

Proceedings and Index of the 70th Annual Convention



Communications Workers of America

Las Vegas Hilton Hotel & Resort

Las Vegas, Nevada

June 23-25, 2008

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MONDAY MORNING SESSION

June 23, 2008

The 70th Annual Convention of the Communications Workers of America, AFL-CIO, CLC, meeting at the Las Vegas Hilton Hotel & Resort, Las Vegas, Nevada, convened at 9:00 a.m., Charles "Chuck" Benway, President, CWA Local 9413, Temporary Chair, presiding.

TEMPORARY CHAIR BENWAY: Good morning, delegates and guests. We have a very full agenda this morning, so please take your seats. I ask all delegates to take their seats so that we can begin.

The official clock here in Las Vegas indicates that it is now 9:00 a.m. I ask everyone to please be seated as I call the 70th Annual Convention of the Communications Workers of America to order. (Applause)

We have very important business to take up over our three days together, so again I ask that everyone be seated so that we can get underway.

I am Chuck Benway, President of CWA Local 9413, in Sparks, Nevada. For those of you-- (applause). My compadrés in District 9.

For those of you who don't venture outside of Las Vegas, Sparks is just north of Reno. My local represents about 2,000 active and retired members in telecom, law enforcement, public service, and other sectors. I'm proud of my members and proud to be with my CWA brothers and sisters today.

It is my honor to serve as Temporary Chair of this Convention of our great union. On behalf of the officers and members of CWA District 9, and especially the members of my own local here in Nevada, I welcome you to Las Vegas and the 70th Annual Convention of the Communications Workers of America. (Applause)

As we always do, we will open our Convention with a prayer. It is my privilege to call upon Reverend Thomas Montelaro for today's invocation. Father Tom is a longtime parish priest who provides care and comfort to terminally ill patients and their families at the New Hope Hospice here in Las Vegas. Following the invocation, please remain standing for the presentation of the Colors and the singing of the National Anthems.

Now please join me in welcoming Reverend Thomas Montelaro. (Applause)

REVEREND THOMAS MONTELARO (New Hope Hospice, Las Vegas): Good morning. I wish to thank the members of the Communications Workers of America for inviting me to be here this morning with all of you. It is truly a pleasure for me to open your Convention with a prayer. We have the need for God's assistance and we need to ask Him to be with us and to bless us in all we endeavor to do. With that said, let us bow our heads and pray.

Heavenly Father, we wish to thank you for gathering us here today so that we may conduct the important business of the Communications Workers of America that we have come here to accomplish.

We ask You to bless, guide and direct each and every member of our organization. Help us to listen to one another, share our ideas, acknowledge our creativity, our knowledge. Let us always strive to communicate truth, uphold justice, and seek right so that the members of the CWA will truly become leaders in promoting and supporting the type of communications that will bring about peace and understanding within our organization, our nation, and our world.

We ask this through Jesus Christ, our Lord, who lives and reigns with You in union with the Holy Spirit, one God, forever and ever. Amen.

TEMPORARY CHAIR BENWAY: Thank you, Father Tom.

Please stand as we prepare for the presentation of the Colors and the singing of the National Anthems of the United States, Canada and Puerto Rico. Our Colors will be presented this morning by the Clark High School Naval Junior ROTC, led by Master Sergeant James Coltrain. Silvia Barden, President of the California Federation of Interpreters, part of TNG-CWA Local 39521, will sing the National Anthem of the United States; Scott Edmonds, Vice President of CWA/SCA Local 30213, will sing the National Anthem of Canada; and Luis Quintana, Vice President of TNG-CWA Local 33225, UPAGRA, will sing the National Anthem of Puerto Rico.

. . . The delegates arose as the Colors were presented by the Clark High School Naval Junior ROTC, followed by the singing of "The Star-Spangled Banner" by Silvia Barden, TNG-CWA Local 39521, "O' Canada" by Scott Edmonds, CWA/SCA Local 30213, and "La Borinqueña," the National Anthem of Puerto Rico, by Luis Quintana, TNG-CWA Local 33225 . . . (Applause and cheers)

TEMPORARY CHAIR BENWAY: Thanks again to our singers for their inspiring renditions of the National Anthems. Please give them another round of applause. And please remain standing as the Colors are retired.

. . . Applause as the Colors was retired . . .

TEMPORARY CHAIR BENWAY: Now I am very pleased to introduce our next speaker. Danny Thompson has led the Nevada State AFL-CIO for nearly ten years. He was first elected Executive Secretary-Treasurer in 1999. Over those years, the Nevada labor movement has grown to represent more than 200,000 workers in 120 locals, and we are still growing. Danny is a big part of that.

He is also a good friend of CWA. Most recently, Danny played a big role in helping the Clark County District Court bailiffs and marshals here in Las Vegas win CWA recognition. They are the newest members of our District 9 COPS (applause)-- yes, welcome-- that's the California Organization of Police and Sheriffs. Whether we're working together to make sure that public servants get a fair pay raise and have workplace rights, or lobbying the state legislature, or improving service to communities, CWAers know we can count on Danny.

We're lucky to have him leading the Nevada AFL-CIO and we're very pleased to have him with us this morning. Please join me in giving Danny Thompson a big welcome. (Applause)

DANNY THOMPSON (Executive Secretary-Treasurer, Nevada AFL-CIO): Thanks, Chuck. Good morning.

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

BROTHER THOMPSON: And welcome to Las Vegas. You know, I got to do this twice this week with different conferences with CWA, so if you've heard this before, just please excuse me.

It is a great honor to be here with you all, and I want to thank Larry for the opportunity, and I also want to thank Brother Bixler for everything that he does for the Nevada AFL-CIO. And I want to recognize John Durand from CWA staff, who is a fabulous organizer and a good friend. (Applause)

Liz Sorenson, who is not here with us today, I have been lobbying with Liz now for eight years, and she has been running our labor program out of Reno for that period in time. She does a fabulous job for everyone.

You know, I get to do this a lot, so there are a couple of things that I always do, and so I am going to tell you the same thing I tell you every year: This is a great union hotel. Any hotel on the Strip is a great union hotel. In fact, Las Vegas is a great union town. (Applause)

But the Venetian Hotel is owned by a guy that is not your friend. In fact, he used "paycheck protection" against us in 1998. He built his place union because that's the only way you are going to get them built. But he operates them totally non-union. I am talking about the Venetian Hotel. He just expanded to the Palazzo Hotel. Those two are non-union hotels. I would urge you all to have a great time in this hotel or any of the other places that you may go on the Strip, but don't patronize non-union hotels. (Applause)

Finally, you know, it's summertime, and I told the Printing Sector guys last week, if they say it's 109 degrees outside, that's in a box at the airport in the shade. (Laughter) I got in my car the other day, and it said 121 and it didn't move. So, you know, be cognizant of that because it's hot here.

I am so glad to see that board over there on the wall, and the significance of the Million Member Mobilization, and what that means to changing the Presidency in the United States. (Applause) Because, brothers and sisters, we have got to get rid of George Bush. (Applause) Now, he's going to go on his own. But let me tell you, you are going to get McBush right behind him if you're not careful, because John McCain is a carbon copy of George W. Bush. There is not that much difference between these two guys. (Applause)

You know, we've got \$5-a-gallon gas prices in Nevada. It's going to be \$5 a gallon by July-- \$5 a gallon! It's ruining our economy. In fact, our legislature is going into special session on Friday to deal with the cuts. We have cut education fourteen and a half percent, and his answer is to drill more offshore. It will take ten years before there is a penny or any impact on the price. You know, I was born at night, but I wasn't born last night. These oil companies are making the money they can while they have got their guy in the seat, because they know it's about to change.

Now, let me tell you-- and I told this story twice this week but it bears repeating. If you look out here on the Strip at all those cranes, every one of those cranes is a union job. The City Center is the largest privately-funded job in the world-- not in America, in the world. All of these jobs have brought danger to those workers. We have lost 16 workers who have died since they started these jobs on the Strip. It's to the point where they walked off a totally union job at City Center two weeks ago because of safety concerns.

I'm going to tell you about one of those safety concerns. You know, OSHA is the federally-mandated minimum standard for every state. Every state had the opportunity to enact their own state plan if they didn't want the federal plan, and Nevada was one of those states.

I was on the Legislative Board when we started the state OSHA. I've been on the Board since 1991. I've been the Chairman of the Board. And we worked hard to make this a safe place for people to work.

Along comes a Bush appointee and he issues a "compliance directive." Most of you never heard of a compliance directive. What it says is, it changes the standard; it changes the standard on his word. The standard is the minimum standard. He issued a compliance directive on fall protection that said if you tie off a hundred percent-- If you're an ironworker, a connector is an ironworker who's the one who goes on the end of the beam and sticks the bolt in and makes the structure go up in the air. It said-- or it used to say-- you have to deck the floors underneath those people.

And for good reason. One, if the person falls, there needs to be a platform where you can rescue them; and two, this netting that keeps people from falling off the building also catches objects that fall off the building. You can be walking down the street and get hit by a bottle of water and it will kill you if it's dropped from the 40th floor.

Well, the Director of OSHA releases this compliance directive that, if you have a hundred percent tie off, you don't have to deck the floors. So theoretically, you can build a 40-story building with no floors and those people would be up there climbing that structure. That's the minimum standard. If that standard, that compliance directive, hadn't been issued there would be two people here with us today that died unnecessarily on the Las Vegas Strip because of that compliance directive, because of President Bush's appointees and their coziness with business. So we have got to make that change. (Applause)

Let me tell you, we went to the Director of OSHA Nevada and we said, "We want you to ignore that compliance directive. That's gross rule-making. That is not in the best interest of the State of Nevada." He agreed with us, but he ignores it, just like California ignores it and other states ignore it.

If we depend on Washington, D.C., we are in big trouble with the people who are running this country. Without that movement right there-- without all of you going home and telling your entire family and all your co-workers how important this election is, there won't be things like Employee Free Choice. We will be going along the same path that we are going down now, in an economy and in a war where we are spending \$3 billion a week on-- \$3 billion a week! The entire budget of the State of Nevada is only \$6 billion. We are spending \$3 billion in a war that we can't win. There is no winning in that war, a war that didn't need to happen. We should have been in Afghanistan where Al Qaeda is. (Applause and cheers)

Let me tell you, you've got to get involved politically. If your local is not up on that board there, you should sign your local up today and you should go back and work your heart out for Barack Obama because we need him as President. (Applause) If we do not make that change, shame on us because we are going to have four more years of the same old deal, just like George Bush.

So listen: Welcome to Las Vegas. Are there any gamers here? (Laughter) I always remind people that we have a big deficit, and all you suckers-- I mean gamblers (laughter) should get out there after you're done here for the day and play a couple bucks, because we need the money. So have a great time and enjoy your Convention. (Applause)

TEMPORARY CHAIR BENWAY: Thank you very much, Danny. Thanks for being with us today.

I am very pleased now to introduce our leader and Vice President of District 9, our own Tony Bixler. (Applause)

Elected Vice President in 1996, Tony is a true union builder. Under his leadership, we've seen growth in our district and our union with new sectors, with new members in law enforcement, public service and other areas. Tony is a master at making the CWA Triangle work. Whether it is using political action at the state level to win workplace rights, or pay raises for members, or organizing to build bargaining power across CWA sectors, Tony's leadership continues to improve the lives of working families in District 9 and beyond.

We are proud of him and I am very proud to introduce him now to you, District 9 Vice President Tony Bixler. (Applause and cheers)

VICE PRESIDENT TONY BIXLER (District 9): Thank you, Chuck. My sisters and brothers, welcome to Las Vegas and District 9. I have had the privilege of introducing the President of our union many times when the Convention has been in District 9. But this year I will deviate from that tradition. We all have many thousands of acquaintances but very few friends. An incredibly sage person, my

District Vice President Bill Demers, told me years ago that a rich person is who, when they die they can count their true friends and hopefully they can hit 100.

Well, the next speaker, who will introduce our President, is one of my true friends. He is a man of his word, a loving father and husband, and one hell of a union builder. My brother, Pete Catucci, would fight for any and all members' rights, he would challenge what needed to be challenged, and he always supported the democratic process. Pete is what the CWA stands for, the second part of our Triangle, which is Union, Family and Pride.

Sisters and brothers, Vice President of the great District 2 and my friend, Pete Catucci.

. . . The delegates arose and extended a warm welcome to District 2 Vice President Pete Catucci . . .

VICE PRESIDENT PETE CATUCCI (District 2): Tony, thank you. I'll say more about you later. I want to warn everybody that my brain knows and understands what you say about me. I want to thank God for me being up here. I thank President Cohen and the Executive Board of District 2 for making me feel wanted for the last one and a half years that I've had the privilege of fighting this little problem. Also a special thanks to Shelena Williams, who helps me with my speech and every day sends me an email with some uplifting scripture or something that lifts me up. I love you. I've lived a dream. I told the Executive Board and my District that to be able to represent you is truly a dream job.

I want to thank all of you for all the love and support that you have given me. In my remarks, which is my voice that you will hear shortly, I will ask you to do two things that I ask: One, when you see a person in a wheelchair, please recognize them, smile at them, talk to them, and don't think for a minute they are stupid. They love eye contact and they love a smile. It makes their day.

Also in my speech, I ask you all to pray out loud. I will tell you what it is now. It is short and sweet. "Please, God, teach me how to practice love." Will you please play the tape now.

. . . Brother Catucci then introduced an audio/videotape of himself speaking to the delegates via electronic keyboard/voice device, as follows:

Thank you, Tony, for that kind introduction and for letting me introduce our brother, President Larry Cohen. As most of you know, it is our tradition to have the District Vice President from the convention town introduce the President. Tony graciously allowed me to do it, as it will be my last convention as District Vice President, and I have not had this honor in the 23 conventions I have been to, as District Vice President. I love you, Tony.

Big, burly Tony has always told me he loves me. What a wonderful gesture, and he has not just said it since I've had this little problem. He has said it for years. He is a beautiful, wonderful strong leader whom I love. If it moves and it's not organized, Tony will organize it. His heart is as big as he is. A big part of every progressive move this board has made. Tony, thank you. Keep it up.

If only all of us would focus more on our similarities, rather than differences. If only we would tell others of our love for them, and focus on this, what a wonderful place this earth would be. I know. You see, brothers and sisters, before I was diagnosed with this gift-- which is how the medical team at Johns Hopkins said I should look at it, even though I cannot re-gift it-- anyway, before this I was a hard-charging, win-at-all-costs person. I would tell people I loved them, but not all, and not often enough. Now I don't hesitate to focus on love, and to tell just about everyone that I love them. And almost all return the greeting. How sweet and healing. How much stronger it makes all of us. I do believe I am going to get healed and love will be the main ingredient.

See, the bulbar ALS is the most aggressive of the five different ways that ALS shows itself. Usually bulbar ALS people are dead a year or two from the onset. Well, my onset was September '06, and here I

stand. (Applause) Now, the number one person in seeing to it that I get my daily regimen of love from is the love of my life, my wife, Terry. . . . (Applause)

BROTHER CATUCCI (from the podium): I want to say to Nick, Traci and Francesca, my children-- our children-- you have become the most wonderful human beings that a parent can hope for; always helping others, always spreading love. I love you each so much, and I thank God for you each day. To Terry, my sweetie, when people say how good I am doing handling this, they have no idea that I wouldn't be able to without your strength. See, when another ability leaves day by day, I become angry, frustrated and scared, and I do get ugly. You might think I am already, I don't know. But God sent me an angel in my wife to see me through this and she actually makes me stronger. She hasn't complained one time, and always figures out a way to adjust to the new problem. I love you always and forever. (Applause) Roll the tape.

. . . The video continued as follows:

Also my children-- my son, Nick, my daughter Traci, a CWA member, and Francesca-- they are there for me always. My brothers-- seven of them-- and sisters-- three of them-- have been there whenever and wherever I have needed them for whatever. Well, I have had a few people who have become my brothers and sisters through the years through love and respect. You know, I didn't uncover some secret formula to a better life, for Jesus told us to "love one another, as I have loved you, and to love your neighbor as yourself."

Now, I am no Pollyanna and I know this won't instantly work with everyone, but it will work eventually. And it, once achieved, lasts forever. Would you all now please, out loud, pray this? . . .

BROTHER CATUCCI: Would you say it with me? Dear God, teach me to love and to practice love." Thank you.

. . . The video continued as follows:

One other thing I'd like to ask you to do is to say hi and smile when you encounter a handicapped person. It means so much. Thank you.

Now, the person that I have the honor and privilege to introduce is my brother, one who has mastered the art of love along with the art of war. I have had the joy of knowing Larry since 1976.

If you know Larry, you know his daughters, Julie and Rachel, who are with him today.

When Larry found out about the diagnosis, he brought me in to talk with him. My initial reaction, relative to being vice president, was to retire. Larry told me he would not stand in my way, but if I wanted his thoughts, which I did, he would like me to serve out my term. Ever the tactician and a caregiver, he had already envisioned a role and a purpose for me if I stayed.

Naturally, I didn't want to stay if I couldn't contribute. He knew this, and had a plan already in place. He told me I could help people focus on what's really important in their lives, and that I was more valuable than ever. He lifted me up. He made me feel wanted and needed. (Applause)

Then later, he suggested that I might want to educate our members about ALS; leading me, encouraging me to speak to the Women's Conference, Legislative Conference, and to you, the Convention delegates. He went with me to the Hill to talk with Congressmen and Senator Casey from Pennsylvania, the one Senator who could have overridden the President's veto on embryonic stem cell research.

I tell you these things to highlight the person Larry is. His suggestion for me to stay was not some feel good, empty saying. My friends, President Larry Cohen is always sincere, loyal, caring and loving. As soon as he became President, he focused on how to improve and strengthen our union and the labor movement-- not an easy task in this environment. But that is Larry always. I bet at birth, he was trying to organize the nurses in the nursery. (Applause)

He decided that to start a thing called the Strategic Industry Fund would be one instrument we needed to strengthen CWA. As Larry quickly moved to the SIFs, everyone realized what a mighty effort this would take, and that we probably wouldn't accomplish it the first time. But Larry, being Larry, proclaimed if we don't accomplish this, it will not be because of a lack of effort, or planning. What drives Larry is a caring desire to help our members, to be able to really fight our employers, when necessary, with efficiency and effectiveness, and to do what is right. Larry, I saw you work magic and bring the SIF to fruition and you fundamentally changed and strengthened CWA forever.

Then does he take a breather? No. He goes after changing the CWA board to better reflect our makeup. He put forth an idea to add four rank-and-file minority members to add true diversity on our board, and while not all board members were in favor of this drastic change, I doubt that you could find one that disagrees with it now.

Larry personifies what a leader should be: willing to lay his future on the line for what he believes in, no matter the outcome. If we were serious with ourselves, few if any of us thought he would be able to make either one of these things happen, much less both on the first try. How does he do it? By involving everyone in the process, by never obstinately shutting down debate, and, most importantly, respecting everyone.

Larry has been working on one other impossible task for the last two years plus, the Employee Free Choice Act, EFCA, that will change the entire labor movement and help make the USA stronger, more humane and complete. Women and men will be free, without outside intimidation, to be able to vote to join a union.

When he alone started this quest, he was thought by a lot in labor to be a dreamer at best. Now with the election of Barack Obama, it's a very real possibility of becoming a law. CWA will, through Larry's leadership, truly have changed the USA for the better, the labor movement forever, and the lives of every worker will have dignity.

This is Larry, our brother and our President, who I love dearly and thank God for. Sisters, brothers and guests, it's time to make a ton of noise. (Applause and cheers) Get on your feet-- if I can, I know you can-- to welcome our President, our brother, the one who will pick you up if you should fall, the one we love, Larry Cohen. . . .

. . . The delegates arose and applauded and cheered at length as President Cohen approached the podium and embraced Brother Pete Catucci . . .

PRESIDENT LARRY COHEN: Two months ago, I had to follow Barack Obama. I guess that was a warm-up. (Laughter)

Thanks doesn't express it, Pete, for that introduction and for what you do for our union. Faced with adversity, you make us all stronger. Faced with a keen sense of the value of each day, you help us all take our own lives more seriously. (Applause) We commit to you to fight for embryonic stem cell research and a cure for ALS. (Applause and cheers) We will elect a President, Barack Obama, who will sign this legislation proudly. No more vetoes! (Applause)

We also commit to you that we will work even harder, in your honor, to elect Barack Obama and to pass the Employee Free Choice Act in the next year. (Applause)

I also want to give a special welcome to President Emeritus Morty Bahr and his wife Florence. (Applause) And also to Secretary-Treasurer Emeritus Booe and his wife Judi (applause), as well as my daughter Julie (applause) and her sister Rachel who is at work for the International Federation of Journalists in Brussels and not here. (Applause)

Three years ago, as a newly-elected Executive Board, our theme was "Working Together." We knew that the times would keep getting tougher and that we could only make a difference by working together-- not just the three executive officers or this Executive Board, but the local officers and stewards-- figuring out, as I said last year, how we build our union network and act and fight as one. We faced and continue to face unprecedented corporate greed, management that sees nothing wrong with CEOs that make 500 times the pay of a front-line worker and then come to us and talk about teamwork.

As Pete said, we have faced the worst President of the United States ever, who talks about the "ownership society," and really made it clear that just meant each of us is on our own. And sometimes we have faced challenges from our own members who wanted results but not struggle, viewing the union more as a vending machine where you put your dues in and, instead of candy, out comes a contract. We don't offer candy here, but we do offer the best chance to change things together, now and for the future, the best chance to make a difference in the face of incredible odds, and our time is now.

I want to thank Barbara, Jeff, and this board for three great years. This board has, in my opinion, worked harder than any other, dug deeper and faced greater challenges, but never quit or looked back; never made excuses. Tonight we will honor Barbara for 57 years of service (applause), 23 years on the Executive Committee as either Executive Vice President or Secretary-Treasurer. In the best tradition of CWA leaders, she returns to her roots as a volunteer, working for Obama in Virginia and serving the homeless.

Okay, the rest of this speech is on the website. (Applause)

. . . President Cohen's "State of Our Union" online remarks are included in the Official Proceedings, as follows:

We have a window of opportunity this year that we haven't seen in a generation. We have an opportunity to fundamentally change the direction of America-- to restore our labor movement, restore the middle class, and give hope to millions.

We must prevail in the 2008 elections and win a White House and a Congress dedicated to progressive change. And we can do it, because Americans are crying out for change. Only one presidential candidate offers positive change, and the other only promises more of the same policies that are ruining our country.

After more than five years of the Iraq war, we continue to suffer a steady loss of life and injuries, and to drain our financial resources by over \$2 billion each week. Meanwhile, John McCain talks about a 100-year presence in Iraq and jokes about bombing Iran.

We have a \$700 billion annual trade deficit, which is helping to send the dollar crashing to record lows and transfer our assets to China and the Middle East. We have the worst credit crunch since the Great Depression and the highest rate of home mortgage foreclosures in decades. Gasoline, home heating oil, food and other vital commodities are at record highs-- and still soaring. Real wages are down, and good manufacturing jobs continue to vanish. And there is no coincidence in the fact that the United States has the lowest rate of collective bargaining coverage among the world's economic democracies.

John McCain still talks about how our economy is strong and describes our problems as "psychological." His prescription for the health care crisis: taxing employer-provided health benefits,

which will drive those employers who still provide benefits to drop their coverage. He thinks NAFTA was good for America. He talks about reviving the Bush plan to privatize Social Security. He voted to keep the Employee Free Choice Act from coming to the Senate floor.

McCain and the congressional Republicans are on the wrong side of every issue that working Americans care about today. Barack Obama stands with us on our key issues: workers' rights, universal health care, creating and keeping good jobs in this country, and protecting retirement security.

These are the issues behind our Convention theme-- Building a Political Movement. That's what we've been doing, and that's what we must keep on doing when we walk out of this Convention.

CWA local unions and staff are leading the way in building the Million Member Mobilization for the Employee Free Choice Act. When I met with House Education and Labor chair George Miller in January, he said, "Give me a Democratic President and this Speaker and we will enact the Employee Free Choice Act in 2009." He then went on to say that he hoped to see the faces and cards of one million supporters of the Employee Free Choice Act when he returns to Congress next January.

The Million Member Mobilization is exactly that--a million members from all of labor committed to signing up, emailing and turning up at an event, if necessary, and understanding that our bargaining rights are worth working and voting for.

We can draw strength and inspiration as we go forward from the fact that CWA truly is a union on the move, and that we've been successfully fighting back, despite hard economic and political times in recent years. Take a look at the convention *Highlights* book, and join me in celebrating the fact that we are truly raising the bar and moving our union in the right direction.

Last November, and again in races this spring, CWA locals and activists were instrumental in key political wins in Virginia, Kentucky, New Jersey, Indiana, Louisiana and Mississippi. In those latter, Deep South states, we helped elect pro-worker Democrats to congressional seats that Republicans had held for decades. This demonstrates that change is coming in 2008.

In several of these elections, we worked closely with the United Steelworkers, our partners in a new political alliance that includes the United Auto Workers and the International Federation of Professional and Technical Engineers. Together, by rallying the strength of a combined three million workers and retirees, we're building a political movement to turn this country around.

In the last year, we also forged a unique international alliance, joining with Germany's largest union--Verd.i-- to support U.S. workers at T-Mobile. T-Mobile workers in the U.S. can now join the T-Union as members of both CWA and Verd.i and backed by more than 100,000 German workers at T-Mobile and its parent Deutsche Telekom. We're telling management: "This is our response to globalization-- global unions."

In recent months, we helped 3,500 new AT&T workers organize-- most of them in the southern states of District 3-- through majority signup. Another card check campaign for 1,000 adult home care providers in New Jersey brought recognition for the first bargaining unit of its kind anywhere. We organized through traditional NLRB elections too, overcoming anti-union campaigns among 500 workers at LifePath in Pennsylvania and at New Era Cap in Alabama.

Our Buffalo, New York hospital workers won a huge victory this year through their relentless, year-long political mobilization when the State Department of Health announced that key hospitals, employing 4,000 members, would remain open.

There were several bargaining breakthroughs for CWA members in the public sector. A landmark agreement for 6,000 New Jersey child care workers substantially raised pay and called for the first

grievance and arbitration process of any child care contract in the nation. In Jackson, Mississippi, 1,200 city workers gained their first contract and workers in Broken Arrow, Oklahoma, also achieved a first agreement this year. Political activism in Arizona also brought "meet and confer" bargaining to 3,600 CWA corrections officers.

CWA Newspaper Guild members in Puerto Rico ended a five-year struggle at Univision, with a back pay settlement ranging as high as \$18,000 in lump sum payments for senior employees and substantial base pay improvements.

CWA members took on another media giant, Time Warner, in Utica, New York, where a small cable unit waged an inspirational struggle and secured a contract despite management's campaign to crush their union. The workers beat back a decertification effort last year and mounted a textbook public outreach campaign.

Over the past year, CWA moved ahead with the goals we set forth in our Ready for the Future program, including historic action to expand the Executive Board to reflect our union's diversity and add the perspective of local leaders. Following Convention action last year, the Board appointed four members to at-large diversity seats, from nominations by the National Equity and Women's Committees and the Minority Caucus. The at-large members will be elected at this Convention.

The Canadian Director is also represented on the Board and constitutional changes are proposed this year reflecting the autonomy of the Canadian region. We have also moved forward with our Canadian Alliance of USW and CWA.

We have moved ahead with key Strategic Industry Fund campaigns:

* CWA's "Speed Matters" campaign to spur jobs and economic development through promoting high-speed Internet deployment elevated this issue into the Presidential race last fall and helped win passage of high-speed programs in several more states. Only last week, as a result of our work, the FCC has increased minimum speed for broadband upstream and down and set goals for future development.

* The SIF campaign at Verizon resulted in regulators in Vermont, Maine, and New Hampshire requiring greater financial commitments and service guarantees as part of Verizon's sale of its telecom network to FairPoint Communications. CWA and IBEW testified at hearings, lobbied governors and lawmakers, and mounted a media campaign. In the end, Verizon was required to spend an additional \$549 million to cut its sale price and FairPoint had to commit an additional \$600 million to bolster service.

* Through the health care campaign, an army of activists is starting to fan out across the country to build a movement in at least 121 targeted Congressional districts to fight for affordable health care for all. The health care campaign and fight for Employee Free Choice, another SIF effort, are being closely linked in our 2008 election program. At this stage, it is critical that each of us bring a message to our employers: "Get off our backs and get by our side, and together we can change health care in the U.S." Our employers need to join us in promoting universal health care, funded with a broad based tax so that all employers pay their fair share. The race to the bottom is over.

Renewed efforts to reach out to members and explain the importance of political action resulted in a surge of CWA-COPE participation during 2007. The number of locals with over 10 percent participation grew by 9.5 percent, with a 13 percent increase in \$1-per-week contributors.

As we focus on the critical goal of restoring organizing and bargaining rights through the Employee Free Choice Act, union leaders around the world are watching with keen interest. CWA was a driving force in bringing global union leaders to Washington, D.C., in December for a forum on workers' rights, and in arranging a hearing with key members of Congress. They told our lawmakers that shrinking

collective bargaining rights in the U.S- - currently the lowest in the developed world at 7.5 percent of the private sector-- threatens labor standards in other nations.

Workers in the airline industry have their own unique challenges to winning bargaining rights. Rather than winning a majority of votes from those participating in an election, they must win "union yes" votes from a majority of the entire bargaining unit. Those who don't vote are considered to have voted "no union." Despite this handicap, flight attendants at Delta Airlines mounted a tremendous campaign, enlisting an internal organizing committee of 1,000 activists. They fell short of a majority of the 13,300 eligible voters last month because of the uniquely difficult election process-- and an aggressive voter suppression campaign by management. But they paved the way for eventually getting a union when Delta merges with Northwest Airlines, where flight attendants gained AFA-CWA representation only a few years ago and now will work to build on it and keep it.

We also had our struggles and disappointments in both the public and private sectors, but these success stories should inspire us to reach even higher in setting our goals and finding the determination to overcome tough obstacles. With a vision, with a strategic plan, and above all, with a unified effort, there is so much we can achieve.

And as we look toward this fall's elections, here is our vision: Imagine a year from now when we meet at Convention in Washington, D.C., a few blocks away, President Barack Obama will occupy the White House. With the support of greater pro-worker majorities in Congress, we will have passed the Employee Free Choice Act by then and opened a new era of union growth and collective bargaining. We will be on the way to establishing a universal health care system, removing that contentious issue from the bargaining table. And imagine how political change will impact trade policy, job creation, pension and Social Security issues and other priorities for working families.

We have the opportunity to make that amazing vision a reality. As we leave this Convention on Wednesday, let's draw energy and strength from each other, and let's resolve to dig deeper within ourselves-- to work harder than we ever have in a political campaign. We can turn this country around. It's within our reach. This is our time! . . .

PRESIDENT COHEN: So this is our time, and really it rests for us on three things: our unity, our strategy and, as Pete said, our focus. Now, many of us wear wristbands. This one is about fighting ALS, and you can see what's on the outside of the wristbands. People ask, and you tell them. I think of the unity of CWA as the inside of this wristband, what you don't see, and everything rests on it. We have worked together on great strategies. We have ambitious programs. But every day, really, I would ask for the love that Pete talks about. Each of us here has to commit to work toward greater unity and not see that as some kind of nuisance; greater unity about what we stand for at the core. It really was in that spirit that I join with Barbara and Jeff and this Board to work for, not just diversity on our Board, but for four brilliant local union presidents on our Board.

This is the 70th Convention. It's our first Convention with local leaders on our Board. It's the first Convention where you will be electing four local leaders to this Board.

As important as it is to bring about more diversity, to have a Board that looks like and thinks like our members, but even more important it's to symbolize that this is not about some kind of "us and them." This is about us. This is about CWA. In the nine or so months that these four members have been on our Board, every board member, every vice president has said to me that this is the best nine months we have had because of their being there, as if you are all there with us, as if we are more united as a union than ever before, so that we can strategize together and then focus on programs that can help us change North America and our world.

I might say that it's not just those four leaders, but also the Canadian Director, and that was a two-year process. So we have actually had five leaders on our Board that remind us every day that we are one union.

Now, two years ago, as Pete said, we adopted "Ready for the Future," a strategy, a road map, and we've been sticking to it. The strategy here is that each of us think of ourselves as a steward-- like the steward's pin here-- but more importantly that each of us thinks about how we build an army of stewards. Our goal here is 50,000. We are not there yet, but we are well on the way. One steward for every ten members; a steward who will carry out our program, fight for the future, aim higher, confident that together we can change whatever we face, that we can dream again, not just play defense, but move forward. (Applause)

Along with that we adopted, as Pete said, the Strategic Industry Fund, and in the *Highlights* book that's in front of you-- again I am not going through this-- but you'll see amazing examples of results in just a little over a year from this Strategic Industry Fund. It's not just because of the money, which is critical, but it's because that money allows the stewards' army, the different parts of it depending on which of the five industry groups, the fund is addressing the need to have real resources and not run on an empty stomach, and to have the ability to fight and to win these enormous battles that are in front of us.

What I am proudest of is the 35 examples in this book-- and there could have been hundreds more. It doesn't matter what size you are in CWA. There are examples in here of two groups of 20 workers, cable workers at Time Warner in Albany, New York-- twenty of them, TV workers at a PBS station in Harrisburg, Pennsylvania-- twenty of them-- against enormous odds. In the one case Time Warner, the other case a public broadcast system intent on eliminating them. They mounted fights. With all of us together, they won those fights. Twenty workers. Other examples in here are twenty thousand.

So it doesn't matter where you are in terms of the strategies of this union. It doesn't matter how large your group is. These are sparks to convince us all that change is possible, change we can believe in, and change we can achieve. (Applause)

Now, two years ago we also saw as part of "Ready for the Future," it's all through this, we laid out these four issues you see up here: Employee Free Choice Act, Health Care, Jobs and Fair Trade, and Retirement Security. They are on everything we do. Hopefully, the some 30,000 stewards that make up the stewards' army now know those four issues and talk about them all the time, the ways they are linked and the ways they are linked to the CWA Triangle. Think about the largest bargaining we are involved in, units like Verizon right now, state workers in New Jersey or Qwest, or the smallest units like the two I just mentioned.

These four issues, four rights of workers-- the right to bargain, to health care, our jobs themselves, our retirement-- are often the focus and often our defense, holding on to what those who came before us had bargained. When we organize-- and we will hear from workers on Tuesday about four incredibly brave and courageous workers on the front lines of our organizing program, and whether they are at Verizon, or Delta Airlines or corrections officers in Arizona, they are fighting for these same four things. It's about their jobs, it's about their retirement, it's about their healthcare, and actual rights as workers to bargain.

Now, Danny mentioned the posters and the Million Member Mobilization, and you can see that hundreds of CWA locals have already signed up. I congratulate you because together you represent 450,000-- or more than that-- 530,000 of our 600,000 members. Will every local and delegate whose local has signed up please stand. Please stand if your local is up there. Every local that has signed up and taken the pledge to commit that at least 15 percent of your members will join the Million Member Mobilization please stand. (Applause)

Now remain standing if you have already started signing up members in the Million Member Mobilization. And now remain standing-- it looks like most of you-- remain standing if you already signed up 15 percent or more of your locals. (Applause)

Two different local presidents wrote to me and said "Why 15 percent? We have already signed up a majority of our local." And that's the spirit in which we are going to change what we face. Let's reach the Million Member Mobilization goal and change our bargaining rights and organizing rights forever. (Applause)

Now, this is the latest issue of the *CWA News*. It looks like a comic book. It's called "Tom Riley's Nightmare." It's not so funny. You all have copies of it. Some of the drawings are somewhat funny. What Tom is saying to us on the front cover is, "Imagine if the reality of workplace democracy today was applied to our political democracy. . ." Then the story unfolds of that nightmare, of Tom supporting somebody who was not the incumbent; Tom taking a chance because he believed in it; and then everything coming down on top of him.

At the end of the comic book, he wakes up and he says, "But it was awful. I dreamt that real life was like working at Verizon Wireless." (Laughter) It then goes on to say Verizon Wireless, Wal-Mart, Comcast, and the list goes on and on and on as we all know. But at the end, Tom discovers the Employee Free Choice Act, the Million Member Mobilization, and then, of course, he encourages everybody to join up.

Now, this is just one example of our union doing things differently. *CWA News* never looked like that. The *Highlights* come from the weekly electronic newsletter where we talk about not just what we are doing well, as these things are, but what our challenges are, our adversities, which the list is endless as well. So the idea is to keep coming up with new strategies so that we can do things differently but effectively, but most importantly to do them together; most importantly to believe that we can keep aiming higher because together we can make a difference and together we can win.

There are many, many different examples of this, but none is more critical than this Million Member Mobilization. It was in January that I met with the Chair of the House Education and Labor Committee, George Miller. I often call this the "Miller Act" because he is our champion on the Employee Free Choice Act, and his unity with Nancy Pelosi, the Speaker, is why we are where we are now.

As you all know, we passed this overwhelmingly last year in the House, had a majority in the Senate, but Senators like John McCain and all but one Republican-- Arlen Specter was the one Republican to vote for closure to get the bill on the floor so we could have the majority to pass it. John McCain was right there in the minority but preventing us from having the super majority we needed.

George Miller said in January before we knew who our nominee would be, a nominee that would support the Employee Free Choice Act as well as our other three issues, he said to me, "Give me any Democratic President and this Speaker and we will enact the Employee Free Choice Act in 2009. (Applause)

He said, "Next January the Chamber of Commerce and their front groups will be all over Congress spending tens of millions of dollars, and I need the support and the faces of a million American workers so that this Congress every day will not get confused by the suits that descend on Congress and the tens of millions of dollars they spend on phony lies on TV. We'll stay rooted in the million or more American workers who realize that together we can rebuild the middle class, as the flyer and the packet says, but only if we mobilize like we haven't done in generations." So, again, our strategy is to aim high, change labor law. Majority sign-up is the key element of this so that when the majority of workers sign up, there should be recognition.

Now, you can see bar graphs here on the screen. They are also in the flyer in front you. Sadly, as proud as we are of our country, we are now near the very bottom in terms of workers' rights in the entire world. We will hear tomorrow from two global labor leaders. And what these charts tell us is, they give us hope. You see the U.S. here with 12 percent of American workers have bargaining rights. The next lowest country is Japan at 24. We need to imagine a U.S. at 24 which would mean 15 million more workers with bargaining rights, and imagine how everything else would then change.

From that, our hope comes. We need to look at countries on this graph like South Africa at 42 percent. Twenty years ago they had ten percent. It was only white workers and they had apartheid, near slavery. Now a little more than 20 years later, 42 percent of South African workers, black or white, have bargaining rights, and it continues to grow in one of the strongest labor movements in the world. Change is possible. Hope is possible. (Applause)

Brazil is at 36 percent-- 25 years ago under a dictatorship, and today the President of Brazil is a metalworker. Lula da Silva, missing one finger from an accident at work, is the President of Brazil. And instead of a dictatorship, 36 percent of workers in Brazil have bargaining rights. We have hope and we have examples. And all across, in fact, South America and Argentina and Chile and Uruguay, and only three weeks ago in Paraguay, as a new labor progressive government was elected, bargaining rights are rising. So we take hope from this chart. It is not about us feeling bad about being at the bottom.

As some of you know, in February I had the honor to be with the trade union workers at the Teachers Union Hall in Bogota, Colombia. Almost 500 filled that room to tell me and the delegation I was with their story, because the next day we were going to spend several hours with the President of Colombia who was trying to persuade us they were changing the country and we should support the Colombian Free Trade Agreement with the U.S.

We think of courage, Pete's courage, the courage of those workers in that hall, because as they came up one at a time and told their story-- and we took notes-- stories of death threats and murder, stories of the destruction of their union as they put it, and, more important the 2,700 murders of trade unionists in the last 20 years. Twenty-seven hundred murders was the murder of virtually every union in the country. And as they spoke, on a screen like this the names of the 2,700 trade unionists from their union who had been murdered were scrolled across the screen. We knew listening that every one of them could just as well have been one of the names on that screen. We each wore a bracelet for a woman who had been murdered, a woman trade unionist murdered in the last 20 years just because she was a union leader.

In Colombia, the one country lower than the United States, only one percent of workers have bargaining coverage. Eighty-five percent of the 18 million workers are not even classified as workers. We have the same problem. They exported it from the Harvard Business School, where their President Uribe went, to restructure so that everybody is a contractor. The people, for instance, at the telephone company don't work for the telephone company. The people who work for the water department in the city don't work for the city any longer. Everything is privatized. It's another nightmare like Tom Riley's.

So whether it's from adversity or change or hope or from distress, we take our strategy, the stewards' army, the resources we have in the Strategic Industry Fund and all of our other resources, and even more important, our local union leaders and stewards, and we focus on these four major issues. We take ambitious programs, whether the Million Member Mobilization or our campaign to change health care in America-- and Annie Hill will talk more to us about that.

That program is simple. The strategy is clear. We mobilize first to say to our employers, through the stewards' army to every employer, "Get off our back and get by our side, and together we can change health care in America. Get off our back and get by our side and together we can change health care in America." (Applause)

We carry that message to every bargaining table loud and clear, as our leaders did at the bargaining table at Verizon only last week. Thanks to Verizon-- and I have some hope that the Verizon management heard us and will actually join with us and work to change health care in America. And why is that? Because every union employer that has anything close to decent health care, if we had health care for all in America, they would actually save money. Why? Because they are paying for health care coverage for every spouse and every retiree who left and got another job, and for every retiree's spouse. Because mostly in this country now, we have deadbeat employers who pay next to nothing for health care and they get a free ride on all the others. And that's a free ride that is not working.

But if we don't mobilize, our employers won't have the courage to take those steps. How do I know that? Because where have they been? They have been on our backs to cut our health care at every turn. We will march out of this Convention on Wednesday more committed than ever to not only pass the Employee Free Choice Act by mobilizing a million members, but by saying to every employer, "Get off our backs, get by our side, and together we will change health care in America." (Applause)

And we stay focused. This afternoon right after the lunch break-- and depending on what I'm told we might have to come back from lunch a few minutes early-- Barack Obama via satellite will address us. (Applause)

In the tradition of CWA, many CWAers were active in primary campaigns. There were six incredible candidates that CWAers, either a local union or a state, endorsed or supported.

I started out talking about unity, and we have to work for it. It doesn't fall out of the sky like the rain. You don't have to worry here; it never rains. Here you have to work for water also. It doesn't fall out of the sky like the rain. You have to work for it. We will have to work to build political unity within our union in this election like never before.

There will be a resolution that we will consider about Barack Obama and this election, about labor in 2008, about building a political movement around our four issues; not only electing Barack Obama, but mobilizing into the election and throughout the election around health care, around the Employee Free Choice Act, around Fair Trade.

But it begins with our work with our own members and building that unity and not getting distracted. For years we have said these elections in our country must be about public issues like these four issues; not privatize issues like what faith somebody is, not privatize issues like who does somebody choose to love, but public issues. Government is supposed to be about public issues. Too many of us, too many of our members, get distracted. The other side gets it, and they have gotten it for 40 years. Trick us up, divide us up based on race hatred; trick us up, divide us up based on homophobia; trick us up, divide us up based on where we were born. It's always about trick us up, divide us up. And we are going to stand up more unified, more determined to elect Barack Obama president, more determined on our issues than before. And that is the message he will hear from us this afternoon.

