all working men and women.

Yes, CWA is growing stronger through our increased numbers, but numbers don't tell the whole story. We also are stronger for the values and the ideals we share. We stand together, we fight together, we bleed and cry together. We share pictures of our children and grandchildren. We share our hopes and our dreams for the future. We celebrate together just as we are doing at this convention.

We also know that more mergers, organizing wins and other challenges, fights, victories and perhaps a few defeats will be in store for us. We will meet all of this and more because we are joined together under the banner of a great union, the Communications Workers of America. So when we are asked, "What does it mean to be a member of CWA?" You know the answer. We are union, we are family, we are proud, union - family - proud. Thank you very much.

...The delegates rose and applauded at length...

TEMPORARY CHAIR COLEMAN: Before I turn the gavel over to President Bahr, I want to thank all of the delegates for the honor of serving as Temporary Chair. It is a special privilege.

I will now turn the gavel over to President Bahr, who will assume the position of permanent convention chair, under the rules of the convention. Thank you very much. (Applause)

...President Morton Bahr assumed the Chair...

PRESIDENT BAHR: Join me again in thanking our Temporary Chair. (Applause)

Would the Credentials Committee come to the platform, please?

While they come up, particularly for the new delegates here, I want to describe the use of our microphones, how they are to be used, how you get recognized to speak, make motions or ask questions.

The microphone in front of me is the "Motions" mike. That is where delegates go to make motions.

The telephone which is associated with the motions microphone is connected directly to our parliamentarians. They are seated immediately behind me. Will the parliamentarians stand as I call their name?

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

Pat Scanlon, General Counsel, Washington, D.C.; Peter Mitchell, General Counsel, IUE - CWA, Washington, D.C.; Patricia Shea, Headquarters Counsel, Washington, D.C.; Richard Rosenblatt, our counsel from the Printing and Publishing Sector, Englewood, Colorado.

When you pick up the telephone, you are to advise the parliamentarians of the motion you wish to make. They will give you a preliminary parliamentary ruling. If it is in order, the Chair will be advised, and you will be recognized. If you disagree with a preliminary ruling, tell 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.

Now, there is a microphone in the center of the auditorium labeled "Privilege," Microphone No. 2. Use it if you want to raise a point of order or point of personal privilege. It, too, is connected to the parliamentarians.

Mike 3, to the right, is the “For” mike. That is where you go to speak in favor of a motion. Microphone 4, to my left, is where you go to speak against the issue that is on the floor. At the back of the hall is Microphone 5. You use that phone and mike to be recognized for the purpose of asking questions or to clarify an issue before the convention or just to get information.

We rotate the microphones under our rules. The maker of the motion may speak on that motion at Microphone 1. Under our rules we have a five-minute limit on any speech.

Now, there is a red light up on the platform — see, it came on just now — which will give you a four-minute warning. I will do my best, if I don’t get too engrossed in what you are saying, to simply go like that (holding up one finger) to let you know there is a minute, after which the microphone will be automatically turned off.

In rotation, the movement will be from the motions microphone or from the platform to Microphone 4 and then to Microphone 3. The rotation also includes Microphone 5 for questions. The rotation continues until at least two people have had an opportunity to speak for and against, after which a motion to close

debate is in order.

So as you go to the “For” and “Against” and “Questions” mike, lift the telephone, give the switchboard attendant your name and local number and state or province. You will be recognized in the order called for under our rules. Always start your remarks with your name and local number. That helps the court reporter at the end of this table. Let me introduce the people who will be handling the switchboards and answering as you call from Microphones 3, 4 and 5. They advise the Chair to recognize you.

As each person at the switchboards was introduced, the delegation responded with a single clap of recognition .

They are seated on my left, and are: John Feaster, CWA Representative, District 1; Elaine Waller, CWA Representative, District 1; Lois Grimes, CWA Representative, C&T; Ed Oakley, IUE-CWA District 3 Representative; Nancy Biagini, CWA Representative, District 9, Chair.

Monitoring the five-minute rule will be Trudy Humphrey, IUE-CWA Director of Education, and Alan Piker, CWA Representative from District 7.

During the course of our convention, a verbatim record is kept. The record is reviewed by our editing group seated on my left. Shortly after adjournment, a complete set of Convention Proceedings will be

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

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

The individuals who are doing the editing are: Judy Dennis, CWA Representative, District 3; Linda Cearley, Representative, TNG-CWA International; Lauren Asplen, Director of Communications, I UE-CWA; Jim Hall, Assistant Director of Organization, IUE-CWA District 7; Dave Palmer, Upstate New York/New England Director, District 1.

To help us with who is to be recognized and to be sure that we follow procedures as provided in the Constitution, each day we have two delegates come from the floor. These delegates sit with the people who operate our telephones and keep track of who is asking to be recognized. For that purpose today we have two delegates and they are Carolyn Wade, President, Local 1040; John Vasko, President, IUE-CWA Local 81381.

The members of the Credentials Committee are — and lets have the one clap.

...As each member of the Credentials Committee was introduced, the delegation

responded with a single clap of recognition...

Ronda Wilson, Local 1089; Barbara Jefferson, President, Local 2110; Sean Linehan, President, Local 2252; Carolyn Brown, President, Local 3217; Judy Bruno, Local 3406; David Ormsby, Local 4013; Sandra Henke, President, Local 4640; Juanita Fine, Secretary-Treasurer, Local 6016; Brenda Malone, President, Local 6178; Stephanie Reidy, President, Local 7301; Daniel Byars, Local 7304; Kathleen Morgan-Clark, Local 9410; Linda Sexton, Vice President, Local 9509; Christine Fox, President, Local 13302; Carol Coultas, 13500; James Joyce, Vice President, Local 51016; Nirma Reyes, President, Local 81287; Joseph Giffi, Local 81509; Don Rice, District 1, Co-Chair; Betty Witte, District 3 Representative; and the Chair of the Committee, Marjorie Ann Krueger, Administrative Assistant to the Vice President of District 13.

The Chair recognizes the Chair of the Credentials Committee.

CHAIR MARJORIE KRUEGER (Credentials Committee): President Bahr, delegates and guests: I am pleased to announce on behalf of the Credentials Committee that the committee has registered over 2,355 delegates, alternates and guests to the 63rd CWA Annual Convention.

This committee appreciates the assistance rendered by the Secretary-Treasurers 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. They are: Local 3010 in Puerto Rico, and 371 locals of the IUE. Lets welcome these locals. (Applause)

We shall be reporting on credentials in the following categories:

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

Category 2 - Credentials properly executed, but late.

Category 3 - Improperly executed.

Category 4A - Proxy credentials properly executed, but late.

Category 5 - Unusual circumstances

Under Category 1 there are 1,528 delegate credentials properly executed and on time. The committee moves that these delegates be seated.

PRESIDENT BAHR: You heard the motion, seconded from the floor. No delegates appear to speak.

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

CHAIR KRUEGER: There are no credentials to report in Category 2. No credentials to report in

Category 3. No credentials to report in Category 4. No credentials to report in Category 5.

The Credentials Committee will be in session each day, one-half hour prior to the opening of the

convention for the convenience of the delegates and alternates in registering late arrivals, replacing lost

badges and handling other problems. Guests will continue to be registered immediately prior to

and during each session for the remainder of the convention.

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

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

PRESIDENT BAHR: This is one of the hardest working committees. They really work at it. They work at it when many of us are out playing and having a good time. So please join me in showing them how much we appreciate the work they did. (Applause) Thank you all.

There will be a short video that will play in a moment. In the meantime, would the Resolutions and Rules Committee come to the platform.

...A video entitled "CWA Growing Every Day" was shown...

PRESIDENT BAHR: Would the Escort Committee bring Senator Wellstone to the platform, please? Let me introduce the members of the Resolutions and Rules Committee.

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

Kathleen Bumgarner, President, CWA Local 3640; Ellen Rojas, President, CWA Local 7060; Melody Knight, Vice President, NABET-CWA Local 59051; Patricia Robinson, Executive Vice President, CWA Local 9414; Edward Mooney, Executive Vice President, CWA Local 13000; Carla Katz, President, CWA Local 1034, Chair. (Applause)

...The delegates rose and extended a warm welcome to Senator Paul Wellstone as he was escorted to the platform...

PRESIDENT BAHR: Our next speaker is one of the most outstanding members of the U.S. Senate and a great friend to working families, Senator Paul Wellstone. (Applause) Paul was first elected to the U.S. Senate in 1990. During his first term, he led the fights for the Family Medical Leave Act, to raise the minimum wage, and to prevent corporations from raiding pension funds. And he has been fighting for working families ever since.

I want to tell you a story about Paul that explains why we must do everything necessary to reelect him next year.

In 1998, ABC locked out our NABET members. On Thanksgiving Eve of that year, the company

announced that it was canceling the employees' medical insurance. Within a few short days, Senator

Wellstone wrote to both Michael Eisner and Bob Iger demanding that ABC restore our members' medical benefits and return to the bargaining table in good faith.

The letter was strong and to the point. For most politicians, that would have been enough. But not for Paul. Even though the workers affected by the cancellation of benefits were not his constituents, he

specifically flew to New York City to attend a rally outside ABC headquarters on behalf of the locked-out workers.

Paul's participation in that rally had a tremendous morale effect on our members and their families, and they will never forget what he did for them. In 1999, NABET-CWA Local 16 in New York City gave him a special award in recognition of his support for us. (Applause)

Not many politicians have the courage to stand up to the Disney-ABC media empire. But Paul's

outspoken and visible role in our efforts to get our members back to work greatly added to the immense

political pressure on the company.

There aren't many votes in New York City for a Senator from Minnesota. But this was a fight for justice, and whenever there is a fight for justice you will always find Paul Wellstone right in the middle.

Paul, you are carrying on the proud traditions of Vice President Humphrey and Senator Mondale. We need you in the Senate. We need your voice and your values. When you run for reelection next year, you can count on CWA and all the working families of Minnesota to stand up with you.

Sisters and brothers, please welcome a hero for working families, a great friend to CWA and the entire Labor Movement, the senior Senator from Minnesota, Senator Paul Wellstone.

...The delegates rose and applauded at length...

HON. PAUL WELLSTONE (U.S. Senator, D-MN): Thank you very much. Thank you. Thank you, CWA. Thank you CWA-IUE. Thank you, strong union.

Let me thank President Bahr. And in case you don't know it — and I believe you do know it, and, no, I do not say this at every labor gathering. If that were the case, I would be just a trump politician —

President Bahr is absolutely one of the most respected labor leaders in this country and in the world

because of his commitment to organizing the unorganized, and because he is not afraid to be there as a leader for working people in the United States of America and throughout the world. President Bahr is a great president — not a good one, a great president. (Applause)

To Dick Johnson, President of the Minneapolis Central Labor Council, thank you, Dick.

To Timothy Lovaasen, CWA Local 7200, thank you, Tim.

To John Thompson and all the locals in District 7, thank you for all of your support.

To Ed Fire, President of IUE, board member of CWA, Bob Patrician who does some wonderful work with this union who has been a friend of mine for about 20 years, Barbara Easterling, Secretary-Treasurer, always a good friend, Larry Cohen, Executive Vice President of CWA.

I have to say this, Barb and Morty, just one personal note. This will not be about me, I promise you; it will be about you. I will tell you about 1990. It's so hard to go to Washington when you don't have any money in your campaign. And even after we won the endorsement, even after we won the primary, the truth of the matter is that hardly anybody thought we had a chance. We were outspent 7 to 1, and all the rest of it.

I was a teacher. I didn't have the money. I tell you, there was one woman in Washington, D.C., who took me under her wing and she fought it out at the AFL Executive Council for me, and she absolutely has been my most trusted advisor for year after year, and that is Loretta Bowen. (Applause)

Well, I am proud that you have come to Minnesota. This is a beautiful city and it's a beautiful state with a lot of beautiful people. I am proud that you invited me as United States Senator to speak at this labor gathering.

I am, without any equivocation, without any weaving or bobbing, a strong labor senator. I thank you and I thank all your parents and I thank your grandparents and I thank my mother who is a cafeteria worker for all that you have done for our country. Because of you: eight hour days,

forty-hour weeks, and the right to join a union. Because of you: minimum wage. Because of you: National Labor Relations Act. Because of you: Fair Labor Standards. Because of you: Labor Movement. Because of you: Civil Rights Movement which made this country better, not just for people of color, but for all of us.

Because of you: a safe workplace. Because of you: more protection for people with disabilities against discrimination. Because of you: a better country for all of us — more bread, more justice. Because of you: more democracy.

I speak today at this gathering with a sense of history because of this rich tradition that you represent. I want to start out with what to be against and then, most important of all, brothers and sisters, I want to talk about what to be for.

What to be against — and I get to say this, President Bahr. I never had a chance to say this at a

national labor gathering. This is the first time, much less the Communications Workers. You know, we have this effort to undo over half a century of people's history. We've got a piece of legislation called the Family Friendly Workplace Act. You know what it does? It overturns the 40-hour week.

Got another piece of legislation called the Safe Act. You know what it does? It guts OSHA.

Got another piece of legislation called the TEAM Act. You know what it does? It allows companies to choose for the workers who negotiates for the workers. And there are other efforts to overturn prevailing wage and the Davis-Bacon Act.

I get to announce this today: The democrats are now a majority in the Senate. (Applause)

You haven't heard the best yet. I chair the Labor Subcommittee with jurisdiction over the National Labor Relations Act, jurisdiction over Fair Labor Standards, jurisdiction over OSHA. And none of that legislation is going to pass the United States Senate. I will block every bit of it.

...The delegates rose and applauded and cheered...

It's going nowhere. It's dead on arrival. We spent ten years working on an ergonomics rule to deal with repetitive stress injury at the workplace. You know very well, I see heads nodding, what this means in personal terms and human terms.

It took George W. Bush and his crowd ten hours to overturn ten years of work. And I want to tell you something else. I chair the subcommittee with jurisdiction over OSHA, and I have called on the Labor Department, including the Secretary of Labor, to be there before Committee in about two weeks for oversight. I'm going to challenge them over and over and over again until we get some protection for working people in this country. I'm a labor senator. (Applause and cheers)

Then there is what to be for. We are in the majority in the Senate. Frankly, our politics can't be just what we oppose. It's got to be what we propose. We saw a tax cut go through with Robin Hood in reverse tax cuts, with most of the benefits going to the top 1 percent, and an erosion of the revenue so that we cannot make the investments we should be making in our people.

But I will tell you, it is going to be critically important for the Democrats now to have some real courage. People in our country, they long for a politics in the center, but it is not the center that the media talks about or the pundits talk about. You know what it is?

People want a politics that speaks to the center of their lives. And you know where the center of their lives is? The center of their lives, you know, as good labor people, the center of their lives means

affordable child care, a good education, health security and living wage jobs. That is what the people in our country are interested in, and that is what Democrats have to stand for and fight for

over and over

and over again. (Applause)

You know, Tip O'Neill once said, "All politics is local." I would add, "All politics is personal."

I could take you to coffee shops right here in Minneapolis or St. Paul, and I could take you to coffee shops around the state of what we call Greater Minnesota, farm country — we are an agricultural state and nobody will come up to me or to you and say, "Are you left, right or center?" People don't talk in that language.

It's like this, Senator. I have a monthly income of \$700 and I am now paying \$300 for prescription

drugs. I am 70 years of age and I can't afford it." It's, "Senator, I worked for this company for 30 years. I

am now 56. They let me go. I have no health insurance. I am terrified."

Or "Senator, we work for LTV company. They laid off 12,400 workers in the Iron Range, and what we are most worried about is that if we work just a few years, after six months no health care coverage. After one year no health care coverage."

And now retirees are saying, "We hear they want to go to court and file for bankruptcy and abrogate from the contract to provide for us, the people who built this company on our backs, any health care benefits."

"Senator, my husband and I, we both work. We are 35. Our combined income is \$40,000 a year and it costs us twelve a year for child care for our two-year-old and our three-year-old. Is there any help?"

I will tell you, I could go on and on, but that is what people focus on. So hear me loud and clear. You want to reduce poverty in our country? Focus on a good education, good health care and a good job.

You want to have a stable middle class? Focus on a good education, good health care and good job.

You want welfare reform — real welfare reform? Focus on a good education, good health care and a good job.

You want our country that we love and believe in to do well in this international economy? Focus on a good education, good health care and a good job.

You want to end the violence? Look, we can build a million new prisons and we will fill them all up. But we will never stop the cycle of violence unless we invest in the health and the skills and the intellect and the character of our children. Focus on a good education and good health care and a good job.

That is what the Democrats should stand for. That is what we are about. That is what Labor stands for. And that is what I will stand for as a United States Senator.

...The delegates rose and applauded and cheered...

By the way, I will tell you this: I told you I'm a proud labor Senator and you invited me to get a chance to speak. I was pleased a long time ago to vote against GATT. I am glad I opposed NAFTA. I am glad I challenged normal trade relations with China. (Applause) And this Free Trade Agreement of the Americas, I will come to the Senate floor, if it gets to the Senate, and over and over and over again here is what I am going to say. I am going to say, Morty, that I am the son of a Jewish immigrant born in the Ukraine who fled persecution from Russia, who spoke ten languages fluently. Don't you people dare lecture me about "I am an isolationist." I am an internationalist. I am interested in the world.

But I want to see a world economy and a global economy and a free trade agreement that works not just for multinationals, but for working people, works for human rights, works for children, works for the environment. I insist that these are the kinds of trade agreements that we support, and only these kinds of agreements. And Democrats better fight for working people. Democrats better fight for us. (Applause and cheers)

Focus on good education, good health care and good jobs. I met with a woman right here in Minnesota a number of years ago, and when I first met her she was with her husband, a railroad worker, 45 years old, who had cancer. And he was supposed to have four months to live. The second time, a year later on a farm at a gathering, a Democratic gathering, a DFL gathering, she came up to me and she said, "I want you to come and meet my husband. He is still alive. He is a real fighter, Paul."

I walked over, and he was now in a wheelchair. And clearly he was in the last months of his life. She took me aside and she said, "It is a living hell fighting with these insurance companies to find out what they will pay."

Now, look, the Democrats were in control and we passed a pretty strong Patient Bill of Rights. But I want you to know something above and beyond that. I really do believe that sometimes you have got to start a fight to win a fight. Even if you can't win it in the beginning, I want to tell you, Communications

Workers, the time has come for affordable health security and health coverage for every man and woman and child in the United States of America. We ought to be talking about health security for every American. That's what we need to build for our country. (Applause)

Good education, good health care, good jobs. I'll tell you what President Bush has done — and I worry about this — he has made the testing of every child starting at age 8, then 9, 10, 11, 12, 13, every year mandatory in every school; every child, every district all around the country.

But look, I am with the Communications Workers, and you understand what it means to talk about equal opportunity. If we are going to have a national mandate of testing for every child, then we also need to have a national mandate that there will be an equal opportunity for every child to be able to do well.

We should insist on some investment in education, some investment in our children. Don't let this

Administration get away with rhetoric without backing it with recourse. We will fight for education for our

children. (Applause)

And then a good job. At \$5.15 an hour? The Democrats are in control, and we are going to have a piece of legislation on the floor soon to raise the minimum wage. It's long overdue. (Applause)

In addition, we can do more. For one thing, we can make it clear that when it comes to federal contracts, none of those federal contracts — now President Bush won't like this, that is why I can't wait to bring this amendment to the floor (laughter) — that none of those federal contracts go to any company that has clearly violated existing labor law. Moreover, no company gets any contract unless they pay a livable wage and provide health care benefits to their workers. (Applause) We ought to insist on that. The federal government ought to be there. Democrats ought to be there working on economic issues. (Prolonged applause)

And, finally, I want to say this to you, because I really need your support, and I want to thank you for all your support over the years. You make me proud. If you say that the key is a good education, good health care and a good job, how do we get there?

I think the next justice movement in our country — even though I can't prove it, it's just pricklings in my fingertips — is going to be around the right of people to organize and bargain

collectively to earn a decent living so they can support their families. (Applause) And I've got a piece of legislation and I have a commitment from my leadership that I can bring this to the floor at least as an amendment to the bill. It's called Right to Organize legislation.

I have been wanting to do this forever, and now I chair the subcommittee with jurisdiction over the

National Labor Relations Act. And what do we say? We say — see what you think of it — we say: No

longer will companies be the only ones to give the speeches to the employees. No more captive audience features. They get to hear from the union. (Applause)

We say: No longer will it be profitable to break the law and illegally fire people. You're going to have to pay three times back pay and you can be taken to court for more damages. (Applause)

We say that if 60 percent of the workers sign cards saying they want a union, within 14 days you've got to have the election. (Cheers and applause)

And we say that if workers vote for union, you can't stonewall our contract and, if you do, you are going to have to go to mediation and then binding arbitration.

I want to pass labor law reform that gives working people the right to organize and bargain for their children, for their families, and I want your support.

...The delegates rose and applauded and cheered at length...

I thank you for that.

Now, I conclude on a personal note. I came here today with Josh Syrjamaki, who does some incredible work with working people in our state. Born in the Iron Range.

My wife, Sheila, couldn't come today. Her family were all coal miners from Harlan and Letcher Counties in Kentucky, and she would have loved being here.

But I want to say this on a personal note. I actually never thought that I would run for the Senate again. I had another plan. It was going to go back to teaching and to human rights work, or to maybe run for governor in our state, or to do more national work of some sort or another. And then there was the election, and I saw Bush coming in and his Administration and what their priorities were. And I saw the Republicans in control of the House, and 50/50 in the Senate. And now we have control by one vote. (Cheers and applause)

And I said to myself — maybe it comes with being 55, if some of you can understand this (laughter) — you can't walk away from this fight. You can't walk away from these politics. You can't walk away from people you love and believe in. So much is at stake. Everything is 50/50. So much is at stake for our country and the world we live in. I feel strongly about this.

And I am determined to win this election, but not to win for the sake of winning. I want to win this

election and serve a third term in the United States Senate to be a good Senator for people that I love and believe in.

To be a good Senator for children.

To be a good Senator for education.

To be a good Senator for a whole lot of people in this country that are poor and powerless and don't have much of a voice.

To be a good Senator for health security for every citizen.

To be a good Senator for the environment.

To be a good Senator for human rights in the world.

This is a huge honor, being a United States Senator, and I love my state and I love our country and so do you, but we have our work cut out for us.

My favorite quote from history, and I might have said this at a CWA gathering before but it comes to mind now because of the challenges before us. Wendell Phillips, speaking at a gathering, oh, it must have been the 1840s, condemning slavery. He was an abolitionist. And when he finished speaking, Wendell said it was a moral outrage; it was a stigma on the whole country.

When he finished speaking, a friend came up and said, "Wendell, why are you so on fire?"

And he looked at his friend — and this is my favorite quote from history — and he said, "Brother, I'm on fire because I have mountains of ice before me to melt."

Brothers and sisters, we have mountains of ice before us to melt, and I am proud to be here with you. Thank you, everyone. Solidarity, Communications Workers. Welcome to Minnesota. (Prolonged applause)

Thank you. Thank you, Communications Workers.

The delegates stood, cheered and applauded at length as Senator Wellstone was presented with

A CWA gift...

PRESIDENT BAHR: Thank you so much, Paul. We look forward to joining the battle with you in every one of these areas which you laid out, and your agenda is our agenda. We look forward to working with you. (Prolonged applause and cheers)

The Chair recognizes the Chair of the Resolutions and Rules Committee.

DELEGATE CARLA KATZ (Local 1034, Chair, Resolutions and Rules Committee): I would like to

read the Report of the Resolutions and Rules Committee to the 63rd Annual Convention.

The Resolutions and Rules Committee met in the City of Minneapolis, Minnesota, beginning on July 9, 2001, 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 63rd Annual CWA Convention recommends no changes be made in the Permanent Rules.

Hours of the Convention

Rule VI (Hours of the 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 63rd Annual CWA Convention shall be as follows:

On Monday, July 9, 2001, 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 12:00 noon, and shall be recessed subject to the call of the Chair, but not later than 5:00 p.m.

On Tuesday, July 10, 2001, the Convention shall convene at 9:00 a.m. and shall recess from 4

approximately 12:00 noon to 1:30 p.m., and will continue until all business has been concluded.

Respectfully submitted: Carla Katz, Local 1034, Chair; Cathy L. Bumgarner, Local 3640; Ellen Rojas, Local 7060; Melody Knight, NABET-CWA Local 59051; Patricia Robinson, Local 9414; Edward F. Mooney, Local 13000.

Mr. President, the Resolutions and Rules Committee moves adoption of this resolution.

...The motion was duly seconded...

PRESIDENT BAHR: You heard the motion. It has been seconded from the floor. No speaker cares to be recognized.

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

The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER BARBARA EASTERLING: We have reached that part of our program when we present the Pediatric AIDS awards. Before we do that today, I want to recognize an individual who represents a company that comes here to the convention every year, generally is never on stage, but just quietly contributes a check for \$10,000 from their company to the Pediatric AIDS Foundation so that it can be donated in CWA's name. That is the Principal Financial Group. It's Jeff Cain, and I wanted you to meet him. Jeff. (Prolonged applause)

We have reached the part of the program where we will present the Elizabeth Glaser Pediatric AIDS Foundation Awards. This year, 422 locals participated in our "Charity of Choice" program, contributing a grand total of \$553,710.03. (Applause) I am very happy to tell you that this is an increase of \$21,549.22 over last year, and I want to personally thank each and every one of you who made that possible and urge you to keep up the great work.

CWA is the Foundation's largest single donor. We are proud of that, but we can be even more proud if we get 100 percent participation.

And I am proud to report to you that our IUE sisters and brothers have already joined our partnership. They have been conducting a raffle this week with all the proceeds going to the Pediatric AIDS Foundation. (Applause)

So much has been accomplished, but there is still much more work to be done. Please make the extra effort this year to contribute to CWA's Charity of Choice, the Elizabeth Glaser Pediatric AIDS Foundation.

Now to the awards. The Ariel Glaser Award is presented to the local that contributed the most money in 2000. This year this award goes to CWA Local 9400 for a contribution of \$44,334.03. (Applause) Would Mike Hartigan, the local president, please come forward and accept the award. (Presentation - applause)

In case some of you haven't seen the award, because I always forget that we do this every year, but some of you haven't seen it before. This is the award. It's a very attractive award. (Applause) It was Elizabeth Glaser's child, Ariel, her daughter who passed away, and this is the award in her name.

Our next award is the Hope Award which is presented to the local that achieved the highest percentage of their quota. In 2000, that figure was 3006.25 percent and was given by CWA Local 14426. If Bill Boarman will come forward to accept the award for the local. (Presentation - applause)

Each year our partnership with the Pediatric AIDS Foundation touches the lives of families all across the country. Today we are honored to have one such family with us. Clay Meredith, his wife Susan, and their two children, Alexandra and Mitchell, have traveled from their home in Louisville, Kentucky, to be with

us today.

Clay and Susan have been married for 14 years, and five years ago their lives changed forever when they found out that Susan and the children were infected with the HIV virus as a result of a blood transfusion that Susan received when their first child was born. Their story is why CWA's partnership with the Pediatric AIDS Foundation is so important and why it is truly a partnership to give.

Please join me in welcoming Clay Meredith and his family to the convention. Clay will make a few remarks. Thank you.

...The delegates rose and applauded at length...

BROTHER CLAY MEREDITH: Thank you. Thank you very much.

As introduced, my name is Clay Meredith and I am from Louisville, Kentucky, where I am in the service industry as an electrical contractor. So, like you guys, I am pretty much the same. If I had much choice, I wouldn't wear this tie and I would have my T-shirt and blue jeans on.

But I guess the first thing I need to say is what a fantastic group you guys are. I am not involved with the union where I am from, and to be honest with you, it's due to the fact that I have never had the reception from the IBEW like I have had from you guys today. What a group. (Cheers and applause)

Did I say the wrong thing?

...Cries of "No"...

I am not going to get hurt, am I? (Laughter)

You know, it's unbelievable the feeling that you get when you travel to Santa Monica, California, and we, my family and I, are part of the event. In talking to Kathy Champion, she tells me some of the great things you guys are doing and how you raise money for people like me that you don't even know. I mean, you don't know me. You don't know my family. It's phenomenal. (Applause)

The Foundation called me about a week ago and the person asked me, "What does the Foundation mean to you?" And I was talking to him and it was during an interview where they are going to do a feature story on myself and my family. And I thought about it for a minute and I couldn't give him an answer.

What the Foundation means to me is hope...

This isn't going anything like I planned, I will tell you that. (Applause) I had this all figured out, and it sounded good when I was doing it at the house.

What the Foundation means to me is hope. If it weren't for guys like you to donate the money that you do to the Foundation, they couldn't do the things that they do and that they did for us. It all turns around to hope.

I do want to take just a half second. I would be shot if I didn't do this. This is my lovely wife Susan who I have been married to for 14 years. (Applause) My gorgeous daughter, Ally. She is ten. (Applause) And my rather spunky five-year-old, Mitchell. (Applause) That's why I needed help.

Very fortunately, I don't have the virus and I can come and talk to folks like you. You know, we go to these events and we hear how many millions of dollars — that's the other thing that I was actually going to start off with — \$553,000. You guys deserve another one. (Applause)

You know, as the times continue on, we do come up with more medicines and we do have more hope, but it's not over. I read a statistic back when I was preparing for this — 1,400 children a day are infected around the world with the HIV virus — 1,400 a day. That is staggering.

You know, we do have a lot of good things in the pipeline; we do have a lot of hope. And it's because of you guys. When my daughter was just over five years old, she started the medicine. She had a stroke and lost the majority of the use of her right side. She has now recovered from that. Thank you. Thank you.

(Applause)

My son, when he was born, at the birth of my child, my son was normal. A week later, he started having some breathing problems. We couldn't figure out why. We had been through a couple of years of my daughter being very ill. Her weight was declining, her hair was falling out. My wife and I didn't know what to do. We didn't have any idea. We started testing in San Diego — and I don't mean HIV testing, just a general test because we didn't have any clue that we could be HIV positive. So they tested us in San Diego and couldn't come up with an answer.

We moved back home. I'm from Louisville, and my wife is from San Diego. I was out there in the Marine Corps. When we moved back home, another doctor diagnosed my daughter with a syndrome called Diamond/Swackman Syndrome. That is the body's inability to absorb nutrients from food. So we thought, "We've got a name for something now; we can work with this." So we started the insurance and stuff like that.

We found out my wife was pregnant with my son. A week after he's born, he goes into the hospital. We can't figure out why both of my children are sick. They said he had amniotic fluid in his lungs. They put him in intensive care where he was for six weeks. Two weeks of it he was on a respirator and we were sure they were just making him comfortable. You understand what I am saying, I hope. And that was awful.

We finally got him out of the intensive care unit and got him home. But there were numerous runs back and forth to the hospital where he would have other breathing problems. At eight months old they diagnosed him and said there was something wrong with his blood and we needed to do an HIV test. At that time, I was petrified. "Why me? Why my family? Why do we have to do an HIV test?" I was scared. "Am I going to lose my job that I've been at for the last six years? Am I going to lose any health insurance? What is going to happen?"

We went to one of the local convenience stores and bought three HIV tests, because they told us if my wife was positive my son was almost guaranteed to be positive. So we did the test. I don't think that I'll ever forget the day that my wife called me. I need you to stand up back there, hon, because I need to look at you again.

When my wife called me, her voice was very shaky. I will never forget it. I asked her, I said, "Susan, what is wrong?"

She said, "Our results are back." I didn't have to ask her any more. She told me I was okay, but her and my son's and daughter's tests came back positive. Needless to say, I rushed home to try to be with my wife and console her. I didn't know what to do. I didn't have any clue. I didn't know anything about HIV. I didn't know what to do.

So we went to a clinic that helps support people with HIV. We were all three standing there, all holding hands, scared to death like a deer in headlights.

We were looking at a bunch of brochures on the wall, and a lady walked up and said, "Can I help you?"

"No, no, no." We said we were looking for a brochure for a friend, because we weren't sure what was going to happen yet. She patted us on the back and said, "Come on in and let's talk about your friend."

You know, it's been relatively good. They put us in front of the right doctors, so it's just been... in the beginning it was a very long road. I am going to reiterate one more time that if it wasn't for folks like you who so generously get into your pockets, your ashtrays, wherever the money comes from, and gives to these folks, I would not have any hope.

So on behalf of my wife and my two children, who are now on the floor for some reason (laughter), on behalf of the four of us, I want to thank each and every one of you from the bottom of my heart for giving me hope. Thanks for asking me to be with you and share some time.

...The delegates rose and applauded at length...

I wouldn't have gotten through this without you. Thank you so very much. We very much appreciate it. (Applause)

PRESIDENT BAHR: What you just heard is the reason why I have been serving on the Board of Directors of the Pediatric AIDS Foundation. Those of you who were around know that it was ten years ago when we first met Elizabeth Glaser and the change she has made in so many of our lives.

Just a year ago, when I was out in Santa Monica for a board meeting — and I have and Barbara has been following some of these kids for the past ten years, so we have seen what each little breakthrough in medication has done to keep them going hopefully until there is a cure. I was in the office where one of the kids, who is now 17, sent a card of thanks to the staff who work in the office at the foundation. He had just graduated from high school. His note said, "If you listen closely, you can hear my mother's fingers uncrossing." Clearly, eleven years earlier she wasn't thinking about him graduating from high school.

It's not often that we have the opportunity to see how our dollars make a difference in people's lives. It goes into some big pot. But if you remember, those of you who were in Toronto when Elizabeth spoke, she said the purpose of the foundation was to try and find a vaccine that would block the transmission of the virus from mother to newborn baby.

One year ago, we made a breakthrough. There is a vaccine that is given to the mother just prior to giving birth, and to the baby within 72 hours after birth. For some reason, it works in about 50 percent of the cases. So we already have succeeded in blocking the transmission in at least half of the births that otherwise would have resulted in HIV positive. (Applause)

So they are now zeroing in to find out why it's not 100 percent. I am sharing this with you so that you get the full perspective of 1,400 children a day getting the virus.

We had our board meeting last year at Children's Hospital in Boston, and the Chairman of the Pediatric Service is a member of our board. Everybody was elated about this breakthrough, and this doctor put it into perspective, looking at it globally, where President Clinton last year said it was a national crisis. He said, "Unfortunately, the way things stand today" — and again he was referring to much of Africa — "all we will be doing will be delaying for about 14 years until that child will get it anyway." This has to be unacceptable to all of us. (Applause)

There are great problems in first educating women in rural areas of Africa. When we take that against the backdrop that you have heard me say so often that half the world's population has never made a phone call, how do we get this information out?

Well, you know, we also say, and I have said many times, that the International Trade Union Movement is the only movement and institution that is not bound by any geographical borders. And if we have one purpose in life it is to raise the living standards and the quality of life of people all over the world. That is the only purpose for a labor movement.

And so one of the things I did, Barbara took my place as a member of the Board of Governors of the United Way of America, and I am now on the Board of Governors of the United Way International. And next January I will be Chairman of the Board. (Applause)

Now, I arranged a meeting between the people at the Pediatric AIDS Foundation and the United Way International because there are United Ways in 43 foreign countries — which I was unaware of — with people on the ground. And so we are now trying to use that connection, as well as the fact I have spoken to John Sweeney because I think this is a proper matter for the International Confederation of Free Trade Unions to pay attention to, because it is really not many

of the wealthy who are being impacted in Africa. It is the working class, the underclass.

So this is something we have to keep on the front burner. You know, it is very easy for our hearts to go out to children, but adults are afflicted, and we have to have things like this on our personal agendas. How can we make a difference not only here in the United States but around the world? To think that upwards of 30 or 40 million people could die of HIV/AIDS in the next several years boggles the mind.

So I am proud of the role that we are playing and proud that we are able to see what our dollars are doing. One of the things that is not commonly known is that we had made a commitment to support one scientist for five years, about \$100,000 a year. Last year we renewed that commitment for another five years. (Applause) So if we raised \$553,000 last year, let's try to make it a million for next year. Thank you very much. (Applause)

I think if we could arrange for the convention photo now, prior to the lunch break. I will turn it over to the photographer, wherever he may be.

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

PRESIDENT BAHR: Stay seated for one minute, please. The Secretary-Treasurer has some announcements.

SECRETARY-TREASURER EASTERLING: Before you leave the room, we have some announcements of meetings that are going to take place on the lunch break. Before that, let me just tell you about another foundation that we are involved in and many of you are aware of it. It is the CWA Patient Assistance Fund at the Marrow Foundation, the ability to make a gift and save someone's life. The Marrow Foundation makes the gift of life possible for those who are diagnosed with leukemia and other life-threatening blood disorders. The Marrow Foundation and its partner, the National Marrow Donor Program, helps recruit thousands of volunteer marrow and blood stem cell donors each year to help patients whose only chance may rely on finding a matching donor for a marrow transplant.

CWA made a commitment to raise funds for the Marrow Foundation to help CWA families who cannot afford all the expenses related to bone marrow transplants. Thanks to the efforts of our locals, we have raised more than \$38,000 for the CWA Patient Assistance Fund at the Marrow Foundation. (Applause)

The Marrow Foundation and the National Marrow Donor Program have set up a booth in our exhibit hall. Please visit the booth to learn how you can support the CWA Patient Assistance Fund to provide help to CWA families in need, immediately upon adjournment.

...Convention announcement by Barbara Easterling...

There will be a rally during the lunch break to support CWA members at *Lavendar* Magazine. CWA was certified as the bargaining representative at the magazine in April. Since then, the employer has engaged in a union-busting, sexual harassment campaign against the workers. A group of delegates will assemble at the entrance to the convention center and march to the magazine, which is located at 24th and Nicollette. A bus will be provided to take delegates who would prefer not to march. *Lavendar* is a publication of the gay and lesbian community here in the Twin Cities.

The St. Louis CWA City Council will once again be collecting soap, shampoo and body lotion, all the amenities that are in your bathroom at the hotels, for the Mary Ryder Home in St. Louis, a home for low income women and men, a United Way agency. Boxes for collection of these items will be in the District 6 area. Thank you.

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

...The Convention recessed at 12:05 o'clock p.m...

MONDAY AFTERNOON SESSION

July 9, 2001

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

PRESIDENT BAHR: Would the delegates take their seats please? Would the Sergeants-at-Arms ask the delegates outside to come in?

Delegates, take your seats and the convention will be in order.

Would the Defense Fund Oversight Committee come to the platform please? Let me introduce to you the members of the Defense Fund Oversight Committee.

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

David Layman, President, Local 2204; Mark Ledford, Steward, Local 3802; Ed Phillips, President, Local 4340; James Allen, Vice President, Local 6215; Dawn Schnickels-Johnson, Treasurer, Local 7200; Nora Morris, Vice President, Local 9423; Sandy Kmetyk, President, Local 13500; Arthur Cheliotas, President, Local 1180; Loretta Heard, Chief Steward, IUE-CWA Local 41785; Bob Lilja, President, Local 1104; and Barbara J. Easterling, Secretary-Treasurer.

The Chair recognizes Bob Lilja.

DELEGATE ROBERT LILIJA (Local 1104, Chair, Defense Fund Oversight Committee): Thank you.

...The various members of the Committee read the report into the record as follows:...

**REPORT OF THE DEFENSE/MEMBERS' RELIEF FUND OVERSIGHT
COMMITTEE
TO THE 63RD ANNUAL CWA CONVENTION**

The Defense/Members' Relief Fund Oversight Committee met on November 28-30, 2000, and on February 26-28, 2001, in Washington, D.C. We met again in Minneapolis prior to the convention. The committee reviewed activities associated with the Members' Relief Fund and the Defense Fund. We examined receipts, disbursements, investments and the administrative policies associated with these two funds.

INVESTMENTS: In Minneapolis, we reviewed a report from Monitoring and Evaluation Services, Inc. This firm is responsible for advising and verifying that 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 for the period April 1, 2000, through March 31, 2001, for the Members' Relief Fund on investments, including mortgages held by the fund, amounted to (4.41%).

MEMBERS' RELIEF FUND: The balance of the MRF as of March 31, 2001, is \$196,582,985. Mortgage loans held by the MRF as of March 31, 2001, are:

<u>Local</u>	<u>Amount</u>
1033	\$761,125
1039	296,413
1109	327,255
1120	62,697
2222	244,775

2336	354,153
3112	178,150
4340	1,091,143
4501	156,595
6171	55,038
7708	265,000
9000	266,353
9400	513,894
9400	289,983
9415	93,929
9505	708,480
39052	<u>133,995</u>
Total Local Mortgages	\$6,197,053
<u>International Unit</u>	<u>Amount</u>
District 3	509,401
Mercury Building	7,954,078
501 3rd Street	<u>15,167,513</u>

Total International Mortgages \$23,630,992

Total All Mortgages \$29,828,045

DEFENSE/MEMBERS' RELIEF FUND EXPENDITURES

July 1,2000 - March 31, 2001

STRIKERELATED:

DETROITNEWS	4,876
DISNEY/ABC	4,484
LOCAL4501-OHIOSTATEUNIV.	8,106
VERIZON	27,699,621
LOCAL1199-DERLANPRECISIONGEAR	1,800,000
LOCAL791-HURDLOCKCORP.	197,200
LOCAL59053-KMEX-TV	41,108
LOCAL37082-PACIFICNWNEWSGUILD	1,500,000
DETROITNEWS(TNG)	244,300
LOCAL30232-NORTHERNLIGHTS	<u>200,000</u>
TOTAL	\$31,699,695

DEFENSE FUND: The balance of the Defense Fund as of March 31, 2001, is \$11,539,344.49. Allocations and expenditures which were approved by the Executive Board and the Committee:

<u>NON-STRIKE RELATED:</u>	<u>Allocated</u>	<u>Spent</u>
LOCAL 51 024-WW NY-TV	*23,810	
LOCAL 51 026-WSKG-TV	*150	
NJ STATE WORKERS		*7,355
VERIZON	\$350,000	350,000
LOCAL 37082-PACIFIC NW NEWS GUILD	40,000	39,830
LOCAL 14177-NEW ERA CAP COMPANY	180,557	33,801
LOCAL 1040-GREYSTONE PARK HOSPITAL	<u>350,000</u>	<u>9,679</u>
TOTAL (*Prior Year's allocation)		\$920,557
		\$464,625

STRIKE RELATED:

LOCAL 37082-PACIFIC NW NEWS GUILD		\$20,000
LOCAL 11 99-DERLAN PRECISION GEAR		52,000
LOCAL 59053-KM EX-TV		10,000
VERIZON		443,707
LOCAL 4501-OHIO STATE UNIV.		<u>9,956</u>
TOTAL		\$535,353

RECOMMENDATIONS: The committee recommends that employees of a company who are fired for union activity and who, with the concurrence of the union, have filed an unfair labor practice charge protesting this dismissal, shall be treated as victims under fund rules and shall receive the fund benefits until:

- (1) They become employed;
- (2) They are reinstated by the NLRB or settlement/dismissal of charge; or
- (3) They have received benefits from the fund for 12 months.

This section is intended to protect those individuals who take a leadership role in organizing drives and are fired as a result of union activity. This section is not intended to provide fund benefits in situations where the employer closes or moves the workplace as a result of unionization.

CHAIR LILJA: Respectfully submitted, the Defense/Members' Relief Fund Oversight Committee.

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

...The motion was duly seconded...

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 1, Delegate Egan. No? I am sorry. Hold on. I am sorry. I am looking at the wrong number.

On Microphone No. 4, Delegate Egan.

DELEGATE JOHN J. EGAN (Local 4034): I rise against the report because of the recommendation made by the committee. The concept proposed by the committee is a noble concept and warrants full consideration. However, I do not believe that the Members' Relief Fund is necessarily the proper funding mechanism.

Today, not all members of CWA are eligible for fund benefits, but this recommendation extends fund benefits to individuals who, if they become CWA members, would not — would not — be eligible for fund benefits; for example, public workers who do not have the right to strike.

Also, there may be some other alternatives as well. For example, our local union is involved currently in an organizing drive where two weeks ago the employer notified part of the workforce that their jobs were being moved out of state. The next day our local had a CWA representative's job, a better job, for our inside organizer.

Therefore, while I agree with the committee's concept, I am not convinced enough research and dialogue has gone into the recommendation, and for now I urge my fellow delegates to reject the report in its current form.

PRESIDENT BAHR: Microphone No. 1, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): I just want to make an amendment on the recommendation by adding the words in No. 2, "and other appropriate labor boards."

I would like to speak to it.

...The motion was duly seconded...

PRESIDENT BAHR: The amendment has been seconded. You can speak five minutes, Laura.

DELEGATE UNGER: I think this was an oversight by the Oversight Committee. We have members in this union and people have been organizing in this union that are not under the National Labor Relations Board. The airlines workers, I believe, are covered under the Railway Act. We have public workers who are covered under different agencies. I want to make sure — and I don't think it was the intent of that committee to exclude these people. I think it's a no-brainer.

PRESIDENT BAHR: On the amendment, at Mike No. 3, Delegate Ellebracht.

DELEGATE ANTHONY ELLEBRACHT (Local 6310): This isn't the amendment I'm going to talk on. It will be another one presented to the delegation here that I'm waiting for that I want to speak for.

PRESIDENT BAHR: Then, Sister, no other delegates desiring to speak on the amendment, the amendment before us is to add on No. 2 "and other appropriate labor boards." All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign. The amendment is carried. Mike No. 1, Delegate Anne Holland-McCauley.

DELEGATE ANNE HOLLAND-McCAULEY (Local 1106): I would like to make a motion to amend the report to read that the benefit money for the fired workers come from the organizing budget rather than the Members' Relief Fund. (Applause)

PRESIDENT BAHR: You heard the amendment.

...The motion was duly seconded...

PRESIDENT BAHR: It's been seconded from the floor. You may speak.

DELEGATE HOLLAND-McCAULEY: I support the intention of the Oversight Committee to protect those individuals who take a leadership role in organizing drives and are fired as a result of union activity.

I further agree with the committee's intent to have those fired workers be treated as victims under the Members' Relief Fund rules. However, my amendment just changes where the money comes from for these victims. My motion would direct that money to come from the organizing budget rather than the Members Relief Fund budget. Thank you.

PRESIDENT BAHR: On Microphone 2, Delegate Ellenbracht.

DELEGATE ANTHONY ELLENBRACHT (Local 6310): I support the amendment. I don't believe we should be funding members who are still not members of this great union. We have members who are fired daily and we are unable to get them funds. Until they do become members of this union, I don't think the money should come out of the Members' Relief Fund. That is not what it was intended for. It should come out of organizing funds. It should not come out of the Relief Fund. Thank you.

PRESIDENT BAHR: The delegate at Microphone 3.

DELEGATE BARRY GARDNER (Local 6016): The purpose and intent of the fund is for the relief of strikers, locked-out members, victims of collective bargaining tragedies, and other approved motivations and actions.

The committee's recommendation drastically changes that intent. As the delegate said earlier, you know, it is a noble and humanitarian gesture on the part of the committee. But this recommendation would not be well received by my membership or steward structure who pay into the fund when they receive no compensation from being terminated without just cause. So I urge you to vote for this amendment. Thank you. (Applause)

PRESIDENT BAHR: There is no other delegate desiring to speak on the amendment — on Microphone 4, Delegate Smith.

DELEGATE ROBERT SMITH (CWA Local 9400): I strongly recommend and urge the members of this convention to vote against this amendment. The Members' Relief Fund set up for the purpose to relieve our members and our people who helped this union. For me to be able to take a leadership position and have to worry about where my money comes from when there is \$200 million sitting in the Members' Relief Fund, and we are taking away from the money that we need to bring more members into this union and build this union.

I urge you to vote against this amendment, and adopt the committee's report. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Egan.

DELEGATE JOHN J. EGAN (Local 4034): I just spoke a moment ago on the "Against" mike. Now I'm here at the "For" mike. I agree with the concept, as I said earlier, I just didn't agree with the funding mechanism. There was a concern years ago when we had an uncapped ability to raise this fund, and it would get so big that it would be a temptation to use it for other things. I think we are experiencing that here today.

I agree with the amendment, when it is properly funded. I do agree with the concept, as I said earlier, but let's do it the proper way. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Pappas.

DELEGATE JAMES G. PAPPAS (Local 2336): I move the question.

...The motion was duly seconded...

PRESIDENT BAHR: The motion was made to close debate. 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. It is adopted.

In front of us is just the amendment that the funding of this recommendation be from the

organizing budget. All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

On the main motion, as amended. There is no one desiring to speak. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

On behalf of the Convention, I want to thank the Defense Fund Oversight Committee for the work they have done. (Applause)

I suppose it is very appropriate now, because the next order of business is the report from our Executive Vice President, Larry Cohen. Larry. (Applause)

EXECUTIVE VICE PRESIDENT COHEN: Our message this year is clear: "CWA, Growing Stronger Every Day." But how do we grow stronger? Is it like a plant growing because it rains, it falls out of the sky? Hardly.

We grow stronger by working together. There are really only two choices. Although many of you like to look for third choices, there are only two choices: It is stronger together or weaker forever.

Growing stronger is not necessarily easy. It is not easy necessarily for a local to develop a plan, to figure out how to build that local in any way if it is in trouble, building power and mobilizing a union.

There is conflict around organizing at times. Conflict around strikes. How do we stick together? It is a nice slogan, but as we sit here and as we celebrate another amazing year for our union, we have to think deeply about it. It is stronger together or weaker forever.

Standing still means weaker forever. Standing still for me or for any member here, for any local union, ultimately will mean weaker forever. That is the nature of our current economy. Standing still will lead to weakness. It is evident that only by energy and risk-taking can we make ourselves stronger, and it is by being together.

No matter where we come from, what work we do — technical, customer service, production, public sector, private sector, whether it is volunteers, officers, staff — we need to consistently practice building unity in the fight for economic justice, understanding, as most of us here do, that it has been at least 50 years, someone else's lifetime, since it was this difficult for union builders and members.

And despite this, we are growing stronger and stronger together, as we mobilize and bargain in tough times, with the breakthrough contracts as Morty outlined, organizing new members and building political clout.

As Morty said, it is an incredible honor that the IUE has joined with us. They have been pioneers in building industrial unionism for 50 years. Together we are stronger in every community where our members live and work. And for me it has been a privilege working with Ed Fire, Sal Ingrassia, Mike Bindas and Bruce Van Ess, the IUE staff and the local leaders throughout the more than year-long process.

All of the work we do in CWA has really only one goal: Stronger CWA locals to enable our members to work and fight for a future which we help build, not just a future that management creates with our political allies.

The past year has seen a collapse in the stock market, particularly in technology stocks. Yet many top managers continue to receive obscene levels of compensation of tens of millions of dollars a year or more. And these same managers come and tell our members and our organized workers that salaries and benefits must be cut because these are tough times.

Despite this, as Morty said, this has been a year when CWA grew by 16,000 members in organizing, and by more than 110,000 by merging with the IUE (applause). A year when we mobilized and bargained breakthrough contracts and did incredible political work in November

and legislative work at the local, state and federal levels.

I am privileged to work with great staff and officers both in D.C. and around our union. Health and safety, organizing, training, mobilization, international work, civil rights and education are the programs we support. All of us are focused on work that helps provide tools that strengthen CWA locals and build a more powerful voice for our members.

Our work in health and safety broadened our focus this year, particularly because of the merger, to industrial issues. We will work this year to develop regional health and safety centers, joining former IUE and CWA locals and their health and safety activists with regular training and access to the best information in the field.

With the support of the recent marketing conference, we will also concentrate on customer service issues, not only economic, but looking at the whole area of CWA's focus on customer service professionals, a key part of the Information Age workforce.

As we oppose "low road" management who contract the work out to cut wages, we look forward to October when CWA customer service members will celebrate the industry's Customer Service Week. Our version of that week is with a Solidarity Day for the 130,000 CWA customer service professionals throughout our union. Whether from telecom, wireless, airlines, publishing or cable, we will all be there on that Solidarity Day in October. (Applause)

In training we continue to develop online and onsite certification capabilities so our members can keep up with the changing technology. Check out the booth here at the convention with our web site so our locals can plug in.

Paul Anderson, who pioneered our union's training programs and now leads this program, is retiring this month. Paul has been a CWA member and leader since 1963 when he began working at Wisconsin Bell. He has worked tirelessly at every level of our union, including the CWA President's staff, Executive Assistant to Secretary-Treasurer Booe, and most recently as Director of Training Programs, earning his college degree and master's along the way. Paul is real proof that continuing education and training matters. And his legacy for us will be our dedication to making training accessible to CWA members both through collective bargaining and through our own programs.

Our international work continues to focus on building real alliances and solidarity with unions around the world at our same employers. This includes GE, SBC, Verizon and AT&T, as well as other publishing, broadcasting and manufacturing firms.

This is our only effective answer to management-led globalization of the world economy. They have their plan and we have to build ours.

The Eduardo Diaz Worker-to-Worker Program continues to be a key vehicle for our work. Each district develops and supports its particular project which is meaningful in that district.

I am happy to report we have a breakthrough in District 9's project with ASTTEL, the telecom union in El Salvador. After years of privatization and company-sponsored union-busting, ASTTEL now has union recognition after a three-year fight. (Applause)

Working with UNI, our largest global union organization, and the unions at France Telecom, a key investor in El Salvador, CWA and District 9 in particular have played a key role in the survival and now recognition of ASTTEL. District 9 leaders traveled to El Salvador on several occasions and raised funds for computer equipment through the Worker-To-Worker Program.

We are also working closely with Secretary-Treasurer Easterling and the UNI Women's Committee to develop projects that would be of particular help to women in the global trade union movement.

Before us at this convention is a resolution supporting immigration legalization and opposing Fast Track authority on global trade for the Bush administration. Immigration legalization is a civil right, worker right and international issue. We cannot have workers in the

U.S. or Canada who do not have real rights to join a union and bargain collectively.

Again, it is the same concept. Regardless of where we come from, it is either stronger together or weaker forever. There is only one choice if we are to build unity in our workplaces.

Similarly, opposition to Fast Track is just as important. The agenda: Fast Track so they can pit us against each other, and that resolution will also be before you. Congressional Republicans plan to pass Fast Track this summer, as Morty mentioned, paving the way later for FTAA. And FTAA is simple to understand. It is NAFTA times ten. Instead of three countries it is 34 countries.

In our packets yesterday we had our booklet, "CWA Talking Trade — Taking a Stand for Justice." For people who want to use this in their locals, these pamphlets are available for education, since there might be questions on this. It is a complicated subject.

But again, for us it is simple. The corporate way to globalization or through worker solidarity. And all that Bush and the people who are supporting this, mostly Republicans, are saying is that we back the corporations in their view of the world.

On the screen now is the same number that Morty had up earlier: 800-393-1082. Is everybody ready to make that call tomorrow? (Applause and cheers)

And we have a list that should have been distributed of 75 key members of Congress who are swing voters. That should be on your tables. We need to particularly concentrate on those. These people can be moved and we are moving them.

But we need to focus, we need to see if your member is on the list, and then do the education work. Give him or her the booklet and talk to them about why this issue matters in your community, before it is too late.

Our message is simple. Fast Track is a dead end. Our message is simple: Fast Track, just send it back. Fast Track, just send it back.

International work and civil rights are obviously related since our diversity and ethnic origins and tolerance and real respect for those differences are the center of CWA's equity program. We will hear from our Committee on Equity later, and see how we are continuing to expand that work.

On the screen should be a poster — there it is — which is available at the booth, the EVP booth. This is a poster that hopefully we will all put in our local union halls. "Warning: You are entering a hate-free union place. All hazardous materials in appropriate containers." (Applause)

Again, this does not fall from the sky. We have to work for this. We have to discuss it. We have to make folks understand that we have to put aside whatever our hatreds are — and hopefully, we don't have them — and build a union workplace that has no room for discrimination. (Applause)

I am also happy to announce the expansion of our annual Minority Leadership Institute to include our sectors and division, and in that program graduates will now receive nine college credits from the National Labor College.

Finally, each District Vice President has now appointed a staff member as a civil rights coordinator from their district to work with us on all these important issues.