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

Finally, we are going to have a great week here. We are going to have fun in here, not just out there. The only thing I disagree with Danny about is that I want you to hold onto your money or at least come back with more than you came with. I'm not into donating to these casinos. (Laughter)

We are going to have fun here. We are going to inspire each other. Most importantly, we are going to imagine-- imagine where we can be one year from now, whether it's in Canada, Puerto Rico, the U.S. mainland, where we can be one year from now. This week we will imagine that together, as we consider the resolutions before us and the commitments we make to each other.

The most important thing is that when we go back home we sit with each executive board, each one of us here with our board and we imagine what life can be like one year from now. We imagine our next Convention, which is in Washington, D.C., where Barack Obama will be President of the United States. (Applause) We imagine his commitment to work with us, which I heard him make again last week to a group of union presidents; to help lead the fight and not just sign the bill for the Employee Free Choice Act; to help lead the fight and not just sign a bill for health care for all; to help lead the way to a new trade policy. Ron Gettelfinger, UAW President, will talk to us about this on Wednesday. He will help lead that fight.

But also to imagine our own work over the next year. We have 134 days until the election on November 4th. And then we have the Million Member Mobilization that will continue after that. We will have a million energized members mobilized in January when that Congress comes in so that it's not just a TV ad where every corporation in this country has signed up for millions of dollars to contribute. We can't compete with that money, but we can compete with our arms and legs and our determination.

So we will march out of here on Wednesday and into every Executive Board meeting and imagine where we can be one year from now. And then each one of us, each Executive Board, this Executive Board, will make a plan together to dig deeper, to fight harder, to aim higher. We will change this country, and we will do it like we have never done before. I am absolutely convinced that this union will help lead the way, and that together we can make a difference and together we will win.

Thank you, brothers and sisters.

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

TEMPORARY CHAIR BENWAY: Thank you again for the honor and privilege of serving as your temporary chair. I am so proud to be a part of this great union and serve with great leaders like President Cohen.

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

. . . President Larry Cohen assumed the Chair. . .

PRESIDENT COHEN: Thanks, Chuck. Thanks for all you do. Thanks for the way you are building the labor movement in Nevada.

Will the Credentials Committee please come to the platform. As they are coming to the platform, as we always do I will explain the microphones briefly. Let me describe for you the use of the microphones and how you get recognized to speak, make motions or ask questions.

Microphone No. 1, in front of me, labeled "Motions," is for delegates to make motions. The telephone associated with this microphone is connected directly to our parliamentarians. They are seated directly behind me. Will the parliamentarians stand as I call your names: Richard Rosenblatt, District and Sector Counsel, Printing, Publishing and Media Workers Sector, Colorado; Peter Mitchell, Managing Legal Counsel, Washington, D.C., Pat Shea, Headquarters Counsel, Washington, D.C.

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 your motion is in order, the Chair will be advised, and you will be recognized.

Just to remind you, any motion is only in order during the report of the committee to which the motion is related. For example, Resolutions can only be received during the Resolutions Committee Report.

They come up several times. Constitutional proposals can only be received during the Constitution Committee Report.

If you disagree with a preliminary ruling, advise the parliamentarians. They will then bring that disagreement to the attention of the Chair. The Chair will then make a ruling, after which, if there is still disagreement, the matter can be placed before the Convention to determine whether or not the ruling is proper by voting on whether or not to sustain the Chair's ruling.

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

Microphone No. 3 is the "For" microphone. Use it to be recognized to speak for any motion or issue before the Convention.

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

At the back of the hall, Microphone No. 5 is designated for "Questions." Use that phone and mike to be recognized for the purpose of asking questions to clarify an issue before the Convention or to get information.

We rotate these microphones under our Rules. The maker of a motion may speak for their motion from Microphone No. 1. Under our Rules, there is a five-minute limit on any speech. There is a red light here on the platform to my left-- that has just been turned on-- which will give you a one-minute warning, and also a small red light at the microphone telephones. The Chair will also endeavor to tap the gavel lightly at four minutes to indicate to you that you have one more minute to speak, after which the microphone will be automatically turned off.

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

As you go to any of the microphones, lift the telephone, give your name and local number and state or province. You will be recognized in the order called for under our Rules. Start off with your name and local number.

Let me introduce the people who will be handling the phones and answering as you call from Microphones No. 3, 4, and 5. They advise the Chair to recognize you. Steven M. Miller, CWA Rep, District 1; Judy K. Graves, CWA Rep, District 6; Ameenah Salaam, CWA Rep, District 13; Marian Needham, TNG-CWA Sector Representative and Chair.

Five Minute Rule: John Feaster, CWA Rep, District 1; Laura Unger, CWA Rep, Communications & Technology.

During the course of our Convention, a verbatim record is kept. The record is carefully prepared by our editing group, seated on my right. Shortly after adjournment, a complete set of Convention proceedings will be e-mailed to you. You will have thirty days to review the record and report to us any errors you may wish to have corrected. The individuals who are doing the editing and indexing are: Paul Bouchard, CWA Rep, District 1; Carrie Biggs-Adams, Staff Rep, NABET-CWA; Donna Dolan, CWA Rep, District 1, Chair; Debbie Goldman, Research Economist.

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. For that purpose today, we have two

delegates, and I will introduce them at this time: Kingsley Chew, President, Local 9410; Margaret Chadwick-Ledwon, President, Local 1133.

Okay. Let me introduce the Credentials Committee. Again, we will use our one-clap tradition as each name is called.

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

Ed Luster, President, CWA Local 1102;
Lynda Nordyke, President, CWA Local 1302;
Annette Goad, President, CWA Local 2007;
Byron Taylor, Executive Vice President, CWA Local 2202;
Kim Sadler, President, CWA Local 3511;
Richard Hunnicutt, President, CWA Local 3605;
Carl Baxter, President, CWA Local 4004;
Kim Collier-Hartjes, President, CWA Local 4025;
Georgia Thomas, Executive Vice President, CWA Local 6201;
Colleen Downing, President, CWA Local 6450;
Larry McCormick, President, CWA Local 7716;
Jeanne Stewart, President, CWA Local 7803;
Dan Rodriguez, Vice President, CWA Local 9423;
Roy Granados, President, CWA Local 9408;
Diana Markowski, President, CWA Local 13100;
Ted McCracken, President, IUE-CWA Local 84999;
Don Rice, CWA Representative, District 1, Co-Chair;
Betty Witte, Administrative Assistant to Vice President, District 3, Co-Chair.

And now I recognize the Chair of the Credentials Committee, Marge Krueger, Administrative Director, District 13.

CREDENTIALS COMMITTEE CHAIR MARGE KRUEGER (District 13): Good morning, President Cohen, delegates, retirees and guests. I am pleased to announce on behalf of the Credentials Committee that the Committee has registered over 2,448 delegates, alternates and guests to this 70th Annual CWA Convention.

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

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

Since our last Convention, new locals have been added to our ranks. These locals are: 83264 Deltona, Florida; 27016 Seattle, Washington; 27036 Phoenix, Arizona; and 84555 Michigan. Let us welcome these locals. (Applause)

We shall be reporting on credentials in the following categories:

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

Category 2: Credentials properly executed, but late.

Category 3: Improperly executed.

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

Category 4B: Proxy credentials improperly executed.

Category 5: Unusual circumstances.

There are 1,364 credentials properly executed and on time. The Committee moves that these delegates be seated.

PRESIDENT COHEN: Microphone No. 1, Delegate Joyce.

DELEGATE JAMES C. JOYCE (NABET-CWA Local 51016): President Cohen, I would like to make a motion to amend the report of the Credentials Committee to the extent that they accept the proxy of NABET-CWA 51014, and to assign those votes to the current delegate from Local NABET-CWA 51017.

CHAIR KRUEGER: In this particular instance--

PRESIDENT COHEN: Sorry, like any other motion, you do get to speak.

DELEGATE JOYCE: Thank you. President Cohen, Executive Board Members, Fellow Delegates. On June 12, 2008, NABET-CWA Local 51014 in New Haven, Connecticut, executed a proxy form assigning its votes to the delegate from NABET-CWA Local 51017 in Hartford, Connecticut. Yesterday, that delegate, Andy Halpin, appeared before the Credentials Committee to inform the Committee that he was unable to stay for this Convention, and that his alternate, Haynes Ford, would now be the delegate for Local 51017.

The Credentials Committee accepted this change; however, the committee would not assign the proxy from Local 51014 to the new delegate from Local 51017. It is clear that the intent of Local 51014 was that the delegate from Local 51017, a one-delegate local, be granted the proxy and to carry their votes.

This Convention has the authority to interpret the CWA Constitution. I call upon my fellow delegates to interpret the Constitution to the extent that it was the intent of Local 51014, to have Local 51017 carry its proxy at this convention. If there is one thing we learned during the presidential election in 2000, it's that every vote should count. Please let the votes of Local 51014 count for all matters in this Convention by assigning the proxy to 51017. (Applause)

PRESIDENT COHEN: I call on the Chair of the Credentials Committee.

CHAIR KRUEGER: The Credentials Committee did receive a proxy from Local 51014, and the proxy was to Delegate Halpin. Under the Rules of the Constitution, a proxy is to a delegate, not to a local. The Constitution also implies that the same Rules apply, the Rules of electing delegates to carry your votes.

Now, when Delegate Halpin left, we were able to make his alternate the delegate for his local, which is 51017. However, under the Rules as they are written, there is no avenue to have an alternate carry a proxy when the proxy is named to a different delegate. That is why we did not give Mr. Ford, who is the alternate, the vote for the proxy.

PRESIDENT COHEN: No one has asked to speak on that, I don't think. Is there somebody? Delegate Gelber at Microphone 3, you are speaking on the amendment, correct?

DELEGATE RICHARD L. GELBER (Local 51016): Correct.

PRESIDENT COHEN: Go ahead, Richard.

DELEGATE GELBER: President Cohen, Fellow Delegates, Distinguished Guests: I speak on behalf of the delegate of NABET-CWA and like-minded delegates lined up behind me. As a local Secretary-Treasurer for 14 years, I think I know a thing or two about rules and procedures. The Credentials Committee has presented us with an illogical result.

When Delegate Halpin had to return home following the NABET-CWA Sector Convention, which preceded this gathering, and was replaced by his alternate, Delegate Ford, who is just behind me, the Credentials Committee accepted the assignment of the votes from Local 51017 to Delegate Ford. Local 51014 had assigned its votes to Local 51017 as proxy. There is no place in the proxy form to name an alternate a delegate for the proxy. Therefore, it is logical that the proxy vote would follow the vote of the delegate to the alternate for Local 51017.

As I said, it's an illogical vote, and even more fundamentally it's an unfair vote. I call on this convention to support the amendment to the Credentials Committee's report submitted by Delegate Joyce. Thank you. (Applause)

PRESIDENT COHEN: As I understand it, a second delegate wished to speak. He didn't swipe, so we don't know who it is. So, for the future, that's what we need folks to do, and then when you swipe-- that is another reason we have these badges, but we will all learn this together-- when you swipe, your name pops up here and I get to recognize you. You have to pick up the phone, also. If I could see a little better, I would know the name. These lights are in my eyes. (Laughter)

Also at the "For" mike-- we would rotate but there is no one at the "Against" mike, so at the "For" mike, Delegate Ford.

DELEGATE HAYNES A. FORD (Local 51017): Good morning. I am the Vice President of Local 51017 in Hartford, Connecticut, and we are in very close proximity to New Haven, Connecticut, and we work very closely together on a lot of issues.

Our local takes this Convention very seriously. We are a very small local. It is very expensive for us to send two people here to these Conventions, but we consider it important and very serious, and we dedicated money to doing this.

Unfortunately, this particular year our friends in New Haven, Connecticut, couldn't join us, and unfortunately again, the President, Andy Halpin, had to leave due to a family emergency, and it only seems to me that logic and reasoning would say that New Haven's votes should not be left out in the cold. They should be counted. They should be recognized. I thank you for your consideration. Thank you. (Applause)

PRESIDENT COHEN: Way back there at Microphone No. 5, Delegate Santora, for a question.

DELEGATE T SANTORA (Local 9000): Thank you, Mr. President. There is a big echo in this hall.

The question I have is, if the amendment is adopted according to the maker of the motion's intent, would that interpret the Constitution to make the process of passing the proxy to the alternate the process that we will use in the future?

PRESIDENT COHEN: I believe it is in the Rules, not to the Constitution, but let me check. I don't believe the answer to that would be, yes, we will do it in this instance, but let me check.

. . . Brief pause . . .

PRESIDENT COHEN: Yes, it would be just in this instance.

DELEGATE SANTORA: Thank you.

PRESIDENT COHEN: Okay. No other delegates wishing to speak, we are going to vote on the amendment, the amendment to permit this proxy to be effective. So, everybody who votes in favor of this will be voting to support the proxy as the motion is stated. And this is an amendment to the main motion, which is the Credentials Committee's report. All those in favor of that amendment please indicate by raising their hands. Down hands. Opposed. It is carried. (Applause)

CHAIR KRUEGER: Okay, moving right along. The Committee moves that these delegates be seated. I don't think we did that, did we? Okay, we just did that, all right.

PRESIDENT COHEN: They are now included in your group.

CHAIR KRUEGER: Right.

PRESIDENT COHEN: So, now we are on the main motion, and that is to seat all the delegates that were read by the Credentials Committee Chair. No one wishes to speak. All those in favor of the committee's report as amended please indicate by raising their hands. Down hands. Opposed. It is adopted. (Applause)

CHAIR KRUEGER: There are no Category 2 credentials. There are no Category 3 credentials. There are no Category 4A or 4B credentials. There are no Category 5 credentials.

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

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

Mr. President and delegates, this completes the Committee's report at this time. Thank you. (Applause)

PRESIDENT COHEN: Thank you, and I want to thank the Credentials Committee, which is an enormous amount of work and time, for their hard work and their service to CWA. Thank you. (Applause)

I would now like to ask the Resolutions and Rules Committee to the platform. While they are coming to the platform, I just wanted to remind us all that our normal procedure calls for us to report resolutions in numerical order. However, sometimes we might not. I guess that's like saying nothing but that's what I have just read. (Laughter) I read the script, too.

Here they are, another hard-working crew.

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

Brenda R. Scott, President, CWA Local 3570;
Marc Salganik, President, TNG-CCWA Local 32035;
John G. Hughes, Secretary-Treasurer, CWA Local 2300;

Art Gonzalez, President, CWA Local 9511; and
Brent Duvall, President, CWA Local 7603, Chair of the Committee.
I recognize the Chair.

DELEGATE BRENT DUVALL (Chair, Resolutions & Rules Committee): Thank you, President Cohen. The delegates will find the report of the Resolutions and Rules Committee to the 70th Annual Convention in their packet of materials. I will read the report.

REPORT OF THE RESOLUTIONS AND RULES COMMITTEE

The Resolutions and Rules Committee met in the City of Las Vegas, Nevada beginning on June 19, 2008 for the purpose of reviewing and considering any proposed amendments to the Permanent Rules Governing the Conduct of CWA Conventions, which can be found printed in your CWA Constitution beginning on page 23 and ending on page 26.

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

Therefore, the Resolutions and Rules Committee of the 70th 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 the Conduct of CWA Conventions" provides that the hours of the Convention, recesses, and other arrangements relating to the Convention shall be established by resolutions motion by each convention.

BE IT RESOLVED: That the regular sessions of the 70th Annual CWA Convention shall be as follows:

On Monday, June 23, 2008, 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, June 24, 2008, the Convention shall be called to order at 8:30 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 Wednesday, June 25, 2008, the Convention shall be called to order at 8:30 a.m. The Convention will be in recess for one and one-half hours beginning at approximately 12:00 noon and shall continue until all business has been concluded.

Respectfully submitted by the Resolutions & Rules Committee.

PRESIDENT COHEN: If I could just ask a question. What I have here is 8:30. Did we change that, the start time for Tuesday and Wednesday?

CHAIR DUVALL: We have 9-- oh, wait. 8:30 for both days.

PRESIDENT COHEN: Because, you see, whatever you read is what we're going to do exactly.
(Laughter)

You have heard the motion. It has been seconded. No one wishes to speak on the motion, so we are voting now to adopt the hours of the Convention. All those in favor indicate by raising their hands. Down hands. Opposed. It is adopted. Thank you, Committee; you'll be back.

I would now like to ask the Retired Members' Council to the platform. They are coming, I think, from the left. This is another large group so it will take a minute.

. . .As each member of the Retired Members' Council was introduced, the delegates responded with a single clap of recognition. . .

Joanne Bruch, Merger Partners Sector President;
Bill Ahrens, District 13 Vice President;
Ray Myers, District 13 President;
Chuck Latimer, District 9 Vice President;
Judy Fries, District 7 Vice President;
Lorraine Miller, District 7 President;
Ray Kramer, District 6 Vice President;
Nancy Gregory, District 4 Vice President;
Annie Flack, District 4 President;
I.B. "Fuzzy" Finch, District 3 Vice President-- I didn't recognize that name, Fuzzy;
Jenny Sylvester, District 2 Vice President;
Mike Vivirito, District 2 President;
Adele Rogers, District 1 Vice President;
Audrey Buchanan-Swan, District 1 President;
Addie Brinkley, District 9 President; Secretary-Treasurer of the Council;
Bobby Brown, District 6 President; Vice Chair of the Council;
And James Starr, District 3 President; Chair of the Council.

Before I turn this over to James, I just want to say two things. First of all, Bill Freeda, the Merger Partners Sector Vice President, is unable to attend. He is recovering from surgery. And secondly, I just want to thank the Council and its President, James Starr. Working with them in the last year has been a particular pleasure.

As you know, we adopted a resolution a year ago that says twice a year we will, at the Legislative Conference and at conventions, meet as two Executive Boards. So on Friday afternoon we met for the second time as two Executive Boards, and it's been a pleasure working with the RMC and its Chairman, James Starr.

And with that, I turn the microphone over to James Starr for his report. Thank you all. (Applause)

JAMES STARR (Chair, CWA Retired Members' Council): Good morning and please be seated. President Cohen and the CWA Executive Board, thank you for this opportunity.

Do you want four more years of John Bush McSame? (Laughter) I don't hear you.

. . . Cries of "No" . . .

BROTHER STARR: How about an "H" no?

. . . Cries of "Hell, No" . . .

BROTHER STARR: Thank you or merci beaucoup, muchas gracias. (Laughter)

The CWA Retired Members Council is bigger and more energized than ever. We've added eight chapters over the past year for a total of 169, covering every CWA district and sector. (Applause) Thank you. We've welcomed 8,000 new members, putting us near 40,000, and we're growing every week.

I want to recognize all of the retirees who are in the Retiree area. Would you please stand?

. . . Applause as they arose . . .

BROTHER STARR: I am impressed with them because, even after we had the hotel chef in the hospitality suite last night, we had to put out extra chairs this morning. (Laughter)

Elaine Huff, the President of the Chattanooga local, is the senior member present here with us today. Elaine became a CWA member in April of 1946. Will you please stand, Elaine? (Applause)

Our success is good news for every member of CWA, whether you are retired, about to be a retiree, or still have many years to go. We are fighting for retiree issues, but we're also a loud and powerful voice in CWA's fight for health care, for good jobs and fair trade, and for the most important piece of workers' rights legislation in decades-- the Employee Free Choice Act. (Applause)

When you need volunteers in organizing campaigns, at rallies and on picket lines, we're here for you. Some of CWA's districts have done especially well organizing new retiree chapters. In District 7, we've grown from ten chapters in June 2007 to 16 chapters today. District 9 has added three chapters for a total of 15, and District 13 has 20 retiree chapters.

Recognizing what a vital resource retirees are for CWA, Pennsylvania statewide Local 13000 has sponsored 16 of the 20 chapters. If your local isn't sponsoring a chapter yet, stop by our booth in the convention center and we will help get you started.

The district with the second highest number of retirees in the Council is District 3. Noah, that is a tribute to you and the locals in District 3. Thank you.

This is-- drum roll now-- the district with the highest number of retirees in the Council is District 1. Chris, that is a tribute to you and the locals in District 1. Thank you.

The largest chapter in the CWA Retired Members' Council for the seventh consecutive year is the Metro Atlanta chapter. That is a tribute to the sponsoring local, 3204, President Walter D. Andrews, President of Local 3204; Allen Turner, President of Local 3218; and Roy Hegenbart, President of Local 3250. Thank you. I have had the privilege of serving as the chapter President for the last eight years. And, oh yes, Pat Friend, I want to congratulate you and the AFA for having the largest number of delegates to our annual meeting from a single chapter. Thank you.

Across the country, our retirees are hard at work on two of CWA's top priorities: passing the Employee Free Choice Act in 2009, and health care reform in 2010. I'm beginning to feel like Larry: Some of this should be posted on the website.

The RMC has pledged to get at least ten percent of our members to sign the Employee Free Choice Act postcards that are a key part of the labor movement's Million Member Mobilization. You might think that retirees don't need to worry anymore about organizing and bargaining rights. Nothing could be further from the truth. Many of us grew up in a time and began our careers when the law protected and respected our rights on the job. Since then, we've seen those rights all but destroyed by corporate greed and its grip on Washington. We know that our secure retirement, that your rights on the job, your family's financial security, and the quality of life for all working Americans, including our children and grandchildren, depend on the strength of the labor movement and the laws that protect it. And that depends on passing the Employee Free Choice Act.

Passing affordable, universal health care will be another turning point. It is not only the right thing to do; it will be fundamentally necessary to improve our bargaining strategies by taking basic health care off the table. Imagine contract talks that actually focus on wages, pensions, job security and other issues, without having to worry about using them as bargaining chips to save health care.

Two of our RMC board members, Addie Brinkley and Ray Myers, attended CWA's workshops in January to train activists for the health care campaign. They are taking what they learned to other retirees and younger members, helping to build the network that will be critical to passing and enacting health care reform.

Of course, there's one hurdle we have to cross first to ensure our success with the Employee Free Choice Act and health care reform. That's victory on November 4th. We will be joining you in every activity-- in phone banks and leafleting, in knocking on doors and turning out for rallies. Wherever there's a need, we'll help you fill it. Don't hesitate to call on us. It is a partnership from the local level up to the national level. You just ask and you shall receive. (Applause)

We are committed to electing Barack Obama the next President of the United States, to expand our majority in the U.S. House, and elect a true majority in the U.S. Senate. And we will volunteer in our communities for state and local candidates who stand with workers and working families.

Today I want to honor a woman I am eager to count among our newest retiree members. Without her-- I have always wanted to do this-- the CWA Retired Members Council would not exist. Twenty years ago, then Executive Vice President Barbara Easterling had the vision for a stronger organization of retirees that would involve itself in all aspects of CWA-- organizing, political, legislative, educational, civic, social, economic, and community activities. Under her stewardship as Executive Vice President and then as Secretary-Treasurer of the greatest trade union on the planet Earth, the Retired Members Council has matured into the dynamic 40,000-member and growing organization that it is today.

I would like to ask-- and Barbara, it says "my founding mother" and I disagree; I say, "my founding sister"-- please step forward, Barbara Easterling.

. . . The delegates arose and applauded as Secretary-Treasurer Barbara Easterling approached the lectern . . .

BROTHER STARR: Barbara, as the Chair of the Council and its chief executive officer, it is my honor and privilege to present to you this engraved card signifying that you've retired as a member in good standing of the Communications Workers of America. (Presentation - applause)

SECRETARY-TREASURER EASTERLING: Thank you.

BROTHER STARR: We ain't through yet. (Laughter) Part of it I'm not telling about, but I would mention that she is the longest-serving Secretary-Treasurer in the history of our union. (Applause) We all chipped in the \$25 fee to make you a Lifetime Member of the CWA Retired Members' Council, and you are now eligible to join any of the 169 chapters in the Council. And whichever one it is, they are going to be very fortunate to have Barbara J. Easterling, our beloved Secretary-Treasurer of the union. Thank you, Barbara, for your many years.

We thank you, Mr. President. That concludes our report. We are ready to go to the battleground. Thank you, Mr. President. (Applause)

PRESIDENT COHEN: Thank you, Council leaders. And again, in getting ready for the future, it would be great if you were to double your membership. We now have 40,000 members and we are continuing to grow. So carry it on. (Applause)

I told Barbara she could just stay standing because it is now my honor to introduce Barbara Easterling for her address as Secretary-Treasurer for the last time. I have had the honor to introduce Barbara, particularly recently, many times as one group after another wants to recognize her for what she has done. Tonight again I will have that honor at the dinner.

But just let me say that 57 years building CWA is absolutely incredible; and 25 years, or almost 25 years on the Executive Board. But what is most incredible is that wherever I go people talk about Barbara and her willingness to take up for others. I will talk more about that at the dinner tonight. But her heart is so big that there is room for everyone. And I know that's how we feel about our Secretary-Treasurer, Barbara Easterling.

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

SECRETARY-TREASURER EASTERLING: Thank you. Thank you so much. Larry.

Well, here we are, back in Las Vegas, where a roll of the dice can transform your life in an instant or send you packing in a second. My hope for all of you is that your time here will be of the transforming variety, that your wins will be many and that your losses will be few.

We also gather here in Las Vegas at a historic time for our union. CWA turns 70 this year, hence our 70th CWA Convention. And contrary to what some of you may think, I haven't been around for all of them. A few yes; all, no.

But seriously, think about where we stand today, how far we have come in seven decades. What started out as a much-needed union for telephone workers in 1938 has grown into "The Union for the Information Age."

Today, in addition to telecommunications workers, our CWA family includes public employees, health care workers, law enforcement professionals, the International Typographical Union, NABET, The Newspaper Guild, the IUE, the Association of Flight Attendants and many others. And, of course, we have built the best retirement members from all of these organizations. We were the first union to create a Committee on the Future to take a hard look at ourselves internally.

Three years ago, we created "CWA: Ready for the Future," our process to develop a strategic plan to build bargaining power long into the future. And just last year we took the overdue step to create increased diversity on the CWA Executive Board.

So where are we today as we gather to continue to build the union and celebrate CWA's 70th birthday? Well, here is where I think we stand. We stand together as members of the most dynamic, the most progressive, the most compassionate, the most dedicated and the most forward-looking trade union in the world.

But guess what? They ain't seen nothing yet. (Applause) And do you know why we have so much to celebrate today and why our future is filled with so much promise? It's because of you-- all of you-- and the hundreds of thousands of CWA sisters and brothers all across North America who make up this great union family.

CWA is rightfully recognized as a leader in the labor movement because of you and what you do for this union and the cause of justice each and every day. All too often we are remiss in not saying thank you for a job well done. Well, today, I want all of you to know what your energy, your dedication to our union and the larger labor movement, and your actions that are recognized and appreciated. So from me and all of my colleagues on this stage, thank you for all that you do for CWA every single day. Give yourselves a round of applause. (Applause) You certainly deserve it.

You know, the trade union movement is all about making a difference and making life better. You hear me say that all the time. And you are the embodiment of that mission each and every day. Solidarity is what defines us, working together to make a difference and build a better life. That is who we are. That is what we stand for. And that is what we fight for together. Your presence here this week is an affirmation of your commitment to justice, your commitment to an ideology that puts people ahead of profits, conscience ahead of corporate earnings, and your commitment to a never-ending quest to make life better for all Americans, and I emphasize "all."

One of the ways we in CWA have sought to make life better is through our community service. Thanks to the vision of our founding President, Joe Beirne, CWA has come to be known as the "Community-Minded Union." It's why one-third of the CWA Triangle, in concert with organizing and bargaining and representation, is devoted to political and community action.

Whether it has been through our efforts with the United Way or through our work with CWA's charity of choice, The Pediatric AIDS Foundation, or countless other community organizations, CWA members have always been community activists.

This morning I want to briefly talk with you about another community action project that many of you have been a part of during the last year. In the spring of 2007, I attended the annual Labor Breakfast of the Faith in Politics Institute in Washington, an organization that seeks to promote civility and dialogue amidst all the partisan politics in Washington. I have been honored to serve on the Board of Faith in Politics for several years now.

As an aside, Father Cleve Kiley, who serves as President of Faith in Politics, is at this Convention and will deliver the invocation at this evening's dinner and at the beginning of tomorrow's session.

But back to the 2007 breakfast. At my table was a man named Jim Mayer, a veteran who lost both legs in Vietnam. Like many Vietnam vets, Jim came home feeling depressed and unappreciated for his service in an unpopular and controversial war. Jim overcame his feelings and eventually went to work for the Veterans Administration. After the war in Iraq began and wounded soldiers started coming home, Jim started going to visit the troops who came to Walter Reed Army Hospital in Washington. He did this on his own and not as part of his VA job.

He started to concentrate on those soldiers who were seriously depressed and downhearted, much like Jim had been when he returned from Vietnam. He would stick his head in a room and say to a soldier, "Hey, I'm going to McDonalds to get a milkshake, can I bring one back to you?"

More times than not there would be no response. But he would go back another day and another day until finally the soldier would relent and say, "Yeah, bring me one back." And that milkshake would open the door and break the cone of silence. Jim would start to talk with the mentally and physically wounded soldiers and share his experiences.

Gradually, soldier after soldier would come out of their shell and start to talk and begin the long road back to recovery. It all started with the offer to get a milkshake. Soon, Jim became known as "Milkshake Man" around Walter Reed Hospital.

After I heard his story, I asked him who paid for all the milkshakes and the costs involved with this time and work with the wounded troops at Walter Reed. Jim slapped his pocket and said, "I pay for everything."

I was so moved by what he was doing that I told him that I was going to try and raise some money for him. I came back to CWA and talked to Larry, and we agreed that I would write a letter to the CWA locals

and ask if they would contribute to the Milkshake Man's mission to help these brave and seriously wounded troops.

Well, in typical CWA community-minded fashion, the response was overwhelming. By the end of the year, CWA locals from all across the country had donated some \$25,000 to the Milkshake Man fund. (Applause) A few days ago, Jim came to CWA Headquarters and videotaped a short message for all of you. I want to play that video now.

. . . Jim Mayer, the "Milkshake Man," addressed the delegates via video and thanked the CWA members for their generosity in contributing to the care of military veterans returning from the war-torn Middle East, and also thanked Barbara Easterling personally for her work on their behalf. He wished her a successful retirement . . .

SECRETARY-TREASURER EASTERLING: That is not the best video we could have had, but at least he is very sincere about the fact that he wanted to come and say thank you. You will notice the little card that he held up. When he first came and I told him we were going to raise money for him, he printed out a three-by-five card with that message, "Thank you for your service to America, Milkshake Man, compliments of CWA." Then we took that down to our print shop and they printed the CWA cards up.

What Jim Mayer is doing for these troops is remarkable. And today I am so proud of our CWA family for stepping up and supporting this outstanding and heart-rending cause. It's just one more example of what it means to be CWA, the Community-Minded Union; the Union for the Information Age.

In your packets-- you heard him talk about the Wounded Warrior project that he's working on now. A lot of you are part of that and have let me know that. Some of you had t-shirts on with the Wounded Warrior project logo. This is going to tell you what it's all about, and if you want to make a contribution you can do so.

Well, I have talked a lot about transformation today. That's appropriate since this Convention also completes the transformation from one generation of CWA leaders to another. This afternoon when you elect our new national officers, that transformation will be complete. My career in union leadership is rapidly coming to a close. You will elect my successor this afternoon, and tomorrow I will step down from my position as your CWA Secretary-Treasurer and join the ranks of the retired.

I attended my first Convention when CWA's founding President, Joe Beirne, was still in office. In 1980, I moved from Ohio to Washington, D.C., to serve in Glenn Watts' administration. I was elected to the post of Executive Vice President by all of you in 1985. Of course, I have been privileged to serve as your Secretary-Treasurer since 1992, first with Morty Bahr and for the last three years with Larry Cohen and Jeff Rechenbach.

It was also a great honor to serve as the first woman Secretary-Treasurer of the AFL-CIO. As I said at last year's Convention in Toronto, I guess you could say that I am sort of a bridge across multiple CWA generations. I'll tell you, it's been quite a ride. I can't tell you I've enjoyed every minute of it because, after all, it's the labor movement. But one of the foremost reasons why I believe that our best days are truly still ahead of us is because of our dynamic leadership team, a group of leaders that is firmly focused on the future, firmly focused on making an already great union even better.

In Larry Cohen, we've got a dynamic President who is recognized and respected the world over. Not only is Larry our leader, but he is recognized as one of the most effective leaders in the entire labor movement. I see that every day and everywhere I go, even when it's across the ocean in other countries.

In Jeff Rechenbach, who I always say is "a kid I've known since he was 19," we have a passionate trade unionist who is tough as nails and is always prepared. Of course, he comes from Ohio, so I

wouldn't expect anything less. I am delighted that Jeff, with your acquiescence this afternoon, will be succeeding me as your Secretary-Treasurer. (Applause)

And in Annie Hill, who I trust you will elect as Executive Vice President and the third member of our national leadership team, we have a leader who has made her mark at every step in her union career and who will bring that same vitality and vision to Washington. I have had the opportunity to watch Annie work and seen how she deals with the locals in District 7 and the local leadership, and she has also taken on some terrific projects for the Board and has impressed the Board very much. So as far as I'm concerned, we've got a terrific leader there and in the years to come I have no doubt that CWA is going to continue to lead the way.

Well, that's the road as I see it from here for CWA. But as I have told some of you already this week, I may be retiring as CWA Secretary-Treasurer, but I will not be retiring from the cause of justice and the cause of workers' rights. (Applause) And for all those causes and for so many more, this is the year we must succeed. We're all saying that, but all of you sitting out there know that what we're saying is true.

In so many ways, this year's election is the election of our lifetime, and therein an opportunity of our lifetime; the opportunity to bring about real and lasting change for all Americans. Real and lasting change means putting a President in the White House who is driven by new ideas, not tired old Hill ideology. It means making history by electing Barack Obama President of the United States. (Applause)

It also means that we must increase our majority in the House of Representatives and electing a real majority in the U.S. Senate, one that is filibuster-proof, which means at least 60 Senators who will take a stand on the key issues that are so important to American workers; issues such as the Employee Free Choice Act, health care reform, jobs, free trade and fair trade, and retirement security.

Now, the fight before us will not be an easy one. Larry and I and the Board and Jeff have talked about this a million times. George Bush might have the lowest approval rating of any President in modern history, but the polls tell us that the presidential contest will be a toss-up. And that's in spite of the fact that John McCain is running for George Bush's third term. McCain has yet to identify one major area in which he would take our country in a different direction than the worst President of modern times.

On Iraq there is no end in sight with McCain. On the economy, by his own admission he is just as clueless as Bush. On health care, like Bush, he won't lift a finger to help the 47 million Americans without health insurance get the coverage they need. On workers' rights he is 100 percent guaranteed to veto the Employee Free Choice Act and any other initiative that would empower workers. So it's our job to make sure none of our members are fooled, because his record proves his reputation as a maverick, as an independent thinker, is a hoax.

It won't be easy in the congressional elections either because the Republicans' cynical strategy of filibustering anything that moves in the Senate, having Bush veto anything that survives, and then attacking the Democrats for not getting anything done will resonate with some. With obstacles like these, we must mobilize as never before.

Brothers and sisters, our voice has never been more important than it is today. During the past seven years, the Bush Administration and their right-wing cronies took dead aim at all of us in this room. Well, guess what? We're still standing, standing stronger than ever. And this year is going to be our year. Together, we can once again make history by electing Barack Obama as President and changing America. At the end of the day, we will win.

One of my favorite leaders in Washington and one of CWA's strongest allies through the years, Senator Ted Kennedy, may have said it best when he spoke these eloquent words. "The work goes on, the cause endures, the hope still lives, and the dream shall never die."

Thank you all and most of all, thank you, CWA, for everything. God bless each one of you, and God bless CWA.

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

PRESIDENT COHEN: Resolutions Committee, with Resolution No. 1.

DELEGATE BRENT DUVALL (Chair, Resolutions Committee): Thank you, Mr. President.

The Chair recognizes John Hughes, Secretary-Treasurer of CWA Local 2300, and Brenda R. Scott, Executive President, CWA Local 3570.

DELEGATE JOHN HUGHES (CWA Local 2300): Thank you, Mr. Chairman.

Would the delegates please turn to Page 3 of the Resolutions Report, and look at Resolution 1, entitled "Honoring Barbara J. Easterling's Inspiring Career."

Resolution 70A-08-1

Honoring Barbara J. Easterling's Inspiring Career

For 57 tireless and trailblazing years, CWA Secretary-Treasurer Barbara J. Easterling has helped make the Communications Workers of America one of the strongest, most respected and most compassionate unions in the United States and around the world.

Barbara's fierce commitment to workers' rights, women's rights and human rights represents the heart of our movement. She brings out the best in us. She has inspired us to raise millions of dollars for pediatric AIDS. She has implored us to care deeply about suffering and injustice around the world. And she has fervently championed the Employee Free Choice Act, never missing an opportunity to remind us how important it is and how hard we must work to pass it.

Barbara was born with the soul of an activist, and it was nurtured throughout her childhood. She grew up in Akron, Ohio in a Polish family of coal miners and rubber workers who instilled in her strong trade union policies. She brought those with her when she began her career as a telephone operator at Ohio Bell and joined CWA Local 4302, serving as Steward, Secretary and Vice President .

Her reputation led Ohio Governor John Gilligan to ask her to serve as chief of the Ohio Labor Division in early 1970. In that role, she drafted strong laws to protect women on the job and strengthen the enforcement of child labor laws. In 1973 she left state government to become a full-time CWA Staff Representative and later was promoted to Administrative Assistant to the Vice President of District 4.

From there, she was called to Washington, D.C., to be an assistant to CWA President Glenn Watts. Five years later, in 1985, she was elected CWA Executive Vice President. In 1992, she was elected Secretary-Treasurer, the first woman to fill that post. Ever the pioneer, she also became the first woman Secretary-Treasurer of the AFL-CIO when she took a leave of absence from CWA in 1995 to assume that role.

Barbara said in her CWA convention speech last year, "When I went to work for Ohio Bell Telephone and then joined the union, it changed my life forever. I could never have imagined what that union card would mean to a kid from Akron, Ohio, and the doors it would open and the opportunities it would present."

Fighting for women's rights and ever-greater opportunities for women to learn, grow and advance in their work-- and in the labor movement-- is one of Barbara's passions. She has been a mentor and

advocate for women in the United States and around the world. She serves as President of the World Women's Committee for Union Network International, which has 17 million members globally. In an International Women's Day message, she said, "By standing together in solidarity, we have the power to build women into the greatest organizing force in the world. And we have the responsibility to do exactly that."

Barbara has been the champion of CWA's "charity of choice," the Elizabeth Glaser Pediatric AIDS Foundation. Among many boards and other charities, she is an executive committee member of the Democratic National Committee. She is also a member of the Board of Governors for United Way and Vice Chair of the National Alliance to End Homelessness.

Barbara's many honors and awards during her union career include being inducted into the Ohio Women's Hall of Fame in 1985. She has also received the International Women's Democracy Center Global Democracy award, the Ellis Island American Legend award and the March of Dimes Salute to Labor award.

Barbara has said that she has been blessed to be part of CWA. In fact, we are the ones who have the great good fortune to know Barbara as a friend, a colleague and a union leader of the utmost dedication, integrity and passion.

Our loss has a silver lining. We fully expect that Barbara will be an active and vocal member of the growing and vitally important CWA Retired Members' Council.

RESOLVED: As Barbara J. Easterling enters retirement, on behalf of the members, retirees and officers of CWA, this 70th Convention expresses our deepest gratitude to her for a lifetime of devotion to our union, to working families across our country and to the causes of women's rights and human rights around the world. We wish her good health and many rich and rewarding years as she enters a well deserved retirement.

RESOLVED: We further bestow upon Barbara J. Easterling the title of Secretary-Treasurer Emeritus, and we call upon the Executive Board to make use of Barbara's talents and counsel in future years.

Mr. President, the Resolutions Committee moves the adoption of Resolution 70A-08-1, "Honoring Barbara J. Easterling's Inspiring Career." (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: A motion has been made and seconded from the floor. At Microphone 3, Delegate Robinette.

DELEGATE STEPHEN J. ROBINETTE (Local 4302): I would like to speak for this motion. I would like to introduce, first of all, Johnny Rodgers, Treasurer of 4302, and Vice President Bob Rice of 4302. Johnny and I were still members when Barbara left our local. Barb signed her first union card with Local 4302 in 1951, the same year our local got our charter from CWA. Barbara started in the local as a steward, then Secretary, Vice President, and from there just went forward. There is no stopping the lady.

Now I am asking this Convention to pass this resolution without debate. Thank you. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate Santora.

DELEGATE T SANTORA (Local 9000): Delegates, officers, staff, and guests: I, too, want to take the opportunity to honor Barbara Easterling. There is no one more passionate and optimistic about our legislative and political programs. In point of fact, Barbara has been CWA's political compass for so many

years now, it's hard to imagine the loss of her guidance. But there are more public contributions that Barbara has made to her beloved union.

You know, I have often heard retirees say "It's not the job I miss, it's the people I worked with that I miss the most." It's those people I want to speak for now, Barbara. I had the honor of being part of Barbara's team. She has been the head of CWA headquarters largest department since 1992. Her ability to make everyone feel respected and appreciated inspired our love, loyalty, and devotion. It bordered on a new religion.

Barbara's singular commitment to CWA members is infectious. While we adopted her mantra of "we work for the members," the truth is, Barbara, we worked very hard to make you proud of us, and I know that you are.

Your legacy of achievements in the labor movement on behalf of workers all over the globe certainly must include being a friend, mentor, and leader for those of us privileged to have worked with you and for you. Thank you, my friend. We will always be grateful to you. Good luck and best wishes on your next journey. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Layton.

DELEGATE MARY LAYTON (Local 3905): I also rise in support of resolution 70A-08-1 honoring Barbara Easterling as Secretary-Treasurer Emeritus for her dedicated service to CWA. (Applause)

PRESIDENT COHEN: Being no other speakers wishing to be heard on the motion, the debate is closed. All those in favor of the motion, please indicate by standing.

. . . The delegates arose and applauded at length in honor of Barbara Easterling . . .

PRESIDENT COHEN: Microphone 1, Delegate Alessi.

DELEGATE CARL ALESSI (Local 27009): Mr. Chairman, I make a motion that only the Resolved sections in all further Resolutions be read to the Convention. Thank you.

PRESIDENT COHEN: Do you wish to speak on your motion?

DELEGATE ALESSI: No, I think that pretty much covers it. Thank you.

PRESIDENT COHEN: Okay. The motion has been made and seconded. No one wishes to speak on the motion. All those in favor of the motion, that for the remaining resolutions we read only the Resolveds, please indicate by raising your hand. Down hands. Opposed. Motion is adopted.

I call on the Committee.

COMMITTEE MEMBER: Thank you, Mr. President. Will the delegates please turn to Page 5 of the Resolution Report and look at Resolution 70A-08-2 entitled "Barack Obama for President."

. . . The entire text of the Resolutions is included in the Proceedings for the record . . .

Resolution 70A-08-2

Barack Obama for President

The past seven and one-half years have arguably been the most challenging in modern history for America's working families and the unions that fight for their rights and economic security.

CWA has turned these difficult years into an opportunity to build a progressive political movement-- a network of local leaders, members, retirees and their families across our country. Together, we have laid the groundwork to pass the Employee Free Choice Act, to enact universal health care, to emphasize fair trade over disastrous free trade policies, and to ensure financial security for retirees.