In the area of union education, we have been working with IUE-CWA and have adapted many CWA education materials for our IUE-CWA members. We have also developed a six-hour diversity training program which will be offered through our districts. Education continues to be a driving force for all our programs particularly mobilization and organizing.

Mobilization: CWA continues to move forward in all the Districts. National focus in the past year has included Verizon, SBC and AT&T. But mobilization is effective at every workplace whether public or private sector and across industry lines. The local union or the workplace can be large

or small but the basic concept of rooting CWA in the workplace, not just in the union hall, through an active structure and driven by constant information and education applies to all of us, our strategy for building power.

Now, we will hear a dramatic story of mobilization in action from Puerto Rico, and the president of our new local 3010, Angelo Andujar. Last year we discussed the dramatic 58-day recognition strike at the Verizon-owned Puerto Rico Telephone Company, PRTC, where the installers all work for contractors and have long been denied even basic workers' rights.

Angelo himself would be the first to say that the leadership group in Local 3010 is deep — many leaders — and even now they are active politically and organizing at wireless and at American Eagle passenger service. But as you will see, Angelo is an amazing leader, totally committed to the union, and to his community.

Translating is my assistant, Yvette Herrera. I bring you Angelo Andujar. (Applause)

...Brother Andujar addressed the delegates in Spanish, which was translated into English by Yvette Herrera as follows: ...

DELEGATE ANGELO ANDUJAR (Local 3010): Brothers and sisters of CWA: First I want to greet Vice President Jimmy Smith and all of my brothers and sisters from District 3, and express my thanks for my great treatment at my first district meeting in Orlando. You really made me feel a part of the CWA family. I also want to thank Executive Vice President Larry Cohen for all his help and leadership.

My CWA local in Puerto Rico represents all of the telephone installers on the island. We work for the Puerto Rico Telephone Company, a company now controlled by Verizon. Although it seems incredible, installers in Puerto Rico were being denied even the most basic benefits, such as paid vacation, holiday pay, and social security contributions. We fought for 20 years to have the right to organize into a union.

I want to give you a hug of solidarity from all of my 400 brothers in Puerto Rico — but only my brothers since we don't have any women doing installation work yet. (Laughter)

I have to mention, with a mix of pain and joy in my soul, my beloved brother Eduardo. The love, pride and dedication that he had in CWA he transmitted to us and planted in our hearts. (Applause) Eduardo didn't do it with beautiful speeches, but with actions and examples that will live forever in

Local 3010 in his beloved Puerto Rico.

Today he would have been proud to have at this convention the fruit of his strength and to see realized the dream of so many of his compatriots achieving justice. God needed him urgently and called him to His side, but we still miss him terribly and will remember him forever. (Applause)

During the last year, we have organized 400 workers and gotten back pay for 39 workers who were fired during the strike. And we got them back pay totaling \$165,000. (Applause) And we have also negotiated four first contracts. (Applause)

All of this we have obtained through the support and because of the daily mobilization and solidarity of the workers. These actions include: gathering around union-provided coffee pots at the centers while waiting for daily work assignments; local-provided buses to mobilize members to events on the other side of the island after a full workday, so they won't have to drive when too tired. And every Friday our members wear their red solidarity shirts. Anyone who comes without his shirt must bring donuts. (Laughter and applause)

Our mobilization includes contact with the leaders of the political party in power as well as the minority party, working toward approval of joint resolutions in both houses of the legislature to create laws and benefits for our membership. Even those of us lucky enough to be working under a union contract still do not have any health care coverage.

So strong is our political support that the President of the Labor Commission in the House of Representatives demanded a joint meeting with the Puerto Rico Telephone Company on our behalf, and the meeting was held in his office. But we do not just want to fight the Puerto Rico Telephone Company, we also want to work with them so that the union can add value and contribute to the business.

The militancy of our membership makes it possible to fulfill our plans. The people mobilize from all over the island when they are called upon. Over 300 brothers with red shirts sat on the steps of the Capitol and were addressed by our Senators and Representatives, including the President of the House of Representatives, who is very interested in our issues. (Applause)

The fight is really just beginning, and we know that it will be difficult. We are not afraid of taking the right positions in the political, social and labor matters. We know that we are the best union in the world, CWA, with the best union members in history. (Applause)

We want to, and we will, write many pages of victories in the years to come. The most important thing at the moment for the Union de Trabajadores de las Comunicaciones de Puerto Rico, CWA Local 3010, is to serve and work and ensure that all workers have jobs with justice. We will never be defeated. Que Viva CWA. (Applause and cheers)

EXECUTIVE VICE PRESIDENT COHEN: “Growing Stronger Together” symbolizes the whole idea of our union’s organizing program. This year, we will celebrate more than 100 local unions who together organized more than 16,000 new members, as well as nearly 100 current active organizing campaigns involving right now more than 50,000 workers. (Applause)

Later today we will recognize many of those locals when we present our organizing awards. But now I want to present two new CWA leaders, one from the battle at AT&T and one from Verizon. They represent our union at its best. They are willing to stand up in an unorganized workplace and lead, taking great risks.

Saturday I heard similar stories and we saw one earlier at the IUE -CWA conference. These stories exist in every district in our union. But we bring them here to remind ourselves of what is really at stake for people who stand up under these conditions and try to build our union. And we see who our real heroes are.

Brian Malobisky is a key leader in our biggest AT&T organizing victory in decades. He is a young leader critical to the survival and growth of our union, with just two years at AT&T Broadband in Pittsburgh. But two years was enough.

The bargaining, mobilization and organizing efforts at CWA — AT&T go back for years. In fact, in Brian’s own unit, those who came before him have been organizing and working with Local 13000 in District 13 for eight years, including the predecessor company, TCI. Our efforts at AT&T Broadband started with the acquisition of TCI by AT&T more than two years ago. We have trained more than 100 CWA- AT&Ters as organizers, and have had more than 50 active campaigns, winning half. Many were led from rural areas in Districts 6 and 7, where we built credibility to support these larger efforts.

Later tonight we will honor Jim Irvine. I know I can speak for Jim. This victory in Pittsburgh and the two before it bringing more than 600 Broadband workers into our union is the greatest honor Jim could get. (Applause) Many if not most of the locals in this hall have helped in fighting for

organizing rights at AT&T.

I bring to you Brian Malobisky. (Applause)

BROTHER BRIAN MALOBISKY: Good afternoon. Well, I have worked at an AT&T Broadband location in Pittsburgh for a couple of years now and two weeks ago — about three weeks ago actually — we voted to join the CWA. (Applause)

The decision was brought on by a workload and hours in our location that are abusive.

They take advantage of our people. They don't care about employees or their lives or safety. They only care about their numbers. It doesn't seem to matter to them that people have been getting hurt, having accidents in their vans, accidents in the field because they are exhausted.

A prime example of this, my normal schedule is from Wednesday to Saturday, 7:00 to 5:30. About every three or four months or so we rotate on an on-call process. Well, this on-call process, by the time it's said and done, you end up getting called on the three days you're supposed to be off and so you work 11 days straight, sometimes up to 16 hours a day.

I served six years in the United States Air Force. Even in the military during active duty, they require that all personnel are given 8 hours of uninterrupted rest. AT&T doesn't see that.

I decided the only way we can get anything done was to stand up and make some noise. I started to talk to other workers about the union, asked them to talk to others and so forth.

Morale was at an all-time low and workers were fed up. The work schedules were abusive and yearly reviews were a joke—solely based on favoritism and how much your boss liked you. People were suffering.

I talked to more and more people. They talked to more and more people. Then the final straw is when the company implemented paid time off, basically PTO they called it. It wiped out all of our cumulative sick time and pretty much drove the remaining workers in my direction. It was clear something had to be done and we had to do something. That something is standing here in front of you today.

A lot of us worked hard to get the union. I would like to thank the Local 13000, Marge Kruger, and Vice President Vince Maisano for helping guide us through this process.

I have never been part of anything like this before. I'm very proud of what I have done, what my co-workers have done, and what Marge has done.

There are two very important things that have happened to me in my life. The first was 18 months ago, the birth of my little girl. The second was bringing AT&T Broadband in Pittsburgh to become part of the CWA. (Applause)

We now have more than 600 new AT&T Broadband workers in the CWA in Western Pennsylvania. We are joining 25,000 CWA members total. It's important to have a union when you're in a company that is constantly changing its procedures, rules, pay structures and benefits. I feel with CWA we can make a difference and make things better. Thank you. (Applause)

Finally, from CWA's second largest employer, Verizon, with 100,000 members from Puerto Rico to California, I am proud to introduce Brooke Cavanaugh of Baltimore, Maryland. Brooke is a premises sales rep at Verizon Information Services providing directory advertising and web services. More than 500 CWAers at VIS are represented, yet VIS, like Wireless, is waging a total effort to block thousands of additional VISers around the country from joining CWA.

This is not just an organizing story. It's about bargaining, about mobilization. Just this week our Executive Board formed a coast to coast Verizon Bargaining Council. We put them on notice right now, right here, you can try to divide us up with goodies for one bargaining union or another, but there's 100,000 of us. We stand with these colleagues. We will stand with them until they are in our union. (Applause)

On the East Coast an overwhelming majority of the 1,500 VIS employees are supporting CWA, yet management is using the card check process to generate never-ending arbitration cases over the bargaining unit and other legal procedures to stop recognition.

At the same time, we have other issues at Verizon. Local 6171 is bargaining in Texas and the Southwest for 5000 CWAers at Verizon Communications. And at Verizon Wireless there is a relentless management campaign to tie us up in arbitration and litigation while they run an anti-CWA campaign in the workplace and on their special anti-CWA web site.

Brooke and her colleague, Bob Hale, who is also here, have signed up 80 percent of their office Baltimore, Maryland, and they are heroes. (Applause)

As unbelievable as it may seem, the right to join CWA at a company where we already have 100,000 members takes real courage in the face of management that clearly lets them know every day that they will fight this in every way possible. Join me now as we welcome Brooke. (Applause)

SISTER BROOKE CAVANAGH: Wow. Thank you. I'm honored to be with you at the CWA National Convention.

I have worked for Verizon Information Services as a Verizon Yellow Pages sales rep for a little over three and a half years. I want to make the delegates of this convention aware of the struggles that my co-workers and I have gone through in an effort to gain a voice in our workplace.

We started organizing right about March of this year, and within several weeks we had an overwhelming majority in our office. As Larry stated earlier, right now we are over the 80 percent mark for support of CWA.

I would like to thank every delegate, alternate, and all the great leaders that are here today at the CWA Convention. Specifically I would like to thank my co-organizer, Bob Hale, Ron Collins, Pete Catucci, CWA District 2, as well as our Local 2101. Their support has been fantastic. (Applause)

Many of you that are here today were on strike last year in an effort to help us, the unorganized employees at Verizon, to gain a voice in the workplace. We want to thank you for your efforts. (Applause)

With the challenge we are faced with with our anti-union employer Verizon, we need your help. Can you help us? (Applause)

I can't hear you. Can you help us?

...Cries of "Yes"...

VIS employees want to be represented by the CWA. Verizon is fighting us every step of the way. The company agreed to a card check neutrality agreement. Now they are not living up to their end of the agreement. Verizon is not telling the truth. Please help your brothers and sisters at the non-union divisions of Verizon become union. Verizon continues to use every legal maneuver and stall

tactic possible in an effort to block us from joining the CWA.

Thank you for allowing me to be at the convention, and Bob as well. We are asking for your help. Please help us. Help us send a message to Verizon. Let us in. Let us in. Let us in. (Applause) Thank you.

EXECUTIVE VICE PRESIDENT COHEN: So again it's clear, growing stronger, stronger together. Stronger together or weaker forever. Those are our choices. Those are the two paths.

We must stick with Angelo, Brian and Brooke and let all our employers know that stronger together is what it will be. We will stick together regardless of where we live or come from, or where we work. We will support Angelo, Brian, Brooke and the thousands of others who are building our union every day. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Larry. I think it's good for all of us every once in a while to hear it and see it with our own ears and eyes.

I would like the Finance Committee to come to the platform. Mike No. 1, Delegate Riffe.

DELEGATE RAYMOND RIFFE (Local 3607): Thank you, Morty. Good afternoon,

delegates. In an effort to save us a little time, I move that we dispense with the reading of the financial report and only read the resolves.

...The motion was duly seconded...

PRESIDENT BAHR: You heard the motion. It was seconded from the floor. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

...The Report of the Finance Committee is attached to these Proceedings as Exhibit 1...

PRESIDENT BAHR: The members of the Finance Committee are: Roger Todd, President, Local 3201; Margaret Henderson, President, Local 4310; Chris Martinez, President, Local 6229; Wayne Mitchell, President, CWA Local 14170, Chair; and CWA Secretary-Treasurer Barbara Easterling.

The Chair recognizes the Chair of the Committee.

DELEGATE WAYNE MITCHELL (Local 14170, Chair, Finance Committee): Thank you, Mr. Chairman, sisters and brothers.

Your Finance Committee met in Washington, D.C., on April 25, 26 and 27, 2001, to review and recommend the 2001-2002 budget. 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, 2000, by the certified public accounting firm of Thomas Havey & Co. 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, 2000.

Past convention actions direct finance committees to review the expenditures of each administrative unit and require any unit(s) overspent at the end of the previous budget year to give a detailed explanation to the committee. This year's committee concurred with the 1998 committee guideline recommendation not to ask for written explanations from any administrative head that was one percent or less overspent. Therefore, your committee directed those administrative heads who exceeded their 1999-2000 budgets by more than one percent to provide a detailed written explanation documenting the reasons why they exceeded their budget. When received and reviewed, the committee, as empowered by convention action, may recommend that these administrative heads make an accounting to the convention.

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 membership.

The Finance Committee is recommending the 2001-2002 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 2001-2002 Finance Committee extends our thanks, on behalf of the membership, to President Morton Bahr, Secretary-Treasurer Barbara Easterling, Executive Vice President Larry Cohen, Eileen Brackens and associated CWA staff for their time, expertise and effort in aiding us in the development and preparation of this year's report.

This budget report was compiled through examination of line item requests which reflect

major increases for 2001-2002, through interviews with department personnel and review of the demands and needs of those line items remaining relatively static. We as a committee therefore respectively request and urge delegate approval.

Mr. Chairman, we move for the adoption of the report.

...The motion was duly seconded...

PRESIDENT BAHR: You heard the motion. It was seconded from the floor.

On Microphone No. 5, Delegate Minkkinen.

DELEGATE GERALD MINKKINEN (Local 34071): I would just like to direct a question to the committee as to what the impact of the previous floor action regarding organizing might have on the organizing line item?

PRESIDENT BAHR: I would like, as the Chair, to take the opportunity to respond to that question. The budget that is in front of you now has a line item amount for organizing, depending on the projections of projects already underway and those anticipated.

If under the previous action we only have to support 50 workers for the period specified in the report, you would wipe out about 30 percent of the budget.

You are entitled to a second question.

DELEGATE MINKKINEN: None.

PRESIDENT BAHR: No other delegate cares to speak. All those in favor of adopting the report indicate by raising your hand. Down hands. Opposed by like sign. The budget is adopted.

Thank you very much on behalf of the convention for the Finance Committee's work. (Applause)

Would the National Women's Committee come to the platform, please?

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

PRESIDENT BAHR: The members of the National Women's Committee are: Anne Holland-McCaule, Local 1106; Nancy L. Brady, Local 2222; Arlene Benjamin, Local 3406; Elizabeth Van Der Woude, Local 4250; Jennifer Case, Local 6320; Sherri Steen, Local 7800; Connie Carrasco-Belisle, Local 9588; and Victoria Kintzer, Local 13500. The Chair recognizes the committee.

DELEGATE ANNE HOLLAND-McCAULE (Local 1106, Chair, National Women's

Committee): The National Women's Committee would like to take this opportunity to acknowledge its two new members, Janine Brown from CWA staff and Gloria Johnson from the IUE. Their dedication, knowledge and energy are qualities that are truly an asset to this committee and to this union.

...The various members of the National Women's Committee read the report as follows:...

REPORT OF THE CWA NATIONAL WOMEN'S COMMITTEE TO THE 63RD ANNUAL CONVENTION

More than 400 CWA sisters and brothers attended the CWA National Women's Conference held May 9-12, 2001, in Las Vegas. Participants' evaluation forms declared the conference a huge success.

The CWA National Women's Committee met at last year's convention for planning purposes, conferred by phone and met again just before the conference opened.

The Committee is proud to report that all CWA sectors and districts were represented at the

conference, including a large number from the new I UE-CWA division. We want to thank our CWA sisters and brothers who served as speakers, panelists, and workshop leaders, as well as CWA officers and Linda Chavez-Thompson, executive vice president of the AFL-CIO.

The committee wants to keep the spirit generated by the conference alive by expanding our web site, www.cwa-union.org/workers/women, and producing a new "Women in the CWA" brochure and videos highlighting the conference program

Before getting into the details of our report, we want to applaud all CWA members, most particularly CWA sisters, for their hard work and participation in the 2000 elections. The impact of organized labor's efforts was historic. More union families than ever registered and voted, leading anti-worker lawmakers to lose seats in the House and the Senate. The National Women's Committee urges members to continue to be involved in political and legislative activities as we fight for fairness and justice for all workers and their families.

Coalition of Labor Union Women

CWA members have played a major role in the coalition of Labor Union Women since it was founded in 1974. Lela Foreman, CWA's retired women's director, continues to serve as CLUW treasurer. Her leadership and the support of CWA officers have helped our membership in CLUW continue to rise.

In October 2001, CLUW will hold its 11th Biennial Convention in Las Vegas. The theme, "CLUW: Designing Our Own Future," will be addressed through a variety of speakers, workshops and forums. Programs such as "Why Unions?" and union history will be presented especially for young women, students and workers from the Las Vegas area. The committee encourages all delegates to join CLUW and to attend and support the CLUW convention in October. For more information,

visit the CLUW web site at www.cluw.org.

Social Security

Signed into law in 1935, Social Security was designed as insurance against poverty in old age. It provides monthly benefits to retired workers and a lump sum cash benefit to the estates of deceased workers. Because of social security, aging Americans live longer, healthier, more active lives.

Women have a huge stake in Social Security. They live longer than men on average, they play a larger role than ever in the country's labor force, and many are caregivers for aging parents. Yet women, on average, earn less than men and have smaller retirement incomes. That means they count on Social Security, and any proposal to change the system is cause for concern.

It is essential to ensure that Social Security's guaranteed benefits continue for women and their families.

Privatization would divert a portion of taxpayers' Social Security funds into stock market accounts. This is a dangerous plan that would put workers' hard-earned money at risk. We've all seen what's happened to the stock market lately. Economists say such instability could easily mean fewer benefits and lower — or no — annual cost of living adjustments. And the retirement age may

be raised even more.

The present Social Security system protects workers, by law, in ways that none of the proposals to privatize the system do. We want reforms that will guarantee the solvency of Social Security well into the future, not a risky plan that threatens workers' essential retirement income.

Pay Equity

Equal pay remains the number one policy issue for working women, surveys show. Many women and people of color work in clerical, service, nursing and teaching jobs — work that has historically, and wrongly, been undervalued and underpaid. Pay equity means that employers can't discriminate, that the criteria they use to set wages must be sex and race-neutral.

Two laws today protect workers against wage discrimination. The Equal Pay Act of 1963 prohibits unequal pay for equal or "substantially equal" work performed by men and women. Title VII of the Civil Rights Act of 1964 prohibits wage discrimination based on race, color, sex, religion or national origin. In 1981, the Supreme Court made it clear that Title VII is broader than the Equal

Pay Act and prohibits wage discrimination even when the jobs are not identical.

But wage discrimination laws are poorly enforced, and women and minorities still face a wage gap. More than half of all female workers hold sales, clerical and service jobs, and studies show that when women or people of color dominate an occupation, the less it pays.

Though the wage gap has narrowed since the Equal Pay Act became law in 1963, it has done so very slowly. In 1963, women were paid 59 cents on average for every dollar men were paid. In 1999, women's earnings had increased to only 72 cents on the dollar.

On April 3, 2001, activists for equal pay held rallies throughout the country to support new Congressional legislation the Paycheck Fairness Act, and called for state and local laws to further reduce the wage gap.

April 3 was selected because women had to work to that date to earn as much money as men had been paid on average in the year 2000. Another round of lobbying took place June 12, when union members, women's groups and civil rights activists held a news conference with Senator Hillary Clinton and other lawmakers at the U.S. Capitol.

Across the country, more than 20 states have introduced their own equal pay laws. We urge all delegates to support pending legislation, S.77 and H.R.781, and lobby for laws in states that haven't taken steps toward correcting the pay gap.

Family Medical Leave Act

In early 1993, President Bill Clinton signed the Family and Medical Leave Act (FMLA), the culmination of a decade-long fight for a law to let workers take time off from work to care for ailing family members, or themselves.

Before FMLA, many American workers couldn't leave work, even for family emergencies, without fear of losing their jobs. That included new mothers. According to the U.S. Bureau of Labor Statistics, in 1990 only 37 percent of all working women in companies with 100 employees or more were eligible for unpaid maternity leave.

CWA and its allies want to strengthen FMLA to cover more workers and provide paid leave-standard in most countries throughout the world. Meanwhile, anti-worker forces in Congress are trying to cut FMLA's present benefits. A bill introduced this spring by Senator Judd Gregg (R-NH), S-489, would restrict the definition of a "serious health condition," among other changes. Though

the bill is unlikely to get a hearing now that Senator Edward Kennedy (D-Mass.) is in charge of the Health, Education, Labor and Pensions Committee, Gregg could attach it as an amendment to an unrelated bill on the Senate floor.

We can fight this attack in Congress and at the bargaining table. The Women's Committee urges all CWA bargaining committees to negotiate for benefits that will address workers' needs in regard to child and elder care issues. And we urge all members to work to defeat Gregg's bill and any other FMLA restrictions that are proposed with letters and phone calls to your senators and representatives.

You can get more information about FMLA online from these web sites:

Progress of House and Senate bills: www.thomas.loc.gov/bss/dlo7query.html

CWA: www.cwa-union.org/aboutcwa/cwapubs/fmla.htm

AFL-CIO: www.aflcio.org

Department of Labor: www.dol.gov/dol/eas/fmla.htm

Workplace Violence

Workplace violence is so pervasive that the Center for Disease Control has classified it as a national epidemic. In fact, workplace violence is the fastest growing category of murder in the United States, and homicide is now the leading cause of death on the job for women and the second leading cause of death for men at work.

Workers are at greater risk of assault from customers, clients, patients and robbers than from co-workers. Still, worker-on-worker incidents account for 11 percent of workplace homicides, as well as 6 percent of assaults. Violence of any kind is destructive but violence among colleagues is particularly harmful because it creates a division that management can exploit.

Some workers and their unions feel that it is difficult to address worker-on-worker violence, but it is imperative that we get involved. Looking out for each other's health and safety is the right thing to do. It also builds solidarity. CWA, and the labor movement as a whole, must find ways to promote unity among our members by fostering a spirit of genuine caring, compassion, and mutual respect through an education and awareness program.

In addition the Committee recommends that locals get training in ways to address workplace violence, with a focus on the role of the union steward.

Education

Women, and all workers, can improve their skills, opportunities and earnings through education. Promoting and expanding education and training programs should be a top priority for CWA and its locals.

Education not only helps women improve their job skills, it gives them confidence to serve their unions and communities. Many successful women leaders attribute their start to union women's summer schools and labor studies courses, which build public speaking and communications skills. Many of our major collective bargaining agreements provide tuition assistance. Where this is the

case, locals should encourage women and all workers to take advantage of it. In collective bargaining, it should be a priority demand.

But continuing education is only part of the equation. Our children must be guaranteed a solid, basic education to prepare them for college and work. Today, many people want to weaken public schools with a voucher system. This would give a few students many opportunities while taking money away from public education for the majority. The Women's Committee goes on record as opposing vouchers of any kind and vows to fight for public education.

Women's Health Issues

Women have unique health issues, and it's vital to fight for coverage for preventive screening. Many insurance plans still fail to pay for mammograms, pap smears, and diagnostic testing for women, yet are likely to cover prostate cancer screening for men. Many plans also provide men with Viagra, yet refuse to cover birth control pills for women, even when medically necessary. Infertility treatments are rarely covered. A bill pending in Congress, HR 389, would amend the Public Health Service Act to require coverage. And the subject is being raised at the bargaining table. Verizon South workers won such coverage last year, including in-vitro fertilization, embryo transfers and sperm injection.

Locals must use their power in bargaining to seek fair insurance coverage for women,

including screening and help for infertility. Health issues involve more than patients- Our nurses and other health care professionals are being stretched to their physical and mental limits as overtime and responsibilities grow, and our contracts must address these issues. Further, their jobs put them at risk for infection from HIV and hepatitis and we must ensure, through laws and bargaining, that they are protected to the fullest extent.

Twenty years after AIDS was identified, it continues to be a major health problem. About one-quarter of the 900,000 Americans living with HI V/AIDS are women, and AIDS was the fifth leading cause of death among women ages 25-44 in 1998. Labor, in a partnership with business, is developing a work site education plan to educate workers and communities to help prevent the spread of HIV and hepatitis. An AFL-CIO survey last year showed that workers would welcome such a program. The CLUW Center for Education and Research recently was awarded a \$250,000 grant toward that end.

Trafficking of Women and Children - A Human Rights Violation

Horrifying human rights violations against women and children have long been denied the attention and concern they deserve. Consider:

* A flight attendant rescues a 10-year old girl she sees crying. Her father had sold her to a 60-year old Saudi Arabian man sitting next to her for the equivalent of \$240 U.S. dollars.

* Five Latvian women were taken to Chicago, where they were held in slavery-like conditions and forced to strip at nightclubs. The women would earn up to \$600 a night, but the traffickers took all but \$20.

* In the United States there are about 250 mail order or Internet bride agencies who sell Russian, Eastern European, Asian and Latin American women to American men.

Trafficking in women and children has become one of the fastest-growing criminal enterprises in the world. Up to 2 million women and children are bought and sold every year, usually for forced labor, domestic service or sexual exploitation. The United States isn't immune. The government estimates about 50,000 people are brought into the country each year against their will. Traffickers lure victims with advertisement and false promises of jobs as nannies, waitresses, sales clerks and models. This modern form of slavery frequently involves force, deception, and intimidation. Traffickers typically seize their victims' identification and travel papers.

Stronger laws are needed to catch and punish traffickers. The Women's Committee strongly supports government efforts to expand public awareness campaigns to warn victims of traffickers' methods. Human rights violations against women and children must be documented, publicized and stopped. More information is available as shown:

United States Government
Women

International Women's Issues

www.state.gov

Coalition Against Trafficking in

Dr. Donna M. Hughes

dhughes@uri.edu

The President's Interagency Council on Women
Women

U.S. Government's Anti-Trafficking Working Group
Nations, NY

U.S. Department of State

Coalition Against Trafficking in

Representative to the United

Cecilia Blewer

2201 C Street, NW, Suite 6934
Washington, D.C. 20520-7512
647-5337

cblewer@classic.msn.com
Tel. (202) 647-5440; Fax (202)

Family

The American Heritage Dictionary has several definitions of the word family. The one definition that comes closest to describing the family today is "all members of a household under one roof." "Family" is no longer restricted to mom, dad and their offspring. There are growing numbers of single-parent families, households with grandparents and grandchildren, homes where relatives or friends share expenses, and homes with gay couples raising children. As families change, we must fight for laws and contract language that grant equal rights and benefits to all of them, regardless of their make-up.

Tax Credits Available to Families

here are many tax credits available to individuals and families. Listed below are just a few of those credits. You can get more information on tax credits and how to qualify by requesting a copy of Publication 17 from the IRS.

- * Child Tax Credit and Additional Child Tax Credit
- * Tax Benefits for Work-Related Education
- * Child and Dependent Care Credit
- * Credit for the Elderly and Disabled
- * Education Credits
 1. Hope Credit
 2. Lifetime Learning Credit
- * Adoption Credit
- * Mortgage Interest Credit
- * Daycare Credit
- * Marriage Penalty Relief

Administration for Children and Families

Directory of Program Services

The Administration for Children and Families (ACF), located within the Department of Health and Human Services (HHS), is responsible for federal programs that aid families, children, individuals and communities economically and socially. Many programs are done in partnership with state and local

governments, community groups, profit and nonprofit organizations, American Indian Tribes and Native American communities.

ACF also has a strong commitment to programs that address the needs, strengths and abilities of individuals with developmental disabilities, refugees and minority populations. A full list of programs and regional ACF offices is available at www.acf.dhhs.gov. The programs include:

- Abandoned Infants Assistance
- Child Abuse and Neglect Prevention
- Child Welfare Services

Developmental Disabilities
Low Income Home Energy Assistance Program
Runaway and Homeless Youth
Native Employment Works
Individual Development Accounts
Urban and Rural Community Economic Development
Foster Care/Adoption Assistance/Independent Living
Temporary Assistance for Needy Families (State and Tribal programs)
Adoption Opportunities
Child Care and Development Fund
Community Food and Nutrition
Community Services Block Grant
Native American Programs
Social Service Block Grant
Head Start
Repatriation Assistance
Waste and Wastewater Treatment Systems Development
Valuable websites include:
www.nations-social-services.org
www.fedmoney.org
www.gksoft.com/g0vt/efl/u5.html

These are just some of the federal, state and local services that can help our members. We are charged with two things: We must make the information readily available to members through our job stewards and committee persons. Second, in light of the agenda of the anti-worker administration in Washington today, we must work hard to protect these important social services.

Organizing

America's unions are changing to meet the challenges of creating, expanding and retaining good jobs for women. Toward that end, CWA realizes the importance of organizing and educating working women. We must rid ourselves of any lingering resistance to women's leadership in the labor movement. Unions can only benefit from the creative potential and skills of their female members. But unions must develop a keener ability to recognize leadership potential from the ranks of their female members. And they must develop strategies to promote and educate women and people of color in the workforce.

Women hold the key to the future of organized labor. According to The Women's Research and Education Institute, 40 percent of union members are women. We make up the majority of the newly organized and still-to-be organized sectors of the American labor force.

On average, union women earn 38 percent more than non-union women. Even when comparing women with similar education and experience, union women earn 12 percent more than their non-union peers.

In spite of this, less than 16 percent of all women workers belong to unions. Labor's challenge is to organize the millions of women who are eligible to be represented, including a growing number in technical and professional jobs. We know we can do it. We take pride in CWA's many victories among health care, public sector, higher education, airline industry, and cellular and wireless workers. These are all examples of how our union reaches out to working women.

DELEGATE KINTZER: President Bahr, the Committee moves the adoption of the National Women's Committee report.

PRESIDENT BAHR: You heard the motion for adoption. (Applause)

...The motion was duly seconded...

PRESIDENT BAHR: It has been seconded from the floor.

On Microphone 3, Delegate Perez.

DELEGATE JUDITH PEREZ (Local 9400): President Bahr, delegates and alternates, I rise in support of the CWA's National Women's Committee Report. This report covers a great deal, but basically tells it like it really is. We should all remember that we women hold the key to the future of organized labor. We take the first step in building labor by going into labor. (Laughter)

We take pride in our many accomplishments, and as I look around the room and see all these men, you must all remember that your great leaders are here because of us women. (Laughter and applause and cheers) So support us, and support the committee's report. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, speaking in Spanish will be Lupe Mercado, of Local 9421, and the interpretation will be done by Rae Roeder, Local 1033.

DELEGATE LUPE V. MERCADO (Local 9421, speaking in Spanish): We stand strong together behind the Women's Committee Report and applaud their work. We are here today to say that we are the strong women of CWA. We will stand together, go forward together, never, never backward. (Applause and cheers)

PRESIDENT BAHR: On Microphone 3, Delegate Bury.

DELEGATE MARIA M. BURY (Local 2101): This year, as in the past, the CWA National Women's Committee has prepared an excellent report that addresses many different issues that face women and families.

The report is filled with statistics, Senate and House bill numbers and numerous website addresses that we can all take back to our home locals and use to help out our membership.

Every issue discussed in this report, whether it is FMLA, workplace violence, tax credits or organizing, it affects all of us. If not ourselves, then these issues affect our members, our families and our friends.

Take this report back to your local, but don't just file it or throw it away. Put the report out to your members or add the report to your web page.

I would like to thank the CWA National Women's Committee for their report and for an excellent National Women's Conference. I urge the adoption of this report. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Baker.

DELEGATE JAMES BAKER(Local 13000): I would like to call for the question, and end debate in support of this.

...The motion was duly seconded...

PRESIDENT BAHR: The motion is made to close debate. It has been seconded. All those in favor indicate by raising hands. Down hands. Opposed by like sign. It is adopted.

In front of you is the adoption of the National Women's Committee Report to the 63rd Annual Convention. All those in favor indicate by raising your hands. Down hands. Those opposed by like sign. It is adopted. (Applause)

With the thanks of the convention, the National Women's Committee is dismissed. Thank you.

On Microphone 1, Delegate Coates.

DELEGATE NORMAN W. COATES, JR. (Local 2107): Mr. President, I would like to move to reconsider and resubmit the action taken on the Defense Fund Committee Report and have it brought back to next years convention.

...The motion was duly seconded...

PRESIDENT BAHR: The motion has been made and seconded. It is debatable. You can speak on your motion.

DELEGATE COATES: Due to the confusion of the report and the impact on the organizing budget as reported by you, Mr. President, I think it should be reconsidered and funds should be allocated from elsewhere in the overall budget.

PRESIDENT BAHR: There is no one else desiring to speak. If there is, get to the microphone.

On Microphone 3, Delegate Carey.

DELEGATE GILBERT L. CAREY (Local 1118): I would like to speak for the motion.

PRESIDENT BAHR: Go right ahead.

DELEGATE CAREY: I recently organized 62 people in Verizon for all services under a contract that I went out on strike for two weeks for neutrality. As you heard the young woman from Verizon in District 2 speak, she mentioned the fact about all the trials and tribulations she had to go through with neutrality.

I watched the same thing happen in Albany, New York, where I had six people fired for nothing more than speaking up for this union and wanting to become members. They have had captive audience speeches. They were taken in by three managers who had them sit down at a table by themselves where they made threats to their families and made threats about their jobs. I don't think it can be tolerated by CWA. (Applause)

I feel as though if 62 people are recognized through a card check neutrality, that they are our brothers and sisters. I think it is very selfish for us to feel that because they have not contributed a dime into the Members' Relief Fund that they should be excluded from it.

When we ask them to perform duties so that we can get an honorable contract for them, and an employer such as Verizon turns around and says, "If you do this we will terminate you," and we say goodbye to them, we are no better than that employer. (Applause)

After hearing that we would possibly deplete the Organizing Fund, and due to the excess of monies that we do have in the Members' Relief Fund, I feel that we should pass this motion. Thank you. (Applause)

PRESIDENT BAHR: Before I move on, I need to clarify something the maker of the motion did. The maker of the motion did two things. We went beyond the motion to reconsider. The only thing in front of you is the motion to reconsider, not what may happen after that.

On Microphone 4, Delegate Wood.

DELEGATE JANICE WOOD (Local 9000): I rise to speak against the motion to reconsider

and my reason is this. When we created the Members' Relief Fund I was here, and I remember that we gave our word to each other and went home and gave our word to our members that the money that we collected from them by raising their dues would never be used for anything but the support of strikers. (Applause) Changing the use of that money now makes us all out to be liars and that violates my personal principles.

When we changed the rules last year, we did so in a way that still used the money to support strikers. The motion that we passed here today does not abandon or victimize or signal any support for the victimization of those people who are participating in organizing drives.

I am, and have been for many years, an organizer for this union and I know that we have got to stick up for people who are willing to stand up for the union, and that is exactly what the motion we passed here today does. It is not about whether we stick up for people. It is about whether we keep our word to our members about where their money is spent. So take the money out of organizing. That is a part of organizing. (Applause) Thank you.

PRESIDENT BAHR: On Microphone 5, Delegate Pappas.

DELEGATE JAMES G. PAPPAS (Local 2336): President Bahr, I am still confused procedurally about what we are doing here with the motion to reconsider, because we are reconsidering a motion that was on an amendment, and it passed. If this is passed, where does that put us procedurally with the original motion?

PRESIDENT BAHR: If this motion is passed, I would be making a recommendation to this convention that it be sent back to committee for study. It is clear we all want to do the right thing. There is nobody who does not want to do the right thing here. But what you are doing here is dealing with something very dangerous.

We cannot predict how many people are going to get fired in organizing campaigns. I used just the number 50. If it turned out to be 100, we would have no money left even to carry on a campaign at American Eagle. So I could just assure this group that never in the past, even before we discussed this, did we ever let anybody who put their jobs out on a line trying to get into this union

hang out there on their own. (Applause) I do not need a motion to tell me what to do to take care of people who put their jobs on the line. (Applause)

DELEGATE PAPPAS: I have a second question, President Bahr.

PRESIDENT BAHR: You get a second question.

DELEGATE PAPPAS: After you make your recommendation on where this money is supposed to come from, will this body have a chance — because it sounds like we are talking about amending the Finance Committee Report that we have already agreed to; it sounds like we are getting ready to modify that — will this body have any role to play in approving that budget?

PRESIDENT BAHR: Jim, we would bring it back to the next convention and, in the interim, where this came up, we will find a way to support these people who stick their necks out.

DELEGATE PAPPAS: Thank you, President Bahr. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Elder.

DELEGATE MADELYN ELDER (Local 7901): Brothers and sisters, we just got finished with organizing a group of former TCI, now AT&T Broadband workers. One of our main organizing people at that work was Joel Valeria. He was fired for organizing a week before the election. We lost that election after having over 65 percent of the people voting — who had signed cards — and 55 percent of those people who had signed the petition just the week before to support the union.

That is what happens.

I support the motion to reconsider this. I don't want to see the organizing budget dissipated. I don't think it is enough for what we think we need to do to keep this union growing together. I certainly would hope that you would at least vote to reconsider it, to send it back to committee, to find the money to support this action. Thank you very much. (Applause and cheers).

PRESIDENT BAHR: On Microphone 4, Delegate Hough.

DELEGATE GARY P. HOUGH (Local 6325): I am in opposition to this motion to reconsider. Like the person before me stated, eleven years ago the people here voted the Members' Relief Fund in. They promised every member out there that that money would not be used for anything but striker relief. We have to deal with trust issues day in and day out. It takes you years to gain trust. It can take five seconds with a vote here to lose it. If we lose our members' trust, we have lost everything.

The motion that was passed protects the members, protects the people who were terminated, and it gives them help. That is the best way to do it. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Jim Gardler.

DELEGATE JAMES GARDLER (Local 13000): I make a motion to call the question.

...The motion was duly seconded...

PRESIDENT BAHR: A motion has been made to close debate. It is not debatable. All those in favor of the motion raise your hands. Down hands. Opposed by like sign. Debate is closed.

Before I take the vote, I want to say it again. Maybe I am this time speaking English. If this motion to reconsider is adopted, no money is going to be spent out of the Members' Relief Fund before you get back to vote on whatever it is, that comes back to you next year. (Applause)

I don't know how much clearer I have to say this. My only concern is to protect the ability of this union to organize while at the same time take care of those people who put their jobs out on the line trying to get into this union, period. (Applause) There is nobody in this room that sees it otherwise. So let's not confuse the issue.

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

Now, with the consent of this body, I am going to refer this question to the Executive Board of the union to report back to this convention next year with something that you can vote on.

In the interim you have a commitment that no one who is involved in the kind of disputes that were covered by the Defense Fund Oversight Report will receive anything out of the Members' Relief Fund. At the same time, we are going to take care of people who want to fight to get into our union. Thank you. (Applause)

The Chair recognizes on the Privilege mike Delegate Berman.

DELEGATE STEVEN D. BERMAN (Local 14408): President Bahr and Brother and Sister Members, years ago, the ITU merged with the CWA, bringing with it the allied trades label, the union bug. The label demonstrates management's fairness in working conditions in respect to the workplace. We should not and could not stand for the printed material being passed out at this convention without carrying the union label on it, the union bug. I urge delegates to point the door out to these individuals who are passing out material, and give no consideration to this printed material that doesn't carry a union bug. Thank you. (Applause)

PRESIDENT BAHR: Thank you, Steve.

Let me introduce the members of the Constitution Committee.

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

Sher Dixon, President, Local 4215; Claude Cummings, President, Local 6222; David Blackburn, Secretary-Treasurer, Local 7050; Carol Oberdorfer, Treasurer, Local 32035; Richard A. Dann, President, Local 1085, the Chair of the Committee.

The Chair recognizes Chairman Dann.

DELEGATE RICHARD A. DANN (Local 1085, Chair, Constitutions Committee): Thank you, Mr. President. I direct the delegates' attention to the Report of the Constitution Committee to the 63rd Annual Convention.

The Constitution Committee met in Washington, D.C., beginning May 3, 2001, 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 had meetings in Minneapolis, Minnesota, beginning Thursday, July 5, 2001, to consider any additional proposals which were received after the Preliminary Report was issued. One additional proposal was received.

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

I now call upon committee member Carol Oberdorfer to read the first constitution resolution.

DELEGATE CAROL OBERDORFER (Local 32035): If the delegates will please turn to page 12 of the Committee Report, Constitution Resolution 63A-01 -11.

Constitution Resolution 63A-01 -11

BE IT RESOLVED, That Article IX (Executive Board), Section 1, of the CWA Constitution be amended to read as follows:

Section 1 - The Executive Board of the Union shall consist of the following:

(a) The President;

(b) The Executive Vice President;

(c) The Secretary-Treasurer;

(d) The Vice Presidents (District, Communications and Technologies, Telecommunications, Public Workers, Printing, Publishing and Media Workers Sector, TNG-CWA Sector, NABET-CWA Sector, and IUE-CWA Division);

(e) The IUE-CWA Division District Presidents, who shall serve on the Executive Board until their offices are vacated, for any reason, or until their current terms of office expire.

BE IT RESOLVED, That Article XII (Officers and their Duties) of the CWA Constitution be amended by adding a new Section 11 as follows:

Section 11 - IUE-CWA Division Vice President

The President of the IUE-CWA Division of CWA shall also be the IUE-CWA Division Vice President and shall be responsible, under the direction of the Executive Board, for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions within the units of the IUE-CWA Division.

BE IT RESOLVED, That Article XV (Elections), Section 2 (Vice Presidents) Subsection (b),

of the CWA Constitution be amended to read as follows:

(b) The duly elected President of the Printing, Publishing and Media Workers Sector of CWA shall be the CWA Printing, Publishing and Media Workers Sector Vice President and shall be elected in accordance with the Sector Bylaws and the CWA Constitution. The duly elected President of the TNG-CWA Sector shall be the TNG-CWA Sector Vice President and shall be elected in accordance with the CWA Constitution and the merger agreement. The duly elected NABET-CWA President shall be the NABET-CWA Sector Vice President and shall be elected by delegates representing NABET-CWA members in accordance with the CWA Constitution and NABET-CWA Sector Bylaws. The duly elected President of the IUE-CWA Division shall be the IUE-CWA Division Vice President and shall be elected in accordance with the IUE-CWA Rules and the CWA Constitution.

BE IT RESOLVED, That Article XXI (Recall Petition Against Persons Holding Elective Office in the Union), Section 1 (Petition for Recall of Union Officers and Executive Board Members), Subsection (3), of the CWA Constitution be amended to read as follows:

(3) May be preferred against a Vice President of a District by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership within the District, and may be preferred against the Communications and Technologies Vice President, Telecommunications Vice President, Public Workers Vice President, Printing, Publishing and Media Workers Sector Vice President, the TNG-CWA Sector Vice President, the NABET-CWA Sector Vice President, and the

IUE-CWA Division Vice President by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership of the units the affected Vice President represents;

BE IT RESOLVED, That Article XXII (Referendum and Recall), Section 7, Subsection (c), of the CWA Constitution be amended to read as follows:

(c) The Public Workers Vice President, the Printing, Publishing and Media Workers Sector Vice President, the TNG-CWA Sector Vice President, the NABET-CWA Sector Vice President, and the IUE-CWA Division Vice President may be recalled by delegates at an International Convention, who represent the membership of their respective units, by a two-thirds (2/3) vote of those voting on the question, or by a referendum among the members of the Union in the units the affected Vice President represents, if two-thirds (2/3) of the votes cast in such referendum favor recall.

Mr. President, the Committee moves the adoption of the Constitution Resolution 63A-01 - 11.

PRESIDENT BAHR: You heard the motion to adopt.

...The motion was duly seconded...

PRESIDENT BAHR: It has been seconded from the floor.

On Microphone No.5, Delegate Maxwell.

4

DELEGATE EUGENE MAXWELL (Local 51016): President Bahr, I have a question about the application of Article XXII for Referendum and Recall. That article, as it stands here, it is my understanding that it would first have to be preceded by a petition that began under Article XXI before this would come into effect, correct?

PRESIDENT BAHR: Yes.

DELEGATE MAXWELL: Thank you.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE MAXWELL: That is the only answer I needed, thank you.

PRESIDENT BAHR: All right. No other delegate cares to speak. Before you is Constitution Resolution 63A-01 -11. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair of the committee.

CHAIR DANN: I call upon committee member David Blackburn to read the next constitution resolution.

DELEGATE DAVID BLACKBURN (Local 7050): If the delegates will please turn to page 14 of the committee report, Constitution Resolution 63A-01 -12.

Constitution Resolution 63A-01 –12

BE IT RESOLVED, That Article XII (Officers and their Duties), Section 8, of the CWA amended to read as follows:

Section 8 - CWA Printing, Publishing and Media Workers Sector Vice President

The President of the Printing, Publishing and Media Workers Sector of CWA shall also be the Printing, Publishing and Media Workers Sector Vice President who shall be responsible under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions with the units of the Printing, Publishing and Media Workers Sector.

BE IT RESOLVED, That Article XII (Officers and their Duties), Section 9 (TNG-CWA Sector Vice President), of the CWA Constitution be amended to read as follows:

The President of the TNG shall also be the TNG-CWA Sector Vice President who shall be responsible under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages and hours of employment and other working conditions with the units of the TNG-CWA Sector.

BE IT RESOLVED, That Article XV (Elections), Section 2 (Vice Presidents), Subsection (d), of the CWA Constitution be amended to read as follows:

(d) In the event a vacancy occurs in the Office of the Vice President for any reason, an election shall be held at the next regular Convention for the purpose of electing a Vice President to fill the unexpired term.

Mr. President, the committee moves adoption of Constitution Resolution 63A-01 -12.

PRESIDENT BAHR: You heard the motion.

...The motion was duly seconded...

PRESIDENT BAHR: It's been seconded from the floor. No delegate has indicated a desire to speak.

All those in favor of Resolution 63A-01 -12, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the committee.

CHAIR DANN: I call upon committee member Sher Dixon to read the next constitution resolution.

DELEGATE SHER DIXON (Local 4215): If the delegates will please turn to page 15 of the committee report, Constitution Resolution 63A-01 -13.

Constitution Resolution 63A-01-13

BE IT RESOLVED, That Article XVIII (Strikes), Section 10, of the CWA Constitution be amended to read as follows:

Section 10 - Conduct and Termination of a General or Inter-District Strike

(a) Except as provided in (b) below, such strikes shall be conducted under the supervision of the Union and may be terminated by the Convention or Executive Board.

(b) Strikes against a single employer which involve multiple bargaining units and cross district lines shall be conducted under the supervision of the Union and shall be terminated by the Convention or the Executive Board.

(c) Strikes terminated by the Convention or the Executive Board pursuant to (a) or (b) above shall be by majority affirmative vote.

Mr. President, the committee moves the adoption of Constitution Resolution 63A-01 -13.

PRESIDENT BAHR: You heard the motion.

...The motion was duly seconded...

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 3, Delegate Fritz Clark.

DELEGATE FRITZ J. CLARK (Local 1111): Brother and sister delegates, I support this amendment to require the Executive Board to approve the termination of multi-district strikes. I agree with the committee that it will help communication and cooperation between striking units in multi-district strikes.

This amendment relates to our problems terminating the recent Bell Atlantic strike, and I hope it will help, but I don't think the amendment itself will solve the whole problem. We must do a better job of establishing and defining collective bargaining goals, especially determining regional goals and local items and determining the difference. If we fail to do this, we will be prolonging strikes on issues that do not justify the sacrifices our members make during strikes.

Friends, we could easily be prolonging strikes until somebody gets a free lunch in Podunkville. So I urge the Executive Board with this new authority to carefully, and maybe more carefully than you have been doing recently, develop the issues and goals of each, especially multi-district

strikes, and have it understood before the strike occurs what the satisfactory level of achievement will be and when the strike will be terminated so that our members won't stay out on strike until every last whim of every last member is satisfied.

This is what we have had to do. This is not an easy thing to do, but I know our Executive Board can do it. I think it's very important that it be done maybe better than it has been done in the past. I urge you to support this resolution.

PRESIDENT BAHR: No other speaker cares to address the issue, but I would be remiss if I didn't say that this union doesn't keep anybody on strike for somebody's whim. (Applause)

So, all those in favor of Constitution Resolution 63A-01 -13, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the committee.

CHAIR DANN: The final proposal was submitted less than 60 days in advance of the convention and will therefore require a three-quarters vote for adoption. I call upon committee member Claude Cummings to read the resolution.

DELEGATE CLAUDE CUMMINGS (Local 6222): If the delegates will please turn to page 16 of the committee report, and I will read Constitution Resolution 63A-01-14.

Constitution Resolution 63A-01-14

BE IT RESOLVED, That Article IX (Executive Board), Section 1(d), of the CWA Constitution be amended to read as follows:

(d) The Vice Presidents (District; Communications and Technologies; Telecommunications; Public, Health Care and Higher Education Workers; CWA Sector; TNG-CWA Sector; and NABET- CWA Sector).

BE IT RESOLVED, That Article XII (Officers and Their Duties), Section 7, of the CWA Constitution be amended to read as follows:

Section 7 - Public, Health Care and Higher Education Workers Vice President

There shall be elected a Public, Health Care and Higher Education Workers Vice President who shall be responsible under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions within the units of public, health care and higher education workers.

BE IT RESOLVED, That Article XV (Elections), Section 2 (Vice Presidents), Subsection (a), of the CWA Constitution be amended to read as follows :

(a) District Vice Presidents shall be elected by a secret ballot, after nominations from the floor, at a meeting of delegates from the District. The Communications and Technologies Vice President, the Telecommunications Vice President and the Public, Health Care and Higher Education Workers Vice President shall be elected by secret ballot, after nominations from the floor at meetings of delegates representing members of AT&T bargaining units, affected telecommunications bargaining units and public, health care and higher education workers units respectively.

BE IT RESOLVED, That Article XXI (Recall Petition Against Persons Holding Elective Office in the Union), Section 1 (Petition for Recall of Union Officers and Executive Board Members), Subsection (3) of the CWA Constitution be amended to read as follows:

(3) May be preferred against a Vice President of a District by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership within the District, and may be preferred against the Communications and Technologies Vice President, Telecommunications Vice President, Public, Health Care and Higher Education Workers Vice President, CWA Sector Vice President and the TNG-CWA Sector Vice President by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership of the units the affected Vice President represents;

BE IT RESOLVED, That Article XXII (Referendum and Recall), Section 7 (c) of the CWA Constitution be amended to read as follows:

(c) The Public, Health Care and Higher Education Workers Vice President, the CWA Sector Vice President, and the TNG-CWA Sector Vice President may be recalled by delegates at an International Convention, who represent the membership of their respective units, by a two-thirds (2/3) vote of those voting on the question, or by a referendum among the members of the Union in the units the affected Vice President represents, if two-thirds (2/3) of the votes cast in such referendum favor recall

Mr. President, the Committee moves the adoption of Constitution Resolution 63A-01-14.

PRESIDENT BAHR: You have heard the motion.

...The motion was duly seconded...

PRESIDENT BAHR: It is seconded from the floor.

On microphone No. 1, Delegate Mulligan.

DELEGATE LINDA MULLIGAN (Local 7777): I would like to amend the constitutional resolution to strike the word "higher" before "education," so that it would be "public health care and education workers."

PRESIDENT BAHR: Let me ask the committee if they consider that a friendly amendment.

...Cries of "Yes"...

PRESIDENT BAHR: They do. So why don't we just do that without having to do it formally? We will consider it as a friendly amendment. So where the word "higher" precedes "education," strike the word "higher."

On Microphone No.5, Delegate Henning

DELEGATE WILLIAM HENNING, JR. (Local 1180): Morty, could you describe or just answer what is the CWA Sector Vice President? My understanding is that with the Printing, Publishing and Media Workers we have always just called it the CWA Sector.

PRESIDENT BAHR: I guess, Bill, for short we refer to the non-district Vice President as Sector Vice Presidents, just for identification purposes. Because the ITU was the first one that came in, we referred to it as the Printing, Publishing and Media Sector. That is how that got established. It did not have any particular meaning beyond that, other than descriptive.

You are entitled to a second question.

DELEGATE HENNING: That is all. Thank you.

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

DELEGATE JELGER KALMIJN (Local 9119): I rise to speak in favor of this motion to change the name of our Public Workers Department to the Public Health Care and Education Workers Department. We actually did not even realize that the health care workers were not in our title. If you go to our office in D.C. it says "Public Health Care Workers." We looked in the Constitution and found out that many of the people we have been working with as sisters and brothers in our sector, in our department, have not actually been recognized in our Constitution. So this is a housekeeping motion to accurately reflect the diversity within the Public Health Care and Education Workers.

We have private hospitals, like the nurses up in Buffalo. We have nursing homes that have private health care workers whom we have been working with hand-in-hand in our sector, and they have not been recognized in this Constitution.

We are out there aggressively organizing wherever we can in health care and education, and we want to continue doing that, and if we have a sector name that reflects that, we can bring those people in. We can tell them this is not just a phone company union, but this is a union that brings in all workers, including health care workers and education workers. This would provide us with an opportunity to bring more people into the CWA.

I would greatly appreciate your support on this. There are over 100,000 public health care and education workers who are now members of CWA, and we aim to make that stronger and stronger, and we want to be a strong part of this union. So please support this motion. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Kathy Woitena.

DELEGATE KATHY WOITENA (Local 6171): I have a question. Did we not just adopt, on page 12, under Article XXV, and the rest of these, we included IUE-CWA? Now, when you come back to this article that we are just now talking about, they are not in there.

CHAIR DANN: Yes, because the proposals were separate proposals and would have to be voted on separately, we can't assume the passage of one when another one is put before you. However, because some of the changes will affect the same section, when the Constitution is reprinted the changes will all be harmonized.

DELEGATE WOITENA: Thank you.

PRESIDENT BAHR: On Microphone 3, Delegate Fried.

DELEGATE CLIFF FRIED (Local 9119): I rise in support of this motion to help more clearly define the task ahead of us in helping to organize millions of private hospitals, millions of private non-profit hospitals, millions of people in higher education. This will give us the hope of expanding this union - not to 700,000 people, but hopefully to a million people in this union all on the same track of trying to change this country and trying to make it better. I hope you support this. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Crites.

DELEGATE ELVIN CRITES, JR. (Local 6007): I call for the question.

...The motion was duly seconded...

PRESIDENT BAHR: All right. The motion has been made to close debate. It is not debatable. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before us is the adoption of Resolution 63A-01-14. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

On Microphone No. 1, Delegate Stanley.

DELEGATE GLYNNE R. STANLEY (Local 6214): President Bahr, I would like to move that on Page 8 of the Committee's report, Item No. 12, I would like to move to amend Article VIII, Conventions, Section 7, Powers of Conventions, by adding a new subsection (i) to read as follows:

(i) Approve all merger agreements between Communications Workers of America and any other international or national unions, associations, groups, units, et cetera. Each local shall receive a copy of the merger agreement and any other information about the proposed merger at least sixty (60) days prior to the Convention.

I would like to speak on that if I can get a second.

PRESIDENT BAHR: You have heard the motion.

...The motion was duly seconded...

PRESIDENT BAHR: Seconded from the floor. You have five minutes, Delegate.

DELEGATE STANLEY: President Bahr, members of the Executive Board, fellow brother and sister delegates: I rise in support of this constitutional amendment change. But first, I want to follow through with a statement I made last year at this convention. I had said that I would be the first person to agree to this merger with IUE. I may not be the first person, but I want to publicly welcome the members of the IUE into this great union of CWA. Welcome IUE members.

(Applause)

Now, to get back to my proposal to change the constitution. It's very simple, and it gives the delegates of the convention the power to approve all future mergers between the CWA international union and any other international or national union, association, group, unit, et cetera. Also, each local would receive a copy of the proposed merger agreement and any other pertinent information about the proposed merger 60 days before the convention. The purpose of this amendment is to ensure that the delegates have the information needed to make an informed decision.

Past mergers only approved by the Executive Board have left the delegates with unanswered questions, different dues structures, have added to the Executive Board many more

members, and have caused disproportionate representation on the Executive Board. The delegates of the convention should decide items of this importance as the highest governing authority of the union, as stated in the Constitution under Article VII, Section 1(a), Governing Authority. See Page 4 of the Constitution.

President Bahr stated last year that the Constitution of CWA puts the authority for mergers with the Executive Board. I want to put the authority where it belongs - with the delegates elected to come here and represent the members, where the highest authority lies, the convention.

The unions that merge with us - their delegates - get to vote whether to merge or not. Why not us? Discussions and debates on matters of this importance are good for our union. We say that we are the most democratic union around. Let's prove it. Let's give these delegates more authority, the authority we deserve.

We ask our employers for no surprises, such as give us information - good or bad - in advance so we won't be blind-sided. I ask the same thing from my Executive Board. Give us the information in advance so we can get questions answered and have intelligent debates for and against.

There is a saying that goes like this: Knowledge is power. Information is how you get it. I only ask the Executive Board to share their knowledge and give us the power to make an informed decision.

The rumor that this constitution change would affect mergers between locals is a complete falsehood. In our CWA Constitution, a merger between locals is covered under Article XIII, Section 3(b) on page 10 under Jurisdictional Changes. Also, let me remind you that when two locals want to merge, both locals - I repeat, both locals - have to vote to approve the merger. I believe that what is good for our locals is good for our national union.

I don't believe the changes to the CWA Constitution should come lightly. I have thought about this change for many months before I decided to submit this change. I believe that it is well thought out, simple, and most of all, it's the right thing to do.

Some people have accused me of being anti-merger, but that couldn't be further from the truth. I believe that mergers can be good for CWA, but they must be fair for both parties. I believe it is my right to ask questions about my union and get answers. But I also believe that delegates should be able to ask questions and not be belittled from the podium. (Applause) This union belongs to us, the delegates in the audience, not just to have all the power with the people on the podium.

This is a great union. I have spent my adult life as a local president coming to these conventions and representing my membership. I want this union to grow and prosper. But please, fellow brothers and sisters, let's grow and prosper in an orderly manner, with proper debate, all questions answered, and put to the authority for mergers where it belongs: in the hands of the convention, the voting delegates.

Nothing in this proposal keeps the Executive Board or President from talking to other unions about mergers or recommendations. This proposal just puts the final authority where it belongs: with you, the delegates to the convention.

I don't believe that waiting for the next convention is going...

...Time was called and the microphone was turned off...

PRESIDENT BAHR: The brother has used his five minutes. Microphone No.4, Delegate Hongo.

DELEGATE PAUL HONGO (Local 1298): Mr. President, I rise to speak against the proposed amendment. Three years ago, the members of the Connecticut Union of Telephone Workers were embroiled in a battle for survival. Timing was crucial. SNET had been taken over by SBC and the climate was ripe for reform. While many of us were working very hard to affiliate

with the CWA, many others were working to push us into the IBEW and yet another group was working to keep us an independent union.

The vote was held on July 2, 1998, with overwhelming results. The membership voted to become CWA Local 1298, and we became an affiliate. We were also in the midst of negotiating a contract with SNET, and with the backing of the CWA and the leadership from the National and District 1, our members were able to sustain a difficult strike.

The strike was successful, thanks to the support we received from our brothers and sisters at CWA, and after 26 days on the picket lines, our membership voted to ratify the contract. Had there been a delay, had there been a rule in place that prevented us from joining with the CWA until the annual convention, the scenario would have been much different.

It is often said that timing is everything, and that is true of mergers and affiliations. If we had not been able to affiliate before the convention, the CWA would have lost an opportunity to grow by 7,000 members. Maybe we would still be independent. Maybe the strike would not have been as successful. Maybe we would have been under the IBEW. Maybe our members would have had to settle for a substandard contract. One thing is certain: Our members would have suffered.

In order to survive and stay strong, we need to continue to grow and add new members. Because we were able to affiliate when we did, our members were able to see first-hand what the CWA had to offer and now stand ready and committed to give our strength and support to help others.

I urge you to say no to an amendment that limits opportunities for our members and our organization. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Clark.

DELEGATE FRITZ CLARK (Local 1111): Mr. Chairman, I would like to offer a friendly amendment to the amendment to strike the words "associations, groups, units, et cetera" on Line 173, and insert the words "or units of over 10,000 members." If I have a second, I would like to speak on the amendment.

PRESIDENT BAHR: If it's a friendly amendment, we will just accept it. We will just go with it. Is that appropriate?

DELEGATE CLARK: Do I get to speak on why I did that?

PRESIDENT BAHR: Well, I'll let you speak on it.

DELEGATE CLARK: It's very brief. I offer this friendly amendment to make it clear that the concern we are trying to address here is not anti-merger in any way. We are not opposed to mergers. We are not trying to hamstring the Executive Board in its attempts to negotiate mergers. But we do think convention delegates should be informed about and have a voice and a vote on large mergers that forgive dues and grant special privileges to merging unions that our members do not enjoy.

The CWA convention delegates that built this great union should have a voice and a vote on large mergers. That's all we are trying to accomplish here. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Winterstein.

DELEGATE KEN WINTERSTEIN (Local 4040): If this had gone through, the 10,000 members, my question is moot really. In Lansing we have 2,000 people in the independent union MSU. For the last ten years we have tried to get them to organize into CWA, with competition from other unions, UAW, SEIU and AFSCME.

If this goes through, would it mean other unions have the ability to offer them a merger with their union, but we would have to wait until the next convention to do so?

PRESIDENT BAHR: Well, if this passes the way it's been amended, that would not apply.

You are entitled to a second question.

DELEGATE WINTERSTEIN: No other question.

PRESIDENT BAHR: On Microphone 4, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): Mr. Chairman, brother and sister delegates, I stand here and tell you that nobody on this floor, nobody on this floor feels more serious about democracy and is more concerned about democracy for our members in our union than I am - until we use it to hold ourselves back and hold ourselves down.

Now, this amendment is a lot more than about information. It's about waiting. We don't have time to wait. Verizon doesn't wait. Our enemies in Congress don't wait.

Every day they are spending their time, money and energy to throw obstacles in our way. We can't afford to put obstacles in our own way. We have to keep moving forward.

Now, this is a motion that hits close to home for me. I stand here, a dedicated member of CWA. You heard me say before and it's more than words, I love this union. I'm also a product of affiliation.

In 1986 the ITU voted to go with CWA. At the same time in November of 1986 we had a right to choose the Teamsters and nothing I say here is against any other union. I was a proponent of going with the Teamsters. I thought that was the right way for us to go. I have since learned different. Had I been armed with the ammunition of telling my members of the ITU that the CWA has to wait until next summer to go to their convention and the Teamsters are ready to do it now, I dread to think that I might not be standing on this floor a member of the greatest union in the world. (Applause)

It goes beyond that. If a change was implemented some 10 or 12 years ago, NABET might be IBEW today. The Newspaper Guild might belong to the GCIU or SEIU and more recent 110,000 good, strong trade unionists from the IUE might be with the machinists or the mine workers. (Applause)

We elect people every three years to lead this union, to grow this union. We can't elect them and then tie their hands. Some things you can't do with a committee of 2,500. The message can't be looking over your shoulder and be cautious. The message has to be keep doing what you're doing, do it right and we'll support you and I will tell you, this isn't about rah-rah speeches. This is about our ability to grow this union.

We cannot stand in our own way. I urge you to send a loud, clear message once and for all we are about growing this union as long as we do it right. Thank you. (Applause)

PRESIDENT BAHR: On microphone No. 3, Delegate Litzenberger

DELEGATE JOSEPH T. COLBERT, JR. (Local 6333): I believe I was ahead of Litzenberger.

PRESIDENT BAHR: You're right. Go ahead.

DELEGATE COLBERT: The first thing I have to say to make real clear, and I believe I'm probably speaking for the majority of those of us in this position on this issue, we have nothing but respect, love, admiration and desire to have as part of our membership the members of the IUE. That is not the issue in this situation at all.

The one thing that we - I personally, would like to point out to my brothers and sisters coming into our organization from the IUE, we are and always have been in my experience for the past 15 years as a representative of CWA in Local 6333, and my attendance to the convention, we are the most democratic union in the United States of America.

The reason is because at each convention all the delegates that are here represent their members with their votes. All that Mr. Stanley made in his amendment to the Constitution is just a

method in which new organizations could be considered to come into our organization.

I just want to clarify that. I wanted to say that is why I'm speaking for the amendment because it just defines a method of operation. We welcome our brothers and sisters from the IUE into our organization. (Applause)

PRESIDENT BAHR: Microphone No.4, Delegate Garrity

DELEGATE FREDERICK GARRITY, JR. (Local 81244): Good afternoon, brothers and sisters. I would like to say I'm a member of the IUE. We are here. We are home and we are going to run with the big dogs. (Applause)

The same way the corporate arm has the ability to combine and so strengthen itself, so must unions. We cannot go through the chaos of not understanding what our common goal is. We saw the triangle: organize - organize among ourselves and organize the unorganized. We cannot allow ourselves to pass anything that will restrict us and the next group to be able to join this great union. (Applause)

I would like all the IUE staff and executive members to stand that are on the stage to be recognized, please. Would all IUE folks on the stage please stand. I would like to thank these gentlemen because they have the foresight to say we have gone far, we are strong. We now want to be stronger and they passed the baton and we are going to be a great union together. (Applause)

I would like to finish with a quote from somebody we all grew up with on PBS, Mr. Rogers. He got an award one day and he said, "I would like everybody to take a moment of silence and think of one person in your life that made a difference. Take ten seconds to think of that person."

What I bring you, brothers and sisters, is the power of one. That one person you just thought of; that one person in your local that makes a difference; that one local that makes a difference; that one district that makes a difference; that one sector, that one division, that one strong union.

Please put everybody up on that screen. Take a look at this screen. That is the power of one. Allow us to be part of that power of one.

Everybody stand up and tell the people that are in this room that we are all going to be together in the power of one and show the world what we have together. (Applause)

...The delegates all rose and applauded...

PRESIDENT BAHR: Microphone No. 1, Delegate Pena.

DELEGATE EMMY PENA (Local 9410): I would like to call the question.

...The motion was duly seconded...

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

In front of us is the motion that was read to us on Page 8 as amended. All those in favor of that amendment indicate by raising your hand. Down hands. Opposed by like sign. It is defeated. (Applause)

Microphone No. 1, Delegate Fikes.

DELEGATE KATHLEEN L. FIKES (Local 1123): I move to adopt proposed Amendment No. 2 which amends Article VIII, Section 11, by adding paragraph (b) which states: "A representative from a company which holds a collective bargaining agreement with CWA may not attend the convention."

I would like to speak if I have a second.

PRESIDENT BAHR: You heard the motion.

...The motion was duly seconded...

PRESIDENT BAHR: It's seconded from the floor. The delegate may speak.

ELEGATE FIKES: Thank you. President Bahr, Executive Board, delegates, alternates and guests: My proposal is made to prevent a management representative from a company which holds a collective bargaining agreement with CWA from attending our convention. It does not include elected officials.

Two years ago I made this identical proposal to amend the constitution. It was at that time defeated. Perhaps my words were not compelling enough or opponents to the amendment were saying words that were more embraced by the delegates. I would not have made the second attempt if it weren't for the number of delegates who spoke with me after the last vote with the same sentiment I was feeling.

My points back then were based on my personal experience on my executive board since 1974. I have only been president since December 4, 1989. The delegates from District 7 who represent members working for Verizon formerly known as Nynex remember that day in particular. It was the day we returned from a four-month strike to keep our medical benefits.

Two years ago the opponents to the amendment accused me of taking our union back to draconian times. I must point out the union did not exist in the draconian period in history. Unions most certainly did in the 1950s when membership and unions were at an all time high of 35 percent as opposed to 12 percent today.

It was also argued that we would miss out on managers seeing our collective strength sitting in this convention together. Please consider how insignificant the sight of us here today will be when the managers we negotiate with are demanding to take away our job security, medical benefits and quality of work life all while they continue to roll their own bank accounts on the backs of our

members.

Remember, I am simply asking that we, as they often do, meet amongst ourselves with no employers here who might unjustly fire our members or prevent us from planning to have a job until retirement.

Today I will raise my hand in favor of turning back the clock, not to draconian times, but to a time when unions were significant, when workers looked for our representation and understood that organizing the unorganized is our right. Today I will raise my hand in favor of this amendment in defiance against those corporate leaders who believe they can demean our members every day in the workplace and then come here as though we are including them in our family gathering.

Today I will raise my hand with pride in knowing that when this motion is finally adopted, for at least three days out of our year, there will no longer be the enemy of organized labor walking amongst us.

Please consider this amendment and vote now to turn our clock back to a time when our purpose and our identity were most clearly defined. Thank you.

PRESIDENT BAHR: Microphone No.4, Delegate Schick

DELEGATE TIMOTHY SCHICK (Local 31041): Are we so afraid of the employers that we won't let them come here so that they can see what we are all about? Are we afraid of our employers? This is where we should bring them and show them that we can stand up to them. If we can't stand up to them here, we can't stand up to them anywhere.

This is our house. It's okay for them to come here because this is where we are strongest

and our power from here we take back to the workplace. There is no need for this change. Thank you.

PRESIDENT BAHR: Microphone No. 5, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Good afternoon, Mr. President. A number of years ago shortly after the strike against AT&T, I made a motion which I believe should still be in effect that would designate the seating areas for the employers.

Mr. President, is that motion being lived up to?

PRESIDENT BAHR: I don't know, but if it's not, it will be. You're entitled to a second question.

DELEGATE FAHRENHOLT: Thank you very much. If I remember correctly, they would be seated in an area designated as the corporate area so that everybody in this room would know exactly where you weasels are. (Applause)

PRESIDENT BAHR: I remember very, very clearly, Mike

Microphone No. 3, Delegate Affourtit.

DELEGATE PATRICK T. AFFOURTIT (Local 1126): President Bahr, Executive Board, Delegates, Alternates and Guests and weasels:

I rise in support of Delegate Fikes' motion. The lines between the union and management might blur a little as we work in partnership for the mutual benefit of our members we represent and the health of the businesses they work for. Those lines should never disappear.

Let's look at some recent history, the strike at Verizon. We know Verizon held a meeting which some of these guests might have been at and they decided to unjustly fire 38 union members. Was the union invited to this board meeting? No, they weren't.

We know Verizon's management decided to violate the card check and neutrality agreement that you spoke about from the podium. We know they decided to violate what we went on strike for. Was the union invited to that secret meeting to go against the card check and neutrality that 38 people were fired for? Absolutely not.

We know television station management decided to lock out union members. Was the union invited to that meeting? We know manufacturing companies decided to move out of this country and lay off their workers. Is the union invited to that meeting?

We know whose boards cut back on RNs, LPNs and techs, causing undue stress to the hospital workers and to the patients. Is the union invited to that meeting?

We know many of our members in many sectors that are locked out, laid off or have benefits diminished and they have to go home and tell their family they don't have a job anymore. Is the union invited to that meeting?

In every boardroom, in every business, public or private, decisions are made every day that negatively affect our members. Is the union allowed to hear these decisions? No.

In the corporate world the philosophy is, they got the money. They are going to keep the money and if they have to screw the union members to do it, they are going to screw you .

So I ask you, how can we welcome these greedy corporate officers as guests in the union convention?

Whatever they learn from us at our convention will be used against our union members in the future. Our members elected us to represent them, and I am sure our members back home don't want these corporate weasels here. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Phillips.

DELEGATE ED PHILLIPS (Local 4340): I rise against this motion. We have had a history of open, honest conventions. We have had guests. It seems to me absolutely insane that we would ask anti-union, non-union members to be guests at our convention when in fact our union members aren't invited. It doesn't make any sense to me.

This union, in my mind, is not about what management does, what members do, what they do in private. It's about the union, not about the members.

We are sitting here open and honest. We face each other. We respect each other. There is nothing here that is secret. Every union officer here is well aware that every single union meeting they hold back home, management knows every word that is said in that union meeting shortly thereafter.

We survived that by not being like management, by not being secretive, by not keeping things private and closed. We know you have an open and honest convention. You lay the groundwork for the integrity and honesty of this union.

I have nothing to hide from anybody as to what we do at a convention. I don't think any other delegate here should. Thank you. (Applause)

PRESIDENT BAHR: Mike No. 1, Delegate McClanahan.

DELEGATE BOB C. McCLANAHAN (Local 6012): I call the question.

PRESIDENT BAHR: Motion is made to close debate. All in favor indicate by raising your hands. Down hands. Opposed by like sign. The motion is carried.

All those in favor of the amendment that is on Page 12 of the Constitution Committee's report, indicate by raising your hands. Down hands. Opposed by like sign. It is defeated.

Please join me in thanking the Constitution Committee for their very hard work and the long hours they put in that really helped this convention move along. Thank you very much. (Applause)

Would the National Committee on Equity please come to the platform?

The music did not mean we were having a break.

Let me now introduce the National Committee on Equity for their report. 4

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

PRESIDENT BAHR: Gwendolyn Richardson, Local 1180; John Wills, III, Local 2202; Terez Woods, Local 4309; Philip Perkins, Local 6139; Marlene Orozco, Local 7777; Karen Kimbell-Hanson, Local 9588; Beverly Davis, Local 13500; and the Chair of the Committee, Elizabeth Roberson, Local 3106; Leslie Jackson, who works with the committee.

The Chair recognizes the Chair of the Committee.

DELEGATE ELIZABETH ROBERSON (Local 3106, Chair, National Committee on Equity): The first part of the report will be read by Philip Perkins.

Report of the NATIONAL COMMITTEE ON EQUITY to the 63rd Annual Convention

DELEGATE PHILIP PERKINS (Local 6139): What's going on? Last year was a busy and productive one for the National Committee on Equity. It began with the committee redefining its mission: To develop and promote the CWA Civil Rights Program, to make all members of our union feel welcome and to make the leadership reflect the diversity of our membership.

The committee has accomplished the following since adopting its new mission:

- * A new revised Civil Rights and Committee on Equity manual.

- * The establishment of District Civil Rights Coordinators. COE members and Coordinators are a working committee and hold monthly conference calls to stay on top of what's happening in the Civil Rights world.

- * Along with a successful National Civil Rights and Equity Conference the committee has established a network of more than one thousand activists. Through the Civil Rights web site, activists received updates on key issues and participated in online protests.

- * In January the CWA Civil Rights department launched an all-out campaign against hate crimes by producing a hate crimes video.

- * Responding to the call of local unions for diversity training, at the request of the Committee on Equity, the CWA Education Department has produced "Unity Training," now available for use in conjunction with stewards training, leadership training and new officers training.

However, Local Committees on Equity are where the real work is being done, and that work and those locals should be recognized:

The CWA Local 4320 Committee on Equity and the local grievance committee teamed up with a CWA staff representative to help a member at New Media, a division of Ameritech, win his job back after being off the payroll for over a year. Once the grievance committee discovered there was a possible issue of discrimination, they sought the assistance of the local Committee on Equity. The

six-person committee reviewed the grievance files, company security reports and conducted interviews with the employee.

After reviewing the files and conducting the interview, the committee recommended that EEOC charges be filed on behalf of the member. Although the EEOC claim was denied, the information gathered by the local Committee on Equity played a significant role in helping the CWA staff representative present the case to an arbitrator, who ruled that our member had been wrongfully terminated.

At Verizon Communications in California, service techs told the company that KKK graffiti written inside of B-boxes (cross-connect) will not be tolerated. Once discovered, the technician brought the issue to the attention of his district manager. After waiting for what he felt was enough time to correct the problem, the matter was referred to the CWA Local 9586 Committee on Equity.

The committee conducted an investigation, which included visiting the site and a meeting with the district manager. As a result of the investigation, the company had the graffiti removed and agreed to instruct supervisors to cover all employees on the company's no tolerance policy.

The New Jersey CWA Local 1034 Committee on Equity was able to bring about changes at a troubled State Department of Labor, in its Affirmative Action division. During the past three years the local Committee on Equity worked very hard to mobilize the workers and to weed out all forms of discrimination. Some of their accomplishments include:

- * An emergency hot line connection between the Commissioner and the Committee;
- * Increasing the amount of staff in the department to include three full-time investigators;
- * Quarterly meetings have been established between the Committee and top-level departmental staff;
- * Establishing a career path for nonprofessionals to professional titles.

Currently the committee is studying inconsistencies in the performance ratings of minorities within the department and plans to address the problem at the next meeting with the Commissioner's office.

These are just a few things that local Committees on Equity are doing around the country. Hats off to those locals that have been mentioned in this year's report. The National Committee on Equity would like to encourage all locals that don't have a Committee on Equity to establish one. And for those that have committees, we want to tell your story. Let us know what your committee is working on.

DELEGATE GWEN RICHARDSON (Local 1180): The Living Wage Movement. In 1994, an effective alliance between labor and religious leaders in Baltimore launched a successful campaign for a local law requiring city service contractors to pay a living wage.

Living wage campaigns are campaigns that seek to pass local ordinances requiring private businesses that benefit from public money to pay their workers a living wage. Generally, these ordinances cover employees who hold large city or county service contracts, or receive substantial financial assistance from the city in the form of grants, loans, bonds, financing, tax abatements, or other economic development subsidies.

Our limited public dollars should never be used to subsidize poverty-wage work. When subsidized employers are allowed to pay their workers less than a living wage, tax payers end up footing a double bill: the initial subsidy, along with food stamps, emergency medical, housing and other social services that low wage workers may require.

Since 1974 some 60 ordinances have been fought for and won around the country. Currently there are approximately 75 campaigns underway in cities, counties, states and on college campuses. The most recent campaign that grabbed labor's attention is the one waged at Harvard University. The campaign participants, who include students, faculty, alumni, clergy, area citizens, and workers of all backgrounds, are united in overwhelming support for a living wage for all workers at Harvard. They engaged in civil disobedience reminiscent of the 1960s Civil Rights Movement and a sit-in that lasted 21 days. CWA

enthusiastically supported that campaign. The sit-in ended when Harvard's administration agreed to some immediate concessions and a more representative committee, (including workers and students) to create a plan to help the lowest paid of Harvard's workers.

Public dollars should be reserved for those private sector employees who demonstrate a commitment to providing decent, family-supporting jobs, in local communities.

The living wage has been defined as equivalent to the poverty line for a family of four (\$8.20 per hour). However, ordinances have passed that range from \$6.25 to \$12.00 per hour. Newer campaigns are pushing for even higher wages, health benefits, vacation days, environmental standards, and language that supports union organizing.

An effective living wage campaign will require public education through demonstrations and petitions, speak outs, press conferences and legislative measures. Lobbying and negotiations with elected officials such as city and country councils, the mayor's office, and city staff are part of the process.

Wherever they arise, living wage campaigns have the potential to:

- * Build and sustain permanent and powerful community, labor, and religious coalitions including Jobs with Justice that promote greater understanding, and support for each other's work, and the potential to influence other public policy debates.
- * Provide organizing opportunities that strengthen such institutions as community groups, labor unions and religious congregations.
- * Serve as a tool for political accountability, forcing our elected officials to take a stand on the issues of working people.
- * Raise the whole range of economic justice issues that gave rise to the living wage

movement, and affect the ability of low-income families to live and work with dignity and respect.

Despite the concerted efforts of business interests who oppose these campaigns, “living wage” has become an exciting model of local grassroots strategy. With new campaigns springing up monthly, the movement shows no signs of slowing down.

The National Committee on Equity recommends that CWA Leadership and local unions support the living wage movement, and join in the fight to preserve workers’ dignity and respect in our country.

DELEGATE ELIZABETH ROBERSON (Local 3106): Organizing a Civil Right. Over the years, a number of laws have been established to protect the rights of workers who want to organize in their workplace. The National Labor Relations Act declares that private sector workers have the right of full freedom of association and it protects workers’ rights to self -organization, to form, join

or assist labor organizations, to bargain collectively through representatives of their choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection. The NLRA makes it unlawful for employers to interfere with, restrain, or coerce workers in the exercise of these rights.

Although the NLRA was passed to protect workers, the Act falls short of its goals. Today, many workers who try to form and join trade unions are spied upon, harassed, pressured, threatened, suspended, fired, deported or otherwise victimized in reprisal for attempting to exercise their rights under the Act as well as their First Amendment rights of Freedom of Association.

Labor rights violations in the United States are especially troubling when the U.S. should be pressing other countries to ensure respect for internationally recognized workers’ rights as part of the global trade and investment system — at the World Trade Organization, for example, or in the proposed Free Trade Area of the Americas. U.S. insistence on a human rights-based linkage to trade is undercut when core labor rights are systematically being violated here in the United States. Human rights cannot flourish where workers’ rights are not enforced. This is as true for the United States as it is for any other country.

Without diminishing the seriousness of workers’ rights violations in the United States, a balanced perspective must be maintained. Although U.S. workers generally do not confront gross human rights violations where death squads assassinate trade union organizers or strikes are outlawed, workers’ freedom of association is under sustained attack in the United States and the government

is failing its responsibility under international human rights standards to deter such attacks and protect workers’ rights.

Our ongoing struggle with Verizon Communications is a prime example of how workers civil rights are being violated. Verizon continues to demonstrate its anti-union attitude with anti-union campaigns during organizing drives. They refuse to recognize the neutrality and card check agreement that they agreed to in the last contract. CWA has filed multiple charges with the NLRB 81 due to Verizon management’s failure to recognize our union for over 800 employees in New York and New Jersey.

CWA has been forced to virtually put our business in the street with demonstrations and speeches at the annual shareholders meeting, testifying at P.S.C. hearings and other strategies to bring justice to our cause. Verizon management is following in the footsteps of Sprint and MCI in fighting their employees who choose CWA representation.

The National Committee on Equity recognizes that as long as workers organizing and collective bargaining, and the right to strike, are seen only as economic issues involving the

exercise of power in pursuit of higher wages for employees or higher profits for employers, change in the U.S. labor law and practices is unlikely. This is a moral issue — a human rights issue of the highest magnitude.

The National Committee on Equity recommends that the CWA leadership and local unions join in the fight to help foster change in U.S. labor laws that reaffirm, and expand First Amendment rights of full freedom of association for all workers.

DELEGATE TEREZ WOODS (Local 4309): Diversity Report Card. It has been ten years since the delegates at the 1991 convention passed the constitutional amendment that provided for the National Committee on Equity to report at the convention, thus allowing delegates the ability to speak to their own issues. It will be ten years next year that the National Committee on Equity rendered its first report that set forth the agenda we have been working to implement.

Addressing the needs of our minority members has been a topic of study since the early 70's when the CWA Executive Board, under the leadership of Joseph Beirne, adopted a nine-point program that spelled out the Union's position on discrimination. At that time they formed the Blacks and Other Minorities Structure Committee. The committee was commissioned to study and make

recommendations to the board. One recommendation made by the committee included a board position specifically intended for a minority to fill. While this recommendation was not adopted, the idea of inclusion for our minority members was born and would not be forgotten.

In 1974 the Executive Board of the union approved the first National Equity Committee, and the first meeting was held in 1976. Over the next five years the union strengthened its minority agenda by creating an internship program which lasted for three years, holding CWA's first National Conference on Minority Concerns, and finally in 1983 establishing the First Minority Leadership

Institute.

Equity has always been a cherished tenet of the union movement, but its definition and application are not easy. Often the majority group experiences a loss of power and/or property, which causes roadblocks in the struggle to correct existing inequities.

In order to measure the progress of CWA's equity agenda, we need to review the original recommendations introduced in the COE's first report at the 1992 National Convention.

In 1992 the Committee recommended that:

1. Each District holds an annual Minorities Conference. The district conferences should strive to educate, train and promote an understanding of cultural diversity and encourage minority participation at all levels of CWA.

2. All District Vice Presidents advise each Local President to form a Local Committee on Equity. Local Equity Committees should be in place by the 1993 Convention barring any work stoppage.

3. In those states where the Vice President believes it is applicable, a State Equity Representative shall be selected.

4. The President request demographic workforce data from our larger employers (public and private). This data should include a breakdown by minority groups and sex (including physically impaired). The data is to be submitted to the National Committee on Equity prior to their next meeting.

5. The international union review and evaluate employment tests beginning with those at AT&T. Areas of concern are the direct applicability of these tests to job performance, the validation of the tests, whether the tests show minority bias and if they are being used to screen certain employees. The results of this report are to be submitted to the National Committee on

Equity for their review.

CWA has had success in many areas but not to the point where we can say the job has been completed in any one area. There are still roadblocks to overcome. This year the COE is introducing a poster that captures the essence of the message, "It's time to get mid of the barriers to equity."

We are in the business of growing our body of union workers. Unfortunately we lose valuable resources because the companies we represent appear to offer more attractive advancement opportunities for many of our young members. Why? Because the union that represents them does not resemble them. It's not enough to get their dues because of fair share agreements, we need their commitment. We need to commit to them by demonstrating inclusion at all levels, not exclusion!

Diversity training must be included as part of the requirement for all elected and appointed union officials, regardless of level. The COE should not be receiving letters in 2001 where minority members are advised that their role in the local union is to "find a lounge area and clean it." We cannot allow our members to become disenfranchised because some still claim they did not know

they were being offensive.

Local Equity Committees should be as much a mandate as local Finance Committees. The difference can be an agency fee payer instead of a member. We have had enough years of suggesting that locals have active Committees on Equity, knowing there are many locals where it will not happen without official intervention and follow-up.

It's time to get the facts, folks! We need new demographic data. The faces in CWA have changed dramatically in the past ten years. We need to get an accurate profile of our membership and CWA staff. No longer should an African-American female count as a "two for." We are the union, not part of the Bush administration. No more fuzzy math! (Applause)

The union must take advantage of the rich resources our minority members possess. We need new leaders and negotiators who are in tune with the needs of our current membership. To cultivate this new leadership, we must show that we are truly an inclusive union, not an exclusive club. It is imperative that we educate our members on all the benefits our union has to offer. This includes not just positions on staff, but opportunities in community and political action as well as access to travel and education. Yet it is sad to discover that most members are unaware that the price of admission is simply a membership card.

CWA has made massive strides in the past ten years, but there is a lot of work to be done. However, I am confident that we can celebrate the tenth anniversary with a completed agenda. By drawing on the commitment and talents of all of our members, we can achieve the dream. One body; One voice; One union! (Applause)

DELEGATE MARLENE OROZCO (Local 7777): Racial Profiling. What is "racial profiling?" Racial profiling is being practiced when an African-American woman is pulled over by the police while driving in her own neighborhood. When a Latino family in a van is stopped by the police while driving to the market. When an Asian man is harassed because of the kind of car he is driving.

Racial profiling is in practice when anyone is pulled over or stopped by law enforcement officers based solely on race or ethnicity, rather than driving capabilities, and released without a citation. Racial profiling is the unfair and unjustified acts by police officials who use their roles and power to harass people of color.

Who are victims of racial profiling? Statistics show that the majority of people that law enforcement officers are pulling over without issuing citations are mainly those of color. These people include Blacks, Latinos, and Asians and anyone else who is not white. Because of this, people of color live with fear daily, not just of crime but also in fear of unjust police officials. The

police claim that they are pulling people of color over because they are the people most likely to be involved in illegal activities.

What's being done nationally to stop racial profiling? The states of North Carolina and Connecticut have recently passed legislation requiring police agencies to keep racial statistics on traffic stops. Oregon and San Diego police departments voluntarily agreed to keep records of all traffic stops. Other states, including Arkansas, California, Florida, Illinois, Maryland, Massachusetts, Michigan, Rhode Island, Texas, and Virginia have all introduced similar bills.

Even though many people have united to protest against racial profiling, it still exists across the U.S. No matter how many protests occur, or laws proposed, or how many people of color are wrongly killed, racial profiling can only be reduced, not stopped completely, unless all law enforcement officers are forced to stop racial prejudice and stereotyping. To reduce the number of racial profiling victims, victims and allies must unite and fight for justice. From petitions to meetings to protests, anything that will gain media attention will aid in the fight for justice.

As unionists we must continue to stay active in the political process so that we can introduce and get support for these types of bills nation wide. Not just to protect the rights of workers but to protect the civil rights of all. Racial profiling is a nationwide problem but if we get active within our

community as leaders, we can become a nationwide solution.

DELEGATE KAREN KIMBELL-HANSON (Local 9588): Election Reform. The Voting Rights Act of 1965 protects every American against racial discrimination in voting. The Act stands for the principle that everyone's vote is equal, and that neither race nor language should shut any of us out of the political process. Discrimination is exactly what took place in the 2000 election.

Millions of voters across the nation were denied their basic right to cast a free vote and to have that vote counted. While the situation in Florida received the most national and media attention, Florida is in fact a microcosm of the entire country. There are substantial unresolved allegations across the country of massive voter disenfranchisement in African-American, Hispanic-American, Haitian-American and Jewish communities. The election appeared to have been conducted in such a manner that many of those same communities now believe unequivocally that it was unfair, illegal, immoral and undemocratic.

Nearly two-thirds of the votes cast by minorities in the state of Florida were not counted. Faulty and/or antiquated voting equipment resulted in ballots being thrown out or "spoiled." In Atlanta's Fulton County, which uses the old punch card machines, one out of every six ballots for president was invalidated.

Minority voters were disproportionately purged from voter lists, such that many who had duly registered through the normal process were told their names were not on the rolls. In Florida and Tennessee, citizens mistakenly identified as felons were illegally removed from the voter rolls. In Tennessee, election officers refused registration forms to representatives of the NAACP because the commission was aware of the NAACP Voter Empowerment Project, whose goal was to register new Black voters.

Black voters were told to get behind white voters. "You know what it is to stand at the back of the bus," said one election volunteer. In Georgia, state troopers pulled over a college student who was driving people to the polls. He was told that unless everyone in the van was related to him, he must immediately cease and desist in driving people to the polls. Polling places opened one to two hours late or they disappeared and reappeared somewhere else without advising the community. CWA members fell victim to violations of the Voting Rights Act when an officer and a shop steward of Local 1081 were harassed and threatened with bodily harm, on election day, by the sheriff and officers of Passaic County, New Jersey for handing out election literature.

As a result of the difficulties with voting machines, voter rolls and the Voting Rights Act violations uncovered in the 2000 elections, a general consensus has arisen that there should be a reform of the electoral system to enable American citizens to vote fairly and efficiently. Bills have

been

proposed in several states and some have been enacted. However, many of the bills address reform without the necessary appropriations. What we need is people power. (Applause)

Because the right to vote is the most sacred franchise in a democracy, we believe that it is our obligation to insist that all voters be allowed to cast an unfettered ballot and be free from intimidation and harassment as promised by the Voting Rights Act of 1965. We all should be incensed and outraged by what happened in November 2000. These are rights that people marched for and, in some cases, died for only 35 years ago. We cannot let it happen again. (Applause) CWA has joined the fight for voter reform with other community-based coalitions throughout the nation and we would like to enlist your support.

It is the recommendation of the CWA National Committee on Equity that each local adopts the community within your local jurisdiction. Become a poll worker. Stop by the Executive Vice President's booth before the conclusion of convention and take an election board survey back to your local. Learn the election rules of your state, county or city. Teach voters how to vote and educate them on what their rights are. We can do more than getting them to the polls. We can use

our collective power to make a difference.

We must all stand and work together to empower every voter in America. It isn't too early to work on getting out the vote for Democrats in 2002 and 2004. (Applause)

DELEGATE BEVERLY DAVIS (Local 13500): Immigration Amnesty. The current system of immigration enforcement has come to be seen as a very broken system in this country. Linda Chavez-Thompson, Executive Vice President of the AFL-CIO, in an article dated February 16, 2001 made that point. She noted that if we are to have an immigration system that works, it must be orderly, responsible and fair.

The AFL-CIO has passed a resolution that addresses three issues on immigration:

1. The 1-9 process should be eliminated because this process currently gives unscrupulous employers the right to practice their own biased form of legal discrimination for verifying eligibility of workers in the United States.

2. These same unscrupulous employers knowingly hire undocumented workers who in some cases work under deplorable conditions. When these same workers attempt to improve these conditions, they face being fired or treated very badly under the same law that is supposed to protect them.

3. A new amnesty program should be adopted to provide permanent legal status for all undocumented workers and their families, many of whom make a tremendous contribution to their communities and work places.

The National Committee on Equity proudly joins hands with the AFL-CIO for taking a stand on the inequities and unfairness practiced against undocumented workers and their families living in constant fear of being discovered. These workers face employers who are in violation of labor laws, life in substandard housing and sometimes falling prey to the criminal underworld because they are

not legal residents, therefore cannot report even the smallest crime.

Immigration amnesty is a special issue dear to me for I had a parent who was an immigrant. I can remember even as a child that some of these same civil rights were denied. It is important to restore faith in the immigration laws impacted by the inappropriate behavior of the INS. This can be done if all of us support Congressman John Conyers' Restoration of Fairness in the Immigration

Act of 2000. Such support will be a stepping-stone toward restoring dignity, respect and justice to our immigration system. (Applause)

The National Committee on Equity challenges each of you to go back to your locals and establish a training network to help educate immigrants in your neighborhoods by volunteering your time to any community outreach organizations that provide education and training services to immigrant workers. Your mission will be to assist and provide these workers with the tools to organize a union so that their abusive dangerous working conditions and legalized racial discrimination can be abolished.

Immigrant workers built the American labor movement and continue to do so even today. I see evidence of this in my very own small town where Mexican workers come to work in the fields for little pay but experience unfair treatment, low living wages and in some cases blatant racial discrimination. The AFL-CIO is asking for a complete restructuring of the immigration enforcement

system, which will put a stop to this legalized form of discrimination.

Brothers and sisters, I call on you to go back to your communities, seek out those programs and volunteer your time and skills to educate the community on immigrant issues and the conditions suffered by those who are undocumented workers. The current immigration policy that we have needs to be changed. Please go to the AFL-CIO web site where you will see many articles on

immigration amnesty: www.aflcio.org.com.

Brothers and sisters, I place the challenge in front of you. This is your mission. (Applause)

DELEGATE JOHN WILLS, III (Local 2202): Hate Crimes Legislation. In 1999 the National Committee on Equity urged delegates to the 61st Annual Convention to support passage of the Hate Crimes Prevention Act of 1999. Though passed by both houses of Congress, the bill was eventually killed in a Senate conference committee. That same year, the FBI documented 7,876 hate crime incidents targeting 9,802 victims.

Given that approximately 15 percent of the U.S. population is not represented by any reporting law enforcement agency and that a large percentage of hate crimes are never reported, the 1999 statistics cannot be viewed as a valid measure of the problem. The Hate Crimes Statistics Act requires the FBI to collect data from local and state law enforcement agencies on crimes, which

“manifest prejudice” based on race, religion, sexual orientation, ethnicity, or disability. These agencies, however, are not required to provide that data to the FBI. Participation is purely voluntary, and the law neither offers incentives for states and localities to participate nor does it punish hate crime perpetrators. More effective legislation is needed both to require law

enforcement agencies to report all hate crimes and to enhance penalties for those who commit these crimes.

Voices from the right claim that expanding hate crimes legislation to include disability, gender and sexual orientation is unnecessary since the perpetrators of hate crimes are currently being convicted. They claim that such laws would create special rights for certain segments of the population, and that hate crimes laws are unconstitutional based on the First Amendment of the

Constitution. As playwright Tony Kushner has written, “Hate crimes are not thought crimes. A thought crime would criminalize thinking. Hate crimes legislation criminalizes deeds, not thoughts, and it expresses society’s just revulsion and special opprobrium for such deeds, for bigots who act on their hatred, in precisely the same way that society has always condemned calculated murder more harshly than spontaneous, unthinking violence.”

We cannot rely solely on Congress to express our revulsion and ensure justice for all. Hate crimes legislation is being debated in state legislatures across the country. Recently, in Texas the

governor signed The James Byrd, Jr. Hate Crimes Act, a hate crimes bill passed in Hawaii, and legislation was introduced in twenty-five other states. With the current political climate in Washington, perhaps our greatest success will be at the state and local levels.

The National Committee on Equity urges CWA at all levels to join the Executive Board of the AFL-CIO and more than 175 civil rights, religious, civic and law enforcement organizations to work for the passage of the Local Law Enforcement Enhancement Act of 2001 (S.625) and the Local Law Enforcement Hate Crimes Prevention Act of 2001 (H.R.1343). We encourage you to devote time and resources to this aim and we call for the same level of commitment in those states and municipalities where disability, gender and sexual orientation bias are not included in hate crime language.

On September 22, 2000, just three weeks after the close of the 62nd Annual Convention, hate came to CWA when Local 2204 member Danny Overstreet was murdered because he was gay. Following his death, the CWA Department of Civil Rights and Fair Practices produced a video to underscore the importance of this struggle for justice. If the delegates would turn their attention to the monitors we will now show "No Time for Hate."

A very moving and emotional video regarding hate crime legislation was shown to the delegates. It highlighted the story of the hate crime murder of CWA member Danny Lee Overstreet, an active and devoted member of CWA Local 2204, who was killed by a vicious mass crime murderer in a gay bar.

The video emphasized the urgent need for federal legislation to protect all groups at all times against hate crimes. Without comprehensive legislation, bigotry will continue to go unreported and unprosecuted.

From the horror of slavery to the unspeakable acts of the holocaust, from the bombing of African-American churches to the killing of 168 victims at the Federal Building in Oklahoma City, hate crimes have murdered innocent people throughout our history. These horrendous acts continue due to the lack of adequate legislation and enforcement.

Special focus on this subject can be stressed in the Local's legislative programs. Unions must act to ensure proper action is taken, and develop legislation which will close the legal loopholes that leave thousands of victims isolated and vulnerable. As members of the CWA family, we must actively promote diversity, tolerance, genuine respect and love for each other...

This year we again have the opportunity to fight the terrorism of hate. We must redouble our efforts, not only for Danny, but also for all the men, women, and children who are targets simply because of who they are. We may not be able to stop the hate, but we can reduce the terror. As Reverend Martin Luther King, Jr. said, "Morality cannot be legislated, but behavior can be regulated. Judicial decrees may not change the heart, but they can restrain the heartless."

DELEGATE RICHARDSON: Mr. President, the National Committee on Equity moves for adoption of this report.

PRESIDENT BAHR: You heard the motion to adopt.

...The motion was duly seconded...

PRESIDENT BAHR: It has been seconded from the floor. The Chair recognizes, on Microphone 3, Delegate Kinchius.

DELEGATE KATHLEEN A. KINCHIUS (Local 9415): Brothers and sisters, I rise to thank the committee for this great report. Once again, the Equity Committee has come out with a report that is to the point and relevant to all of us, not just to some of us, just because we are not whatever it is in the report that is being talked about.

I am a very lucky person. I live in a city where the majority of people are minorities. I live in a state that is a minority state. I live in a union that believes in diversity, and I live in a district,

District 9, whose District Vice President was a recipient of the Mays Carroll Award from the Equity Committee at the last Civil Rights Conference.

Brothers and sisters, civil rights are human rights. They have to be lived. We cannot take this report home and put it in a drawer. We must act on it. We must have activity committees. We must walk the talk.

I am a proud member of CLUW because I am a woman. I am a proud member of APRI, but I am not Black; a member of LCLAA, but I am not Latin-American; a member of APALA, but I am not Asian-Pacific-American. And I am a very proud founding member of Pride-at-Work, but I am not lesbian. We need to work at diversity every day.

Once again, don't let it sit in a drawer. Don't think that one person cannot make a difference. The AFL-CIO's change on immigration policy came from one Central Labor Council's resolution. It was y Central Labor Council's resolution, I am proud to say, in Alameda County, California. They went to that committee, put together by the AFL-CIO, worked on by members of the CWA, including Larry Cohen, that came out with this wonderful change of policy.

Brothers and sisters, we can make a difference in our daily lives and we can help others. We cannot put it in a drawer. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Andrews.

DELEGATE WALTER D. ANDREWS (Local 3204): President Bahr, Executive Board, Delegates, Guests, Retirees, Brothers and Sisters: I rise in support of the Committee on Equity's Report.

I bring you greetings from the CWA Minority Caucus. I want to commend the committee for the excellent report. Moreover, I want to thank each and every one of you for the job that you have done. Thank you. (Applause) You have some very tough issues before you.

Let me also thank the Committee on Equity, the Civil Rights directors and coordinators of the Communications Workers of America, and Executive Vice President Larry Cohen, for meeting with the Minority Caucus during this convention to discuss issues that are of great concern to minorities

of our great union.

Everybody before me has asked you, please take this information back home. If you don't have an equity committee in your local, please form one, where we can share this information with our members.

Thank you all for making our union stronger every day. I urge support of this report. Thank you. (Applause)

PRESIDENT BAHR: I have a motion to close debate, but before I recognize the delegate, on the assumption that it will pass, I am suggesting that anyone who has written remarks that you would like entered into the record on this report, if you bring them up, the reporter at the end of the table will see that your remarks will be in the record.

The Chair recognizes Delegate Jones on Microphone No. 1.

DELEGATE DIANE R. JONES (Local 4309): I call the question.

...Calls for the question...

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

The issue before us is adoption of the committee report. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

Before I discharge the committee, I would like to make two comments. When I had the opportunity two years ago in Los Angeles to chair a hate crimes convention, it was shortly afterwards that a letter carrier was shot and those children at the Jewish day care. And what came out of it was quite interesting in that participant after participant, all from trade unions, said, "We

have to start dealing with our members on this issue."

Well, I can tell you that after our own brother was killed and I came out publicly with public statements, I was flooded with e-mails from people who identified themselves as CWA members, taking me on, that this was not a union issue. And of course they got the appropriate response from me.

But I think it is quite important for us not to take for granted the people who are members of this union, that don't see things the way we do for whatever the reason, and that perhaps education on this issue has to begin within our own family. So, I just call that to your attention. (Applause)

Now, the last order of business, and we have gone just a little beyond, but it is something we really have to take care of now, is the election of Communications and Technologies Vice President of CWA.

The CWA Constitution makes provisions in Article XV: "In the event a vacancy occurs in an office of vice president for any reason, an election shall be held at the next regular convention."

So the next order of business is the election of the C&T Vice President. And for the purpose of placing an individual in nomination, the Chair recognizes Iven Todd, President of Local 3263, at Microphone No. 2. Delegate Todd.

DELEGATE IVEN TODD (Local 3263): I rise to nominate Ralph Maly for the position of Vice President of Communications and Technologies. I would like to speak on the nomination after it is seconded.

...The nomination was duly seconded...

DELEGATE TODD: Ralph went to work for Western Electric in Buffalo, New York, in 1965. While there, he served the union in several positions. When the Buffalo plant closed, Ralph transferred to the Atlanta Works. In Atlanta he served in various union positions, including vice president and president of Local 3263. Today if you ask our members who has been the best president of our local, most will say Ralph Maly.

Ralph left our local when he was assigned to the national union for organizing purposes. He was appointed to staff in 1989, and was appointed to be Assistant to Vice President Jim Irvine in 1996. Ralph's responsibilities were greatly expanded when he took this position.

Ralph has been involved in bargaining at the national level many times, and this includes AT&T, Avaya and Lucent. He has also chaired national bargaining tables.

Ralph has paid his dues and has earned every position where he has served. He is a person you can always talk to about problems you are having at the local level, and you know that the advice you get will be good, solid advice.

Ralph has the knowledge, experience and ability to serve as Vice President of Communications and Technologies, and I hope he will have the support of everyone here. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Joe Connolly, President of Local 1101, at Microphone No. 3.

DELEGATE JOSEPH F. CONNOLLY (Local 1101): I am proud to second the nomination of Ralph Maly for Vice President of CWA Communications and Technologies.

As the former assistant to Jim Irvine, Ralph has worked tirelessly for our members. His knowledge and skill at collective bargaining are only surpassed by his dedication and desire to achieve the best for our members, and he has succeeded, time and time again, often during the hardest and the worst of times.

Since his appointment to fill the vacancy left by Jim's retirement, Ralph has enhanced his value to our union. Ralph Maly has gained the respect and admiration of local officers and members throughout our union, and he does it the old-fashioned way, through hard work and responsible leadership.

Brothers and sisters, Ralph Maly has earned this nomination, and he deserves to be elected. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Annie Rogers, president of Local 7050 at Microphone No. 3.

DELEGATE ANNIE ROGERS (Local 7050): President Bahr, delegates, guests, and if there are

any weasels left in the audience, I didn't write a speech down. I was afraid Ralph might ask for it. (Laughter)

But I want you to know that I have worked with Ralph for 25 years. I don't know anyone who puts in more time, heart and effort, and who will do the right thing. This man only thinks about union and what he can do to help our members.

It is with great privilege and honor to second the nomination of Ralph Maly. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes. So there being only one candidate for the office of Vice President of Communications and Technologies, I will now entertain a motion from the floor to elect Ralph Maly as Communications and Technologies Vice President by acclamation.

Do I hear that motion?

...The motion was duly seconded...

PRESIDENT BAHR: All those in favor, say aye. Opposed?

Ralph Maly stands elected.

I am proud to present to you a very dear friend of mine, someone I worked with many, many I years ago when we were both in New York, my good friend, your new Vice President, Ralph Maly.

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

VICE PRESIDENT-ELECT RALPH MALY (Communications and Technologies): Thank you.

If I sound a little numb, it's probably because I am. There may be someone out there who says that's normal, but just bear with me.

I am both honored and thankful for the opportunity to lead the Communications and Technologies' bargaining unit into the future. I say that with genuine conviction. CWA does make a difference in the lives of the members that we are privileged to represent.

I am honored to be part of the C&T bargaining unit that is as diverse as the members we

represent, a unit that is sending a clear message of solidarity to everyone. We are determined and are resolved to protect our members' rights and future. We do make the difference.

I am thankful for those who have supported me throughout the years, but before I acknowledge them, let me first say how truly thankful I am for those who have supported me today. Thank you for the vote of confidence. Let me first take this opportunity to thank my loving family — Judy, Mary Beth and Joe — who continue to support me, and without them I would be lost. Also I am thankful

for my many friends I have within this great union who have given me my opportunities to be a part of the labor movement in many ways.

I would like to recognize a few of those who have helped me in special ways: First, Ron Woods who signed me up in CWA many years ago and often counseled me during my early years as a local officer.

Second, Ken Major, who is here today somewhere in the stands, and I would ask Ken to stand. (Applause) Ken gave me my first real opportunity as a CWA organizer for which I will always be grateful.

To Walt Cleveland, without whom I would not have been elected local president. To President Morton Bahr, who has been not only a friend but also a mentor throughout my career; Jim Irvine, who is not only my hero, but someone, throughout the years, who has given me many opportunities and guidance as both a staff representative and later as his assistant.

And finally, to the C& T staff who continue to work tirelessly in representing all the locals and their members, and without them we could not survive.

As members of the C&T unit, we have faced tremendous challenges and have many more to face going forward. AT&T, Lucent, Avaya, and Tyco are shadows of what was once a great company. Each is unique and yet similar in many of their own ways, each having equally mismanaged the business adversely affecting our members and their jobs.

We have seen a continuous flow of managers in and out of these companies, each with their own set of mistakes, all of which we have paid a price for. Whether it is through their arrogance, blatant disregard for the contract or just genuine mismanagement of the business, they have continuously affected the livelihood of our members.

From the grand schemes and anti-union approach of AT&T, the dismantling of a once proud Lucent, through its shedding of its profitable businesses or the bad sales deals of Avaya, the multitude of mistakes has been and continues to be overwhelming and costly.

CEOs and managers alike have come and gone with their golden parachutes. The only thing that remains intact and constant is our union. More than any manager or CEO, we have a compelling interest in the health and success of these companies. Our members' jobs depend on it.

We bring the union values to the equation. Like those before us, we fight for the rights of our members. We fight for good jobs that will help all of us, not just our own individual interests. Whether it is the thousands of members across the country wearing red on Thursday, joining together in a show of solidarity, or the busloads of activists who traveled to Cincinnati to call the CEO of AT&T to task, we bring the passion that affects the change. And no matter what these companies call themselves or how they are managed, we will be there. (Applause)

As Vice President of the C&T unit, I am committed to continue the fight to strengthen and build this union, to protect it from every attack, to work with each of you to make the C&T unit one that we will all continue to be proud of.

Remember, we are our sisters' and brothers' keepers. Thank you.

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

PRESIDENT BAHR: The Chair recognizes Secretary-Treasurer Easterling.

SECRETARY-TREASURER EASTERLING: Let me tell you that the Avis Discount Number was inadvertently omitted from the CWA Convention News. Those of you who have rented cars should make note of the number, which is J946432. If you have rented a car without the Avis Discount Number, you can call and Avis will still honor the reduced rate. Again the number is J946432. We are sorry for any inconvenience.

AT&T Bargaining Committee elections are from 7:00 a.m. to 9:00 a.m. Tuesday in Room 101 G-H, C&T meeting room. That is here in the Conference Center.

Just a reminder that all Welfare Local Delegates should meet in Room 208C-D following today's session.

...Further convention announcements by Secretary-Treasurer Easterling...

PRESIDENT BAHR: Thank you, Barbara.

Tomorrow's platform observers are Sharon Cordova, President, Local 7777, and William Burgess, President, Local 14200. Both should report to the platform at 8:30 a.m. tomorrow morning.

We stand in recess until 9:00 a.m. Thank you all.

...The Convention recessed at 5:40 o'clock p.m...

TUESDAY MORNING SESSION **July 10,2001**

The Convention reconvened at 9:00 a.m., President Morton Bahr presiding.

PRESIDENT BAHR: Would the delegates kindly take their seats? The convention will come to order. To help us get started on the second day of our convention and leading us in the invocation, I am pleased to introduce to you Pastor Gordon Braatz of the Central Lutheran Church here in Minneapolis.

PASTOR GORDON BRAATZ (Central Lutheran Church, Minneapolis, Minn.): I invite you to pray with me for the world, for ourselves and our tasks and for people everywhere.

Gracious God, we thank You for the goodness of creation, for the blessings that are ours, for the opportunities You have set before us and for the noble task of serving others.

Bless our nation and our leaders. Bless your people everywhere, and those who govern every land that there may be justice for all and the rights of the poor and the powerless will be safeguarded.

Help us not to lose heart because of human weakness and foolishness, but lead us to seek that which is constant and true and just. Bless us here with Your presence, Your inspiration, and Your guidance that we may seek the common good. Let not the needy, O Lord, be forgotten, nor the hope of the poor be taken away.

Help us not to shrink from tasks that seem too great for us, not to settle for what is acceptable when the excellent is at hand

Stand by those who carry heavy burdens, the hungry and the neglected, the unemployed and the powerless, the frightened and the confused, the helpless and the sick, and those, Lord, whose distress is known only to You that they may be relieved and protected.

Give us the will to do great things and the courage to attempt them. Give us the spirit always to do right things and the generosity and selflessness to bring them to be, and keep us in

your peace. Amen.

PRESIDENT BAHR: An election was held last evening for the position of Communications and Technologies Vice President. As a result, we have the Installation of that Vice President this morning.

We, the Communications Workers of America, have built out of our own experience an organization which 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.

It is then, in the name of the membership and of the sacred cause of free labor, that I will administer this oath of office, reverently asking our Creator to look after and care for this chosen leader in the execution of his solemn obligations.

Ralph Maly, please come to the podium.

Do you, Ralph Maly, on your honor, accept the office of Vice President and, thereby, the trust of 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 vice presidents and international officers 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?

Ralph, place your left hand upon 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 the oath.