Now we have the opportunity to elect a United States President who shares our values and has pledged that our issues-- the issues that affect the vast majority of Americans, whether they are union members or not-- will be among his highest priorities. Imagine how revolutionary this will be after eight years of a White House that values wealth and corporate profits above all else.

After a long, hard-fought contest, Illinois Senator Barack Obama has the delegate support for the Democratic nomination. He emerged from a field of candidates who are all champions of working Americans, and we applaud and thank them profoundly. We especially recognize the dedication of Senator Hillary Clinton, a true friend of workers and unions, whose historic campaign has opened one of the last doors closed to American women.

The differences between Senator Obama and the presumptive Republican nominee, Arizona Senator John McCain, are clear.

Our choice is between fundamental changes to improve the lives of working Americans or four more years of policies that favor the rich, that ship jobs overseas, that thwart the rights of workers to organize and bargain contracts, that leave health care decisions to insurance companies, and that attempt, again, to privatize Social Security. And the list goes on.

Senator McCain is in such lockstep with President Bush that he has voted with the administration 89 percent of the time overall-- a figure that went up to 95 percent in 2007.

Consider the differences between the candidates on CWA's core issues: the Employee Free Choice Act, health care, retirement security, good jobs and fair trade.

The Employee Free Choice Act

Here's Senator Obama, in his own words. He made essentially the same statement in April at CWA's Legislative-Political Conference.

"It's time we had a president who didn't choke saying the word 'union.' A president who knows it's the Department of Labor and not the Department of Management. And a President who strengthens our unions by letting them do what they do best-- organize our workers. If a majority of workers want a union, they should get a union. It's that simple. Let's stand up to the business lobby that's been getting their friends in Washington to block card check. I've fought to pass the Employee Free Choice Act in the Senate. And I will make it the law of the land when I'm President of the United States of America."

Senator McCain's track record clearly suggests that his administration would continue the harmful anti-worker policies and appointments of the Bush White House.

Not only did McCain vote against the Employee Free Choice Act, but in 1996 he voted for a national "right-to-work" law that attempted to thwart states' rights and eliminate unions. He voted to let employers hire permanent replacements during a strike and opposed collective bargaining rights for state and local police, firefighters and TSA airport screeners

Health Care

Much was made in the primary campaign about the details of Senator Obama's and Senator Clinton's health care plans. What is far more important than the minor differences between their proposals is that Obama and the Democratic Party are committed to fundamental change that will finally bring affordable, universal health care to all Americans.

Senator McCain is not only opposed to universal health care; his proposal would put an even greater financial burden on workers by taxing employer-provided health care benefits. Experts in the field of health care and corporate benefits say this would lead most employers to cut the taxable coverage. McCain's goal is to push workers into the private health insurance market, which would continue to refuse insurance to older Americans and to people with pre-existing conditions.

Earlier this year, CWA launched our most aggressive campaign ever for health care reform. A growing army of activists is helping our members understand the urgency of this issue and is making it clear to local, state, and national leaders that our support depends on their commitment to universal health care. We are bringing business leaders on board who are eager for solutions. We know we have to work together; we understand that health care costs are disadvantaging union employers. Senator McCain's solution is to shift more of those costs to workers without doing anything to improve efficiency or quality.

As we talk to people and politicians across the country, we are making it clear that we expect a new Congress to pass health care reform by 2010, and a new president to sign it into law.

Senator Obama is as eager as we are for health care reform and has made that clear not just in his campaign, but in discussions with CWA President Cohen. He has indicated to President Cohen, as well as in interviews and in debates that he is open-minded about the route to universal health care and is willing to see his own plan evolve.

Trade and Jobs

Speaking to CWA's Legislative Conference in April, Senator Obama said, "We're ready to play offense for America's workers." Senator Obama recognizes that fair trade agreements have an important role in the unstoppable train that is globalization, but he clearly understands the difference between fair trade and unfettered free trade.

"What I refuse to accept is that we have to sign trade deals like the South Korea Agreement that are bad for America," he told the Legislative Conference. "What I refuse to accept is that we have to sign trade deals that put the interests of multinational corporations ahead of the interests of American workers. I refuse to accept that we should sign trade deals that lack enforceable labor and environmental standards. I also oppose the Colombia Free Trade Agreement, because when organizing workers puts an organizer's life at risk, as it does in Colombia, it makes a mockery of our labor protections."

Senator McCain has never seen a trade deal he didn't like. Despite the loss of more than one million good, American jobs that can be attributed directly to the North American Free Trade Agreement, he is an enthusiastic supporter of NAFTA. He has voted for all subsequent trade pacts, too, as well as for "fast track" bills allowing the president to negotiate trade deals without input from Congress.

Shortly before the Iowa caucuses in January, McCain told the Des Moines Register that NAFTA "has created millions of jobs, and it has helped the economics of all three nations."

That comment alone shows his shallow grasp of economics-- which he's admitted to-- and his lack of regard for the effect that unfair trade pacts have on American workers. The rights and safety of workers in countries where multinational corporations move U.S. jobs is not on his radar screen at all.

Retirement Security

Senator McCain supported President Bush's failed scheme to privatize Social Security, and he has voted many times to undermine the system. In 2005, he supported a plan for deep benefit cuts. In 2003, he voted to use Social Security funds to help pay down the national debt. And in 2001, he voted against a slight reduction in tax cuts for the wealthy in order to create a strategic reserve to protect Social Security.

Obama has made it clear that he will protect Social Security and will take steps to ensure that it remains solvent. Unlike McCain, he does not support a plan to raise the retirement age, thus pushing back eligibility for Social Security.

Obama has also laid out a strong agenda for corporate reform to protect Americans' pensions. He wants to change current bankruptcy laws that put bank and corporate interests first and that allow executives to collect fat paychecks and bonuses while workers lose their life savings. He also wants to eliminate income taxes for seniors making less than \$50,000, and he is proposing matching fund incentives to help low-and middle-income workers save for retirement.

On these four issues so critical to CWA members, the gulf between Senator Obama and Senator McCain is enormous. It is the difference between four more years of hardship and diminished hope for millions of American's working families, or a fresh start that we believe will rejuvenate not just our economy but our nation's soul.

Senator Obama's hopeful, spirited campaign has invigorated a new generation of voters and touched Americans of all ages-- Democrats and Republicans-- who have felt discouraged and hopeless over the last seven and one-half years.

He has spoken passionately of changing the culture in Washington, toning down the bitter partisan rhetoric, and working across the aisle to deal with our nation's many challenges. If anyone can inspire our leaders and all Americans to make this vision a reality, we believe it is Senator Obama.

His historic presidency will be a victory for every American-- for workers and struggling middle-class families, as well as the wealthy few who have flourished at the expense of others in recent years. As proud and patriotic Americans, we look forward to a stronger, healthier, better educated, less divisive and more economically secure country under the leadership of President Barack Obama.

RESOLVED: The Communications Workers of America enthusiastically supports Democratic Senator Barack Obama for President of the United States. We will use every tool at our disposal and give generously of our time to elect him and to elect members of Congress who support his pro-worker policies in both the U.S. House and Senate.

RESOLVED: All CWA locals will be receiving campaign materials and are strongly urged to reach out to their members through meetings, worksite leaflets, e-mail, websites, and newsletters. CWA helped lead the labor movement's biggest-ever political mobilizations in 2004 and the midterm elections of 2006. We call on our locals and our entire membership to exceed those efforts in 2008.

RESOLVED: CWA will work as never before to get our members to the polls on November 4, 2008, to cast their votes to transform our country's political landscape and restore the rights, dignity and financial security of America's workers and working families.

Mr. President, the Resolutions Committee moves the adoption of Resolution 70A-08-2, "Barack Obama for President."

PRESIDENT COHEN: Motion made and seconded from the floor. At the Privilege mike, Microphone 2, Delegate Winton.

DELEGATE ANTHONY J. WINTON (Local 31222): Thank you, Mr. President. We represent locals at the Associated Press, United International and the EFE News Media. I rise to simply note that we respectfully must abstain on behalf of our good and loyal union members who have to write, report on, cover and edit and photograph political news. We abstain because our members could be subjected to partisan attacks on their objectivity. By abstaining, we are simply taking the ammunition away. Thank you.

PRESIDENT COHEN: Microphone No. 3, Delegate Mayberry.

DELEGATE BOB MAYBERRY (Local 4217): As an Illinoisan, I proudly rise in support of Resolution 70A-08-2, "Barack Obama for President of the United States of America."

Senator Obama has demonstrated his support of the poor and the working class women and men of Illinois. From the early days of his career as a community organizer on the streets of Chicago, representing Illinoisans as a State Senator, and now as a United States Senator, he has proved to be a representative of the people and not the corporate special interests.

Senator Obama is committed to support of the Employee Free Choice Act. He supports affordable universal health care for all. Senator Obama also supports fair trade-- not free-- trade policies that negatively affect good paying American union jobs.

Please join me in support of Resolution 70A-08-2, "Barack Obama for President of the United States of America." Thank you very much. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Tilley.

DELEGATE ERNEST L. TILLEY (Local 6151): I support Resolution 70A-08-2, "Barack Obama for President." Barack Obama will, once elected President, bring change for all working families. He has voted correctly on CWA's key issues which are health care, social security, trade agreement, jobs and especially for signing off on the Employee Free Choice Act. I ask for your support on this Resolution. As he always says, "Yes we can." Thank you. (Applause)

PRESIDENT COHEN: No other delegates wishing to speak and noting the abstention, would all in favor of this Resolution-- and I won't do this on all of them-- please stand. All those in favor of this Resolution, please stand, "Barack Obama for President of the United States."

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

PRESIDENT COHEN: All opposed. We note the abstention. The Resolution passes.

Our hours of the day that we took great pains to approve call for continuing here until noon, but we do have word from the Obama campaign he will be ready to speak to us via satellite from Albuquerque, New Mexico right from 1:30 p.m., so I would ask the delegates if we could, and you have a chance to oppose this as you do, to change the orders of the day and take our break now and return at 1:15. That would be 1:15 instead of 1:30.

Before we leave, first I want to know that. So moved and seconded from the floor. All those in favor indicate by raising your hand. Down hands. Opposed. Thank you.

Before we leave, returning at 1:15, the Secretary-Treasurer has some announcements.

. . . Convention announcements by Secretary-Treasurer Easterling . . .

SECRETARY-TREASURER EASTERLING: The St. Louis City Council will once again be collecting soap, shampoo, et cetera, for the low-income women and men residing at the Mary Ryder Home in St. Louis. Items can be dropped off in the District 6 area or the box that is in the Secretary-Treasurer's office.

Just let me read one of the letters we received, or some comments from it, from George Miller:

"Dear President Cohen,

"Congratulations to you and all CWA officers, members and staff, on your 70th Annual Convention. I know this year's conference comes at a difficult time for our economy. There are now 8.5 million American workers who want a job but don't have one, and in tough times like this it's important, more than ever before, for workers to have a union on their side.

"We need the Employee Free Choice Act. To do that, you need real change in the White House. George Bush has been a disaster for workers. We need to put Senator Obama in office.

"In solidarity," s/George Miller

PRESIDENT COHEN: Thanks, Barbara. We are recessed to 1:15. Please be back in your seats at 1:15, and we will hear from the next President of the United States. Thank you.

. . . Thereupon, the Convention recessed at 11:45 a.m. . . .

MONDAY AFTERNOON SESSION

The Convention reconvened at 1:15 p.m., President Larry Cohen presiding.

PRESIDENT COHEN: All right, brothers and sisters, a couple things before Senator Obama, some announcements.

. . . Convention announcements . . .

PRESIDENT COHEN: In advance of Senator Obama, which is minutes away, I want to thank our NABET brothers and sisters for arranging the Albuquerque union crew. Thanks, NABET-CWA. (Applause and cheers)

I now recognize the Chair of the Credentials Committee for a supplemental report, Don Rice.

CREDENTIALS COMMITTEE CO-CHAIR DON RICE (District 1): Thank you, Mr. President.

President Cohen, Delegates and Guests: The Credentials Committee would like to report credentials in Category 2, properly executed but late, for the following Locals: 1118, 14431, 7181. The Committee moves that the delegates be seated.

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

. . . The motion was duly seconded from the floor . . .

PRESIDENT COHEN: Okay, no one wishing to speak on the motion, debate is closed. All those in favor of the motion please indicate by raising your hands. Down hands. Opposed? It is adopted.

. . . The delegates stood at ease waiting for the satellite feed for Senator Obama . . .

PRESIDENT COHEN: We are doing a sound test for Senator Obama, just to make sure he can hear me. He is in a sound truck and he will hear us, and then after I introduce him we will see him. Because it is satellite, there is a three-second delay, so I have been told not to talk after I'm finished. (Laughter)

I guess we are still checking? Sound check is good. Don't forget to make some noise, as Pete said this morning, after I introduce him. Even though he is not here, he will hear you.

Brothers and sisters, it is a great honor for me to introduce Senator Barack Obama who, as you know, is in Albuquerque, New Mexico, today.

Senator Obama, just an hour ago this Convention, some 2,500 delegates, passed a resolution-- and I won't read it, but it says we will use every tool at our disposal and give generously of our time to elect you and other members of Congress, who will support your pro-worker policies in the U.S. House and Senate. (Cheers and applause)

It goes on to say, "CWA helped lead the labor movement's biggest ever political movement in 2004 and 2006. We call on our own locals and our entire membership to exceed those efforts in 2008."

Then finally, if that's not enough, "CWA will work as never before to get our members to the polls on November 4th to cast their votes to transform our country's political landscape and restore the rights, dignity and financial security of American workers and working families." (Applause and cheers)

"Yes, we can," we're saying here, and we know that we have 134 days to do it, and we are prepared

to work every single day with all our energy to elect the first President of the United States who is an organizer. (Prolonged cheers and applause)

The "Organizing President" and Senator from Illinois, Barack Obama.

. . . The delegates arose and applauded with cheers and whistles . . .

U.S. SENATOR BARACK OBAMA, Democratic Presidential Nominee (via satellite): Thank you. Thank you. Thank you so much, guys.

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

SENATOR OBAMA: Thank you so much. Thank you, everybody. Thank you so much, guys.

I am so sorry I can't join you this week in Las Vegas, but I want to just say, first of all, thanks for letting me say a few words to you. And before I begin, I want to recognize my great friend, Larry Cohen, and thank him for his extraordinary leadership and commitment to America's workers. (Applause) I also want to acknowledge Jeff Rechenbach and Barbara Easterling. Happy retirement, Barbara. (Applause)

And I want to thank all of you for your support and tell you how much I appreciate the commitment you are making at your Convention to help us win in November.

You know, the stakes could not be higher. Families across this country are feeling like the American dream is slipping further and further out of reach. Folks are working harder for less. The cost of everything, from a tank of gas to a bag of groceries, from health care to college tuition, is going up and up and up. It's getting harder to save and harder to retire.

But it's not an accident that hard-working families are struggling so much. It's because for eight long years, we have had a White House that's been hostile to workers and a Washington that's been beholden to special interests. It's not just that this administration hasn't been fighting for you; they have actually tried to stop you from fighting for yourselves. (Applause)

This is the most anti-labor administration in memory. They don't believe in unions. They don't believe in organizing. They have packed the Labor Relations Board with their corporate buddies, and that's why we cannot afford to let John McCain serve out George Bush's third term. (Applause and cheers)

Now let me be clear. John McCain is a genuine American hero and he can legitimately tout moments of independence from his party in the past, but such independence has not been the hallmark of his presidential campaign. It's not change when John McCain stands with George Bush 95 percent of the time, as he did in the Senate in the last year. It's not change for business lobbies to say "no" to workers' rights, "no" to organizing, and "no" to the Employee Free Choice Act. It's not change when he offers four more years of Bush economic policies that have failed to create jobs at a living wage or insure our workers, or help Americans afford the skyrocketing cost of college, policies that have only succeeded in lowering the real income of the average American family, widening the gap between Wall Street and Main Street, leaving our children with a mountain of debt. That is not change.

Change is building an economy that rewards not just the wealthy, but work and the workers who create it. (Applause) It's understanding that the struggles facing working families can't be solved by billions of dollars of big tax breaks for big corporations and wealthy CEO's. Change is a universal health care plan like the one I've proposed; a plan that guarantees insurance to every American who wants it, brings down premiums for every family who needs it, cuts costs for businesses and their workers by picking up the tab for some of the most expensive illnesses and conditions, and stops insurance companies from discriminating and denying coverage to those who need it most. (Applause)

Change is having a President who has been an organizer and who knows what it's like to walk with you on the picket line and lets unions do what they do best and organize our workers. (Applause)

I know you heard from Pete Catucci earlier today, and I want to thank him for his extraordinary courage and commitment-- not just on behalf of stem cell research, but on behalf of what he calls the "stem cell research of the American Labor movement," and that is the Employee Free Choice Act. So for Pete and the CWA and all American Workers, it's time to make the Employee Free Choice Act the law of the land.

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

That's what change is. That's what change is, and that is the choice in this election. But it's not going to be easy, my friends. That's why I need your help. I know you're making a commitment to mobilizing and organizing in this campaign like you have never done before. I need you to keep standing with me for the next five months. If you do, if you keep marching with me and knocking on those doors, and making those phone calls, and registering voters and talking to your friends and co-workers and neighbors, and if you vote for me, I promise you this: We will win the general election and then you and I together we are going to change America and we are going to change this world.

Thank you so much, CWA. Thank you, guys. Thank you, Larry. I love you guys. Thank you.

. . . The delegates arose and applauded at length shouting, "Yes, we can. Yes, we can" . . .

SENATOR OBAMA: Thank you so much, guys.

PRESIDENT COHEN: Thank you, Senator Obama. We will be working each one of those 134 days, and we will work almost as hard as you will for change we can believe in and change we can deliver. Be well and Godspeed.

SENATOR OBAMA: Thank you, guys. Take care now. (Applause)

SECRETARY-TREASURER EASTERLING: I will now begin the nomination procedures. With that, I call on Steve Raeder who is a Certified Public Accountant from the auditing firm of The Calibre Group. Steve.

STEVE RAEDER (The Calibre Group): Thank you, Barbara.

Delegates to the Convention, the CWA Constitution makes provision in Article XV, for the election of International Officers, District Vice Presidents, National Vice Presidents and At-Large Diversity Board Members. The term of each office shall be for three years or until their successors have been duly elected and qualified. The elections will be conducted in accordance with the following procedures:

International Officers, National Vice Presidents of the Union and At-Large Diversity Board Members shall be elected by secret ballot of the delegates to the Convention today starting 30 minutes after adjournment until 5:00 p.m. Nominations will take place 15 minutes after the Convention recesses today in the assigned District meeting rooms.

The sequence of nominations is as follows: International Officers: President, Executive Vice President, Secretary-Treasurer; then Communications and Technologies Vice President; Telecommunications Vice President; Public Healthcare & Education Workers Vice President; Printing, Publishing and Media Workers Sector Vice President; At-Large Diversity Board Member for the Northeast Region; At-Large Diversity Board Member for the Southeast Region; At-Large Diversity Board Member for the Central Region; At-Large Diversity Board Member for the Western Region; and then 15 minutes after

recess of Convention today, District Vice Presidents.

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

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

Nominating speeches shall be limited to three minutes in length and the one seconding speech to one minute in length.

A nominee will be considered nominated only upon acceptance of the nomination by the nominee. Where there is only one nominee to an office, the nominee can be declared elected upon a motion made from the floor electing that officer by acclamation.

The following provisions apply to voting procedures: All voting shall be on a per-capita basis as certified by the Credentials Committee to the Judge of Elections. A delegate may not split his or her vote.

For national unit elections, if a local has national unit jurisdiction, the unit votes will be divided amongst the local's delegation.

Proxies may be voted only as they are certified by the Credentials Committee to the Judge of Elections. Alternates who expect to vote in any one of these elections must apply to the Credentials Committee for certification to the auditors for each of these elections. The Committee will be available in the designated voting area for that purpose.

All voting will take place in Pavilion Rooms 9, 10 and 11, which are located across from the Convention Exhibit area. The polls will open 30 minutes after the convention recesses.

Delegates must identify themselves to the teller at the voting booth. A delegate's convention badge shall serve as sole verification of their identity for the purpose of determining their right to vote. Delegates are not permitted to use the badge of another delegate.

If the teller's records show that a delegate has voted, the delegate shall be considered as having voted. The teller will inform the delegates of their duly accredited votes and present each voting delegates with their ballot.

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

Only one delegate will be allowed in a voting booth at a time. Upon receiving a ballot, the delegate will go into the voting booth, check only the name of the nominee of choice on the ballot, fold the ballot once. The voting delegate will then deposit the ballot in the appropriate ballot box in the presence of the teller.

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

Delegates are reminded that the polls will open 30 minutes after recess and close promptly at 5:00 p.m.

The following provisions apply to the use of observers by the candidates. No more than two observers will be allowed for each candidate at the polling and/or ballot counting site. Observers will be restricted to the specific area designated for observers. These designated areas will allow the observers to note the names of those voting and to observe the actual counting of the ballots.

However, the observers will be placed so that they do not obstruct the voting and/or vote tabulation process. Observers must remain in the ballot counting area until the count is completed. No cell phone use will be permitted in the vote tabulation area. The observers do not have the right to count the ballots.

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

After all eligible delegates have had an opportunity to vote, the ballots will be counted, and the results of the election will be posted in the lobby of the Convention hotel and announced by the Chair on Tuesday morning.

If no one nominee receives a majority of the first ballot a run-off election shall be conducted and the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot.

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

If a run-off election is necessary, it will be posted at 6:00 p.m. in the Registration area where delegates received their badges. The voting area will be open from 6:00 to 6:30 p.m. for run-off elections this evening.

The election will require the wholehearted cooperation of the Convention delegates to run smoothly and efficiently.

If there are no questions on voting procedure, I will now turn the meeting back over to the Chair.

SECRETARY-TREASURER EASTERLING: Thank you, Steve. At this time, the nominations for the office of President are open. For that purpose, the Chair recognizes Rich Dann, President of Local 1085, at Microphone No. 3 for the purpose of making the nomination.

DELEGATE RICHARD A. DANN (Local 1085): Brothers and Sisters, it is my honor to nominate a good friend, a member of my local, and a great union leader, Larry Cohen, for re-election as President of CWA. (Applause and cheers)

Since this is also an election year for President of the United States, we are presented with a stark contrast. Certainly we all know the importance of having honest, wise and competent leadership--qualities that have been sadly lacking in the American president during the past seven and a half years. I am glad to say that CWA has been more fortunate. As President of CWA, Larry has earned wide respect and has made all of us in CWA proud.

Despite all the challenges facing organized labor, Larry has led the way in building our union and making it more effective. Recent examples include Ready for the Future, the Strategic Industry Fund, and the Stewards' Army. Larry has also been one of the leading advocates of the Employee Free Choice Act and for national health insurance.

Unlike some other leaders, Larry does not use a go-it-alone, top-down approach. He believes in union democracy, in working together with our allies, and in mobilizing the power of the people.

One of his signature initiatives has been the addition of local and diversity voices to our union's Executive Board. Regrettably, we have not seen the same leadership qualities in George Bush. Unlike Larry Cohen, Bush has not made us stronger or more respected. Unlike Larry Cohen, Bush does not support democratic values, a strong labor movement, or the role of government in guaranteeing health and financial security for ordinary citizens. We can and must replace George Bush with a President that will share the qualities exemplified by Larry Cohen.

But before we can elect Barack Obama, we need to give Larry a strong vote of confidence to continue fighting on our behalf. I ask you now for that vote of confidence. I ask you to join in re-electing our leader, President Larry Cohen.

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

SECRETARY-TREASURER EASTERLING: Microphone No. 3, for a seconding speech, Ralph Cortez, Local 6143.

DELEGATE RALPH CORTEZ (Local 6143): Thank you, Secretary-Treasurer Easterling and Executive Board members, sisters and brothers. I stand before you today to second the nomination to re-elect Larry Cohen as President of the Communications Workers of America. This innovative leader has brought diversity and inclusiveness not only to the Executive Board, but to all our members.

By wisely utilizing the Strategic Industry Fund President Cohen has ensured that members from locals both large and small are being informed and educated on issues vital to labor and working families. As we speak, this Stewards' Army is mobilizing and building a political movement that will guarantee all our goals are met.

We have President Cohen to thank for putting us on the offensive during these critical times. Through his leadership, our members have grown and a dialogue has begun with employers such as AT&T, General Motors, and other major corporations who are as concerned as we are with the rising cost of health care.

There is no one better qualified to help us continue our work on the Employee Free Choice Act, health care, jobs, fair trade--

. . . Time having expired, the microphone was shut off . . .

SECRETARY-TREASURER EASTERLING: Thank you. (Applause) 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 for the purpose of making further nominations. There being only one candidate for the Office of President, the Chair declares Larry Cohen is therefore elected. Is there a motion from the floor to elect Larry Cohen as President by acclamation?

. . . The delegates arose and responded with cheers, applause and whistles . . .

SECRETARY-TREASURER EASTERLING: All those in favor signify by raising your hands. All those opposed. The motion is adopted. The Chair declares that Larry Cohen is elected President of CWA by acclamation.

. . . The delegates remained standing and cheering, clapping in unison . . .

PRESIDENT COHEN: Thank you all. I am humbled every day I wake up, proud to be your President. I mean that from the bottom of my heart.

The next order of business is the election of Secretary-Treasurer of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Pam Wynn, President of Local 4309, at Microphone 3.

DELEGATE PAM WYNN (CWA Local 4309): Good afternoon. I rise today to nominate, as Secretary-Treasurer of the Communications Workers of America, Jeff Rechenbach. (Applause)

As President of Local 4309, I have watched Jeff ascend from a rank-and-file member to Local President, to District Vice President, to Executive Vice President. Jeff has risen through the very fabric of CWA, making friends and maybe even enemies along the way. Whether or not Jeff is considered a friend, I can truly say that Jeff has earned the respect of the members across CWA as well as management.

Jeff has stood tall during the toughest times and has always aggressively fought to defend the dignity and respect that every working person deserves. He has been accountable and demands accountability.

Jeff has always been in the forefront of the labor movement and the political arena. The Secretary-Treasurer position will not be an easy role to fill. It will require a knowledgeable leader with broad shoulders, true commitment, a never-ending desire to propound unionism, and one who will assure that CWA remains a formidable opponent in fighting corporate greed and downsizing.

Jeff will continue to strengthen the CWA Triangle by reaching out to all members and leaders to make the same commitment to the labor movement that he has made.

We need a Secretary-Treasurer who possesses the tools to continue the work of a labor and political icon. The new Secretary-Treasurer will have to fill some pretty big shoes. My brothers and sisters, I am confident that Jeff Rechenbach can fill those shoes. Thank you.

PRESIDENT COHEN: There has been placed in nomination Jeffrey Rechenbach for Secretary-Treasurer, and to second that nomination the Chair recognizes Chris Lane, President, Local 2201, at Microphone No. 3.

DELEGATE CHRISTOPHER LANE (Local 2201): President Cohen, Executive Board and Fellow Delegates: While serving in the Marine Corps, I had to work with people who achieved a certain rank. But I was motivated to follow the ones who led from the front and set the example. When we select the leaders in our union, we look for the same qualities, and I believe that Jeff Rechenbach is just such a leader.

With his passion, drive and dedication to the members of CWA and working families, Jeff continues to lead from the front, making it easy for all members to follow and keep CWA on the move forward. His hard work and leadership on the Ready for the Future program has helped put CWA in the driver's seat to change decades of union decline.

Brothers and sisters, it is an honor and privilege to second the nomination of Jeff Rechenbach as Secretary-Treasurer. (Prolonged cheers and applause)

PRESIDENT COHEN: 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 for the purpose of making further nominations. There being only one candidate for the Office of Secretary-Treasurer, Jeff Rechenbach is therefore elected. Is there a motion from the floor to elect Jeff Rechenbach as Secretary-Treasurer by acclamation?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: All those in favor signify by raising their hands. Opposed. The motion is adopted. The chair declares Jeff Rechenbach Secretary-Treasurer of CWA by acclamation. (Prolonged applause and cheers and whistles)

Brothers and sisters, please welcome your newly-elected Secretary-Treasurer Jeff Rechenbach. (Prolonged cheers and applause)

SECRETARY-TREASURER-ELECT JEFF RECHENBACH: Thank you. This is really just a tremendous honor that I couldn't have imagined when I started my career at Ohio Bell Telephone back in 1971. To think that I can stand here now in front of you as your elected Secretary-Treasurer, is just a wonderful, wonderful honor that you have bestowed on me.

I am thrilled that I've got my wife here, my daughter, two of my sisters, all somewhere over in the guest area over there, to be able to share this moment, and I thank you all from the bottom of my heart. I will do you proud, I promise you that.

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

PRESIDENT COHEN: The next order of business is the election of Executive Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Ken Saether, President, Local 7906, at Microphone No. 3.

DELEGATE KENNETH SAETHER (Local 7906): Thank you, Mr. President.

Brothers and sisters, it is with great honor that I rise today to nominate Annie Hill for the office of Executive Vice President of the Communications Workers of America. (Applause)

Annie was hired by Pacific Northwest Bell in 1972 as a summer hire. She worked there each summer until being hired full-time in December of 1976 as an outside technician. Shortly after being hired full-time, she took the office of Secretary in Local 7908 in Medford, Oregon, which she held from 1977 until 1981.

From Medford she moved to Salem, Oregon, where she again held the office of Local Secretary until 1984 when she was elected as President of Local 7904. Annie held the office of President for two terms.

In 1990 she was hired full-time by CWA as a Staff Representative in Minneapolis, Minnesota. In addition to supporting locals in Minnesota and North Dakota, she processed disciplinary grievances, taught steward's schools and successfully bargained over 25 contracts.

In June of 1994 Annie was promoted to Administrative Assistant to the Vice President, CWA District 7. During the next five years, Annie's primary functions were negotiating and administering the collective bargaining agreements with US-WEST and QWEST Communications. In August of '99 Annie became the Assistant to the Vice President of CWA District 7, a position she held for the next six years.

In 2005 Annie was elected Vice President of CWA District 7 where she has led 14 states that make up District 7 to enjoy unprecedented success in the COPE program. She has guided and supported over 170 chartered locals in the district.

Annie believes every member has something to offer and inspires others to rise up and accomplish things they otherwise might not have on their own. No job is too big or small for Annie-- phone banks, house calls, or a healthcare SIF. Whatever needs to be done, Annie is always there to lead by example.

Annie has always listened to the concerns of CWA members. She has set and obtained goals for her team in all sides of the CWA Triangle. She has dedicated over 30 years to CWA. She has come up through the ranks, proven herself as a true leader and a great friend to us in CWA.

Please join me in making Annie Hill the next Executive Vice President of our great union. Thank you. (Applause)

PRESIDENT COHEN: There has been placed in nomination Annie Hill for Executive Vice President, and to second that nomination the Chair recognizes Deanna Hill, Vice President of CWA-AFA Local 27039, on Microphone No. 3.

DELEGATE DEANNA HILL (Local 27039): Greetings, brothers and sisters. It is my pleasure to second the nomination of Annie Hill for the position of Executive Vice President for the Communications Workers of America.

I met Annie during the campaign to organize the Frontier flight attendants. Annie helped in every aspect of the campaign, from phone banking to house calls. Her down-to-earth attitude gave no indication of the importance of the position that she held. It was as a direct result of Annie's commitment that I realized the true importance of organizing to our union and the labor movement in general.

Annie has also opened my eyes to the importance of political action through her passionate support of CWA-COPE. She motivates her district to get behind the important issues by helping them to understand why it's important to them personally.

. . . Time having expired, the microphone was shut off . . . (Applause)

PRESIDENT COHEN: 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 for the purpose of making further nominations. There being only one candidate for the Office of Executive Vice President, Annie Hill is therefore elected.

Is there a motion from the floor to elect Annie Hill as Executive Vice President by acclamation?

. . . A motion was duly made and seconded to elect Annie Hill by acclamation . . .

PRESIDENT COHEN: All those in favor, signify by raising your hand. Opposed by a like sign. The motion is adopted. The Chair declares Annie Hill elected Executive Vice President of CWA by acclamation. Brothers and sisters, please welcome your new Executive Vice President, Annie Hill.

. . . The delegates arose and applauded . . .

EXECUTIVE VICE PRESIDENT-ELECT ANNIE HILL: Wow! Words cannot express. I am so proud

and so humbled, and I just can't believe I have your vote of confidence. And I just want to say that I will do everything in my power to make you proud of this union and the work that we do.

A special shout out to my home district, District 7. I love you all. (Applause and cheers) You are not only my union family, you are my family. I have met so many great folks over the last couple months through the work on SIF. I look forward to getting to know each and every one of you.

Thank you very much for this huge honor in the best union in the world. Thank you. (Applause)

PRESIDENT COHEN: The next order of business is the election of the Communications & Technologies Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Gary Nilsson, President of Local 1365, at Microphone No. 3.

DELEGATE GARY NILSSON (Local 1365): Mr. President, Officers, Delegates, Brothers and Sisters: It is with extreme honor that I rise to nominate my Vice President, my brother, my friend, Ralph Maly for the position of Vice President for the Communications & Technologies Sector of CWA. (Applause)

Ralph has a long and distinguished career with CWA, starting in 1965 at the Western Electric plant in Buffalo, New York. There he became a CWA member immediately after being hired. Ralph held numerous positions in Local 1162.

When the Buffalo plant closed in 1976, Ralph transferred to the Western Electric plant in Atlanta, Georgia. While a member of Local 3263, Ralph again held numerous positions within the local including five years as the local president.

In 1989 Ralph was promoted to the position of CWA Staff Rep, initially responsible for AT&T manufacturing and distribution. In 1996, Ralph was promoted to the position of Assistant to the Vice President for the C&T office. And in January 2001, Ralph was sworn in as the Vice President for the C&T office and has served as our vice president since then.

That's the more impersonal biography of Ralph, but what really makes Ralph the man he is, is not his biography, but rather who he is-- a dedicated leader, passionate beyond comparison towards the labor movement and especially towards our own CWA members.

I first met Ralph back somewhere around 1994 when he came to our local to conduct a training session on job evaluation for our stewards. I, like so many others, needed only that first meeting with Ralph to realize his passion for the cause of labor.

One of my first lessons from Ralph was when he was educating one of our stewards on the essence of participating in union activities. The steward was concerned that he wasn't being compensated enough to attend the job evaluation training. Ralph explained to the steward that, though the union doesn't want anyone to lose wages while doing union business during work hours, the value of serving in a union isn't that we are paid every moment we participate in union activities. True unionism requires a certain amount of commitment to volunteer time for the overall good. "It can't be bought," he said. "It can only come from within." And he said this with such a degree of empathy that the room fell silent. Ralph taught us all an invaluable lesson.

Ralph was so impressive to many of us with his insight, wisdom, and words that many of us found ourselves quoting him in our messages to our members. When he speaks to our brothers and sisters, even in debate, he is always non-threatening in his manner. But when he has to speak with fire and profanity at a company manager, he does that too, with the same incredible confidence and knowledge he shows in all his deliberations.

In 2001, Ralph was there with my and many other locals when Lucent started their massive downsizing program, and he was able to get what we now know as the MOA agreed to and later included as a permit memorandum in the 2004 CBA, an agreement--

. . . Time having expired, the microphone was shut off . . . (Applause)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Colleen Downing, President, Local 6450, at Microphone No. 3.

DELEGATE COLLEEN DOWNING (Local 6450): Thank you, President Cohen. I am here with Kevin Kimber, Local 3204, Atlanta Georgia.

As Mary Harris Jones, or as you may better know her, "Mother Jones" said, "Pray for the dead and fight like hell for the living." It is my honor to second the nomination of Ralph Maly. He embodies that Mother Jones quote every day in every way.

I have known Vice President Maly for many years. Since 1965, after signing his first union card, Ralph has worked tirelessly for union justice and values. Even after he was moved from location to location, he stayed dedicated to the values so integral to the CWA, serving in every union capacity-- steward, chief steward, organizer, local VP, local president, staff rep, assistant to the VP, and vice president.

He has been involved in bargaining many contracts. I won't go into mentioning all of them or we would be here till midnight. Ralph goes head-to-head with any CEO or local president. He is there for his locals and I have never seen him waiver in his passion for justice. (Applause)

PRESIDENT COHEN: 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 for the purpose of making further nominations. There being only one candidate for the office of Communications & Technologies Vice President, Ralph Maly is therefore elected. Congratulations. (Applause and cheers)

Just to explain, the only reason I don't read acclamation on these is because their constituencies are less than all of us, although it is all of us.

The next order of business is the election of the Telecommunications Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Ronald Knight, President Local 3681, at microphone No. 3.

DELEGATE RONALD KNIGHT (Local 3681): I rise to nominate Jasper Gurganus for re-election of Vice President of Telecommunications. Jasper, a native of North Carolina, has championed the rights of workers in a right-to-work state such as North Carolina, and subsequently enlarged his footprint by virtue of his current position.

Jimmy, as he is commonly known, has stood for the principles we believe in and will continue that fight in the future. (Applause)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Allen Whitaker, President, Local 6171, at microphone No. 3.

DELEGATE ALLEN WHITAKER (Local 6171): Now I only have a minute, so if you will hold your applause.

Mr. President, Distinguished Members of the Executive Board, and Fellow Delegates: I am honored to second the nomination of Jimmy Gurganus for Telecommunications Vice President. Thank you. (Applause)

PRESIDENT COHEN: 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 for the purpose of making further nominations. There being only one candidate for the office of Telecommunications Vice President, Jimmy Gurganus is therefore elected. Congratulations. (Applause and cheers)

The next order of business is the election of the Public, Healthcare and Education Workers Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Brenda Scott, President, Local 3570, at Microphone No. 3.

DELEGATE BRENDA SCOTT (Local 3570): Mr. President, brothers and sisters, I rise to place in nomination for Vice President of Public, Healthcare and Education Workers my friend, my mentor, my champion, Brooks W. Sunkett. (Applause)

Brothers and sisters, I could stand here and talk to you about how Brooks has marched with me and my members to the steps of the Mississippi State Capitol, demanding a pay raise for some of the poorest working Americans in this country. I could tell you how Brooks has gone inside Parchman State Penitentiary to show correctional officers how committed he is to helping them build a union, to build a safer workplace, and to build a better future for them and their families.

I could tell you how Brooks set aside his VP title, took off his coat and tie, rolled up his sleeves, and went house-calling with the rest of my organizers to win a majority among Jackson city workers, which has led to a groundbreaking contract and sparked five other city campaigns.

I could talk about any one of these things that Brooks did, but I am not going to do that because it's not about Brooks. It's about you. It's about me. It's about all of us in this organization.

Brothers and sisters, Brooks knows that you can't build the union without building up members, and you can't build up members in Washington. You can only build up members and leaders by being with them where and when it counts-- on the front line, in the trenches, fighting the good fight, where hearts and minds are changed, activists are found, and where leaders are born.

Brothers and sisters, it is also about identity, community, and solidarity within this great yet political and bureaucratic organization. We are one sector divided among many districts. This is true for all sectors in CWA, but all other sectors were their own union before merging with CWA. They already had identity and community.

We in the Public Sector have had to build that over the years, mostly under Brooks' great leadership and guidance. Brooks has done more than anyone to bring us together as a sector, while also building and promoting union solidarity. I'm sure most of you remember this T-shirt that I wear now: "Working together, we make"-- (Applause)

. . . Time having expired, the microphone was shut off . . .

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Arthur Cheliotas, President Local 1180, at Microphone No. 3.

DELEGATE ARTHUR CHELIOTES (Local 1180): Good afternoon.

We were the first Public Sector workers in the CWA, organized by Morty Bahr back in 1965. (Applause) The first Convention I attended-- even though I look like I might have been there in 1965, I wasn't. The first Convention I attended was in '77, and there were eight Public Sector locals that I can recall with probably about 12,000. Today we have 140,000 Public Sector workers in CWA, making up 20 to 25 percent of the total membership in CWA.

Brooks Sunkett, with his organizing, with the work that he has done, has demonstrated again and again that his leadership is what makes a difference in bringing about growth in our union. Brooks Sunkett is an organizer. Brooks Sunkett is a union builder. Brooks Sunkett has demonstrated again and again that he understands what the union is about. (Applause)

PRESIDENT COHEN: 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 for the purpose of making further nominations. There being only one candidate for the Office of Vice President of the Public, Healthcare and Education Workers, Brooks Sunkett is therefore elected. (Applause and cheers)

The next order of business is the election of Printing, Publishing and Media Workers Sector Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Robert Maida, Jr., President, Chicago Mailers Union No. 2, CWA Local 14430 at Microphone No. 3.

DELEGATE ROBERT C. MAIDA, JR. (Local 14148): President Cohen, Executive Board members, Delegates and Guests: I rise to nominate Bill Boarman as CWA Vice President for the Printing Sector. I have been privileged to work with Bill in many ways over the past 20 years. I have seen him tested in strike situations and on picket lines, at the bargaining table, in tense membership meetings, at political rallies, and in deliberations as chairman of the Board of Trustees of the negotiated pension plan.

He has the experience. He has the judgment. He has the temperament. He has the leadership qualities we need to lead the Printing Sector and to be our advocate within the CWA executive board.

The leadership of our union has always been the essential element of our success. Bill has been part of the CWA leadership team for more than 20 years now. In fact, he will be the senior member of that Board if re-elected.

The coming year will challenge us all. We have got a mere five months until one of the most crucial general elections in our nation's history. Let's not forget that the congressional elections will be as important as who wins the presidential campaign. We will need experienced leadership working as a team to educate, energize and mobilize our members and their families, to get them to the polls and to turn out the largest labor vote ever.

After November, our challenges will only grow larger. In this Convention, we have spoken of the need to enact the Employee Free Choice Act and to turn our attention to growing this union and strengthening the American Labor Movement, to restoring fairness in our economy and building a new American middle class, to defeating greed and achieving health care reform. Attaining those goals

requires that we assemble the best and the brightest leadership we can find. Bill Boarman is part of that team now, and we will need his experience even more in the days and years ahead.

Those of us who have known Bill and relied upon him for advice and counsel also know the enormous personal sacrifices he has made over the years in order to advance this union and its members. A few weeks ago, he lost his life partner, his wife Mary, after a long battle with lymphoma. Bill was Mary's partner in that battle, and he was every bit as intense in that role as he has been in his efforts on behalf of CWA. Yet, while he was dealing with that incredible personal tragedy, Bill continued to lead our sector and carry out his duties as a CWA Vice President. If anything, his commitment to his wife and family has only intensified his commitment to CWA and our Sector. (Applause)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Jane N. Howald, President, Local 14177.

DELEGATE JANE N. HOWALD (Local 14177): Thank you, President Cohen.

Good afternoon, brothers and sisters. My name is Jane Howald and I am the president of Local 14177, New Era Cap's first unionized plant in Derby, New York. I am proud to say that today New Era Cap is now wall-to-wall union. (Applause)

Recently, New Era Cap employees in Demopolis, Alabama voted in CWA. Our new brothers and sisters will have joined the greatest union in the world, Communications Workers of America. (Applause)

But today I rise to second the nomination of William Boarman to the office of Vice President of CWA PPMWS.