VICE PRESIDENT RALPH MALY: To this, I, Ralph Maly, Vice President of Communications and Technologies of the Communications Workers of America, do solemnly swear, so help me God. (Prolonged applause)

...Vice President Ralph Maly signed the Constitution of the Communications Workers of America... (Applause)

PRESIDENT BAHR: The installation is now complete.

The Chair is pleased to recognize the Secretary-Treasurer for the Secretary-Treasurer's Report. Barbara. (Applause)

SECRETARY-TREASURER EASTERLING: Good morning. Let me, first of all, express how pleased I am to be here in Minneapolis, especially since it's July, not January. But regardless of what the thermometer reads, it's always good to be here in the North Star State and in the heart of CWA District 7. We have come together for our annual convention in a part of CWA country that has produced some of this country's finest leaders and some of the most dedicated and committed trade unionists anywhere in the world.

So to District 7 Vice President John Thompson, to the District 7 Host Committee and to all of you who have worked so long and hard to make our time together in Minneapolis a success, I

say thank you for a job well done.

Whenever I come to Minnesota, I'm reminded of Garrison Keillor's description of the fictitious Lake Wobegon: Where all the women are strong, all the men are good looking and all the children are above average. Now

if you ask me, I think that's a pretty good description of CWA, too.

Today, I'm also reminded of something else distinctly Minnesotan, the use of the word "interesting." For here it has as many meanings as you have lakes. It all depends on the context, the tone, the arching of the eyebrows.

So let me use the term as someone from Minnesota might: We meet for our 63rd Annual Convention in very interesting times — interesting in so many ways. Interesting politically because the executive branch and one house of Congress are led by anti-worker extremists trying to impose a radical agenda the American people do not support.

Interesting economically, as the conventional wisdom of the last five years has been turned on its head as many of the high-flying dot-coins have suddenly become dot-crashes.

Interesting globally, as the battle to protect the American standard of living requires an all-out mobilization against a multinational corporate agenda under the guise of free trade.

And interesting in yet another way, because this is a time of constant and radical change. Of course, that's nothing new to CWA. Our entire history is about making an ally out of change. That is true of two of the most recent and significant changes.

The first took place in Washington, D.C., as Vermont Senator Jim Jeffords' courageous act of principle has put the United States Senate under Democratic control for the first time in seven years and opened up the possibility of making gains for our members and working families in the years ahead, rather than just fighting defensive battles.

The second takes place right here as IUE joins CWA, creating a union family and a union force of 740,000 members.

Sisters and brothers, I cannot overstate how much we are strengthened individually and collectively by the IUE and CWA merger and the creation of the IUE-CWA Industrial Division.

I cannot overstate how important this merger is to the future of our union, the future of the labor movement and the future of our families.

I cannot overstate how much we gain by working together in organizing, bargaining and political action. Because here's the deal: As our challenges get tougher every day, we're getting stronger every day.

We're rising to the occasion. We're not giving in an inch. Because we're in this together: United. Committed. In solidarity.

And today I am proud to tell you that the state of our union is as good as it has ever been and our future is even brighter.

The union of IUE and CWA brings together a common heritage, a common organizing tradition and common employers. Together, from manufacturing to maintenance, from installation to marketing, from communications to service delivery, today's CWA is truly the union for the Information Age.

Together, we will work on aggressive organizing campaigns to empower thousands of workers with the benefits of trade unionism and reclaim market share in our industries.

Together, we will also be a force in thousands of communities across North America with members in every congressional district in the United States. You can count the unions that are able to say this on the fingers of one hand.

Together, we will wield more clout than ever in the halls of Congress on the issues that matter to working families. Together, we will elect candidates to office who support the rights of workers and their unions, and together, we will hold their feet to the fire once they take office.

Together, we will have the most dynamic, energetic, vibrant retirees organization in the labor movement, providing invaluable expertise and assistance in organizing, bargaining, political action, and a host of other areas. And let the message go forth to Corporate America. Together, we will make a difference at the bargaining table.

Together, we will send a message to board rooms from coast to coast. And the message is simply this, IUE and CWA will not go back. It's a simple fact, more members means more clout and more leverage.

All of this translates into better contracts for our members: higher standards of living, expanded benefits, more job security, improved workplace safety, and a stronger voice in the decisions that affect our members' lives.

We will also see the benefits of the merger in our own administration and operations, making ourselves more efficient and increasing the percentage of dues that go toward organizing, bargaining and member services.

Service remains the hallmark of the Secretary-Treasurer's Department. And our commitment to providing the best possible services to our members has never been greater. We are continually looking for ways to increase our efficiency.

One of my top priorities has been to ensure that we provide as smooth a transition as possible for all IUE-CWA locals.

Obviously, when you merge a union with more than 110,000 members into a union the size of ours, there will be bumps in the road, and our office has been working diligently with the IUE leadership, staff and locals to minimize any problems associated with the merger.

To maximize the enormous opportunities before us, we must constantly listen to our members and look for new and better ways to serve our growing union family.

As we travel through these interesting times, I want and need your suggestions as to how we can do a better job. Whether it deals with financial oversight at the local level, with any aspect of membership service with dues processing, with a legislative issue, whatever. If you have suggestions, please share them with me. Send me an e-mail or letter, or give me a call. Your input is important. So please keep the suggestions coming.

As part of our mission to serve you, the Secretary-Treasurer's Department has initiated some new steps and programs to help you provide the best possible service to our members.

For example, we have developed a "Local Union Officer's Guide to the CWA Defense Fund and Members' Relief Fund," and we have distributed more than 2,000 copies of this guide.

We have conducted a number of workshops in this regard at district and state conferences, educational conferences and sector meetings. By way of example, my assistant, Carmine Turchi, has held workshops on the strike funds in Districts 3, 6 and 7, as well as in IUE-CWA Districts 3, 7 and 8.

More than 1,500 local officers have participated in this training which provides information on the proper application of the fund rules as well as helpful hints on how the Strike Fund can be used to optimize our strength at the bargaining table.

In addition to the Strike Fund workshops, we have also developed workshops for all local officers and staff which cover other important topics such as: IRS Forms and Reporting; Department of Labor Forms and Reporting; MUMS 2000; and Agency Fee Objectors and Agency Shop Enforcement.

On another front, I am especially proud that my Executive Assistant, Eileen Brackens, is in the process of developing a new, state-of-the-art, web-based tool for local secretary-treasurers. The new site for local secretary-treasurers will be located at www.cwa-st-jobaid.org.

This job aid site is a self-teaching tool that will cover financial reporting, budget preparation, tracking dues and membership information, maintaining your local's records, CWA-COPE accounting, and other activities. That's only the first phase of our comprehensive training program for local financial officers. Soon we will have an online school with Q&A chats, workbooks and trainer-led classes.

We are also developing a new video which will explain the CWA membership dues processing system. The video will detail the numerous benefits that are available through the system and encourage locals to maximize their participation in the system.

As we look to an exciting future together, we'll continue to do everything we can to take full advantage of new technologies to provide the highest degree of service possible for our members. And you can take that commitment to the bank. (Applause)

Now, while I am concerned with the day-to-day details of membership service and administration, I'm also equally concerned about the big picture — as in the world — because the world is now our stage: a world in which decisions affecting our members' lives are as likely to be made in Berlin as in Basking Ridge; a world in which jobs can be moved halfway around the world with the simple click of a computer mouse.

The world we live in today is a global village where our fates are inseparable from those of our sisters and brothers in other countries. I am proud to report to you that CWA's historic commitment to free and democratic trade unionism throughout the world has never been stronger. One of the best ways we demonstrate that commitment is through CWA's Eduardo Diaz Union-To-Union program of international solidarity.

A pillar of this program is our work with our sister unions in our international secretariat, Union Network International, better known as UNI. Your support of the Union-To-Union program is making a difference in the lives of trade unionists and their families throughout the world.

One example of our efforts over the past year was in Thailand where, thanks to you, we were able to put a new floor in a day care center for the Iron and Metal Workers' Union of Thailand. Our grant to our brothers and sisters in Thailand also provided the means to stop recurrent seasonal flooding outside the day care center.

This project, just one of many we have undertaken around the world, speaks directly to our goal of strengthening international solidarity from the ground up, which is what the Union-To-Union program is all about.

Another UNI effort which is very close to my heart, and one which CWA strongly supports, is our worldwide informational program aimed at combating the horrible problem of domestic violence against women, both at home and in the workplace. Our goal is simple, yet profound: to break the cycle of abuse that thousands of women workers face each day.

Through training programs and public awareness campaigns and by pushing for stronger laws and stricter enforcement of existing statutes, we must speak out and send a message that this type of criminal behavior will no longer be tolerated anywhere in the world. (Applause)

CWA is also working closely with UNI on another form of violence against women. I'm referring to the burgeoning traffic in women and children for sexual and labor exploitation. Estimates show that between 700,000 and 2 million women and girls each year are subjected to trafficking worldwide. This deplorable, abhorrent, unspeakable act has been characterized by some law enforcement agencies, even here in the United States, as the fastest-growing criminal business in the world. And to think this is the 21st century.

Through UNI, and thus our trade union sisters and brothers throughout the world, we must

lead the campaign to focus more attention and resources and mobilize worldwide contempt against this modern-day form of slavery. In the months ahead, the fight to eliminate these despicable practices will be a top priority for CWA and UNI, as it should be for every nation and for every person of conscience.

Because of our history of standing up for workers' rights and fighting for equality, both in our country and throughout the world, CWA plays a major leadership role in UNI and the cause of international trade union solidarity. Thanks to our history, and thanks to you for building CWA's reputation as a global leader in activism, I am very proud to tell you that in September of this year, I will be elected president of the World Women's Committee of UNI. (Applause and cheers)

While this will be a great honor and privilege for me personally, it is first and foremost a reflection of your actions in steering CWA on a course that is predicated on an uncompromising commitment to equality, justice and workers' rights, and especially the rights of women workers. And within CWA, the CWA Womens' Committee is leading the way in this commitment to the rights of women workers throughout the world.

We also need this commitment more than ever right here at home, in legislative and political action, because this is where our members' quality of life is at greatest risk and where our hard work can make the defining difference.

Let me put it as clearly as I can. Its just the facts, plain and simple.

In American politics today, the difference between winning and losing is smaller than ever, while the divide between the parties is wider than ever. That means the line between enacting policies that benefit working families and getting slammed with anti-worker atrocities is thinner than ever.

Just one Supreme Court Justice; a few hundred votes in Florida; the decision of a single senator — that's the difference between protecting our jobs and losing them. Between raising our standard of living or seeing it decline. Between preserving the right to bargain collectively or having it ripped to shreds. Between strengthening Social Security or privatizing it.

All of this means only one thing. We've got to work longer, harder and more fiercely than ever before.

Let's face it, we have got the most anti-worker President in recent history, a President who dreams about a world without unions; a President whose first allegiance is to the privatizers and the profiteers, the trust-fund babies and the union-busters.

And so we must stand firm, resist, and stop dead in its tracks every move by George W. Bush and Dick Cheney, Dick Arme y and Tom DeLay, to harm working families and the only institution in our society that represents them, which is the trade union movement. (Applause)

Now, while President Bush got the first item on his agenda, the tax cut, today we must draw a line in the sand. No way, no how, will we let him ram through another piece of destructive legislation that rewards the greedy and punishes the needy.

And on Social Security, we do draw the line. President Bush is using the oldest trick in the book: appoint a commission, stack it with people who already support your views and then hide behind the experts to advocate radical changes the American people wouldn't stand for if they knew the real consequences.

In this case, you know what we're talking about: privatization — turning Americans' retirement security into a crap shoot on the stock market, which as we have been recently reminded, goes down as well as it does up.

As I said to our Retired Members' Council yesterday, if George W. tries to privatize Social Security, we will fight him at every turn and we will ultimately prevail. (Applause)

When it comes to Social Security, our watchwords are: "Protect and Preserve" and "Not

Privatize.”

And speaking of the CWA Retired Members’ Council, I want to recognize our retirees’ delegation and the members of the Council’s Executive Board who are delegates to the convention. They are seated to my left.

Please join me in a richly deserved round of applause for these dedicated trade unionists who have given so much to help build our union.

...The delegates rose and applauded and cheered...

And speaking of the CWA Retired Members Council, I want to tell you that there are members there who are members of the council’s executive board who are delegates to the convention.

Membership in the CWA Retired Members’ Council now stands at more than 23,000. We now have 124 Retired Members’ Clubs around the country, with 10 new clubs having been formed in the last year.

So if your local does not currently have a Retired Members’ Club, I urge you to talk with our retirees who are here about forming a club for your local. I can assure you that this will be one of the best decisions you will ever make.

Now, another line in the sand when it comes to Bush administration policies is on the Free Trade Area of the Americas, or FTAA.

When we talk about trade, we’re not discussing theory or ideology. We’re talking about the real-life impact on working families the world over, and these facts cannot be disputed.

Since its passage in 1994, NAFTA has caused the loss of more than 1 million jobs in the United States and Canada, and it has actually cut the wages of Mexican workers by 25 percent or more.

With NAFTA, there has been only one winner, and that is giant, multinational corporations.

FTAA would spread NAFTA’s poison pills to 34 countries in the Northern and Southern hemispheres. So when it comes to trade agreements like FTAA, we have but one thing to say — no way.

And we’re going to do a lot more than just stop President Bush’s radical proposals. We are going to take the offensive. With the Democrats in their rightful place as the majority in the United States Senate, we’re going to fight to enact laws to improve the quality of working families’ lives, like the bipartisan Patients’ Protection Act of 2001 sponsored by Senators Ted Kennedy and John McCain, which we now need to get through the House and past Congress to the President’s desk and force him to take a stand on whether people’s health should come before profits.

We’re not going to stop there either. We’re going to pass a comprehensive, universal prescription drug coverage for every Medicare beneficiary. And then we’re going to fight to expand the Family and Medical Leave Act.

On all of these issues and more, we’ve got an opportunity not only to address many of the needs working families face and prevent them from suffering further harm at the hands of extremists, we will also be setting the stage for the critical elections of 2002 and 2004.

Like I said earlier, the line between winning and losing could not be thinner and the stakes could not be higher.

One seat changes control of the Senate back to the Republicans. Just six seats change control of the House back to the Democrats. And a majority of the governorships will be up for grabs, and after stealing the election for George W. Bush, wouldn’t it be nice to pay back his baby brother? (Applause)

Two years later, a President who lost the popular vote by half a million ballots will be up for reelection, and control of Congress will once again hang in the balance. That is why we must continue to grow stronger with each passing day. Nothing less will do.

Our task is not easy. We have already worked so hard and done so much. As the stakes rise and the pressure increases, it takes a special kind of toughness and a spirit that cannot be crushed. In short, it will take "The CWA Spirit" to win, and this is what makes CWA members so special. Whatever our roots, all of us are trade unionists for the same reason — for the right reason — and that is to make a better life. And once again, just like so many times before, it is up to us.

So when you are tired, never lose sight of the fact that we are on the right side and that we will prevail. Together, with a union family of 740,000 at our side, we are growing stronger every day. And together, with your continued hard work, your energy and your solidarity, we will grow even stronger in the years ahead.

Thank you. (Applause)

PRESIDENT BAHR: Thank you, Barbara.

Now Executive Vice President Cohen will present the organizing awards.

EXECUTIVE VICE PRESIDENT COHEN: Good morning. As we recognize a group of locals for special success in our organizing programs, we should also remember that local union effort is the key to our success. There are many more locals and many more campaigns that are not receiving these awards where we may not have been successful in overcoming management, or where the minimum goal of 100 new members in a single year in new units was not reached.

And there are great examples of locals working together, like the 1-95 project in the Printing Sector, or the work between the San Jose Newspaper Guild and the CWA Local 9423, or the Arizona Council, and these are just a few.

But these efforts, all of them together, are very much a part of our total program to reach out to our families and members and help them build a union where they work.

But now we want to honor those locals that have accomplished a significant and major objective — winning new representation rights for at least 100 workers in new units in the past year. More than 200 locals here have received this award at least once, including several we will honor today who have received this recognition several times. Each local will receive a \$1,000 check as well as an award for the current year.

So join with me as we honor those locals that have met or exceeded their organizing goals for the past year by organizing more than 100 workers in new units.

...As Executive Vice President Cohen called out the winners, representatives of each local came to the platform, received their award, and had their photographs taken:

Local 1032, Trenton, N.J., organized 38 Olympia Trails bus dispatchers and 65 Unique Security Services visitor desk operators at the World Trade Center. (Applause)

Local 1034, West Trenton, N.J., organized local government employees and privatized food service workers.

Local 1040, Trenton, N.J., organized Burlington City and Burlington Township supervisors, Trenton Housing Authority security guards, and 90 nursing home workers at Reformed Church Home. (Applause)

Local 1101, New York, NY, organized 100 healthcare and business system employees. (Applause)

In a joint project, New York Locals 1105, Bronx, 1118, Albany, 1122, Buffalo and 1123, Syracuse, organized 520 employees of Verizon Information Services. (Applause)

Now I have to slow down because we have photographs.

Local 1108, Patchogue, N.Y., organized 107 employees at Islip Special Assembly Corporation and Dish Network. (Applause)

Local 1168, Buffalo, N.Y., organized employees at two Small Wonders Day Care facilities, Kaleida Alcohol Counselors, and 270 professional non-nurses, workers at Buffalo General Hospital. (Applause)

Local 1365, North Andover, Mass., organized 340 fiber optic workers at Lucent Technologies. (Applause)

Local 31003, New York, N.Y., organized 380 Hudson News newsstand employees. (Applause)

Local 2201, Richmond, Va., organized 180 employees of Verizon and Verizon Director Compilation. (Applause)

Local 3121, Hialeah, Fla., organized 106 AT&T Broadband customer service reps. (Applause)

Local 4100, Detroit, Mich., organized 408 Cingular workers. (Applause)

Local 4202, Waukegan, Ill., organized 1,150 Cingular employees. (Applause and cheers)

Local 4320, Columbus, Ohio, organized 180 Cingular employees and Licking County 911 workers. (Applause)

Local 4340, Cleveland, Ohio, organized over 100 employees at a variety of small telecommunications companies, newspaper carriers and a direct mail house. (Applause)

Local 4603, Milwaukee, Wis., organized 68 Cingular employees and 150 North Central Telecommunications technicians. (Applause)

And IUE Local 84717, Warren, Ohio, organized 200 workers at Lexington Connectors. (Applause)

Local 84768, Dayton, Ohio, organized 252 workers at Jamestown, Inc. (Applause)

Local 6171, San Angelo, Texas, organized 363 customer service reps at Valor Communications and 250 employees at Century Telephone and GTE Supply. (Applause)

Local 6200, Fort Worth, Texas, organized 650 Southwest Bell Wireless workers, now Cingular, in Wichita Falls, Texas. (Applause)

Local 7077, Glendale, Ariz., organized nearly 2,000 Arizona correctional officers and more than 600 law enforcement officers in Phoenix and eight other municipalities. (Applause)

Local 7901, Portland, Ore., organized 100 AT&T Broadband cable technicians. (Applause)

Local 7911, Albuquerque, N.M., organized 108 employees at Rio Rancho Department of Public Safety. (Applause)

Local 9400, Los Angeles, Calif., organized 400 part-time faculty at Mount San Jacinto Community College. (Applause)

Local 9588, Colton, Calif., organized 187 nurses and technicians at Hemet Valley Hospital. (Applause)

Local 39521, San Francisco, Calif., organized 160 employees at the Chinese Daily News. (Applause)

Local 13000, Philadelphia, Pa., organized more than 600 AT&T Broadband technicians and technical support workers in Western Pennsylvania and 26 Verizon Select Services technicians.

(Applause)

All together, these locals have organized more than 7,000 members in new units in a single year. (Applause)

Last year was the first year we recognized locals that have won this award in five years or more. That's in an 11-year period. Qualifying locals receive a \$5,000 check for their organizing program and pins for their convention delegates and local officers to wear. Eight locals were honored last year. They were Locals 1032, 1040, 1120, 1168, 4340, 6186, 7777 and 9400. Please join me in welcoming Local 1101 to their ranks. (Applause)

So join me in recognizing the accomplishments of all of these locals on the platform. And next year — and this is actually a record year — hopefully even more locals will be up here.

Would the award winners remain standing? First of all, let's recognize them. Sorry.

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

VICE PRESIDENT COHEN: Would the award winners remain standing while President Bahr presents the annual President's Award?

PRESIDENT BAHR: This award was considered by our founding President, Joe Beirne, to be the union's highest award when he established it permanently in 1972 and, of course, Glenn Watts carried on that tradition. Since 1985, it has fallen upon me to recognize those who are so highly effective in organizing new members, which clearly is the basis for our strength as a union.

Arizona locals last year made huge organizing advances in the public sector, signing up more than 4,000 public safety officers and municipal employees as well as 400 new members at AT&T Local Services.

Acting on the recommendation of District 7 Vice President John Thompson, I am pleased to present this year's President's Annual Award to the Arizona CWA Council of locals. (Applause) Would Local 7026 President and Chair of the Council, Michael McGrath, come forward as well as Joe Gosiger, President of Local 7019, Annie Rogers, President of Local 7050 and Chuck Foy, President of Local 7077. Each of those locals has invested tremendous energy into building our union, and I congratulate you. (Applause)

Local 7077 burst out of the starting gate in January 2000, organizing 1,200 new members, 200 more than the state required for payroll dues deduction. They said then that they were going to sign up all 4,400 correctional officers in the state.

They still have a little way to go, but they've already expanded from the original 1,200 and now represent 2,150. They've gained at least 900 additional members by organizing 18 other law enforcement groups across the state. (Applause)

Now, Local 7026 organized 1,500 administrative and professional city workers in Tucson by last August. (Applause) Realizing that eight city departments were excluded from collective bargaining rights, organizers battled to get a representation election. They turned in 600 signed cards, ran an energetic campaign and won a tremendous victory. The local nearly tripled its size and now represents Tucson employees in all 23 city departments. (Applause)

Organizing AT&T has been a key priority for CWA. Local 7050 jumped right out front in that effort, winning a neutrality and consent election in June 1999 and a first contract last August for 223 workers at AT&T Local Services in Mesa, Ariz.. The election was a test case, leading to CWA's agreement with AT&T for neutrality and consent elections nationwide. The local now represents 400 members at AT&T ALS. (Applause)

Local 7019 weighed in heavily in our coordinated campaign at ValorTelecommunications, a new, mostly Hispanic-owned company made up of former GTE properties. The local signed up a unit of 90 customer service reps in Espanola, N.M.

All of CWA can learn from what these locals have accomplished individually and by working together. Here's Arizona, one of the toughest states to organize, and CWA has more than 4,000 new members. I understand their next project is to persuade John McCain to switch to the Democratic Party. If they can do what they have already done, that should be easy.

It gives me great pleasure to present the President's Annual Award to the Arizona CWA Council.

...The delegates rose and applauded...

First, there will be a plaque for each of the locals with a replica of Joe Beirne's Stetson that reads, "The President's Annual Award," in this case to Local 7077, "in great recognition of dedicated service as evidenced through whole-hearted acceptance of CWA's growth policy and program and dedicated effort directed toward making our policy effective. Awarded by the President of the Communication Workers of America on behalf of our organization, July 9, 2001," and signed by me. I have one for each of the locals. (Applause)

Now, to the state council itself. This is a replica of what sits outside of my office, only much larger. Those of you who have an opportunity to be in Washington and visit the building that you own, you should stop by and take a look at it.

Each year the names of that year's winners get added to the pedestal of Joe Beirne's Memorial Award. I can tell you as a winner of this award myself in a surprise move by our executive board a number of years ago at the convention, I can tell you Joe Beirne had the right idea.

It's an award for something that we really couldn't do anything more to earn, bringing our union to other workers and lifting their quality of life at the same time we improve the strength of our union. It's a great pleasure for me to present this to the president of the council on behalf of all of you and the members we are privileged to represent. (Applause)

The chair of the council, would you speak for the group?

DELEGATE MICHAEL McGRATH: Damn, this is heavy. (Laughter) I am very honored today to accept this award on behalf of the locals of the Arizona State Council. I would like to recognize again the officers that really do the heavy lifting in this council. They are: Joe Gosiger, Local 7019 (applause); Dean Shelton, who is President of Local 7032 (applause); Annie Rogers, President of Local 7050 (applause); Ellen Rojas, President of Local 7060 (applause); Chuck Foy, President, 7077 (applause); Dennis Aycock, President of Local 7090 (applause); and the president who just left us because of an illness and was forced to resign, Michael Harper of 7096 (applause).

I am certain that everybody wants me to thank everyone who is involved with this. There are entirely too many people, because that is the basis for our successes, that we really lean heavily on all of you. Nobody does this organizing in a vacuum that is successful and the Washington and Arizona State Councils have worked it. We have to thank or I feel I should thank the Executive Board, John for his support, Brooks, T.O., Larry, everybody who has been involved and supported the locals for us to be able to put this program together.

I also want to thank all of the local organizers and the other local officers in Arizona for so diligently following the path here that keeps this going. I think finally I've got to thank a couple of people who have been particularly influential to me and have made a big difference in the programs that I have personally been able to do, and that is Kevin Mulligan, District 7 Organizing Coordinator (applause); and Chris Kennedy, assistant to Brooks Sunkett. These guys have been pivotal in some of the strategies we put

together in the State of Arizona. Thank you, Morty. (Applause)

PRESIDENT BAHR: The Chair recognizes the Credentials Committee for a supplemental report. Don Rice, Co-Chair.

CWA REPRESENTATIVE DON RICE (Co-Chair, Credentials Committee): Thank you, President Bahr.

President Bahr, Delegates and Guests: The Credentials Committee would like to report credentials in Category 2, Properly Executed but Late, for the following locals: 83276, 84888, 87124.

The Committee moves that the delegates be seated.

PRESIDENT BAHR: You have heard the motion.

...The motion was duly seconded...

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

I have been advised that the Appeals Committee is still working, so I am going to call on the Resolutions and Rules Committee to come to the platform.

The Chair recognizes the committee.

DELEGATE CARLA KATZ (Local 1034, Chair, Resolutions and Rules Committee): The Chair recognizes Cathy Bumgarner.

CATHY L. BUMGARNER (Local 3640): Would the delegates please turn to Page 1 of the Resolutions Committee report and look at Resolution 63A-01 -1 entitled "Talking Trade - CWA Taking a Stand for Justice."

RESOLUTION 63A-01 -1 TALKING TRADE — CWA TAKING A STAND FOR JUSTICE

Time was that trade was about the taxes or tariffs charged on things when businesses transported them across borders. Now trade has an impact on all of our lives, as we see jobs exported and goods imported, as public services are provided from the other side of the world and multinational corporations find a way to avoid the laws that we enact locally through our elected leaders.

Time was that trade was a very emotional issue in this country; after all, the Boston Tea Party was about trade and tariffs on tea. Now again trade has become an emotional issue because of the way trade laws and agreements are enacted circumventing our Constitution and our elected leaders.

In 1994 NAFTA, the North American Free Trade Agreement, went into effect between Canada, the United States and Mexico. It had been negotiated by the first President Bush, using Fast Track. In order to get President Clinton to sign the agreement, labor and environmental side agreements were added, but in

seven years they have never worked to protect workers or to stop pollution.

FTAA, the Free Trade Area of the Americas, would cover the whole of the Americas, creating a "free trade zone" — 34 countries from Canada to Argentina, all except Cuba. Negotiated in secret, FTAA has been done without Fast Track because after NAFTA, the Congress has never again given up the right to study, analyze, and amend trade agreements.

Fast Track gives the President and his trade negotiators pre-approval on trade agreements. If they have Fast Track, they can negotiate with other countries knowing that Congress must vote up or down, no amendments, with limited debate, and within a short period of time: 60-90 days. Fast Track isn't required to negotiate trade agreements, but it is a useful device for an administration that is determined to do so without Congress playing an important role in the process.

FTAA takes the worst of NAFTA with the investor state language that gives companies the right to sue in a secret tribunal if their right to make a profit is stopped. It opens public services — schools, hospitals, prisons, utilities, to name a few — to bidding from private companies, all negotiated by over 500

corporations, with no labor or environmental groups allowed into the process.

At the same time, on a worldwide scale, the World Trade Organization (WTO) has been putting together language about services and trade. Stopping the FTAA is not enough to protect our jobs and the environment, because the General Agreement on Trade in Services (GATS) is being negotiated to take NAFTA worldwide.

Now Fast Track is back, because the current President Bush has told Congress that he can't negotiate trade, the FTAA or changes at the World Trade Organization without it. But the bills for Fast Track this time around are worse than the one under which NAFTA was created, and worse than those proposed in 1994 and defeated in 1997 and 1998.

Fast Track is taking the form of the Crane bill (H.R.21 49) in the House, where neither labor nor the environment can be bargaining objectives, and the Graham-Murkowski bill in the Senate (S.1194), where the words can be used, but there is no requirement for enforcement to back them up. No matter which form of Fast Track you look at, they all limit debate and prohibit amendments to trade agreements in the U.S. Congress. Send back Fast Track.

RESOLVED: The Communications Workers of America will work to educate ourselves, our families, our communities and our elected leaders about Fast Track, the harm already caused by NAFTA, and the danger posed by the Free Trade Area of the Americas, and the WTO-GATS agreement.

RESOLVED: The Communications Workers of America will continue to work to protect our members, our jobs, our communities, and working families worldwide by insisting that labor rights are human rights and must be included in the core of trade agreements and must be enforced.

RESOLVED: The Communications Workers of America will continue to actively work against the passage of Fast Track, because we believe that full Congressional debate and amendments on trade issues are necessary.

RESOLVED: The Communications Workers of America members nationwide are urged to contact their member of the U.S. House of Representatives and U.S. Senators, and urge rejection of all pending Fast Track bills. CWA Locals nationwide are asked to contact their elected leaders and insist on trade legislation that works for the people and our environment. SEND BACK FAST TRACK.

Mr. President, the Resolutions Committee moves adoption of Resolution 63A-O1 -1, entitled "Talking Trade — CWA Taking a Stand for Justice."

PRESIDENT BAHR: You heard the motion.

...The motion was duly seconded...

PRESIDENT BAHR: It has been seconded from the floor. On Microphone No. 3, Delegate Thurston.

DELEGATE THOMAS A. THURSTON (Local 2260): President Bahr, Members of the Executive Board, Sisters, Brothers and Guests, I rise in support of Resolution 63A-O1 -1, "Talking Trade," and I want to ask that each of you in this convention center support this resolution as well.

This issue, free trade, has become very personal to me. You see, when I leave here tomorrow to go back to my local there will only be about forty members there. Six months ago, there were approximately 1,600 members and over 2,000 employees working in the manufacturing facility my local represents. By November there will be no one left there. Why? Because of free trade agreements like NAFTA, GATT and Free Trade Area of Americas that

encourage companies to exploit and violate workers' rights everywhere and corporate greed.

In 1996 Lucent Technologies sold the Richmond plant to a company called Viasystems. The employees who stayed in Richmond and those who hired on worked very hard to make Viasystems a profitable and viable company.

They did their jobs too well, because within four short years, the company grew from 2,000 employees to 25,000 employees in 34 locations worldwide.

The Richmond employees were working hard, exceeding the company's expectations, but within the first 18 months, we began to experience what NAFTA is all about. One of our large shops that had about 225 jobs in it was transferred to Juarez, Mexico, where the top wage was \$5.84 a day.

Let me ask you, how do you support a family on \$5.84 a day in the work environment that Juarez has? If you made a mistake, you were immediately demoted to an entry level position, and your pay was adjusted to \$3 a day.

In Richmond, these jobs had several safety features on the equipment and strict ergonomic standards to protect our workers. Not so in Juarez. This is what free trade pacts are about, exploiting workers for lesser costs and lower or no safety standards.

Also, these trade pacts do not provide any real protection for our workers. You may become eligible for retraining benefits, but you still have to qualify for them. Sisters and brothers, this is what NAFTA and free trade agreements are all about.

As time passed, the members in Richmond continued to work hard and exceeded everyone's expectations and thought that they were building a future. There was no question that the Richmond facility was profitable and extremely productive, but about nine months ago, in November, Viasystems had a celebration for the employees for having an excellent year and for exceeding third quarter commitments. A week later, they were forcing employees to work their Thanksgiving holidays because demand was so heavy.

But then as December rolled around, the work began to slack off, and in January, 1,100 of our members were laid off. When asking the company why, their response was a declining economy.

The declining economy was that Viasystems had been moving work and new orders out of Richmond for several months. The work was moved to facilities in Canada and ultimately to China where workers receive \$1.60 an hour, where safety standards do not exist, where an engineer who had been to one of the facilities in China came back and told me that the waste treatment facility for the chemicals that are used in the process of making circuit boards is a pipe running out of the second floor of the factory into the river.

And let me say, this has nothing to do with our brothers and sisters in our neighboring countries or with the workers in China, but rather with the corporations who are allowed to exploit workers.

On April 24, Viasystems announced it would close its facility in Richmond, the only unionized location within this company. Two thousand employees who had worked hard and sacrificed many things to help this company become profitable and who thought they were securing their future were left without even a thank you. They were told to clean out their lockers and leave the property immediately.

Unfortunately Viasystems is not the only culprit here. As we investigated this issue...

...Time was called and the microphone was turned off... (Applause)

PRESIDENT BAHR: Thank you, Tommy. It is not often we hear first hand from someone who presides not only over the destruction of his colleagues' lives, but over the destruction of the local union. So we know how difficult it was for Tommy Thurston to be up there saying what he

did say.

On Microphone No. 2, Delegate Payton.

DELEGATE RANDY PAYTON (Local 83761): I feel very strongly about this motion because it is very real to me. And what I want to say today, I speak straight from the heart.

As many of you know, or do not know, in Louisville, Ky, we still produce major appliances. Jack Welch is the CEO of General Electric. He has this philosophy of these mythical barges — mythical barges. They may be a myth, but it is real jobs that they take out from our locations.

I can say that when I was first hired in the appliance local, we had 20,000 members. Today we are down to approximately 3,500. Now those may be mythical barges for them but, brothers and sisters, those are real jobs that are leaving.

Most recently he pulled one of his mythical barges into Louisville and made it known that this barge's destination was Mexico, and what was going to be loaded on it was our refrigeration business. As I told you, we have 3,500 jobs presently. We were going to be losing approximately another 1,200.

After a year of negotiations we reached a bittersweet agreement. We were able to receive a \$200 million investment to revitalize our refrigeration and our other businesses. However, that mythical barge, in the middle of the night, still took 400 of our jobs to Mexico.

What I would like to do at this time, I would really like to have the opportunity to ask Jack Welch how it felt when he went forward with his Honeywell merger. He took his barges and he went to Europe, and the Europeans told him, "Load your merger on your barges and take them back home." (Applause)

I just want to say to you that I know that regardless of what the outcome of this legislation is, the sun will come up and there will be a new day. The only question I pose to you now is: What will that day bring? Will that day bring a promise and the opportunity for a revitalization of the American manufacturing industry, or will it just be one day closer to the end?

I urge you to do everything you can to support this bill and make it happen. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Pena.

DELEGATE EMMY PENA (Local 9410): I would like to call the question.

...The motion was duly seconded...

PRESIDENT BAHR: A motion has been made to close debate. It is not debatable. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

All those in favor of Resolution 1 indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Anyone who was in line to speak, if you have prepared remarks and you would like to have them entered into the record, bring them up to the end of the table to my left and we will do that.

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

DELEGATE MIKE O'DONNELL (Local 84717): I am a proud member of Local 84717 or, as we call ourselves, IUE-CWA Local 717. We are proud to be the home local of IUE-CWA Division President Ed Fire, and District Council 7 President Mike Bindas. I am also the President of the Central Labor Council for Trumbull and Geauga Counties in Northeast Ohio.

Our local union and our community have suffered first hand from the ill-conceived, anti-worker, anti-union trade laws of our country. When I was hired at Delphi-Packard Electric 28 years ago, Local 717 had over 13,000 members. At that time, our members were the sole supplier of components and wiring harnesses for General Motors.

Today, Delphi-Packard Electric has over 40,000 employees building components and wiring harnesses for General Motors and others. Unfortunately, because of our grossly unfair trade laws, our membership has not benefited from the increased component and wiring content in today's vehicles. Our membership has dropped from 13,000-plus in 1973 to just under 5,000 today.

The cause of our membership decline is without a doubt NAFTA and other such trade laws that the multinational corporations bought and paid for with their political contributions. While our membership has slipped to 5,000, Delphi-Packard Electric has more than 30,000 employees working in 35 different locations in Mexico, doing work that had been exclusively done in Warren, Ohio, by Local 717 members.

The workers in Mexico are not unlike those in other Third World countries. Their take-home pay is less than \$40 a week. Many of them live in shacks made from crates and cardboard boxes taken from the scrap bins at work. They will never be able to buy the products they make.

Because of trade laws such as NAFTA, our local union has become a "white elephant" in Industrial America. We are a white elephant in the sense that we still have 5,000 members, but 3,000 of those have been hired since we negotiated our Lifetime Job and Income Security Agreement in 1984.

I take great pride in being part of a local union that negotiated job and income security for its membership. However, I am equally frustrated that our local and every other local in our conference board have been forced to negotiate second- and third-tier hiring agreements just to keep jobs in this country. Had we waited for Congress to act, we would not be here today.

Our community in Northeast Ohio has been devastated by existing trade laws. We've lost 60,000 jobs in basic steel, as well as thousands of other manufacturing jobs, because of corporate greed and unfair trade laws.

Multinational corporations have no social conscience and they have no allegiance to any country. They will continue to rape the environment and suppress workers worldwide until we, the unions, stop them.

On behalf of my fellow IUE-CWA brothers and sisters, I thank you for the added strength you've given us at the bargaining table and ask that you join us in the political battle to save Industrial America. You can help us by going back home and educating your members on the fact that Fast Track is not about fair trade, it's about corporate greed. Ask your members to join with you in calling or writing your congressperson and insist that they oppose Fast Track legislation.

As our brother stated yesterday, "together we can be the force of one that will make this a better world for all workers." Thank you...

PRESIDENT BAHR: The Chair recognizes the committee.

CHAIR KATZ: Thank you, Mr. President. The Chair recognizes Melody Knight.

DELEGATE MELODY KNIGHT (NABET-CWA Local 59051): Would the delegates please turn to Page 2 of the Resolutions Committee report and look at Resolution 63A-O1 -2 entitled Human Rights and Immigration?

RESOLUTION 63A-01 -2 HUMAN RIGHTS AND IMMIGRATION

In the spring of 2000 the AFL-CIO Executive Council passed a resolution urging the national reconsideration of the issue of immigration in the United States. The motion led to meetings around the country, and so many people came to the gatherings that they overflowed the L.A. Coliseum, and thousands listened outside.

In the summer of 2001 a new president was elected in Mexico who was a breath of fresh

air. He was the first president from outside the ruling party that had controlled the government for over 70 years. People in Mexico, and many in the United States, had hopes that the mess which has been the immigration policy between our countries for decades would be improved.

In the 1960s, a guest worker program, the Bracero Program, was supposed to bring workers in from Mexico to the United States to help with temporary labor needs. Benefits were to be paid back in Mexico, so that upon retirement age the benefits for the workers would be there; now 40 years later, the money can't be found.

When the Bracero program ended, other forms of guest worker programs came about, some in agriculture, and others in high-tech fields. But all of the plans kept workers from being able to enjoy full legal protections or join unions. Regardless of the documentation status of the worker, U.S. companies have used the immigration issue to keep down wages and fight representation by unions.

In 1986 a national legalization program was proclaimed, but it failed many people who have lived in this country for decades. While some are from Mexico, and others come from further south in the Americas and from Asia, the working families around the United States who need a new immigration bill, and a chance to come out of the shadows, come in all colors, nationalities, ethnic backgrounds and countries of origin.

What the United States needs is a fresh approach, and full discussion of legalization for the people who have been in the U.S. for years, giving them an opportunity to improve their status. Now the U.S. Congress is discussing such an initiative.

RESOLVED: The Communications Workers of America supports the efforts of the Hispanic Caucus of the U.S. House of Representatives, the Democratic Congressional Leadership, the faith communities, the immigrants' rights groups, and unions of the AFL-CIO to find a viable new form of immigration legalization.

RESOLVED: The Communications Workers of America will actively educate our members on the issues of immigration, and lobby the U.S. Congress to enact legislation that will protect all working families.

RESOLVED: The Communications Workers of America will continue to support the right to organize and join a union as a basic human right

Mr. President, the Resolutions Committee moves adoption of Resolution 63A-01 -2 entitled "Human Rights and Immigration."

...The motion was duly seconded...

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

On Microphone No. 3, Delegate Kelly.

DELEGATE TONY KELLY (Local 9416): President Bahr, sisters and brothers: I want to encourage you to support this resolution, not because I say it or because your leadership may say it, but because it's the right thing to do.

When discussing any issue or topic related to immigration, you will hear every comment possible from both the extreme right to the very left of the political spectrum. These comments come from our sisters and brothers that we work with side by side.

Our task as a leading labor union in this country and even more so as a union that desires to be a leader internationally is clear: We must make our resolve on human rights and immigration a focal if not pivotal point. We must make this an issue we discuss not only on a national level but, more importantly, we must make this issue a local issue.

We must understand that immigrants are our neighbors and our friends. We sit beside them in our

churches, our mosques and our synagogues. We work beside them, and our children go to school with their children. Yet current American immigration laws force tens of thousands of them to live in the shadows.

We need, as this resolution states, a new immigration legalization law that allows our immigrant

neighbors the chance to come out of the shadows and enjoy the benefits of being truly American.

We must remind each and every sister and brother that our country was founded and made great by

immigrants. When my great-great-grandparents and many of yours migrated to this country, they were looking for good jobs and freedom — the freedom to work and raise their families as they deemed fit. This is the same reason that the majority of immigrants come to this country today.

For this reason, we must support this resolution and remember the words silently spoken by Lady

Liberty: “Give me your tired, your poor, your huddled masses, yearning to breathe free; the wretched refuse of your teeming shore. Send these, the homeless, tempest-tossed to me. I lift my lamp beside the golden shore.”

Thank you. (Applause)

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

DELEGATE BEVERLY DAVIS (Local 13500): I rise in support of Resolution 63A-01 -2. As the daughter of an immigrant, once you have had an encounter with the inhuman INS, it will feel like a “Close Encounter of the Third Kind.” I have had that encounter. Some of you also may be able to attest to this.

The immigration system is a very broken system in this country. Immigrant workers have been very strong in the labor movement in this country. I urge all of you to support the resolution and do what you can do in your communities back home to help put a stop to this legalized form of discrimination that is currently happening in our immigration system as it is today Please support this resolution, 63A-01 -2, in solidarity. (Applause)

PRESIDENT BAHR: No other delegates indicated a desire to speak on this resolution. So in front of the convention is Resolution 63A-01 -2. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The committee.

CHAIR KATZ: Thank you, Mr. President. The Chair recognizes Edward Mooney.

DELEGATE EDWARD MOONEY (Local 13000): Would the delegates please turn to page 3 of the Resolutions Committee report and look at Resolution 63A-01 -3 entitled September — CWA-COPE Month.

RESOLUTION 63A-01 -3 SEPTEMBER: CWA-COPE MONTH

Membership mobilization and grassroots activism remain the heart of CWA’s political action strategy, but enormous sums of money are still required for candidates to win in our media-dominated society. CWA-COPE is our union’s political action committee, which is funded by the voluntary contributions of members to financially support worker friendly candidates.

Today, anti-worker special interests, led by President George Bush, are promoting a corporate agenda that emphasizes market-driven solutions to the pressing economic and social

problems facing our nation. They seek to create a corporate society in which core public services are turned over to private businesses, essential public utilities are subjected to the volatility of market economics and workers rights are restricted to the predatory pursuit of profit at home and abroad.

Corporate executives and industrial lobbyists dominate the Bush administration, where the voice of workers has been virtually silenced. In a naked political payoff to his big corporate backers, the first bill President Bush signed was legislation rolling back ergonomic standards that would have prevented millions of crippling repetitive motion injuries. These standards were 10 years in the making.

He also went back on his campaign promise to reduce carbon dioxide emissions into the atmosphere, issued an executive order that bars fair labor agreements on federally funded construction projects and stripped the lowest paid federal contract workers — mostly janitors and food service workers — of their job guarantees when the government agency changed contracts. And now President Bush threatens to veto a labor-endorsed Patients Bill of Rights passed by the U.S. Senate but which is opposed by the health insurance industry that donated millions to his campaign.

The leadership of the U.S. House of Representatives is even more anti-worker. They have announced further legislative efforts to restrict the Family and Medical Leave Act, eliminate overtime after a 40-hour work week, give employers the option of compensatory time-off instead of overtime, and other attacks on job standards and labor rights.

Organized labor is the only institution with the ability to change the balance of power, now in the favor of Corporate America and special interests. Our past success in Labor 2000 paved the way for the worker-friendly leaders to control the U.S. Senate, which slows the Bush-Corporate America agenda but does not stop it.

With key gubernatorial races this year and control of the U.S. House of Representatives and the Senate hanging in the balance in 2002, CWA must join with all of organized labor to mount a political effort similar to Labor 2000. Our ultimate goal is to win the White House in 2004.

To be successful, we must build the financial strength of CWA-COPE. Unions can never match the money of big business in politics, but we can raise enough to make a difference in key races at all levels. With restrictions on political campaign spending inevitable, CWA leaders must work aggressively to increase the voluntary political contributions of our members.

Political fund-raising is a year-round effort that is most effective in new-hire orientation or when new units are organized. To give a special emphasis to our political action, the CWA Executive Board has designated September as “C WA-COPE Month.” During the 30 days of September, the union’s national, district and local activities will focus on increasing the number of members who voluntarily contribute to CWA-COPE at the minimum of \$1 weekly.

RESOLVED: The 63rd CWA convention endorses “September: CWA-COPE Month” and calls upon all districts and locals to participate. CWA-COPE is our voice to counter the growing clout of corporate and special interests. Powerful forces oppose us, but the labor movement has fought for every contract, every member and every social gain that working families have ever won. Now is the time for CWA to unite behind our common mission to strengthen CWA-COPE and restore a government that once again serves working families.

Mr. President, the Resolutions Committee moves adoption of Resolution 63A-01 -3 entitled “September: CWA-COPE Month.”

...The motion was duly seconded...

PRESIDENT BAHR: The resolution has been moved and seconded. On Microphone No. 3, Delegate Jones.

DELEGATE MARC JONES (Local 4630): Thank you, President Bahr. I rise to support our

September COPE drive. Under Vice President Rechenbach's leadership, we in District 4, and especially in Wisconsin, have taken COPE seriously, and for many years Wisconsin has been a leader in political action.

I ask each of you and each local to support the September COPE drive. Ask your co-workers to consider a COPE deduction. Any small deduction can make a big difference. If you already give to COPE, please raise your deduction. We need everyone's help in the coming elections, especially if we want to "de-Bush" the White House.

Thank you, and I thank the district for the new brochures. I ask everyone. It is in your packets. We plan in our local to distribute them to everyone along with a COPE card, and hopefully the brochures were done correctly and we really appreciate it. Thank you. (Applause)

PRESIDENT BAHR: Thank you. On Microphone No. 3, Delegate Woitena.

DELEGATE CATHY WOITENA (Local 6171): My local represents workers in Texas, Arkansas,

Oklahoma and New Mexico. We represent employees at Valor Century Tel and Verizon. Local 6171 proudly rises in support of the resolution to endorse September as CWA-COPE Month. This is a means to refocus our attention on the need to support our political friends in local, state and national positions of leadership.

Anyone who is not convinced of the importance of labor's role in supporting political activism need only to look at the threats now posed against labor by the new Republican administration in Washington, D.C. The 2000 national election was stolen, and the takeover of the White House by business interests may well have a devastating impact on the labor movement.

The appointment by the Supreme Court of the current resident of the White House — who I cannot bring myself to call "President" since he was not elected by the majority of the people (applause)— has in fact brought forth a long list of anti-worker proposals to be considered by Congress.

Just some of the anti-labor proposals that have surfaced since the election include new restrictions on the Family and Medical Leave Act and other benefits now granted for working people; the possible elimination of overtime requirements after a 40-hour work week; reduced job safety standards and elimination of employer penalties for violating legal safety protections for workers; proposals to make it easier for employers to resist workers' rights to organize freely; and a whole lot of other additional proposals intended to strengthen business interests.

It is critical that we stand up and fight attempts to reward the conservative business interests. The

obvious goal of the Bush administration is to weaken labor by gutting protections that we have fought for over so many decades. We cannot afford to sit idly by until it is too late.

I also wish to take this opportunity to tell my brothers and sisters in CWA how proud I am of CWA's support for COPE, especially in CWA District 6, where we have long recognized the importance of COPE. CWA-COPE has helped make things better for all CWA members and their families, and I therefore ask the Convention to support this resolution to establish September as CWA-COPE Month.

But we can always do more. This resolution reminds us that our effort to raise political funds for our friends must be a year-round effort. This resolution to place special emphasis on "September: CWA-COPE Month" will help all CWA locals refocus attention on CWA-COPE. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Egan.

DELEGATE JOHN J. EGAN (Local 4034): Morty, we want to ensure the highest probable

success in September, but I would like to ask the question, was consideration given to the fact that, at least in the Midwest, September is our on-the-job solicitation month, and we will be asking for payroll deductions for the United Way, the same month we are asking for payroll deductions for COPE?

PRESIDENT BAHR: No, we really did not know this, and I am the last one who would want to do something to hurt the United Way Drive.

I think, with working with the vice presidents in each district, that we should give ourselves enough flexibility so that we can control the time we do COPE. We cannot always control the time of the other drive. So let's take enough flexibility so we can make both successful, rather than one at the expense of the other. (Applause)

DELEGATE EGAN: Thank you, President Bahr.

PRESIDENT BAHR: No other delegate cares to speak. In front of us is Resolution 3. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair of the committee.

CHAIR KATZ: Thank you, Mr. President. The Chair recognizes Edward Mooney.

DELEGATE EDWARD MOONEY (Local 13000): Would the delegates please turn to page 4 of the Resolutions Committee Report and look at Resolution 63A-01 -4, entitled "Economic Policy Resolution 2001."

RESOLUTION 63A-01 -4 ECONOMIC POLICY RESOLUTION 2001

A year ago at this time, the United States was in the eighth year of an unprecedented economic expansion. That upturn has flat-lined, and there are worrying signs of recession. Instead of supporting working families, the current Republican administration has actively pursued policies that increase economic inequities.

In its first five months, the Bush administration has demonstrated its pro-business/anti-working families orientation. Its decision to kill the ergonomics rule issued by the Occupational Safety and Health Administration, a devastating blow to the millions of Americans suffering from musculoskeletal disorders,

was among the meanest. The list of anti-worker policies is growing: the President rescinded the "responsible contractor" regulation that would have barred corporate criminals from bidding on government contracts; he banned project labor agreements that set wages and employment conditions on construction projects and allows union and non-union contractors to bid on equal terms; he attempted to gut provisions from the Patients' Bill of Rights that would hold HMOs financially accountable for medical decisions; he proposes

tinkering with the Fair Labor Standards Act to deprive an estimated 50,000 members (and perhaps 2 million additional "inside sales" employees) of overtime pay. These actions and many more portend tough going ahead for working families.

Working people made some progress during the booming '90s. After 15 years of stagnating earnings, inflation-adjusted wages began to rise in 1996, driven by low unemployment and increases in productivity.

However, the increased incomes of working families over the last four years have been more modest than in other periods of expansion. A number of factors including lower union density, import competition, aggressive employers, and job growth focused in low-wage sectors have counterbalanced the leverage workers usually gain when unemployment is low.

Living-wage campaigns have recognized these inequities and are successfully lifting the economic prospects across the United States. While the federal minimum wage has been stuck at \$5.15 an hour since 1997, over 60 cities and counties have enacted living-wage legislation that has forced the recipients of public monies to raise the wages for the lowest paid employees. Local campaigns have raised hourly wages to levels ranging from \$6 to \$12. The CWA salutes Santa Monica, Calif.; Missoula, Mont.; Ann Arbor, Mich.; and Rochester, N.Y. for the recent decisions to enact living-wage ordinances.

Wage increases for working people cannot, by themselves, reverse the economic inequality in the United States. Higher health plan costs, now rising at double digit rates, have eaten away at worker wage gains. Companies have increasingly shifted pension costs onto employees. The unemployment rate is

creeping upward after remaining below 4.5 percent of the workforce for nearly two years. It bottomed out at 3.9 percent in October, hit 4.5 percent again in April, and stands at 4.4 percent in May. It is even starker in Canada where unemployment has edged up to 7 percent.

The average number of U.S. layoffs from employers with over 50 employees has grown from 1,170 per month in 1999 to 1,500 in each of the first four months of 2001. There was a net loss of 19,000 jobs in May. Particularly worrisome has been the decrease in manufacturing employment dropping 94,000 per month from December 2000 to May 2001. Canada lost 42,000 manufacturing jobs. In addition, precipitous declines in stock prices have triggered bankruptcies in the high-tech and telecommunications industries and mass layoffs have begun in the sector that only months ago seemed poised to move us into the new millennium. Notable among these is Lucent. After its spin-off from AT&T in 1996, Lucent's stock rode the crest of the wave along with much of the technology sector. Last year the tide turned. Lucent's share price plummeted.

In June 2001 its stock is trading for \$6 a share after having peaked at more than \$60 a share in late 1999. In response, over the past year, Lucent has cut the jobs of many union members and threatens more layoffs.

The budgetary surpluses created by working Americans during the recent long period of prosperity could have been used to repair and renew the country's social infrastructure, securing the safety net needed to protect working families during economic downturns. Instead of investing in the long-term needs of working people, President Bush is giving a massive tax cut windfall to the wealthiest one percent of taxpayers — people who on average earn more than \$1 million annually. Nine out of 10 taxpayers will receive less than the \$1,600 the President asserted was the average cut, and 27 percent of taxpayers will receive nothing at all.

Over the next 10 years, the Bush tax cuts to the wealthiest one percent will total \$774 billion. That's more than it would take to fund a prescription drug plan for seniors. The magnitude of the tax cut will force reductions in programs designed to help working families: \$526 billion from the Medicare Trust Fund; \$12.1 billion in the first year alone from domestic programs including displaced worker assistance, employee training, Head Start, school repair, food stamps, community policing, highways, with further cuts in the future.

The President is also threatening the viability of Social Security. He has declared his preference for replacing the guaranteed Social Security program with individual accounts. The implementation of private stock accounts jeopardizes guaranteed benefits. The unevenness of the stock market in the last year suggests such a strategy is irresponsible because it threatens the pensions of the retirees who need them the most.

RESOLVED: The Communications Workers of America continues its opposition to the tax and budget policies that hurt working families and will work to restore fairness to U.S. tax and budget policies.

RESOLVED: The CWA calls on Congress to respect the work of our poorest-paid employees and raise the minimum wage, which has lost 23 percent of its purchasing power since 1979.

RESOLVED: The CWA will work with community allies, in particular Jobs with Justice, to support local ordinances that require private employers who benefit from any public assistance to pay employees a living wage.

RESOLVED: The CWA calls on Congress to assume its democratic responsibilities and resist the urge to vote for so-called "Fast Track" negotiating authority for trade bills, for every international economic agreement must be thoroughly debated.

RESOLVED: The CWA opposes all efforts to weaken Social Security — through private stock accounts, reduction of benefits or raising the retirement age — and works to restore funds to Medicare needed to bolster our faltering health care system and expand the package of benefits.

Mr. President, the Resolutions Committee moves adoption of Resolution 63A-01 -4, entitled "Economic Policy Resolution 2001."

...The motion was duly seconded...

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

On Microphone No. 3, Delegate Knight.

DELEGATE RONALD X. KNIGHT (Local 3681): President Bahr, I am asking this year's CWA convention to adopt Economic Policy Resolution 2001. The resolution asks that CWA stand in favor of issues that are critical to the long-term economic welfare of our members, including:

- Support of fundamental fairness in tax and budget policies;
- Support of policies that respect the interests of America's poorest and most disenfranchised citizens;
- Support of policies promoting a true living wage for working Americans;
- Support of policies that resist the pro-business interests of Fast Track negotiating authority for trade bills; and
- Support of all policies that may weaken Social Security and Medicare.

After the recent narrow election of George W. Bush to the White House, it should be clear to the convention delegates that CWA must strongly stand in favor of economic policies benefiting working people and their families. Otherwise, the pro-business interests seeking rewards from the White House will have their way.

I am particularly disturbed by the huge tax breaks that the Bush administration has supported for wealthy Americans. It amazes me how the Bush administration and other pro-business supporters in Congress can see nothing wrong with providing billions of dollars in tax cuts to the wealthiest Americans while average working people and retirees struggle every day to keep pace with rising living costs. Even Bill Gates is reported to have said the wealthy "do not need" the tax cuts. CWA must stand up to this kind of blind injustice to the working people.

I am also especially concerned about White House proposals that would ultimately weaken the Social Security safety net which 50 many retirees depend upon. It is no coincidence that the investment companies are the biggest supporters of the Bush proposals to allow so-called investment of our Social Security funds. One would think that last year's stock market crash would serve as an important warning to the average American that we should not invest our Social Security and put it at risk in the stock market.

There are many, many other economic issues that we should be concerned about, including adoption of a fair and reasonable minimum wage and fair trade policies that do not threaten our living standards. Economic Policy Resolution 2001 will direct CWA to broadly support all of these issues.

Ultimately, Economic Policy Resolution 2001 is about respect for working people.

I therefore ask that the convention adopt Economic Policy Resolution 2001. Thank you.
(Applause)

PRESIDENT BAHR: No other delegate is at a microphone.

In front of the convention is Resolution 4, Economic Policy Resolution 2001. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the committee.

CHAIR KATZ: Thank you, Mr. President. The Chair recognizes Ellen Rojas.

PRESIDENT BAHR: Let me interrupt for a moment. A delegate has been at various mikes saying that several people have not received a copy of the Resolutions book, and she has asked us to delay further activity until they all get it. It's in the mill. We don't know why some don't have it, but I would ask... well, she has a copy now, but for those who don't, I would ask those who do to share with those who don't so we don't hold up the work of the convention. Thank you.
(Applause)

The Chair recognizes the committee.

DELEGATE ELLEN ROJAS (Local 3640): Would the delegates please turn to page 6 of the Resolutions Report and look at Resolution 63A-01-5?

Before I read the resolution, please go to page 7, line 64. The e-mail address is incorrect. It should read, s-v, as in Victor, t-c.

RESOLUTION 63A-01-5 ELECTRONICS TAKE IT BACK!

Discarded electronic equipment is one of the fastest growing waste streams in the industrialized world, due to the growing sales and rapid obsolescence of these products. Electronic equipment is also one of the largest known sources of heavy metals and organic pollutants in the waste stream. Without effective phase-outs of hazardous chemicals and the development of effective collection, reuse and recycling systems, highly toxic chemicals found in electronics will continue to contaminate soil and groundwater as well as pollute the air, posing a threat to wildlife and people.

The "Electronics Take It Back!" campaign supports the guiding principle called Extended Producer Responsibility (EPR) for post-consumer electronics waste. The objective of EPR is to make brand name manufacturers and distributors financially responsible for their products when they become obsolete. Our ultimate aims are pollution prevention and waste avoidance through a hierarchy of practices, including source reduction, reuse, remanufacturing and recycling.

Currently, the expense of collecting, managing, and disposing of discarded electronics, including household hazardous waste collection and hazardous waste site cleanup, is borne by taxpayer-funded government programs, primarily at the local level. We support having manufacturers and distributors assume responsibility for these costs, so that they can be internalized and reflected in product prices. This creates a powerful incentive for manufacturers of electronics to reduce such costs by designing products that are clean, safe, durable, reusable, repairable, ungradable, and easy to disassemble and recycle.

Companies that innovate more quickly will end up being more competitive than those that delay. Many companies in countries throughout Europe and Asia are already implementing ERR programs in response to government regulations.

As part of the Extended Producer Responsibility program we encourage:

1. Manufacturers and distributors of electronic equipment to take financial and/or physical

responsibility for their products throughout the entire product lifecycle, including in particular take-back and end-of-life management. This responsibility must include: Reduced use of hazardous materials in manufacturing; collection, disassembly, reuse and recycling of discarded computer equipment to the highest degree practical; and requirements that recycling is done in an environmentally sound manner.

2. The development of effective, environmentally sound and sustainable infrastructure for collection, reuse, remanufacturing, and recycling of electronic equipment.

3. The federal government to ban exports of hazardous materials from discarded waste equipment.

4. Efforts that would relieve taxpayers from paying for electronic waste collection, recycling and disposal through local government initiatives, such as household hazardous waste programs.

5. The recycling infrastructure developed under an electronics take-back system to support local economic development of domestic reuse, remanufacturing, and recycling processing systems.

6. End-of-life management costs in the price of electronic equipment by shifting the burden from taxpayers to industry, so that those with effective take-back and recycling programs are not put at a competitive disadvantage.

7. The electronics industry to meet aggressive recycling goals and implement methods for tracking and publicizing success.

8. The electronics industry to take a precautionary approach that requires taking preventative action where there is a threat to health or the environment, even before there is conclusive scientific evidence that harm is occurring. The federal government should develop and implement strict protocols for testing chemicals and mixtures before they are introduced into the markets.

9. The electronics industry to end the use of chemicals that are dangerous to human health or the environment, including lead, mercury, cadmium, brominated flame retardants, chlorinated solvents, and other hazardous materials.

10. Manufacturers of electronic products to protect workers, the public and the environment from hazardous materials until safer substitutes are developed and used.

11. Manufacturers of electronic products to develop and use safer, less toxic materials; design for durability, upgradability and disassembly; avoid designing disposable products; and reduce consumption of water and energy resources throughout the product lifecycle.

12. The electronics industry to design products to be easily repaired and upgraded to extend their useful life; incorporate recycled content and remanufactured components into new products; and develop closed materials cycles.

13. The banning of all discarded electronic equipment from going to landfills or trash incinerators and to end environmentally unsound recycling practices.

14. The electronics industry to apply stringent occupational health and safety standards to manufacturing and recycling facilities throughout the product chain; eliminate exploitation of workers in prisons and within manufacturing facilities throughout the world; and end unsafe labor practices.

15. The electronics industry to recognize the rights of workers to organize at electronic equipment manufacturing plants and recycling facilities throughout the product chain.

RESOLVED: The Communications Workers of America supports the Extended Producer Responsibility program and asks all officers and members to demonstrate their support by registering with the Toxic Waste coalition at svtc@svtc.org, calling (408) 287-6707, or writing to

Silicon Valley Toxics Coalition, 760 North First St., San Jose, Calif. 95112.

Mr. President, the Resolutions Committee moves adoption of Resolution 63A-01-5 entitled Electronics Take It Back

PRESIDENT BAHR: The motion has been made.

...The motion was duly seconded...

PRESIDENT BAHR: Seconded from the floor.

The Chair recognizes, on Microphone No. 3, Delegate Hough.

DELEGATE GARY P. HOUGH (Local 6325): This is a family resolution. This resolution is about our children. It's about our grandchildren. It is about saving our air, our land, our water. It is about protecting the resources we have now for our children in the future. Discarded electronic equipment is one of the largest sources of pollution from heavy metals and organic pollutants. This resolution supports the principle of ERR, Extended Producer Responsibility. The ERR objective is to make producers and distributors responsible for proper product disposal. I want to see my children and grandchildren be able to go out to a mountain stream and go for a swim without the worry of contamination. I want to see them be able to take a drink of water without worrying about what is in their tap water.

This is a resolution that every one of us should rise in support of and I respectfully request that. Thank you.

PRESIDENT BAHR: Mike 3, Delegate Rocha.

DELEGATE LOUIS H. ROCHA (Local 9423): President Bahr and delegates, I rise in support of Resolution 63A-01 -5, "Electronics Take It Back!"

Electronic discards are an increasing problem, with more than 6,000 computers becoming obsolete in California every day and 3.2 million tons of electronic waste ending up in United States landfills in 1997 alone. These electronic products contain lead, cadmium, mercury, hexavalent chromium, polyvinyl chloride, brominated flame retardants and other materials that can pose hazards to human health and the environment when handled improperly.

The State of California recently affirmed that discarded cathode ray tubes, such as those found in television and computer monitors are prohibited from municipal landfills, increasing concerns regarding proper disposal, cost and liability.

Our communities face growing environmental consequences caused by corporate greed whose focus is only on the bottom line, not the environment or the workers' safety in assembly of these products.

The Extended Producer Responsibility Program is a comprehensive plan we must demand of the electronics and computer industry, so ourselves and future generations can have an environment that is healthy, not hurting, because of our consumerism.

Countries in Europe and Asia are also implementing the ERR programs. Companies usually do not implement environmental programs readily. They must be pressured and harassed if need be.

Lastly, the Silicon Valley Toxics Coalition, a community-based organization of which I am proudly an executive officer, has been on the forefront in exposing bad practices of corporations that have major headquarters or plants in Silicon Valley. Companies such as IBM, General Electric, American Computers, Hewlett-Packard, Intel and others are linked with other environmental watch dog groups across the country, in Texas, in North Carolina, Massachusetts, as well as throughout the world.

CWA has been supporting this organization because it not only fights to protect the environment, but also recognizes that workers' rights are undeniably linked to environmental

issues.

Santa Clara County, where Silicon Valley is located, has the most Super Fund clean-up sites of any county in the United States.

Delegates, we must stop irresponsible corporate destruction of the environment. We must also demand worker rights to organize. We can do it. I urge you to support this resolution. Thank you.

PRESIDENT BAHR: Microphone No. 1, Delegate Jensen.

DELEGATE RUBY J. JENSEN (Local 6222): I call for the question.

PRESIDENT BAHR: The motion has been made to close debate. All those in favor indicate by raising you hand. Down hands. Opposed by like sign. It is adopted.

In front of us is Resolution 5, "Electronics, Take It Back!" All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the committee.

CHAIR KATZ: Thank you, Mr. President. The Chair recognizes Delegate Melody Knight.

DELEGATE KNIGHT: Would the delegates please turn to page 8 of the Resolutions Committee Report and look at Resolution 63A-01-6 entitled Ergonomics and Other Health and Safety Concerns.

RESOLUTION 63A-01 -6 ERGONOMICS AND OTHER HEALTH AND SAFETY CONCERNS

Ergonomics is a term with which CWA leaders and members are very familiar. Ergonomics is the science of designing workplace equipment and tools, the work environment as well as the organization of work to meet the physical and psychological needs of workers, rather than forcing workers to adapt to the poor design of the components of work and the workplace. All of CWA's 720,000 members employed in telecommunications; electronic, automotive, and furniture manufacturing, printing and publishing; media and broadcasting; and public and health care sectors are affected by the design of work and workplaces and their relationship to the occurrence of repetitive motion, occupational stress or cumulative trauma illnesses and injuries.

Working with the Occupational Safety and Health Department, CWA leaders and members have been working to correct ergonomic hazards for more than 20 years. This work has involved the identification and documentation of thousands upon thousands of often disabling cumulative trauma disorders among the union's members employed within clerical and administrative, craft and technical, and manufacturing jobs. In turn, education and training materials have been developed, several scientific and survey investigations have been conducted and sponsored, and collective bargaining language has been prepared and negotiated. These efforts have produced dramatically improved working conditions for CWA members and led to a significant reduction in the degree and severity of member work related cumulative trauma disorders.

However, these successes primarily involved CWA members employed by the more enlightened employers who agreed to work cooperatively with the union to provide appropriate ergonomic working conditions. Therefore, to meet the needs of other CWA-represented workers as well as non-represented workers, in concert with The Newspaper Guild, CWA's Occupational Safety and Health and Legislative Departments developed state and local efforts to enact ergonomics regulations and legislation. Our work led to the enactment of computer (VDT) workplace design or ergonomics executive orders in 14 states and the passage of a computer workplace regulation in San Francisco.

However, millions of U.S. workers were still left without workplace ergonomics protections

aimed towards preventing the occurrence of cumulative trauma symptoms and disorders. Therefore, in 1989, CWA joined with the AFL-CIO and several other unions in petitioning the federal Occupational Safety and Health Administration to establish a comprehensive ergonomics standard. In 1990, OSHA agreed to initiate the standard setting process. After more than 10 years

of work by the proponents of an ergonomics standard and fierce opposition from the business community, in November 2000 the Clinton administration promulgated the ergonomics standard.

However, led by the efforts of big business, the National Association of Manufacturers, and the Chamber of Commerce, in February 2001, the U.S. Senate took action under the never before used Congressional Review Act to revoke the standard. Shortly thereafter, President Bush signed the anti-worker legislation, thus taking important workplace ergonomics protections away from millions of U.S. workers. Together with the AFL-CIO and other unions CWA petitioned the U.S.

Department of Labor to develop a comprehensive ergonomics standard.

Adequate ergonomic standards will make the workplace safer but CWA members, officers and staff must be ever conscious of other health and safety dangers. We can be justly proud of the improvements we have made in this area and of the protections we have developed. Given the ease with which the ergonomic standards were removed, we are reminded that we cannot become complacent. We must recommit ourselves, at all levels of the organization, to devoting the resources necessary to achieve a safe and healthy workplace.

RESOLVED: The Communications Workers of America will continue to fight for comprehensive workplace ergonomics protections by:

- Promoting the development and dissemination of workplace education and training materials for the Union's members.
- Sponsoring and conducting ergonomics training and education programs for CWA leaders and members.
- Developing mobilization materials and activities that respond to ergonomic concerns such as cumulative trauma and occupational stress problems.
- Using workplace ergonomics issues in organizing campaigns,
- Creating a model ergonomics bill/regulation and promoting its use in state and municipal regulatory/legislative activities,
- Conducting and sponsoring scientific and survey investigations to identify the occurrence that causes of ergonomics-related health symptoms and disorders,
- Negotiating for comprehensive ergonomics collective bargaining language within CWA-held contracts.

RESOLVED: The Communications Workers of America will review and evaluate our commitment of resources to ensuring a safe and healthy workplace and continue to support the programs that have led to substantial improvements for the workers we represent.

Mr. President, the Resolutions Committee moves adoption of Resolution 63A-O1-6 entitled Ergonomics and Other Health and Safety Concerns.

PRESIDENT BAHR: You heard the motion.

...The motion was duly seconded...

Seconded from the floor. Microphone No. 1, Delegate McCracken.

DELEGATE ROBERT E. McCracken (Local 1103): Brothers and sisters, during the past nine years we as a union have failed to give serious consideration to a motion that was presented by our sister Joan Hartsfield of Local 1080 in New Jersey.

PRESIDENT BAHR: If you would make your motion, then I will let you speak. Let's get the motion out first.

DELEGATE McCracken: Okay. The amendment to the resolution is that at the beginning line 58 on page 9 insert the following language: "Resolved, that we urge our union to hire additional staff personnel within each district to work full-time on health and safety issues only; to coordinate activity with the locals in each of the districts; to provide sufficient funds in order to avail ourselves of outside technical expertise when it is needed and ensure that problems are satisfactorily addressed; to provide individual sufficient funds to establish an expanded clearing house on issues that are specific to the problems of our members on the job; to hold health and safety conferences at least bi-yearly in order to share ideas and experiences; to have the CWA Executive Board mandate what the responsibilities are of the full-time health and safety staff people; to remit funds from national headquarters to each of the districts for the funding of their health and safety positions once each district has met those responsibilities." That is the amendment.

PRESIDENT BAHR: You heard the amendment.

...The motion was duly seconded...

PRESIDENT BAHR: Seconded from the floor. You can speak five minutes, Bob.

DELEGATE McCracken: Okay. As I said, during the past nine years we as a union have failed to give serious consideration to a motion that was presented by our sister, Joan Hartsfield of Local 1080 in New Jersey, adopted at the 1992 Miami convention. What Sister Hartsfield had proposed, I have taken the liberty to modify slightly and offer as an amendment to this resolution. This is nothing new. We have dealt with this before.

During the past two decades occupational health and safety has become an important issue for CWA, and in the past the union has undertaken a number of activities that have had a positive impact in raising the level of awareness in our membership about health and safety, resulting in record numbers of our members reporting job-related health and safety problems usually through the grievance procedure.

Nevertheless, the task of educating, mobilizing and safeguarding our members on the job deserves more attention from the union, requiring permanent staff dedicated strictly to safety in the various districts around the country. The union must take a progressive, preventative and coordinated approach to health and safety, so that we not only respond to our members' injuries and illnesses, but also actively seek to improve workplace conditions in order to prevent the injuries and illnesses from occurring in the first place.

Occupational health and safety is not only an issue that stands on its own merits and affects each and every member, it is also a good organizing tool for external and internal campaigns.

Despite the excellent job by David LeGrande, the problems faced by our members have grown too large and too diverse for headquarters to handle alone. We need to have this expertise at the district level and the expertise must be permanent. It must be a permanent part of our operation which is not subject to the availability of state grant monies.

A dozen years ago I had the awful task of having to inform the wife of a member that her husband was not coming home. He had been killed. This is a part of my job I never want to do again; a job I never want to see anyone in this hall have to do.

As Pastor Gordon Braatz said this morning, we must not settle for the acceptable when the excellent is at hand. Excellence in safety and health means the prevention of loss of life.

I urge you to support this amendment for a stronger health and safety program for all of our members within our union. Sisters and brothers, I thank you for your consideration of this amendment. (Applause)

PRESIDENT BAHR: On microphone No. 3, Delegate Goldblatt.

DELEGATE ALAN GOLDBLATT (Local 1180): Brothers and sisters, I rise in support of the amendment to this resolution. CWA is a union that I have always been proud of.

For over 20 years now I have been involved in health and safety. In 1985 our district recognized me as an individual in this area and I was appointed as a trainer on issues of health and safety.

We got support from the district and we have gotten support from the national, but it has come at an expense to both our members health and safety. I say that it is the time to insure that each district has a person to coordinate the efforts of health and safety within the district. It is needed now. I don't believe it can wait any longer.

The idea was planted over 10 years ago by one of my sisters in Local 1080. Today we need to move on this to insure that our health and safety is a primary issue in each district. I therefore ask you to rise together for our health and safety, for our members and the future of our children and our families.

We are one union. We have joined different sectors and our union has grown. We need to provide this information and training, which I have conducted for many years now. We need to have greater expertise and additional people to do the training. It will be done if we create a coordinator in each district.

I ask you for your support on this amendment to this resolution. Bothers and sisters, it is our lives that we are saving together. Thank you. (Applause)

PRESIDENT BAHR: On microphone No. 4, Delegate Wailer.

DELEGATE MELISSA WALLER (Local 2106): I do rise against this. I do not feel this needs to be mandated, that every vice president and the executive board should have to be mandated to do this. Our vice presidents are committed to health and safety issues and every CWA member is as well.

So I do stand in opposition of this amendment. Thank you.

PRESIDENT BAHR: On Microphone No. 1, Delegate Mahle.

DELEGATE ROBERT K. MAHLE (Local 6222): I call for the question.

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

In front of you is the amendment that Bob McCracken read. All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Microphone No. 1, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): I rise to offer an amendment. On line 60 after the word "represent" add the following: "and employ." E-m-p-l-o-y for those of you who don't understand my accent.

PRESIDENT BAHR: I would consider that a friendly amendment and just change it. I don't see this being controversial. The committee says okay, so we will make the change.

DELEGATE FAHRENHOLT: May I have a very brief word?

PRESIDENT BAHR: Sure

DELEGATE FAHRENHOLT: I believe that by adding to this resolution our employees, we say to the world that we walk the talk. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 5, Delegate Adams. I don't know if it was in

connection with the amendment. I guess it was.

On Microphone No. 3, Delegate Gaskins.

DELEGATE RONALD L GASKINS (Local 2004): Good morning. Thank you, Mr. President. Good morning, delegates. I rise in support of this resolution. In addition to having safety responsibilities within my local, I also serve on a joint CWA and Verizon occupational and safety and health committee.

I feel that on-the-job safety is one of the most important responsibilities of our union and ergonomics is developing as one of the most significant hazards of the Information Age.

Our committee is charged with following ergonomic issues in the workplace and we are working toward a program of having CWA trainers instruct Verizon workers on the job regarding workplace ergonomics.

In addition, I'm from a small local with less than 200 members. Within those 200 members, we have had technicians, maintenance, administrators and operators forced to undergo surgery for repetitive motion illnesses. That is too many.

This resolution will move the CWA to a better position to combat these injuries along with the political and corporate forces that choose to allow them. Please join me in voting for this resolution. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Senich.

DELEGATE THERESA SENICH (Local 13500): Thank you. Mr. President, brothers and sisters, I rise to support this resolution in light of the fact that ergonomics issues are becoming increasingly prevalent in the workplace.

As our members are being chained to their work stations, we as union leaders must be even more vigilant with the companies that we represent, forcing them to address work station accommodations, forcing them to spend money to improve air quality in the offices and not to accept the companies' common answer, "it isn't in the budget."

Please support Resolution 630A-01-6.

PRESIDENT BAHR: On Microphone No. 1, Delegate Wynn.

DELEGATE PAM WYNN (Local 4309): Call the question.

...The motion was duly seconded...

PRESIDENT BAHR: The motion has been made and seconded to close debate. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

In front of us is Resolution 6 as amended. All those in favor indicate by raising your hands. I Down hands. Opposed by like sign. It is adopted. (Applause)

The Chair recognizes the committee.

CHAIR KATZ: Thank you, Mr. President. Would the delegates please turn to page 10 in the report and take a look at Resolution 63A-01 -7, entitled "Family and Medical Leave Act."

RESOLUTION NO. 63A-01 -7 FAMILY AND MEDICAL LEAVE ACT

CWA strongly supports improvements in the Family and Medical Leave Act. CWA President Morton Bahr has testified in support of this landmark law. The Family and Medical Leave Act has benefited more than 35 million Americans since President Clinton finalized the legislation in 1993. The Department of Labor reports that 90 percent of employers do not have difficulty complying with the law.

The current Family and Medical Leave Act requires employers of 50 or more employees to provide up to 12 weeks of unpaid leave a year for the care of seriously ill family members, the birth or adoption of a child, or an employee's own serious health condition. The law does not cover employers with less than 50 workers, leaving many workers unable to afford to take the unpaid leave the law provides. Improvements in the FMLA could extend coverage to smaller employers,

allowing more parents to spend needed time with their new children or ill family members.

Over the years, the composition of the workplace has changed. Family and work patterns have shifted so that more women are working to support their families. For example, since 1950, the number of women entering the workforce has increased by 29.6 percent to more than 45 percent in 1997. More women are now forced to sacrifice their economic stability to care for sick family members.

It is time to expand the Family and Medical Leave Act to provide paid leave. In an increasingly aging society, workers should be able to care for their spouse or parents in an emergency without fear of reprisal from employers or loss of wages.

In contrast to this enabling law, there is currently an effort being waged in the 107th Congress to weaken the Family and Medical Leave Act. This anti-working family legislation, the Family and Medical Leave Clarification Act (S.489) would weaken the definition of a serious medical condition to exclude a short-term illness, injury, impairment, or condition for which a treatment and recovery are very brief. It would also require changes in notification provided to employers by workers. These changes are not needed because employers have already developed administrative procedures that ensure family leave notification. Current FMLA regulations already allow an employer to require certification of a serious health condition.

RESOLVED: The Communications Workers of America and its locals throughout the United States and Canada are committed to fighting efforts to weaken or eliminate the Family and Medical Leave Act and will instead fight to strengthen this important law.

RESOLVED: The Communications Workers of America supports efforts to improve the Family and Medical Leave Act by including wage replacement for eligible individuals responding to care-giving needs resulting from a seriously ill family member, the birth or adoption of a child, or an employee's own serious health condition.

Mr. President, the Resolutions Committee moves adoption of Resolution 63A-01-7 entitled "Family and Medical Leave Act."

...The motion was duly seconded...

PRESIDENT BAHR: The motion has been offered and it has been seconded from the floor.

I do not know how you are going to do this: two delegates speaking simultaneously. We do not have that technology yet. So I am recognizing Delegate Roeder on Microphone No.3, and then you work it out.

DELEGATE RAE C. ROEDER (Local 1033): I am the President of CWA Local 1033, and a proud New Jersey State employee, and this is...

DELEGATE PATRICIA A. CHRONIC (Local 1022): Patty Chronic, Local 1022, Haledon, N.J., a Verizon worker.

DELEGATE ROEDER: We both represent the public and private sector in the state of New Jersey, and we rise together in support of Resolution 63A-01 -7 which supports the improvements to the Family and Medical Leave Act, one of the most far-reaching pieces of pro-labor legislation in decades.

The Family and Medical Leave Act is family-friendly legislation which allows us to continue to place our families first and to take care of them as no one else can, and eliminate the fear of

losing our jobs.

We support this resolution and commend the committee for putting the resolution together, and I ask for the delegates to stand strong to protect the Family and Medical Leave Act and to expand it. Stand strong against George W. and the forces that would take away from us the most positive pro-family, pro-labor act in many a decade. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Jensen.

DELEGATE RUBY J. JENSEN (Local 6222): Morty, I would like to offer an amendment to that. In line 29, where it says "including wage replacement," I would like to add "and to ensure no loss of seniority for eligible individuals responding to care-giving needs."

PRESIDENT BAHR: Does the committee concur?

CHAIR KATZ: Yes.

PRESIDENT BAHR: We can make that change.

DELEGATE JENSEN: Thank you.

PRESIDENT BAHR: All right.

DELEGATE JENSEN: My reasoning is that the people are still being punished if someone from their family gets sick or they give birth to a newborn.

PRESIDENT BAHR: Very well, we will make that change.

On Microphone No. 3, Delegate McClanahan.

DELEGATE BOB C. McCLANAHAN (Local 6012): Brothers and sisters, I rise in support of this resolution. As many of you know, our employers continue to punish our members for attendance issues. As in the years before the FMLA, punishments included, but were not limited to, suspensions and terminations.

After 1993, when this act was signed into law, there was a glimmer of hope that now our members and all employees across this great land were allowed some freedom from the tyranny of management making judgment calls as to what was okay to be an absence and what was not. Since the family law, working people can now have the medical profession determine what is an illness and what is not, and not corporate management.

This is where it should have been all along. Management should never have been allowed to tell you that you cannot be off for an illness in your family. In my local, we have single moms, single dads, and families where both parents work, and no daycare center will take a child when that child is ill as, my brothers and sisters, I'm sure you are aware.

I know the FMLA is not perfect, but it is better since this law, and any measure that would weaken this law should be fought with all our moral fiber. Therefore, I am asking you to join me in support of this very important resolution, not only to fight any attempt to weaken this law, but to also work to make improvements in it. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Martinez.

DELEGATE SANDRA MARTINEZ (Local 9509): I would like to call the question, please.

... The motion was duly seconded...

PRESIDENT BAHR: The motion has been made to close debate. All those in favor indicate by raising your hands. Down hands. Those opposed, by like sign. The debate is closed.

In front of the convention is Resolution 7, which includes the friendly amendment. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Now, I will just call to the attention of the delegates, in case you were not aware, but a

couple of minutes ago a Federal Court ruled against AT&T on this exact subject matter, where AT&T tried to claim that someone with the flu did not come under the FMLA. The Appeals Court upheld a District Court judge, and said the person did, and at least in that Circuit Court, that is the law of the land.

The Chair recognizes the committee.

CHAIR KATZ Thank you, Mr. President. The Chair recognizes Kathy Bumgarner.

DELEGATE BUMGARNER: Would the delegates please turn to page 11 of the Resolutions Committee report, and look at Resolution 63A-01-8, entitled "New Era Cap Company?"

RESOLUTION NO. 63A-01-8 NEW ERA CAP COMPANY

New Era Cap Company has grown since 1920 from a small family-run operation into a multi-million dollar business on the strength of the productivity, dedication and loyalty of its Derby, N.Y., workforce.

New Era's workers have proven themselves extraordinarily productive in helping this privately held company to become the preeminent manufacturer of sports head wear in the United States.

New Era has been granted the exclusive license for manufacturing on field caps for Major League Baseball, as well as lucrative contracts with the National Hockey League, the National Basketball Association and the Professional Golfers Association; and, New Era is one of the top producers of caps bearing the logos of hundreds of colleges and universities around the nation.

New Era's status with these associations, colleges and universities is generally conditioned upon the company's assurances that it will abide by acceptable working conditions and that workers will not be subjected to sweatshop conditions, substandard wages or anti-union behavior.

Yet in contract negotiations, the company has insisted upon unrealistic and unacceptable demands for drastic wage cuts amounting up to \$5.65 per hour while refusing to agree to needed improvements in working conditions, and it has ignored union demands for improved worker health care coverage.

Events over the course of the past four years indicate that New Era has failed to live up to these assurances and has exploited and otherwise mistreated its Derby workforce through a series of cynical and greedy decisions.

The employees of New Era Cap Co. in Derby, N.Y., voted for representation by CWA Local 14177 in 1997 out of frustration with an independent union, which had been unmotivated and powerless in dealing with company management.

Ever since CWA was certified by the National Labor Relations Board as the official representative of New Era's workers, the company has embarked on a systematic effort to bust CWA Local 14177, through harassment of outspoken union leaders, reassignment of work normally done by the Derby plant to locations in the South and to overseas subcontractors, and massive layoffs.

The company's actions, especially its provocative negotiating tactics, are intended to provoke a strike and undermine the confidence of New Era's workers in their union. This deliberate union-busting has poisoned relationships between the company and its workers and their union.

The union's charges and allegations have been substantiated by extensive fact finding studies undertaken by United Students Against Sweatshops (USAS). Further investigation of unsafe working conditions and sweatshop standards violations are underway with assistance from the Buffalo Chapter of Jobs with Justice, the Workers' Rights Coalition (WRC), and the

Coalition for Economic Justice (CEJ).

New Era's despicable union-busting tactics, its abhorrent greed and its attempts to destroy the jobs and lives of hard-working members will not go unchallenged. Local 14177 has courageously fought back against New Era's union-busting through outreach, both in the Upstate New York region and nationwide, in conjunction with the Sector and CWA. These efforts have included publicity campaigns, paid advertising and demonstrations at professional sporting events.

RESOLVED: CWA and the Printing, Publishing and Media Workers Sector will expand publicity about this company by reaching out to New Era's extensive customer base, through the Major League Baseball Players Association, USAS, WRC and the entire labor movement to advise them of the company's anti-union behavior, its abuse of the regulations governing "Made in America" labeling, and other irregularities that defy the standards established to protect the rights of workers worldwide.

Mr. President, the Resolutions Committee moves adoption of Resolution 63A-01-8.

...The motion was duly seconded...

PRESIDENT BAHR: The motion has been made and seconded from the floor.

On Microphone 3, Delegate Howald.

DELEGATE JANE HOWALD (Local 14177): I am President of CWA Local 14177, representing the workers at New Era Cap Company, in Derby, N.Y.

Yesterday, you might have seen or read the letter and flyer outlining our fight at New Era Cap Company. Today, I stand before you to thank the international for standing by us, especially Hunter Phillips, for the many trips he made to Buffalo this past winter. Hopefully, he has thawed by now.

On behalf of my members, we thank the Defense Fund for aiding us in our battle by giving us the ability to bring out message to the general public through radio ads, full page newspaper ads, fly-overs at spring training, and today for doing a fly-over at the all-star game in Seattle. (Applause)

Several months ago, students from United Students Against Sweatshops investigated New Era Cap and labeled them a sweatshop. This past week some of our members have spoken to the Workers' Rights Coalition. All this was only possible because of the strength of the CWA. My members thank each and every one of you, and I am here to thank you personally. Thank you. (Applause)

My local has only been with CWA for a short time. July 12 marks our fourth anniversary with your support. I hope with the support that we get from you that we will be celebrating our golden anniversary with CWA. It is the best union in the world.

Unlike my union, which always stands strong by my side, my company has turned its back on my members. This company is willing to cast us aside and move our jobs to new non-union plants in Alabama and overseas. Many of our members are husband and wife, parent and child, aunt and uncle. They are families working for a company that can pay Major League Baseball \$80 million to have exclusive rights to buy our caps, but are not willing to pay our members a living wage.

New Era is making more money than ever before, but it is not sharing the profits with our members. Instead, it wants my members to pay for that \$80 million contract with Major Leagues.

New Era has implemented a contract after declaring a premature impasse that will result in pay cuts of 30 to 50 percent on workers, some whose wages are already below the poverty line.

New Era Cap's logo, which you see on the front of my shirt, was designed to represent, in

the company's words, "the American worker." It is designed after the American flag. To me, New Era does not represent the hard-working American worker. It is anti-union and anti-American. The logo is an insult to all hard-working union members.

Help us fight corporate greed. Help us tell New Era that, 720,000 strong, we will not let New Era get away with union-busting, not at New Era Cap, not anywhere, not ever. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Wayne Mitchell

DELEGATE WAYNE MITCHELL (Local 14170): Brothers and sisters, some three or four years ago I stood before the convention in Detroit, Mich., and talked about the Detroit newspaper strike. I offered to those delegates that they were witnessing the worst kind of corporate greed workers could ever experience.

Well, unfortunately, I am here in this great state of Minnesota, before this convention, to tell you that the greedy corporate bastards at Knight-Ridder were outdone by the greedy corporate bastards at New Era Cap Company. (Applause) It is a multimillion dollar company with exclusive contracts with baseball that rewards long, hard-working employees with a contract that calls for eliminating seniority, that cuts wages from 50 to 70 percent, that has them pay 80 percent of their own medical, that offers no compensation.

What it does offer them is repetitive stress injuries because of the working conditions, and it almost guarantees them not compensation, but to be crippled when they retire. Well, they made the biggest mistake. They made the mistake a lot of companies make. They didn't take on 377 little employees; they took on 377 members of the greatest union in the world, CWA, and we are not going to let it happen. (Applause) We have to attack them in their corporate pocketbooks. We have to keep pinning them between the eyes until those 377 people have decent contracts.

Now, more than likely, on July 17, next Monday, they are going to post conditions. When they post those conditions they are declaring war on the greatest army in organized labor, and they are going to know it.

We will not let them bring overseas working conditions to Derby, N.Y.. Brothers and sisters, we have to pay attention. I am preaching to the choir. We have to take the message back home to our members that when they are in the ballpark, and they are in stores that sell you New Era hats and New Era products, they have to boycott it. They have to tell people why they are not buying it. You have to do what my good friend from Local 1109, Tony Matarazzo does: you go to the concession stand at the ballpark and you will see Tony at the concession stand telling people not to buy hats and telling them why. Maybe I don't have to stand on the stand, but you have to bring the message home. These people will not be successful without our help.

Jane, I offer to you, tell your members that the CWA family is behind them, and tell the employer that you are negotiating with. The fight has just begun. Thank you. (Applause)

PRESIDENT BAHR: We have a delegate at the motions mike, but I want to tell my good friend John that his motion is not necessary because I will, as a member of the Executive Council of the AFL-CIO, be notifying President Sweeney that we want New Era Cap Company put on the national boycott list. (Applause and cheers)

No other delegate cares to speak. In front of us is Resolution 8.

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

I would just mention one thing to you, even though it is not in the resolved. Don Fehr, the President of the Major League Baseball Association, has been most cooperative in working very closely with Vice President Boarman and me, and doing everything possible to leverage their union's weight against this company. So we have other plans to put the heat on.

When we get back we are all going to be doing everything we can to let this company know

that the battle they took on is not with these 377 workers. (Applause)

The Chair recognizes the committee.

CHAIR KATZ Thank you, Mr. President. The Chair recognizes Ellen Rojas.

DELEGATE ELLEN ROJAS: Would the delegates please turn to page 12 of the Resolutions Committee report, and look at Resolution 63A-01-9, entitled "Temporary Assistance For Needy Families (TANF)?"

RESOLUTION NO. 63A-01-9 TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

The 1996 Personal Responsibility and Work Opportunity Reconciliation Act created the Temporary Assistance for Needy Families (TANF) block grant and authorized funding through September 30, 2002. In order for the TANF block grant to continue, Congress must reauthorize funding for the program prior to September 30, 2002.

The reauthorization of TANF coincides with the reauthorization of the Food Stamp Program and the Child Care and Development Block Grants. It is anticipated that President Bush and members of Congress will also be submitting proposals for changes which may include the utilization of faith-based organizations and volunteer organizations, community groups and/or non-profit organizations to provide social services for needy persons, instead of government agencies. Bush

has also indicated that he supports welfare time limits and work and education requirements for eligibility and participation in programs.

Congress may also consider how TANF, Food Stamps and Child Care Development Block Grants interact and may look at the types of assistance and support provided to low-income working families who remain below or near the poverty level. Reauthorization discussions may also address other key issues such as health care assistance and coverage, workforce development, job retention initiatives, minimum wage, transportation assistance, child welfare services, childcare assistance, family preservation and foster care, extending time limits, nutritional assistance, and Earned Income Tax Credits (EITC), etc.

In addition to the President and Congress being key players in the reauthorization process, state, county and city government officials and organizations, business entities, service providers, client advocacy groups, policy institutes, research foundations, etc. will be active players and will be submitting proposals and attempting to influence policymaking during the reauthorization process. Our nation's welfare is a public responsibility and solutions to serious community problems such as inadequate social programs, health care, deficient housing, unemployment, poverty, unaffordable childcare assistance, poor nutritional assistance, and discrimination require public sector leadership and resources.

The Communications Workers of America, AFL-CIO, represents thousands of public workers in the United States of America, who are employed by government agencies that provide services to recipients of programs funded through TANF, Food Stamps and Child Care Development Block Grants. These CWA members may be adversely affected through possible job displacement from the transfer of duties and functions to faith-based, volunteer, and non-profit organizations, proposed government privatization and/or sub-contracting initiatives and/or possible cuts in funding for administration, which is currently capped at 15 percent.

The recipients of programs funded through TANF, Food Stamps and Child Care Development Block Grants may also be adversely impacted as programs and services may be eliminated or significantly cut and workfare recipients may lose health and safety and wage and hour protections in states where these standards have been upheld.

RESOLVED: That the Communications Workers of America is committed to effective, responsive, and humane public service which relies on well-trained public sector workers to deliver high quality services and will oppose the privatization of public services and worker job displacement through the transfer of duties and functions to faith-based, volunteer, and/or non-profit organizations which threaten the integrity of government and the delivery of quality services to the public.

RESOLVED: That the Communications Workers of America and its affiliated locals in the United States will support the efforts of the CWA Public and Health Care Workers Department by participating in grassroots legislative, political and mobilization activities.

RESOLVED: That the Communications Workers of America will play a major role in generating labor support to influence Congress to enact federal legislation needed:

- To ensure that TANF, Food Stamp and Child Care Development Block Grants are continued beyond September 2002.

- To ensure that present Social Services Programs are maintained, properly funded (program and administrative) and possibly expanded to help recipients of programs receive the benefits they need to achieve self-sufficiency and living wage jobs with pensions and benefits.

- To ensure that governmental agencies continue to administer and provide Social Service programs.

Mr. President, the Resolutions Committee moves adoption of Resolution 63A-01-9, "Temporary Assistance for Needy Families (TANF)."

PRESIDENT BAHR: The motion has been made.

...The motion was duly seconded...

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 3, Delegate Walker-Rice.

DELEGATE DORIS WALKER-RICE (Local 1084): I believe the resolution speaks very clearly for itself, President Bahr. I am sure everyone in this room who has read the resolution will be clear on the need to support it and to have this resolution passed.

President Bush and members of Congress will be submitting proposals for changes which may include the utilization of faith-based organizations, volunteer organizations, community groups, and/or non-profit organizations to provide social services for needy persons instead of our government agencies.

These changes will adversely affect all welfare agencies across the nation. Programs could be eliminated and many of our CWA members may lose their jobs if their duties are deemed to be provided by these new initiative programs.

The CWA Welfare Locals Council asks for the support of all brothers and sisters here today, I as well as CWA national and the national AFL-CIO, to assist the council in helping to ensure that human service programs are maintained, properly funded and administered in a quality and professional manner.

The preservation is necessary to sustain the security and well-being of the public in need of these services as well as the workers who provide them. Thank you. (Applause)

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

DELEGATE RICHARD DANN (Local 1085): Brothers and sisters, I ask for your support of this resolution. Among the public workers represented by CWA are many welfare and human service employees.

Our job is to help the poor and disadvantaged members of our society, yet responding to

human need is a responsibility that all of us share. Some people would like to believe that with the drop in welfare rolls we can ignore the economically disadvantaged. However, the reality is that many people remain poor. Some have simply been thrown off the welfare rolls while others earn

enough through low-wage jobs to make them ineligible for welfare, yet not enough to escape poverty.

In the United States, almost 13 percent of the population and 19 percent of our children remain below the official poverty level, and even this is far below a realistic living wage level.

We need to reauthorize and expand our existing welfare programs to better address these economic needs. At the same time we need to stand up to those who wish to privatize the services provided through these programs. Eliminating good union jobs and replacing them with lower paid, non-union jobs does not improve our society or advance the cause of justice.

Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Mason-Massey.

DELEGATE GAIL MASON-MASSEY (Local 1080): I am not calling for the question yet. I did have one more speaker, but I was directed to call for the question, so could we just have one more speaker? Then I will call for the question.

PRESIDENT BAHR: I am not telling you to close. That is up to you when you want to close debate.

DELEGATE MASON-MASSEY: I don't want to close debate. I want to have one more person speak.

PRESIDENT BAHR: The Chair recognizes Delegate Henning.

DELEGATE WILLIAM HENNING, JR. (Local 1180): I rise in support of this resolution regarding the federal program known as Temporary Assistance for Needy Families. As I do so, I remind this convention that TANF is a product of a serious defeat of our movement, a defeat orchestrated by a Republican strategy with the collusion of the Democratic Leadership Council.

In 1996, this strategy effectively repealed the Aid to Families with Dependent Children, a legacy of workers' struggles in the 1930s, a program which helped discourage the use of the desperately poor against workers who may be engaged in battles with employers, part of a social compact which enjoyed bipartisan support for more than 60 years.

Sadly, that compact has been broken. But through a renewed effort at coalition building with partners inside and outside organized labor, we can begin the process of rebuilding a real social safety net for those in our communities who need help. This social safety net requires a few features. Let me mention a few.

If we are serious about encouraging self-sufficiency, we need policies that act like it. Our country's minimum wage laws must truly provide living standards that are high enough to meet basic needs.

No one who works full time should live in poverty, period. When our nation passed the first minimum wage law in 1938, it was intended to provide a living wage. We need an aggressive campaign to restore the minimum wage as a living wage.

Now let me spend a minute talking about some of the things we must fight. In New York City last week, the administration announced that public assistance rolls were down to 500,000 from the 1.1 million it was at the beginning of the reign of the imperious Rudy Giuliani. If this truly represented a movement of more than half a million people to the dignity of work, we would celebrate. Unfortunately, there is simply no evidence of that. Instead of tracking what happens to people who leave the welfare rolls, virtually nowhere in the country can we truly assess the

outcome. Rather, anecdotal evidence seems to indicate that folks are being driven into an underground economy, into doubling and tripling up with others, and into taxing already overburdened food pantries.

Most jurisdictions are cynically and deliberately resisting compiling any such data. However, some related statistics are compelling. For example, in the State of Wisconsin, home of Bush's Health and Human Services head, Tommy Thompson, and the bureaucrats who now run New York City's Human Resources Administration, the results of the Wisconsin Works program are stark. While welfare rolls plummeted, so did the average pay for low-wage workers, and therein lies the real strategy for the welfare cutters.

Make no mistake: it is an attack on low-wage workers by flooding the labor market with intense competition for those jobs. This well-orchestrated attack on the poor is an attack on workers and threatens to bring down labor standards as surely as does global competition. Finally, we must understand that these schemes which require welfare participants to work as a condition of receiving benefits are poorly disguised efforts to displace wage-earning workers. In

New York, this also takes the form of forcing welfare participants out of education and training programs — the most obvious paths to self-sufficiency. So who is kidding whom?

We must also ensure that our members who do this kind of work are given sufficient resources to serve the public. Right now in New York, serious understaffing threatens the health and safety of our members and the public they serve. Delays in providing critical services threaten to erupt in serious, violent confrontations. By all means, let's fight for the reauthorization of TANF, but let's make sure we restore the notion that a just and compassionate government takes care of its most vulnerable, and let's be sure the poor are not used as a club against the rest of us who are employed.

Thank you very much. (Applause)

PRESIDENT BAHR: No other delegate cares to speak.

You lost your opportunity, Gail.

No other delegate cares to speak.

In front of the convention is Resolution 9. All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

The Chair recognizes the committee.

CHAIR KATZ Thank you, Mr. President. The Chair recognizes Patricia Robinson.

DELEGATE PATRICIA ROBINSON (Local 9414): Would the delegates please turn to page 13 of the Resolutions Committee's report and look at Resolution 63A-01-10 entitled "The Workers Independent News Service (WINS)."

RESOLUTION 63A-01 -10 THE WORKERS INDEPENDENT NEWS SERVICE (WINS)

Unions must organize to survive, yet anti-union forces have a distinct advantage over the labor movement, including a well-organized media outreach campaign. Even when one is present, the views of working people, or of our unions, are often distorted beyond recognition. The Workers Independent News Service (WINS) intends to alter the media balance by offering radio stations a

professionally produced news service. Organized labor is founded on the principle that working people are our own best representatives. We must extend this organizing principle to the media. WINS offers a unique opportunity for us to act on our principles.

It is our hope the WINS will raise the profile of organized labor, raise the profile of working

people in the consciousness of society, contribute to setting a political and social agenda, build the capacity of local activists to access the media, help workers to speak for themselves, empower workers to make their own media, and teach working people to read the media critically.

WINS will be a site with a strong labor news focus, a site with multiple formats, a site with a strong working class culture content, a site to build union democracy and a site that can do anything associated with the building of a labor movement that rank-and-file workers, union activists, staff and officers may wish to.

WINS will produce a news headline service, news features to be added to a station's existing news cast, production of feature length radio shows, raw footage from events, rallies, demonstrations, strikes, etc. and a site where local stations can store their material for use by others.

RESOLVED: The Communications Workers of America, long a leader in bringing innovative solutions to the issues facing the working men and women of our country, endorses the Workers Independent News Service (WINS) and pledges its support to this exciting and innovative technological advance in media broadcasting.

The Resolutions Committee moves adoption of Resolution 63A-01 -10 entitled 'The Workers Independent News Service (WINS)."

PRESIDENT BAHR: You have heard the motion.

...The motion was duly second...

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

DELEGATE WILLIAM LAMB DIN (Local 51021): Have you ever picked up a newspaper, read a story about something you know a lot about, and decided the reporter missed the point or watched a TV news story that just seemed to be incomplete? It happens. Not all the time, but a lot more than never, and then there are all the stories that don't get reported, especially about unions and labor issues. They don't get taught in our schools, and they don't get assigned in our news rooms except for the occasional strike story.

The resolution before you supports an organization that promises to report those labor stories that are not getting written, to talk not only about our union leaders, but also to the women and members in the rank-and-file.

At a time when many radio stations ignore news entirely, when TV manages to give the weather three times in 30 minutes but labor stories three times in 30 months, when established news services are ignoring union issues because there is no "Today" hook, the Workers Independent News Service can fill a void. It will offer reports to radio stations in an easy to use, listener-friendly format.

There is a lot to be said for labor out there, but right now no one is speaking. The Workers Independent News Service can be a useful alternative, a needed voice. I urge your support for this resolution. (Applause)

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

DELEGATE GEORGE R. WALLS (Local 4603): President Bahr, Executive Board, and

Delegates to this convention: I rise to speak in support of this resolution. The Workers Independent News Service is an exciting opportunity to use multiple platforms such as print, broadcast and independent web TV to build a radio news network that will serve the interests of working people and their communities. The Workers Independent News Service will expand content and programming available to commercial and non-commercial radio stations while giving a voice to working people.

Radio is a relatively inexpensive platform and covers the nation. Radio is the most

pervasive electronic media we have. The Internet allows the news service to send broadcast-quality sound files to any radio station, individual, or union in the world.

Wisconsin Public Radio has agreed to provide the site for the Workers Independent News Service. Working people are the best representatives of their interests. The Workers Independent News Service extends this organizing to that principle and offers a unique opportunity for working people to voice their concerns.

Objectives are to raise the profile of working people in the public consciousness; provide comprehensive news about the labor movement and working people; build the capacity of local activists to access the news media; build the capacity of local radio stations to access news of working people; help workers speak for themselves; empower workers to make their own media; and raise the profile of organized labor in our communities.

The Workers Independent News Service will be a hub supplier of news and information to the existing Union Producers and Programmers Network of Labor Radio and TV Producers. The Workers Independent News Service will aggressively market the product to commercial stations, providing a site for individuals to access.

There is currently a void in reporting about issues that concern working people from a working person's perspective. The number of reporters in any medium, knowledgeable and connected to the labor movement or working people's organizations, is declining to the point of invisibility.

This is an exciting venture that deserves the support of CWA. I believe our support of the Workers Independent News Service is crucial to its ultimate success. CWA has been a leader in bringing innovative solutions to many of the problems we face in the labor movement. We need to seize every opportunity to expand the voice of labor in our communities. I believe the Workers Independent News Service will help all of us in the labor movement educate our members on issues important to working families and will provide another tool we can use in our efforts to organize new workers.

This is an opportunity to use the medium our workers and members produce and reach out to our constituency and build the labor movement. All too often the views of labor and working people are distorted by the news media. One of the ways we can attempt to change this is through initiatives such as this. The Workers Independent News Service along with the other labor news networks will help strengthen our union.

I ask the delegates of this convention to support this resolution.

Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Hatfield.

DELEGATE LARRY D. HATFIELD (Local 39521): I have what I believe is a friendly amendment, and that is replacing the period at the end of the Resolved with a comma and adding these words: "with the further expectation that any work for WINS in areas represented elsewhere by TNG-CWA, NABET-CWA or another union will be performed by members of TNG-CWA, NABET-CWA or another appropriate union."

PRESIDENT BAHR: The committee accepts that and it will so read.

DELEGATE HATFIELD: I would like to speak to it briefly if I can.

PRESIDENT BAHR: Go ahead.

DELEGATE HATFIELD: I think the amendment speaks for itself. We want these people to be union, and preferably CWA, but I want to make one other point that relates a little to the tone of the resolution and also to the last speaker. That is, we often hear, here and elsewhere in the labor community, derisive things about the media.

I want to remind you, brothers and sisters, that a lot of us in this room are the media. We are not the Knight Ridders or the Time-Warners or the Gannetts, who are the media and are the enemy. (Applause) But we are honest working people who are willing and able to help get labor's message out. And I have to tell you, brothers and sisters, very few of you bother to ask, and I am not sure that is this media's fault. Thank you. (Applause)

PRESIDENT BAHR: In front of the convention is Resolution 10. All those in favor, including the friendly amendment that was just read, all those in favor indicate by raising your hand. Down I hands. Opposed by like sign. It is adopted.

Please join me in thanking the Resolutions Committee for the work they have done at this convention. (Applause)

The Chair recognizes Delegate Goldblatt on Microphone No. 2.

DELEGATE ALAN GOLDBLATT (Local 1180): Brothers and sisters, a few moments ago we passed the resolution in support of our brothers at New Era Cap.

At this time, considering the troubles that are before them and the support that we have traditionally provided to all of our brothers and sisters, I ask you and I rise with you to open your wallets at this time and hope that we can pass the buckets in support of our brothers and sisters to create their New Era. They are financially troubled, and we are here to help them.

So at this time, be kind, be good, and think of it as we are: one family. Thank you. (Applause)

PRESIDENT BAHR: The Sergeants-at-Arms will comply with that as quietly as possible. Thank you, Alan.

I want to present to you now via video the new chairman of the Senate Labor Committee. Would you roll that video, please?

A video with regards from U.S. Senator Edward Kennedy, Chairman of the Senate Labor Committee, was viewed by the delegation... (Applause)

PRESIDENT BAHR: Senator Kennedy insisted on doing the video and, of course, you know that Congress is back in session right now and it is impossible for any of them to come. But I think you will agree that with Ted Kennedy chairing the overall Health, Education and Labor Committee and Paul Wellstone chairing the subcommittee, we are in good shape. (Applause)

I might just add that President Sweeney's plane has been delayed, so we are trying to fill in with stuff that we would have done later. So I want to introduce now, for a report, Vice President Linda Foley. (Applause)

VICE PRESIDENT LINDA K. FOLEY (The Newspaper Guild-CWA): Good morning. Last year President Bahr appointed a board committee to review the status of workers in the new economy. I serve as the chair.

I would like to also recognize the other members of the executive board committee who are Larry Mancino, Jeff Rechenbach, John Thompson, Tony Bixler, John Clark and Ed Fire, and I would like them to stand, please, for recognition. (Applause)

If we can put up the first slide, please. We have had several meetings and traveled to the home of the new economy, the Silicon Valley, and we heard from experts in the field on the new economy, and I want to share with you some of our preliminary findings.

But before I do that, I just want to make one comment about the so-called new economy and the workers in the new economy and that is, whether it's the old economy or the new economy, it's still the same old corporate weasels who are controlling it.

New economy workers find themselves in many types of situations that we call non-

standard work arrangements, and up on the screen now you see a few examples of those.

The growth of non-standard work arrangements has been staggering in recent years. So who are those workers? Who are these new economy workers?

Last year, the GAO, the Government Accounting Office, did a report on contingent workers in non-standard situations. They found that they ranged from highly paid management consultants to low paid sector workers with no benefits.

They comprised 30 percent of the workforce, and that is 39 million workers in the United States, and they also found that they will continue to represent a substantial portion of the workforce even as the economy slows.

Our labor movement speaks for working families. And yet, we see that 30 percent of the workforce falls out of what we view as traditional employment.

We believe that our power as a movement is at risk unless we take active steps to reach out to these workers, to understand their concerns and to develop an action program that brings our union, CWA, to them.

Women in the new economy. As you can see from this slide, almost 21 million working women find themselves in contingent or non-standard employment, and women comprise a majority of all part-time and temporary workers of all types in our economy. In fact, they comprise 70 percent of part-time workers. That's significant.

Because of the characteristics of the situation that these workers find themselves in, they are more likely to have lower incomes than full-time workers. They have no formal or long-term link to a single employer, and employers hire them to increase flexibility and decrease costs, something

that we are familiar with in our employment situations.

The other interesting thing is that most of them will transition at some point in their working life into the full-time workforce and the largest portion of them are employed in the service industries, just like a lot of members we have in CWA.

Just to put a point on this about their situation, for one group of these workers, agency temporaries — temporary employees who work through temporary agencies and are leased out to companies to do work, almost 30 percent of them earn less than \$15,000 a year.

Now just for comparison, 7.7 percent of full-time workers in standard employment situations earn less than \$15,000 a year. Now many of these workers are already CWA members.

For example, NABET-CWA has 5,500 freelancers who are employed on a daily basis. That is 46 percent of NABET-CWA'S membership. They do receive some benefits through collective bargaining, but they don't have nearly all of the benefits and rights as the NABET-CWA workers in a standard full-time situation.

There is another similar group of these workers in the Canadian Media Guild of TNG-CWA. There are 500 of these people in a similar situation, and the Canadian Media Guild has recently organized over 1,000 movie extras into our union.

In addition to that, we have members of WashTech, which is Local 37083 of CWA. There are several hundred members of WashTech who are mostly temporary workers and independent contractors.

In addition, many of our CWA contracts, in fact I would say virtually all of our CWA contracts, cover part-time temporaries and on-call workers. We have several other groups of workers that we represent in CWA that fall into this category. Among them are freelancers, independent contractors, interpreters and translators, newspaper carriers and truckers at the docks.

Now, unfortunately, most of the protective labor laws that most of us take for granted in this room do not apply to new economy workers.

On the benefit side in particular, health insurance and retirement plans are two of the most important concerns to them. While the lack of legal rights presents obstacles, we also have many opportunities to fill the void in many areas of concern left to them by the employers.