Bill has continuously been the source of our strength in our sector. His leadership and dedication to our members has been our greatest asset to the sector. Bill has dedicated his life to leading the fight. (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair seeing no one approaching any of the mikes for purpose of making further nominations. There being only one candidate for the office of Printing, Publishing & Media Workers Sector Vice President, Bill Boarman is therefore elected. Congratulations. (Applause)

The next order of business is the At-Large Diversity Board members. I want to remind delegates that all delegates vote for each of the At-Large Diversity Board positions.

For the purpose of placing an individual in nomination for the At-Large Diversity Board member for the Northeast Region, the Chair recognizes Donald Klein, Executive Vice President, Local 1040, at Mike 3.

DELEGATE DONALD L. KLEIN (Local 1040): President Cohen, Executive Board Members, and Fellow Delegates: I rise to place the name of Carolyn Wade into nomination for the candidate of Region 1 Diversity Executive Board Member of our great union.

Carolyn was instrumental in ushering in a new era for CWA. In 1980, 38,000 state workers joined the ranks of CWA. The New Jersey organizing drive began a movement to welcome a whole new array of workers into our great union.

In those early days, it was Carolyn Wade who formed one of the first equity committees, which served as a model for many of our CWA locals. She also pioneered the Local 1040 Women's Committee, which is highly productive. And by the way, Local 1040 Women's Committee is also open to men.

Carolyn also served on the National Committee on Equity and the National Women's Committee. Her participation and support of equity issues and women's issues are part of a larger picture. Carolyn's priority is inclusion. The purpose of our Diversity Board Members is inclusion. Clearly, Carolyn Wade fits the bill.

As President of Local 1040, her leadership has created a vibrant local union which inspired pride in our members and in all of CWA. Local 1040 represents public and private sector employees. Our members include physicians, bus drivers, 911 operators, nurses, and a host of other roles. Carolyn harnesses such diversity under the CWA Triangle to build solidarity instead of division.

Those of you who know Carolyn know she is charismatic, resourceful and a dedicated union activist. It is with great pleasure and a high honor for me to nominate Carolyn Wade as the Region 1 Diversity Board member. Thank you. (Applause)

President Cohen, thank you for this time and thank you for giving Carolyn the vote of confidence she so rightly deserves. (Applause)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Jelger Kalmijn, President of Local 9119.

DELEGATE JELGER KALMIJN (Local 9119): If you want a fighter for our members, Carolyn Wade is your candidate. From the lowest-paid clerical worker to the highest-paid physician, you can count on Carolyn. Whether you agree or disagree with Carolyn-- and I have done both-- you respect her as a tenacious and tireless leader who fights for the interests of all of us.

I am proud to have Carolyn on our National Executive Board as a leader from the public sector, which is very diverse. We are Asian, African-American, Latino, white, women, men, gay, lesbian and straight. Our leadership should reflect the diversity of our workplace. Carolyn and her local firmly believe and practice what has made the public sector great in CWA organizing.

So what more could we want? A fighting, organizing African-American woman leader on our National Executive Board. It doesn't get much better than that. I am voting for Carolyn and I encourage everyone else to as well. Thank you. (Applause)

PRESIDENT COHEN: 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 for the purpose of making a further nomination. There being only one candidate for the At-Large Diversity Board Member for the Northeast Region, Carolyn Wade is therefore elected. Congratulations.

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

PRESIDENT COHEN: The next order of business is the election of the At-Large Diversity Board Member for the Southeast Region. For the purpose of placing an individual in nomination, the Chair recognizes Louie Rocha, President, Local 9423.

DELEGATE LOUIE ROCHA (Local 9423): It is a great honor to rise and nominate our union brother, Nestor Soto, for the Southeast At-Large seat on the Executive Board. Nestor is from San Juan, Puerto Rico. Nestor is from the island of enchantment and is Puerto Rican.

Sisters and Brothers, Puerto Rico is an island in the Caribbean where the Spanish language predominates due to its history. The island culture that Nestor represents is a blend of the Taino natives, African slaves, and Spanish colonists. It also has a labor history.

Nestor has been a member of the PUAGRA, the Union of Journalists, Graphic Artists and Associated Brands, Local 33225, a local within the Newspaper Guild, since December 1980 and has been a member of the Representative Assembly of his local since 1984. He has also been local President since 2002 to the present. Nestor has participated in contract bargaining at newspapers, television stations, the local represents five, news services, AP and EFE, and a print shop.

For the past 12 years he has been a Vice President of the AFL-CIO of Puerto Rico and has held the position of Vice President of TNG's Southern District Council for the past five years.

Nestor helped win the fight against Univision, a U.S. Spanish language network there in Puerto Rico, after five years through his alliances. He took on and won the fight against this media powerhouse on the island because Nestor knows firsthand the importance of mobilization and community support in labor's fights. He knows that labor's fights are our communities' fights, and that our communities' struggles are labor's as well. He is a proven leader.

Sisters and Brothers, Latinos have been and are a growing part of the workforce in the United States. There are 40 million Latinos in the U.S., 15 percent of the population. Latinos are part of the solution for labor's growth and survival.

Nestor's candidacy is not just to have a Latino representative on the CWA Executive Board, but also one whose primary language is Spanish and one who also is from a merged sector. Nestor will bring a unique and important perspective to the Board to benefit us all.

Nestor is also united with the other three appointed Diversity At-Large members on the Board to continue their groundbreaking work to reflect diversity and to have local leaders on the Board fighting corporate greed and uniting and representing us on the Board. There is strength in diversity. There is strength in diversity. United we are stronger.

Sisters and Brothers, I urge you to vote for Nestor Soto for the Southeastern At-Large Diversity seat. Let's walk the talk of diversity. Always forward, backward never.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: For purpose of seconding the nomination, the Chair recognizes Yoko Kuramoto, President of TNG Local 37082.

DELEGATE YOKO KURAMOTO-EIDSMOE (TNG-CWA Local 37082): President Cohen, Sisters and Brothers: It is a true privilege to be here before you today to second the nomination of Nestor Soto for the Southeastern At-Large seat of the Executive Board. His appointment to the Board has been deeply meaningful to those of us in the Newspaper Guild, not only because he's a fantastic leader with a long record of fighting for workers' rights, but also as a symbol of our inclusion in the CWA family. In a progressive, activist union like CWA, the union is the way we reach out to each other and live out our ideals in the real world. To borrow District 2 Vice President Catucci's words, "It's how we show our love."

Nestor knows how to do the real work of the union and Nestor is here to ask you today, "How do I

serve? Which portion of the burden shall I carry?" Nestor and I don't speak the language, but I'm voting for him because some things are universal-- freedom, fairness, a decent life for our families.

Please join me in voting for Nestor Soto, sisters and brothers. (Applause)

PRESIDENT COHEN: At Microphone No. 2, Delegate Freddie Green, Local 3410, New Orleans.

DELEGATE FREDDIE GREEN (Local 3410): Mr. President, Executive Board Members, Fellow Delegates and Guests: Thank you for the privilege of allowing me to have a moment of privilege to talk to you.

What I would like to do is let you know that I was going to nominate another candidate for the Southeastern Region Diversity Board seat. I will not be doing that, but would ask that you all join me, along with those of us who already support Nestor Soto, in voting for him for the Southeast Region Diversity seat. Thank you. (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair seeing no one approaching the mikes for the purpose of further nominations, and there only being one candidate for the At-Large Diversity Member for the Southeast Region, Nestor Soto is elected. Congratulations.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: The next order of business is the election of the At-Large Diversity Member for the Central Region. For the purpose of placing an individual in nomination, the Chair recognizes Steve Flores, Vice President, Local 6222.

DELEGATE STEVE FLORES (Local 6222): Thank you, Mr. President. I had two pages of things that I wanted to say and a long list of accolades that I could have given, but the individual I am wanting to nominate said, "You know, I'd rather you not do that. I just want you to tell it like it is, and talk from your heart," and that's what I'm going to do. He's a good man that represents everyone without caring for color or gender or none of that, and he fights hard for everyone. (Applause)

First of all, he's a good son to his parents. Then, he is a good father to his kids. And he has always been there for all the members of our local. All I can say about him is that he deserves this spot. He deserves to lead. He deserves to stand where he is standing today. He has earned it by fighting for it and believing in it. So all I can say is, please vote for Claude Cummings for this position. Thank you. (Applause)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Greg Wynn, president of Local 4100.

DELEGATE GREGORY D. WYNN (Local 4100): Thank you, President Cohen. Executive Board, Delegates and Guests: I rise and it brings me great privilege to second the nomination of Claude Cummings for the Central Region Executive Board seat.

Social scientists tell us that class systems form around economic or birth status. Sometimes these are one and the same. These culturally-defined class systems sometimes yield inner friction and conflict.

We all have a natural tendency to gravitate toward groups who are closely aligned to our own interests and goals. Unions are first-class people. We are a class of people who align ourselves around the principle that working together we will build a great nation. I say again, we will build a great nation. (Applause)

Sisters and brothers, we are in the midst of an exciting time, but the role of unions has not changed. We are the collective voice of labor. We still have a very strong and impacting voice. (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching the mikes for the purpose of making further nominations. There being only one candidate for the At-Large Diversity Board Member for the Central Region, Claude Cummings is therefore elected. Congratulations.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: The next order of business is the election of the At-Large Diversity Board Member for the Western Region. For the purpose of placing an individual in nomination, the Chair recognizes Lupe Mercado, Executive Vice President, Local 9421.

DELEGATE LUPE MERCADO (Local 9421): Mr. President, Executive Board, Sisters and Brothers: Mr. President, I rise before you for the purpose of nominating Madelyn Elder to the At-Large Diversity seat representing the West.

Madelyn is President of Local 7901 in Portland, Oregon. She is a lesbian woman and activist. Since her college days at the University of Michigan where she also worked at a CWA answering service, Madelyn helped build Jobs With Justice in Portland, helped lead an initiative to raise the Oregon minimum wage, and has a special interest in education and training of future leaders.

Since her appointment, Madelyn has taken her role very seriously. She has proactively contacted Civil Rights Director Leslie Jackson for input on issues and concerns, and to make herself available to all committees. When asked for assistance, Madelyn responds.

Shortly after her appointment, I invited Madelyn to our annual combined conference in Oakland, California. This conference is composed of our Women's Committee, COE Committee and MAP, Member Assistance Program. Madelyn didn't only accept, she assisted me in presenting a Diversity Workshop for our conference. The attendees at the conference felt privileged to have Madelyn so soon after her appointment, and truly appreciated the workshop on diversity.

This is just a small example of her commitment and her quick response to any requests. I urge everyone here today to join me in supporting this nomination. Thank you very much. (Applause)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Kent Anderson, President, Local 7704.

DELEGATE KENT ANDERSON (Local 7704): President Cohen, Executive Board Members, Guests and Friends: It is with great honor that I stand before you to second the nomination of my good friend, Madelyn Elder, as the At-Large Diversity Board Member for the Western Region. Thank you very much. (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees nobody approaching any of the mikes for the purpose of making any further nominations. There being only one candidate for the At-Large Diversity Board Member for the Western Region, Madelyn Elder is therefore elected. Congratulations.

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

PRESIDENT COHEN: In accordance with the instructions you have been given, all District Vice President nominations will be conducted in the rooms listed-- actually, I'm going to read them to make sure they're correct-- listed in the rooms I will read 15 minutes after we recess. The voting area will be open 30 minutes after the Convention recesses. All delegates will vote in the same voting area, in Pavilion rooms 9, 10 and 11.

Again, I remind the body that all delegates vote for the-- no, we don't have any contested elections here, sorry. All delegates will vote in the same voting area, in Pavilion rooms 9, 10 and 11. All delegates are urged to go directly to their District meetings for nominations first before proceeding to the voting area. There are signs directing delegates to the voting area from the District meetings.

All District 1 locals should go to Ballroom B for nominations. Ballroom B, District 1.

All District 2 locals should go to Pavilion 6 for nominations. District 2, Pavilion 6.

District 3 locals should go to Pavilion 1 for nominations. District 3, Pavilion 1.

All District 4 locals should go to Ballroom F-G for nominations. District 4, Ballroom F-G.

All District 6 locals should go to Ballroom C. District 6, Ballroom C.

All District 7 locals should go to Ballroom E. District 7, Ballroom E.

All District 9 locals should go to Ballroom A for nominations.

All District 13 locals should go to Conference Room 7. District 13 locals, Conference Room 7.

This Convention is recessed until 8:30 a.m. Tuesday morning, that's 8:30 a.m. tomorrow morning.

. . . The Convention recessed at 2:45 p.m. . . .

TUESDAY MORNING SESSION

June 24, 2008

The Convention reconvened at 8:30 a.m., President Larry Cohen presiding.

PRESIDENT COHEN: Good morning. Delegates, please be seated.

For purposes of an invocation, it is an honor for me to introduce Reverend Cletus Kiley, President of the Faith & Politics Institute, Washington, D.C. For all of us who work with Faith & Politics and Father Kiley, you feel his sincerity, his commitment and his belief that we can change America and the world.

He is from the Southside of Chicago, which many of you know is where Barack Obama is from. After graduating from Columbia he went on to be a community organizer. Father Kiley is an organizer. Before assuming the presidency of Faith & Politics Institute, he actually worked with union organizers. When we say, "God is on our side," we get pretty close with Cletus Kiley.

It is an honor for me to welcome him here today. Father Kiley. (Applause)

REVEREND CLETUS KILEY (President, Faith & Politics Institute, Washington, D.C.): Good morning.

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

Thank you very much.

It says in Scripture that there is a time and purpose for everything under heaven. That applies to prayers, too. Sometimes it is right to say a prayer that is quiet and reflective, and other times it is the right time to shake it up a little bit, to let the spirit flow a little bit among us. I am looking at the work ahead of you today. You are going to install new officers and you are launching a movement. We can't do that sitting down, so I am going to ask you to stand up.

. . . The Delegates arose . . .

I know that a few of you out there know how to throw an "Amen" in here and there and get a little spirit going in this hall this morning. So we open our hearts now and we pray:

Creator God, at the very foundation of the world You uttered Your word and gave form to chaos. You brought light into the darkness and from nothing Your word created life in all its forms.

In uttering creative words, O God, You gave us the first communication and You taught us from then until now that the work of communication is truly Yours.

We are gathered here now in Convention in this hall, the Communications Workers of America, and our first order of business is to reflect on the creative power of Your word.

Our second order of business is to pray now that Your creative power will empower us gathered here to embrace each other in solidarity. May You fill us now with such a power that we can build a movement today here in Las Vegas, a movement of workers, a movement of social justice, a movement of political righteousness, a movement that reflects Your original plan for the world, Your plan of justice, of "sedekah" for all people.

Here and now, make us instruments of Your creative power who will bring order and fairness into the

chaos currently imposed on working people by unfair trade, both at home and abroad. Fire us up, Creator God; breathe upon us here as You breathed upon the world, upon the void at the creation of the world, so that there is a new life in our movement this morning-- new life strong enough to secure health benefits and care for every working person, and to ensure the security of those in retirement.

Give us now, O God, the creative word that will enable every one of us here to convince the powers that be in this nation of the fairness of the rightness of the Employee Free Choice Act. We are ready, O God, to unleash a new wave of creativity and light and power upon a waiting world.

Bless President Cohen, bless those who will be installed this morning, our leaders here and in our locals, and strengthen each one of us for the struggle ahead. Guide us in our work here together, and in the end make our movement Your movement so that your plan of creation, and Your vision of a just world will be fulfilled.

Will the church say, "Amen."

. . . The delegates responded with "Amen" . . .

REVEREND KILEY: Amen. God bless you all. Thank you. (Applause)

PRESIDENT COHEN: Thank you, Father Kiley, for all you do.

I want to thank yesterday's platform observers.

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

Kingsley Chew, President, Local 9410; and Margaret Chadwick-Ledwon, President, Local 1133.

Today's platform observers are: William M. Benton, President, Local 3615; Monica Eason, Executive Vice President, Local 6016.

Election results: In the contested elections, the official results are as follows: Vice President District 1, Chris Shelton, 111,251. Carla Katz, 19,083. (Applause)

District 3 Vice President, Noah Savant, 46,330. Steve Sarnoff, 8,593. (Applause)

District 7 Vice President, in a run-off election, Louise Caddell, 27,074. Brenda Roberts, 22,446. (Applause)

District 9 Vice President, Tony Bixler, 41,514; T Santora, 14,303. Congratulations. (Applause)

In the uncontested elections, District 2 Vice President, Ron Collins was elected. (Applause)

District 4 Vice President, Seth Rosen was elected. (Applause)

District 6 Vice President, Andy Milburn was elected. (Applause)

District 13 Vice President, Ed Mooney was elected. (Applause)

IUE-CWA Vice President, Jim Clark was elected. (Applause)

NABET-CWA Vice President, John Clark was elected. (Applause)

TNG-CWA Vice President, Bernie Lunzer was elected by referendum vote. (Applause)

AFA-CWA Vice President, Pat Friend was elected, according to the AFA-CWA Bylaws. (Applause)

Congratulations to all. We look forward to working together stronger than ever, deeper than ever, more committed than ever. (Applause)

It is a great privilege for me at this point to introduce our President Emeritus, Morton Bahr. He will install the officers and administer the Oath of Office. There is a lot I could say about Morty and the work that he continues to do on behalf of all of us-- his work in terms of senior housing and education and health care for all, the counsel that he gives all of us, and the love and friendship he gives me.

It is my privilege to introduce President Emeritus, Morton Bahr.

. . . The delegates arose and applauded . . .

PRESIDENT EMERITUS MORTON BAHR: Thank you. Thank you very much. It's certainly good to be back home with all of you. And thank you, Larry, for that introduction.

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 union 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 make our Union possible.

In keeping with this long tradition, we have held truly democratic elections, a process by which we have chosen our leadership. We have chosen leaders who, throughout the years, have demonstrated by their ability, courage and devotion that they are well qualified to fill the sacred trust we have placed upon them. They have, as their creed, our common faith and a devout belief in the essential dignity of all. This cause, throughout the Free World, finds its finest expression in unions of working men and women.

Those whom we have elected over our 70-year history, are dedicated to guide us in the never-ending struggle for industrial social, economic, and political democracy. The officers whom we have chosen this morning will speak and act in our name. It is up to us, individually and collectively, the members of the Communications Workers of America, to see that these actions are not hollow. Theirs will be wise decisions, made in the name and in the best interests of our membership and for fellow working men and women in the entire Free World.

But their actions and their tough decisions will only have force and effect to the extent that we support them. In a larger sense, it is you, the delegates to this great convention, who must carry the trust which we have bestowed upon them far beyond the bounds of this assembly. It is up to all of us to take home the faith we have demonstrated in electing them and translate that faith into concrete action--actions such as the Million Member Mobilization and the election of Barack Obama as President of the United States. (Applause)

Our newly-elected officers are a living symbol of our trust and faith and signify our belief that they will act in accordance with the responsibilities of the high positions we have bestowed upon them. Their work of service for us, our families and all people will be consecrated, since it is godly work to bring justice and equity here upon this earth. In that spirit, we ask that they demonstrate all humility in the assumption of their duties and obligations.

It is then in the name of the membership and of the sacred cause of free labor that I administer this Oath of Office, reverently asking our Creator to look after them and care for them in the execution of their solemn obligations.

Will the At-Large Diversity Executive Board members please come to the podium. (Applause)

Do you, on your honor, accept the office of At-Large Diversity Executive Board member and thereby the trust 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 your fellow 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?

Will each of you, one at a time, step forward, starting with Carolyn, and 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 your Oath.

AT-LARGE EXECUTIVE BOARD MEMBER CAROLYN WADE: To this, I, Carolyn Wade, Northeast Region At-Large Diversity Executive Board member of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

AT-LARGE EXECUTIVE BOARD MEMBER NESTOR SOTO: To this, I, Nestor Soto, Southeast Region At-Large Diversity Executive Board member of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

AT-LARGE EXECUTIVE BOARD MEMBER CLAUDE CUMMINGS: To this, I, Claude Cummings, Central Region At-Large Diversity Executive Board member of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

AT-LARGE EXECUTIVE BOARD MEMBER MADELYN ELDER: To this, I, Madelyn Elder, Western Region At-Large Diversity Executive Board member of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

PRESIDENT EMERITUS BAHR: Will the Vice Presidents come to the podium and please form a semicircle around the podium.

. . . The newly elected Vice Presidents came to the platform and formed a semicircle around the lectern . . .

PRESIDENT EMERITUS BAHR: Do you, 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 your fellow Vice Presidents and International Officers who comprise the Executive Board of the Union, and 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?

And 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 nation and its Constitution?

Vice President Shelton.

VICE PRESIDENT CHRIS SHELTON: To this, I, Christopher P. Shelton, Vice President District 1, do solemnly swear, so help me God.

. . . Applause as Vice President Shelton signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Ron Collins.

VICE PRESIDENT RON COLLINS: I, Ronald D. Collins, do solemnly swear that I will fulfill the responsibilities of the office of CWA District 2 Vice President, so help me God.

. . . Applause as Vice President Collins signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Noah Savant.

VICE PRESIDENT NOAH SAVANT: To this, I, Noah Savant, Vice President of District 3, Communications Workers of America, do solemnly swear, so help me God.

. . . Applause as Vice President Savant signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Seth Rosen.

VICE PRESIDENT SETH ROSEN: To this, I, Seth Rosen, Vice President CWA District 4, do solemnly swear, so help me God.

. . . Applause as Vice President Rosen signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Andy Milburn.

VICE PRESIDENT ANDY MILBURN: To this, I, Andy Milburn, Vice President, Communications Workers of America District 6, do solemnly swear, so help me God.

. . . Applause as Vice President Milburn signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Louise Caddell.

VICE PRESIDENT LOUISE CADDELL: To this, I, Louise Caddell, Vice President of District 7, CWA, do solemnly swear, so help me God.

. . . Applause as Vice President Caddell signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Tony Bixler.

VICE PRESIDENT TONY BIXLER: To this, I, Tony Bixler, Vice President of CWA District 9, do solemnly swear, so help me God.

. . . Applause as Vice President Bixler signed the CWA Constitution . . .

PREISDENT EMERITUS BAHR: Ed Mooney.

VICE PRESIDENT ED MOONEY: To this I, Edward Francis Mooney, Vice President CWA District 13, do solemnly swear, so help me God.

. . . Applause as Vice President Mooney signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Ralph Maly.

VICE PRESIDENT RALPH MALY: To this, I, Ralph Maly, Vice President of the Communications & Technologies Division of the Communications Workers of America, do solemnly swear, so help me God.

. . . Applause as Vice President Maly signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Jimmy Gurganus.

VICE PRESIDENT JIM GURGANUS: To this, I, Jimmy Gurganus, Vice President of the Telecommunications Sector of the Communications Workers of America, do solemnly swear, so help me God.

. . . Applause as Vice President Gurganus signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Bruce Sunkett.

VICE PRESIDENT BROOKS SUNKETT: To this, I, Brooks Sunkett, Vice President of the Public, Healthcare & Education Workers of the Communications Workers of America, do solemnly swear, so help me God.

. . . Applause as Vice President Brooks Sunkett signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Bill Boarman.

VICE PRESIDENT BOARMAN: To this, I, William J. Boarman, Vice President of the Printing, Publishing and Media Workers Sector of the Communications Workers of America, do solemnly swear, so help me God.

. . . Applause as Vice President Bill Boarman signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: John Clark.

VICE PRESIDENT JOHN CLARK: To this, I, John S. Clark, Vice President of NABET-CWA, do solemnly swear, so help me God.

. . . Applause as Vice President John Clark signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Bernie Lunzer.

VICE PRESIDENT BERNIE LUNZER: To this, I, Bernie Lunzer, Vice President of The Newspaper Guild Sector of the Communications Workers of America, do solemnly swear, so help me God.

. . . Applause as Vice President Lunzer signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Jim Clark.

VICE PRESIDENT JIM CLARK: To this, I, Jim Clark, Vice President of IUE-CWA, do solemnly swear, so help me God.

. . . Applause as Vice President Jim Clark signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Pat Friend.

VICE PRESIDENT PAT FRIEND: To this, I, Pat Friend, Vice President, Association of Flight Attendants Sector of CWA, do solemnly swear, so help me God.

. . . Applause as Vice President Pat Friend signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Now if our Executive Officers-- Secretary-Treasurer and Executive Vice President-- would please come to the podium. (Applause)

Do you, Annie and Jeff, on your honor, accept your respective offices as Executive Vice President and Secretary-Treasurer of the Communications Workers of America, solemnly swear that you will truly and faithfully fulfill the responsibilities of your offices and perform the duties belonging to those offices, and carry out decisions, orders and regulations of its duly constituted authorities;

That you will organize the unorganized;

That you will earnestly and in good faith defend the integrity of our Union and that you will uphold the Constitution of the Communications Workers of America and the ideals and principles of a free Trade Union Movement and its sacred traditions; and

That you will hold as part of this sacred trust conferred upon you the duty of defending our nations and their Constitutions?

CWA EXECUTIVE VICE PRESIDENT ANNIE HILL: To this, I, Annie Hill, Executive Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

CWA SECRETARY-TREASURER JEFF RECHENBACH: To this, I, Jeff Rechenbach, Secretary-Treasurer of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

PRESIDENT EMERITUS BAHR: Will President Larry Cohen please come to the podium, escorted by his daughter Julie. (Applause)

Do you, Larry Cohen, as duly-elected President of the Communications Workers of America, on your honor, swear that you will honorably and faithfully fulfill the solemn responsibilities embodied in the office of President of the Communications Workers of America, and that you will continue to perform the duties associated with this office;

That you will truly and faithfully observe the Constitution of our Union at all times and will carry out the decisions, mandates, policies, and objectives legislated by the duly constituted bodies of this Union;

That you will honorably and faithfully strive to promote the good and welfare of the membership of the Union and of working people in our countries and throughout the Free World with whom we are united in the sacred bond of labor solidarity;

That you will strive to improve the lives of all working people by organizing the unorganized;

That you will, in good faith, with an unshakable conviction and with deep-rooted courage, strive to

protect, defend, preserve, and advance the ideals, principles and traditions of a free and independent Labor Movement; and

That you will faithfully persist in the advancement of the fundamental principles and institutions of our democracies and the enduring welfare of their people?

CWA PRESIDENT LARRY COHEN: I do.

PRESIDENT EMERITUS BAHR: Larry Cohen, will you place your left hand upon the Bible, raise your right hand, and pledge yourself to the Oath and sign the Constitution as a symbol of your resolution to fulfill this pledge?

PRESIDENT COHEN: To this, I, Larry Cohen, President of the Communications Workers of America, do solemnly swear, so help me God.

. . . The delegates arose and applauded and cheered as CWA President Larry Cohen signed the CWA Constitution . . .

PRESIDENT EMERITUS BAHR: Will the Officers we have installed, the local officers, delegates, alternates, and the visitors, please stand and bow their heads in silent prayer? Let each of us in our own way, each of us in our own words, pray for eternal guidance and the strength and will from Almighty God to do His work on earth. Shall we pray?

. . . A moment of silence followed as the delegates and newly-installed Officers bowed their heads in prayer . . .

PRESIDENT EMERITUS BAHR: Brothers and sisters, this is the team who you have elected that will lead this great Union over the next three years, who will face probably the most enormous obstacles that our Union has faced in its 70 years. And as we say in the Installation of Officers, they are only as strong as you and the hundreds of thousands of members back home in your locals will support them.

And you know the short-term agenda-- obviously, the election of Barack Obama-- because that leads to long-term improvement, to a renaissance in the U.S. Labor Movement. And that renaissance comes with the Employee Free Choice Act which fulfills the promise of the Wagner Act that was passed in 1937.

Section 1 of the Wagner Act has never changed. It still says it shall be the policy of the United States of America to enforce collective bargaining and encourage workers to free association to join unions. We still remember President Franklin D. Roosevelt, who said, "If I was a worker in a factory, the first thing I would do would be to join a union." Well, we want President Barack Obama to be the second President who says, "If I was working for an employer in any job in this country, the first thing I would do would be to join a union."

And the only way we can make these things happen is by setting up priorities in the rank of their importance. Between now and November 4th, notwithstanding that we have contracts and grievances and all the other things that you face every day, nothing can be more important to the future of our members and their families than the outcome of the November 4th election. That not only means a President Obama, but it means a Senate that has 60 votes to block filibusters.

And this is the time. But it will happen only if all of us don't lose the pumped-up feeling that we always have when we leave a Convention, that we will remember what everybody said here this week and what you already know.

So we know what the agenda is. And I am pleased to have had the opportunity to be here with you and share a few thoughts. I now turn the Chair back to Chairman Cohen. Thank you very much.

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

PRESIDENT COHEN: Now, it is my privilege to introduce Jeanette Spoor, Vice President of the Retired Members' Council, RMC Local 1103, to sing "Solidarity Forever." Obviously she will sing it loud and clear and we will join in and raise our spirits like never before. Jeanette. (Applause)

. . . As Jeanette Spoor sang a beautiful rendition of "Solidarity Forever," the delegates arose and cheered, and sang along . . .

PRESIDENT COHEN: It's a great privilege for me to introduce the next Secretary-Treasurer of CWA, Jeff Rechenbach. I couldn't say enough about what Jeff means to me and what it's been like working with him as Executive Vice President for the past three years. There is nothing that any of us do that he can't do. There is nothing that any of us do that he won't do. He listens much more than he talks, which is something we all need to learn, and he learns more every day about CWA than anyone I know.

For me, he is a friend, a brother, an amazing advisor and incredible leader. And now I am proud to introduce him as the Secretary-Treasurer of the Communications Workers of America.

. . . Applause AS Secretary-Treasurer Rechenbach assumed the Chair . . .

SECRETARY-TREASURER JEFF RECHENBACH: Let me just start this morning by again thanking all of you for the confidence you have shown by electing me as Secretary-Treasurer of our great union. There are a number of people that I would like to acknowledge, some here and some who are no longer with us. First, my wife Karen (applause), my daughter Kirsten and her husband Ryan in the back there, and two of my sisters, Debbi and Karen, if they would all stand up. (Applause) I am thrilled that they are able to be here to share this terrific moment with me.

I also want to thank my colleagues on the Board and the senior executive office leadership staff of CWA-- George Kohl, Yvette Herrera, and Ed Sabol. They have played an instrumental role in my growth as an officer of this Union, and Teri Pluta, our Director of Telecom, for her work, and to my administrative support, Yvette Taylor, who has been a wonderful asset to me and to our Union.

And to our President, Larry Cohen. With our adjoining offices, every day of the past three years has been a learning experience for me. Larry is always thinking five or six steps ahead while most of us, myself included, are lucky to know what to do next.

I know we thanked Barbara last night, but this time on the record and in the Convention Minutes and without any references to her hair, it has been an honor for me to quite literally follow Barbara's career. Twenty-seven years ago when I was first appointed to the staff of CWA, I moved into the office in Cleveland that had just been rendered vacant with Barbara's promotion to Assistant to President Watts. Now 27 years later, I will once again follow that path and move into the office that she is vacating to enter retirement.

I am sure Barbara is tired of hearing every introduction of her, including the phrase "breaking the glass ceiling," with the implication that her career has been a guide for women only in the Trade Union Movement, but in reality it can be a guide for all of us. It has been for me, and it should be for all of us in this room. Thanks to all of you for allowing me to take on this new task. (Applause)

And finally, four men who have played a critical role in my life and who are not with me today, except in spirit: My father, whose birthday is today-- he would have been 79; my good friends and mentors, Bob Johnson and T.O. Moses, who I am quite sure are right now arguing over Notre Dame and LSU football; and finally my buddy, Sal LaCause, who is in Cleveland right now battling cancer. And to take a cue from my buddy, Pete, let me say on the record that I love you, Sal, and I wish you were here. All four of these

men have left an indelible mark on my life, and I am sorry they can't be here to share this moment.

I am looking forward to the challenges this new position carries with it and am ever mindful of the responsibility that comes with it as well. As I look ahead to this new assignment as Secretary-Treasurer, it has been a time for some personal reflection. I find myself thinking back to my very first impressions of the labor movement.

As you might expect, being from the Midwest my impressions were dramatically influenced by the Auto Workers and the Steelworkers. It was their struggle that first caught my attention. Strikes at the Chevy plant where my uncle worked, or at U.S. Steel where so many of our neighbors worked, are still fresh in my memory. It is those memories which make our new alliance with these two giants of the Labor Movement so personally exciting for me. The commitment of our unions, working collaboratively in an alliance, has the chance to direct not only the outcome of the elections this November, but to change the course of our movement and our country.

But as I reflected back, there are several moments in my life and in your lives when we can remember exactly what we were doing when we found out some earth-shattering news-- the assassination of President Kennedy and later of his brother Bobby; Neil Armstrong stepping out onto the surface of the moon; and, of course, the planes hitting the World Trade Center and the Pentagon.

I can still remember my mother coming to tell me that Dr. King had been assassinated. I can recall from the news reports at the time that Dr. King was in Memphis to support striking Garbage Workers, a fact which means much more to me today than it did back then. At 14 I was already aware of the call of social justice through the Civil Rights Movement and anti-war movement of the time, but to be truthful, I didn't make the connection between civil rights and workers' rights. Today I know that one of the greatest insurance policies for the protection of civil rights is a union contract. (Applause)

And so it is that today, arguably the most important piece of civil rights legislation in a generation has to be the Employee Free Choice Act. (Applause) Union contracts have been the great leveler of economic injustice, and access to a union contract should be the principle upon which our desperately needed economic revival is built. And so it is today in CWA that we, all of us in this room, have the opportunity to change the course of our nation. A window has been opened up for us and it will be up to us, as leaders in this movement, to crawl through that opening and force that window wide open; force it wide open, letting in the fresh air of economic justice to the lungs of working families that are desperately striving for it.

But to force that change we are going to have to be smart and we are going to have to be creative. I was waiting for a plane in Washington a couple of months ago, and there was a corporate executive who was talking loudly into his cellphone so that everybody in the area knew exactly how important he was. Sitting next to him was one of the CWA flight attendants. She was on her way home, waiting for a flight to be announced as ready to board.

The corporate executive gets off the phone and is trying to strike up a conversation with her. He asks the flight attendant if she would like to play a little game. Well, she's tired and wants to take a nap, so she politely declines and tries to catch a few winks.

But he persists and says, "Oh, this will be a lot of fun. I will ask you a question, and if you don't know the answer, you pay me \$5. And then you ask me one, and if I don't know the answer, you pay me \$500."

That got the flight attendant's attention. To keep him quiet she agreed to play the game. The corporate executive asks the first question, "What's the distance from the earth to the moon?"

The flight attendant doesn't say a word. She reaches into her purse and pulls out a \$5 bill and hands it to the corporate executive.

Now it's her turn, so she asks the corporate executive, "What goes up a hill with three legs and comes down with four?"

The corporate executive pulls out his laptop and searches for any references like that. He looks on the net. He Googles, uses Yahoo, Wikipedia, and even the Library of Congress. He contacts his head of corporate research, all searching for the answer, all to no avail.

Finally he gives up and wakes up the flight attendant and hands her \$500. She takes the \$500 and goes back to sleep. The corporate executive is going nuts not knowing the answer. He wakes her up again and asks, "So what is it that goes up a hill with three legs and comes down with four?"

The flight attendant takes \$5 from her purse and hands it to the corporate executive. (Applause and laughter)

While I might not be as clever as the flight attendant, that is exactly the kind of creative approach that we need to take on the challenges we face as union leaders. It is exactly the kind of creative approach that I hope to bring to the office of secretary-treasurer.

CWA has incredible resources at its disposal from the grassroots right up to our President. We have a smart, well-educated and engaged membership. We have the beginnings of a stewards' army, or maybe a more descriptive title would be an activists' army; an activists' army that is helping us build our rank-and-file power.

As a result of an unprecedented decision that all of you made two years ago to create the Strategic Industry Fund, CWA, as you know, is investing more in the training and education of our members than any other union in the Labor Movement. (Applause) Other unions may be spending more on golf shirts, race cars or TV ads, but in CWA we have made a conscious effort to invest in our members, helping them to get the bigger picture, to understand the challenges that we face in the industries that we work in and in the movement that we are pushing for in CWA.

We have a democracy that is unsurpassed in the Labor Movement. Our members and rank-and-file leaders are more engaged in the decisions of our Union than they have been at any time in the past, right down to whether or not we should have endorsed early in the Presidential primaries. Our staff has a depth and breadth of knowledge that any union would be envious of. They come from every walk of life and form an incredible pool of talent to help build and promote the programs of the union and provide leadership and guidance for our locals.

Financially, after a rough start three years ago when we were \$28 million in the red, we have now reversed that tide. We have controlled our expenses and we have dealt with our debt. Each month we balance the CWA checkbook like it was one of us as we would have to do with our own households, and when we look at the financial assets of this union, it is impressive as well: Our Members' Relief Fund, over \$425 million; Strategic Industry Funds, over \$35 million; Defense Fund with over \$13 million; our COPE fund with \$3.5 million; and the equity in our building, \$40 million.

In addition, CWA members each year contribute nearly \$250 million in dues money with approximately \$150 million distributed to local unions and the remaining \$100 million handled by CWA nationally between the districts, sectors, divisions, and headquarters.

Now, all of that may sound like a lot of money. But consider that last year alone, the advertising budget-- just the advertising budget-- for AT&T was \$3.3 billion; the budget at Verizon was \$2.9 billion; Time Warner, they spent \$3.1 billion on advertising. In that view, our funds begin to seem rather insignificant.

And so it is that, in addition to being careful guardians of our resources, we must be creative in our approaches to the challenges laid before us. Our new Executive Vice President is not fond of sports analogies, so I will ask her to forgive me on this one. If we were a football team and had the greatest running back of all time on our side-- I'm from Cleveland and my favorite player was always Jim Brown. Let's say I am Jim Brown, but the only play we called for Jim Brown was a run up the middle. Well, we are going to lose every game. If the other team knows what you are going to do every time you approach the line of scrimmage, they are not only going to be able to stop you, but they will throw even Jim Brown for a loss most times.

In the face of the anti-worker forces in our nation, we have to devise strategies that not only protect the jobs our current members do, but strategies that also ensure the work of the future is done by CWA members. (Applause)

And at times, that does force us to confront some tough choices, but we cannot simply circle the wagons and hope that the other side is going to run out of arrows.

Now, I have been around here long enough to know that the officers of this union, the staff of this union, and the local leaders, like yourselves, are equal to that challenge. It will take work, though-- work to educate our members to the challenge ahead; work to mobilize them, to energize them, and to give them the gift to think about the ways that we confront these challenges.

I look forward to having the office of the Secretary-Treasurer play an even greater role in the work that we face, gathering input from local leaders like all of you in this hall, and jointly figuring out with the President, the Executive Vice President and our Executive Board strategies that give us the chance to put even more collective bargaining power in the hands of our members.

And so, as President Cohen charged us with yesterday, I imagine a United States of America where, like in Canada, one in three citizens is a union member, or countries in Europe where over half the working population belonged to a union. What kind of health care plan would we have in that environment? Would our trade policy be designed to promote the shipping of American jobs overseas? Would corporations get better treatment in bankruptcy than a family overwhelmed by underpaid medical bills?

If there is a single key to our legislative agenda, it has to be turning the 50-year tide that has been drowning the Labor Movement. With a more robust and strong Movement, our legislative and bargaining issues will have real solutions. The reality is, we are on the edge of Armageddon for the Labor Movement.

Under the Bush administration we have seen the pace of assaults on the rights of workers increase to an unprecedented level. And, speaking of President Bush, we went through this primary season-- and I think I mentioned this at the Legislative Conference. We heard so many people say, "Are we as a country, are we ready to elect a woman as the President of the United States, or are we ready to elect an African-American as the President of the United States?" Why is it that in 2000 and in 2004 people weren't asking the question, "Are we ready to elect a moron as the President of the United States?" (Laughter and applause)

We had Presidential candidate Barack Obama with us yesterday, and he was questioned-- and those of you from Pennsylvania will remember during the Pennsylvania primary, Senator Obama went bowling and didn't do very well, and he said he's going to take the bowling alley out of the White House. There is a bowling alley literally in the basement of the White House and he's going to take it out because he doesn't think it's going to get much use. I'm guessing that that's the same reason that the library has been removed from the White House in the current administration. (Laughter and applause)

And, one more, I read a new poll. It shows that less than one out of four Americans now think that President Bush is doing a good job. So that means, when President Bush is having dinner with his wife and two daughters, he is the only one at the table that thinks he is doing a good job. (Laughter and applause)

Anyway, under this administration we have seen the pace of assaults and the rights of workers increased to an unprecedented level. The Bush National Labor Relations Board has undermined voluntary card check. Earlier this year in District 1, a majority of 44 AT&T wireless technicians in New York achieved recognition through card check.

After that union win was certified, fifteen of the workers or thirty percent supposedly demanded a vote. And in line with the decision by the Bush NLRB, at Dana Corporation, in an attempt to kill voluntary card check agreements, a vote was scheduled. Now, I'm pleased to tell you that in that election 29 voted for the union and seven voted against it. That is, more members voted for CWA than had even signed cards, and obviously more than half of the fifteen that signed cards saying they were unhappy with the card check must have decided that the union in their workplace was a good thing. (Applause)

Last year, the same push in NLRB reclassified literally millions of workers in the Kentucky River decision-- which by the way does not involve Kentucky or a river-- the decision allows employers to classify, almost at will, workers like nurses as supervisors and thereby make them ineligible for coverage under the National Labor Relations Act.

Bush courts are a disaster for working families as well. Just ask Lilly Ledbetter. Lilly was a supervisor at Goodyear Tire, but don't hold that against her. When she was ready to retire, she received an anonymous letter letting her know that as the only woman supervisor in that plant she was earning over \$500 a month less than the lowest paid of any of her male counterparts.

Lilly complained. She simply wanted the difference in back pay. But the company refused and Lilly was forced to go to court. A jury awarded Lilly \$223,776 in back pay and more than \$3 million in punitive damages. (Applause)

But hold on, along comes the Bush Supreme Court-- you know, like the one that appointed him President-- but now with the addition of two Bush appointments it is even more conservative than the old one. In a five-to-four ruling, they decided that if Lilly had a problem she should have let her employer know within 180 days of the first occurrence. In other words, she had to complain twenty years before she actually found out that she was being paid less than her counterparts. Welcome to Bush World, Lilly.

But we cannot lay the blame for our woes strictly on the doorstep of the Bush Administration. The decline of the Labor Movement has been slow, steady and sure over a number of years. And so it is in this climate that CWA, under President Cohen's leadership, has pushed forward the Employee Free Choice Act. Two years ago no one was talking about the Employee Free Choice Act-- not Congress, not the AFL-CIO, not Change to Win, not anyone except CWA.

Larry made the passage of Employee Free Choice Act a legislative priority and we have not rested since. (Applause) Because of our efforts, we passed the Employee Free Choice Act in the House of Representatives by a substantial margin, including the support of all but two Democrats and thirteen Republicans.

Over in the Senate, the going has been tougher. Because of arcane rules which allow a minority to control the Senate, we need 60 votes just to be able to talk about Employee Free Choice Act in that chamber. Forty-one Senators-- a minority-- can effectively block the will of the majority. And worse yet, in that chamber the two Republican Senators from Wyoming-- no offense Wyoming-- two Senators representing 500,000 citizens have exactly the same vote and same power as two Employee Free Choice Act-supporting Senators from California representing over 36 million Americans, or two Senators from

New York representing 20 million Americans.