So, in response to both the opportunities and challenges, the executive board committee has identified some goals for CWA, and I would like to share those with you.

First, it is important that we educate current members and leaders. We need to explain to our leaders and members why these workers are important to our union, and we need to create an inclusive, not exclusive, attitude about these workers and their situations.

Second, we need to build workplace solidarity, unity. We all work in situations that allow us to build unity by the work that we do and by the virtue that we work for one employer or in one workplace, but that is not the case for many of these workers as they are scattered all over the place and don't have a connection to one employer.

Finally, we must organize freelance members to help build CWA. We have to grow our union by tapping into this workforce that represents 39 million workers and almost one-third of the workforce.

We need to recognize the significance of alternative work arrangements in our economy and seek to organize these workers as a significant growth area of the future of our union.

The next step for the committee is to develop specific recommendations to reach those goals. We will prepare a draft action plan for the CWA full executive board to review, and we hope to spark discussion within the union to determine how best to meet these challenges.

I believe that we can break new ground in union representation for new economy workers. Their needs and concerns may be different from traditional workers, but their need for union representation is just as important.

CWA is positioned to be a union for new economy workers. With the support of the board and all of the local leaders here and back home in the locals, we can create an exciting future for our union and for the new economy workers and continue to be the best union in the world, not just in the old economy, but also in the new economy. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Linda.

Would the Escort Committee bring President Sweeney to the platform?

...The delegates rose and applauded at length as the AFL-CIO President John Sweeney was escorted to the podium...

PRESIDENT BAHR: I am pleased to introduce our next speaker, the President of our AFL-CIO, and my good friend, John Sweeney.

He has served as President since 1995, and during that time has raised the visibility and respect for organized labor throughout the world. Under John's leadership, the AFL-CIO has pushed organizing to the top of labor's agenda.

CWA has always been an organizing union. John, Rich Trumka and Linda Chavez-Thompson have done a good job of encouraging other unions to be aggressive organizers. John also has been in the forefront of leading labor's political comeback.

Today the labor movement is viewed as one of the most formidable, powerful and influential grassroots political organizations in the nation. Our political successes depend upon the efforts of you and other local union leaders. But with John's leadership, the AFL-CIO mobilizes and coordinates our activities which have led to many victories, as we have already discussed about Labor 2000.

I want to thank John for his personal efforts and for committing the AFL-CIO to our successful effort to force AT&T to live up to the neutrality clause in our contract. (Applause) That support has now been extended to our fight at Verizon to require them to honor their contract with us. Verizon was among the employers highlighted by the federation during the 7 Days in June campaign. John

participated in our rally in Baltimore, and the other top officers joined us in other rallies.

The AFL-CIO is solidly behind us, and we will keep this fight going until Verizon stops its union-busting and allows its employees a free, fair choice to form a union. (Applause)

Sisters and brothers, please welcome the person I call "My President," AFL-CIO President John Sweeney.

The delegates rose and applauded and cheered as President John Sweeney went to the podium...

JOHN SWEENEY (President, AFL-CIO): Thank you very much. Thank you very much, Morty Bahr, for that very generous introduction. And thank you all for inviting me here today, and thank you for all that you are doing, Morty, and what all of your leadership team is doing, not just for the working families of the CWA, but for the working families all across this country.

My thanks to all of you in this hall. I am delighted to be with you. It gives me a chance to say hello to some old friends and to make some new ones. It also provides an opportunity to share some thoughts about our leaders and our labor movement. Your president, of course, puts in almost as much time with the AFL-CIO and our executive council as he does working for CWA, and since he obviously puts out 100 percent for this great union, I think that means he's putting out 200 percent for our movement, and we thank you for that, Morty. (Applause)

A great deal of his time is spent chairing our Executive Council Education Committee, where his vision is helping us expand our role in education and training and reaching thousands of additional working families.

I was just with him at the graduation exercises at the National Labor College at the Meany Center last month, and the tears in the eyes of more than 100 baccalaureate graduates and our first 14 master's degree recipients were dramatic testimony to Morty's leadership and great work.

I thank you, Morty, for those efforts, and I thank you on behalf of those working families. We now have 4,000 students enrolled and a new Distance Learning Center under development at the National Labor College. It is the fastest growing institution of higher learning in our country and, Morty, you deserve a huge share of the credit. (Applause)

As Morty does for you, he keeps us all informed on whatever the issues might be. And just the other day he sent me a copy of "CWA Talking Trade — Taking A Stand for Justice," which is one of the best refreshers and the best educational tools that I have seen in a long time on the issue that is so important to our country and to our members, and that is the whole trade issue. It is a great educational piece, and I look forward to sharing it with others. We will be talking to our executive council about it when we meet later on this month.

I want to thank Barbara Easterling and Larry Cohen, and Ed Fire and Gloria Johnson, and all of the leadership for the inspiration that they all provided, together with you, for our movement. The merger that you accomplished and the organizing and the bargaining that you are doing are setting standards for the rest of our unions to follow.

I understand that since the merger you have added more than 1,000 new members at three electronics plants, and that is terrific. You deserve a round of applause for that great work. (Applause)

I want to say a special word about the organizing you are doing under Larry's direction, with 280 campaign victories involving 16,000 workers in small, new units over the past year, and more victories in big units like AT&T Broadband, Cingular Wireless, Kaleida Health Systems, and in the

newspaper industry, and with public workers in Arizona, and other places around the country. Nobody does a better job of understanding your industries and crafting growth strategies like the “bargaining to organize” gains you negotiated at Cingular and the card-check agreement you won in the Verizon strike. You are setting a brisk pace, and I thank you for leading the labor movement in strategic bargaining for growth.

Last month, Rich Trumka, Linda Chavez-Thompson and I were all at Verizon rallies aimed at enforcing that agreement. And I want to assure you we will be there with you as many times as it takes to make sure every Verizon worker gets a chance to join CWA through card check with absolutely no employer interference. Count on it. (Applause)

I also want to thank all of you who are international and local union leaders for the tremendous support you have given the AFL-CIO and for the continuing help in reaching the goals that we have set together. Thanks to your backing, programs like “Union Cities,” our “New Alliance” and “Union Summer” are bringing our federation up to date and bringing new movement into the labor

movement. And I want to thank you on behalf of Linda and Rich and myself. You’ve made our jobs a hell of a lot easier. If every one of our union leaders were doing the job that you are doing, we would already be the biggest, strongest union we need to be.

My brothers and sisters, I come here today to talk about organizing. And when I do, I realize that in this room I am preaching to the choir. When our executive council challenged the international unions of the AFL-CIO to change the way they operate and devote substantially more time, energy and resources to organizing, CWA was already doing just that.

When we said that we needed to change the face of our unions to reflect the faces of the new workforce, you didn’t waste time debating whether diversity was a good thing or not, because under Morty’s and Barbara’s leadership you were ahead of everyone else.

And when we asked all of our unions to fully mobilize and go for broke in the elections last fall, you didn’t go out and hire a pollster to tell you whether it was safe to support Al Gore and Joe Lieberman. You were already there ahead of the pack. You rolled up your sleeves and went to work. And together we elected Al and Joe and nothing will ever change that fact. (Applause)

The reality, of course, is that even though Al Gore and Joe Lieberman were elected, they didn’t get to govern. And now George Bush is literally a heart beat away from being President of the United States. (Laughter and applause)

The result is that even though we carried the popular vote, we are now fighting for our lives on Capitol Hill. And if we are going to get out of the box we’re in, we are going to have to organize our way out.

Let me explain what I mean. Last fall, we put out a maximum effort in the elections at all levels. In the final analysis, voters from union households made up 26 percent of the vote — up from 23 percent in 1998, and maybe our best effort ever. To get there, we registered millions of new voters, we educated our members on the issues and the candidates and we turned out our troops in record

numbers.

But in spite of all that, we failed to take back the House. We pulled just short of even in the Senate. And we saw the White House stolen because our vote margin in Florida was simply too thin to prevent it.

The truth is, when it comes to politics, we in the union movement are very good at what we do. Nobody does it better. But we have to face the fact that there simply aren’t enough of us. Our membership in real terms is stagnant, and that’s the box we’re in.

Unions affiliated with the AFL-CIO currently represent about 13 million members. That means we are mobilizing politically off the same 13 million-member base we had way back in

1956 when Adlai Stevenson lost for the second time to Dwight D. Eisenhower. In the years since then, the American workforce doubled and we didn't keep up.

Now we have to play catch-up because, without more members, we will not be able to reach our goal of restoring the voices of working families in our workplaces, our communities, the world economy, and certainly not in our government.

Politics and organizing are our top priorities, and it's important to realize that the two are joined together. We can't win at one without winning at the other.

That's why this year and next year are so important. Because we must duplicate all of the inspiration, dedication and perspiration we poured into politics last fall, substantially increase what we are doing in membership retention and recruitment, and at the same time upgrade our political performance.

Earlier I said I was preaching to the choir, and that is true. But what is even more true is that we have to expand the choir, otherwise we don't have a chance of overtaking the corporations and right-wingers who continue to outspend us 15-to-1 and give us the best government their money can buy.

And so all of you who are members of the choir, who are already doing your share, I have a new set of challenges. The Communications Workers of America is one of the best-run unions in America. And you have an aggressive, even visionary, organizing program. But it is not enough. I want to challenge you to raise the bar and help convince every union in our federation that we can indeed help the new workforce organize.

As I said earlier, CWA is one of the biggest supporters of "Union Cities" and the "New Alliance," I and I appreciate your effort. But it is not enough.

I want to challenge you to raise the bar and get involved in leading and moving even more of our state feds and central labor councils into action. We need not just your participation, but your leadership in restructuring our state and local operations and molding them into lean, mean organizing, political, and legislative fighting machines.

And finally, I want to challenge you to raise the bar when it comes to creating more diversity in our movement, because if we don't welcome the new workforce, the new workforce certainly isn't going to welcome us onto their work sites, into their homes, or into their hearts.

Brothers and sisters, we are living and working in times of great peril as well as great potential. If we look around us, we see an economic landscape riddled with sinkholes: gas prices and electricity prices going up, the stock market going down, the cost of health care and prescription drugs skyrocketing and the incomes of too many working families beginning to stagnate and fall

behind.

We see a vengeful President overturning federal contracting standards designed to hamper chronic corporate lawbreakers, rolling back the OSHA ergonomic job safety rules we worked 10 years to get and giving millionaires a tax break they don't need so he'll have an excuse for cutting back programs working families can't afford to lose.

We see a corporate President who is pushing for fast track authority so he can spread the ravages of NAFTA to the remaining 34 countries in our hemisphere, a President who's appointed a phony commission to try and fool people into believing he can privatize Social Security without cutting benefits and raising the retirement age to 70 or even higher.

We see our supporters in Congress struggling to find money to avoid cuts in Medicare and to fully fund the agencies working families depend upon most.

But if you lift up your eyes and look ahead, you can see a future for working families that is breaking wide. You can see it in the actions of tens of thousands of union members who are

upset and spoiling to avenge the grand larceny that took place in Florida last November and the plundering now taking place in Washington.

You can see it in the eyes of trade unionists in Puerto Rico and in Charleston, South Carolina who are determined to stop the bombing of Vieques and to save five honest men from long jail terms for resisting a police assault on a peaceful picket line. You can see it in the faces of millions of unorganized American workers who are fed up with scrambling for crumbs tossed from the

tables of prosperity and eager to join our unions and get a seat at those tables.

As union leaders and union activists, it's our job to reach out to our members with one hand and to those non-union workers with the other hand and bring them together in a bigger, stronger movement for economic and social justice.

Brothers and sisters, there are paths to justice within our sight if we have the commitment to find them and the courage to climb them.

Last November, we proved what we can do when we come together and act like one movement instead of just a collection of separate parts.

Last November, we proved what our unions can do when our leaders and activists decide not to look away when the pages of history are turning.

We can do the same when it comes to organizing and in advancing our agenda to reward work and strengthen families and when we do that, we'll grow stronger and more successful at everything we do.

With our heads high, our shoulders down and our sleeves rolled up, we can and will get the job done.

Thank you and God bless you all for the great work you are doing.

...The delegates stood and applauded...

PRESIDENT BAHR: Thank you very much, John. You can be sure that we will be there with you, shoulder to shoulder, as we take back the House and send Bush back to his mother and father. (Laughter and applause)

The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER EASTERLING: There has been a request by the delegates to purchase copies of the photos that were taken of those individuals who received the organizing awards. That is going to be done. We are going to secure the photos, the professional photos that were taken, and Larry Cohen will be mailing them to the locals, so you will be getting those. You won't have to make any application for them. (Applause)

The AT&T Bargaining Committee election results are as follows. With a total potential vote of 27,492, the Plant Representative is Roy Jones with 18,559 votes. (Applause) And Steve Tisza came in with 7,313 votes. (Applause) The Plant Representative Alternate is Bob Huss with 17,215. Bob's opponent, Ray Ouelette, came in with 8,660 votes.

The Administrative Representative is Lanell Piercy with 14,581 votes. Annie Rodgers came in with 11,360 votes. The Administrative Representative Alternate is Brian Fletcher with 20,039 votes. It looks like Collette Bonds came in second in that race with 5,700 votes.

Ralph Maly has asked that all elected bargaining members and alternates meet at the information booth for lunch right now, even those who were unopposed, whose names we have not announced.

T.O. Moses is calling a meeting of GTE presidents. It will be held in Room 103 A-C, 30 minutes following the close of the convention today.

I do want to recognize Jim Meyer. He is the Secretary-Treasurer of Local 7250 in Minneapolis, and I am sure we all want to thank him for the wonderful music he provided for the reception, and the retirees' dance, and for last night's hospitality room. (Applause)

We do not want to forget that one of the jobs we promised to do was to contact our representatives on fast track. You can do that by calling the 800 number, 1-800-393-1082, or you can visit the Secretary-Treasurer's booth. We have a computer there and we will be glad to let you e-mail your message in opposition to fast track.

I have some results of the raffles. We know these go on every year and they are going on now. The winner for the Local 3106 quilt is Mike Paugh, and his ticket number is 553185.

The following Locals have samples to pick up at the United Memorial Bible Service booth: IUE-CWA Local 1140, CWA Local 4530, CWA Local 7603, and CWA Local 9413. Also, the winners of the Bible drawings are Norma Pohan, Local 2204; Denise Nichols, Local 4050; Gwend Johnson, Local 9000; and Jewely Brisco, Local 9407.

Last, but certainly not least, I am pleased to announce, first of all, that IUE-CWA Division, through their raffle that I indicated they were conducting for the Pediatric AIDS Foundation, raised \$2,112. (Applause) But you should also know that the executive council — that is President Ed Fire, Sal and Mike and Bruce — voted to add another \$2,888, for a total of \$5,000, to the Pediatric

AIDS Foundation. (Applause)

They wanted you to know that the Pediatric AIDS Foundation raffle consisted of IUE-CWA consumer products and, as Ed said, he got them from corporate weasels. (Laughter)

So at the adjournment of this meeting, the winners of the raffle are to meet on stage with Trudy Humphrey, with instructions on how to receive their gifts. If the winners are not present, Trudy said she will contact them at the address they listed on their winning ticket stub. The winners are:

Linda Cearley, a color TV

B.J. Sanders, a Mastercraft recliner chair

Vic Wallen, a Delphi-Indy 500 racing package

Kelly Damrow, a basketball pole, backboard and net

Tom Rebman, a General Electric dishwasher (their retired Secretary- Treasurer. Pretty neat)

Joyce Burns, a Toro blower vacuum

David Stackhovak, a Toro blower vacuum

Rebecca McDonald, a lazy susan

Norm Klein, a lazy susan

Sue Ledford, a lazy susan

Ruby Buckner, a lazy susan

Dan Byars, \$300.00

Norman Ivy, \$100.00

Pam Humphries, an IUE-CWA watch

Brian Woolumm, an IUE-CWA watch

Jim Helms, an IUE-CWA watch

Sean McVay, an IUE-CWA watch

Paul Maute, an IUE-CWA windshirt

Vivian David, an IUE-CWA windshirt

D. Potz, and IUE-CWA windshirt

George Barnes, an IUE-CWA windshirt

Wendy Larse, patio furniture

I think that if we would have known what some of these prizes were, we would have been out there buying the raffle tickets. You will have to let us know this next time, Ed.

Also, you need to know that we have received some wonderful letters from congressmen and from the heads of a lot of organizations that we have the pleasure of working with. While we won't have time to read those letters, all of them will be placed in the proceedings, and you will be able to read them when you receive them back home.

Thank you. (Applause)

PRESIDENT BAHR: Thank you, Barbara.

We will be recessing now until 1:30. You see, the orders of the day call for another recess at 3 o'clock. But I want to share with you that the only business we have left, other than what somebody may later raise, is Appeals, the COPE Awards, and the Newsletter Awards. So with your concurrence, we will just go right through rather than recess for half an hour and come back for maybe ten minutes. (Applause)

So, with that, we stand in recess until 1:30. (Applause)

The Convention recessed at 12:07...

TUESDAY AFTERNOON SESSION **July 10, 2001**

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

PRESIDENT BAHR: Would the Convention come to order, please?

The Chair recognizes at Microphone No. 2 Delegate Cummings for a point of personal privilege that impacts many members of this union. Claude.

DELEGATE CLAUDE CUMMINGS (Local 6222): President Bahr, Executive Board, delegates, alternates and guests of this 63rd Annual Convention: During the week of June 3, 2001, the city of Houston, Harris and surrounding counties were devastated by one of the worst natural disasters in the history of the city, flooding caused by Tropical Storm Allison. It is being called the flood of the century, and if you have any questions about the magnitude of the storm and the flooding it caused, all you need do is watch the video being shown as I speak. This footage of the flood is courtesy of the NBC affiliate in Houston, KPRC, Channel 2, Bob Nicholas.

I have lived in Houston all my life and I have witnessed Hurricanes Carla and Alicia, but never have I seen the loss and devastation of this type caused by a tropical storm. An estimated 2,744 homes and 696 mobile homes were totally destroyed by this storm. More than 50,000 residences suffered some damage and over \$4.8 billion in total damages have been suffered by both businesses and residences. Meteorologists predicted that if it had rained at least 15 to 30 minutes more, every home in the city of Houston would have flooded or been adversely affected in some way.

We have hundreds of stewards and members of locals — 6222, 6228, Ronnie Gray, 6139, Phillip Perkins, 6150, Larry Ihfe, 6290, Lawson Wooten that lost everything in this most devastating storm. Many of our members did not have flood insurance because they live in areas that have never flooded before and

for insurance purposes were not declared flood-prone areas. Many of our members and their families were forced to leave their homes with nothing but the clothes on their backs.

Our locals have been working with SBC, the SBC Pioneers, United Way, Red Cross, AFL-CIO and other organizations to assist our members during their most trying times. Any donations from our brothers and sisters at the 63rd Annual Convention would be greatly appreciated. We also ask that you pray for those

families in our areas that have lost loved ones during this flood.

I would like to thank our District Vice President, Andy Milburn and CWA staff and disaster relief coordinator Phil Ferrill and a very special thanks to you, President Bahr, and your staff, specifically Executive Assistant to the President Dma Beaumont and CWA Staff Representative Janine Brown for the expeditious way in which some of the needs of our members have been met through the Disaster Relief Fund.

Our members, and even management in the different locations, have had tears in their eyes as we deliver checks to those devastated by this storm and have commented to us how great it is to be associated with a union that truly cares enough about its members to help them during their time of need.

Again, thank you, President Bahr, for giving me this opportunity to speak, and thanks to all of you in advance for any contribution you make to help us help our members get their lives back in some kind of order. (Applause)

PRESIDENT BAHR: Thank you, Claude. I would just call to your attention that the limited funds that we have been able to accumulate, we have put in what we call a National Disaster Relief fund. But when you get this type of disaster, finally one that hits Louisiana and the Gulf Coast, it requires great amounts of funds.

Yesterday we understand some 30 of our members were hurt in West Virginia due to floods there, and it is virtually impossible for us to be able to take care at the same level all of the people that we would like to.

But in Houston alone, the last numbers I saw — and these are not recent so it may even be more than that — but the collections that Claude referred to that were given to people who lost everything totaled more than \$150,000. So we wish we had a lot more, and we hope that whatever you can do to help, our members

will certainly be appreciative.

So would the Sergeants-at-Arms just do it one more time? Thank you.

The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER EASTERLING: There are two things that were brought to the podium that have been lost. One is a cigarette case. It has a lot of little notes and things in it. Another is a sweatshirt that was left in the Credentials Room, and if you come up and identify that, we will give you both of those.

There is going to be a meeting of the AT&T Teleconference Centers. You should meet at the information booth upon adjournment.

The Retired Members' Council COPE raffle winners were: Martin Quintanille of Local 6377, a camcorder..(Applause) Five hundred dollars cash to Rick Sorenson of District 7. (Applause) Two hundred fifty dollars cash to Judy Beal of Local 9509. (Applause)

The camcorder will be shipped to the winner. The cash can be picked up from Helen Gibson today, and the Retired Members' Council would like to thank all of the ticket buyers for their support. Also, I would like to announce that the collection for the New Era Cap strikers totaled \$5,087. (Applause and cheers)

PRESIDENT BAHR: We want to introduce the members of the Appeals Committee to you.

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

Dale Greene, President, Local 3803; Ed Lowdenslager, President, Local 4773; Janine Romano, President, Local 9575; Darryl Bryant, President, Local 13100; Louis Scinaldi, Chair, Local 2202.

PRESIDENT BAHR: The Chair recognizes Chairman Scinaldi.

DELEGATE LOUIS SCINALDI (Local 2202, Chair, Appeals Committee): Thank you, President Bahr.

The Appeals Committee convened July 5 through July 8 at the Hilton Minneapolis Hotel in Minneapolis, Minnesota, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the Internal Appeals procedures of the union as established by prior convention and the Executive Board.

The Committee was available to meet with interested parties on July 7 and July 8 between the hours of 2 p.m. and 6 p.m. Outside of those hours, the Committee was available by appointment.

Before we begin the report from the Committee, I would like to thank the Committee members: Dale Greene, President of Local 3803; Ed Lowdenslager, President of Local 4773; Janine Romano, President of Local 9575; and D.J. Bryant, President of Local 13100, for their hard work and the time they have devoted to these appeals.

Also, the Committee thanks Doug Thompson, Administrative Assistant to the District 2 Vice President, for his hard work and patience in assisting the Committee.

APPEAL NO. 1

On September 15, 2000, William Tracy, President of Local 3120, appealed the decision of independent Referee Alan Kistler regarding a jurisdictional dispute between CWA Local 3104 and CWA Local 3120 to the CWA Convention.

Article XIII, Section 4(A)2 provides that, "The decision of the referee may be appealed to the CWA Convention within 30 days of receipt of the referee's decision. Such appeals shall be presented to the Convention by the Convention Appeals Committee. The only responsibility of the Appeals Committee shall be to convey the decision and opinion to the Convention without making any recommendation."

Independent Referee Alan Kistler's decision is now before you.

PRESIDENT BAHR: On Microphone No. 1, the Chair recognizes Delegate Tracy.

DELEGATE BILL TRACY (Local 3120): I move to overturn the Referee Kistler's decision in the charter dispute between CWA Local 3120 and 3104.

PRESIDENT BAHR: You heard the motion.

...The motion was duly seconded...

PRESIDENT BAHR: Seconded from the floor.

The delegate may speak on his motion.

DELEGATE TRACY: President Bahr, Executive Board, Brother and Sister Delegates and Honored Guests. I am Bill Tracy, President of CWA Local 3120 of Hollywood, which is in Broward County, Florida.

I am here today because a referee took away our local's legally approved charter.

Our local's charter was approved by the union. We followed union procedures. Our charter was approved from state staff throughout District 3 and signed by President Morton Bahr in 1997 and 1999.

Local 3104 challenged our charter and dragged us before a referee in 2000. The president of Local 3104 told the referee that he had all of Broward County in his jurisdiction. He did not have a charter to prove this and he still doesn't, but that's what he told the referee.

And this referee took away our charter because he speculated without documentation that since Local 3104 was the first local in Broward County, that they must have had all of Broward County.

Let me tell you a little bit about Broward County. It is approximately 1200 square miles. When it was first chartered in 1970 there were approximately 600,000 people. Now, the population is 1,600,000 people. That is 10 percent of the population of the State of Florida.

Broward County is a big place. As you can imagine, with all of this expansion, many cities were added in Broward County. In fact, 3104 twice expanded their jurisdiction to add new cities in Broward County after 1970, when CWA Local 3120 was originally chartered.

In 1973 they expanded to include Deerfield Beach, a new city in Broward County. In 1978 they expanded to include Coral Springs, a new city in Broward County.

Now I ask you, if Local 3104 had all of Broward County as they told the referee, why would they go to the trouble of adding cities that were already in Broward County?

We have obtained a copy of Local 3104's original charter. It does not say Broward County.

Their 1970 charter does not say Broward County. Their 1973 charter does not say Broward County. Their 1978 charter does not say Broward County. Their 1984 charter does not say Broward County. In fact, they never had a charter that said Broward County.

Show us the charter that states 3104 has all of Broward County.

CWA Local 3104's last charter from 1984 states that they have the cities of Boca Raton, Coral Springs, Deerfield Beach, Fort Lauderdale and Pompano Beach — five cities, four in Broward County.

Now, we updated our local's charter in 1997 to add new cities in Broward County and protect our members, just like 3104 did in 1973 and 1978. We did not take any of Local 3104's members. We did not encroach on any of Local 3104's jurisdiction, because they did not have all of Broward County.

Now, this referee knew this, and as you can see in your copy of his decision, on page 13, paragraph 3, the second sentence, this referee thought it was important enough to say, '~What determines jurisdiction is the charter. "We must look to what the charters say and to the language that finds its way onto jurisdictional assignment statements that come from the international and eventually onto the charter itself. "Nor is jurisdiction dependent upon understandings of divisional lines regardless of whether they have been longstanding."

He also knew what the past president of Local 3104 admitted to on page 28, paragraph 1. "We probably should have been more vigilant, but we just represented what we represented, and that was kind of the way we thought about it."

But do you know what this referee did? He said, "Bill, I know that they don't have a charter that states 3104 has all of Broward County and I know that they weren't vigilant, but Bill, I am going to have to take away your local's charter, because Local 3104 was the first local in Broward County."

Brothers and sisters, I ask you, where is it written that the first local gets it all? Our local's charter was approved by the union. Area staff got it right, state staff got it right, District 3 got it right, the international got it right. The referee got it wrong. Brothers and sisters, we are asking for your support so that the convention can get it right.

Fellow delegates, our charter was approved through the appropriate CWA constitutional procedures and policies. Two years later we were challenged on the validity of that charter. If the Convention deems it appropriate to support the decision of the referee, what does that mean in terms of the validity of any existing charter?

I am asking you to vote yes to overturn the referee's decision. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Jones.

DELEGATE MICHAEL D. JONES (Local 3108): Brothers, Sisters, Retirees and Guests: I rise to ask for your support to deny the appeal before you from Local 3120. I am asking you to uphold the decision of Referee Alan Kistler regarding Local 3120. The 1997 and 1999 revisions are in conflict with Local 3104's charter, and their issuance was in non-compliance with CWA's Constitution, Article XIII, Section 1(d). As such, they are not to be recognized. Local 3104's position in this dispute was upheld.

Over my 29 years as a member of CWA, the thing I have admired the most is the respect given to the brother and sisterhood in this great union. I am saddened that I have to bring this issue to the floor of our national Convention, an issue that comes about by the actions taken by the leadership of another CWA local, Local 3120.

A grave injustice has taken place in my local as well as Local 3104, the result of a sharp pencil, ulterior motives, and the physical review of other locals' charters by 3120. They raided our local's jurisdiction claiming Henry and Lee Counties in the southwest Florida area where 3108 has been representing members employed by AT&T, BellSouth, Lucent, and Avaya since 1991.

You don't review other locals' charters for gaps to stake your claim in territory. This is no way to grow our union. There was no notice given to our local. I found out through a grievance situation that the Lee County area listed as Fort Meyers in our charter was no longer our jurisdiction.

The CWA Constitution states, "No charter shall be issued which grants jurisdiction in conflict with that of another local" — mine.

The local of 3120, in changing their jurisdiction, was and is in direct conflict with the charters of CWA Local 3104, Fort Lauderdale, and CWA Local 3108, Orlando, covering the west coast of Florida. Bottom line, the CWA Constitution was violated. The violation was recognized and corrected by a neutral third party, and as stated in 3120's papers passed out to the delegates, "The most important thing to a local is its charter."

Then how could this local siphon the substance of our charter's jurisdiction? Brothers and sisters, I am asking you to deny the appeal of 3120 and uphold the referee's decision to uphold Local 3104's position and support the CWA Constitution. The jurisdiction you save may be your own. (Applause)

In solidarity, I thank you.

PRESIDENT BAHR: On Microphone No. 5, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): President Bahr, my recollection in the mid '80s was that we went to this referee process to avoid the "he said, she said" stuff and get

it to a neutral third party; is that not correct?

PRESIDENT BAHR: That is correct.

DELEGATE FAHRENHOLT: To your knowledge, how many times has the referee ever been wrong?

PRESIDENT BAHR: Well, I can't answer that.

DELEGATE FAHRENHOLT: Let me put it a different way.

PRESIDENT BAHR: All right.

DELEGATE FAHRENHOLT: How many times has this democratic union, built on arbitration and every other principle, overturned a referee's decision?

PRESIDENT BAHR: Since the process has been in effect, the umpire's decision has never been overturned by a convention.

DELEGATE FAHRENHOLT: Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Cotton.

DELEGATE GARY COTTON (Local 3120): President Bahr, Executive Board, Brother and Sister Delegates and Honored Guests: I would like to try to explain what started this charter dispute. In 1997, the local was notified that twenty of our members were going to be moved to Weston.

Weston is a new city that was formerly swamp land that was not in anyone's chartered jurisdiction. Twenty members may not seem like much to some of the locals here today, but to a small local like ours that is the rent money.

It was felt that the proper reaction to this move was to file an MLO and request a jurisdictional change, which is what we did. We were properly granted jurisdiction over the area requested.

Two years later, 3104 objected, stating that they had the exchange. At a meeting with state staff, 3104 was asked to furnish the charter that showed that 3104 had the exchange. Local 3104 said they did not have a copy of their charter. After they were told that one would be supplied, a representative of 3104 went to his car and got a copy.

When the charter was read, it stated that 3104 had the cities of Boca Raton, Coral Springs, Deerfield Beach, Fort Lauderdale and Pompano Beach.

I say again, the cities of Boca Raton, Coral Springs, Deerfield Beach, Fort Lauderdale and Pompano Beach.

In order to end this dispute, 3120 offered a large portion of our granted jurisdiction to 3104. Local 3104 refused. As prescribed under the Constitution, 3120 offered to have an election. Again, 3104 refused.

The next step was to go to a hearing with a referee. At this hearing, 3104 no longer said they had the exchange. Now they had the county. Every time we meet on this it is something different and 3104 never has evidence, just allegations.

To respond to the accusation that we tried to steal 3108's territory, three of our Lucent members were sent to Fort Myers and then assigned to an AT&T local. That local requested that those members be reassigned back to 3120. How was 3120 to know that Local 3108 had a Glass Workers Pension Trust group in Fort Myers, which is 175 miles away from Orlando where 3108 is located? As soon as we found out, we relinquished jurisdiction.

On a personal note, in some of 3104's publications they refer to 3120 as a snake that can never be trusted. I beg to differ. A snake can always be trusted. I was taught years ago, if you

leave a snake alone, in general, it will do the same. A snake will do what has to be done to defend itself and will not die without a fight.

I think that when all is said and done you will find that 3120 has followed all the rules. We have tried to do the right thing for the right reasons and 3104 cannot and will not provide you with anything but allegations.

Local 3120 and I would like to thank you for your precious time and consideration. Please vote to overturn the referee's decision. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Donohue.

DELEGATE JAMES DONOHUE (Local 3104): Good afternoon, brothers and sisters. I rise this afternoon to ask you to deny the appeal of Local 3120 and to uphold the Independent Referee's decision in the dispute between Local 3104 and 3120.

Ladies and gentlemen, as you have read in the Independent Referee's decision, Local 3120 had submitted charter changes in violation of Local 3104's charter and the Constitution of this great union.

Local 3104 was formed in 1948 and until 1970 represented all members of CWA in Broward County, Florida. Whatever company members of CWA worked for, they were represented by Local 3104.

In 1970, per referendum vote according to the Constitution of this great union, we allowed Local 3120 to become a local of their own. Those areas we ceded are spelled out clearly in the MLO5 filed by the newly formed Local 3120. Those areas were clearly defined by street, avenue, highways and county lines.

There were two other referendum votes taken after 1970 by Locals 3104 and 3120. The first was in 1989 when the company, BellSouth, according to the contract, put all of its service technicians on home dispatch. All of the service technicians in Local 3120 were transferred to Local 3106 and, brothers and sisters, I was one of them. Along with approximately 90 other technicians, we were transferred to Local 3104. At that time, I was the President of Local 3120.

A referendum vote was taken by Local 3104 to release three officers from membership in Local 3104 and a referendum vote was taken by Local 3120 to accept us back in 3120 to ensure an orderly transfer of power to the new officers of Local 3120.

Another referendum vote was taken in 1994 or 1995, when the treasurer of Local 3120 was sent to Local 3104. We again voted to relinquish the dues from their treasurer in order for Local 3120 to get a new treasurer trained so there would not be chaos in our sister local.

I tell you this, ladies and gentlemen, to advise you Locals 3104 and 3120 are well aware of what a referendum vote is and how it applies to the Constitution of this great union.

Local 3120 in 1997 and thereafter filed charter changes infringing on territory historically represented for 50 years by Local 3104, and claimed dues paying members of Local 3104 in these charter changes, without a referendum vote and in violation of the Constitution.

Local 3120 would have you believe that a charter change that is signed by a staff rep, who did not do his homework and did not research the history of Local 3104, supersedes the Constitution of this great union.

At the meeting with the Independent Referee, we proved to the referee that we had historically and for decades represented the areas in dispute. We provided to the referee a signed statement from members who reported to locations in the disputed area.

We presented grievances filed by those members in the disputed area. We also provided grievances signed off by the very staff rep who signed the charter changes of Local 3120. I guess the staff rep forgot he represented those areas in Local 3104, however, we did not forget.

We also presented pictures of a young lady standing outside of one of the yards in a driving rainstorm, and around her neck was a sign that read, "CWA On Strike Against Southern Bell."

Ladies and gentlemen, like our brothers and sisters in Verizon one year ago, striking a company for your union is the ultimate in representation. Yet Local 3120 would have you believe we did not represent the areas in dispute.

Local 3120 would also have you believe that they did not take dues paying members from Local 3104. However, we proved it to the referee with our Hi 66 reports. For those of you in the IUE and TNG, these monthly reports identify our members and their work location. We showed the referee that members who were paying dues for years to Local 3104 were taken from us by Local 3120.

Local 3120 would have you believe that they could take these members because a charter change was approved. As I stated previously, a charter change does not supersede the Constitution. These members were taken from 3104 without a referendum vote and in violation of our Constitution. Since that time, 200

more members have been put in the disputed area. Local 3104 stands to be greatly harmed if Local 3120's appeal is upheld.

In the disputed area, Local 3104 has represented four yards or work centers with technicians reporting to them. We also represented two central offices and one training center. Yet Local 3120 would have you believe the area in dispute was uninhabited land with a few cows on it.

Ladies and gentlemen, we cannot permit dues paying members of one local to be taken by another local in violation of a referendum vote.

If we allow this appeal, we will create havoc in our great union. Locals will be raiding other locals just to get their dues. CWA will be reduced from the great union that it is today to a bunch of money changers.

Ladies and gentlemen, again I ask you to uphold the referee's decision which was also upheld by the Executive Board of the national union, and deny the appeal of Local 3120.

Thank you. (Applause)

PRESIDENT BAHR: Microphone No, 1 Delegate Harton.

DELEGATE SHELLY M. HARTON (Local 2201): I move to call the question.

...The motion was duly seconded...

PRESIDENT BAHR: Motion has been made to close debate. It's not debatable. All in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

In front of the convention is a motion to overturn the umpire's decision to appeal No. 1. Let's make sure everybody knows. If you're in favor of the motion to overturn, you vote yes. If you're not in favor, you vote no.

All those in favor of the motion to overturn indicate by raising your hand. Down hands. Opposed by like sign. The motion is defeated.

The Chair recognizes the Committee.

CHAIR SCINALDI: Appeal No. 2 will be read by Janine Romano.

DELEGATE JANINE ROMANO (Local 9575): On Appeal No. 2, Appellate Mr. Josephson presented a letter to the committee withdrawing his appeal.

DELEGATE D.J. BRYANT (Local 13100):

APPEAL NO. 3

On December 10, 1999, charges were filed by Carrol Hostetler, member of CWA Local 4802, against Local President Patricia Hanna.

President Hanna is an employee of SBC/Ameritech. She has served as President for the last two years and Vice President for more than 10 years.

Ms. Hostetler alleged that President Hanna violated the CWA Constitution and Local Bylaws. The charges include acting as an in-charge manager that could lead to disciplinary action of other members; using company facilities to administer the Local while being paid by the company and claiming and receiving lost wages while not having lost any wages.

The charges were investigated by Prosecutor Ten Smith. Prosecutor Smith found no merit to the allegations. This decision was upheld by the membership in a meeting on July 18, 2000.

In accordance with the CWA Constitution, Ms. Hostetler appealed to Vice President Rechenbach on July 24, 2000 and was subsequently denied.

On October 4, 2000, Ms. Hostetler appealed the decision of the Executive Board to dismiss the charges against President Hanna. President Hanna appeared before this Committee regarding this matter.

The allegations made by Ms. Hostetler have been thoroughly reviewed by this Committee and no additional evidence has been presented to substantiate the charges. Therefore, it is the recommendation of this Committee that the decision of the Executive Board be upheld and the appeal of Ms. Hostetler be denied.

...The motion was duly seconded by the committee...

PRESIDENT BAHR: You heard the motion. There is no delegate at a mike. All those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. It's adopted.

CHAIR SCINALDI: Appeal No. 4 will be read by Ed Lowdenslager.

DELEGATE ED LOWDENSLAGER (Local 4773):

APPEAL NO. 4

On April 9, 2001, Gregory Tanner, member of Local 6316, appealed the decision of the Executive Board not to arbitrate his grievances. On February 25, 2000, the grievant Gregory Tanner, who had 15 years of service with Southwestern Bell, was terminated.

On October 23, 1999, Mr. Tanner was picked up by police and failed a breath analyzer test, while driving his personal vehicle on his own time. His driver's license was suspended. The company removed Mr. Tanner from his driving job on November 1, 1999, and he was given 90 days to find a non-driving job. At the conclusion of the 90-day period, he had not been able to qualify for a non-driving position and therefore was terminated.

Local 6316 filed two grievances on Mr. Tanner's behalf: one charging that the 90-day suspension was unwarranted, and one protesting that a non-driving position was not offered to the grievant.

Both grievances were appealed through the contractual process to the District Vice President. On October 11, 2000 Vice President Milburn denied the request to arbitrate. President Bahr and the Executive Board concurred with Vice President Milburn and denied the appeal.

We have carefully reviewed the file and the decisions by the Executive Board, President Bahr and Vice President Milburn. Based on the total record, including a previous record of failure to test, and a prior DWI, the Appeals Committee recommends that the appeal be denied and the

decision of the Executive Board be upheld.

PRESIDENT BAHR: You heard the motion.

...The motion was duly seconded...

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

DELEGATE JEFFREY LEWIS (Local 2003): I have never personally met Mr. Tanner nor, to the best of my knowledge, spoken personally with any member of Local 6116.

The reason I'm speaking for this appeal is because I'm disturbed at the thought that a member with 15 years service who made a mistake in his personal life and is halfway towards retirement would not have us standing behind him every step of the way and fighting for him as long as we could. I understand that some arbitration cases are not always cost-effective, but this union has not and will not ever be based upon the concept of we are a savings and loan.

So I am standing up to ask my fellow delegates and rise with me in support of this appeal and allow our fellow union brother to have his day in court whether he wins or loses. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 5, Delegate Honse.

DELEGATE RONALD D. HONSE (Local 4319): Do we know how long Mr. Tanner's license was suspended for?

PRESIDENT BAHR: Appeals Committee.

CHAIR SCINALDI: No.

DELEGATE HONSE: Was he fired for not being able to do a non-driving job based solely on not being able to do a non-driving job, or driving job I should say?

CHAIR SCINALDI: He had tested for a CST position and did not pass that test. That is the answer to your question. The reasoning behind it was because it was the third time, though. That is why we upheld the Executive Board.

PRESIDENT BAHR: There is no one else at a microphone. Before you is Appeal No. 4. On Mike No. 5, Delegate Streby.

DELEGATE GREGORY M. STREBY (Local 4009): It says here that a grievance was filed protesting that a non-driving position was not offered to the grievant. Was the non-driving job offered to the grievant?

CHAIR SCINALDI: Yes. There was something worked out where a non-driving, I believe, CST job was offered to the grievant, but at the pay of a CST, which was much lower than the wages he made as an air conditioning technician and he refused that position unless they paid his air conditioning technician wages.

PRESIDENT BAHR: At Microphone 5, Delegate Woods.

DELEGATE TEREZ E. WOODS (Local 4309): Was the grievant allowed any sort of remedy for the situation he had gotten himself into? For example, many of our contracts offer EA or EAR as a remedy for a problem with driving and normally an employee who is utilizing that process is allowed to go through that process.

PRESIDENT BAHR: Would you just ask your question and I will get you the answer.

DELEGATE WOODS: I asked the question in the beginning, President Bahr. Was he afforded that opportunity?

PRESIDENT BAHR: We are going to get you the answer now.

DELEGATE WOODS: Thank you.

CHAIR SCINALDI: He did. There were minutes in the record that the grievant himself wrote where he had contacted the EAR and the EAR person had recommended some programs that he could get into, but the record does not show that he entered any program.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE WOODS: Does that mean that he did not or you just don't know?

CHAIR SCINALDI: The record indicated that they were recommended to him. The record did not say whether he entered any program.

DELEGATE WOODS: Thank you.

PRESIDENT BAHR: On Microphone 5, Delegate Hongo.

DELEGATE PAUL HONGO, JR. (Local 1298): President Bahr, I just have a question. I need a little help in clarification on this. This seems to be very disturbing because, at least in our local, we are seeing this more and more as a trend that the employee is terminated for things that occur off the job. I just need to know for my own peace of mind, are the arbitrators ruling against the union with regard to these type of matters?

PRESIDENT BAHR: As I understand this particular case, it happened off the job and that impacted his inability to work and then refusing to take a downgrade to a non-driving job caused the discharge, not that this happened off the job. It was the repercussion thereafter.

You are entitled to a second question, Paul.

DELEGATE HONGO: So in this particular situation, he was offered through the grievance procedure another opportunity for a non-driving job. Is that true?

PRESIDENT BAHR: I think that is what the committee said when it responded to a previous question. Is that correct, Committee?

CHAIR SCINALDI: That is correct. I don't know if it was during the grievance procedure. At some point in time he was offered a non-driving job and refused it.

DELEGATE HONGO: Thank you.

PRESIDENT BAHR: On Mike 3, Delegate Woods.

DELEGATE WOODS: President Bahr, Executive Board, Sister and Brother Delegates, Friends and Guests: I also rise to advocate that our former member and the grievant be given his day in court.

PRESIDENT BAHR: You are at the wrong microphone.

DELEGATE WOODS: Okay.

PRESIDENT BAHR: Microphone 5.

DELEGATE ANTHONY ELLEBRACHT (Local 6310): Was this his first offense?

CHAIR SCINALDI: No. He had two previous offenses. One for refusal to take the test and one for DWI.

DELEGATE ELLEBRACHT: Thank you.

PRESIDENT BAHR: You are entitled to a second question. Sister Woods, Microphone 4.

DELEGATE WOODS: Now I am on the correct microphone.

PRESIDENT BAHR: Right.

DELEGATE WOODS: Thank you. I simply believe this member should have a day in court. I believe that the union is supposed to be where people come to be given another chance. I think

that if in something as provocative as this case where we are talking about a suspension, but we don't know the duration of the

suspension, the suspension potentially could have been for 120 days.

With one more month of leniency, this person could potentially have returned to his old job. We don't have that information. We don't know what steps the person was taking to potentially correct the problem because we don't have that information.

Without having all the information, I think it is a sad state of affairs that we would deny this person the opportunity to be heard to the highest level because this is what we are here to do, to advocate for our members, even if it does cause it to be one more arbitration case. Thank you. (Applause)

PRESIDENT BAHR: Microphone 5, Delegate Farris.

DELEGATE JAMES E. FARRIS (Local 2105): I have a question. If he had taken the lower paying job after the 90 days, would he be offered his old job back?

PRESIDENT BAHR: Committee.

CHAIR SCINALDI: We don't know.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE FARRIS: No other questions.

PRESIDENT BAHR: Microphone 5, Delegate Joyce.

DELEGATE JAMES C. JOYCE (Local 51016): I would like to ask the committee if they have available a copy of the termination letter of this employee and if they do, can they read to us the cause provision in the letter. Can you tell us "You are terminated for" and fill in the blank?

PRESIDENT BAHR: Bear with the committee.

CHAIR SCINALDI: What the record indicates is that he was given 90 days to find a non-driving job. If he could not do that within 90 days, he would be terminated. There is no termination letter in the record.

PRESIDENT BAHR: I need to call to the convention's attention, based on the speaker Sister Woods, that if the committee is overturned, we can arbitrate the suspension, but the local union or the grievant did not submit a grievance for the discharge. So the only thing we have at this level is the question of, in effect, 90 days pay if we won and the guy is still without a job because during that 90-day period he never qualified for another job and so he was terminated on that basis, and no grievance was filed even in step one. That is the issue before us.

Do you have another question, Jim? No?

Mike 1, Delegate Gardler.

DELEGATE JAMES GARDLER (Local 13000): I call for the question.

...The motion was duly seconded...

PRESIDENT BAHR: The motion has been made to close debate. It is not debatable. All those in favor indicate by raising their hands. Down hands. Those opposed by like sign. The debate is closed.

Before us is Appeal No. 4. All those in favor of the committee's recommendation indicate by raising your hand. Down hands. Those opposed by like sign.

We will do it again. We will do it again.

All those in favor of the committee's recommendation indicate by raising your hands. Down

hands. Those opposed by like sign.

The Committee is sustained. The Committee Chair.

CHAIR SCINALDI: Appeal No. 5 will be read by Dale Greene.

DELEGATE DALE GREENE (Local 3803):

APPEAL NO. 5

On June 15, 2001, James O. Hollis, member of CWA Local 4250, filed an appeal of the Executive Board decision not to arbitrate his termination from AT&T. On May 2, 2001, President Bahr upheld Vice President Rechenbach's decision not to arbitrate his termination grievance.

Mr. Hollis was a Building Attendant for AT&T and has 20 years of service with the company. He was terminated on August 20, 1999, for alleged misconduct: that he threatened his supervisor.

The Member was on final warning for several previous incidents of this nature. Staff Representative Linda Hinton appeared before this Committee to provide information to support the Board's decision.

It is therefore the recommendation of this Committee to uphold the Executive Board's decision to deny the arbitration request of James Hollis.

PRESIDENT BAHR: There is no one at a microphone. All those in favor of the committee report indicate by raising your hands. Down hands. Those opposed by like sign. It is adopted.

You know, we can kid with this. If you are going to do that kind of threatening, there shouldn't be any witnesses. (Applause)

CHAIR SCINALDI: Janine Romano will read Appeal No. 6.

DELEGATE ROMANO:

APPEAL NO. 6

Iven D. Todd, President of Local 3263, has appealed President Bahr's decision upholding Vice President Smith's decision not to arbitrate the termination grievance of Danny Turner.

The grievant was employed by Lucent Technologies since 1985 as a pipefitter and also served as the Local's Vice President for Trades. Mr. Turner was terminated when a review of records revealed that he was claiming overtime pay for periods when he was not in the plant.

The appeal states that the company failed to apply normal progressive discipline guidelines regarding an attendance problem when it decided to terminate the grievant. An arbitrator would not consider this case to be about an attendance problem. The argument fails to rebut President Bahr's conclusion that "Arbitrators say that such terminations are for the theft of time, and consistently hold that termination is proper even for the first offense."

After careful review of the file, it is the recommendation of this Committee that the decision of the Executive Board be upheld and the appeal denied.

PRESIDENT BAHR: Nobody cares to speak on this?

All those in favor of the committee's recommendation on Appeal No. 6 indicate by raising your hand. Down hands. Those opposed by like sign. It is adopted.

The Chair recognizes the Committee

CHAIR SCINALDI: Appeal No. 7 will be read by D.J. Bryant.

DELEGATE BRYANT:

APPEAL NO. 7

On June 26, 2001, Kenneth Bishop, President of Local 1058, appealed the decision of Independent Referee Kenneth Young regarding a jurisdictional dispute between CWA Local 1060 and CWA Local 1058 to the CWA Convention.

Article XIII, Section 4(A)2 provides that "The decision of the referee may be appealed to the CWA Convention within 30 days of receipt of the referee's decision. Such appeals shall be presented to the Convention by the Convention Appeals Committee. The only responsibility of the Appeals Committee shall be to convey the decision and opinion to the Convention without making any recommendation."

Independent Referee Kenneth Young's decision is now before you.

PRESIDENT BAHR: On Microphone 3, Delegate Bishop.

DELEGATE KENNETH BISHOP (Local 1058): I move that the opinion of Referee Kenneth Young in the dispute between 1958 and 1060 be overturned.

PRESIDENT BAHR: You heard the motion.

...The motion was duly seconded...

PRESIDENT BAHR: You may speak on your motion, Ken.

DELEGATE BISHOP: The reason we are here today is because I received a letter from the area director of Avaya on March 31, a copy that was sent to Lucent Technology moving 29 members from 1058 to 1062. There was no prior notice, no discussion, nothing. Those members have been part of 1058 from its creation in 1988 when our charter was created. I will go back over a very quick history.

Local 1058 was created out of a separation from Local 1150. For two years, 1058 was an organizing local. The charter was given to us by the national union. "If you can organize over 50 percent of the unrepresented members in New Jersey, we will issue a charter."

At the 1988 convention that was done. And on August 1, 1988, a charter was issued to 1058. That charter gave us, as Local 1058, the jurisdiction, the administrative/clerical support unit of AT&T corporate functions. This includes mail hubs.

Nothing was in dispute for thirteen years in New Jersey until the separation of Lucent Technologies. The corporate support functions that were represented by 1058 AT&T were cloned and created in Lucent Technologies. That included the mail hubs. The mail hub was located in Union, New Jersey. It was

represented by 1058. It was not in dispute.

We then became TEBP in 1997, and we had five chauffeurs from the labs that worked there. I was told that there were agreements because if they would be surplus, they moved them over there and that was fine.

We have filed grievances over the years saying when vacancies occurred in the mail hub, they need to go into the transfer system forbidding the people who are under the Lucent operations contract. There wasn't really a problem until about a year ago when Lucent moved out that operation in 700 Mountain Avenue.

The real crux of the problem comes at 700 Mountain Avenue. Murray Hill is the Lucent technology headquarters. Yes, there is a Bell Labs facility there, but there are other business entities of Lucent Technologies there.

We represented the mail hub. We still believe we represent the mail hub. What has happened, in the last year it has slowly migrated. People from the Bell Labs contract with their titles into that mail hub.

The problem comes in when you have somebody in the Bell Labs title working in an operations unit making \$125 a week more than the people that we represent. It's a migration of contracts and bargaining units.

When we reported to Kenneth Young, we tried to explain to him that there is a Bell Labs contract. It is separate from the Lucent operations contract. Lucent's operations contract included administrative clerical support people.

I will go to the opinion because if you read Mr. Young's opinion, he says it's both arguments from both locals. In his conclusion I believe he is flawed. He refers to these as transferred in. These people did not transfer in. They moved with their work. They continued to function as mail hub.

That mail hub supports Lucent's operations from Newark, New Jersey, to Allentown and Redding, Pennsylvania, and from Parsippany down to Home Bell. They represent Network Systems. They support the Customer Care Center in Parsippany which is an IBEW location. They represent what was BCS. They represent Corporate Finance and H.R. in Morristown. They support all of it. It's not a Bell Labs operation.

I will tell you this, if that was a Bell Labs operation, I wouldn't be here today fighting for those people. They are a corporate support group. They fall within the jurisdiction of our charter. Our charter, under the wisdom of our President and the Executive Board in 1988, gave us jurisdiction. And those functions by county — not by location, by county. Lucent as well as AT&T have the capability under the contract to move and function from one location to the other. That is where our jurisdiction comes in. Mr. Young's award finds the proper allocation of transferring...

...Time was called and the microphone was turned off...

PRESIDENT BAHR: Microphone No. 4, Delegate Costigan.

DELEGATE JAMES J. COSTIGAN (Local 1060): Brothers and sisters, good afternoon. I rise before you today to ask you to reject this appeal. The issue appears clear before you.

Local 1060 has represented most of these people for the last three years. In the spring of 1997 District 1 sponsored a jurisdiction meeting to resolve several issues within the area. This followed a 1996 unit clarification decision pursued by our Local 1060.

All of the facts dictate that these disputed members belong with Local 1060. Through District 1 and President Bahr's office and the independent referee Kenneth Young's decision, Local 1060 has repeatedly been awarded these members.

Local 1060 offered to have a unit election to decide the issue and was denied by Local 1058. We have been representing these people as best we can for the last couple of years without getting clear representation to them because we handle the same management, we deal with the same supervisors, we deal with the same management structure.

I ask you to deny this appeal and continue our union's tradition in this matter. Thank you.

PRESIDENT BAHR: Microphone No. 3, Delegate Murphy who says he is speaking for Delegate Gonzalez.

DELEGATE CHARLIE MURPHY (Local 1058): Yes, I am, Morty. Thank you, President Bahr. My name is Charlie Murphy and I am the former President of CWA Local 1058 in Bridgewater, New Jersey. Good afternoon, President Bahr, Secretary-Treasurer Easterling, Executive Board members, delegates and guests.

Brothers and sisters, two years ago I stood before this convention of our great union and asked for justice for two of our members, and you gave Local 1058's members justice. Now, I come before you to ask for justice for Local 1058.

I ask for justice for Local 1058 and ask this convention to set aside Referee Alan Young's

decision to grant jurisdiction to Local 1060 of our members who have been represented by Local 1058 for many years.

I ask for justice because at no time did this dispute involve any AT&T or Lucent Labs employees. This dispute involves members who have and are still performing a corporate department function for Lucent headquarters. In 1988, when the National Executive Board created and issued Local 1058 its charter, it represented the administrative clerical members at AT&T. Lucent Technologies is the result of AT&T's divestiture and the corporate departments which Local 1058 represents were cloned to Lucent and Local 1058's members followed into the new company. Local 1060 has laid claim to these workers because Local 1060 believes that these workers are now performing Lucent Labs or Bell Laboratories work.

Local 1058 has never challenged Local 1060's jurisdiction over work performed by Lucent Labs, although Local 1060 would have you believe that a 1996 arbitration decision gives the Local jurisdiction of transferred in work. Local 1058 has never challenged that arbitration decision. These members in question were not transferred into Local 1060. These Local 1058 members followed their work to a new company and fully expected that Local 1058 would continue to represent them. Since the 1996 decision, the jurisdiction of the two locals has never been an issue.

In 1987 when the National Executive Board split Local 1150 and created Local 1058, we have co-existed with Local 1150 in many locations and continue to do so. Local 1058's charter grants it jurisdiction over all work performed in the State of New Jersey for administrative/clerical workers at AT&T, and now Avaya.

Local 1058's charter has been amended several times since its creation, but never — I repeat, brothers and sisters, never — disturbing the original language.

Local 1058 has always and will continue to represent the corporate department as granted to it by its charter. The District 1 Area Director has taken it upon herself to arbitrarily and capriciously transfer these hard-working members from Local 1058 to Local 1060, without even consulting Local 1058 or notifying the Local that the transfer had been made. Without even consulting Local 1058, the transfers were made, nor notifying the local that a transfer had been made.

Brothers and sisters, to my knowledge, nowhere in the CWA Constitution does it grant a district the authority to transfer members from one local to another, let alone across contracts. (Applause)

Brothers and sisters, this decision must be set aside, and the injustice must be corrected with the jurisdiction granted to Local 1058 and its members returned.

In closing, I ask you to please support our appeal and do not let this injustice harm our members any further than it already has. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Summerell.

DELEGATE GREG SUMMERELL (Local 9510): President Bahr, my question is: The members that left 1058 in the operations contract in that mail room, their title, did it exist over at the Bell Labs?

PRESIDENT BAHR: I don't know. I am not able to answer any question on this, because under the process we are left out. When the process says there is a dispute, the two locals, with the assistance of the staff, try to mediate it. If there is no agreement, it goes right to the umpire. So all I know about this dispute was in the umpire's decision. I am sorry, I cannot respond to that.

DELEGATE SUMMERELL: Through the Chair, can I ask, I guess Ken, if that title existed in the other contract?

PRESIDENT BAHR: I will give you that privilege if Ken Bishop could respond to it.

DELEGATE SUMMERELL: Did you hear my question, Ken?

PRESIDENT BAHR: Would you open Microphone 3 please.

DELEGATE BISHOP: I'm sorry, Greg, I did not hear it. Would you repeat it?

DELEGATE SUMMERELL: I was asking, the title that left 1058 from the mail room over to the Bell Labs building, did they represent that title?

DELEGATE BISHOP: Bell Labs did not represent the drivers title.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE SUMMERELL: No, thank you.

PRESIDENT BAHR: Microphone No. 4, Delegate Burkhardt.

DELEGATE COSTIGAN: Excuse me, I just wanted to respond to that question. We do represent-

PRESIDENT BAHR: I opened the door. I guess you can go ahead.

DELEGATE COSTIGAN: We do represent, and have represented people in both contracts since 1996.

PRESIDENT BAHR: Okay. On Microphone No. 4, Delegate Burkhardt.

DELEGATE ROBERT W. BURKHARDT (Local 1060): Brothers and sisters, we represent both contracts and we represent all these people, and I think from 1058 they came on site just because of this appeal, and the union members did not know who Ken Bishop was. They have not seen a shop steward since 1999. They did not know where the union hall was. We represented him the best we could, and we feel that we need to represent him the best we can, and go with what you have.

PRESIDENT BAHR: Thank you. On Microphone No. 1, Delegate Stewart.

DELEGATE TERRY STEWART (Local 6012): I would like to call for the question.

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

In front of us is Appeal No. 7. If you are in favor of the appeal, you vote yes. If you are opposed, you vote no.

All those in favor of the appeal, indicate by raising your hand. Down hands. Opposed by like sign. You are not all voting. I can't tell, so let me ask you again and hold your hands up, okay, because it only looked like half this auditorium voted.

All those in favor of the appeal, raise your hands. Down hands. Opposed by like sign.

It's very close. I am going to need help. Can I get the two platform observers? We are going to get two of the platform observers who are delegates to the convention, and we will have three pairs of eyes look at this. So why doesn't everybody sit down. It will make it a little easier.

Again, while people are taking their seats, if you are in favor of overturning the umpire's decision, you would vote yes. If you want to sustain the umpire's decision, you would vote no.

All right. All those in favor of overturning the umpire's decision, indicate by raising your hands. Okay, take a good look.

All right, down hands. All those in favor of sustaining the umpire's decision, raise your hands. (Laughter)

Three pairs of eyes are united, and the appeal is denied.

Cries of "No" and applause...

PRESIDENT BAHR: Please join me in thanking the committee for its hard work. (Applause)
The committee is dismissed.

The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER EASTERLING: Before I begin to discuss the COPE awards and to make the presentations, let me advise you that on the second collection for the Houston flood victims, \$2,732.32 was raised. Thank you very much. (Applause)

With the present political environment in Washington, the importance of CWA-COPE has never been greater than it is today.

As we have heard throughout this convention, the current White House tenant and his allies in the Congress are no friends of workers and their unions. Left to their own devices, the Bush crowd and their boardroom friends would turn the clock back and strip away, one by one, the hard-won rights that we as trade unionists have won over the past 70 years. Everything we have worked so hard to attain can be taken away with the stroke of a pen.

CWA-COPE gives us the power to fight back, and more than that, it gives us the power to take the offensive. Without a strong CWA-COPE, our voice and our ability to make a difference is greatly diminished. The other side, those who long for a world without unions, is working harder than ever in building campaign war chests to take direct aim at all of us and our rights as trade unionists.

So, as we present this year's CWA-COPE Awards and recognize our accomplishments over the past year, I want to ask each of you to take another look at your COPE contribution and seriously consider taking it to a higher level. And when you get back home, talk to the members of your local about CWA-COPE and the COPE Checkoff.

CWA-COPE is all about our future and our continued ability to make a difference in Washington and in the lives of workers and their families. In that spirit of making a difference, today we want to honor all of the locals that achieved 100 or more of their CWA-COPE quota in 2000. Here is the list. Let's give them a much deserved round of applause. (Applause)

I am proud to report that in 2000, for the CWA-COPE program, you raised \$1,797,676.79; \$109,844.72 more than in 1999. (Applause)

We must remember that the best way to raise CWA-COPE dollars is to use the tools and the training that you have gotten through our organizing and our mobilization programs. We have the materials necessary to enable you to talk to the co-workers about CWA-COPE and be able to convince them that this program is vital to the well-being of themselves and their families.

And a central part of our CWA-COPE fund-raising 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.

During the 2000 calendar year, a record number 54 retiree clubs met their COPE quota of \$1.00 per member per year, and at this time, I request that a list of these clubs be placed in the convention record.

SIXTY-THIRD ANNUAL CONVENTION - CWA
MINNEAPOLIS, MINNESOTA - JULY 2001
100 PERCENT CWA-COPE RETIREE CLUBS

LOCAL	CLUB NAME	PRESIDENT
--------------	------------------	------------------

1031	Retired Members' Club	Ron Palazzo
1040	Retired Members' Club	Pasquale DePalma
1104	1104 Retiree Club	Leo Dick
1106	1106 Retired Members' Club	Edward Creegan
1122	Western New York Council Retirees Club	Thomas McMullen
1123	Syracuse Area Retired Members' Club	Arthur Hess
1126	Retired Members' Club	Thomas Appler
1150	Retired Members' Club	Marie Jordan-Givens
1301	Retired Members' Club	Charles Daly
1365	Retired Members' Club	Audrey Buchanan-Swan
2101	Retired Members' Club	Michael Vivirito
2105	Retired Members' Club	Vernon Trumpower
2107	Retired Members' Club	Thomas Golden
2201	Retired Members' Club	Patricia Kirby
2202	Retired Members' Club	Sarah Wheatley
3060	CWA Retired Members' Council	Bobby Sparks
3106	Retired Members' Club	Barbara Bryan
3109	Retired Members' Club	John W. Haber
3204	Atlanta Metro Retired Members' Club	James H. Starr, Sr.
3205	Retired Members' Club	Charles Adamson
3220	Retired Members' Club	F.P. Neidlinger
3263	NE Atlanta Retired Members' Club	Thomas Marks
3603	CWA Local 3603 Retired Members' Club	Irene Hargett
3802	CWA Retired Members' Club	Elaine W. Huff
3902	Retired Members' Club	Jean Bennett
4302	Retired Members' Club	Edith Brunnett
4322	Retired Members' Club of Dayton	Annie Flack

4603	Retired Members' Club	Julian Modjeski
4640	Retired Members' Club	Joan Jensen
4690	Retired Members' Club	Roger Cotts
4900	CWA-Retired Member's Club	Art Koebel
6118	Retired Members' Club	Herman Tidwell
6132	Retired Members' Club	T.O. Parsons
6143	Retired Members' Club of San Antonio	Paul Bissing
6201	Retired Members' Club – Ft. Worth	Bobby Brown
6222	Retired Members' Club	Lura Lynn
6290	Retired Members' Club	J.M. McKinley
6301	Springfield Retired Members' Club	Louise Grisson
6320	Greater St. Louis Retiree Club	Bud Brinkman
7011	CWA Retired Members' Council	Lorraine Miller
7200	Retired Members' Club	Anne Cummings
7505	Retired Members' Club	Pat Flyer
7777	Retired Members' Club	Dorothy Cosgrove
9400	Retired Members' Club	Richard Bepler
9410	Retired Members' Club – San Francisco	Becky Hogue
9423	Retired Members' Club	Lorraine Wetle
13000	CWA Retired Members' Council	Jack Caldwell
13031	CWA Retired Members' Club	Anthony Conte

13057	Retired Members' Club	Thomas Kirker
13059	Retired Members' Club	Diane Kondratenko
13500	Retired Members' Club	Pat Kasunic
14170	Retired Members' Club	Mel Manheimer
38010	Newspaper Guild Retired Members' Club	Janet Jasper

I want to congratulate all the locals and staff who participated in our COPE fund-raising efforts in 2000. Without your support and hard work, we would not have had as successful a CWA-COPE program as we did this year.

Within the prestigious CWA-COPE Quorum program, we have 2,823 COPE Quorum members, 1,454 Platinum Quorum members, and the Triple Quorum has 953 members, a substantial increase in all clubs. I urge all of you who are not members to join one of these quorums today.

The list of locals that achieved 100 percent of their quota in 2000 was distributed this morning, and will be incorporated in the proceedings. Let the record show that Local 9407 is to be included among the 100 percent locals. (Applause)

Congratulations again to the officers and members of the 100 percent locals for an outstanding performance. (Applause)

Now before I announce the winners of this year's Convention Awards, I want to ask that all the winners gather for a photo session just off the stage to my left when the 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 6320 which contributed \$55,112.28. Michael Neumann is the president. Please come forward. (Presentation - applause)

The next award goes to the local that contributed the highest percentage of its CWA-COPE quota in 2000, and we are delighted to present this award to Local 1301, which raised 8,319.7 percent of its quota. The president of Local 1301 is George Alcott. Accepting is Cohn Pomroy. (Presentation - applause)

The next award is the District Sweepstakes Award which is present to the district that raised the highest percentage of its quota by the end of calendar year 2000.

The winner of 2000's Sweepstakes Award is District 6. (Cheers and applause) District 6 raised P 285.7 percent of its quota in 2000. Congratulations to Vice President Andy Milburn, the District 6 staff and locals. (Cheers and applause)

The next award is presented to the local that achieved the highest percentage of membership participation in the CWA-COPE FCC check-off program in 2000.

This special Local Checkoff Achievement Award is presented at this convention to Local 13591 which achieved 100 percent of membership participation in the checkoff program. Joseph Novak is the president. (Presentation - applause)

The next award goes to the local that had the largest number of members signed up on CWA-COPE FCC checkoff in 2000.

We are happy to present this award to Local 6320 which had 2,745 members signed up on checkoff last year. Congratulations to Michael Neumann and the officers and members of Local 6320. (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 met its quota with the highest percentage of voluntary dollars in 2000.

It is a pleasure to present this President's Award to Local 1301, which raised 8,319.7 percent of its 2000 quota. Again, George Alcott is the president. Accepting will be Cohn Pomroy. (Presentation - applause)

The next Distinguished President's Award is presented to the local that met its quota with the most voluntary dollars in 2000. This President's Award goes to Local 6320, which raised \$55,112.28 all voluntary dollars. Michael Neumann is the president. (Presentation - applause)

We will now present two CWA-COPE Quorum Achievement Awards for 2000. The first award goes to the local that had the most members in the CWA-COPE Quorum in 2000.

It is a pleasure to present this award to Local 3212 with 174 members. The president is L. N. Wofford. (Presentation - applause)

The second Quorum Award is presented to the district that had the most members in the CWA-COPE Quorum in 2000. We are proud to present this award to District 3 with 1,085 members. Jimmy Smith is the Vice President. (Presentation - applause)

We will now present two Special District Annual Achievement Awards. The first of these awards is presented to the district that achieved the highest percentage of membership participation in the CWA-COPE FCC checkoff program in 2000.

We are delighted to present this award, once again, to District 6, which had 17.20 percent of its membership on checkoff at the end of calendar year 2000. Andy Milburn... (Presentation - applause)

The second Annual Achievement Award goes to the district that raised the most CWA-COPE dollars in the year. We are proud to present that award to District 6. (Cheers and applause) They raised a grand total of \$445,616.74. (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 in 2000. We are pleased to present this award to Local 6222 which had 91 members. Claude Cummings is the president. (Presentation - applause)

The second Platinum Quorum award is presented to the district that had the most PQ members in 2000. We are proud to present this Platinum Quorum award to District 6 (cheers and applause), which had 387 members. (Presentation - applause)

It gives me a great deal of pleasure to now present the Special State Awards. Now, these awards go to the states in which all the locals are 100 percent in CWA-COPE. They are:

Arizona, Larry Larson is the Staff. Accepting is Gail Metcalf. (Applause)

Delaware, Terry Tipping. (Applause)

South Carolina, Noah Savant. (Applause)

South Dakota, Kay Pence. Mitch Slater is accepting. (Applause)

Missouri, A.J. Villegas. (Applause)

Montana, Al Piker. (Applause)

Oklahoma, Rita Voorheis. (Applause)

Virginia, Jack Dotson. (Applause)

And West Virginia, Steve Moss. (Applause)

Awards were presented and photographs were taken on stage...

SECRETARY-TREASURER EASTERLING: We will now present our two Triple Quorum awards. The first award goes to the Local that had the most Triple Quorum members in 2000. With 38 members in the Triple Quorum for 2000, I am pleased to present the award to Local 1301 (applause and cheers), President George Alcott. Accepting will be Cohn Pomroy. (Presentation - applause)

In case there are any guests in the hall, they should know that that means the local had 38 members that each gave \$360 for the year individually. (Applause)

The second Triple Quorum award is presented to the District that had the most Triple Quorum members in 2000. We are pleased to present this award to District 6, which had 256 members. (Applause and cheers) Congratulations to the staff from District 6. (Presentation - applause)

And now for a recap of the Districts' CWA-COPE performance in 2000. District 6 raised 287.20 percent of its quota, while District 3 came in second with 232.40 percent of its quota. Those of us who have been around a long time know that things swing back and forth. So District 3, we expect to hear from you next year. (Laughter)

District 2 came in third with 189.20 percent of its goal. (Applause)

Fourth, District 7 with 172.20 percent. (Applause)

District 4 came in fifth with 144.80 percent of its goal. (Applause and cheers)

Followed by District 13 with 139.90 percent of your goal. (Applause)

District 1 came in seventh with 120.30 percent of its goal. (Applause)

And District 9 finished last with 112.70 percent of its goal.

It is important to note that the districts that increased their percentage of quota over the '99 record are: Districts 2, 4, 6, 7 and 9. (Applause)

Finally, I would like to congratulate the 400 Plus and 500 Plus Club members and a few 1000 Plus Club members for their generous support to CWA-COPE. I am happy to report that we have 85400-Plus Club members, and in the 500-Plus Club there are 78 members, which is an increase over the 1999 membership. These are individuals who contribute \$400 plus or \$500 plus.

In recognition of their outstanding commitment to CWA-COPE, each individual who has contributed to these clubs and have not previously received a club pin will receive a pin in the mail. That pin simply has "400 Plus" on it or "500 Plus" on it. When you see someone with that pin on, be sure to tell them how proud we are of them.

Thank you very much. (Applause)

PRESIDENT BAHR: Thank you, Barbara. I would like to clarify one thing, because a couple of questions were raised. The resolution that was adopted established September as the COPE checkoff month. It does not change the quota. For example, you can be confused by the book that was referred to that you all received. The resolution that went to you was incomplete insofar as changing the quota. So what we are talking about now is, in September there is a drive to get more and more people, more and more members on COPE deductions. Hopefully, we will try to get everybody to voluntarily give a dollar a week.

At next year's convention, we will have a more comprehensive, more far-reaching proposal for you when we have a better idea of what happens with campaign finance reform and so on.

The point is, in the meantime, the rules that apply for the quotas are still in effect.

It is now time for the Memorial service.

Assembled here in Minneapolis, Minnesota, for the 63rd 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 fourteen members of the CWA family who have passed from us.

VICE PRESIDENT FIRE: JAMES ALTIER - Jim Altier, in 1959, went to work for Packard Electric and became a member of IUE Local 717 in Warren, Ohio. During the 1960s he served on his local's district committee and building committee and became a full-time assistant to the chairman of its shop committee.

As Jim grew with his local, he became increasingly aware of the importance of union benefits for both IUE members and their families. In 1967, Jim became Local 717's first full-time benefits representative. He set the bar high for service to IUE-GM, and now Delphi, Valeo and DMAX members. Jim joined the IUE staff in 1990 as pension and benefits specialist and unemployment benefits representative for the Delphi/GM Conference Board.

The conference board now represents about 20,000 IUE-CWA Division members in several locals and bargains jointly with other AFL-CIO unions. All of the conference board locals benefited from Jim's expertise, humor, compassion and dedication. He participated in every round of IUE's negotiations with General Motors and Delphi Automotive Systems in the last 20 years.

Jim died in January, at age 63, following a heart attack. He was a good friend to all and we will miss him.

VICE PRESIDENT SMITH: LAVIE BOLICK - Lavie Bohick, born and raised in North Carolina, started his career at Southern Bell Telephone in 1938, working as a lineman, cable splicer, installer and switchman. During World War II he turned these valuable skills to the defense of his country, serving in both the U.S. Navy and the Marine Corps. Attached to the Fourth Marine Division as a communications worker, he was wounded three times, received a Purple Heart, and was present for the raising of the flag on Iwo Jima. He left the military holding the ranks of both chief petty officer in the Navy and master sergeant in the Marines.

But Lavie was not through fighting for American ideals like fair wages and workers' right to representation. Lavie served his local union as a steward and as president before joining the CWA staff in 1949 as state director for North Carolina. Displaying a talent for organizing, he played a key role in building CWA. In 1967, he was promoted to assistant to the District 3 vice president,

responsible for overseeing the negotiation of all contracts in his region. He retired in 1978 and dedicated much of his time to his Lilburn, Georgia church, Pilgrimage Presbyterian, taking care of grounds and maintenance.

Lavie died last month at the age of 80 from complications due to treatment for kidney disease. We will always be grateful for his years of service.

VICE PRESIDENT THOMPSON: DANIEL M. BOONE - Daniel Boone had the distinction of serving as administrative assistant to three CWA vice presidents. Born and raised in South Dakota, he went to work as a line technician for Northwestern Bell in his home state in 1947. He was active in CWA Local 7505 throughout his 25 years with the phone company, serving as a steward, board member and president. In 1973, Dan was hired as a CWA representative in District 7, working in the Omaha, Nebraska office.

In 1980, he chaired the bargaining committee for Local 7470's complex negotiations with Lincoln Telephone and Telegraph. His work so impressed the 42 members of the local's policy committee that they gave him a standing ovation. Dan was named an administrative assistant to the vice president in District 7 in 1981, working for Jim Gordon and later J. Duane Haywood.

When CWA restructured in 1987, he moved to Englewood, Colorado, to serve in the same position under Vice President Walter Maulis in what was then District 8. He retired in 1988 and died this past March after suffering a heart attack at age 72.

An outdoorsman who raised buffalo on his ranch in Aladdin, Wyoming, Dan had a reputation as a great storyteller who didn't mind ribbing about his famous name. He will be remembered for his winning personality that was so effective on behalf of CWA members.

VICE PRESIDENT CATUCCI: JAMES DINKINS - Jim Dinkins dedicated 23 years of his life to building CWA and bettering the lives of its members. Raised in Yadkinville, North Carolina, he went to work for Western Electric in nearby Winston-Salem in the late 1940s. During his 19 years there, he served as a union officer and later president of CWA Local 3060. He became a CWA staff

representative in 1967.

Jim worked as an organizer in his early years, coordinating campaigns at Western Electric plants in Shreveport, Louisiana, and Mesquite, Texas, as well as a lengthy campaign in Towson, Maryland. Ultimately, he worked out of District 2's Richmond, Virginia, office.

Jim understood well the manufacturing setting, and it made him a strong organizer. His victories included organizing the Viasystems circuit board plant in Richmond which employed 1,800 workers. As a negotiator, Jim understood what kind of power and leverage he had and what he needed to do to be successful. But for several of his later years with CWA, Jim also battled heart disease, which finally claimed him on May 28 of this year.

In a letter typical of Jim's modesty, he wrote prior to his retirement in 1990, "It's been a great career — one that I wish I had the privilege to live again."

IUE-CWA DISTRICT 3 PRESIDENT SAL INGRASSIA: AMERICO FIORE - Americo Fiore, brought up as a laborer's son, was inspired to a lifetime of union service, first as an officer of his IUE local, then as an IUE international representative. He was 19 when he went to work as a maintenance machinist at the Westinghouse Lamp Division in Bloomfield, New Jersey. His concern for his fellow workers' rights led him to become a steward in IUE Local 401 and then chief steward and vice president of the plant's night shift. In 1952, he was hired by IUE and sent to West Virginia and western states to lead organizing campaigns. Several years later, he returned to southern New Jersey as the region's IUE director, overseeing negotiating, organizing and other important union work.

Arnie, as he was called by friends, was known as a good listener who could put people at ease. But he was also a talented debater, able to make strong arguments on behalf of workers. He was proud that his son, Rick, followed in his footsteps, working at Westinghouse, serving Local 401 and ultimately working as an IUE representative.

Arnie retired in 1978. When he died at age 90 on December 26, 2000, we lost a veteran of the twentieth century labor movement.

VICE PRESIDENT RECHENBACH: PATSY L. FRYMAN - Patsy Fryman served 10 years as an assistant to the President of CWA. An operator for Michigan Bell Telephone in Battle Creek, Michigan from 1953 to 1961, Patsy became increasingly active in CWA, rising to president of Local 4032, now part of Local 4031. Selected for staff training by then-CWA President Joseph Beirne, she brought her affinity for operators to the Big Apple in 1962, helping then-New York Area Director Morton Bahr organize the operators at New York Telephone Company.

In 1963, Patsy was hired as a CWA representative for District 4, working out of the Lansing,

Michigan office. Ten years later she was named CWA's Ohio director. Then-CWA President Glenn Watts, in 1975, selected Patsy to become his assistant in the union's Washington, D.C., headquarters.

In 1979, she was named by President Jimmy Carter to serve on his National Commission for Employment Policies. With the election of Bahr as CWA President and a restructuring of the headquarters staff, Patsy in December 1985 became assistant to Executive Vice President M.E. Nichols, the position from which she retired in October 1988.

She died in October 2000, following a lengthy illness. Patsy was 66. Her legacy of initiative and tenacity will inspire future generations of CWA leaders.

VICE PRESIDENT THOMPSON: RONALD HALE - Ron Hale, active in the early effort to organize Bell System workers, helped build the National Federation of Telephone Workers, founded in 1938, and went on to become a regional director for CWA. Born and raised in Idaho, he attended Idaho State College, where he excelled as an athlete. A member of the school's football, basketball, baseball and track teams, he was in 1984 inducted into the school's sports hall of fame.

His competitive spirit served him well as he progressed through jobs at Union Pacific Railroad, the University of Idaho and Mountain Bell Telephone. In 1951 CWA hired Ron, the former president of NFTW's Pocatella, Idaho, local, as its Utah director. Then in 1955, he was named Oregon director, working out of Portland, then part of District 9. In 1967, Ron became Pacific Northwest regional director, moving to Seattle to serve Washington, Oregon and Idaho. Then in 1971, Alaska was added to his responsibilities.

Ron retired in 1977 and settled in Tigard, Oregon. He and his wife Beth traveled to Newfoundland, Nova Scotia and Canada as missionaries for the Mormon Church. Both passed away last year after 64 years of marriage. We will always remember Ron as a pioneer of our modern union.

IUE-CWA DISTRICT 7 PRESIDENT MIKE BINDAS: JAMES J. KELLEY - Jim Kelley spent his life focused on workers' issues, both in government and as the international representative for IUE District 2. He was introduced to union service through his job as a tool and dye maker at General Electric in Lynn, Massachusetts, where he was a shop steward. He enlisted in the Navy after the

United States entered World War II, serving as machinist's mate aboard the USS Gleaves in the Mediterranean.

He returned to GE after the war and later went to work for IUE, where he raised negotiating to an art form. Passionate about fairness and justice, he was known for his fiery and inspired arguments on behalf of workers. But he also had a knack for bringing two sides together.

His unique set of skills led him to be appointed the state labor commissioner in Massachusetts in the 1960s. During the Ford Administration, Jim's natural talents and experience led him to be chosen from 3,000 applicants for a job as a federal mediator. After a few years, he returned to his job at IUE, fighting for the underdog until his retirement in 1984.

Jim passed away in June at the age of 78. His distinguished career will long be remembered.

VICE PRESIDENT MANCINO: CHARLES MCDONALD - Charlie McDonald, from 1947 to 1962 a lineman, installer and repairman for New York Telephone, played a key role in organizing the company as a member of the in-plant committee in 1958. When the New York Times published the results of the voting in February 1961, the reporter wrote about the bedlam that broke out among CWA supporters. Charlie's name was the only one mentioned because of his enthusiasm in celebrating our victory.

Charlie's commitment to our union led him to be elected the first president of CWA Local

1104 in Nassau County, the Long Island local established to represent members of the plant unit. In September 1963, Charlie was hired as a temporary staff representative, and in January 1964 he was selected by CWA founding President Joseph Beirne to participate in staff training at the University of Michigan.

He came on staff as a CWA representative in August 1964 and, in keeping with the custom at that time of assigning reps to locations away from their home locals, served two years in the Milwaukee, Wisconsin office prior to his assignment in July 1967 to the District 1 headquarters in New York City.

Charlie retired in February 1983 and died this past September of an apparent brain hemorrhage. He will be sorely missed.

VICE PRESIDENT THOMPSON: MARIAN MOFFITT - Marian Moffitt brought truly first-class representation to District 7 locals in both the public and private sectors. Hired as a clerk and sales representative for Northwestern Bell Telephone in 1969, Marian quickly became active in CWA Local 7102, serving as accounting chief steward, secretary-treasurer and, from 1978, as president.

She was named a CWA representative in January 1982, working out of the Des Moines, Iowa office, primarily with U S WEST locals. In June 1986, she transferred to the Albuquerque, New Mexico office, where she assisted public workers at the University of New Mexico. In December 1988, she moved to District 7's Omaha office, serving a variety of locals throughout Nebraska and South Dakota.

In her all too brief career, Marian established a reputation as a strong advocate for member grievances and as a negotiator who took charge of almost every meeting. She retired in 1997, moved back to her native Des Moines and at age 58 passed away in March due to complications of diabetes. Her leadership blazed like a shooting star during her years with CWA.

JOHN RISSER - John Risser, until his death last November at age 98, was one of the few retired staff who could tell tales of organizing CWA's predecessor union, the National Federation of Telephone Workers.

In 1919, John joined Northwestern Bell Telephone in Des Moines, Iowa, as an installer's helper, working summers while he was still in high school. He soon moved into other jobs with the company, spending 15 years as a PBX repair technician. John became involved in the company-controlled union, work that grew into an organizing drive for NFTW in Des Moines, as leaders of other local telephone unions also were pushing for a strong national federation. "We may not have been as well organized as we ought to have been," John said in an interview, "but it was pretty solid. We had good communications. I don't recall any place that didn't do a damn good job."

John became the Iowa state director for the NFTW and was state strike director when workers walked out in 1947. In 1951, he was hired by CWA as Iowa state director, a title that later changed to CWA representative. John carried forward from his days with the NFTW a deep concern for workers everywhere. Always a visionary, he clearly understood that organizing was the key to bettering their lives.

VICE PRESIDENT RECHENBACH: E. KENNETH SHARP - Ken Sharp served nearly 30 years on the CWA staff. He began his career in 1961 as a station installer and central office repairman for the Wisconsin Telephone Company in Eau Claire, Wisconsin. He served five years as president of Local 5540, and was vice president of the AFL-CIO's Eau Claire Area Central Labor Council.

CWA hired Ken in 1969 to work as a staff representative in Wisconsin and Indiana. Between 1972 and 1977, he served as administrative assistant to the vice president of then-District 5, area director for Illinois, Indiana and Wisconsin, and Indiana state director. In Indiana, he was elected chairman of the state's labor coalition. In 1976, he was a delegate to the

Democratic National Convention and headed the state's successful labor campaign to elect Jimmy Carter president. A year later, he was named assistant to the District 5 vice president and, from 1986 until his retirement in 1999, served as administrative assistant to the vice president of District 4. He played a major role in unifying the two districts when they merged in 1986 and was a leading advocate for using information technology to improve CWA's effectiveness.

Ken passed away in January of this year. CWA has much to mourn.

IUE-CWA DISTRICT 3 PRESIDENT SAL INGRASSIA: JACK R. SUAREZ - Jack Suarez was a dedicated local, district and international trade unionist. A Marine Corps veteran wounded on Iwo Jima, he never forgot the generation of men and women who fought to keep the world free and who worked so hard to establish families and careers following World War II.

A Miami, Florida native who grew up in New York City, Jack began service with IUE in February 1955. He quickly rose to president of IUE District 4 and became District 3 Executive Secretary when IUE Districts 3 and 4 were later combined. He retired in 1965 as safety and health director of the IUE international.

But Jack's compassion for IUE members was far from spent. Appointed to the New York State Abatement Board by Governor Mario Cuomo, he served with distinction. A resident of Albany for 50 years, he was instrumental in the development of the Capital Area Community Health Plan, and he worked with IUE officers to establish senior citizen and low-income housing for IUE members

and retirees in Troy Hills and in Rochester, New York.

Jack died in February at the age of 83. The IUE District 3 housing he helped found will stand as his legacy for centuries.

IUE-CWA DISTRICT 8 PRESIDENT VAN ESS: WILLIAM YOUSE - Bill Youse understood the challenges unions face as some of the best and proudest choose affiliations that will bring them even greater strength and effectiveness. Bill started his career in 1955 as a craftsman at Steinway & Sons in Long Island City, New York. A member of United Furniture Workers Local 102, he took great pride in helping manufacture some of the finest pianos in the world. And as business agent and president from 1972, he cared deeply about providing the finest in representation for his local's more than 600 members. Bill remained local president until his retirement.

He also became a member of the general executive board of the Furniture Workers in 1974, a trustee of the UFW Insurance Fund in 1986, and a trustee of its pension fund in 1988. Each round of negotiations, with Bill involved, brought greater pension contributions from Steinway. After the Furniture Workers merged with IUE in 1987, Bill was, in 1992, elected UFW vice president for its

Eastern Region and became a member of the IUE executive board.

Plagued by heart disease, he retired in 1996. He died this past December at age 66. All who have attended IUE District 3 events since the merger of the Furniture Workers Division will remember Bill's laughter and teasing ways. The dedication Bill showed, participating to the fullest extent in protecting his membership despite serious health problems, is an example to all of us.

PRESIDENT BAHR: Let us now pause to remember those CWA Local Officers who have passed from our midst since our last convention.

Rosemary Madden, Local 3516, Secretary-Treasurer

Randy Thompson, Local 4471, Vice President

Art Bensen, Local 7906, Executive Vice President

Archie B. Bodenheimer, Local 14211 Secretary -Treasurer

For all those who have passed from us during the past year, we now offer our solemn prayers of hope. We shall never forget their loyalty, their courage, their ideals. Each created a 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 James Altier, Lavie Bohick, Daniel Boone, James Dinkins, Americo Fiore, Patsy Fryman, Ronald Hale, James Kehhey, Charles McDonald, Marian Moffitt, John Risser, Kenneth Sharp, Jack Suarez Sr., William Youse, the Members, Stewards, the Local Officers, the Staff and all the Elected Leaders who have departed from us.

May they rest in peace. May they rest in the Lord.

..."Taps" was sounded...

PRESIDENT BAHR: The Memorial Service is always a moving ceremony. As we take time to remember those who are no longer with us, we want to show you a very special video filmed by photo journalist Tom Avihes. Tom is a member of NABET-CWA Local 57411 at WCCO-TV here in Minneapolis.

For more than a year, every Friday Tom went on his own time to Fort Snelling National Cemetery to film a story about the Memorial Rifle Squad. They are the oldest volunteer rifle squad in the nation who serve at the funerals of military veterans.

Most of the funerals today are overwhelmingly those of World War II vets. One thousand World War II vets die every day. That is not every week. That is 1,000 every day. At Fort Snelling, the Volunteer Rifle Squad serves at 10 to 12 funerals each day.

We asked why they are so devoted to this service-- and you will see it in the film-- and the response reflects the same values that we hold for CWA. They said, "We take care of our comrades whether we knew them or not."

Tom took on this project by himself. The local station ran the piece on Memorial Day. It was so impressive that CBS network picked it up and broadcast it nationally.

The video also demonstrates the skill and creativity of the many union professionals who are members of our union. I felt very proud that one of our members produced such a beautiful and sensitive film. I'm a World War II veteran, so this video has special meaning to me. But I think you will be equally moved when you see it. Roll the film please.

Showing of a very moving film about the Volunteer Rifle Squad and their service to comrades and countrymen, performing at funerals of their fellow veterans... (Applause)

PRESIDENT BAHR: Tom Aviles has now received several awards and I think you agree it's timely and the sensitivity reaches all of us.

The Chair recognizes on Microphone No. 2, Retired Members' Chub President Ed Creegan. (Applause)

BROTHER ED CREEGAN (CWA Retired Members Council): Thank you, President Bahr.

On behalf of the CWA Retired Members' Council and our Chairperson Rob Rickman, I thank you, President Bahr, for the opportunity to speak to the delegates on behalf of all CWA retirees. We appreciate your support over the years and also the continued support of our mentor, Barbara Easterling. As a member of the CWA National Retiree Council and the Retiree Organizing Chairman, I asked President Bahr for the opportunity to speak to you today.

No matter what I say I will not be able to instill in you the absolute feeling of exclusion a retiree feels when faced with the complex issues of being a, quote, "retiree." And the older you get, the worse it gets.

To make matters worse, many CWA retirees and future retirees have no medical or inadequate medical coverage and many do not have or will not have a pension when they retire.

First, I would like to comment on the prescription drug nightmare. Many CWA retirees were faced with the difficult reality that as they grow older and in many case more in need of prescription drugs, they are put in an impossible situation. The income they thought they had to live on is now being diverted to prescription drugs or medical care.

Forget about getting a new car or purchasing a used car. You hope you don't outlive your present car and even then hope to be able to afford to get it fixed.

The irony of it is that we are being had by the prescription drug companies and their supporters in Congress. Isn't it amazing that we pay a much higher price for prescription drugs in America than for the same prescription drugs in Canada or Mexico or anywhere else in the world? The drug companies claim that senior Americans must pay significantly more for prescriptions to support

future research. However, most of the research they do is on how to increase their own executive compensation with the additional profits. (Applause)

HMOs: Once you are over 65 and on Medicare, most HMOs will throw you out, no matter how long you were with them. They never complained when you were young and made little use of their services. In fact, they gladly accepted the yearly retainer for doing little or nothing. But when you get to be a senior on Medicare and need their services, they dump you.

Collective bargaining: Most companies won't even discuss pension increases for existing retirees with our union. Why? Because they don't have to, that's why.

After a lifetime in the labor movement, I am convinced that a company only responds to one thing and one thing only: force. There is no such thing as justice or reason or fair play or compassion on the part of the employer unless you force them.

Medicare: One of the main priorities for this country should be a real prescription drug program under Medicare, not the phony anti-senior charade being offered by the Bush anti-senior team. Millions of seniors' basic quality of life depends on it.

Social Security: This is one area where existing seniors are better off because of Social Security and Medicare. Tens of millions of seniors who at least have a life now would be living in total poverty. But if President Bush's anti-senior, suck up to big business policy continues, I hate to think of what Social Security will be like in 20 or 30 years.

As a retiree, many things happen to you that you do not understand. The frustration and hopelessness you feel is unbelievable. I told you about the difficulties of being retired and needing help. Well, just a month ago I received a call from a retiree from CWA Local 1102. He was previously with Local 1101. I received the call about 4:00 p.m. He had been informed about 10:00a.m. that morning that his wife, who was scheduled for skin cancer surgery the next day, no longer had any coverage.

He called Verizon's number for benefits and they said they would look into the situation. He told them he had very little time because the surgery was scheduled for the next day. He had to let the doctor and the hospital know that day, before it was too late. The company representatives said they understood.

In a couple of hours, he contacted them again and stressed the urgency of his situation and asked what was the problem. They once again said they were aware of the magnitude of the issue and would call him as soon as they could clarify the situation. Later he called again and they told him they could not connect him with the person who was working on his issue but they

would contact him. Unfortunately, he did not contact his local. At 4:30 p.m. he had to cancel the surgery for the next day. This was a problem with the hospital, because operating room time is very important. So, can you imagine how this retiree and his wife must have felt to add this burden to their already difficult situation?

The next morning about 10:00 a.m., the company called him and apologized because there was a mistake and his wife was fully covered. Of course by this time it was too late to go forward with the operation. He informed me it could take up to two months to get another operating room appointment. I don't know when he did get an appointment.

I cannot describe the anger and frustration of this retiree and his wife. They could not believe the total lack of competence, compassion and concern by Verizon and their lackeys. These disgusting people and their leaders who make up to \$100 million a year could not care less if you or your spouse died because of their stupidity and lack of any compassion on their part. These are the type of uncaring, unconcerned people retirees deal with every day.

These are just some of the reasons that retirees are much better off in a retiree club. We help each other all the time. In a club we are not only better informed, we are also much more influential in affecting what happens to us.

What about you, the local union leaders? How does having an active club and supporting it help you? Well, it's a fact of life that seniors vote at a higher percentage than the general population. We all know that the union movement is under major attack in the state and federal legislatures. What a perfect time to establish a major voting block to help us get more friends and supporters in office.

Wouldn't it be wonderful if we had many senators like Senator Paul Wellstone? What a stand-up guy and working people supporter he is. (Applause)

I am not suggesting that just having retirees in clubs is the political answer, although it will help a great deal. However, it has been my experience that when we explain to our retirees why we are supporting a particular candidate or a piece of legislation, they are much more likely to vote for and

support that candidate or legislative initiative. It is much easier to keep retirees informed, active, and motivated when they belong to a club.

Many locals can join together and form one or more clubs. You can have geographically located meetings. You can meet monthly, bi-monthly, or quarterly — whatever works to get started. You can ask one or more of our retirees to help get it started. Once they see the local is committed, they will become enthused.

You can help them to get a meeting hall and also possible help with the expenses. We have one RMC board member and one alternate board member in each CWA district, plus one board member and alternate at lodge. Most of them are present at today's convention meeting.

Any one of us will be glad to meet with you and attend any meeting and help you set up a club. You can also contact Helen Gibson's office in Washington. Helen and her staff are a tremendous help to all retirees.

On your table is a form about starting a retiree club. If you fill it out and pass it down to the end of the table, we will collect them at the next break and someone will contact you. If you can't do it now, please take the form back to your local and mail it to us.

All retirees are well aware that only because of our union, CWA, that many of us have a pension and medical coverage. We also know that only with the support of our union will we improve our pensions and retain or improve our existing medical coverage.

Well, how about it? We retirees helped bring CWA to many of you and we fought in most of the battles. Now we need you and you need us. Together and organized, we will all be that much stronger. Please do something about it and please do it now. Thank you very much. (Applause)

PRESIDENT BAHR: Thank you very much, Eddie. Your remarks are right on target.

It is time to present the General Excellence awards in CWA's Local Newsletter Contest.

This year, as in the past, our judges were greatly impressed by your entries and expressed high praise for the talent and dedication of your writers and editors.

"The voice that carries through all of these publications reflects the fundamental dignity of CWA's membership," the judges said. "Your newsletters serve well as windows on the organization, and its purposes for an entire community of working Americans and their families."

Your newsletters reach out to our members in a personal way, helping them understand and appreciate the issues that are important to each particular local. Many of you also report on state and national labor issues, and legal battles in the courts.

Your articles show our brothers and sisters how decisions made far away affect their workplace, their paychecks and their families.

We hope your members read the CWA News and other headquarters publications to get a full picture of our fight for working families through politics and bargaining across the country. But, just like a community newspaper covers your town in a way CNN cannot, it is your newsletter that is going to give the most detailed coverage of issues facing your membership.

We have serious challenges in the year ahead and your newsletters can be the single most important tool we have to educate and mobilize our members. Workers and working families are facing an uphill battle in Washington.

In March, we saw anti-worker forces in Congress act in a matter of hours to kill the ergonomics standard, which unions, medical specialists and the Department of Labor spent years developing to prevent crippling injuries.

President Bush signed a series of executive orders that rolled back hard-fought union rights for federal workers. The Family and Medical Leave Act is at risk. And many other threats to workers' right and the needs of working families are looming.

The recent transition in the U.S. Senate has given us new hope since the 2000 elections, but we have a lot of work to do to ensure that the Senate stays in worker-friendly hands in next year's midterm elections. And we will fight hard, too, to return the House to representatives who put workers first.

But we need your newsletters' help. Stories that highlight workers' issues and working family candidates, at a local, state and national level, are invaluable. Your newsletters can also be a source of vital information about how, when and where members can help with campaigns or join in rallies.

So, let's get to the awards. This year, 74 of our locals representing workers in telecommunications, the public sector, health care, printing, newspapers, broadcasting and other fields entered the newsletter contest.

They were judged by Dale McFeatters, an editorial writer with the Scripps Howard News Service, Phil Dine, national correspondent for the St. Louis Post-Dispatch and Donna Jablonski, deputy director of public affairs for the AFL-CIO.

The judges said your entries were a pleasure to read, and I quote, "We are truly sorry that the nature of the competition required us to single out only some for awards. Our unanimous view is that every organization that makes the commitment to produce a periodical for its membership is performing a service so vital to the health of your organization that you all deserve recognition."

Some of the awards have already been presented in district and sector meetings. They include these first place honors: For Best News Reporting, CWA Local 1022, the 1022 Review, Patti Chronic, editor. (Applause) Patti's story, "A Whole New World" describes "in direct, terse

language, the picture for local members as negotiations get underway," the judges said.

For Best Layout, TNG-CWA Local 31245, *The Guild Communicator*, Brent Banulis and Robert A. Jordan, editors. (Applause) The judges said it is "smooth throughout with great use of white space, effective use of type and graphic elements to contain sections and display the variety of topics."

For Best Original Cartoon or Graphic Presentation, CWA Local 3372, *the CWA Review*, Mike Garkowich, editor and Bob Queen, assistant editor. (Applause) "Extremely well drawn," the judges said.

For Best Front Page, TNG-CWA Local 37194, *The Guardian*, Scott Maben, editor. (Applause) The judges praised the "fabulous candid action photos, dramatically cropped and presented with a simple airy use of type."

For Best Human Interest Feature, CWA Local 9410, *United to Win*, Mark Gruberg, editor. (Applause) The winning story, which the judges called a "funny, light-hearted and self-effacing look at the trials and tribulations of a veteran driver," was written by Ruach Graff is.

For Best Opinion Column, CWA Local 9119, *UPTe Update*, Vanessa Tait, editor. (Applause) Vanessa's column, "Who Controls Our Pension Money?" was, the judges said, "a sophisticated, well-researched and fact-filled discussion of members' pension fund and concerns over its administration."

Our next awards are for overall general excellence. The winner in Category 1 for publications serving locals with fewer than 200 members, is *The Guardian*, TNG-CWA Local 37194 in Eugene, Oregon, Scott Maben, editor. Accepting the award is Linda Foley, Vice President of the sector. (Presentation - Applause)

The Guardian, which serves a local that has been fighting for a contract for more than two years, is full of "hard-hitting news with plenty of local relevance," the judges said.

In Category 2, for locals of 200 to 500 members, the winner is *United to Win*, CWA Local 9410, Mark Gruberg, editor. Accepting the award is Michele Noia. (Presentation - applause)

United to Win is for and about San Francisco cab drivers. The judges said it is "informative, packed with useful information for the membership and good features. The newsletter seemed engaged with its audience and written in a distinct voice."

For locals with 500 to 1,000 members, Category 3, our winner is *Guild News*, TNG-CWA Local 39098 in San Jose, California, Joan Bazar, editor. Accepting the award is Larry Hatfield, the CWA rep that services that local. Congratulations. (Presentation - applause)

The judges called the *Guild News* a "showpiece." They said it is "crisp, simple and focused with sharp photographs, restrained use of color and solid writing."

For our locals with more than 1,000 members, Category 4, our winner is *Union Pride*, CWA Local 7060 in Phoenix, Arizona, Brian Ching, editor. Accepting the award is Ellen Rojas. (Presentation - applause)

The judges said *Union Pride* is "a lively, handsomely produced newsletter, well written with a nice mix of stories and story formats. As is so important with these publications, the pride seems really involved with the membership. The humor is a nice leavening touch and not overdone."

Our final award is the Oscar Jager Journalism Award. It is presented each year to a publication that reflects the dedication and hard work of the late Oscar Jager, a past editor of the CWA News and a lifetime labor publicist.

This year's award goes to *Viewpoint*, published by CWA Local 1040 in Trenton, New Jersey, Robert Yaeger, editor, and Steve Manulkin, assistant editor. Accepting the award is Local

1040 President Carolyn Wade. (Presentation - applause)

The judges gave the award to a special edition of Viewpoint that was devoted entirely to the problems and dangers of a planned closing of New Jersey's Greystone Park Psychiatric Hospital. "This was solid public interest journalism that examined the problem, reached conclusions, and came up with recommendations," the judges said. "Considerable work and fastidious attention to detail are obvious in this series."

The judges said reading your newsletters was, and I quote, "a significant learning experience for each of us. The opportunity to literally hear the voice of real working people from such a diverse collection of occupations and backgrounds through the pages of these newsletters is all too rare for those of us in the media."

CWA's publications reflect that common understanding that if workers are going to speak up effectively, they must do so in the same way that Corporate America speaks.

They added that "beyond the philosophical underpinnings of the CWA local newsletter program there is an obvious mechanical and technical understanding of the principles of written communication and all its facets - writing, layout, graphics and design. Although this made judgments more difficult, it also enhanced our appreciation of the breadth of talent and dedication that suffuses your entire communication effort."

I think all of us should be proud of the caliber of so many of our local editors. Thank you all. (Applause)

On Microphone No. 1, Delegate Wagner.

DELEGATE CR. WAGNER (Local 1183): President Bahr, Sisters and Brothers: I have a resolution about drilling for oil in the Arctic National Wildlife Refuge. I will read the Resolved.

RESOLVED: That the Communications Workers of America opposes oil drilling in the Arctic National Wildlife Refuge coastal plain. We consider the Administration's "energy policy" a cynical attempt to enact a lucrative business plan for multinational corporations, rather than a credible response to anticipated energy shortages and power outages. We support a long-term energy strategy based on conservation, alternative fuel sources and improved efficiency standards. We also support efforts to make the coastal plain part of the National Wilderness Preservation System in order to permanently shield these precious resources from environmental abusers. (Applause)

PRESIDENT BAHR: You heard the resolution.

...The motion was duly seconded...

PRESIDENT BAHR: It has been seconded from the floor. You may speak on your motion, Richard.

DELEGATE WAGNER: I am going to make this fast. I will just read the last Whereas that was written here. The fact of the matter is that what we are looking at is an attempt to spoil a virgin area for a four to six-months supply of oil at current U.S. consumption that will be delivered ten years from now. That's ridiculous. Thank you. (Applause)

PRESIDENT BAHR: There is no one else at the microphone. All those in favor of the resolution and, if it's adopted, it will be reproduced in a way that everyone will get a copy. It will be in the record.

All those in favor of the resolution indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

On Microphone No. 2, Delegate Liebermann.

DELEGATE FAVE S. LIEBERMANN (Local 3372): This past December 23rd, my eight-

year-old granddaughter Whitley Goins was diagnosed with osteosarcoma, the same type of cancer that Ted Kennedy's son had. One week she was doing back handsprings, the next week she was in a wheelchair. A biopsy was done on the tumor in her right femur and it was discovered it was very aggressive cancer and was already at stage 2, stage 3 being the worse.

We prayed it would not spread, and so far it has not. I can only attribute it to the many friends, family, union sisters and brothers who have kept Whitley in their prayers.

She began chemotherapy in January and we were told the process would take probably until Labor Day. In March she had surgery on her leg at Vanderbilt University in Nashville, Tennessee. A remarkable thing happened that totally surprised her doctors. The tumor came back 100 percent cancer free, which meant the chemotherapy worked. (Applause)

Whitley had a cadabre bone and pin and has had a cast on for four months. Her chemo continues and after this week she has four weeks of treatments left. However, sometimes this is delayed because of blood levels and platelets dropping and she has to go back to the hospital for blood transfusions.

During her ongoing treatment she is generally hospitalized and only gets to come home on weekends. This morning I called and she was quite sick. It seems these last weeks are the hardest and we have a constant fear of the side affects the chemotherapy has on other parts of her body.

She got her cast off two weeks ago and although she wears a brace, she is just now beginning to walk with a walker and puts a little weight on her leg now. Whitley will have to have continuing surgery once a year until age 15 or 16 to assist in lengthening her left leg.

I cannot tell you how grateful I am to be a part of such a compassionate and caring group of brothers and sisters here today. Over the past few months my union family has contributed over \$5,000 to the Whitley Goins Benefit Fund. I especially want to thank the President of Local 3310, Joanne Smith, and my Kentucky State Representative Judy Dennis for communicating to other members of our union family our family's dilemma.

I want to thank everyone from the bottom of my heart for all the contributions, no matter how large or small, to the benefit of my granddaughter Whitley. Your continued prayers and support are truly appreciated and I am so grateful to be a part of this great union family. Please continue your prayers, not just for Whitley, but for all our members who suffer hardships back home. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 2, Delegate Riffe.

DELEGATE KATHLEEN J. STRIFFLER (Local 1171): Actually, Kathy Striffler.

PRESIDENT BAHR: Go right ahead, Kathy.

DELEGATE STRIFFLER: Okay. CWA represents 750,000 members employed in the telecommunications, electronics, automotive and furniture manufacturing, printing and publishing media and broadcasting, public and health care sectors and airlines. With the merger of IUE, our members have spanned over many different industries that CWA members may not be aware of.

I request that CWA develop a union-family "Buy" list similar to the AFL-CIO's "Buy" and "Don't Buy" lists. This list will help increase awareness to all our members when purchasing products and utilizing services.

When traveling to meetings, conventions, conferences and for your leisure travel, I ask you, brothers and sisters, to choose U.S. Airways for your air travel when possible, and support those 10,000 CWA members represented by this great union. (Applause) I ask you to refrain from choosing so-called "low-cost" non-union carriers.

Brothers and sisters, I ask you to support all CWA members in all industries represented

here at this convention. Utilize their services, purchase their products, not just for your union business, but also make this a personal voice. Let's develop a CWA family "Buy List" for CWA members.

Create better consumer awareness and support each and every union member at every opportunity, in order to protect all our jobs for the future. Thank you. (Applause)

PRESIDENT BAHR: Thank you.

Now, Delegate Riffe.

DELEGATE RAY RIFFE (Local 3607): Thank you, Morty. I am Ray, last name is pronounced Riffe.

PRESIDENT BAHR: Riffe or Rie? Maybe that's why you weren't responding.

DELEGATE RIFFE: Yes, sir, that would be it. I was blessed with one of those last names that is spelled one way and pronounced as another, but again, I am Ray Riffe.

Brothers and sisters of this great union, there is a great injustice to workers' rights, civil rights and social rights taking place as we speak in Charleston, South Carolina.

For defending their jobs, five longshore workers, members of International Longshoremen's Association Local 1422, and Clerks and Checkers Local 1771 in Charleston, South Carolina, face possible imprisonment on state criminal charges. The "Charleston 5," along with 150 of their coworkers, planned to picket a ship in their port that was using a non-union crew when the state responded with a mass contingent of law enforcement and an altercation ensued. They have been indicted for inciting and planning a riot, a felony punishable by up to five years in prison.

The trouble began October 1, 1999, when Nordana Lines notified Local 1422 that it was ending its 23-year relationship with the union and would begin using non-union labor to work its ships. The local responded with picket lines. To protect the right of some 20 scabs to work the ship, the state government decided it was going to break the union's power.

And listen to this, folks. In January 2000 they sent in over 600 police in riot gear. Some rode on horseback, others in armored vehicles. They even used helicopter and police patrol boats in the water side terminal.

When it was over, the five were arrested only for misdemeanor trespassing charges. These charges were dismissed for lack of evidence, but the South Carolina State Attorney General obtained federal charges through a grand jury and made it clear he intends to prosecute vigorously and has said his plans for them include "jail, jail, and more jail."

Brothers and sisters of this great union, that attorney general has kicked the union in South Carolina, but I don't think he realized when he kicked my Longshoremen brothers and sisters in South Carolina, he kicked me in North Carolina, and when he kicked the ILA, he kicked CWA. (Applause) And when he kicked the CWA, he kicked the AFL-CIO. And when you kick labor in this country, we kick back. Hard.

...The delegates rose and applauded at length...

DELEGATE RIFFE: This is not Nazi Germany. This is not Communist Russia. An action taken such as this is an abomination to the First Amendment. As a Marine Corps veteran and a trade unionist, I ask for your help in fighting for and supporting the "Charleston 5."

This terrible, oppressive action taken by a government on its own people has already gotten the attention of the AFL-CIO. As a matter of fact, in June a huge rally took place in Columbia, South Carolina where over 7,000 trade unionists convened to protest the tyrannical Attorney General of South Carolina. Seven thousand attended a huge labor rally in the South. Funny, I don't remember

seeing or hearing anything about it on the national news or radio broadcasts. That's why I am standing here today, to inform this union of what is going on down South and to ask for your help. (Applause)

Brother Walter Andrews, standing here by my side, brought this matter to the attention of the District 3 meeting earlier this year. At that meeting, I announced that Local 3607, my local, had already contributed \$500 to the Legal Defense Fund for the ILA and challenged all other locals to match that donation.

Now let me calm down here and get to the rest of the story. I ask the same of the locals here at our national convention, and this is an address and I will announce it here so it will be in the record. You can send donations to the Campaign for Workers' Rights in South Carolina, P.O. Box 21777, Charleston, South Carolina 29413.

It's bad enough that we have to battle our employers, but why do we have to battle our government too, here in America? This is exactly what yesterday's Equity Committee report was talking about, "and they came for the trade unionists." I hope you all remember that, and they have come for the trade unionists in South Carolina.

If we allow this action against ILA to go unchecked, what will happen in South Carolina or the rest of this great nation, for that matter, when CWA pickets BellSouth, the RBOCS, and any other employer? We cannot let this go unchecked. Free the Charleston 5 and defend the First Amendment. Thank you for your support. (Applause)

PRESIDENT BAHR: Ray, before you walk away, would you again repeat to whom the check should be made out? The reporter did not show whether she got it.

DELEGATE RIFFE: I would be happy to, Morty. Thank you.

Again, I am hyped up. This is a sore spot with my veterans, but I am going to tell you about it. Shame on that Attorney General.

The address again is, The Campaign for Workers' Rights in South Carolina, P.O. Box 21777, Charleston, South Carolina 29413. And we would greatly appreciate your support. Keep us in your thoughts and prayers and together we all will prevail in this victory.

Thank you very much. (Prolonged applause)

PRESIDENT BAHR: While Ray was calmly giving us the story, the three Trustees of the Communications Workers Relief Committee - Barbara, Larry and I - had a quick meeting, and \$1,000 from the CWRC will be contributed. (Applause)

On Microphone No. 2, Delegate Rickman, Retired Members' Council.

DELEGATE ROBERT RICKMAN (Local 16200): Thank you, Morty.

I am Robert Pickman, District 2 Retirees' Representative, now serving as the Chair of the Retired Members' Council Executive Board. I wanted to tell you about a face - a face that I am sure the majority of the people here would recognize. I know from Vice President Jimmy Smith right on down to the youngest delegate here in District 3, I know they would recognize his face. It's the

face of D.E. Kines.