In the Senate we did manage to get a majority, 50 votes to 49 for closure, but it is clear we are going to have an uphill climb to get to the magic number of 60 to overcome the Republican filibuster. But we can do it. Passage of the Employee Free Choice Act depends on building our majority in the House of Representatives, picking up a number of critical votes to get us up to 60 in the United States Senate.

And finally, most significantly, we need to elect Barack Obama as our next President of the United States of America. (Applause) So, November 4th may well be described as a showdown for our future. It will be "win or go home." All of us need to rally for the survival of our movement.

There is an awful lot of misinformation being spread out in a roundabout way about what the Employee Free Choice Act is, so let me take a few moments and describe the three principle elements of it. The Chamber of Commerce is spending millions and millions on their support. Let me describe the three principle elements:

First, it gives employees-- not employers-- the option of electing to be represented by a union through a show of cards or card check. The card would simply state they are waiving an election and want to join a union-- no different than signing a card to join the Republican Party of the National Rifle Association.

Despite what the Chamber of Commerce or the Club for Growth might tell people, it does not eliminate the option of workers having an election, which is what they will tell you again and again and again. That option remains in the law. If they want an election, if the workers want an election, they can have it. If they want to be recognized by a majority of show of interest, then it's their choice, not any one else's and certainly not their bosses. (Applause)

Second, and in my mind just as important as the first, is arbitration to settle first contract disputes. If today you somehow under our screwed-up system manage to win an election, the odds are still against you that you will ever reach agreement on a first contract. The Employee Free Choice Act applies to arbitration to resolve that.

Finally, it would increase penalties for companies that break the law to try and stop their workers from joining a union, including triple damages for back pay awards and a \$20,000 fine for each violation of the law.

But Employee Free Choice is not the only legislative priority of CWA. We have four key issues we are focused on, with the right to collective bargaining being only the first. The others, as you see behind me here, are health care, jobs and trade policies and retirement security.

Now, if we are smart, some of these can be dealt with simultaneously. We can fix our health care crisis with a tax on imported goods, just like any other industrial nation. Victory in November would be the first opportunity since 1993 for addressing the need for real health care reform in the nation.

In the most far-reaching strategic project to date, under the leadership of Executive Vice President Annie Hill, we have trained over 120 activists in a variety of Congressional Districts around the country who will in turn educate and engage our members in the debate over our health care system.

How many people have health care at least paid for by their employer? Raise your hands. Virtually everybody in this room. Well, the McCain solution to the healthcare crisis is to create tax-free accounts and subsidies for the uninsured to then go out and then buy health insurance. That's right-- an incentive for a family working two or three jobs to make ends meet, a family barely able to keep a roof over their heads or food on the table, if you can find some way to shell out \$1,000 a month for health insurance, you will get a tax break for that. Congratulations.

And where does the money for tax breaks and subsidies come from? From all of you. Senator McCain's plan will tax you on the value of your collectively-bargained healthcare plan that your employer provides. In other words, if you are provided with health insurance that is valued at \$12,000 a year, you are going to pay taxes on \$12,000 a year. That's coming out of your paycheck. In other words, make tax breaks for the wealthiest Americans permanent, and put a brand new tax on middle class Americans. If that doesn't resonate with every single one of our members who has employer-paid-for union-negotiated plans, then nothing will.

We have to drive that home to our membership. All this plan is, is a way for Senator McCain to say he has a health care plan. It is not a real solution and he knows it, and so should our members. Just once before I retire I want to be able to go into a negotiation where our members' healthcare, whether active or retired, is not on the line. (Applause)

Rising healthcare costs have been the silent killer of our contracts, draining money from wages, pensions and other benefits, just to hang on to some semblance of our health care protection. And let's face it: As with the crisis we have in negotiations over healthcare at the bargaining table, if we can solve that problem, then dealing with the issue of retirement security just became a whole lot more manageable.

The bottom line is, if we are not successful in getting a President who will sign the Employee Free Choice Act into law, we may not be around four or eight years from now to make a difference. Nothing we do in the next five months will be more important than getting a chance to pass the Employee Free Choice Act. You can feel the tension from the Right as they see the tide turning against them.

But they will not go quietly. They will use every device they know to try and divide us, to get workers to vote against their very own interests by using gay marriage, by using guns or by using God. Already we have been bombarded with one internet rumor after another about Senator Obama-- some distortions, but mostly just outright lies.

But I doubt you will see much about John McCain's famous temper. His fuse is so short that one of his Republican colleagues, Thad Cochran from Mississippi, said, quote, "The thought of his being President sends a cold chill down my spine. He is erratic. He's hotheaded. He loses his temper, and he worries me." That's one of his colleagues in the Senate saying this about him.

And we are going to see endless clips of Reverend Wright. But how many of you have heard of Richard Quinn? Richard Quinn was John McCain's key strategist in South Carolina the first time he ran for President. Quinn also ran the United States Senate campaign of Klan leader David Duke. And his magazine sold t-shirts celebrating the assassination of Abraham Lincoln.

Or how about McCain's aggressive pursuit of an endorsement of Reverend-- and I use that title under protest-- Reverend John Hagee? Hagee insisted that Hurricane Katrina-- and I think all of you remember her as we were gathered in Chicago and watched the news reports as the devastation unfolded. Hagee insisted that Hurricane Katrina was God's punishment for gay rights.

And certainly we don't hear about the fact that John McCain voted at least eight times against increasing the minimum wage, while insisting that the problem in the home mortgage crisis could be solved if people would simply get a second job or cancel a vacation.

If we do our work, we can accomplish our goals, not just in our lifetime but in the next two years. My mentor, Bob Johnson, was fond of the Chinese proverb that the journey of a million miles begins with a single step. I would submit to you that with the foresight that you demonstrated in passing "Ready For the Future" and in adopting our Strategic Industry Funds, we are now a thousand miles down that journey of a million. We still have a long way to go, but we can march on in the confidence that these changes that others might have only dreamt of could become a reality if we commit to doing everything possible to

build a political movement that is committed to our fundamental principles of collective bargaining, health care reform, retirement security and trade laws that work for American workers instead of against them. (Applause)

So I am going to close this morning by going back to where I started this conversation. It was a cold February morning back in 1968. There was a heavy rain falling, and two Garbage Workers in Memphis, Tennessee, who had been denied the right to join a union were going out on their first morning run. Echol Cole and Robert Walker were black and so they were not allowed to ride in the cab of the truck. But to keep out of the rain, like most of the black garbage workers in Memphis, they rode in the drum in the back-- that huge gaping mouth that ate all of the city's garbage.

They were huddled down and surrounded by smells of every kind imaginable, and probably many we can't and don't want to imagine. Somehow, and it was probably an accident, the ram was activated, and literally in a matter of seconds the two men were crushed to death. Not a single city official attended their funeral, and their families were given a month's pay and a check for \$500.

And that's what the strike that pulled Dr. King to Memphis was about. It wasn't higher wages, a better health care plan or even more vacation; it was about dignity and it was respect. And isn't that, after all, what pulled each of us in this room to this calling?

So let's go from here. Let's commit to pass the Employee Free Choice Act. Let's do it for our sons, let's do it for our daughters, let's do it for our grandchildren, let's do it for our great grandchildren. And let's do it for Echol Cole and Robert Walker.

Thank you again for the trust and confidence you have shown in me by electing me as your Secretary-Treasurer. I will do my best to keep your trust and to work for the members of this great Union. Thank you very much.

. . . The delegates arose and applauded at length, and Secretary-Treasurer Rechenbach assumed the Chair . . .

SECRETARY-TREASURER RECHENBACH: I would like to call the Finance Committee to the platform for the purpose of making their report. As they come forward, I will introduce them.

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

Nancy Hall, Secretary, CWA Local 6215, Chair of the Committee;
Pam Siefers, Secretary-Treasurer, CWA Local 4900;
Richard Daszkowski, President, NABET-CWA Local 59057; and
Giovanni Gomez, President, IUE-CWA Local 81475.

I recognize the Chair of the Committee, Nancy Hall.

. . . The Committee members took turns in presenting the report, as follows: . . .

DELEGATE NANCY HALL (Local 6215, Chair, Finance Committee): Dear Sisters and Brothers:

Your Finance Committee met in Washington, D.C., on April 30 and May 1-2, 2008, to review and recommend the 2008-2009 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 May 31, 2007, by the certified public

accounting firm of Calibre CPA Group. 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 May 31, 2007.

Past convention actions direct Finance Committees to review the expenditures of each administrative unit and require any unit 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 1% or less overspent. Therefore, your Committee directed those administrative heads who exceeded their 2006-2007 budgets by more than 1% to provide a detailed written explanation documenting the reasons why they exceeded their budget. When received and reviewed, the Committee, as empowered by convention action, may recommend that these administrative heads make an accounting to the convention.

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.

This Finance Committee is recommending the 2008-2009 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 2008-2009 Finance Committee extends our thanks, on behalf of the membership, to President Larry Cohen, Secretary-Treasurer Barbara Easterling, Executive Vice President Jeffrey Rechenbach, 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 for 2008-2009, through interviews with department personnel and review of the demands and needs of all line items. The Committee wishes to thank all the leaders and staff in all Districts, National Units and Headquarters of our great union for their efforts in achieving the 2008-2009 budget. We as a committee, therefore, respectively request and urge delegate approval.

In Solidarity, your Finance Committee.

Now if you please refer to the Supplemental Report of the Finance Committee.

The Finance Committee met in Las Vegas June 20-22, 2008, and wishes to add the following information and recommendations to its report:

The Committee met with three administrative units that have exceeded their budget by over one percent. In one case there were a variety of issues that led to excess spending. Several of the extraordinary expenses were one-time expenses associated with meetings and elections. The administrative unit head has presented a plan to reduce these expenditures in future years.

We believe that it is important that each administrative unit live within its established budget and recommend as part of our report that future budgets incorporate savings to repay the overspending by the administrative unit.

In the second case, current year moving expenses and other expenses will be recaptured as a result of lower future lease costs. The principle of offsetting previous year over-budget expenditures is an

important aspect of responsible budgetary action.

The Committee recommends that more attention be paid to predictable but extenuating travel expense and that the SPBC monitor all expenditures in a timely manner. Additionally, when there is partnering between districts, sectors or divisions, arrangements should be made for appropriate cost sharing.

In the final case, the administrative unit exceeded spending due to printing and conference expenses. No administrative unit should underwrite conference banquets and instead use registration fees to offset this cost. The Committee also recommends that use of in-house printing capabilities be considered when appropriate to reduce costs.

The Committee also discussed the importance of each administrative unit living within the dues income that it generates which is a different standard than living within the approved budgets. This is an important Ready for the Future goal established by our Convention. In the absence of extenuating circumstances, the union should begin the process of enforcing this standard in its next budget cycle.

COMMITTEE CHAIR HALL: With the indulgence of the delegates, we would like to suspend reading of the full report. (See Addendum)

SECRETARY-TREASURER RECHENBACH: You have heard the report and recommendation of the Finance Committee. Is there a motion to adopt the Finance Committee Report?

. . . So moved . . .

SECRETARY-TREASURER RECHENBACH: It has been moved. Is there a second?

. . . The motion was duly seconded from the floor . . .

SECRETARY-TREASURER RECHENBACH: Any questions or comments, for and against?

Seeing no delegate approaching the mikes-- sorry, Microphone No. 5, Questions mike. At Microphone No. 5, Delegate Henning, Local 1180.

DELEGATE WILLIAM HENNING (Local 1180): What was the percentage increase granted to administrative staff that is to be applied to our elected officials?

SECRETARY-TREASURER RECHENBACH: We are looking for a paycheck right now. Two and a half percent was the amount.

You are entitled to a second question.

DELEGATE HENNING: What does that bring the salaries of our President, Executive VPs, Secretary-Treasurer, District VPs and Sector VPs up to?

SECRETARY-TREASURER RECHENBACH: This will take just a moment as I look these up.

. . . Brief pause . . .

SECRETARY-TREASURER RECHENBACH: The President is \$179,368.85. The salary of the Secretary-Treasurer is \$160,612.38; the salary of the Executive Vice President is \$148,298.02; and the salary of a Vice President is \$140,065.23.

DELEGATE HENNING: Thank you.

SECRETARY-TREASURER RECHENBACH: At the Questions mike, Delegate Jimmy Donohue, Local 3104.

DELEGATE JAMES M. DONOHUE (Local 3104): Good morning. On the Finance Committee report, on page 14, note number 13, the question I have is the Carlyle Venture Group where we have \$32 million invested, is that the same Carlyle Group that is associated with former President Bush, James Baker, the former Secretary-of-State, and the bin Ladin family?

SECRETARY-TREASURER RECHENBACH: As I understand it, the Carlisle Group has a separate labor fund that invests in pro-labor projects, and that is the fund that we are talking about there. I don't know what the entire range of involvement of different individuals is on that, but it is a pro-labor fund.

DELEGATE DONOHUE: I never thought George Bush was pro-labor, and we are lending him our money to help destroy us.

SECRETARY-TREASURER RECHENBACH: You are entitled to a second question.

DELEGATE DONOHUE: No, thank you.

SECRETARY-TREASURER RECHENBACH: I made an error here, I covered up another question by Delegate Santora, Local 9000, at the Questions microphone.

DELEGATE T SANTORA (Local 9000): Thank you. Congratulations, Jeff, Secretary-Treasurer Rechenbach. That's a lot of syllables.

SECRETARY-TREASURER RECHENBACH: Yes, it is.

DELEGATE SANTORA: To the Committee, on page 9 of the report under "Convention," my question is regarding the costs associated with combining the Convention for the next two years in Washington, D.C., with the Legislative Conference, is there a cost savings analysis for the union, and is that broken down between headquarters savings and savings to locals?

SECRETARY-TREASURER RECHENBACH: I can tell you that as we looked at and evaluated our convention expenses and our conference expenses, and in response to the Ready for the Future report that was adopted encouraging us to reduce the number of meetings and consolidate as many as we possibly could, we took a look at combining our Convention and our Legislative/Political Conference. We saw that, in addition to the cost savings that would be associated by compressing the gathering of that type, there will obviously be fewer hotel room nights overall between the two different conferences, there are reduced expenses clearly on the headquarters side of not having to bring our entire operation here to a distant location.

The bigger push I think, in my mind at least, was the opportunity to, in what is going to be a critical year in the Labor Movement, to bring 3,000 people to Washington, D.C., to act as lobbyists on behalf of the issues that are important to labor. So, that was the real underpinning behind us. We hop, obviously, to receive some cost savings from that as well, but the benefit of having those delegates turning lobbyists I think would be a terrific one for our union.

You are entitled to a second question.

DELEGATE SANTORA: Thank you, I appreciate that. I believe that to be true as well, but I am concerned, and I would ask the Committee to look at, least for next year, the costs associated to see if the entire union as a whole is actually saving money. Then we can determine whether the--

SECRETARY-TREASURER RECHENBACH: This is like Jeopardy; in the form of a question, please. (Laughter)

DELEGATE SANTORA: Yes. Will the Committee in the future analyze the cost to the entire union, not just the headquarters' operation? (Applause)

SECRETARY-TREASURER RECHENBACH: As the new Secretary-Treasurer I will commit that, yes, we will.

There appears to be no other delegate approaching a microphone. The question before you is to adopt the report of the Finance Committee to the 70th Annual Convention. All those in favor signify by raising your right hand. Opposed by a like sign. It is adopted.

I would like to thank the Finance Committee for their very hard work on this difficult project. Thank you very much. (Applause)

. . . President Cohen resumed the Chair . . .

PRESIDENT COHEN: Before I call the Constitution Committee to the platform, did everybody get these? What color are these, lime? What do you call them? Okay. There are all different answers.

Last month, led by Pat Friend, we watched as the House of Representatives-- we cheered actually-- as the House of Representatives passed the correction to the Family and Medical Leave Act to provide FMLA coverage for flight attendants. (Applause)

The vote on this legislation was 402 to 9. It was a vote for fairness for thousands of working families, flight attendants' families who have been denied access of FMLA. And now, here we go again. The Bush "Department of Management"-- supposedly the Department of Labor-- and some Senate Republicans attempted to stall this bill in the U.S. Senate. This is an example, one more example, of this administration's attack on working families.

Today we can stand up to the Bush Department of Labor and force the Senate to pass FMLA fairness for the flight attendants. Senator Kennedy and Senator Clinton are sponsors for the flight attendants and the FMLA bill, and they need our help. Co-sponsors are urgently needed now in order to move this bill this year. A bi-partisan coalition of Senators have signed on so far, but there are not enough.

This card-- I see now we are calling them "CHAOS neon green." (Laughter) All right. This is a new color. It is "CHAOS neon green." Take a few minutes and address the card to both of your Senators. AFA members in CHAOS green t-shirts will collect them during the day and mail them for you. This is a fight for fairness and we can win the day on this issue.

The flight attendants will also encourage you to call your Senators during these next two days. We need Senators who will co-sponsor and not just pledge a vote for the bill once it comes to the floor. Co-sponsoring the bill is the only way to overcome the anti-worker forces attempting to stall this bill and their fight for fairness. So sign the cards and pass them in and make the calls, and let's fight for justice for the flight attendants. Thank you. (Applause and cheers)

These cards are CHAOS neon green. I've got it. I will look for that in a paint store. (Laughter)

The Constitution Committee.

. . . The delegates responded with a single applause as the members of the Constitution Committee were introduced as follows:

Felix Tuccillo, President, IUE-CWA Local 81455
Steven Cruz Flores, Vice President, CWA Local 6222
Les Evans, President, CWA Local 2108
Kent Anderson, President, CWA Local 7704, Acting Chair.

Peggy Griffin, Secretary, CWA Local 4302, was unable to travel because of a car accident. She is recuperating at home. Therefore, Kent Anderson is Acting Chair in her absence. And best wishes to Peggy.

At this time, I recognize the Chair for the report.

DELEGATE KENT ANDERSON (Local 7704, Acting Chair, Constitution Committee): Thank you, President Cohen.

. . . The various members of the Constitution Committee read the report, as follows: . . .

REPORT OF THE CONSTITUTION COMMITTEE

The Constitution Committee met in the city of Washington, D.C. beginning April 22, 2008, for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

The Constitution provides under Article XVI, Section 2, that the Constitution Committee is "charged with the duty of considering and reporting to the Convention and to the Executive Board on proposals to change this Constitution." Article XXVII, Section 2 & 3, 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 but in no event shall the three-fourths (3/4) vote of those voting thereupon be less than a majority vote of the approved delegates at the Convention.

The Constitution Committee held meetings in Las Vegas, Nevada, beginning June 20, 2008, to consider additional proposals received after the preliminary report was issued on April 24, 2008.

No additional proposals were received.

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

This report sets forth all proposed amendments that have been received by the Committee to date. A strikeout denotes deletion of language; **boldface and underlined** type denotes insertion of new language. Each proposal in this report will require a majority vote of the delegates at the Convention to be enacted.

Amend Article IV - Organizational Structure, by adding 5, to read as follows:

5. The Canadian Region.

AMEND Article VI - Dues, Fines and Assessments, by adding a new Section 6.

Section 6 - The Canadian Region

This Article applies to members of the CWA-SCA Canadian Region, which consists of all CWA Locals within the boundaries of Canada. However, in keeping with the financial autonomy of the Canadian Region, per capita dues paid by Canadian members will remain in Canada and will be

administered by CWA-SCA Canada to fund Canadian programs and operations. The Canadian Region shall submit to the International Union its proportionate share of the common costs of the CWA-SCA Sector. CWA-SCA Canada and its Locals will continue to participate in the Members' Relief Fund and the CWA Defense Fund and be governed by the rules applicable to those funds. CWA-SCA Canada will also be eligible to participate in appropriate Strategic Industry Funds and will also be governed by the rules applicable to those funds.

Article IX - Executive Board, Section 1, by adding a new subsection (f):

(f) The Director of CWA-SCA Canada who shall sit as a non-voting member of the Executive Board.

AMEND Article XI - Districts, by adding to Article title, and adding Section 8:

ARTICLE XI - Districts **and the Canadian Region**

Section 8 - The Canadian Region

CWA-SCA Canada shall operate as an autonomous entity within the TNG-CWA Sector and the CWA, through a Canadian Region, with regard to governance, policy and operational decisions affecting Canadian members. The Canadian Region will be financially self-sufficient and all expenses incurred by the operations of the Region will be borne by the Region. CWA-SCA Canada members will have all rights of membership in the Union and will be eligible for appointment to any Union Committees. CWA-SCA Canada will provide an annual audit report to the CWA Secretary-Treasurer. All financial records and other records pertaining to the Locals of CWA-SCA Canada will be maintained and administered by the Canadian Region. The Canadian Region shall abide by all provisions of the CWA Constitution.

AMEND Article XII - Officers and Their duties, by adding Section 14:

Section 14 - Director, CWA-SCA Canada

The Director of CWA-SCA Canada shall be responsible 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 CWA-SCA Canadian Region. The Director of CWA-SCA Canada shall act under the direction of the President and perform such administrative and constitutional obligations and duties as may be assigned by the President or the Executive Board. The Director of CWA-SCA Canada shall attend meetings of the CWA Executive Board, in person or by telephone call, as may be scheduled by the President or the Executive Board. The Canadian Director shall act at all times in the best interests of the Union in accordance with the CWA Constitution.

AMEND Article XV - Elections, by adding Section 6:

Section 6 - Canadian Region Elections

Elections for the post of Director and Deputy Director of CWA-SCA Canada shall be held in full conformity with the requirements of law and the CWA Constitution, as provided in the CWA-SCA Canada Bylaws. The Director and Deputy Director of CWA-SCA Canada shall be elected for three-year terms in the same cycle as the CWA Executive Board.

AMEND Article XVIII - Strikes, by revising Section 2 as follows:

Section 2 - Notification

After a vote has been taken by a Local or groups of Locals in a District **or Region** and a strike is imminent, the Vice President **or the Director of CWA-SCA Canada** shall notify the President of the Union in writing.

AMEND Article XXI - Recall Petition Against Persons Holding Elective Office in the Union, by adding the following to Section 1:

Section 1 - Petition for Recall of Union Officers and Executive Board Members

A petition for recall of an officer of the Union or any member of the Executive Board, including At-Large Diversity Executive Board Members **and the Director of CWA-SCA Canada**:

(1) May be preferred by one-third (1/3) of the full membership of the Executive Board;

(2) May be preferred by twenty percent (20%) of Locals representing twenty percent (20%) of the membership of the Union;

(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 Education Workers Vice President; Printing, Publishing and Media Workers Sector Vice President; the TNG-CWA Sector Vice President; the NABET-CWA Sector Vice President; the IUE-CWA Division Vice President; ~~and~~ the AFA-CWA Sector Vice President; **and the Director of CWA-SCA Canada** by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership of the units the affected Vice President **or the Director of CWA-SCA Canada** represents.

AMEND Article XXII - Referendum and Recall, Section 7, by adding a new subsection (e):

(e) The Director of CWA-SCA Canada may be recalled by the Delegates from that region at an International Convention by two-thirds (2/3) vote of those voting on the question, or by a referendum among the members of the Union in the region if two-thirds (2/3) of the votes cast in such referendum favor recall.

The purpose of these amendments is to bring the CWA Constitution in line with the action taken at the CWA 69th Annual Convention, Resolution 69A-07-3, Creating a Canadian Region. The CWA-SCA Canadian Region, representing our brothers and sisters in Canada, working under different labor laws, bring a unique and valuable perspective to the CWA. In a continuing effort to build a strong and lasting partnership, we believe it is important for the Director of the Canadian Region to have direct participation in the discussions taking place at the Executive Board level of our Union.

The Committee recommends adoption of this proposal.

PRESIDENT COHEN: Seconded from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Okay, at Microphone No. 3, Delegate Edmonds-- just a minute. Sound crew, the mike is not on.

DELEGATE SCOTT EDMONDS (Local 30213, Canada): I think it would not be appropriate not to say something from Canada, and to thank the Committee for its work in presenting this amendment. This brings into the Constitution the changes that were adopted at the last Convention in Toronto where I hope everyone had a good time, if any of you are here. (Applause)

We have been proud members of the CWA for more than a decade now. Canadian membership has grown substantially over that period. We have relied on the strength and the support of the CWA in times of conflict, and we have supported other unions when they have had issues that we often have with our employers.

We believe this is a valuable step in the evolution of CWA-Canada. We hope that it continues to grow and become a vital part of the CWA. The changes may be affecting something that's already in place, but it's good to read it in the Constitution and see the place that Canada has in CWA, and know that all our members can read it in the Constitution and see the place that Canada has in the CWA.

Thank you very much. Please support this recommendation. (Applause)

PRESIDENT COHEN: Microphone 5, Delegate Wolfe.

DELEGATE JEFFREY W. WOLFE (Local 3305): My question is: We just had our elections and a Director was not elected. Is one going to be elected for the next three years, or are we going to be without one?

PRESIDENT COHEN: There was one elected previously by these same guidelines, Arnold Amber, and he will be serving until the next term. Let me just check that to make sure. Am I correct on that, Committee?

CHAIR ANDERSON: He was elected at the Convention under their bylaws?

PRESIDENT COHEN: Yes, just this year.

Jeff, does that answer your question? He was elected under these Rules earlier this year.

DELEGATE WOLFE: Okay, so then the next election, will he be elected wherever he's elected, or is he elected at the Convention with you all?

PRESIDENT COHEN: Would the Committee like to answer that question? I think they have their own Rules which require a referendum if there is more than one candidate; is that correct? But he would be sworn here.

CHAIR ANDERSON: But I believe it would be under their own Convention wherever they have a meeting before the Convention.

PRESIDENT COHEN: If there is more than one candidate, you believe they have a referendum?

CHAIR ANDERSON: Correct. The Director and Deputy Director are elected by referendum at their Convention.

PRESIDENT COHEN: If this is adopted, Jeff, he will be sworn in but not elected here, based on their autonomy. That may be more than what you asked, but that is the answer.

DELEGATE WOLFE: Thank you.

PRESIDENT COHEN: That's it. If no other delegates wish to speak, the question is called. All those in favor of the proposal indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

The Chair recognizes the Committee for the second proposal.

CHAIR ANDERSON: AMEND Article XXVIII - Amendments, by revising Section 2 as follows:

Section 2:

Any proposed amendment of this Constitution that is submitted to the Local's **Constitution Committee** sixty (60) or more days in advance of the Convention, **will be reported to the Locals by the Constitution Committee fifty-three (53) days in advance of the Convention. All proposed amendments so submitted** shall require a majority vote of the approved delegates at the Convention to effectuate such proposed amendments.

This amendment does not change the current requirement that constitutional amendments must be received by the Constitution Committee 60 days prior to convention in order to be passed by a majority vote at convention.

This amendment will only change when the Committee must issue their preliminary report. If adopted, the change would enable the Committee to have all proposals in hand when they meet. Therefore, all committee time is spent reviewing, considering and researching the proposals. The process we have in place today creates the problem of proposals arriving on the 60th day preventing the opportunity for the committee to properly evaluate them prior to issuing their preliminary report to the Locals.

The Committee recommends adoption.

PRESIDENT COHEN: Moved by the Committee. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: No delegates asking to speak on this question, so the question is called. All delegates in favor of this proposal indicate by raising your hands. Down hands. Opposed? It is adopted. (Applause)

We want to thank the Constitution Committee for their work, and they are excused. (Applause)

. . . Secretary-Treasurer Rechenbach assumed the Chair . . .

SECRETARY-TREASURER RECHENBACH: Would the Defense and Oversight Committee come to the platform.

Let me introduce the Defense Fund Oversight Committee.

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

Terry Daly, Treasurer, CWA Local 1101;
John Wills, Secretary-Treasurer, CWA Local 2202;
Mark Ledford, Member, CWA Local 3802;
Edwin Phillips, President, CWA Local 4340;
James Allen, Vice President, Local 6215;
Cecilia Valdez, Secretary-Treasurer, CWA Local 7026;
Joan Gifford, CWA Local 9505;
Sandy Kmetyk, President, CWA Local 13500;
John Lewis, Member, IUE-CWA Local 83761, our newest member; and
Arthur Cheliotas, CWA Local 1180, Chair of the Committee.

I recognize the Chair of the Committee for the purpose of a report.

DELEGATE ARTHUR CHELIOTES (Local 1180, Committee Chair): For the purpose of reading the report, I will turn it over to Terry Daly from District 1.

. . . The various members of the Defense Fund Oversight Committee took turns reading the report, as follows: . . .

DELEGATE TERRY DALY (Local 1101):

REPORT OF THE DEFENSE FUND OVERSIGHT COMMITTEE

Through resolutions and rules adopted by various CWA Conventions, the Defense Fund Oversight Committee (DCOF) is charged with the responsibility to review activities associated with the Defense Fund, The Robert Lilja Members' Relief Fund and the Strategic Industry Fund. The DFOC is authorized to examine receipts, disbursements, investments and the administrative policies associated with the funds. The DFOC may also, with a two-thirds vote, affirm CWA Executive Board actions that are consistent with the rules governing certain funds. The DFOC is required to report its findings to each Convention and make recommendations to the Convention where appropriate.

The Defense Fund Oversight Committee met on November 5-7, 2007, and March 10-12, 2008, in Washington, D.C. We met again in Las Vegas prior to the Convention. The Committee reviewed activities associated with The Robert Lilja Members' Relief Fund, the Defense Fund, and Strategic Industry Fund.

INVESTMENTS:

In Washington, D.C., we reviewed the report from "Monitoring and Evaluation Services, Inc., Investment Consultants" for the year ending December 31, 2007. In Las Vegas, we reviewed the report ending March 31, 2008. 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. Since our last report which covered the period ending March 31, 2007, the Fund investments, including mortgages held by the Fund, have earned 1.23 percent for the year ending March 31, 2008.

THE ROBERT LILJA MEMBERS' RELIEF FUND:

The balance of the MRF as of March 31, 2008, is \$422,120,624.

EXPENDITURES: April 1, 2007 - March 31, 2008

STRIKE-RELATED:

LOCAL 14535 - TOLEDO BLADE	33,000
LOCAL 59054 - KGTV	12,352
LOCAL 81323 - ALSTOM SIGNALING	163,255
LOCAL 59053 - KMEX	(1200)
LOCAL 39521 - CAL FED OF INTERPRETERS	288,100
LOCAL 81313 - DRESSER RAND INDUSTRIES	2,309,900
SPRINT-NEXTEL	6,240

TOTAL \$2,811,647

VICTIMS OF COLLECTIVE BARGAINING:
LOCAL 2201

\$4,200

Mortgage loans held by the MRF as of March 31,2008 are:

<u>Local</u>	<u>Amount</u>
1033	170,059
1107	188,421
1109	525,000
1118	224,068
1133	989,113
2101	286,308
2108	693,051
2222	182,326
3112	65,770
3314	55,950
3406	100,438
4008	56,010
4123	155,939
4340	998,300
4501	124,807
6229	778,193
6310	778,19
6450	376,744
7704	81,021
7708	213,370
7803	175,265
9415	45,573
9423	1,118,326
9503	126,094
9509	236,331
39521	100,398
84775	6,145

TOTAL LOCAL MORTGAGE LOANS = \$8,851,213

DEFENSE FUND:

The balance of the Defense Fund as of March 31, 2008, is \$12,976,416.

DEFENSE FUND EXPENDITURES: April 1, 2007 - March 31, 2008.

STRIKE RELATED:

<u>Bargaining Unit</u>	<u>Spent</u>
LOCAL 39521 - CAL FED OF INTERPRETERS	5,367
LOCAL 81313 - DRESSER RAND INDUSTRIES	4,562
ALSTOM SIGNALING	4,840
VIS STRIKE	151
TOTAL	\$14,920

Allocations and expenditures which were approved by the Executive Board and the Committee:

NON-STRIKE RELATED:

<u>Local</u>	<u>Allocated</u>	<u>Spent</u>
GE CONTRACT MOBILIZATION	342,000	40,729
LOCAL 14148 - GREATER NIAGARA NEWSPAPER	40,000	3,454
LOCAL 1333 - BOSTON PUBLIC LIBRARY	32,000	6,000
LOCAL 1301/1302 - IDEARC MEDIA	700,000	66,816
LOCAL 39521 - CAL FED OF INTERPRETERS	240,037	239,952
LOCAL 1126 - TIME WARNER CABLE	293,013	242,560
LOCAL 6215 - AT&T INTERNET	61,000	58,020
LOCAL 58213 - WITF - TV	70,000	29,500
WESTERN NY HEALTH CARE WORKERS	425,700	338,662
LOCAL 30213 - CANADIAN BROADCASTING CO.	53,000	2,000
LOCAL 1400 - STOP VERIZON SALE IN NNE	0	10,000**
LOCAL 14535 - THE TOLEDO BLADE	0	29,786**
LOCAL 59054 - KGTV	22,000	11,000
 TOTAL	 \$2,278,750	 \$1,078,479

** Prior year's allocation

STRATEGIC INDUSTRY FUND:

The balance of the Strategic Industry Fund as of March 31, 2008, is \$31,916,584.

In 2006, delegates to the CWA Convention adopted a comprehensive Strategic Industry Fund (SIF) plan designed to put CWA on the offensive in terms of employer, issue and political campaigns. The resolution was part of CWA's overall "Ready for the Future" strategic plan, which pioneered a new course for the union.

By establishing the Strategic Industry Fund, CWA has been able to launch strategic campaigns to help build and maintain bargaining power in every major industry and sector. Through the SIF campaigns, thousands of activists and members have been trained and engaged, receiving specialized training in campaigns and actions to bring about real change in various industries. The campaigns operate with specific budgets, goals and six-month evaluations. Currently there are thirteen SIF campaigns:

1. Speed Matters - A program to advocate for a national policy on high-speed broadband universal access with build-out timetable.
2. Verizon - A strategic campaign to change the environment in which we negotiate.
3. Future of News Industry Jobs - Aims to bring attention to the state of the industry and have TNG-CWA members take the lead in shaping its future.
4. GE Lighting - Seeks to educate IUE-CWA and CWA members, the public and elected officials to the fact that all GE energy-efficient light bulbs are manufactured in China and pressure GE to manufacture "green" in the United States.
5. Media News - A campaign to build union power and ultimately create a global collective bargaining strategy at Media News.
6. Alcatel-Lucent - Aims to expose and alter the company's behavior toward the union and workers, and to change Medicare D rules so that reimbursements can go back into the pension fund or VEBA.

7. Lean Manufacturing - Is developing a corps of IUE-CWA lean manufacturing experts who can train and implement the program in order to save and grow jobs.

8. Healthcare Workers (New York and Ohio) - Focused on the critical nurse-to-patient staffing issue by utilizing proposed state and federal legislation, as well as coalition-building to support safe staffing standards.

9. Health Care for All - A campaign to train five percent of the CWA membership on the current state of health care and the need for passage of real health care reform and to build a political structure in forty states, 114 congressional districts and seventeen battleground states to mobilize our members.

10. Telecom - Is focused on developing and delivering training which clearly presents the changes in the telecommunications industry and how they impact our bargaining. The growth of the steward's army is a major goal.

11. Employee Free Choice - Focuses on educating members on the Employee Free Choice Act and obtaining 15 percent of our membership signed on to support and work for passage.

12. PPMWS Union Label - Seeks to assert and promote the new CWA Union Label.

13. CWA-SCA Canada - Aims to recruit the public to demand quality journalism and keep media responsible for serving the people in their local area and to preserve free access TV signals across Canada after the 2011 transition to digital.

Highlights of the six-month reviews of SIF campaigns:

- * All six Democratic presidential candidates endorsed the Speed Matters program and hosted Speed Matters events in Iowa during primary;

- * Initiated broadband mapping legislation which passed the House of Representatives (H.R. 3919) and is pending in the Senate (S.1492);

- * 340,000 speed tests have been logged on our website www.speedmatters.org;

- * Trained more than 5,000 local activists on Verizon's business plan and CWA's priorities and strategy;

- * Scuttled initial terms of sale of Vermont, New Hampshire and Maine landline business to FairPoint. New terms require Verizon to commit an additional \$361 million and FairPoint an additional \$610 million to the transaction;

- * Defeated the deregulation bill in Virginia;

- * Forced GE to explain to Members of Congress why the company exported its cutting-edge technology and manufactures the green light bulb in China;

- * Trained 140 local union activists and leaders in 114 congressional districts, 40 states and 17 battleground states who are conducting Health Care/Employee Free Choice training sessions at locals;

- * Conducted a two-day summit with the University of Maryland's Merrill School of Journalism and The American Journalism Review and published a two-page article on the summit and survey results.

SIF BUDGETS AND EXPENDITURES - September 1, 2006 - March 31, 2008.

The headings are Campaign, Approved, Duration, Budget and Expenditures as of March 2008.

The total amount for these campaigns was \$33,982,333. The Expenditures amount is \$6,223,385.

SIF BUDGETS AND EXPENDITURES Sept. 1, 2006 - March 31 , 2008

	CAMPAIGN	APPROVED	DURATION	BUDGET	EXPENDITURES As of March '08 (1)
1	Speed Matters	December 2006	3 Years	\$3,975,000	\$1,419,974
2	Verizon	December 2006	2 Years	\$6,300,000	\$3,669,664
3	The Future of News Industry Jobs	January 2007	1 Year	\$64,000	\$19,336
4	GE Lighting	February 2007	6 Months	(3) \$360,500	\$190,729
5	Media News	February 2007	6 Months	(3) \$190,100	
		October 2007	6 Months	(2,3) \$310,301	\$238,504
6	Alcatel-Lucent	March 2007	2 Years	\$550,000	\$35,619
7	Lean Manufacturing	May 2007	2 Years	\$1,413,000	\$70,305
8	Healthcare Worker (New York and Ohio)	May 2007	1 Year	(3) \$101,182	\$53,231
9	Healthcare for All	June 2007	1.5 Years	\$7,642,000	\$526,023
10	Telecom	January 2008	1.5 Years	\$5,900,000	0
11	Employee Free Choice Act	March 2008	2 Years	\$6,470,000	0
12	PMWS Union Label	April 2008	1 Year	\$133,250	0
13	CWA-SCA Canada	May 2008	3 Years	\$573,000	0
	TOTAL			\$33,982,333	\$6,223,385

(1) Expenditures as of most recent six-month evaluation

(2) \$118,057 balance from first six months + \$192,244 new money.

(3) Final audit and report are pending

ACTIONS TAKEN BY THE COMMITTEE:

1. Survivors strike benefit and burial: Effective January 1, 2008, in the event of the death of a striker, the DF shall continue to pay the strike benefits the striker would have received to the surviving spouse or dependents. Following considerable discussion the DFOC agreed that under the Defense Fund Rules, Part III, Section E6, the Fund Director has the authority if the need arises to pay up to \$10,000 for the burial of a striker.

2. Compensation and travel for the DFOC: The Committee affirmed that all committee members are to be compensated for time spent at any scheduled DFOC meetings. Also, when traveling more than 1,000 miles or from another time zone, an additional day of travel is granted.

3. Rule changes regarding the election process for the DFOC representatives: The Committee is composed of one elected representative from each District; one elected Public Workers Sector representative and the duly elected chairman of the Board of Trustees of the IUE-CWA Division, with the Defense Fund Director as a non-voting member.

Nominations of District and Public Workers Sector representatives and alternates to the DFOC shall be conducted at the District and Public Workers Sector meeting held in conjunction with the Convention. If there is only one nominee for representative or alternate, the District/Public Workers Vice President shall cast a unanimous vote to elect that nominee.

Elections of District and Public Workers Sector representatives and alternates to the DFOC shall be held at regular CWA Conventions immediately following the Convention's first day of business. These elections shall be conducted under the supervision of the Secretary-Treasurer's Office by individuals designated by the appropriate District/Public Workers Vice President.

4. Filling Positions for SIF Programs: In the event that more than two candidates meet the qualifications for a position funded from a SIF grant preference will be given in the following order:

- * First, to a CWA member, not on staff who is paying into the SIF.
- * Second, to a CWA member, not on staff and not paying into the SIF.
- * Third, to a candidate from outside the CWA who meets the qualifications.

Exceptions to this appointment policy shall require approval of the Executive Board with a two-thirds vote and ratification of the Executive Board's approval by the DFOC with a two-thirds vote.

I now return it to the Chair, Arthur Cheliotos of the Public Workers Sector.

COMMITTEE CHAIR CHELIOTES: Mr. President, the Committee requests the adoption of our report and our actions taken.

SECRETARY-TREASURER RECHENBACH: You have heard the request. Is there a motion to adopt the report?

. . . The motion was duly made and seconded from the floor . . .

SECRETARY-TREASURER RECHENBACH: At Microphone No. 1, Delegate Welsh, Local 7101.

DELEGATE MARY J. WELSH (Local 7101): I would like to make a motion to release funds from the Disaster Relief Fund for all of our members who have suffered losses due to the national disaster in Iowa that occurred in May and June of this year. (Applause)

. . . The motion was duly seconded . . .

SECRETARY-TREASURER RECHENBACH: You have heard the motion. There is obvious support. Do you want to speak to your motion?

DELEGATE WELSH: Over Memorial Day weekend, in Parkersburg, Iowa, there was a tornado that was over a mile wide. It was an F-5. It destroyed two-thirds of that town. Several of our members, Bonnie's members, live there. It traveled for over 45 miles on the ground, hitting at least five other communities. Then it started raining and we had floods that were huge; they passed the 500-year flood mark. As anyone knows, you cannot buy flood insurance if you live beyond the 500-year mark.

It affected the President of Local 7108 in Waterloo who lost his house; our Secretary in Iowa City lost his home. It affected our members at the Cedar Rapids Public Library and our members at the Kraft Center. They both were in over six feet of water.

We would appreciate any help for our members. (Applause)

SECRETARY-TREASURER RECHENBACH: Thank you.

The Disaster Relief Funds are actually covered under the auspices of the Defense Fund Oversight Committee, so the motion probably would not be properly in front of us right now. I can assure the delegate that the Executive Board will act promptly to make sure funds are released from the Disaster Relief Fund and make sure we get the funds released to our members who have been hit by the disasters in the Midwest over these past few months. (Applause)

At the Privilege Microphone, Delegate Melissa Pike, Local 3204.

DELEGATE MELISSA PIKE (Local 3204): I request a point of personal privilege. I understand a motion is being prepared to come to the floor, and I would ask the Convention to consider that it is not appropriate to discuss this with almost all of our employers' representatives in attendance. It would not make sense for General Patton to discuss his war strategy with Mussolini or Hitler present. (Applause and cheers)

SECRETARY-TREASURER RECHENBACH: While not a motion, there is obviously support. So I will ask all the employer representatives who are currently in the hall to leave promptly. Thank you very much.

. . . The delegates arose and applauded and cheered at length as the employer representatives left the Convention Hall . . .

SECRETARY-TREASURER RECHENBACH: At the Motions Microphone-- would the delegates please be seated again so we can get back to business.

At the Motions Microphone, Delegate Stanley, Local 6214.

DELEGATE GLYNNE STANLEY (Local 6214): I have some amendments to the report of the Defense Fund Oversight Committee to the 70th Annual CWA Convention. On page 9, No. 4, I want to delete the second : "Second, to a CWA member, not on staff and not paying into the SIF." Amend to

read, change "Third" to "Second", and read as follows. "Second, to a candidate from outside the CWA who meets the qualifications and is approved by 7/8 vote of both the National CWA Executive Board and the Defense Fund Oversight Committee (DFOC)."

Add a new No. 5: "That the CWA Defense Fund Oversight Committee have the same approval rights as the CWA Executive Board over all SIF projects just as it has now oversight and approval over the Members' Relief Fund and Defense Fund; and that the CWA DFOC come up with a plan to do this oversight and approval and bring the plan to the next Convention."

If I get a second, I'd like to speak.

. . . The motion was duly seconded . . .

SECRETARY-TREASURER RECHENBACH: You have heard the motion. There is a second.

DELEGATE STANLEY: President Cohen, Executive Board and, most important, fellow brothers and sisters: These amendments are improvements and are about fairness and common sense. We are not excluding any members. They have chosen to exclude themselves by not paying into the fund.

The 68th CWA Convention established the Strategic Industry Fund to give CWA "stronger bargaining power" as the central theme for our Ready for the Future work. Resolution 68-A-06-2 in 2006 established the fund, gave examples, and earmarked different industries based on percentage of member contributions as Telecom, Media, Manufacturing, and Healthcare. Public Sector and AFA-CWA needed to decide if they wanted to contribute to the Member Relief Fund, with the exception of 17,500 public and health care workers.

Governance and strategic plans for SIF funds would be initiated by the appropriate vice presidents and then approved by the Executive Board. The Defense Fund Oversight Committee established rules for the administration of the SIF at the 69th Convention in 2007. Those rules were passed by the Convention.

As with anything new, improvements are always needed to make our CWA SIF better and more accountable to the final say-so of CWA, the rank-and-file members. It has been two years since the fund was established and one year since the rules were established. In that time, funds have been spent on members of CWA who do not contribute to the Members Relief Fund, which in turn funds the Strategic Industry Fund. It is the belief of the rank-and-file members that, "If you don't pay, you don't play." (Applause)

Our members of the Public Sector and AFA-CWA have had two years to decide if they want to contribute to the Member Relief Fund, with the exception of 17,500 Public and Health Care workers.

CWA has always been fair to its members, and we want to do the fair thing and the right thing for the members who pay their fair share into the Members' Relief Fund which in turn funds the Strategic Industry Fund. We would like to see that the CWA only expend funds from the SIF to members who pay into the Members' Relief Fund which in turn funds the Strategic Industry Fund.

We would like to see that the CWA Defense Fund Oversight Committee have the same approval rights as the CWA Executive Board, plus the oversight it has now, and that the DFOC have the same approval and oversight over SIF funds as it has over the Members Relief Fund and the Defense Fund

We want to see that all jointly-approved SIF plans by CWA Executive Board and DFOC must be evaluated at least every six months and at the conclusion of the campaign.

We would like to see the Defense Fund Oversight Committee report to each Convention on the

activities of all SIF funds and all approved SIF proposals.

We want the CWA Convention to approve these amendments to the Strategic Industry Fund and all future CWA Conventions look for ways to make the SIF a better way to give CWA stronger bargaining power forever.

Two sets of eyes are always better than one to look at and after the way our funds are spent. Please join me in making these improvements. We know of six members receiving funds from SIF not paying into the funds. We know the administration is telling you that it's only six, no big deal. But six today could become sixty tomorrow and six hundred next year. It needs to stop now. (Applause)

These changes can only make our union better. As with anything new, there is always room for improvement. Remember, if you don't pay, you don't play. Thank you. (Applause)

SECRETARY-TREASURER RECHENBACH: Microphone No. 4, Delegate Sarnoff, Local 3179.

DELEGATE STEPHEN C. SARNOFF (Local 3179): I rise to speak against this proposal, this amendment. As a Public Worker who does not have the right to strike by law, our local does not participate. It is not because we don't want to participate, but without the right to strike legally there is no reason to participate.

Our Public Sector, under the leadership of Brother Sunkett, has chosen to voluntarily establish an SIF, a Strategic Industry Fund, that we will voluntarily contribute to in order to help build this union and our union movement.

The idea that somehow some way having people working in our SIF project who don't contribute to it is somehow against the best interest of this union just doesn't make good common sense. (Applause)

We need the best, most passionate, intelligent, talented leaders we can find to nurture and motivate, to participate, to sacrifice in the name of our great union. Let's not look for ways to divide us; let's look for ways to unify us. (Applause)

We are facing tremendous challenges in the coming months by some of our most major employers. If those members of this great union think that only AT&T employees need to worry about what terrible challenges they are facing or Qwest or whatever the employer is, that they can do it on their own, that is incorrect. It takes every single one of us, every single local, every single member, no matter who they work for, to support and fight and make the necessary noise, to raise the necessary funds, to walk the lines together in solidarity, to win fair contracts for our members and protect the benefits that we've won, and also to guarantee the future; that all future worker, no matter what employer it is, is all CWA wall-to-wall, without two- and three-tier systems. (Applause)

The fight has to be that we will not see new employees have to have less than we did. I'm tired of seeing the compromises that so many other unions have made with their employers. How can we put our children and grandchildren in jeopardy of living in poverty after so many years of our union?

We must work together, look beyond our differences and work together to fight that and to win that most important, crucial ballot. Thank you. (Applause)

SECRETARY-TREASURER RECHENBACH: At the Questions Mike, Thomas Costello, Local 7717.

DELEGATE THOMAS W. COSTELLO (Local 7717): Good afternoon. It's my honor to be here today. I have two questions for the Committee.

Number one, in their report under Section 3 they are talking about changing the rules of the election

process; however, in their own rule book for the Defense Oversight Committee, they have not identified whether or not this new election process will be staggered. Is it their intent to change the staggering?

SECRETARY-TREASURER RECHENBACH: The question should be on the amendment before us. I will hold that up so we can come back to that. We do have a question on the amendment, Tony Ellebracht, Local 6310.

DELEGATE ANTHONY ELLENBRACHT (Local 6310): The question I have is: how many people right now are receiving money out of the SIF Fund and how many of those that don't pay into it?

SECRETARY-TREASURER RECHENBACH: Chairman of the Committee.

COMMITTEE CHAIR CHELIOTES: For the Health Care SIF project, it's about 120 people that are currently hired for that project, and about six are not contributing or hired because of their qualifications or expertise who are not SIF contributors.

SECRETARY-TREASURER RECHENBACH: Thank you. I would add to that there were thousands that were trained under the Verizon training and all the other trainings that are all paying as well.

You're entitled to a second question.

None, then at microphone No. 3, Delegate Linenan.

DELEGATE SEAN LINENAN (Local 2252): I rise in support of this amendment. I want everybody to realize this is not an attack on a sector or an individual. Various sectors have the option to join the SIF, like our brothers and sisters in the IUE-CWA. They opted to join, paid, and thus are eligible for SIF funds.

The AFA decided not to join the SIF, as is their right and their decision. In District 2, my district, a member paying into the SIF was trained and is now doing "train the trainer." The district reassigned her and replaced her with an AFA member. I want to repeat yet again that this is nothing against the AFA or any individual. The SIF fund was created and paid for by sectors that opted to pay into it. I find it very difficult-- no, impossible-- to believe that a dues-payer into the SIF fund could not be found. I know that there were no volunteers asked for. If the AFA or any non-SIF paying member wants to participate, I say they should be paid out of their respective budgets, not the SIF fund.

In the report of the Finance Committee just adopted, Exhibit A shows the AFA budget has one of the largest budgets of all sectors and districts, despite having one of the smallest memberships. Surely with a budget of that size, if they wanted to participate in EFCA, health care, or any other initiative, they should have the right to participate, just not at the expense of those people who paid into the SIF.

Thank you and please support this amendment. (Applause)

SECRETARY-TREASURER RECHENBACH: Microphone No. 4, Delegate Alessi.

DELEGATE CARL ALESSI (Local 27009): Thank you, Mr. Chairman. I speak against this amended motion. The fact of the matter here is that our members were recruited. They are talented individuals that have much to contribute. These members' participation benefits all members of CWA, of which AFA is a part. (Applause)

If we are to be one family, we must embrace all. The fact of the matter is, AFA has come in line with CWA dues. We are working our way through the SIF process. We have dialogue, discussion, debate. We are proceeding accordingly. We are here to help our brothers and sisters. We have very talented members in the Association of Flight Attendants. We are good at what we do when it comes to campaigning; we are good at what we do when it comes to lobbying, and thus we were sought out.

The talent and the expertise, Mr. Chairman, need to be acknowledged. It also needs to be acknowledged again that our dues-paying members have come in line with CWA dues. Again, we speak against this amended motion. We believe the motion on the floor, specifically the language, "in the event of more than two candidates," meets the qualifications for a position. Again, there were no candidates, and AFA was sought out and appropriately so. Thank you. (Applause)

SECRETARY-TREASURER RECHENBACH: At the Motions Microphone, Delegate Bachelor.

DELEGATE JOHN BACHELOR (Local 2111): On the amendment, I call the question.

SECRETARY-TREASURER RECHENBACH: The question has been called for. It is not debatable; it takes a two-thirds majority in order to enact. The question is to close debate. All in favor of closing debate signify by raising your right hand. Opposed by a like sign. Debate is closed. I would ask everybody to take their seats.

Now, on the amendment, I don't have a written copy in front of me. It is coming. All right. The amendment in front of you-- and this changes dramatically the way that we have administered this in the past-- beginning on page 9, would delete the second bullet which says, "Second, to a CWA member not on staff and not paying into the SIF." It would eliminate our ability to take anybody who is a CWA member and not paying into the SIF, and we would not be able to pay for them under the SIF.

The third bullet would remain but would become the second bullet, so a candidate from outside of CWA would be able to be paid. The amendment would then read, "A candidate from outside the CWA who meets the qualifications and is approved by a seven-eighths vote of both the National CWA Executive Board and the Defense Fund Oversight Committee."

We would add a new No. 5, "that the Defense Fund Oversight Committee have the same approval rights as the CWA Executive Board over all SIF projects, just as it has now oversight and approval over the Members' Relief Fund and Defense Fund; that the CWA Defense Fund Oversight Committee come up with a plan to do this oversight and approval and bring the plan to the next Convention."

That is the amendment to the report that is in front of you. I will call for the question. All those in favor of supporting the amendment to change the Defense Fund Oversight Committee's report signify by raising your right hands. Opposed by a like sign. The motion is defeated. (Cheers and whistles)

Microphone No. 1, Delegate Courtney.

DELEGATE MARCUS COURTNEY (Local 37083): Thank you, Mr. Chairman. I have a motion. I move to strike on Page 9, Section 4--

SECRETARY-TREASURER RECHENBACH: Excuse me just a minute. It wasn't even close, folks.

Go ahead, Delegate Courtney.

DELEGATE COURTNEY: Thank you, Secretary-Treasurer Rechenbach. I have a motion, on Page 9, to strike out Section 4.

SECRETARY-TREASURER RECHENBACH: You have the motion before you. Is there a second?

. . . The motion was duly seconded . . .

SECRETARY-TREASURER RECHENBACH: Hearing a second, you are entitled to speak on your motion.

DELEGATE COURTNEY: Thank you. I think this is, in terms of Section 4, there has been no rationale given by the Committee for putting this section in the report. Furthermore, the Committee has shown no justification for the reasons over hiring of Strategic Industry Fund positions. Their role is about oversight to ensure that the money is spent properly. It's not authority over who gets hired and who doesn't get hired. That is why we elect, at a national level and a district level, Vice Presidents and International Officers-- to ensure that the staff is hired is competent and professional and that they are acting in our best interests.

I think that what members want is results and to act in our best interest. And we have the National Board, the International Officers, who basically do that. It is not the role of the Defense Oversight Committee to have veto power over that, and they have shown nowhere in the rules where they are granted that authority. (Applause)

SECRETARY-TREASURER RECHENBACH: You have heard the amendment. There does not appear to be anyone at a microphone desiring to speak on the amendment. The question is therefore before you.

All those in favor of the amendment to strike Section 4 from the report signify by raising their right hand. Opposed by a like sign. The amendment is defeated.

Back to the main motion. Microphone No. 3, Delegate Pappas.

DELEGATE JAMES PAPPAS (Local 2336): Fellow delegates, when the idea for establishing a Strategic Industry Fund was first introduced, I opposed it. Like many of us, I remembered the years our Strike Funds were depleted. I remembered mortgaging our National Headquarters building and borrowing money to support bargaining. I remembered raising dues and promising our members how we would safeguard the money. So when the time came to vote for the Strategic Industry Fund, I supported it without enthusiasm.

Today, I stand before you in full support of our Strategic Industry Fund. Local 2336 is located in Washington, D.C., and we represent Verizon workers. Our local is fully engaged in the CWA "Speed Matters" and "Broadband for All" campaigns. We have built an organization called "Connect D.C." It's a coalition of CWA, Jobs with Justice, the Metropolitan Washington Central Labor Council, the Consumer Utility Board, the Coalition of Utility Unions, the Advisory Neighborhood Committees, and others.

We have initiated quality-of-service hearings at the D.C. City Council. We have put banners on D.C. buses. We are on the radio and TV. We are at the Office of the People's Council and at the Public Service Commission. We are everywhere, every day. It is the largest and most effective campaign our local has ever engaged in.

It's the Strategic Industry Fund that has made all this possible. It is the Strategic Industry Fund that helped us build the biggest coalition in our local's history. It is the Strategic Industry Fund that allowed us to get our message out, to be taken seriously by politicians, to connect with the community, and to make a real difference in protecting the jobs of our members.

I urge every local to build an army, form coalitions, and engage in "Broadband for All" and "Speed Matters," or whatever strategic plan that promotes the interests of our members.

I urge the adoption of the motion as amended. Thank you. (Applause)

SECRETARY-TREASURER RECHENBACH: At the Question Mike-- and I made an error earlier and called on a delegate out of sequence. You are next in line, Delegate Costello, but right now it's Delegate Barca.

DELEGATE JOSEPH BARCA JR. (Local 1103): Good morning, Brother Jeff, and all my brothers and sisters in the greatest union in the world, the Communications Workers of America. I am proud to be the Local President of CWA Local 1103, in Port Chester, New York.

I have two questions. Knowing that on the horizon our members face a real possibility of strikes in Verizon, Qwest and AT&T, to name a few, if we were to increase the payment of the Members' Relief Fund, how would that impact the Fund?

SECRETARY-TREASURER RECHENBACH: Chair of the Committee?

COMMITTEE CHAIR CHELIOTES: We received correspondence that indicated what would happen if we doubled the benefits, going from \$200 to \$300 for the third and fourth week, and then from \$300 to \$600 thereafter. At the current rate, we could sustain a strike of both Qwest and Verizon for 22 weeks. It's cut in half if we double the benefit rate times number of times. It's pretty simple to figure out.

The problem is, what happens to any unit as it goes out of that? So, we were not prepared to make a recommendation to this Convention that there be any increase in the rates paid out until after we get through this cycle of bargaining.

DELEGATE BARCA: Thank you, Brother Cheliot. I have one more question.

SECRETARY-TREASURER RECHENBACH: You are entitled to it.

DELEGATE BARCA: Thank you, Jeff. How would this affect the medical payments our members would receive under the Members' Relief Fund?

COMMITTEE CHAIR CHELIOTES: It would also impact that as well. As you know, the Members' Relief Fund now pays for COBRA for 10 to 15 percent of the members who need it because of their medical conditions, but it also has to carry a liability. Actuaries have to figure out what it is, but it can be quite substantial.

If a group of strikers, God forbid something happens and they are on the same bus at the same time and they get injured, you can end up with a liability coming right out of the Fund for their hospitalization and medical care. So the potential there is considerable, and I think it warrants caution at this time. Given the fact that as it stands right now, with those two units out, 70,000 members, we are looking at the current rate of lasting for 22 weeks.

DELEGATE BARCA: Thank you to my brothers and sisters that do the work on that Committee.

SECRETARY-TREASURER RECHENBACH: Thank you. At Microphone No. 3, Delegate Hatch.

DELEGATE RICHARD HATCH (Local 2201): Thank you. Brothers and sisters, I stand here today in support of adopting the report of the Defense Fund Oversight Committee, and to tell a story of how in Virginia the now two-year-old Strategic Industry Fund is helping us keep our bargaining unit together, maintaining jobs, and forcing Verizon to do something that, surprisingly, they are reluctant to do-- and that is to provide good quality service.

A year and a half ago, Verizon started a campaign to deliver a one-two punch to the citizens of Virginia and our CWA members working there. The first attack came as a bill in the Virginia General Assembly to remove state corporation commission oversight if they wanted to sell off all or a portion of Verizon territory in Virginia.

For those of you who do not know, Verizon territory in Virginia is expansive, and includes the

lucrative I-95, I-64 corridor, as well as the sparsely populated rural areas. Verizon has chosen to invest in FIOS only in that I-95 and I-64 corridor, and to cut virtually all spending in the remaining areas to maintain the traditional copper plant.

We entered that fight late and behind, but well aware of the damage that this could do to the citizens of Virginia and us as employees, as our brothers and sisters from Maine, New Hampshire and Vermont well know.

The second attack came as a filing to deregulate Verizon's service in Virginia with Verizon claiming that competition was prevalent in all areas. They defined "competition" as wireless, even though Verizon's wireless is the largest carrier in Virginia, even using DSL and FIOS. So Verizon went to the FCC and argued that an example of competition is losing a POTS line if one of their own customers switch to their own FIOS service. To all of us that seemed ridiculous, but most of the citizens of Virginia wouldn't know the difference.

So our fight in fighting these attacks was to educate our legislators and the public at large on how disastrous this could be. Well, in Virginia we have 7,000 highly motivated CWA members, but not the monetary resources to launch a media campaign to mobilize on this large of a scale, especially against a company as large as Verizon. We were able to rely on the Strategic Industry Fund to put ads in our newspapers and on the radio. Because of this, we were able to beat back the removal of the FCC oversight and to strongly influence the final deregulations rule.

In fact, we were so successful that in a recent official ruling on service quality, the FCC noted that Verizon had diverted resources away from maintaining the quality in the traditional copper plant and most of the service in Virginia to invest in only specific lucrative areas. Basically, they heard what we told them. So, I urge everyone to adopt this report as given. Thank you.

SECRETARY-TREASURER RECHENBACH: Microphone No. 5, Delegate Costello.

DELEGATE THOMAS W. COSTELLO (Local 7717): My question is to the Committee as to their new rules change in regards to elections. Do you plan on removing the staggered terms?

COMMITTEE CHAIR CHELIOTES: No, we do not. The staggered terms will continue.

SECRETARY-TREASURER RECHENBACH: You are entitled to a second question.

DELEGATE COSTELLO: My second question is in regards to Section 4. What allows the Defense Oversight Committee to have the authority to challenge the Executive Board in the hiring and firing, or the hiring of activists through this program?

COMMITTEE CHAIR CHELIOTES: This Convention has that power. If they approve this report, that becomes the rule.

DELEGATE COSTELLO: Thank you.

SECRETARY-TREASURER RECHENBACH: Delegate Evans.

DELEGATE LESLIE D. EVANS (Local 2108): Thank you, Jeff. I call the question.

. . . The motion was duly seconded . . .

SECRETARY-TREASURER RECHENBACH: The question has been called for. It is on the adoption of the Defense Fund Oversight Committee report. I would note that one of the delegates at the "For" mike mentioned that he was speaking in favor of the amended report. You will recall the

amendments did not pass, so it is the report as it is written in front of you right now.

The motion to close debate is non-debatable. All those in favor of closing debate signify by raising your right hands. Opposed by a like sign. The motion is adopted. Debate is closed.

Now, on the adoption of the report itself. All those in favor of adopting the Defense Fund Oversight Committee report as presented signify by raising your right hands. Opposed by a like sign. It is adopted.

I thank the Defense Fund Oversight Committee for their good work. Thank you very much. (Applause)

. . . President Cohen resumed the Chair . . .

PRESIDENT COHEN: We had an election this morning for AT&T, so-called "Legacy T" bargaining unit elections. There were two contested seats. The winner for the At-Large seat is Roy Hegenbart, President Local 3250. (Applause) And the winner for the administrative seat was Lanell Piercy, President Local 4252. (Applause)

At this time, for the first time as Executive Vice President, I call to the podium Executive Vice President Annie Hill.

EXECUTIVE VICE PRESIDENT HILL: Thank you, President Cohen.

I would like to call the National Women's Committee to the platform, please, for the purpose of their report.

I would like to introduce the committee.

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

Mary Lou Schaffer, President, CWA Local 13550;
Gayle Crawley, Vice President, CWA Local 9410;
Susan McAllister, Secretary-Treasurer, CWA Local 7704;
Judy Dowdy, Member/Activist, CWA Local 6222;
Karen Aply, East Area Representative, CWA Local 4671;
Vonda Hardy, President, CWA Local 3640;
Claudia Cole, Vice President, CWA Local 2336;
Kathleen Hernandez, Vice President, CWA Local 1031, Chair of the committee.

I recognize the Chair of the Committee for the purpose of the report.

. . . The members of the Women's Committee took turns reading the report, as follows:

COMMITTEE CHAIR KATHLEEN HERNANDEZ:

REPORT OF THE NATIONAL WOMEN'S COMMITTEE

The CWA National Women's Committee met in Washington, D.C., May 1-2, 2008, at the International Headquarters. At this meeting, the Committee elected District 1 Women's Representative Kathy Hernandez as their chairperson. Kathy commits to do everything she can to help the Committee carry out the goals according to the mission statement.

The Committee met with President Larry Cohen and Secretary Barbara Easterling. Discussions were held regarding the directions and work of the National Women's Committee, and the 2009 National

Women's Conference location and dates. No decisions were finalized at this meeting.

The Committee discussed the content of their report and worked on finalizing it for this Convention. The meeting agenda issues included the CWA Labor 2008 Program and the need for the national and local Women's Committees to be involved in this process. The Employee Free Choice Act was discussed as well as the Million Member Mobilization program.

The Committee recognizes the need to help educate our members on the CWA Labor 2008 Program.

Districts 4 and 6 reported that they held their 2008 Women's Conference in Columbus, Ohio, April 24-27, 2008. The theme was "Celebrating Our Past, Building Our Future."

The Committee would like to recognize and thank Mary Lou Schaffer, whose term is up, for her hard work and service on this Committee. Mary Lou served on the Diversity Committee and helped with the process of adding the diversity seats to the National Executive Board. Mary Lou, we thank you and we appreciate all of your hard work.

This year's report highlights issues of importance to women in the areas of financially empowering women, health care, domestic violence, legislation, 2008 elections, research, sick leave, leadership, education, and mobilization.

Creating a Will - Empowering Women

Financial planning can be scary. Whether saving for college, retirement, investing in a 401(k) plan, stocks, bonds, real estate, buying life insurance or creating a will, we are forced to think about the future. This can be overwhelming for anyone, but women more than men fail to make the necessary arrangements to protect themselves and loved ones. Women are often the caregivers of children, and sick or elderly relatives. One way to care for others is to plan.

Creating a will is important for many reasons. Without a will, the state law will determine who gets your property and a judge may decide who raises your children. A will directs any financial resources and items you may have to your named beneficiaries. Today many people marry more than once, and if you do not create a will, your spouse may be the sole beneficiary and your children may not receive anything. CWA members are entitled to a half-hour free consultation to speak with an attorney through the Union Plus Program.

There are many books about wills for women. There are internet sites on how to create a will and lawyers who specialize in tax law, estate planning, and creating trusts. Here are some basics:

1. A 21-page page guide entitled "Planning for the Future: A Guide to Wills and Trusts" can be downloaded from <http://www.giftlegacy.com>.

2. Filling out this information is the first step.

- * Designate an executor. An executor is the person responsible for ensuring your will is followed. You do not need a lawyer or banker in charge of your estate; they may charge excessive fees and cause delays.

- * Decide on what property to include.

- * Decide who will inherit your property.

- * Choose a guardian for your children if they are under the age of 18.

- * Choose someone to manage your children's property.
- 3. Sign your will in front of witnesses. Get your will notarized.
- 4. Store your will safely.

Action: The CWA National Women's Committee encourages all CWA working women to take charge of their financial futures. We ask our locals to help provide education and basic training to our members on the importance of creating a will. Provide information to our members on the Union Plus Program and encourage them to use this program where it is possible. The committee is working to empower our women.

Creating a will is empowering. Empower your members.

Support of Microbicides Research

What are Microbicides? Microbicides are vaginal products that can prevent the transmission of HIV and other STDs. Microbicides can come in a variety of forms, including gels, creams, sponges, suppositories, intra-vaginal rings, and films. Some microbicides also contain contraceptives.

The demographics of AIDS changes so rapidly and it is astounding how AIDS has managed to reach epidemic levels in the Hispanic and African American female population in this country, in spite of preventative resources and education.

The creation of microbicides will give women more control over their health. Statistics show that:

- * 17.5 million women are living with HIV/AIDS around the globe.
- * Approximately 13.2 million women who are infected with HIV reside in sub-Saharan Africa.
- * It is estimated that 900 women are infected every year in the United States.
- * AIDS is the number one cause of death of African American women between 24-34 and the third leading cause of death for African American women aged 34-44.
- * Recently, women between the ages of 15-39 have shown the largest number of new HIV/AIDS diagnoses.

Why are Microbicides Important? Microbicides would allow women to have control over their sexual health. Microbicides could empower women who aren't always able to abstain from sex or insist on monogamy. They would also empower women whose partner refuses to use condoms. Women would not have to rely on a partner when making decisions about their sexual health. They would not have to negotiate condom use or fear violence from their partners for discussing condoms. Condoms are still considered the most effective way to protect against HIV and other STDs. Microbicides could be another effective option for protection.

Why are Microbicides Important for HIV-Positive Women? Microbicides may be able to protect HIV-positive women from becoming co-infected with a different strain of the virus. The product could enhance the sexual life of women who are HIV-positive and give them the chance to conceive children naturally. It would also protect HIV-positive women from vaginal infections and other sexually transmitted infections, both of which could potentially damage an already weakened immune system.

Why are Microbicides Important Right Now? Statistics indicate that the AIDS virus has reached epidemic levels in this country and Africa.

* Over 76 percent of women who are receiving some kind of care for HIV/AIDS are mothers. It is estimated that if microbicides were to work only 60 percent of the time, they could prevent 2.5 million HIV infections in three years for women and men around the world.

* Today, for each dollar that is invested in AIDS research, approximately .03 cents is invested in microbicides research.

What is the Status of Microbicides Today? As of today, microbicides are not available and are still in the developmental stage. Any development of microbicides needs to be done with an awareness of how gender, health, development policies, and culture all play into the HIV/AIDS epidemic. Hopefully, with the proper funding, research, and testing, microbicides will be available in the near future.

What Can You Do About Microbicides? Because microbicides are in the developmental stage, there is a lot to learn. Educate yourself; you need to understand why they are important. Search the internet about microbicides. The Women's Collective has a wealth of information available online at <http://www.womenscollective.org>.

Talk to your friends about microbicides, have them generate discussions, learn from each other, and spread the word about microbicides.

We urge members to actively support the Microbicide Development Act (MDA) designated as H.R. 1420 in the House and S.823 in the Senate. The goals of the bill are to:

* Create a unit within the National Institute of Health's (NIH), National Institute of Allergy and Infectious Diseases (NIAID) that is dedicated to developing and researching microbicides.

* Increase the funding for the development and research of microbicides at the Centers for Disease Control and Prevention (CDC), NIH, and The United States Agency for International Development (USAID).

* Require the NIH and other federal agencies to work together in the development and research of microbicides.

Action: We urge our CWA delegates to call and visit their Legislative Representatives and encourage them to support the bill MDA (H.R. 1420).

We ask our CWA local and local women's committees to bring concerned women together in order to educate and advocate for the development and research of microbicides, and further ensure that the communities' opinions and ideas surrounding microbicides are heard in local, national, and international development.

Domestic Violence 2008

Domestic violence is still on the rise; you will be shocked by how often it actually happens. Every nine seconds someone is a victim of domestic violence. Abuse happens in every culture, every country, and within every age group. It affects people from all socioeconomic, educational, and religious backgrounds. Out of the 5.5 million partner victimizations, 15.4 percent are gay men, 11.4 percent are lesbians, and 7.7 percent are heterosexual men.

As many as 324,000 women each year experience intimate partner violence during their pregnancy. Homicide is the leading cause of death overall for pregnant women. Children that are exposed to domestic violence are at risk for developmental problems, psychiatric disorders, school difficulties, aggressive behavior, and low self-esteem. Many survivors do not need mental health treatment and many symptoms resolve once they and their children are safe and have support.

Annually in the United States, reports show one million women and 371,000 men are stalked by an intimate partner. Women are significantly more likely than men to be stalked by intimate partners. In fact, it is 60 percent to 30 percent, respectively. While 80 percent of women who are stalked by former husbands are physically assaulted by that partner, 30 percent are sexually assaulted. Rapes and sexual assaults committed by strangers are more likely to be reported to the police than rapes committed by "non-strangers," including intimate partners, other relatives, friends or acquaintances. Reports show that 18 percent of women have experienced a completed or attempted rape at some point in their lives, much higher than the reported three percent of men.

Health-related costs of rape, physical assault, stalking, and homicide committed by intimate partners exceed \$5.8 billion each year. Of that amount, nearly \$4.1 billion are for direct medical and mental health care services and \$1.8 billion are for the direct costs of lost productivity or wages. Treatment in the emergency rooms account for 37 percent of violence-related crimes by a current or former spouse (male or female intimate partners).

Committee member Vonda Hardy tells the following story which highlights this issue: "On January 3, 2008, I was informed of a US Airways employee who had been terminated for coming to work inebriated. While preparing for her hearing, she confided in me that on the night of January 2nd her husband had mentally and physically abused her so badly that she did indeed have a few drinks that night to calm down and went to work the next morning. While her level was well below the legal limit, they fired her.

Her husband made sure the bruises were always under her clothing, invisible to all, but this time she had pictures. The pictures of her abuse are in her file locked away at the union hall for safekeeping. For several years, she had been a victim of domestic violence and that night was the worst she had endured. We had her hearing and we won her job back. I am happy to say she is back at work and she and her daughter are safe. This one has a happy ending, many times they do not."

Here are some early signs of abuse:

- * Quick whirlwind romance.
- * Wanting to be with you all the time; tracking what you are doing and who you are with.
- * Jealousy concerning any attention to or from others.
- * Attempts to isolate you with a loving behavior just to keep you all to themselves.
- * Criticizing your friends and family and convincing you that they don't really care about you.

Just ask yourself:

- * Have you ever been afraid of your partner?
- * Does your partner try to control where you go, what you do, and who you talk to?
- * Does your partner accuse you of having affairs?
- * Does your partner control your finances?
- * Do you worry about your partner's moods to the point you walk on eggshells for fear of making him/her angry?

If you said yes to any of these questions, you could be suffering abuse. It is important to remember, this is not your fault and you do not have to live in fear. Do not feel you have to face domestic violence alone.

There are many domestic violence bills that are currently pending in Congress. Many bills and resolutions have been proposed by members of Congress, but may not have had any action taken on them on their path to becoming law. In fact, the vast majority of proposed legislation never becomes law.

Action: CWA Women's Committee will work to help build social intolerance toward domestic

violence. The best solution is to prevent violence before it starts. Start today; assist us in educating and empowering women to live free of domestic violence and abuse. As a resident of your state, you are unique to your senators. We need to continue to push for additional cosponsors of the legislation and ask our supporters to work to get the bill passed and signed into law quickly.

Health Care

There is absolutely no excuse as to why every man, woman and child is not covered by health insurance. It is shameful that we are one of the richest countries in the world, and we can't provide a health care system affordable for everyone.

The uninsured come from every race and ethnic group, every age group, and every income level. Compared to the general population, people who lack health insurance are younger, have lower incomes, and are more likely to be a member of a minority group. According to the Kaiser Family Foundation, the largest percentages of uninsured can be found in Texas (30 percent), and Florida (27 percent) - two of the 20 states in which at least 20 percent of the population between the ages of 19 and 64 are uninsured. An estimated 18,000 to 22,000 Americans die each year because they don't have health coverage, according to studies conducted by the nonpartisan Institute of Medicine and the Urban Institute.

We desperately need health care reform. We are the people and it's time we make the government and politicians listen to us. Universal health care is a must for all.

Action: We encourage the delegates attending this convention to take the time and responsibility to educate our members back home. We must support and hold accountable legislators who will make health care a priority for our families here in the United States of America.

Join in to help make CWA's Labor 2008 Program a success and we will have health care for all.

2008 Election

This year's presidential election will be like none we have experienced before. For the first time in the history of our nation, the Democratic Party has the opportunity to elect an African American or female President. We may differ on which of these two candidates best represents our own ideals, but the obvious commonality is the profound need for change.

Women have the opportunity to be the driving force in this election based on sheer numbers. It is important for us to educate ourselves on how the candidates we support vote on the issues that matter to us. The issues are to be given careful consideration. One of these two candidates will inherit a war that has outlasted World War II with no end in sight; a country that is trillions of dollars in debt; millions without proper health care; a credit crisis that leaves millions of Americans facing foreclosure; increasing energy prices; a country on the edge of a recession; and increasing job losses. We desperately need a president who will safeguard our nation without sacrificing our liberties.

The economic and social policies of the Bush administration have taken a disastrous toll on middle class working families, and the recovery process will not be instant. In previous elections, the more gender specific issues of affordable childcare, domestic violence, women's health, and equal pay have traditionally been a focus for Democrats and they deserve equal consideration in this election.

A strong display of support and a genuine interest in the nation's political process by women of all backgrounds and generations will see its reward in November. It is imperative that we try to increase the number of women participating in American democracy as voters and future candidates.

Action: The CWA Women's Committee recommends that all members participate by donating time and/or money and making sure they VOTE. We must encourage our family and friends to register and

VOTE.

Breast Cancer Research Stamp

The Breast Cancer Research stamp was the first in our nation's history dedicated to raising funds for a special cause. The research stamp was issued on July 29, 1998. Congress has reauthorized the stamp three times, most recently in 2007, extending the sale through 2011.

The stamp was designed by Ethel Kessler of Bethesda, Maryland, and illustrated by Whitney Sherman of Baltimore, Maryland. The stamp depicts Diana, the huntress and goddess of fertility, reaching behind her head to pull an arrow from her quiver to fend off an enemy; in this case, breast cancer. The image reflects the same position that a woman assumes for a breast self-exam and mammography.

The stamp currently costs 55 cents and is deemed valid as a first-class stamp. The additional 13 cents charged for each stamp is directed to research programs at the National Institute for Health, which receives 70 percent of the proceeds; and the Department of Defense Breast Cancer Research Program (BCRP), which receives the remaining 30 percent of the proceeds. Since going on sale, over 806 million stamps have been sold, and more than \$60.1 million dollars has been raised for breast cancer research nationally.

About three million women in the United States are living with breast cancer; one million who have yet to be diagnosed. One out of eight women will get breast cancer at some point in her lifetime, just as one out of every six men will have prostate cancer. The committee recognizes that more and more men are being diagnosed with breast cancer and we strongly recommend that they follow the procedure for prevention as recommended for women.

The disease claims another woman's life every 13 minutes in the United States. Breast cancer is considered the most commonly diagnosed cancer among women in every major ethnic group in the United States, other than skin cancer. Though much less common, the American Cancer Society estimates that about 2,030 American men will be diagnosed with breast cancer this year.

The information was collected from both Senator Dianne Feinstein (D-California) and the United States Postal Service websites: <http://feinstein.senate.gov/public> and <http://www.usps.gov>, respectively.

Action: Help support breast cancer awareness and funding of a cure by purchasing the Breast Cancer Research stamp when buying stamps.

The Breast Cancer Site

The Breast Cancer site was founded to help offer free mammograms to women in need-- women for whom early detection would not otherwise be possible. Since its launch in October 2000, the site has established itself as a leader in online activism and in the fight to prevent cancer deaths.

The Breast Cancer Site provides a feel-good way to help promote awareness and prevent breast cancer deaths every day-- through easy online activities.

With a simple, daily click of the pink button at The Breast Cancer Site, visitors help provide mammograms to those in need. Visitors pay nothing. Mammograms are paid for by the site's sponsors and distributed by the National Breast Cancer Foundation, Inc.

Action: Go to <http://www.thebreastcancersite.com> daily and click on the pink box that says, "Click Here to Give, It's FREE!"

Paid Sick Leave

Millions of Americans are being forced to choose between taking care of a sick child or family member and losing a day's pay-- or even losing a job. In a nation that values families, no worker should have to make this impossible choice.

Americans want to be responsible workers and be able to take care of their families. In 78 percent of today's homes, both parents work for pay, and a typical couple in America now works close to 90 hours per week. But our policies lag desperately-- and families are struggling as a result. We can and must do better, and we will if we truly value families.

The City of San Francisco passed the Paid Sick Leave Ordinance February 5, 2007. The legislative findings that led to the passage of this ordinance were that: "Without paid sick leave, employees come to work sick and may worsen their condition; and that an employee who works when sick may expose customers and other employees to infectious diseases."

The same legislative findings found that: "Without paid sick leave, employees face difficulty caring for sick children or other family members; and without paid sick leave, employees may send their sick children to school or a childcare center, thereby exposing other children to infectious diseases."

This ordinance applies to any person who performs work for an employer within San Francisco, including on a part-time or temporary basis, as long as they work at least 56 hours a year. For every 30 hours worked in the City and County of San Francisco, an employee accrues one hour of paid sick leave. Also, for an employer with fewer than 10 persons who work for compensation during a given week, there is a cap of 40 hours of accrued paid sick leave; or for employees of other employers, there is a cap of 72 hours of accrued paid sick leave. Accrued paid sick leave does not expire, but carries from year to year.

State lawmakers took the first step toward making California the only state to require employers to provide paid sick days to workers through AB 2716. The bill is sponsored by the California Labor Federation, which released a new study conducted by the Institute for Women's Policy Research. Among its findings: Newly-covered workers would use an average of 1.7 sick days per year; the program would cost employers \$1.3 billion a year; and employers would save \$2.3 billion annually, mainly from reduced turnover costs.

Although opponents of this bill feared that mandated paid sick time would create the potential for abuse, employees calling in sick when they are not, the Bureau of Labor Statistics reported that half of workers who now have paid sick days do not take any days off for illness in a given year.

Besides California, the District of Columbia passed a similar statute to the San Francisco ordinance earlier this year, and the legislatures in Massachusetts and Ohio are also considering bills this year.

Action: The CWA Women's Committee urges our union at all levels to support legislative activities to encourage communities and states to support paid sick leave legislation. Having paid sick leave will help working families care for their sick family members in time of injury and illness.

Union Members, Union Leaders-- Union Women

Women are an increasing proportion of our CWA union membership. Although women make up a large part of union memberships, they are not well represented within union leadership. Unions shape policy in both economic and political life. Women are an important part of the equation and can promote their well-being and workers' rights.

The Institute for Women's Policy Research (IWPR), a nonpartisan research group, recently issued a report that can help local unions promote women's voices and leadership. CWA locals should emphasize

and reflect women's values, and in turn, this can inspire more women to get involved in leadership roles. Formalizing a mentoring program is an important part of the process in engaging women. Having women as powerful and effective union leaders can benefit women as a whole.

Promoting women more visibly within unions can benefit everyone by ensuring that workers' issues are prioritized, from contract negotiations to representing individual workers in lobbying and other political work.

The report outlines seven strategies to promote women's leadership in unions. Locals' strategies should include the support and involvement in groups such as the Coalition of Labor Union Women (CLUW), 9to5 National Association of Working Women, Chicago Women in the Trades (CWIT), and Oregon Tradeswomen, Inc.

These groups provide resources and support for women's union work through conferences, research, and other activities. Encouraging or even financially supporting women's involvement in them could be an effective way to promote women's leadership and solidarity with one another.

Action: The CWA National Women's Committee encourages all locals to establish a mentoring program as part of the process in engaging and empowering women to become union leaders in their union.

The Committee encourages all CWA working women to promote membership in CLUW, 9to5, CWIT, and Oregon Tradeswomen; and to download a copy of "I Knew I could Do this Work, Seven Strategies that Promote Women's Activism and Leadership in Unions," at <http://www.iwpr.org>. Locals should use this training as a guide to educate their members on the power of the involvement of women in CWA.

Ask A Working Woman Survey 2008

The AFL-CIO and Working America are conducting The 2008 Ask a Working Woman Survey. There was a survey in 2004 and 2006. Real action will be taken by the AFL-CIO and Working America on the results of these surveys.

Through the last surveys, they learned that so many women were not guaranteed overtime pay, and they fought to stop the Bush administration from making overtime regulations worse. Because it was clear through the survey that there are so many women and families that did not have health care, they lead the fight to expand the State's Children Health Insurance Program (SCHIP).

There were so many issues that were identified through this survey.

Action: The CWA Women's Committee is asking all of our CWA women to participate in the survey through the link provided on the CWA website <http://www.cwa-union.org>.

We are also asking all CWA locals and delegates to publicize and promote the Ask a Working Woman's survey in your newsletters, on your websites, in your meetings, on the bulletin boards, and through all communications with our CWA women members.

Support for the CWA Executive Board Diversity Committee

The primary mission of CWA's National Women's Committee is to raise issues of special concern to women and to develop programs and strategies to make these issues useful and a priority in the workplace, the community and, most importantly, our union. The CWA National Women's Committee has identified various issues in past years, which represent the difficulties women are up against in society and the workplace. The Women's Committee feels that it is time to bridge the gap and raise awareness to allow women the same opportunities as our union brothers. We look forward to the Executive Board

Diversity Committee putting these issues on their agenda.

The National Women's Committee thanks the Executive Board Diversity Committee for the issues they have addressed to date.

Million Member Mobilization

The National Women's Committee supports the CWA Million Member Mobilization to restore workers' rights and encourages all of our CWA women to get involved. This program gives you an opportunity to learn about the issues that we are faced with and how to communicate our involvement to more of our members in the locals.

Employee Free Choice Act (EFCA)

We find that few of our members in the field today know what the Employee Free Choice Act is or that it is the highest legislative priority for CWA and the labor movement today. The Employee Free Choice Act will strengthen penalties for companies that coerce or intimidate employees who are trying to form unions and bargain. It will establish mediation and binding arbitration when the employer and workers cannot agree on a first contract and enable employees to form unions when a majority signs authorization cards.

The Employee Free Choice Act is the focus of our Million Member Mobilization Program. President Larry Cohen has asked that CWA make a commitment of signing up support for the Employee Free Choice Act of 15 percent. This is five percent above the 10 percent commitment made by other AFL-CIO unions. The signatures will help to urge the new president and Congress to enact the Employee Free Choice Act.

The Employee Free Choice Act will help CWA and the labor movement to become stronger and more effective at delivering at the bargaining table for our members. The Employee Free Choice Act will help to organize, which will increase our numbers and increase our power to negotiate at the bargaining table. There is strength in numbers.

Action: The CWA National Women's Committee strongly recommends that all delegates commit individually and collectively to engage in the support that will educate and motivate our members back home to become active and help apply the pressure on their legislators to pass the Employee Free Choice Act.

We believe educating our members will cause them to have a deeper commitment and participate in this campaign.

Respectfully submitted by the members of the Women's Committee.

COMMITTEE CHAIR HERNANDEZ: In closing, the CWA National Women's Committee would like to join in the recognition and pay tribute to former Secretary-Treasurer Barbara Easterling for all the work that she has done over the years to promote women's issues and help break the glass ceiling and empower women in CWA and the labor movement.

Madam Chair, the Committee moves for the acceptance of this report.