D.E. was made chairman of the Retired Members' Council Executive Board in 1988. That is the year that the Retired Members' Council was formed and voted on and established by convention action. He sat 12 consecutive years until Thanksgiving Day of last year, 2000.

That was the day D.E. Kines had a stroke. He was admitted to the hospital and had a second stroke on Saturday. As a result of this stroke, he lost his sight.

As President Bahr said when he addressed the Retirees Membership meeting on Sunday,

things just don't seem the same without D.E. It couldn't be said better.

D.E. is now in a nursing home in Alabama. Would you join me in a moment of silent prayer that it will be God's will to heal D.E. Kines, please.

The delegates bowed their heads in a moment of silence in memory of D.E. Kines...

PRESIDENT BAHR: Thank you.

DELEGATE RICKMAN: Amen. Thank you all very much. (Applause)

PRESIDENT BAHR: The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER EASTERLING: I have an announcement of a raffle, and it's important that you listen, because there isn't a name checked with the winner. We are talking about \$560. CWA Local 3106 did a 50-50 raffle. \$560 is what the winner is going to get. The ticket number - and it's a gray ticket - is 634433. The person holding that ticket should meet the local right under the 4 microphone sign, in order to pick up their money. Thank you.

PRESIDENT BAHR: On Microphone No. 2, the next member of the New York City Council, Arthur Cheliotos.

DELEGATE ARTHUR CHELIOTES (Local 1180): Thank you, Morty. I would like to thank my sisters and brothers throughout the CWA for their support in my seeking that Council seat. I filed yesterday with 3,000 signatures to place my name on the ballot. I only needed 900. But thanks to the work of my fellow trade unionists and CWA and throughout the Labor Movement in New York

City, we got it with 3,000 signatures to get me on the ballot. (Applause)

In today's New York Daily News there is an editorial that talks about "Unions Labor to Seize Council." They only mention one name - mine. And they don't mention it in a very nice way. I would like to take a moment to read some excerpts here for you.

"Now that term limits are in effect, there will be at least 35 new faces in the 51-member City Council come January. Only 16 incumbents are able to run for reelection. The result will be a power vacuum that a well-oiled, well-funded special interest - Big Labor - is rushing to fill. Beware. (Applause)

"Union bosses are salivating at the prospect of helping elect a cadre of Council members who will be fiercely loyal to them. Not only that, but the polls would be expected to give labor a voice in picking key committee chairmen and the next Council speaker, the No. 2 post at City Hall.

"Already, there's a name, Arthur Cheliotos, being touted in union halls as a potential speaker, should he win election from Bayside, Queens.

"The city is supposed to manage its unions, not vice versa," (cries of "Boo") a point voters must remember this fall."

My sisters and brothers, there was a six-month strike at the Daily News many years ago. I was proud to say that I stood with my sisters and brothers in the printing trades and the Writers Guild in support, before they came into CWA.

We should make no mistake about it: the agenda of the AFL-CIO, to pursue local political seats, to rebuild the labor movement, is absolutely necessary.

There shouldn't be an Attorney General in South Carolina that hasn't been put there by organized labor, and there shouldn't be a City Council in New York that hasn't been put there by organized labor either.

They talk about a conflict of interest that I represent City workers. Those City workers use the public schools and they demand good public schools. They ride on the roads and they

demand good roads. They use mass transit, and they demand mass transit. That's not a conflict of interest--that's a convergence of interest. That's what working people should be doing: effectively representing themselves in their own interest.

Now I am preaching to the converted here. (Laughter) But we need to get the message out to our members, because there are people who still believe. 'Gee, you know, if you're a union leader maybe you shouldn't be running. Maybe you should resign from that and pursue your own political career perhaps, but separate those things.

The agenda of the AFL-CIO is clear. It's the right agenda. It is bringing labor together in the political process to fight for working people, to make a difference in this country and to not let the people like George Bush ever get in office again. Thank you very much. (Applause)

PRESIDENT BAHR: Arthur, we look forward to having you address next year's convention as the Speaker of the Council.

DELEGATE CHELIOTES: Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Hansen

DELEGATE CRAIG B. HANSEN (Local 9413): Boy, that's a tough one to follow, and what a way to end the convention. But first, what I would like to do is thank District 7 for their gracious hospitality and for inviting us to this great union city, Minneapolis, Minnesota. Thank you. (Applause)

Second, on behalf of my local and Tony Bixler and District 9, I would like to invite the delegates to the 64th Annual Convention of the Communications Workers of America to another great union city, home of the one-armed bandit, Las Vegas, Nevada. (Cheers and applause)

I move that the 63rd Annual Convention of the Communications Workers of America be adjourned.

...The motion was duly seconded...

PRESIDENT BAHR: It has been seconded. I am just going to take a vote and then, as is our practice, I would ask you to give me just a few minutes for closing remarks and then the closing video, and then we will adjourn.

So all those in favor of the motion to adjourn indicate by raising your hand. Down hands. Opposed by like sign.

I will tell you what the vote was after I finish. (Laughter)

Before we adjourn, I want to remind you that we will have our closing convention video following my comments.

First, let's give our NABET brothers and sisters a big thank you for the wonderful job they do in the presentation of the convention.

...The delegates arose and applauded...

PRESIDENT BAHR: They continue to set higher standards for themselves for each convention and each year they surpass it and this convention has been no exception. They make it look so easy that we become accustomed to their talent and professionalism. The convention video production is a big job. We appreciate your skills and the dedication you have to make the convention so good for the delegates here that we just kind of take your work for granted. So again

thank you.

I would like to review a few of the things that this convention has accomplished.

We welcomed the IUE into our union and look forward to the significant contributions that

they will make to our union. (Applause) Your treatment of our IUE delegates clearly brought them into the CWA family in solidarity and friendship. Only good, positive things will come out of this merger for both organizations.

The discussion yesterday on the Defense Fund Oversight Committee report dealt with a serious problem. The committee meant well in trying to help activists who are fired for trying to bring a union into their workplace. The committee's actions came from a spirit of caring that reflects the union values that I discussed in my keynote address yesterday. So we are all together on this

issue.

The challenge is how to address this need in the most effective way. A good deal of work goes into putting our union's budget together. First, there is great preparation by the Secretary-Treasurer's office. Then the Strategic Budget and Planning Committee, the Executive Board and then the rank-and-file Finance Committee all have a role in developing our financial plan for the coming year.

An idea may sound good to us so somebody floats it here. We must be careful about actions we take on the floor that impact on the budget. In addressing one need, we could cause a bigger problem somewhere else than the one we solved.

We have always tried to take care of those who put their jobs on the line trying to bring CWA into their workplace. You have not only my guarantee, but the guarantee of the the CWA Executive Board that we will continue to do so. CWA is a family. We stick together, particularly with those who want to be a part of our family.

You also made clear your commitment to continued growth by keeping a process in place that has worked well in bringing merger partners into this union. Why fix something that ain't broke? The members of the Executive Board appreciate your confidence in their judgment in putting these mergers together. We will do our very best to keep your trust.

The constitutional amendment dealing with inter-district strikes will enable us to maintain the solidarity between districts that is so necessary for our collective bargaining success. Mega-mergers and other consolidations are not going to stop. We are going to have more cross-district bargaining in the future. By adopting this amendment, you have shown foresight in heading off a potential wedge to our solidarity.

You reaffirmed CWA-COPE as a significant activity for this union. For the first time in our history, we have designated an entire month in which we will concentrate our COPE fundraising activities. September CWA-COPE month can be a springboard for your year-round COPE fundraising in your local. We are on the way to building a COPE program that reflects the realities of campaign spending and the need to involve more of our members in the political process. I thank all of you for your attention and your participation in completing the business of the convention.

We have immediate priorities when we return home. All of our bargaining units can always count on the union's support in their bargaining. I want our delegates who represent BellSouth workers to take a good look around this vast conventional hall. It is filled wall to wall with CWA delegates, and when you return home just know that the enormous power the resources of this entire union

are with you at the bargaining table. (Applause) We will get you a fair contract in BellSouth. You can count on that. (Applause)

We have other priorities. We must mobilize our membership to stop Fast Track in its tracks. Please put that 800 number up on the screen if at all possible... there it is. This issue is so serious that I want to show this number one more time. Write it down, memorize it, send out a flyer to your members. We can beat Fast Track with your participation and that of our members.

Your member of Congress needs to hear from you and our members. We demand a new global trade system that recognizes human rights, workers' rights, the right of children to be children, that ends slave labor, that ends prison labor and exploitation around the world, and that protects the planet on which we all live. Call this number, make your voices heard.

On another pressing matter, we have the opportunity for the first time to pass a real Patients' Bill of Rights. The Senate has done its job. Now we put the House of Representatives on notice that we want them to approve a strong Patients' Bill of Rights and we just dare President Bush to veto it. (Applause)

I urge our delegates in New Jersey and Virginia to get our members involved in the governors races and get them to the poll on Election Day.

I think what Arthur Cheliotos said a few minutes ago applies in every one of these circumstances. These two races can be our launching pad for labor 2002 and labor 2004. You have the opportunity in New Jersey, in Virginia and the City of New York to start us down the road to success in November.

Now, yesterday we heard an excellent report from the Committee on Equity. The video was very moving, but some of you may still think that hate is an isolated problem. It is not. I never read anything more disturbing than what appears on the front page of today's Minneapolis Star Tribune. The headline reads, and I quote, "Salvation Army seeks exemption from hiring gays." In return, it would back Bush's faith-based plan.

I want to read the first three paragraphs: "The Bush administration is working with the nation's largest charity, the Salvation Army, to make it easier for government-funded religious groups to practice hiring discrimination against gays and lesbians, according to an internal Salvation Army document.

"The group, in return, has agreed to use its clout to promote the administration's faith-based initiative.

"The White House has made a 'firm commitment' to the group to protect such charities from local efforts to prevent discrimination against gays," the internal report said.

Brothers and sisters, I am outraged. I have been outraged all day since I read this during the lunch break. I know you are outraged too. I'm also shocked. I think Barbara, who serves on the Board of Governors of the United Way as I did for so many years, will agree that the Salvation Army has always been a premier organization.

Now, I'm not surprised about the Bush White House, but I am truly shocked that the Salvation Army, in order to get some money, would put aside all of the principles and ideals that I thought they had for so many years that we all supported them. It is further evidence, I think, of the truly mean, nasty people empowered today in our government. They keep hate alive. We must stop them. (Applause)

Organized labor is the only - I repeat, the only - organization in the nation that has the ability to communicate with and mobilize millions of Americans to oppose them. That is why they hate us so much. That is why you see editorials such as what Arthur Cheliotos read, because their values are not our values.

We leave this convention as a union family that believes that all Americans have dignity and worth. We return home as part of a union that is 725,000 strong and still growing. We are united. We are together. We are strong. We are going to fight with all of our power those in government who promote hate policies. They don't speak for us and the vast majority of the American people. They don't speak for America. (Applause)

We are taking on this fight because we are the Communications Workers of America, the union for all working Americans. (Applause) So when you're asked, "Why does CWA care so much about our communities and our country?" You know the answer: We are union, we are

family, we are proud. Thank you very much.

...The delegates rose and applauded as a video was shown depicting Convention events...

PRESIDENT BAHR: The 63rd Annual Convention of the Communications Workers of America is adjourned.

...The Sixty-Third Annual Convention of the Communications Workers of America was adjourned, sine die, at 4:40 o'clock p.m...

The following greetings were received during the Convention:

Morton Bahr, President
Communications Workers of America
501 3rd Street, NW
Washington, DC 20001

Dear Morty:

Thank you very much for the invitation to offer a greeting to the Communications Workers of America's 63rd Annual Convention. I regret that I am unable to be with you personally, but I appreciate the opportunity to send a greeting to your membership.

First and foremost, I want to say "thank you." Thank you for your support. Thank you for helping elect pro-labor candidates in the last election. And, most importantly, thank you for standing up for America's working families. Because of your hard work and determination, CWA is one of the fastest-growing, farthest-reaching unions in America. With more than half a million members working in the high-tech industry, CWA more than any other union has helped ensure that the new economy is a union economy. That's not just good news for you; that's good news for America.

I also want to take this opportunity to talk about priorities. We hear a lot of talk from this Administration about how working families need help. And they're right. But instead of promoting policies that help people work their way into the middle class, we've got an Administration whose number one priority seems to be to give more to those who have the most. Instead of protecting workers from unsafe working conditions, we've got an Administration that seems intent on

dismantling the progress of the past eight years.

Now that Democrats control the Senate for the first time in nearly seven years, we have an opportunity to shift the focus of the debate - and the attention - of Congress toward issues that matter to working families. That's why I chose the Patients' Bill of Rights as the first bill for consideration by the new Democratic majority.

On June 29, the Senate passed a strong, enforceable Patients' Bill of Rights that lets American families and doctors, not HMO bureaucrats, decide what type of medical care patients receive. It's a big victory for all of us. With your continued help, I hope we can have many more.

Finally, I want to mention several other priorities. We still have a minimum wage that is not a living wage. It's time to give more than 11 million low-wage workers the pay raise they deserve without eroding overtime pay protections.

The growing cost of prescription drugs still threatens the health and financial well-being of millions of elderly Americans. It's time to give America's seniors a meaningful prescription drug benefit.

The deaths of James Byrd, Jr., Matthew Shepard, and CWA member Danny Overstreet continue to serve as painful reminders that hate violence is a serious problem in our society. It's time to respond to this problem, too, by passing tough legislation against hate crimes. We've been talking about these issues for a long time. But, as the saying goes: Talk is cheap. We need action.

It won't be easy, but our new Democratic majority in the Senate is determined to put the priorities of working families first. I look forward to working with you to make this agenda a legislative reality. With your help, I know we can make it happen.

Thank you very much.

S/Tom Daschle

United States Senate Majority Leader

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, NW
Washington, D.C. 20001

Dear Morty,

It is my pleasure to congratulate the Communications Workers of America on the occasion of the Union's 63rd National Convention in Minneapolis.

As we confront the challenges and battles ahead, my colleagues and I count on the grassroots activism of CWA. Your union is a vital partner in the fight for economic justice, as we strive to restore a Democratic majority in the House of Representatives.

You and Barbara Easterling are among the finest and most progressive labor leaders in the country. I hope that I can continue to count on your advice and counsel as the leader of the Democratic membership of the U.S. Congress.

I know that this meeting will be a success and I hope that your memories of this week are those of an enjoyable and productive convention.

Sincerely,

s/Richard A. Gephardt

Democratic Leader
U.S. House of Representatives

Dear Friends:

I am pleased to have this opportunity to send greetings to each of you attending the 63d Annual Convention of the Communications Workers of America.

Through your energy and skills, you demonstrate the remarkable work ethic that represents America's full range of human possibility. With partnerships among federal, state and local governments, the public and private sectors, business and labor, and the educational system the United States' economy will continue to thrive. Under the leadership of Morton Bahr and through your association with the International Union of Electronic Workers, members of CWA play a key role in the vitality and growth of the communications and media industries. Your efforts exemplify the American tradition that rewards hard work and responsibility.

We learned in the 1980's about the harmful effects of large tax cuts that hobbled our nation's capacity to create jobs, invest in people and pay down our national debt. Through good ideas and hard work we can revitalize and give hope to the hardworking, deserving families throughout our nation.

I look forward to continuing to work with you so that together through our words and our actions we can ensure that every individual is given the opportunity to live up to his or her God-given promise.

Please accept my best wishes for an enjoyable and successful convention.

Sincerely yours,

s/Hillary Rodham Clinton
United States Senator

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

Dear Mr. Bahr:

It is a privilege to welcome the women and men of the Communications Workers of America (CWA) on the occasion of your 63rd Annual Convention. On behalf of the Members of the Congressional Hispanic Caucus, I send my congratulations and appreciation to all your members for your many years of impressive service to America's working families.

I wish to applaud you on this year's convention theme, "CWA: Growing Stronger Every Day." The merger between CWA and the International Union of Electrical Workers (IUE) is truly a powerful partnership that can only strengthen CWA's extraordinary record of organizing and legislative advocacy.

CWA has a proud history of fighting for the rights and dignity of America's working families. The Congressional Hispanic Caucus is proud to stand with you on issues critical to our nation's future: preserving Social Security and Medicare; enacting fair prescription drug coverage; increasing the minimum wage; guaranteeing a safe and healthy workplace for every worker; expanding civil rights for all; and reserving the basic rights of all union members.

Together, we have won many worthwhile victories. But we must continue to be vigilant against the efforts of those who seek to dismantle the progress that the labor movement has fought so hard to achieve. I know that CWA is willing and able to meet those challenges. With your strong support, we will continue to turn back those who oppose basic rights and dignity in the workplace.

I am so proud to stand with you in our ongoing efforts in Congress and across the country to advance the rights of workers and their families. I look forward to continuing to work closely with you in the years ahead.

With warmest wishes for a most successful convention I am,

Sincerely,

s/Silvestre Reyes, Chair

Congressional Hispanic Caucus

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

Dear Mr. Bahr:

I am honored to extend greetings to the Communications Workers of America, AFL-CIO at your 63rd Annual Convention and commend you on this year's theme: "CWA: Growing Stronger Every Day." CWA's reputation as the community-minded union is well-deserved and your merger with International Union of Electrical Workers will permit CWA to do even more in your efforts to organize new workers into the labor movement and expand civil rights for all.

Training American workers for the 21st Century is an important part of the Congressional Black Caucus' legislative agenda for the 107th Congress. I applaud CWA's commitment to become an education-driven union with a focus on worker training, education and advancement. CWA's efforts to negotiate nationally recognized worker education programs with its major employers have provided workers with the opportunity to upgrade and learn new skills or careers. The

Congressional Black Caucus believes in lifelong learning and we support programs that help adults to continue to enhance both their education and job skills.

Again, I commend you on your continued growth and wish you well on your 63rd Annual Convention. I look forward to working with you and CWA in your constant pursuit of empowerment for all Americans.

Sincerely,

s/Eddie Bernice Johnson, Chair

Congressional Black Caucus

Greetings to the
Communications Workers of America, AFL-CIO
On the Occasion of its 63rd Annual Convention
Minneapolis, Minnesota, July 9-10-2001

The A. Philip Randolph Institute and its black trade union activists around the country send greetings to the Communications Workers of America, offering our best wishes for a successful convention. We also congratulate the CWA upon its forthcoming merger with International Union of Electronic Workers to form the IUE-CWA Industrial Division, and wish this new organization great success.

The APRI is proud of its long association with the CWA in the struggle for economic and social justice and racial equality. We look forward to continuing this work with you. Right now, that means joining together against the anti-working family, anti-union, anti-minority agenda of the Bush administration, pressing for new measures to promote worker well-being and combat bigotry in all

its forms, and fighting harder than ever to bring the unorganized into the trade union movement.

s/Norman Hill, President

A. Philip Randolph Institute

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

Dear President Bahr:

On behalf of the Asian Pacific American Labor Alliance, AFL-CIO, I extend my sincere greetings to attendees of the 63rd Annual Convention of the Communication Workers of America.

For more than half a century, the CWA has been a steadfast advocate for its members, and all workers across the United States, serving such important roles as labor and community organizer, contract negotiator, and corporate and legislative bargainer. Indeed, the CWA has been at the forefront of the fight for worker justice, and no doubt will continue in this capacity in the future.

As part of the growing Asian American and Pacific Islander (AAPI) community, APALA endeavors to be an advocate for a booming AAPI labor force — part of which comprises the CWA — and to continue the fight for worker justice. APALA commends the CWA for its efforts on behalf of all working families. These efforts have benefited, and will continue to benefit, AAPI workers and their families.

During your convention, as you have stated, you will spend time examining the “assault on unions and workers’ rights” that is being led by the current administration. This is a vital undertaking, for the new administration has steadily advanced and emboldened corporate and anti-union interests. We have witnessed the steady passage of a millionaire tax cut, while a minimum wage increase is deemed unnecessary and ergonomics standards are shot down. Much work lies ahead.

APALA stands with you in your continuing fight for working families. We also wish you well as you finalize your historic merger with the International Union of Electronic Workers (IUE). Our movement is only strengthened by such boundary-crossings.

We look forward to working with you in the future, and congratulate you on the occasion of your 63rd Annual Convention.

Sincerely,

s/Guy K. Fujimura

National President, APALA

Morton Bahr, President
Communication Workers of America (CWA)
501 Third Street, NW
Washington, DC 20001-2797
Dear Brother Bahr:

The Labor Council for Latin American Advancement (LCLAA) would like to congratulate CWA during their 63rd Annual Convention for the Communication Workers of America (CWA). It is always heartwarming to see an organization that is dedicated to empowering union workers in the field of both traditional and high tech manufacturing sectors.

The Labor Council for Latin American Advancement (LCLAA) is a national organization representing the interests of approximately 1.8 million Latino trade unionists throughout the United States and the Caribbean. We are America's premiere national organization for Latin American Workers.

It is with that in mind that we are writing to inform you that LCLAA and all its affiliates celebrate the finalizing of the merger between CWA and the International Union of Electronic Workers (IUE) in your upcoming convention. The road that you prepare now will serve as a path for future generations to follow. We at LCLAA congratulate you on all your union organizing efforts and look forward to seeing what the future holds for the new IUE-CWA Industrial

Division.

On behalf of all our members, I send "SALUDOS"! May our "GREETINGS" demonstrate LCLAA's continued efforts to extend their hand of friendship to all union organizations.
In solidarity,

s/Henry C. Gonzalez, Nat'l. President

Greetings:

It is with pleasure that I extend my heartfelt congratulations and best wishes to the Communications Workers of America, AFL-CIO, CLC, on the occasion of your 63rd Annual Convention. Your dedication to principle and social consciousness makes me proud to salute your fine organization. I applaud all of you, individually and collectively, for your diligence in the pursuit of equality and fairness in telecommunications, and all the industries whose workers you represent. You have proved time and again that we are all partners in the progress of America.

Your union has been a major voice in the preservation and expansion of workers' rights and your new merger will give you even greater power with which to combat those who would rescind the gains won at such a dear price by those who have gone before. It will allow you to reenergize the political and legislative programs essential to withstand every assault on working families. It will allow you to protect, preserve, and expand the rights and rewards due those upon whose backs the wealth of America is now made.

As you go forward, telling in full voice the truth about what is endangered and what is really due, you will no longer be cast aside by those who reap the rewards of others' work, but instead will attain an even more powerful place at the table where decisions are made and where justice can be achieved. May this convention strengthen your resolve, hearten your spirits and spur you on toward your most worthy goals.

With best wishes for the future and warmest personal regards, I am,

Sincerely,

s/Kweisi Mfume, President and CEO

NAACP

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

Dear Morty:

It is a privilege to welcome the women and men of the Communications Workers of America on the occasion of your 63rd Annual Convention. I send my congratulations and appreciation to all your members for your many years of impressive service to America's working families, and I wish I could be with you in person.

I want to take this opportunity to applaud you on this year's convention theme, "CWA: Growing Stronger Every Day." The merger between CWA and the International Union of Electronic Workers (IUE) is truly a powerful partnership that can only strengthen CWA's impressive record of organizing and legislative advocacy.

CWA has an extraordinary history of fighting for the rights and dignity of America's working families. I am proud to stand with you on issues critical to our nation's future: protecting the basic rights of every union member; guaranteeing a safe and healthy workplace for working men and women expanding civil rights for all; increasing the minimum wage; enacting fair and accessible prescription drug coverage; and preserving Social Security and Medicare.

Working together, we have won many worthwhile victories. But we must continue to be vigilant against the efforts of those who seek to dismantle the progress that the labor movement has fought so hard to achieve. I know that CWA is willing and able to meet those challenges. With your strong support, we will continue to fight for basic rights and dignity in the workplace.

s/Betty McCollum

U.S. House of Representatives

4th District, Minnesota

Mr. Morton Bahr, President

Communications Workers of
America, AFL-CIO
501 Third Street, N.W.
Washington, D.C. 20001

Dear President Bahr:

The Metal Trades Department, AFL-CIO, would like to join the many others in greeting you, your Executive Council, and some 3,500 delegates to your 63rd Annual Convention.

Finalizing the merger of your great organization and the International Union of Electronic Workers will be a great triumph for both organizations. It again proves that organized labor, no matter what our enemies preach, is not an oxymoron. All of the members of labor unions everywhere are strengthened and benefited by this merger.

The assault on unions and their members today is greater than at any time I can remember. If there is any change during this Administration we can anticipate all worst scenarios. Strangely, the myth that unions have outlived their usefulness still exists. By some accounts many workers have been exposed to that myth for so long they have adopted its concept.

So long as workers fail to fairly participate in the profit they create, fail to have adequate health care and pension benefits, fail to have a working environment based on safety and well being rather than corporate profit or fail to have a voice in their wages, benefits and conditions of employment, unions are not important or useful. They are essential.

Your organization has a long and proud tradition and history of outstanding representation of its members. Your political and legislative programs have extended that representation to all Americans. The very fact that 3,500 members of your great organization have gathered to mold a future which will be even more glorious than your past lays certainty to that fact.

Again with best wishes for a successful convention, I remain

Fraternally yours,

s/John F. Meese

President

EXHIBIT 1

FINANCE COMMITTEE REPORT 63RD ANNUAL CONVENTION COMMUNICATIONS WORKERS OF AMERICA GENERAL FUND

The General Fund provides for the ongoing operation of the Union. As of September 30, 2000. General Fund has total assets of \$54,844,959 and unrestricted net assets of \$6,834,280.

OTHER FUNDS

In addition to the General Fund, other designated funds are set aside for special purposes. As of September 30, 2000, the unrestricted net assets of these funds are:

Operating Reserve	\$8,223,226
Defense Fund	\$6,218,188
Members' Relief Fund	\$194,910,033
Plant Fund - Fixed Assets	\$7,816,647

CWA PLAN FOR EMPLOYEES PENSIONS AND DEATH BENEFITS 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 Plan for employees Pensions and Death Benefits. At March 31, 2000, the latest year for which actuarial data is available, the total assets of the Fund totalled \$281,031,807, the actuarial present value of accumulated benefit is \$163,166,369, leaving an excess of net assets over plan benefits on March 31, 2000 of \$171,865,438.

ORGANIZING - 029

If CWA is to remain an effective organization, we must continue our internal and external organizing efforts. The salaries of permanent organizer are included in Line Item 1 of their Administrative unit. All organizer expenses are charged to the Organizing account. Any balance in the Organizing account at

the end of the budget year will be carried over to the next budget.

The Constitution as amended by the 1996 Convention action requires "in no such case shall less than 10% of the overall annual budget of the National Union be dedicated to organizing." This commitment will be met through a combination of Administrative unit resources and General Fund allocation.

The Committee recommends \$1,065,762

EXECUTIVE BOARD – 033

The Committee expects a slight increase over the proceeding year.

The Committee Recommends \$381,000

COMMITTEES AND CONFERENCES – 034

The Committee received requests to fund the following

CWA National Women's Committee (2 meetings - including 1 Convention)

National Committee on Equity (2 meetings - including 1 Convention)

Jurisdiction Disputes/Referees

Regional Local Presidents' Meeting (Public Workers)

Public & Health Care District Coordinators' Meeting

Higher Education Meeting

Public Safety Meetings

Health Care Meetings

GTE Presidents' Conference

Sprint Presidents' conference

Citizen Communications

Citizen Bargaining Council

CWA Retired Members' Council

District Legislative -Political Coordinators (2 meetings)

Mobilization

US Airways Conference & Stewards Meetings (3 meetings)

GTE Partnership

AFL-CIO Communications/Conferences

Collective Bargaining/Contract consolidation

Joint Programs Meetings/Task Forces

Staff Representatives for Constituency Groups

NABET/CWA - Daily Hires

Miscellaneous Meetings

Because of the Union's financial constraints, it may be necessary to charge fees for some conferences in order to help offset their cost. Funding for this account includes the cost of material preparations, professional help, meeting rooms, etc. It also funds the expenses of persons serving on a committee or attending a conference scheduled by the President of the Union, provided that serving on the committee or attending the conference is at the President's request.

The Committee Recommends \$455,000.

CWA NEWS –035

The funding of this account is mandated by Article XXVI of the CWA Constitution. The amount budgeted provides for printing costs and postage. The Committee's recommendation is based on the assumption that at least ten issues of the CWA News will be published during the budget year.

The Committee Recommends \$1,897,500

STRATEGIC CONTRACT SUPPORT - 036

This allocation 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.

The Committee Recommends \$175,000

TAXES - 038

This item includes all payroll-related taxes and personal property taxes.

The Committee Recommends \$3,312,575

CONTINGENCY - 040

The purpose of this budget account is to provide for unexpected costs and expenses that are not known or cannot be budgeted to appropriate accounts at the time the budget is prepared. This includes any increased cost as a result of additional staff or clerical, and salary progression increases.

Expenses such as the CWA 401(K) Employer Contribution, Staff retirement gifts, rent increases and IUE transition costs, are charged to this account. The Committee has also included a small allocation to the District Vice Presidents to be used at their discretion

This account will continue to be used to formulate an "adjusted" budget.

The Committee Recommends \$7,690,398

EQUIPMENT ADDITIONS - 041

The Committee received numerous requests for equipment additions. This account does not include funding for computer equipment. Allocations for computer equipment appear in the Information Systems budget.

The Committee Recommends \$367,303

HEADQUARTERS BUILDING OPERATIONS - 042

45.6% of the rentable space in the 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. We are pleased to note the loan from the MRF has already been paid

down to \$15.2 million.

The Committee Recommends \$3,321,735

INFORMATION SYSTEMS

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, communication network, training, updating of equipment in the

Headquarters and District offices.

The Committee Recommends

\$348,100 - for Secretary-Treasurer's Office - 043

\$920,715 - for President's Office & All Other Administrative Units - 143

DISTRICT BUILDING MAINTENANCE - 044

The allocation to this budget account is for the maintenance and repair costs of CWA owned District buildings. A close watch on operating cost of all buildings owned by the Union will be necessary to keep us within budget. All taxes and insurance on these buildings are included in the General Budget in the appropriate accounts. Some buildings that are maintained and repaired

out of this account produce rental income which is netted against expense. Expenses and income for the 1925 K Street property and 501 Third Street property are accounted for separately.

The Committee Recommends \$428,720

PUBLIC RELATIONS - 045

How CWA is perceived by the public is crucial to the success of our Union. The Committee again recognized that we enjoy a comparatively high level of visibility in spite of having one of the smallest public relations staff of any major union. The allocation includes support for collective bargaining activities.

The Committee Recommends \$750,000

PROFESSIONAL - 046

Included in this account are expenses for audit fees, and miscellaneous professional services such as doctors, actuaries, consultants, etc. The Union is committed to use in-house talent versus hired consultants whenever practical.

The Committee Recommends:

\$491,700 Secretary-Treasurer's Office - 046A

\$315,000 President's Office - 046B

INTERNATIONAL PROGRAM - 047

CWA's international work is focused on developing solidarity with unions around the world with our same employers. We also are affiliated to several international trade secretariats that focus on communications and manufacturing, including Union Network International (UNI), the International Metalworkers Federation (IMF), the International Chemical Energy Mining Union (ICEMU), and the International Federation of Journalists (IFJ). Finally, we try to promote workers' rights and union organization around the world.

The Committee Recommends \$120,834

EDUCATION - 048

The importance of education has never been greater. CWA must continue to educate our Staff and Local leaders to respond to the needs of our members. Employee tuition reimbursement will continue to be funded from this account.

The Committee Recommends \$474,000

AFFILIATIONS - OTHER - 049

CWA maintains membership in and serves on executive boards of a number of organizations. Fees associated with these activities are included in this budget allocation. Labor organization affiliation dues were addressed earlier in this report and are not included in this allocation.

The Committee Recommends \$476,600

OPERATING RESERVE - 051

The Operating Reserve was established for the purpose of accumulating funds to operate the Union in the event our income is drastically curtailed.

The Committee Recommends \$665,000

PENSION FUND - 060

This allocation represents contributions to the ITU Pension Fund for PPMWS staff and FGR plan for TNG/CWA clerical

The Committee Recommends \$248,707

HOSPITALIZATION INSURANCE - 061

The allocation to this account is for the general insurance policies of the Union, such as liability, automobile, group hospitalization, workers' compensation, casualty, fire, and theft. A portion of retiree health care benefits are now being funded by the Pension Fund.

The Committee Recommends:

Hospitalizations. Medical. Dental. Vision. Life \$8,348,098 061A

Insurance Other Than Hospitalization \$635,981 061 B

AUTOMOBILE FUND - 063

The purpose of this Fund is to provide for the operation of fleet automobiles.

The Committee Recommends \$2,476,522

STAFF MOVES - 064

The allocation to this budget account is for the costs associated with relocating Staff.

The Committee Recommends \$250,000

STAFF - ILLNESS ABSENCE - 065

This budget allocation is intended to cover expenses required to replace Staff who are ill for extended periods of time.

The Committee Recommends \$200,000

APPRENTICESHIP & TRAINING - 066

This budget allocation is for apprenticeship & training activities currently in existence and new programs anticipated to be implemented in this budget year.

The Committee Recommends \$336,698

SALARIES - ELECTED OFFICIALS

Each year, it is the Committee's responsibility to recommend salary changes for our elected officials. The Committee recommends that salaries be increased by a percentage equal to the average received by the ten largest bargaining units, effective July 1, 2001.

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 100% of rentable space in the Mercury Building is leased to tenants. The projected gross income from that building during this budget year will be \$3,733,019 million; projected operating expense \$2,372,088 million; debt service \$1,102,736 million.

FINANCIAL STATE OF THE UNION

This Committee realizes that with ever increasing financial burdens and causes needing the Union's attention, and an uncertain economy, we must continue to be ever vigilant of cost overruns. This year, we urge each administrative unit to operate within their authorized budget.

THE FUTURE

The merger with the IUE continues the growth and diversity of CWA. 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 Officers 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 2001-2002 budget year. In calculating the projected income, the Committee built this budget based on an estimate of what our revenue will be in June 2001. After adjusting gross income for affiliation dues and reductions, \$108,071,432 was available for budgeting, which now includes the IUE.

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 at Exhibit A and Exhibit B, followed by a line-by-line explanation of each item.

EXHIBIT A

ADMINISTRATIVE UNIT BUDGET

2001 - 2002

Dist & Nat'l Units	DIST 1	DIST 2	DIST 3	DIST 4	DIST 6	DIST 7	DIST 9	DIST 13
1 Salaries-O&S	3,071,575	1,077,400	2,095,945	1,494,417	1,770,295	1,699,453	1,576,333	778,133
2 Salaries-FT-Other	775,778	375,745	859,309	509,801	676,500	594,099	563,796	257,152
3 Full-Time Expenses	342,000	114,000	237,500	161,500	190,000	190,500	161,500	76,000
4 Part-Time Sal & Exp	416,344	77,508	180,608	189,231	211,780	155,622	159,546	52,155
5 Supplies & Printing	133,725	28,450	61,822	49,451	69,735	45,947	68,098	19,035
6 Postage & Freight	125,858	26,777	58,186	46,542	65,633	43,244	64,092	17,915
7 Rental & Maint. Equip	172,854	46,300	122,934	100,038	74,463	83,598	61,932	41,982
8 Contract Service	96,713	0	3,600	12,085	1,450	1,500	6,000	14,715
9 Electronic Communication	200,939	47,645	104,919	81,237	107,843	83,558	101,221	31,564
10 Rent Office Occupancy	708,059	270,636	417,448	301,619	509,320	121,768	525,051	139,142
11 All Other	81,808	19,805	37,821	31,353	42,661	30,609	41,660	17,295
Total	6,125,663	2,084,266	4,180,092	2,977,273	3,717,680	3,049,898	3,329,229	1,445,088
Dist & Nat'l Units	COMM & TECH	PUBLIC WORKS	TELECOM	PPMWS	IUE	THG	NABET	DIST & NATL UNIT TOTAL
1 Salaries-O & S	711,526	266,792	266,792	1,006,036	5,073,491	1,293,843	735,915	22,837,946
2 Salaries-FT-Other	294,352	93,926	93,926	173,477	1,054,494	285,581	196,596	6,804,532
3 Full-Time Expense	104,500	47,500	47,500	150,000	1,111,500	412,105	207,800	3,553,905
4 Part Time Sal & Exp	80,000	5,000	20,000	36,000	75,000	119,000	310,290	2,088,084
5 Supplies & Printing	0	0	13,500	96,000	183,000	149,600	19,800	938,163
6 Postage & Freight	0	0	8,000	10,000	130,000	103,408	14,400	714,055
7 Rental & Maint.-Equip	22,011	2,784	12,500	0	58,000	11,952	20,292	829,640
8 Contract Services	908	160,704	350	55,000	23,000	10,460	950	387,435
9 Electronic Communication	6,400	3,500	12,500	24,000	167,000	12,800	11,880	997,006

10 Rent Office Occupancy	308,364	66,080	48,863	181,720	775,000	247,800	95,200	4,716,070
11 All Other	22,900	25,000	10,000	10,000	55,000	16,900	10,000	452,811
Total	1,550,961	631,286	493,931	1,742,233	8,705,485	2,663,439	1,623,123	44,319,646
Dist & Nat'l Units			HDQTRS.		GRAND TOTAL			
1 Salaries-O&S			3,855,911		26,693,857			
2 Salaries-FT-Other			5,318,075		12,122,607			
3 Full-Time Expenses			513,000		4,066,905			
4 Part-Time Sal. & Exp			36,750		2,124,834			
5 Supplies & Printing			763,300		1,701,463			
6 Postage & Freight			609,000		1,323,055			
7 Rental & Maint. Equip			422,017		1,251,657			
8 Contract Service			298,000		685,435			
9 Electronic Communications			410,080		1,407,086			
10 Rent Office Occupancy			1,982,428		6,698,498			
11 All Other			206,000		658,811			
Total			14,414,561		58,734,207			

EXHIBIT B

GENERAL FUNDS

2001 – 2002

029	Organizing Fund	5,300,000
030	Citizenship Fund	180,000
031	Legal	7,717,776
032	Convention (Incl. Com.)	1,065,762
033	Executive Board	381,000
034	Committees and Conferences	455,000
035	CWA News	1,897,500
036	Strategic Contract Support	175,000
038	Taxes	3,312,575
040	Contingency	7,676,898
041	Equipment Additions	367,303
042	HQ Building Operations	3,321,735
043	Information Systems-S/T	348,100
143	Information Systems-Pres. Ofc.	920,715

044	District Building Maintenance & Operations	428,720
045	Public Relations	750,000
046A	Professional – S/T Office	491,700
046B	Professional – Pres. Office	315,000
047	International Affairs	120,834
048	Education	474,000
049	Affiliations-Other	476,600
051	Allocation to Operating Reserve	665,000
060	Pension	248,707
061A	Hospitalization (Medical, Dental, Vision, Life)	8,348,098
061B	Insurance (other)	635,981
063	Automobile Fund	2,476,522
064	Staff Moves	250,000
065	Staff-Illness Absence	200,000
066	Apprenticeship & Training	336,698
	Total General Budget	\$49,337,225
	Total Lines 1-11 (Exhibit A)	58,734,207
	Grand Total	\$108,071,432

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) EXPENSES - FULL - TIME

This item reflects the travel and related expenses incurred by officers, Staff and full-time employees.

4) PART - TIME - SALARIES & EXPENSES

This item covers salary, travel and related expenses incurred by part-time employees. (Examples: bargaining committees and arbitration witnesses.)

5) 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.)

6) POSTAGE - FREIGHT

This item covers the cost of all mailings, except postage for the CWA News.

7) RENTAL AND MAINTENANCE OF EQUIPMENT

This item reflects the cost of renting, leasing and maintenance of equipment such as photocopiers, mailing equipment and faxes. This does not include the cost of computers.

8) CONTRACT SERVICES

This item reflects the cost of contract services for such items as payroll dues deduction costs, janitorial service, trash removal service, etc.

9) ELECTRONIC COMMUNICATIONS

This item reflects all telephone and electronic communications expense.

10) RENT OF OFFICE OCCUPANCY RENT MEETING ROOM

This item reflects the cost of renting or leasing office space. It also includes mortgage payments for CWA owned buildings. The cost of renting meeting rooms for District and bargaining unit caucuses, organizing meetings, educational institutes, etc., is included in this line item.

11) ALL OTHER

This item covers all miscellaneous expenses that cannot properly be charged to Budget Items 1 through 10.

TOTALS

This reflects the total amount of the budget (Items 1 through 11) allocated to District and administrative units.

EXPLANATION OF EXHIBIT B

29) ORGANIZING

This budget account covers the cost of organizing programs for the Union.

30) CITIZENSHIP

This budget account 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 budget account covers the cost of retainer fees and expenses for legal counsel, lawyers, court reporters for arbitration cases, and court costs.

32) CONVENTION

This budget account 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 budget account includes all expenses associated with meetings of the Union's Executive Board. It includes the travel and other per diem expenses of Executive Board members and others required to be in attendance at such meetings. The cost, if any, of the meeting room is also included.

34) COMMITTEES AND CONFERENCE

This budget account 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 budget account covers the total cost of publishing, printing and mailing of the CWA News.

36) STRATEGIC CONTRACT SUPPORT

This budget account is 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 3/31/2001, the fund has a balance of \$260,185.

38) TAXES

This budget account reflects the cost of District building taxes, real estate taxes, personal property taxes, unemployment taxes and employer's share of F.I.C.A. taxes.

40) CONTINGENCY

This budget account is to supplement the budget when expenses are incurred that were unforeseen at the time the budget was prepared.

41) EQUIPMENT ADDITIONS

This budget account provides for replacement and additional office machines, equipment and furniture, except computers.

42) HEADQUARTERS BUILDING OPERATIONS

This budget account includes the cost, including taxes, of maintaining and operating our CWA Headquarters building.

43) INFORMATION SYSTEMS - SECRETARY-TREASURER'S OFFICE

This budget account reflects the allocation for acquiring computer equipment, software, consulting contract services to implement information systems in the Secretary-Treasurer's Office.

143) INFORMATION SYSTEMS - PRESIDENT'S OFFICE

This budget account reflects the allocations for acquiring office automation equipment, computer equipment and software in the Headquarters, District, and area offices. Also included is the allowance for the cost of consultants and contract services that are necessary to implement information systems.

44) DISTRICT BUILDING MAINTENANCE & OPERATIONS

This budget account includes the cost of maintaining and operating District-owned buildings, as well as minor repairs to leased offices.

45) PUBLIC RELATIONS

This budget account 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 budget account includes all fees and cost of professional services, i.e., auditors, actuaries, consultants, etc.

47) INTERNATIONAL PROGRAM

CWA's international work will continue to focus on strengthening our relationships with unions around the world at our multi-national employers.

48) EDUCATION

This budget account 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.

51) ALLOCATION TO OPERATING RESERVE

This budget account is used to set aside General Fund money in the Operating Reserve.

60) PENSION FUND

This budget account includes the cost of contributions made to the CWA Pension & Death Benefit Trust Fund and partial cost associated with administration of the Fund. Also included are contributions for our employees covered under the CWA-ITU Negotiated Pension Plan for PPMWS staff & to the FGR plan for TNG-CWA clerical.

61) INSURANCE AND HOSPITALIZATION

This budget account covers the total cost of insurance (workers' compensation, liability, burglary, fire, etc.), hospitalization, vision and dental plans for CWA employees.

63) AUTOMOBILE FUND

This budget account includes cost of leasing & maintaining CWA fleet automobiles. This budget account also covers the Automobile allowance.

64) STAFF MOVES

This budget account includes the cost of moving staff that have been reassigned to a new work location.

65) STAFF ILLNESS ABSENCE

This budget account includes necessary expenses to backfill for staff members who are ill for extended periods of time.

66) APPRENTICESHIP AND TRAINING

The budget allocation is for authorized apprenticeship and training program activities.

TOTAL GENERAL BUDGET

Total of Budget accounts 29 through 66.

TOTAL BUDGET

Total of all Administrative Units and Headquarters (Budget accounts 1 through 11) are General Budgets.

EXPLANATION OF CWA FUNDS

There are six Funds, all of which are examined and reported on by the Auditors.

The 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.

GENERAL FUND

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-Treasurer's office; it is

immediately deposited in the General Fund as unallocated money. Upon processing the report that comes with the employer's check, checks are issued for the amount due the Locals. Also, at this time, we transfer the proper amount to the Defense Fund and Members' Relief Fund. The

International's portion remains in the General Fund, available for use by the International. The Local amount is returned to the Locals.

DEFENSE FUND

The Defense Fund was established by the 1952 Convention and began to operate in September of 1952. It has specific rules, adopted by the Convention, which 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 unrestricted net assets of the Fund as of September 30, 2000, were \$6,218,188.

MEMBERS' RELIEF FUND

The Members' Relief Fund was established by 1990 Convention action. The purpose of the fund is relief of strikers, locked out members, victims of collective bargaining strategies and other approved mobilization actions. As reflected earlier in this report, the unrestricted net assets as of September 30, 2000, were \$194,910,033.

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. Income & Expenditures from the Fund are reviewed 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 and Death Benefit Trust 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.

(dues payers, dues income summary chart insert)

SUBJECT INDEX

Appeals Committee Report - Appeals Nos. 1-7	149
Closing Remarks by President Bahr	187
Constitution Committee Report	63
Motion to Amend Article VIII, Conventions	70
Motion to Amend Article VIII, Section 11	75
Convention Rules - Hours of Convention	30
COPE Awards by Secretary-Treasurer Barbara Easterling	164
Credentials Committee Report	21,104
Defense/Members' Relief Fund Oversight Committee	37
Motion to Reconsider Defense/Members' Relief Fund Recommendations	59
Executive Vice President Larry Cohen	42
Finance Committee Report	50
Good and Welfare	181
Greetings	190
Host Committee	2
In Memoriam	169
Installation of Vice President (Communications and Technology) Ralph Maly	94
Invocations	1, 94
National Committee on Equity	78
National Women's Committee Report	52
Newsletter Awards	178
Nomination and Elections	90
Opening Ceremonies - Presentation of Colors, National Anthems	1
Organizing Awards	101
Pediatric AIDS Foundation Awards	30
President's Address - President Morton Bahr	11
President's Annual Award for Organizing Excellence	103
Retired Members' Council	175,184
Secretary-Treasurer's Report by Barbara Easterling	95
Resolutions Committee Report:	
63A-01-1 - Talking Trade - CWA Taking A Stand For Justice	105
63A-01-2 - Human Rights and Immigration	109
63A-01-3 - September - CWA-COPE Month	111
63A-01-4 - Economic Policy Resolution 2001	113

63A-01-5 - Electronics Take It Back	116
63A-01-6 - Ergonomics and Other Health and Safety Concerns	120
63A-01-7 - Family and Medical Leave Act	125
63A-01-8 - New Era Cap Company	128
63A-01-9 - Temporary Assistance for Needy Families (TANF)	131
63A-01-10 - The Workers' Independent News Service (WINS)	135
Resolution on Oil Drilling in the Arctic National Wildlife Refuge	181
Use of microphones	19
Video Presentation - IUE-CWA's Struggle at HBD Company, Oneida, TN	17
Video Presentation - Greetings from U.S. Senator Edward Kennedy	138
Video Presentation - Volunteer Memorial Rifle Squad	175
Video Presentation - "CWA Growing Stronger Every Day"	21
Video Presentation - Convention Highlights	189

SPEAKERS INDEX

GUESTS:

BERNARD BROMMER, President, Minnesota AFL-CIO	2
RICHARD O. JOHNSON, President, Minneapolis Central Labor Council	6
HON. SHARON SAYLES-BELTON, Mayor of Minneapolis	4
JOHN SWEENEY, President, AFL-CIO	141
HON. PAUL WELLSTONE, U.S. Senator (D-MN)	24

DELEGATES:

AFFOURTIT, Patrick (Local 1126)	77
ANDREWS, Walter (Local 3204)	88
ANDUJAR, Angelo (Local 3010)	46
BAKER, James (Local 13000)	59
BAHR, Morton	
President's Address	11-19
Pediatric AIDS Foundation	34
Members' Relief Fund	61, 63
Hate Crimes	90
Organizing Awards 95,	96
In Memoriam	158, 163
Newsletter Awards	167, 168, 169
Closing Remarks	175-177

BENJAMIN, Arlene (Local 3406)	52
BERMAN, Steve (Local 14408)	62
BINDAS, Mike (IUE-CWA District 7 Vice President)	172
BISHOP, Ken (Local 1058)	160
BLACKBURN, David (Local 7050)	65
BRADY, Nancy (Local 2222)	52
BRYANT, Darryl (Local 13100)	155, 160
BUMGARNER, Cathy (Local 3640)	98, 127
BURKHARDT, Robert (Local 1060)	163
BURY, Maria (Local 2101)	59
CAREY, Gilbert (Local 1118)	60
CARRASCO-BELISLE, Connie (Local 9588)	52
CATUCCI, Pete (CWA District 2 Vice President)	171
CASE, Jennifer (Local 6320)	52
CHELIOTES, Arthur (Local 1180)	185
CHRONIC, Patricia (Local 1022)	126
CLARK, Fritz (Local 1111)	66, 75
COATES, Norman (Local 2107)	59
COHEN, Larry (Executive Vice President)	42-49, 101-103
COLBERT, Joseph (Local 6333)	74
COLEMAN, Kathleen (Local 7200, Temporary Chair)	1, 2, 4, 6, 10, 19
CONNOLLY, Joseph (Local 1101)	90
COSTIGAN, James (Local 1060)	162
COTTON, Gary (Local 3120)	152
CREEGAN, Ed (Retired Members' Council)	175-178
CRITES, Elvin (Local 6007)	70
CUMMINGS, Claude, Jr. (Local 6222)	67, 148
DANN, Richard (Local 1085, Chair, Constitution Committee)	63,66,67,68,70,133
DAVIS, Beverly (Local 13500)	85, 86, 110
DIXON, Sher (Local 4215)	66
DONOHUE, James (Local 3104)	153
EASTERLING, Barbara (Secretary-Treasurer)	30,35,92,95-100,145,149,164-169,185
EGAN, John J. (Local 4034)	40, 41, 113
ELDER, Madelyn (Local 7901)	61
ELLEBRACHT, Anthony (Local 6310)	40, 41, 158

FAHRENHOLT, Michael J. (Local 3410)	76, 123, 152
FARRIS, James (Local 2105)	158
FIKES, Kathleen (Local 1123)	75
FIRE, Ed (Vice President, IUE-CWA)	169
FOLEY, Linda (Vice President, Newspaper Guild)	138
FRIED, Cliff (Local 9119)	59
GARDLER, James (Local 13000)	159
GARDNER, Barry (Local 6016)	41
GARRITY, Frederick (Local 81244)	74
GASKINS, Ronald (Local 2004)	124
GOLDBLATT, Alan (Local 1180)	123, 138
GREENE, Dale (Local 3803)	143, 144
HANSEN, Craig (Local 9413)	186
HARTON, Shelly (Local 2201)	154
HATFIELD, Larry (Local 39521)	137
HENNING, William, Jr. (Local 11869, 1330)	69, 133
HOLLAND-McCAULE, Anne (Local 1106, Chair, National Women's Committee)	40,41,52
HONGO, Paul (Local 1298)	72, 157
HONSE, Ronald (Local 4319)	140, 156
HOUGH, GARY P. (Local 6325)	118
HOWALD, Jane (Local 14177)	129
INGRASSIA, Sal (IUE-CWA District 3)	171, 174
JENSEN, Ruby (Local 6222)	119, 126
JONES, Diane (Local 4300)	89
JONES, Marc (Local 4630)	112
JONES, Michael (Local 3108)	151
JOYCE, James (Local 51016)	158
KATZ, Carla (Local 1034, Chair, Resolutions & Rules Committee)	30, 105
KALMIJN, Jelger (Local 9119)	69
KELLY, Tony (Local 9416)	110
KIMBELL-HANSON, Karen (Local 9588)	84
KINCHIUS, Kathleen (Local 9415)	88
KINTZER, Victoria (Local 13500)	58
KNIGHT, Melody (Local 5901)	109, 121
KNIGHT, Ronald (Local 3681)	115, 120

KRUEGER, Margorie (District 13, Chair, Credentials Committee)	21
LAMBDIN, William (Local 51021)	136
LEWIS, Jeff (Local 2003)	156
LIEBERMANN, Faye (Local 3372)	181
LILJA, Robert (Local 1104, Chair, Defense/Members' Relief Fund Oversight Committee)	37, 39
LOWDENSLAGER, Ed (Local 4773)	155
MAHLE, Robert (Local 6222)	123
MALY, Ralph (Vice President, Communications & Technology)	91, 95
MANCINO, Larry (Vice President, District 1)	172
MARTINEZ, Sandra (IOCAL 9509)	127
MASON-MASSEY, Gail (Local 1080)	133
MAXWELL, Eugene (Local 51016)	65
McCLANAHAN, Bob (Local 6012)	78, 127
McCRACKEN, Robert (Local 1103)	121, 122
McGRATH, Mike (Local 7026)	104
MERCADO, Lupe (Local 9421)	59
MINKKINEN, Gerald (Local 34071)	51
MITCHELL, Wayne (Local 14170, Chair, Finance Committee)	50, 73, 130
MOONEY, Edward (Local 13000)	111, 113
MULLIGAN, Linda (Local 7777)	68
MURPHY, Charlie (Local 1058)	162
OBERDORFER, Carol (Local 32035)	63
O'DONNELL, Mike (Local 84717)	108
OROZCO, Marlene (Local 7777)	84
PAPPAS, James (Local 2336)	42, 61
PAYTON, Randy (Local 83761)	107
PENA, Emmy (Local 9410)	75, 108
PEREZ, Judy (Local 9400)	58
PERKINS, Philip (Local 6139)	79
PHILLIPS, Ed (Local 4340)	77
RECHENBACH, JEFF (Vice President - District 4)	171, 173
RICE, Don (District 1, Co-Chair, Credentials Committee)	104
RICHARDSON, Gwendolyn (Local 1180)	80, 88

RICKMAN, Robert (Local 16200)	184, 185
RIFFE, Ray (Local 3607)	50, 183, 184
ROBERSON, Elizabeth (Local 3106, Chair, National Committee on Equity)	78, 81
ROBINSON, Patricia (Local 9414)	135
ROCHA, Louis, Jr. (Local 9423)	118
ROEDER, Rae (Local 1033)	126
ROGERS, Annie (Local 7050)	90
ROJAS, Ellen (Local 3640)	116, 131
ROMANO, Janine (Local 9575)	155, 160
SCINALDI, Louis (Local 2202, Chair, Appeals Committee)	149, 155-160
SCHICK, Timothy (Local 31041)	76
SENICH, Theresa (Local 13500)	124
SMITH, James (Vice President - District 3)	170
I SMITH, Robert (Local 9400)	41
STANLEY, Glynne (Local 6214)	70
STEEN, Sherri (Local 7800)	52
STEWART, Terry (Local 6012)	164
STREBY, Gregory (Local 4009)	157
STRIFFLER, Kathleen (Local 1171)	182
SUMMERELL, Greg (Local 9510)	163
THOMPSON, John (Vice President, District 7)	10, 170, 172, 173
THURSTON, Tom (Local 2260)	106
TODD, Iven (Local 3263)	90
TRACY, Bill (Local 3120)	150
UNGER, Laura (Local 1150)	40
VAN DER WOUDE, Elizabeth (Local 4212)	52
VAN ESS, Bruce (IUE-CWA District 8 Vice President)	174
WAGNER, C.R. (Local 1183)	181
WALKER-RICE, Doris (Local 1084)	132
WALLER, Melissa (Local 2106)	123
WALLS, George (Local 4603)	136
WILLS, John (Local 2202)	86
WINTERSTEIN, Ken (Local 4040)	73
WOITENA, Cathy (Local 6171)	69, 113
WOOD, Janice (Local 9000)	60

WOODS, Terez (Local 4309)

82, 158

WYNN, Pam (Local 4309)

124

EXHIBIT C

Comparison-Finance PDF