EXECUTIVE VICE PRESIDENT HILL: A motion has been made and seconded that the National Women's Committee Report be accepted. The Chair recognizes Delegate Melissa Pike, Local 3204.

DELEGATE MELISSA PIKE (Local 3204): I rise in support of the Women's Committee report. I thank them for their hard work in preparing this document for us all. I thank all of the delegates who have

been courteous enough to remain seated and listen to the report.

I am proud to be a union woman. May we know them. May we be them. May we regard them, and I also thank our retiring secretary-treasurer, Barbara Easterling, for her dedication, her years of service, and for leading the way for women like me. Thank you. (Applause)

EXECUTIVE VICE PRESIDENT HILL: Seeing no other delegate that wishes to speak, on the motion to accept the Committee's report, all those in favor, indicate by raising your hands. Down hands. Opposed by like sign. The report is adopted.

I would like you to join me in thanking the Women's Committee. (Applause)

SECRETARY-TREASURER RECHENBACH: We had one of the delegates who just handed me a note. When asked about the wage gap between men and women, John McCain said it was women's fault that they earn less than men because they fail to get educated. So if you needed another reason, put that on the list.

I have a couple of announcements before we break for lunch. I would ask you to stick around to hear them. One of them is a matter of life and death, so I will get to that shortly.

First off, there is a meeting of the Health Care and Employee Free Choice Act campaign coordinators in Ballroom G during the lunch break today. So those who are Health Care and Employee Free Choice Act campaign coordinators, please come to the Ballroom G today.

We have a 50/50 raffle winner. This is Local 95, ten retirees. They made \$543.00. The winner will get \$272. The winner is Elaine Huff. (Applause) So you can pick that up at the Retiree Booth.

A number of you are aware, obviously, from the emotional day we had yesterday with Vice President Catucci, of the magnitude of his disease. What you may not know is that many of the medications are considered experimental. And as you might expect, there are a number of modifications that have to be made for Pete to continue to live at home with his family.

Local 2108 is conducting a 50/50 raffle to help with some of those expenses for Catucci's benefit. The tickets are \$5 each with the winner winning up to \$2,500. The local had actually come prepared to raise \$7,500 for the winner and the same amount for Pete. Unfortunately the Nevada Gaming Commission doesn't like competition and they limit the raffle amount winnings to \$2,500. That doesn't mean that you have to pay \$5 for the ticket.

If you want to buy a \$5 ticket for \$20, all the remaining proceeds for that will go to help defray those costs if you see a 2108 delegate before that.

If you can push in the chairs, they have some materials to distribute during the lunch break.

Now for the life and death matter. I'm sure you thought that was Pete Catucci. A men's wedding ring was found out in the lobby. Somebody needs to go home with this, so if you lost one I will be discreet about it. You can come over to the side and I will slip it to you. Nobody will know the difference. It's you and me, our secret.

The Convention is recessed. We will come back here at 1:30 this afternoon. Thank you.

. . . The Convention recessed at 11:56 a.m. . . .

TUESDAY AFTERNOON SESSION

June 24, 2008

The Convention reconvened at 1:00 p.m., President Larry Cohen presiding.

PRESIDENT COHEN: Would the delegates please be seated. We are about to hear from two worker leaders, one of whom is on a real tight schedule as you will hear in a minute. They are on the frontlines of our fight for justice. To introduce this story of incredible courage, bravery and commitment, I bring Vice President Pat Friend to the podium. (Applause)

VICE PRESIDENT PAT FRIEND (AFA-CWA): Thank you, Mr. President. It is my honor to introduce these two flight attendants to you.

Many of you know the story of our efforts to bring a union to the flight attendants at Delta Airlines. We just went through another election, and as a result of the arcane and archaic rules of the National Mediation Board, we did not meet their arbitrary threshold of 50 percent plus one. So now, as a result of the announced merger between Delta Airlines and Northwest Airlines, we are facing a second election of the combined group. I'm certain that these two flight attendants will give you a flavor of what that looks like.

But let me just say that from the very beginning the team who will manage the new Delta Airlines has said unequivocally and on a number of occasions, "It is our intent when this merger is complete that the flight attendants will have no union." So that is what we are up against.

I invite Delta flight attendant Paul Tanner and Northwest flight attendant and Local President in Memphis, Shawn Fivecoat, to please come up and share some of the story with you. (Applause)

PAUL TANNER (Delta Flight Attendant): Hello everybody. My name is Paul Tanner. I'm a Delta flight attendant based in Salt Lake City. But first I would like to take a quick moment for a shout-out to Local 7704. Thank you for letting us use your facility during the election. (Applause)

I would like to tell you a little bit about that election. But first I have a short safety demonstration for everybody. (Laughter) Just kidding. That's the flight attendant in me coming out.

When we went to AFA-CWA back in September 2006, they assisted us in jump-starting our campaign, and over the next year and a half we recruited over 1,100 volunteer activists. We had over 7,000 cards signed for the election. We called for that election back in February, and that is when Delta's union-avoidance campaign kicked into high gear.

Let me tell you some of the things they did. They started a blog that was linked to-- pasted on our sign-in computers. We had video screens in our work areas with a tape constantly going of an anti-union video. They mailed DVD's and mailers to our homes on a regular basis. They had pancake breakfasts in the lounge. They had supervisors in a lot of the briefings talking about the union. They promised a 3 percent raise, and they threatened some of the things that we like about our jobs and said that the union would take them away. They even prompted people to rip up their voting materials when they received them from the National Mediation Board.

Now, throughout most of this, our support base hardly wavered, so the real enemy here was not Delta Airlines. Although brutal at times, their anti-union campaign was expected, remedial, and sometimes even juvenile. The problem here is the process. Under the Railway Labor Act, a non-vote is considered a no vote. So all Delta had to do is ramp up the roster numbers and skew the election in their

favor. That's what they did.

We had 5,200 flight attendants vote in favor of AFA. There were 1,800 names that we tried to get removed from the roster and Delta, in collusion with the National Mediation Board, would not remove those names. In fact, one of them was a dead person. She died in January. They would not take her name off the roster.

So, with over half of the active flight attendants voting for AFA, our election was not successful. And this should not happen in a democracy.

All is not lost, however, as Shawn is going to tell you. We have a merger coming up and that will create a legal requirement for another election, and we will win this election. (Applause)

Lastly, my mom always said that gratitude is the building block of character, and she will always tell you I'm quite a character. So from the bottom of my heart, I would like to thank all of you for your support. From the bottom of the hearts of all our Delta activists, we do appreciate your support. This isn't about flight attendants. This is about middle class workers. We appreciate it. Thank you.

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

SHAWN F. FIVECOAT (Local 23093): Good afternoon, ladies and gentlemen. My name is Shawn Fivecoat. I'm a Northwest Airlines flight attendant. I've been an employee at Northwest for 20 years. I'm also, as Pat said, the Local Council President for AFA-CWA Council 93 in Memphis, Tennessee, and represent 400 flight attendants based there.

Please allow me to take this opportunity to take care of a little unfinished business. I want to say how proud and honored I am to address this particular congregation. The "Communications Workers of America"-- those words are music to this flight attendant's ears. The Northwest flight attendants will forever be indebted to you and your constituents. Without the financial support of CWA, the leadership of President Cohen, Ed Sabol, Pat Friend and the entire Executive Board, both past and present, it is very unlikely that I would be standing here today. (Applause)

Please accept this sincere and heartfelt thank you to each and every one of you, and every one of your constituents. To everyone that you represent, we would like to say thank you. To put it bluntly, you saved our bacon.

Here it is, mid-2008, and our backs are up against the wall. Northwest and Delta are merging, and management has big plans to do this without the 22,000 hard-working flight attendants being a partner. I am standing up here today to tell you that, with your continued support, we have other plans. (Applause)

Over 60 years of representation for the Northwest flight attendants is at stake, and I can assure you that we are not going to turn our profession over to the whims of corporate thieves without a fight. (Applause)

Victory will not be easily attained, and management is gearing up for the fight. You already know that we will battle both management and the unfair labor policies of the Bush Administration. Well, if it's a fight they want, it's a fight they are going to get. (Applause)

During the recent Delta election, I spent weeks in the Atlanta airport side by side with motivated Delta activists. They are truly an amazing group of people, and my friend Paul Tanner here is a perfect example. It is our task to ensure that when this merger is complete, the hard-working safety professionals from both sides will have a voice. When Northwest and Delta come together and create the largest airline in the world, we will set the standard in pay and benefits for all carriers. We will do it together, we will do it with a union, and we will do it with AFA-CWA. (Applause)

All of our jobs and livelihoods are under attack. It seems that in the current corporate environment it's a race to the bottom. Management's goal is, "How much can I take from the frontline worker, and how much of a bonus will I get for doing it." That philosophy has to stop here, and it stops now. Collectively, the Northwest and Delta activists have drawn a line in the sand, and with the muscle of CWA and the entire labor movement behind us, we are going to claim our rightful place at the table.

We are going to count on the CWA to help us protect our future, and our promise to you is that we will be there for you when any of your rights are being threatened. Our motto is "Better Together," and that is what we will be, and that is what we are. We are better together. Thank you for your continued support.

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

PRESIDENT COHEN: Okay, thanks Paul and Shawn and Pat. Paul's got to fly back to work, literally, later this afternoon. A little while later this afternoon, we will hear from other workers on the frontlines who are building our movement.

. . . Executive Vice President Annie Hill assumed the Chair . . .

EXECUTIVE VICE PRESIDENT HILL: I would like to welcome the National Committee on Equity to the platform. Thank you for joining us, and I will introduce the Committee.

. . . As the members of the National Committee on Equity were introduced, the delegates responded with a single clap of recognition . . .

Simone Harris, Member CWA Local 13101;
Yoko Kuramoto-Eidsmoe, President, TNG-CWA Local 37082;
Michele Luce, Member, CWA Local 6215;
Pam Wynn, President, CWA Local 4309;
Sheila Williams, Executive Vice President, CWA Local 3204;
Daisy G. Brown, President, CWA Local 2300;
Gloria Middleton, Secretary-Treasurer, CWA Local 1180; and
Lupe Mercado, Executive Vice President, CWA Local 9421, and the Chair of the Committee.

I recognize the Chair for the purpose of presenting the National Committee on Equity report.

COMMITTEE CHAIR LUPE MERCADO: Thank you Madam Chair.

. . . The members of the National Committee on Equity took turns presenting the report of the National Committee on Equity as follows: . . .

REPORT OF THE NATIONAL COMMITTEE ON EQUITY

The National Committee on Equity recognizes that each year brings new delegates to our great Convention. In that regard, we want to take the opportunity to share with you the National Committee on Equity Mission Statement.

The Mission of the National Committee on Equity is to develop and promote the CWA Civil Rights program. Our vision is to build a union where members of all cultures, religions, sexual orientations, genders, disabilities, ages and nationalities feel welcomed, respected and heard; and where the leadership reflects the diversity of our membership.

The duties and responsibilities of the National Committee on Equity are to:

1. Provide guidance and information to the districts and locals on the CWA Civil Rights program.
2. Keep the National CWA Executive Board apprised of civil rights issues that affect our members and communities, and when necessary offer a course of action.
3. Research, report and make recommendations or give direction to the convention delegates on current civil rights issues.

The National Committee on Equity convention report lays the foundation of the CWA Civil Rights agenda for the upcoming year. Local Union Committees on Equity are encouraged to use the report as a working document to move the Civil Rights agenda in the districts.

Labor and Immigration

The United States and Canada are both nations of immigrants. Working people have come here through the centuries by choice or in chains. Most immigrants arrive seeking a better life than they had in their native lands. This was true for the original founders of the labor movement, who were mostly construction workers, largely Irish and Italian, who organized unions to create a better life in North America.

Labor needs to continue to research and educate the public regarding the real facts surrounding immigration in this country. In 2004, approximately 13 percent of the United States population was foreign-born, and more than 40 percent of foreign-born individuals were naturalized citizens.

The majority of immigrants come to the United States legally. More than six of ten legal immigrants come to join close family members: immediate relatives such as spouses, unmarried minor children, parents of U.S citizens or relatives of permanent legal residents.

Without the contribution of immigrant labor, the output of goods and services in the United States would be at least \$1 trillion smaller than it is today. The National Academy of Sciences and National Research Council concluded that in 1997, the United States reaped a \$50 billion surplus from taxes paid by immigrants at all levels of government. The net benefit to the Social Security system, if immigration levels remain constant, will be nearly \$500 billion through 2022 and nearly \$2 trillion through 2072.

Researchers estimated the nation's undocumented population at 11 million in March 2005. Over the past decade, approximately 700,000 to 800,000 unauthorized immigrants arrived in the United States each year. The large majority of undocumented workers originates from Mexico, with the flow from that country at approximately 485,000 persons annually, which gives some indication of how well NAFTA affected the economy in Mexico.

With so much anxiety about jobs and the economy at peak levels in our country, the gap between rich and poor is at an all-time high. Some states and municipalities and our federal government have turned to punishing and scapegoating immigrant workers as a supposed solution to these problems.

The real problem is scofflaw employers who fail to offer workers a decent wage and a safe place to work, and an enforcement regime that blinds itself to labor law violations. Lack of enforcement of the labor laws affects all workplaces where both U.S. citizens and immigrant workers labor side by side.

The other real problem is labor's failure to embrace the immigrant workers and engage in an all out campaign to try to organize and fight for their rights to achieve what every other worker in America is trying to gain-- a decent and fair wage with respect and dignity in the workplace.

CWA needs to adopt the AFL-CIO's policy on immigration. "The union movement's policy is to treat

ALL workers as workers, and therefore build worker solidarity to combat exploitation and raise standards for all. We know from our long experience that employers try to destroy worker solidarity by attempting to divide workers along race, gender, and in the last decade, immigration status."

With union density in the United States at an all time low, just think about the strength labor would have if we were able to bring the most recent immigrants into the movement. Labor at its height historically strengthened the economy by upgrading wages for the working class and moving them into the middle class. Today the middle class is shrinking if not already disappearing. We do not have time to be divided on this issue. Remember an injustice to one is an injustice to all.

Forty Years Later

On February 12, 1968, approximately 1,300 African American sanitation workers began a strike in Memphis, Tennessee. The strike by members of the American Federation of State, County and Municipal Employees (AFSCME) Local 1733 would escalate into one of the most significant struggles of the civil rights and labor movements of the 1960s. On February 1, 1968, the malfunction of a garbage compactor that crushed two black garbage collectors, the behavior of the white supervisors, and the refusal by the city government to recognize the Union caused the strike to have both racial and economic overtones.

The workers were guided by T.O. Jones, a sanitation worker fired for his union activities. For five years they had asked the city government to recognize the Union and discuss their grievances. Although the workers worked full-time jobs, they lived below the poverty line and 40 percent of them qualified for welfare benefits to supplement their income. They were paid no health care, pension, or vacation benefits and worked in conditions that were unsanitary. They carried leaking garbage tubs that were filled with waste that often spilled on them. Supervisors called grown men "BOY" and sent them home without pay for any small infractions. This is one of the reasons that the strikers wore picket signs that read, "I am a Man."

Dr. Martin Luther King, Jr. agreed to support the cause of the sanitation workers. He spoke at a rally in Memphis on March 18, 1968. A rally and work stoppage were planned for March 28th, but Dr. King was escorted from the scene when a group of rowdy students began looting. About 60 people had been injured and a looter was killed.

The violence disturbed Dr. King. He planned another march after a commitment was made that the march would be nonviolent and peaceful. The march was scheduled for April, but the city tried to stop it. Judge Bailey Brown of the U.S. District Court granted Memphis a temporary restraining order against Dr. King and his associates of the Southern Christian Leadership Conference (SCLC). Reverend James Lawson, an adviser to the strikers, and Andrew Young, representing the SCLC, met with the Judge on April 4 and worked out a broad agreement for the march to proceed on April 8. The final details were to be put into place the next day, April 5th. Dr. King was informed of the agreement by Andrew Young as they were getting ready to go out to dinner.

On that evening of April 4, Dr. King stepped out of his room at the Lorraine Motel in Memphis and was assassinated.

Dr. King and his followers fought for the rights and equal justice that are ensured for all citizens by the United States Constitution. The milestones achieved by the Civil Rights Movement in the '60s were the Civil Rights Act of 1964 and the Voting Rights Act of 1965.

It has been 40 years since Dr. King marched with the sanitation workers; however, our plight is not over. Despite the many improvements that unions have been able to negotiate for their members, we are still fighting for affordable health care for all, pensions, better wages, and safer working conditions.

In the months before his death, King spoke out against the growing U.S. involvement in Vietnam.

King said, "God didn't call America to engage in a senseless, unjust war and we are criminals in that war. We've committed more war crimes almost than any nation in the world, and I'm going to continue to say it." In 2008, there is the trauma of the war in Iraq where the lives of many American men and women have been lost. Parents are demanding that their sons and daughters be sent home from the war in Iraq, and 40 years ago it was the war in Vietnam.

Here we are 40 years later and history continues to move on, remaking the world in numerous ways. Our nation is still dealing with the issue of race and inequity without the benefit of Dr. King's wisdom. There is a generation of Americans that has come of age celebrating him with a national holiday, like other leaders in the frozen past. But looking back on Dr. King's life from the Montgomery, Alabama bus boycott in 1955 to his death at the Lorraine Motel in Memphis, Dr. King would probably conclude that our work is not done. Dr. King recognized that the next phase in the quest for civil rights and equality would focus on the economic divide. The struggle for affordable health care for everyone improved pension benefits and safer working conditions cannot and must not continue for another 40 years.

Ledbetter v. Goodyear Tire and Rubber Company A Bad Deal for Workers

More than four decades after Congress outlawed wage discrimination based on sex, women continue to be paid, on average, only 77 cents for every dollar paid to men. The Supreme Court's recent decision in *Ledbetter v. Goodyear Tire and Rubber Company* severely limits workers' ability to vindicate their rights and distorts Congress' intent to eliminate sex and other workers' ability to vindicate their rights and distorts Congress' intent to eliminate sex and other forms of discrimination in the workplace.

Lilly Ledbetter worked close to two decades at the Goodyear plant in Gadsden, Alabama, one of the few female supervisors, and one who faced sexual harassment at the plant. She was told by her boss that he didn't think a woman should be working there. She suspected that she was getting fewer and lower pay raises than the male supervisors but had no proof until she received an anonymous note revealing the salaries of three of the male managers. She filed a complaint with the EEOC, her case went to trial and the jury awarded her back pay and approximately \$3.3 million in compensatory and punitive damages for the extreme nature of the pay discrimination to which she had been subjected.

The Court of Appeals for the Eleventh Circuit reversed the jury verdict, holding that her case was filed too late-- even though Ms. Ledbetter continued to receive discriminatory pay-- because the company's original decision on her pay had been made years earlier. In a 5-4 decision authored by Justice Alito, the Supreme Court upheld the Eleventh Circuit decision and ruled that employees cannot challenge ongoing discrimination if the employer's original discriminatory pay decision occurred outside of the statute of limitations period, even when the employee continues to receive paychecks that have been discriminatorily reduced.

The Court's decision in *Ledbetter* upends prior precedent, undermines Title VII's goals and enforcement scheme, and is fundamentally unfair to those subject to pay discrimination. Before the *Ledbetter* decision, if an employee brought a claim for pay discrimination on the basis of race, color, religion, sex, national origin, age or disability, both the EEOC and an overwhelming majority of courts applied what is known as the "paycheck accrual rule." Under this longstanding rule, each new paycheck was treated as a separate discriminatory act that started a new 180-day clock. The Supreme Court reversed this accepted practice and left victims of pay discrimination with no recourse against pay discrimination that they don't immediately challenge.

Contrary to Title VII's intent to encourage voluntary compliance by employers, the *Ledbetter* decision creates incentives for employers to conceal their discriminatory conduct until the statutory period has passed. The *Ledbetter* decision provides employers whose compensation decisions are not challenged within 180 days a windfall opportunity to continue this discrimination. The *Ledbetter* decision ignores fundamental workplace realities and leaves employees in an untenable position.

The Fair Pay Restoration Act currently pending in the Senate would reverse the Supreme Court's decision in Ledbetter and help to ensure that individuals subjected to unlawful pay discrimination are able to effectively assert their rights under the federal anti-discrimination laws. The Fair Pay Restoration Act will promote voluntary compliance by employers and responds to workplace realities. The Act would also enable individuals to challenge continuing pay discrimination, ensuring both that employees are not penalized if they are initially unaware of the discrimination and also that employers have incentives to remedy the impact of pay disparities before the gaps are compounded by raises, pension and other contributions over time. The Fair Pay Restoration Act simply restores prior law, which had been applied by nine of the twelve federal courts of appeals and the EEOC before the Ledbetter decision.

To ensure that workers continue to be protected from workplace discrimination as Congress intended, the National Committee on Equity recommends that CWA leaders and members call on Congress to promptly enact the Fair Pay Restoration Act.

The Next Move Belongs to All of Us

Now that the primaries are over, what happens next? We must all support the Democratic nominee selected by the people. We are facing difficult times and what happens next can determine if we survive as middle-class citizens, survive as a union or as players in the field of industrial countries.

While all candidates have great strengths, they also have their weaknesses. However, as union members our choice for the presidency should be a candidate who will vote for the Employee Free Choice Act. Republican nominee John McCain has refused to endorse the Act, which would level the playing field for workers trying to form a union.

We must elect a candidate who believes all Americans deserve health care. The McCain plan would create a new tax on working families by making employer provided health benefits taxable income. Additionally, he opposes health care for children. He voted for cuts in Medicaid, supports raising the Medicaid eligibility age and supports increasing seniors' premiums.

We must elect a candidate who believes in fair trade. McCain voted for NAFTA and CAFTA and to allow China to enter the WTO, even though we have lost 1.8 million jobs because of NAFTA and since China entered the WTO.

As the price of gasoline and food continues to rise at an alarming rate, John McCain says he knows little about economics. Is this who we want to represent us in the highest office in the country? Young adults continue to lose hope because our government is not providing anything for them to hope for; no jobs, no health care, no education and no hope of ever being able to live the "American Dream." We all deserve more and we must demand more. We all deserve to live the dream.

As home foreclosures continue to soar in our country, John McCain would have us believe that we don't know how to manage our money. He failed to look at the problems in predatory lending, false information on home loan applications and the loss of good American jobs. All of us have been touched in some way, on some or all of these issues facing our country. If it has not hit us personally, we know someone that I have touched. Now is the time to stand up for ourselves, for those who cannot stand, our children, our grandchildren and do something about it.

We must support the Democratic nominee for President of our country. Our job, brothers and sisters, is to come together like never before-to fight to take back our country. We must return home and begin to prepare for the fight that will take place at the ballot box in November. We must make sure that every vote cast will be counted. We can not, must not, forget the elections stolen in 2000 and in 2004. We as union leaders and activists must join with other coalitions to make sure that the voting rights of American citizens are not abridged at the ballot box.

The National Committee on Equity calls on all CWA members and leaders to participate in the upcoming presidential elections. Members are encouraged to participate in phone banking, precinct walks, distributing flyers, being poll monitors and judges.

Remember, we all have a stake in this year's election, and to do nothing will certainly result in nothing.

COMMITTEE MEMBER MICHELE LUCE (Local 6215):

Hate Crimes Legislation - The Fight Continues

The Leadership Conference on Civil Rights, the nation's premier civil rights coalition, has stated that hate crime in this country remains a horrifying and festering reality. The Justice Department defines a hate crime as a crime "in which the defendant intentionally selects a victim, or in the case of a property crime, the property that is the object of the crime, because of the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person." According to recent statistics collected by the FBI over a four-year period, there have been 8,152 hate crimes committed; 53 percent were racially motivated; over 18 percent concerned religious bias; and over 16 percent concerned sexual orientation. But the frequency and severity of the last group, sexual orientation, is growing. It must be stopped.

Our federal laws fall short in protecting our citizens against hate crimes motivated by gender, disability, and sexual orientation. The crimes against this last group are growing at an alarming rate in frequency and severity. Every hour in this country, eight blacks, three whites, three Jews, three gays, and one Latino are victims of a hate crime.

James Byrd, was murdered in Jasper, Texas, dragged behind a truck by three white men until dead, came under the hate crime legislation. The penalty and sentencing carried a stiffened punishment, and over \$250,000 in federal funds was made available to local law enforcement in the investigation. Unfortunately, in 2000, a CWA activist from Local 2204 in Roanoke, Virginia, Danny Lee Overstreet, did not receive the same consideration. His murderer went into a gay establishment and stated that he just wanted to, quote, "waste some faggots," unquote, and Danny Lee was killed. Surely, all of our members from all different diverse backgrounds deserve equal protection under the law-- EQUAL PROTECTION UNDER THE LAW. (Applause)

George "Dub-ya" has threatened to veto recent legislation regarding hate crimes if it included language regarding sexual orientation. Some hate crime laws in this country are all-inclusive: twenty-two states have crime laws that include sexual orientation; in eighteen states it is not all-inclusive; and eight states have none. We must fight to change that. EQUAL PROTECTION UNDER THE LAW.

We have a civil rights and hate-oriented political election facing us in November. Hate groups have grown in this country by 48 percent since 2000. Although it would be easy to lay all these problems at the feet of "Dub-ya," we need to look further; we have to look deeper into the roots of this problem. We have to hold our individual legislators' feet to the fire just as we do for EFCA, as we will for all legislation that affects working families.

So when you hear someone say, "I hate him or her. I am not going to take orders from another woman. And I am sure not going to vote for a black man or a Muslim," rather than turning to that person and saying, "You know, that is really stupid," say, as President Franklin Delano Roosevelt said, "We have nothing to fear but fear itself." Keep that in mind, brothers and sisters, and ask yourselves and other people, "What are you afraid of?" We must dissipate the fear and educate our brothers and sisters from ignorance.

Let me add one more thing. I was a delegate for Hillary Clinton. I am asking all of my Hillary brothers to reach out to your Obama supporters and become a brother for Obama. (Applause) I am asking my fellow Hillary sisters, and I will christen you today officially "Obama Mamas." (Applause)

We have to stop the hate. We have to ensure our future. I would like to dedicate this report to my new hero-- I love you-- Pete Catucci. Thank you. (Applause)

COMMITTEE MEMBER PAM WYNN (Local 4309):

Unprecedented Assault on Affirmative Action

This year, anti-affirmative-action agitator Ward Connerly and his allies launched new attempts to ban affirmative action in five states: Arizona, Colorado, Missouri, Nebraska and Oklahoma.

In a particularly cynical attempt to undermine a more equitable society, Connerly has put these measures forward in heavily white states hoping to use the politics of "us vs. them" to try to divide the good people in these places against each other.

It's hard to know what's more offensive-- their assumption that people from equity-seeking groups are somehow automatically less qualified for jobs and education based on their differences, or their assumption that white Americans will fall for the race card and vote to shut the door on their brothers and sisters who seek only the chance to earn a living or get an education.

In the states of Missouri and Oklahoma, voters have not been fooled by the rhetoric, and initiative petitions have failed to collect enough signatures to put these proposals on the November ballot. We must continue to stand together and resist their manipulations.

CWA members understand solidarity: When you're on a picket line, every man is your brother, every woman your sister. As we work side by side every day, their welfare is our welfare; your children are my children.

While great progress has been made in racial issues in our society, we still have unconscious biases to overcome. Studies have shown that despite our best conscious efforts, our minds sometimes make split-second decisions based on old prejudices.

Affirmative action programs don't put one race above another or pit the genders against each other. They simply cause us to slow down and take another look at our decisions, to make sure they're as fair as we want them to be.

In states where affirmative action is banned, we have to work even harder to make sure that people from all backgrounds have access to education and employment. For example, after Washington state voters passed a Connerly-driven ban on affirmative action, the University of Washington set about achieving student diversity through increased outreach efforts and by using family economics as an admissions criterion.

Just as adversity can make us stronger, we can use these temporary setbacks as opportunities to improve our systems for achieving fairness.

The National Committee on Equity would like to encourage every level to add the fight to preserve affirmative action to our legislative and political agenda, especially in Arizona, Colorado and Nebraska. When you're out there talking about the presidential election, the Employee Free Choice Act, and health-care-for-all, take a few minutes to help educate your members and your lawmakers on this issue so that they know what's at stake.

Affirmative action is as much a union issue as the other vital issues we're facing and deserves to be treated that way by this great union.

CWA Executive Board Diversity Committee 2008 Report Card

At the 2007 Convention, CWA delegates voted to expand the National Executive Board to include four at-large seats to ensure that CWA leadership would reflect the diversity of our membership. As a result of this vote there were four members appointed to the at-large diversity seats. The four members are: Carolyn Wade, President, Local 1040, Trenton, New Jersey; Nestor Soto, President, Local 33225, San Juan, Puerto Rico; Claude Cummings, President, Local 6222, Houston, Texas; and Madelyn Elder, President, Local 7901, Portland, Oregon.

Since their appointment, the four have attended new Board members orientation, several Board meetings and have met with the Civil Rights and the Human Rights and Women's Department's to discuss issues and concerns that confront minority and women members. Additional meetings will be held with these two departments in order to stay apprised of ongoing issues.

The four appointees, along with other Executive Board Diversity Committee members-- Vice President Annie Hill, District 7; Vice President Noah Savant, District 3; and Vice President Brooks--Sunkett, Public, Health Care & Education Workers, served as panelists at this year's National Civil Rights and Equity Conference. The panel was moderated by Yvette Herrera, Senior Director, Education & Communications. The panelists answered questions and concerns from conference attendees. All Executive Board Diversity Committee panelists committed to keeping the Board focused and being more responsive to the diverse needs of all of our members.

Based on the responses given to the attendees at the National Civil Rights and Equity Conference. The National Committee on Equity would like to give the following report card to the National Executive Board Diversity Committee:

Achieving a long sought-after goal of making our Executive Board diverse. This is a major step in the right direction;

Bringing to light the important issues that the National Committee on Equity and the Civil Rights Department have been working on for years;

Commitment that those who occupy the four at-large seats will not be "yes" people, and will always speak on behalf of our diverse membership and disagree with other Board members if necessary;

Developing the ongoing duties and responsibilities of the four at-large diversity seats; and

Focusing on the diverse needs of our diverse membership-- specifically, the mentorship component of the Minority Leadership Institute and looking at how to make this program more accessible to our broad membership.

The Executive Board Diversity Committee members assured everyone at the conference that they will take full accountability in their role and stay focused. The National Committee on Equity looks forward to the joint work that they will conduct with the Committee. "We are not going to settle for what is, but we are going to imagine what might be." [Barack Obama]

The 2008 Civil Rights and Equity Conference

The CWA National Civil Rights and Equity Conference was held April 9-12 in Washington, D.C. Over 250 brothers and sisters, representing a diverse group of cultures, attended this historic event. Daisy Brown, president of CWA Local 2300 and CWA National Committee on Equity member, District 2, opened

our conference with a warm and friendly welcome. The National Committee on Equity members and Civil Rights Director were introduced, with each member offering a quote or proverb, including quotes from Martin Luther King, Jr., Malcolm X, and an Indian proverb.

CWA President Larry Cohen was the keynote speaker at the opening session. A portion of President Cohen's opening remarks focused on this year's theme, "A Movement Not A Moment." He stated, "We have to keep this energy going," reminding participants that the four "Diversity" seats that have been added to the CWA Executive Board are only the beginning. To keep the energy flowing, the evening closed with a panel discussion on Voter Empowerment. This discussion was moderated by Dr. Ronald Walters, University of Maryland Professor of political science. Dr. Walters is the author of the book entitled, Freedom is Not Enough.

A memorable part of the following days' events included two panel discussions: CWA Executive Board Diversity Committee and "Sheroes and Heroes of the Civil Rights Movement." The CWA Executive Board Diversity Committee panel consisted of three Vice Presidents, Annie Hill, Noah Savant, and Brooks Sunkett, and the newest members of the Executive Board, the four at-Large Diversity members, Claude Cummings, Madelyn Elder, Nester Soto, and Carolyn Wade. Nester Soto presented information about the Spanish population of CWA members, and how English as a second language is affecting our membership. This topic generated discussions that could be categorized as engaging, informative and at times moving to the point of tears for some attendees. The CWA membership looks forward to the continued progress that the CWA Executive Board Diversity Committee will bring to our union and its focus on diversity.

Sheroes and Heroes of the Civil Rights Movement, moderated by Dr. Yvonne Scruggs-Leftwich, Professor at the National Labor College, provided another moment at the conference that energized our participants. The panel included Dr. Dorothy Height, President Emeritus, the National Council of Negro Women. Dr. Height, who recently celebrated her 96th birthday, is an African American administrator, educator, social activist, and a recipient of the Congressional Gold Medal. Her great history in the Civil Rights Movement included working side-by-side with leaders such as Presidents Dwight Eisenhower and Lyndon B. Johnson, and First Lady Eleanor Roosevelt.

Joining Dr. Height on this panel were Norman Hill, President Emeritus of the A. Philip Randolph Institute, and Julian Bond, Chairman of the Board of the NAACP. The panelists shared with the participants their walk through the Civil Rights Movement.

Workshops included: Debunking the Myths About Immigration, Growing our Union from the Bottom Up, the Employee Free Choice Act, and Transgender 101. Transgender 101 equipped us with information regarding the physical and mental process of sexual transition and the issues that representatives of the union face when dealing with workplace issues that arise out of this process. One participant shared with the group how topics of this nature have made her more aware and tolerant to different issues. Years ago she would have walked out of the room if a conversation focused on this sort of issue. There is a level of respect that people deserve no matter what their age, race, religion, gender, national origin, sexual orientation or disability.

Other highlights included speeches from Jeff Rechenbach, Executive Vice President of CWA, and U.S. Representative John Lewis of Georgia. A special tribute to those who have gone before us was presented by Gwend Johnson, Human Rights director, along with a musical tribute performed by Brian Lenair, jazz and R&B saxophonist.

Though we cannot begin to detail all the conference highlights, it was a wealth of information filled with many attendees and speakers who represented our historical and current diversified culture.

This year's Mays-Carroll Civil Rights Award went to two activists and one local union, who have a proven track record in their dedication to Civil Rights and our great union. Congratulations to Tonya

Hodges, CWA Local 1298, Keith Robinson, CWA Local 6310 and to CWA Local 1180.

The National Committee on Equity would like to extend a special thank you to all of the conference attendees, speakers, panel guests and presenters who contributed in making this a memorable affair. The next Civil Rights and Equity Conference is scheduled for 2010.

COMMITTEE CHAIR MERCADO: Madam Chair, I move for the adoption of the National Committee on Equity Report.

EXECUTIVE VICE PRESIDENT HILL: Thank you. A motion has been made and seconded that the National Committee on Equity Report be accepted.

The Chair recognizes Delegate Walter Andrews at microphone 3.

DELEGATE WALTER D. ANDREWS (Local 3204): Delegates, brothers, sisters, retirees, and guests: It is with great pleasure that I rise to support the National Committee on Equity's report to this great Convention. As you can see from all the delegates standing behind me, we thank you for the hard work in preparing this report for us. You have a great responsibility placed upon your shoulders to lay the foundation of the CWA civil rights agenda for the upcoming year. We know it was not an easy task, but we also know you will meet all challenges presented to you.

As the delegates have heard from your report, there is still a lot of work to be done. To make these changes, we must not only take the White House, we need the Senate, the House, the NLRB, and the Supreme Court judges as well, so we can put the Bush cronies in the outhouse where they belong. (Applause)

Again, we thank you for your hard work that you have done and what you are going to do. I say to you, "Look up to the heavens from which all our help cometh, look out at all of us, and look back at what the past has taught us." Thank you all very much. (Applause)

EXECUTIVE VICE PRESIDENT HILL: I believe we are going to have an amendment, so hang on just a minute.

. . . Brief pause . . .

EXECUTIVE VICE PRESIDENT HILL: My apologies. Delegate Gloria LaRiva attempted to make an amendment to the Committee's report. The Parliamentarian has advised the delegate that this motion is out of order because it is the Committee's report. The delegate has challenged the Parliamentary ruling, and the matter has been brought to me. I agree with the Parliamentarian and rule that the Delegate's motion is out of order.

There are no other delegates who wish to speak on this. So, on the motion-- we have a person at the Privilege mike. You're trying to make this difficult for me my first time up. (Laughter) Just an informational question, so we can keep going. We are back on the motion. There are no other delegates wishing to speak. On the motion to accept the committee report, all those in favor indicate by raising their hand. Down hands. Opposed by a like sign. The report is accepted. (Applause)

I would like to thank the National Committee on Equity. Thank you so much. (Applause)

. . . President Cohen resumed the Chair . . .

PRESIDENT COHEN: Just to further clarify, that report and the Women's Committee report are actually submitted, and that is why that motion is out of order. Our terminology could have been more precise. You can't change what people are submitting. They do that work; that's their report.

Now we are at a point in the agenda where we are going to discuss the global union movement. We all talk about the global economy, and as we see above me, one of our four issues is "Jobs and Trade." But related to trade, we also know that only national corporations really are the dominant force in the world today. So regardless of what sector our members work in, whether it's telecom or transport or manufacturing or media, public health care and education, particularly the private sector side of those industries are globalized.

We all remember the infamous quote from former GE Chairman Jack Welch, CEO Jack Welch, who said, "If we could put every factory on a barge and move it to the lowest wage-earning country, that's what I would do."

We have with us three leaders in the global labor movement. We are going to hear directly from two. But I also want to, before calling on the first speaker, just introduce to you Stephen Conrady from IG Metal in Germany who is working with us on Avaya, because Avaya workers are also in Germany. Stephen, if you could stand. (Prolonged applause)

This trend is what we are really going to hear more about; how we work together across borders, whether it's the whole world as Philip Jennings will talk to us about, or the Americas and the U.S. and Mexico, as Francisco Hernandez-Juarez will talk to us about.

We are constantly thinking this sector-by-sector, as I said. It is sort of obvious when you're in the airline sector where the people are flying internationally that we have to think globally. But this year-- and it is in the Highlights book-- we are trying something now called the "T-Union" where workers at T-Mobile USA, faced with the typical and awful union-busting which has been going on for eight years and where workers have been fired, intimidated-- including technicians, customer service, retail workers.

This year we reached across also to Germany to another large union in Germany, Verd.i, and said, "If the Deutsche Telecom subsidiary T-Mobile, the fourth-largest company in the U.S. based in Germany, if they send their management around the world, why can't we have one union?" And we formed the T-Union where workers here at T-Mobile who are joining the T-Union are joining both unions. We have split up the responsibilities where our responsibility is organizing and education, and Verd.i will deal with the management of the company because they have 180,000 members there and half the seats on the Boards of Supervisors, which is the Board of Directors.

Our first speaker, Philip Jennings, is really a pioneer in a lot of this. He has been the General Secretary of UNI, which is actually the largest global union to which CWA is affiliated. We are affiliated with about 300,000 members. UNI has 900 affiliates in 150 countries, and a total of 15 million members.

When UNI was formed, Philip was elected General Secretary, in 2000. Before that, he was the General Secretary of FIAT, basically a white-collar international union, since 1989. But most importantly, he has helped lead this effort globally-- first of all so that we should focus on each industry; second of all so that we should focus on the multinationals or so-called leaders or dominant companies within each industry and form alliances and begin to figure out how we act as one, wherever that company goes. In addition to the T-Union, we have many examples of this, in Telecom, and in our other industry groups.

In addition to that, Philip has been a leader of the Council of Global Unions. These are the eleven global unions, including four that we are affiliated with in other industries, and I have had the pleasure to work with him on raising the focus-- and we saw the chart that was up yesterday when I was speaking of bargaining and organizing rights around the world-- and he's really helped bring about that focus.

Again, in the Highlights book we talked about a conference we held on December 10th, International Human Rights Day in Washington, when hundreds of leaders of the global labor movement, including Philip, came to Washington, D.C., to the National Labor College, and then on December 11th we held a

hearing before House and Senate labor leaders, Labor Committee leaders.

Philip really helped organize that conference and convinced the global labor leaders to come, leaders of the other industrial global unions, to participate in that, and since then to keep the focus on bargaining and organizing rights, because we can work on all kinds of issues around the world: child labor, sweatshops, issues of the abuse of women around the world. The list goes on and on; the list is endless. But what we realize is that, without bargaining and organizing rights, the list is endless. But if workers around the world have bargaining and organizing rights, that can change.

So it is with great pleasure that I present to you Philip Jennings, the General Secretary of UNI, and a leader of our global labor movement. Philip. (Prolonged applause)

PHILIP J. JENNINGS (General Secretary, UNI Global Union): Thank you. I think it's the air flight attendants down there who stood up for me. (Applause) I have to say, I spend a good deal of my life on airplanes. You do a fantastic job, and it's me that should be standing for you. Thank you. (Applause)

President, brothers and sisters, delegates, retirees, friends: Good afternoon, the Communications Workers of America. It is great for me to be here, and it is a pleasure for me to bring the fraternal greetings of our 15 million members in 150 countries to this great union. (Applause)

As Larry said, it is not just the world of business that's globalized. UNI Global Union is a global union. We have brought together in one organization all the Telecom unions in the world, all the media unions in our sectors in the world, and finance workers and service workers into one union.

That dream of "Workers of the World Unite, we are making a practical reality, and I thank you for making that possible. This is a great union with a new vision for America and a new vision for the world-- Communications Workers of America, the national union for the Information Age; and UNI Global Union, the global union for the Information Age.

Now, sisters and brothers, I note that in the hotel sharing the limelight with your Larry is a guy called Barry. And everywhere you look, you have Larry's look-alike, Barry Manilow-- more or less. (Laughter) And I have to tell you, I've been there. My sisters-- I have twin sisters-- they are life-long members of the Barry Manilow Fan Club. Their house is bedecked with posters and trinkets and diaries and old programs. They haven't missed a concert in the U.K. for about twenty years.

Florence dared me and said, "You can't just say the songs; you've got to sing the songs." So one of my favorites is, "I Can't Smile Without You." Okay? Any Barry Manilow fans in the house? There is one person out there. (Laughter) Okay, yes. He looks like Barry with a beard. (Laughter)

Here we go: (Singing) "You know, I can't smile without you. Can't smile without you. Can't laugh, can't sing; I'm finding it hard to do anything." (Applause) Thank you.

And at that precise moment-- I love this group down here. They're really good. (Applause) At that precise moment of singing "I'm finding it hard to do anything, but I can't smile and I can't laugh, and I can't sing anymore without you," George Bush came on the TV. (Laughter)

I am going to tell you, come November I am going to be smiling without HIM. I am going to be doing everything without him! America is going to be a better place without him! (Applause and cheers) And this union movement is going to grow without him.

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

BROTHER JENNINGS: You see, Barry was wrong. And I say to you that your long night is almost over. There is a light at the end of the tunnel. You have survived. And on behalf of all our unions from

around the world who love this union, who cherish their relationship with this union, who count on you in good days and bad, we were worried about what was going to happen to the American Labor Movement. We were concerned about whether the union movement could survive these years, and you have done it.

It can be an inspiration and an example to workers and unions every day because you stood together. You stood tall. And as Larry said yesterday, you can imagine a new future.

You know, I can't vote in your elections, but if I did, I would be supporting the motion to support Barack Obama. He will change the United States, and I am confident that he will change the world. (Applause) We look to him to bring the troops home, and we look to him to put this country on a new path. (Applause)

Can I just say that he should start by changing the Department of Labor that you have here. What the hell are they doing in this country? (Applause) I just don't get it. They should, as someone said, get rid of it. I second that motion. But you are going to need a Department of Labor and in the Bush administration it has been the "Department of Hard Labor." It has become the "Department of Management" which is using the same principle as Las Vegas: The house always wins. And it is management that always wins. It's a shame. This is not a Department of Labor.

And yet today, as I listened to Barack's speech-- and please forgive me, this is a big thing involving another union-- but I have a letter from Barack Obama dated June 23rd-- that was yesterday. He has written to one of the largest private companies in the United Kingdom, which is Tesco, a supermarket. They have come to America. They have come to California, and they are going to Arizona and Chicago; they are opening up all over the place. And they refuse to meet even for a discussion with the union concerned, the Food & Commercial Workers Union.

Barack has lent his voice. This is what he has written to Britain's largest employer: "I would hope that you would bring those values to your work in America--" because in Britain they have a partnership with the union-- "ensuring that workers are able to exercise their right to organize and work in a safe, rewarding environment were an important element of my campaign for the Democratic nomination, as they will be in my campaign for the presidency." Barack has delivered for us-- within 24 hours of asking. I think he deserves a round of applause. (Applause)

So it is a time of great hope in the country. And can I just give you another word of advice, if you are in the mood for taking advice. And that is that I like this feeling of hope. But can I suggest you ration your exposure to Fox News. (Laughter) You know, every time I turn the TV on and the TV goes to Fox News, I have to start looking at it through my fingers. They now call themselves the "All American Election Headquarters." Please ration your exposure to Fox News.

Friends, my message today is that we are globalizing-- organizing and globalizing the union push for recognition. This is priority number one for the global trade union movement. Two words: organize and recognize. We are mobilizing worldwide to organize and recognize, and I am sure we can get this job done. We brought, as Larry said, those union leaders from around the world to Washington, D.C., to declare our support. Over 200 union leaders from more than 100 nations came to Washington, D.C., to declare our support for the Employee Free Choice Act. We spoke to the Congress; we spoke to the candidates. And it was uncomfortable listening to them, because I find it tragic that the world's most powerful economy has the worst collective bargaining coverage of any advanced nation. (Applause)

When Barack is elected, we intend to bring those same leaders back to Washington, D.C., and we will try to bring some national political leaders with them as well. The message is to try to pass EFCA within the first 100 days of coming into office. (Applause) Because organizing without recognition rights, organizing without collective bargaining rights, is like trying to plant a cut flower. It just does not grow. (Applause)

So we are taking this campaign globally. Why? Because governments everywhere have taken the lead from your President, and it is a startling scenario. Profits are up. Productivity is up. Chief Executive Officers' pay is up. Those guys now earn 400 times more than the annual wage of an average paid worker in the United States. It's like Robin Hood in reverse.

This is best summed up by a journalist friend of mine who was fond of quoting Winston Churchill. This is how he characterized the times that we live in. "Never in the human affairs have so few been allowed to make so much money for so little benefit. Across the globe societies and governments have been hoodwinked by a collection of self-confident chancers in the guise of investment bankers, hedge and private equity fund partners and bankers, who, in the cause of their monumental self-enrichment, have taken the world to the brink of a major recession. It has become economic history's most one-sided bargain."

The reality that we see around the world is that workers' pay is flat-lining. Never-- and we look back to the 1920s-- has the share of the wages of the wealth being produced been as low as it is today.

We have 250 million children under the age of 14 at work. We have two billion people on this planet surviving on less than two dollars a day. Food and energy prices skyrocketing. Since January, 100 million more people plunged into poverty. That is why we need these organizing rights and bargaining rights-- to improve collective bargaining and ensure we can take a bigger share of the economic pie which we helped to produce.

Every worker on this planet-- and this is what drives me when I wake up every morning-- must have freedom from fear, freedom from the fear of poverty, freedom from the fear of not having health care, freedom from the fear of being a victim of anti-union repression, and freedom from the fear that we can't pay for our kids to go through school and college. (Applause)

The CWA and UNI Global Union and all our global union partners are going to globalize our message for people to have freedom from fears. UNI Global Union is the union response to globalization, global finance, global trade, global communications, global companies. That is why we have a UNI Global Union that brings those unions together in the same company and in the same sector. We are present throughout telecom, the information technology field, media, and other key areas of our work.

Our message is that big business has to change. If you change your political leaders, then business has to change its mindset and practices.

In our sectors, just a handful of companies dominate. Our work is to globalize and mobilize our organizing efforts to win recognition of union rights in every one of these companies. I am talking about Deutsche Telekom, British Telecom; France Telecom; Verizon; Vodafone; America Mobile; Telmex; Telefonica; TeliaSonera; Telenor; Singapore Telecom; Malaysia Telecom; NTT Japan; Telstra Australia, MTN Africa; Portugal Telecom; Disney; News Corporation, Bertelsmann; Sony. Working together, we can get this thing done.

But we have to go on the offensive. Just this morning-- and I missed some of your session today because news is just coming in. The workers of the Telecom Union in the United Kingdom, 13,000 managers-- they can't even organize supervisors in this country-- the supervisors have decided to work to rule. It might sound a bit comic. When they have done their 36 hours work in the week, they are switching off their PCs, switching off their BlackBerry, not answering the phone and going home. (Applause)

We got a message this morning from Bahrain in the Gulf-- they have a union in telecom there-- the Telecom Union in Bahrain is going on strike. They are going on strike because 44 of their sisters and brothers were given unfair dismissal, some bogus early retirement deal, and in Bahrain they are taking to the streets. Let's give them a round of applause. (Applause)

Now, Verizon and Vodafone, two V's. Now I know this is a bit risky, but if you do these kind of V's in my country, it's not something you do in polite company. What we have to do with these two V's, when you put them together it makes a "W". And that "W," as far as I'm concerned, stands for Walmart. What we are seeing in Vodafone and Verizon is the same Walmartization of jobs and approaches to unions that we've seen in the common sector. What we have to do is to transform these two V's-- look at me-- into these two V's, which as you know is Winston Churchill's way of proclaiming to everybody, "Victory!" We aim for victory in Verizon and in Vodafone. If you all want to put together two hands for victory, carry on. (Applause)

Why is it that we've got really bad psychiatric cases in the telecom industry? I know we have a colleague here from Germany, Deutsche Telekom in Germany. In Germany they have worker directors. They have a works councils. They have a collective bargaining agreement. They negotiate. There is a really tough bargaining environment in that company. A strike last year had 50,000 people.

Here in the United State of America, T-Mobile does the opposite. I have to say, I welcome the creation of the union between the CWA and our German affiliate Verd.i and all this is done with the support and encouragement of UNI. It's new, it's innovative, and its workplace-to-workplace. I'm sure that when you make this thing work that the "T" will become a "T" for triumph for organizing and recognition in the United States. I'm confident that you will win this struggle.

As a global union, we must push for global framework agreements with these large multinational companies. We aim to have global agreements on trade union rights with the top ten employers, global employers in each of our sectors. There are about 100 of them. But I tell you what: We have already signed 22 of them up to our standards. We aim, by the year 2010, to have 50 of these agreements. We already have some global framework agreements in these sectors, like France Telecom, Telefonica, Portugal Telecom and OTE in Greece. The purpose is to ensure that in every location the right to organize and the right to negotiate are respected, and in so doing we organize and recognize.

In closing, I pledge to you that UNI Global Union will fight injustice everywhere, everywhere our help is need it. We send a message of support to the people in the workers of Zimbabwe. We know Morgan Tsvangirai very well. He's a former union leader. Our telecom union down there, their members are beaten, they are intimidated, they are thrown in prison cells. But guess what? They get up every day, Larry, and go to those union meetings and stand up to the repression of Mugabe. And I think the world has got to make its mind up about this man. (Applause)

It's no good when other world leaders say, "We're disappointed." It's no good when world leaders say, "We express our regret." The world should be saying, "Mugabe, you simply have to go!" (Applause)

And we support the workers of Colombia. I'm going to try something. The AFA, can you just standup, just that one table. Just stand up and relax. By my reckoning there are about 26 people there. In Colombia this year, 26 trade unionists have been assassinated-- 26.

Now I would like everybody in this room to stand up, every single one of you, stand up in this room now. Look at your friends and your colleagues, yours sisters and brothers. In the last 20 years, almost the same number of people standing in this room have been assassinated trade union leaders in Colombia. Each one of you represents one of them. They have lost their lives for doing things which you are doing here. They have lost their lives because they stood up against the regime and against paramilitary groups, and they have paid the ultimate price.

UNI lost a close friend on March 8th. He was murdered in his home apartment, a young man called Leonidas. I dedicate these words to him. I ask you, in a moment of quiet reflection, to think of those brothers and sisters around the world who can't do what you are doing here today.

I want to thank Larry. Larry went to Colombia; went to Bogata. He went eyeball-to-eyeball with the President of the country. He said to him, "No deal on trade unless we get the human rights equation right." (Applause)

Thank you. You may please sit. I know; I needed a stretch.

And that is why I am so happy that Francisco is following me. There is a new face in Latin America. There is a new sweep of democracy in many of these nations, and Francisco is in the vanguard of those changes in his own country. He has to organize the richest man in the world, Donald Trump, which he will tell you about. I am so pleased he is here today with the voices of the Americas.

In conclusion, to each of you, and particularly to Larry, congratulations on your election. We are a partnership and we intend to change the world together. When I see Larry, I don't see an energy crisis. They should plug this guy into the Western seaboard, because I think just his own personal energy could probably provide lighting and electricity for most of the population in California.

I want to congratulate Jeff and Annie on their elections. It's a formidable new team. I want to thank Barbara who has been such an outstanding leader all over the world and has impacted the world because of the work she has done.

I want to say thank you, Morty and Florence. You are looking so well, Morty. We were both in trouble a couple years ago. We have both come through it. He has inspired me. It's good to see him here.

May I wish a very warm welcome to one of your own, Marcus Courtney from CWA. (Applause) I would like to express my regrets to District 7. Marcus Courtney is coming to work with UNI Global Union in Switzerland. He is going to be the new head of our work in telecommunications and information and technology. We are delighted to have someone from CWA working with us, and we welcome Marcus on board. (Applause)

I thank you for your support. We can't do this job without you. We are fighting for a just world. We are fighting for the rights of workers to be represented. We are fighting for a new deal for workers. We are fighting discrimination. We are fighting dictators. We are fighting for equality, every day, everywhere, all the time for one world, speaking with one voice. Solidarity. Thank you.

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

PRESIDENT COHEN: We do have a global union movement. Here it is. Thanks, Philip, so much for your own energy and those terrific words of inspiration.

And now it's a great privilege for me to present Francisco Hernandez Juarez. I have known Francisco and worked closely with him for 20 years. We are almost exactly the same age. He helped change-- many of you know what unions were like in Mexico and what most unions are still like that. Imagine Francisco at age 27 leading a movement to throw out the old guard in the union and bring about a democratic union in Mexico. And for 30 years since then, he has been leading that union, the telephonistas, and not just leading that union but forming a new federation, because in Mexico most of the unions are what is called sindicatos blancos, ghost unions. They are run by bosses or corrupt forces.

So more than ten years ago really, Francisco helped start a new labor movement called UNT, the National Union of Workers, and on top of that, since 2005 he's headed up the telecom unions in the Americas-- North, Central, and South America.

As Philip just said, Francisco has really helped lead and put together the work at America Mobile and other Carlos Slim Companies. Telmex is the base company. That's where most of the union members

are, the telephonistas.

But more than all that is the energy he is really bringing to changing Mexico, which is not quite as brutal as Colombia with 2,700 killed, but workers, fighters for justice in Mexico, also face incredible repression and threats of death and imprisonment. Francisco and the telephonistas are undeterred by that. They have formed alliances and coalitions with campesinos and other groups across Mexico, constantly trying to bring about a new political formation. In fact, that kind of social change in Mexico is the only way to change issues that right-wing groups in this country can't wait to exploit, because what we have learned from Brazil and other countries is that, when people win rights and have rights at work, they want to stay where they are and fight for their own communities and their own children. They are not desperate to be pushed across borders and work in near slavery conditions.

But mostly I want to welcome Francisco as mi amigo and mi hermano, and we think on, as he said, "una frecuencia," one frequency. We think as if we are together always. It's a great privilege for me to bring to you Francisco Hernandez Juarez. He is the leader to change Mexico and to help us change the world.

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

PRESIDENT COHEN: I also want to introduce Maria Xelhuantzi Lopez, who will be translating. Maria herself has been a leader with him, working across the world for years.

. . . The remarks of Francisco Hernandez Juarez were translated by Maria Xelhuantzi Lopez, as follows . . .

FRANCISCO HERNANDEZ JUAREZ (General Secretary, STRM, Telephone Workers Union of Mexico): Good afternoon, dear brothers and sisters. It is an honor for me to address this Convention. I am Francisco Hernandez Juarez, General Secretary of the Telephone Workers Union of Mexico, STRM. I am also President of the National Union of Telephone Workers, the UNT.

The STRM affiliates, 50,000 workers, active and retired, most of them from the Telefonos de Mexico or Telemex Company, and the National Union of Workers affiliates, nearly one and a half million workers nationwide working in the services industry, and also rural workers. In addition, I am the President of the Inter-American Telecom Committee of UNI. This means, among other duties, that it is my responsibility to coordinate the strategies and actions of the telecom unions in the Americas, confronting the large and very powerful multinational telecom corporations that dominate the regional marketplace.

This is, indeed, a tremendous responsibility for me, and I have to say that to accomplish this responsibility I have always counted on the guidance and support of CWA and your president, my friend and brother, Larry Cohen. For many years now, Larry has been the best friend and international ally of the telephone workers in Mexico, and Larry is one of the most important union leaders in the international labor movement. As a leader, he is innovative, visionary, and he has a great sense of the real meaning of international labor movement unity and solidarity. Larry has attended the STRM's annual convention on several occasions, and his words of inspiration to our members have always helped me and my brothers and sisters to better understand where we are and where we, the telecom workers, are going.

Thank you very much, Larry, for making it possible for me to speak to this large and very important group of workers, union representatives, and CWA leaders. (Applause)

I know that I am speaking to extraordinary people who are leaders in their union locals and communities. I know that you are people who go beyond union activities and collective bargaining, engaging in political and social activism to fight injustice and to build a better country for workers and working families.

In Mexico we are doing the same thing, but in much worse economic, political, and social conditions. It is a very hard fight for us since we live in a system especially designed to control unions, to block the organization of free and democratic unions, and to suppress collective bargaining. In the last several decades, the Mexican government has slavishly followed neo-liberal economic policies and the social cost has been very high.

We hope that in November you will bring to power a democratic and progressive government in your country, a government truly committed to pass the Employee Free Choice Act. There is no doubt that this will have a positive impact on Mexican politics which has been dominated in recent decades by conservatives, who are in turn dominated by big business and pursue anti-union and anti-worker policies. This is why we say to you, do not stop. Keep going forward and fighting. You can count on all of our support to reach this goal, which is today the greatest hope for change in all the Americas.

The combined action of unions working together in diverse ways is more important now than ever, because peace and the sustainability of our civilization are in danger. Scarcity and the high price of food, oil, and other essential resources and goods that are necessary for life, peace, and development are the consequences of a broken balance of power; of the rapacious, nonsensical and greedy actions of the powerful groups that control the world's wealth and resources.

We might think that there is no connection between the anti-union politics of most governments in the world and these phenomena of hunger, war and scarcity. But we know for sure that they are very closely linked because, at the end of the day they are all the result of deregulation, the dictatorship of the market and the workshop of profit, which have become the doctrine and the creed of our time, pushed by multinational corporations and their international financial institutions. These corporations and the governments that serve them are responsible for the privatization of health care and for union-busting.

But why do they oppose us? Because unions have been and must continue to be the means to combat inequality and to promote social equity. We must be an effective counter-power to stop the abuse and irrationality created by the greed of the market, which leads to hunger, unemployment, scarcity and hopelessness for millions of workers around the world.

Workers in the United States are not going to be in good shape if their skilled and well-paid jobs are replaced by precarious, low-wage and low-quality jobs in Mexico. And workers in Mexico are not going to be in good shape if our country becomes a paradise for low-wage and low-quality jobs and if wages, benefits and the quality of jobs decrease in the United States.

I believe that CWA and the STRM should be very proud, because for more than fifteen years now we have been working together in an alliance that has transcended borders and differences of language, culture and nationality which very often divide and separate workers. We are two telecom unions connected on the "same frequency," and we have achievements to celebrate.

Some of our more recent achievements are the exchange program called "Technician to Technician," between unionized CWA and STRM workers of the outside plant in AT&T and TeleMex. In this exchange, our techs analyzed and discussed evolving technologies and the future of work in the telecom industry. We should celebrate the success of our joint actions at the border very recently between our locals in Nogales, Arizona and Nogales, Senora.

CWA and the STRM have worked together within UNI, the global union to which we are affiliated. As World President of UNI's Telecoms Section, Larry spearheaded a real global union strategy. This strategy is the basis for the work I have been doing as Telecom President in the Americas.

In Latin America, we are making progress in building alliances and coordinating union actions among unions within the two largest players: Telefonica of Spain, which controls the Moviestar and Atento companies, and the Carso Group, a Mexican company that controls Telefonos de Mexico and America

Movil.

In the United States we have AT&T, which is a partner of TeleMex and Deutsche Telekom where CWA and the German union Verd.i made a breakthrough with the constitution of T-Union. Congratulations, because T-Union is the best example of the new global unionism that we need to build to be more powerful and effective in confronting our global employers. (Applause)

After two decades of intense changes in telecom, today we have only a few multinational corporations controlling the telecom marketplace. For these companies coordination is easy, whether the issue is regulation or upgrading of networks. For the workers, cooperation is more difficult. But this does not mean that we are not able to build real global unionism for action and for unity.

Actually, we must do this. T-Union and the alliance between CWA and the STRM are examples of this new unionism, rooted in workplace democracy, kinsmen representing workers through collective bargaining, and with a profound commitment to social and political activism. We have to build networks, coalitions and alliances with other social and political actors in our countries, so we can keep fighting to change these economic and political models that do not create justice and equality for workers.

In the name of my union, the STRM, I leave you with this message of solidarity and fraternity. I wish you a big success in this Convention and express to all of you our commitment to keep working together for a better global union at the service of workers.

Thank you very much.

. . . The delegates arose and applauded . . .

BROTHER JUAREZ: A relative of one of my colleagues in the union works in Mexico, but he also works in a bank. In our last Convention, he requested the floor and asked Larry, "Why, if we have the same employers and we have the same companies to fight, do you earn so much more than we Mexican workers earn?" The owners of those companies are some of the richest people in the world."

And the reply to my colleague was very straight. The answer was, "Because we have a union." This is the answer, to have a union to organize and to keep getting benefits for the workers." (Applause)

I thank Larry and the other officers.

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

PRESIDENT COHEN: Workers united will never be defeated. That is what Stephen and Philip and Francisco mean to all of us. Thank you so much for being here with us. And thank you for those powerful messages that we unite across all borders, and together we will build a world economy that works for the working families. Muchas gracias. Thank you.

A short video clip should be on. Now we are back to the organizing fights here and a victory.

. . . A video was presented, showing the jubilation of the union members after winning an organizing battle with their employer, Bay Area News Guild in San Francisco . . . (Applause)

PRESIDENT COHEN: That's an organizing victory of only a week ago for The Newspaper Guild-CWA in the Bay Area. It brings together workers who were stripped of their bargaining rights at the Alameda Newspaper Group who had been represented for years and workers who were organizing. We said to Dean Singleton, who thought he had his way, that in fact workers who are organized and those who are not are absolutely capable, even in these United States, of uniting and winning. And that's an inspiration to all of us, whether it's in the Media Sector or across this great union.

And now, to tell us more and to bring us a couple more workers involved in the struggle right now, first I will introduce Vice President Chris Shelton. (Applause)

VICE PRESIDENT CHRIS SHELTON (District 1): Good afternoon, sisters and brothers. As we all know, workers seeking to bring unorganized workplaces into our union are incredibly courageous. We have a union where we work; we have a contract, just cause procedures, a grievance procedure, and binding arbitration; and even more importantly, most importantly, all of us are united, watching out for each other.

Think of the courage it takes, brothers and sisters, when you have none of these things and an employer hell-bent on keeping our union and every union out of their workplace. Think about it. Think of being Roger Reece, our next speaker, a 14-year employee of Verizon Business, formerly MCI, and the courage it takes to stand up and speak out publicly for what you believe is right-- for a union for your brothers and sisters. It is my pleasure, brothers and sisters, to introduce to you my brother, your brother, Roger Reece. (Applause)

. . . The delegates arose and applauded . . .

BROTHER ROGER REECE: Good afternoon, brothers and sisters of the CWA, thank you for inviting me to your wonderful and most informative Convention. My name is Roger Reece and I am a Verizon Business employee. I work as a tester in Monsey, New York. I have been a Verizon Business employee since way back when we were MCI. That is fourteen years of transition and evolution without representation.

I believe the official term for what we are called is "at will" employees. But I think they should change that term to "at mercy" employees, because for the fourteen years that I have worked there, that I have been an employee, we have been at the mercy of management.

First they took away Presidents' Day and Martin Luther King, Jr. Day, and we were at their mercy. They made us pay over \$5,000 a year in health benefits, and we were at their mercy. We were at their mercy when they took away our differential, when they reduced our sick days and refused year after year to implement raises. We were at their mercy.

But in 2006 we saw a glimmer of hope, because Verizon had purchased MCI. Quietly we rejoiced because we knew the union was coming to unite us. And during a speech to employees early in 2006, after being asked by one bold, anonymous MCI employee, Verizon Business President John Killian of MCI promised to allow us to vote freely for the union. We "at mercy" employees, had a glimmer of hope and believed him.

But it wasn't but five minutes after that meeting that I realized that the path to collective bargaining would not be an easy one. When I asked my manager when he thought we would be allowed to vote for a union, he hauled me into his office and gave me a verbal warning that if I even mentioned the word "union" on the floor I would be subject to "strong disciplinary action," which included possible dismissal. I was stunned.

In the fall of 2006, we reached out to the CWA and IBEW. Together we organized committees comprised of pro-union Verizon Business employees such as myself to educate our fellow employees about the benefits of having representation, and to gauge the amount of trade union support within our organization. We found that an overwhelming majority of employees were in fact pro-union.

As awareness of our movement began to spread, Verizon management employed tactics to intimidate us. I don't know if you have ever had the distinct displeasure of sitting through a six-hour-long captive meeting where management brings in some HR representatives to advise you of the evils of the

union; how the union is all about money; how they don't really care about your interests. It is not pleasant. Those who were undecided before now felt afraid of management's wrath.

Next, they instituted a companywide market adjustment raise after finally and mysteriously realizing that they had been underpaying their "at mercy" employees for all those years. Yet, after all the number crunching and market research and the proverbial smoke cleared, we were still left grossly underpaid.

In 2007, the Labor Board came back with a decision on charges we filed against Verizon Business for unfair labor practices. I must say, it was disappointing, to say the least. Despite the fact that we won the case, according to federal guidelines, Verizon Business did not have to admit any wrongdoing. They had to write a letter informing us of the Labor Board's decision and post it on the work floor for two weeks. That's it.

Verizon management knows that our labor laws are broken. They play the system, knowing full well they can stall all they want, while using terror tactics against their employees. Despite the fact that an overwhelming majority of my fellow techs signed cards stating they want a union, we are still "at mercy" employees.

But the winds of change are in the air. I had the pleasure of meeting Barack Obama last year, and he told me in front of a few hundred others that he supports fixing our broken labor laws, just as he told us yesterday. We need to pass the Employee Free Choice Act so that workers like me can join a union without running through a meat grinder of employer intimidation. (Applause)

I know that soon I will be holding a CWA card in my wallet. Soon my fellow Verizon Business techs will no longer have to beg for mercy from management. Soon we will join with our over 80,000 Verizon brothers and sisters in one big union at Verizon. (Applause)

I thank CWA for sticking with us as we struggle to join your ranks. And if you strike on August 2nd, Verizon Business techs will be supporting you wholeheartedly all the way, because we now know what you have always known, "United We Bargain, Divided We Beg". Thank you.

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

PRESIDENT COHEN: Again, the courage of Roger, and so many more like him-- out front in public, flying out here today to speak to 2,500 people, and facing management that despises everything he does. But our unity and the unity of CWA and IBEW bargaining now at Verizon sends a message back loud and clear, that an injury to Roger is an injury to every one of us-- every single one of us. And we know that by standing together and that with the resources we are using on the campaign at Verizon Business, he will be back; he will be back helping to lead our union. Thank you, Roger. (Applause)

And now I call on District 7 Vice President, Louise Caddell, for an amazing story of change in Arizona. (Applause and whistles)

VICE PRESIDENT LOUISE CADDELL (District 7): Thank you.

In order to build our union it takes total commitment, the CWA Triangle, organizing, political action and representation. We have to fight hard. We also have to fight smart.

Tixoc Munoz and AZCOPS, CWA Local 7077, have shown us a blueprint to build a new 9,000-member local union from the bottom up, while all the time staying focused on what we can do, no matter what, to make our union strong, to make the local strong, and to make CWA strong.

It is my pleasure that I introduce to you a great leader, a terrific organizer, and my friend, Tixoc Munoz, from CWA Local 7077, AZCOPS, from Arizona. (Applause and cheers)

DELEGATE TIXOC MUNOZ (Local 7077): Good afternoon. As you probably realize, there is nothing wrong with the sound. That's just my accent.

I want you to know that about three years ago I was approached and was asked if I would like to run for President of the Arizona Capitol Police Officers Association. The first thing I said, of course, "You know, I'm Mexican, speaking no English. I don't think you want me to be your leader. It would take me an hour to explain what I'm trying to say." (Laughter)

But they said, "No, we need you. I think you have the courage what it takes." So I want to try, and I'm here. (Laughter)

At that time, you must understand, the State of Arizona is a right-to-work state. Never in the history of the state have they had bargaining rights. So, it was hard. But I said, "I want to make a plan. We will triple our numbers, and we will get bargaining rights."

Of course, everybody asks, "How are you going to do that?"

I said, "Just let me worry about that. I'll make it happen."

We began a campaign, and in less than a year and a half we quadrupled our numbers. (Applause)

Then, last year we went to the legislators, our Representatives and Senators, and we asked them to give us bargaining rights. They pretty well told us to hit the road. I said, "I will be back, and I'm going to be back with one of my friends." And I did. I went to the Governor and asked her, and she did it for us. (Applause)

Today, we had a meeting with her, our first meeting with the director, and I shared some of the sentiments that one of my coworkers spoke about a minute ago. I remember we weren't allowed to say the word "union" at work. That was a bad word; it meant automatic termination.

We are in better times today. We are paid to do union business at work. We are recognized. (Applause) It just goes to show you that a Mexican can make a unionized state. (Applause)

I want to leave by telling you the most important thing that I remember when I was a kid, in Mexico, growing up without shoes on my feet. I remember reading something about John F. Kennedy in Spanish. I learned it in English later, believe it or not, and it goes like this: In 1961, President Kennedy said, "My fellow Americans, don't ask what your country can do for you; ask what you can do for your country."

Today, in 2008, I want to tell you: My fellow members, don't ask what the union can do for you; ask what you can do for the union.

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

PRESIDENT COHEN: And now to present the Organizing Awards, I call on Vice Presidents Rosen and Sunkett.

VICE PRESIDENT SETH ROSEN (District 4, Chair, Executive Board Organizing Committee): Good afternoon, sisters and brothers. I am Seth Rosen, Vice President of District 4 and Chair of the Organizing Oversight Committee, here with my colleague, Brooks Sunkett. We are here on behalf of the rest of the Board of the Organizing Committee who have served together for the last few years. Vice Presidents Milburn, Gurganus, Foley and Caroline Wade, have made up the Board's Organizing Committee, and have worked very hard to support the organizing program of this union.

As we recognize a group of locals for special success in our organizing program, we should remember that local union effort is the key to our success. There are additional campaigns that are not receiving these awards where we were not successful, or where the minimum goal of 100 new workers was not reached. But these efforts are just as much a part of our total program to reach out to our families, friends and neighbors, and help them build a union where they work.

Now we want to recognize those locals that have accomplished a significant objective-- winning representation rights for at least 100 workers in new units in the past year. More than 300 locals have received this award at least once. Each local will receive a \$1,000 organizing subsidy, as well as a plaque for the current year. Locals who have won this award five and ten times will receive \$5,000.

So join me as we honor those locals that have met their organizing commitment for the past year by organizing more than 100 workers in new units in at least one year.

Local 1037 in Newark, New Jersey, organized 500 New Jersey Community Care Residential workers. We are also recognizing them for winning this award five times. (Presentation - Applause)

Local 1040 in Trenton, New Jersey, organized 500 New Jersey Community Care Residential workers. (Presentation - Applause)

Local 1101 in New York, New York, organized 44 AT&T Mobility call techs and 70 pathway techs at Custom Cable Communications. (Presentation - Applause)

Local 1105 in the Bronx, New York, organized 100 Empire City Yonkers Raceway workers. (Presentation - Applause)

Local 1180 in New York, New York, organized 92 Books and Rattles day care workers and 10 Democracy Now employees. (Presentation - Applause)

Local 1298 in Hamden, Connecticut, organized 588 customer service workers at AT&T Government Solutions and 16 workers at Technology Investments. We are also recognizing them for winning this award five times. (Presentation - Applause)

1,166 AT&T Mobility retail workers in Florida were organized jointly with the following locals organizing over 100:

- Local 3102 in Port Orange, Florida;
- Local 3106 in Jacksonville, Florida;
- Local 3108 in Orlando, Florida--

That was great rhythm, let's see if we can do it again. Hold on, they've got to shake hands, they've got to take their picture, and they've got to get a plaque. This is, by the way, a great problem to have for Organizing Awards, a traffic jam, what do you think? (Laughter and applause)

. . . As each Local was introduced, the delegates responded with a single clap of recognition . . .

- Local 3109 in Pensacola, Florida;
- Local 3110 in St. Augustine, Florida;
- Local 3112 in West Palm Beach, Florida;
- Local 3114 in Panama City, Florida;
- Local 3120 in Pembroke Pines, Florida;
- Local 3121 in Hialeah, Florida;
- Local 3122 in Miami, Florida;
- Local 3176 in Tavares, Florida.

When we pass EFCA, we are going to have to do this over the course of an entire day I think. Are we ready to start again? Let's see if we can get back in the rhythm here.

602 AT&T Mobility retail workers in Georgia were organized jointly with the following locals organizing over 100:

Local 3203 in Athens, Georgia;
Local 3204 in Atlanta, Georgia;
Local 3205 in Covington, Georgia;
Local 3212 in Columbus, Georgia;
Local 3217 in Macon, Georgia;
Local 3218 in Marietta, Georgia.

300 AT&T Mobility workers in Kentucky were organized jointly with the following locals organizing over 100:

Local 3309 in Cadiz, Kentucky;
Local 3310 in Louisville, Kentucky;
Local 3314 in Owensboro, Kentucky. (Presentation - Applause)

344 AT&T Mobility workers in North Carolina were jointly organized-- who says you can't organize the South? --with the following locals organizing over 100:

Local 3603 in Charlotte, North Carolina;
Local 3607 in Greensboro, North Carolina;
Local 3611 in Raleigh, North Carolina. (Presentation - Applause)

In Birmingham, Alabama, Local 3902 organized 179 AT&T Mobility workers. (Presentation - Applause)

And Local 3965 in Demopolis, Alabama, organized 354 workers at New Era Cap. (Presentation - Applause)

I would like to turn it over to my colleague, Vice President Sunkett, for the rest of the awards.

VICE PRESIDENT BROOKS SUNKETT (Public, Healthcare and Education Workers): Local 7000 in Tucson, Arizona, organized 100 workers at the Arizona School for the Deaf and Blind. (Presentation - Applause)

Local 7077 in Tucson, Arizona, organized 34 people at a DOT Peace Officers Association; 48 law enforcement officers at Arizona Capitol Police Officers Association; 14 workers at Casa Grande Police Supervisors Association; 28 employees at Maricopa Police Officers Association; 16 workers at Navajo County Probation Officers Association; 10 employees at Safford Police Officers Association; 8 workers at Yavapai County Lieutenants Association. We are also recognizing them for winning this award five times. (Presentation - Applause)

Local 7103 in Sioux City, Iowa, organized 137 deputy sheriffs, corrections, and civilian employees in the Woodbury County Sheriff's Department. (Presentation - Applause)

Local 7110 in Dubuque, Iowa, organized 200 AT&T Mobility workers. (Presentation - Applause)

Local 7170 in Waterloo, Iowa, organized 100 RNs and LPNs at Lakes Regional Health Care. (Presentation - Applause)

Local 9111 in Ontario, California, organized 305 County of San Bernardino probation officers. (Presentation - Applause)

Local 9119 in Berkeley, California, organized 250 Skilled Trade workers at the Livermore Lab. (Presentation - Applause)

Local 9400 in Paramount, California, organized 10 Guardian Communications, Inc. workers; 152 employees at San Manuel Indian Bingo and Casino; and 162 Metropolitan Translators. (Presentation - Applause)

Local 9510 in Orange, California, organized 500 substitute teachers in the Santa Ana School District. (Presentation - Applause)

Local 39098 and 39521 in San Jose and San Francisco, California, for organizing 200 workers at the Bay Area News Group. (Presentation - Applause)

Local 13500, the statewide Pennsylvania local, organized 467 LifePath, Inc. employees. We are also recognizing them for winning this award five times. (Presentation - Applause)

PRESIDENT COHEN: Where is Noah? You have to come back up here now.

Since 1972, it's been our tradition to recognize outstanding achievements in organizing with the presentation of CWA's Annual President's Award. The President's Award, considered CWA's highest honor by Joe Beirne, our founding President, goes to those individuals, locals and CWA districts that have worked together to build our union.

With this year's presentation, I have the privilege and great honor of presenting the award to some of CWA's finest organizers -- District 3's organizing team. (Applause and cheers)

In the past year, District 3's team of local union organizers worked together to gain collective bargaining rights for 3,000 new CWA members-- a true testament to the solidarity that is at the core of our union. This group of committed local union organizers have shown up wherever and whenever they are needed to help new groups of workers join CWA.

While locally-based throughout the district's nine-state region plus Puerto Rico, District 3's organizers pitch in to help one another. These organizers and their locals exhibit the most fundamental expression of trade union values. They don't ask, "What's in it for our local," but rather, "What can we do to help workers get a voice and help make our union stronger?" District 3's organizing team trains together, works together, and celebrates their victories together.

Soon after our last Convention, they launched a statewide campaign across Florida to organize more than 1,100 retail sales employees at AT&T Mobility, formerly known as Cingular. They overcame a major geographical challenge and time limit: the workers, located in 175 locations throughout Florida, had to be signed up within 60 days. Only a well-disciplined and well-coordinated team, supported by the leadership of District 3 Organizing Coordinator Liz Roberson, could have succeeded in building majority support in so short a time. (Applause)

Yet the job wasn't finished. After Florida, it was on to North Carolina, Georgia, and finally Kentucky-- and I think yesterday South Carolina-- where the district's organizing team helped another 1,300 retail sales workers at AT&T Mobility gain recognition. And then this March, District 3's organizing team helped organize more than 350 workers at the New Era Cap plant in Demopolis, Alabama.

Their campaign was aided greatly by District 1 Administrative Director Dave Palmer who, with the support of Local 14177, which represents 350 New Era workers in Derby, New York, negotiated an organizing rights agreement for New Era's workers in Alabama. Once the agreement was negotiated, District 3's organizing team sprang into action, building a strong inside committee that led to solid majority support. And in an NLRB election held on April 24, the workers voted 202 to 66 to join up for CWA representation. (Applause)

Again, to Liz Roberson, for her hard work and dedication in helping to assemble, advise and support District 3's local union organizers, for their solidarity, commitment and hard work, it is my privilege to recognize the District 3 organizing team in presenting the President's Annual Award for 2008. (Applause)

The inscription on their statuette reads: "The President's Annual Award to District 3's Organizing Team. In grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program, and dedicated effort directed toward making that policy effective. Awarded by the President of the Communications Workers of America on behalf of the organization." (Applause)

As part of the Annual President's Award, CWA has also recognized the efforts of your organizing team with this similarly-engraved plaque. Congratulations. CWA offers great thanks and appreciation for District 3's organizing team. I award this to Vice President Noah Savant and his organizing team.

. . . The delegates arose and applauded . . .

VICE PRESIDENT NOAH SAVANT (District 3): Thank you. Thank you, President Cohen, for this great, great honor. This honor does not belong to me. It does belong to the organizing team in District 3. I can't tell you how proud I am to stand here today and talk about how great these people are, how hard they worked to organize.

We also have all the District 3 locals in the back of the room, who also need to be recognized (applause) because, as these people organized, the locals made sure to get out there and sign the new members up to make sure they were actually members of CWA.

Work hard, and it can happen in every district. It also shows you what can happen and what's going to happen when we pass the Employee Free Choice Act. (Applause)

Thank you again. I thank the great team in District 3, all the support staff, and all the locals. Thank you. (Prolonged applause)

. . . Brief pause . . .

PRESIDENT COHEN: Assembled here in Las Vegas, Nevada, for the 70th 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 remembering those members of the CWA family who have passed from us. We invite you to read the full stories of their careers in the "In Memoriam" booklet.

. . . The Executive Officers, via video, presented the following memorial tribute to CWA's fallen colleagues: . . .

SISTER BARBARA EASTERLING: CHARLES DALE - Chuck Dale devoted a lifetime of service to members of The Newspaper Guild in Canada and in the United States before retiring in 1995. Dale led

The Newspaper Guild as International President from 1987 to 1995 and was instrumental in the Guild's affiliation with CWA. His career stretched more than 40 years. During the 1950s and 1960s, Dale helped organize the Guild's Canadian members, including network news employees at Canadian Broadcasting Corporation. After becoming the Guild's first Canadian representative in 1955, his union posts took him to Hawaii and then to California where he became a U.S. citizen. Chuck Dale served four terms as the Guild's Secretary-Treasurer before being elected President in 1987. He died on October 23rd at the age of 79.

SISTER BARBARA EASTERLING: JOHN "JAKE" EARLEY - Jake Earley was a skilled negotiator and organizer who served members in posts throughout the South from the time he joined the staff in 1965 until his retirement in 1989. Earley went to work for the C&P Telephone Company of Maryland in 1948 and he served Local 2108 as a steward and later as President. As a staff member, Earley worked with locals in Shreveport, Louisiana, Nashville, Tennessee, Columbia, South Carolina, and Atlanta, Georgia. He negotiated contracts with CWA's major telecom employers and was also instrumental in organizing Western Electric locations. His colleagues remember Jake Earley as a religious man who was passionate about helping improve conditions for the poor, and especially children, in addition to his union work. He died June 10th at the age of 83.

SECRETARY-TREASURER RECHENBACH: NELLE HORLANDER - Nelle Horlander was a pioneer in the early development of CWA's nationwide legislative and political programs. Horlander began her half-century of union service in 1949 when she joined Local 3310 as an operator for Southern Bell Telephone in Louisville. Before joining CWA's staff in 1974 as Kentucky state director, she served her local as steward, secretary-treasurer, treasurer, and president. She was active in her community, serving on the Kentucky Commission on Women. Nelle Horlander retired in 1996. She died January 21 at age 78.

SISTER BARBARA EASTERLING: HAROLD NICHOLS. Harold Nichols, who died July 26th at age 64, was always fighting to improve the lives of workers and their families. Known as Nick by his friends, he joined the IUE in 1966 while working for Packard Electric in Warren, Ohio. He rose to become shop chairman of Local 717, one of the union's largest locals, before being elected chairman of the Automotive Conference Board, and later a staff representative and organizer. Nick Nichols' legacy was the lifetime job and income security agreement that he negotiated in 1984 for workers at the Packard plant.

SECRETARY-TREASURER RECHENBACH: HARRY SWAIM, JR. - During his more than 45 years with CWA, Harry Swaim is remembered as a gentle giant who quietly worked behind the scenes on behalf of workers and his fellow union members. Swaim, who died May 26th at the age of 74, became active in CWA from the moment he went to work for South Central Bell in 1954. During the next 21 years at Memphis Local 3806, he served his local as steward, secretary-treasurer, vice president and President. After being appointed CWA Representative in 1975, Harry served CWA members in Alabama, Louisiana, and Tennessee. He was known as an able negotiator, organizer and political activist. Harry Swaim retired in 1999.

SISTER BARBARA EASTERLING: FRANK WENTZEL - Rising through the ranks of Local 44 of the Federation of Telephone Workers of Pennsylvania, Frank Wentzel was instrumental in leading 12,000 Bell Telephone of Pennsylvania workers into CWA in 1984. He was a union man from the day he went to work for Bell Telephone of Pennsylvania in 1947 as a station installer and PBX repairer. Following the merger, he became assistant to District 13's first vice president, Bill Wallace. He remained in that position to serve Vince Maisano, who was elected district vice president in 1986. Frank Wentzel died March 6th at the age of 84.

SECRETARY-TREASURER RECHENBACH: LORRAINE WETLE - Lorraine Wetle never let up in her efforts to build a strong union and fairer treatment for women in the workplace, and she helped lead the fight in CWA to get a living wage for operators. Her dedication to CWA took hold after she began working for Pacific Telephone in 1966, serving first as Local 9423's steward and chief steward, and then

as treasurer, vice president, and for three terms as president. In 1981, she was selected CWA District 9 Woman of the Year. After being appointed CWA representative in 1983, Wetle played a major role in negotiating strong contracts for CWA members at Pacific/Nevada Bell. She went on to serve as the assistant to the vice president in District 9. She retired in 1996 and died on April 11th at the age of 76.

SISTER BARBARA EASTERLING: DANIEL ZEIDLER - Dan Zeidler is remembered as a compassionate and committed advocate and friend to members of The Newspaper Guild family in both Canada and the United States. Zeidler demonstrated his commitment to workers' rights from the time he was a young copy clerk at the Canadian Broadcasting Company. In 1972, a year after landing his first job in journalism he got locked out by the company along with eleven other Guild members for supporting a strike by NABET-represented workers. Later, while assisting workers during the strikes at the Detroit News and Free Press, Dan was beloved by strikers for his tenacity, dedication and gentle spirit. He died October 29 at the age of 56.

VICE PRESIDENT CHRIS SHELTON (District 1): LARRY MANCINO - We are here today, not to mourn the death of my brother, Larry Mancino, but to celebrate his life. Larry was proud of and loved two things in his life, his family, his wife, Connie, who is here with us today, his sons Lawrence and Richard, his daughter Michele; his grandchildren, Christopher, Thomas, Olivia, Sofia, Lawrence, Anna, and his second love was his union family.

Larry accomplished great things in his union career. He negotiated great contracts, he organized thousands of members. He rose through the ranks of our union from local officer to international rep, to area director, to assistant to vice president, District One, to assistant to CWA President Bahr, and ultimately to vice president of the largest district in CWA, District 1.

Larry, however, would have been just as happy as a shop steward because what Larry loved most was dealing with our members. When Larry passed away, many dignitaries showed up to pay their respects, but what Larry would have been most proud of are the hundreds upon hundreds of CWA members in red shirts who came to say good-bye to their brother.

Even Verizon knew enough not to say a word when dozens of telephone trucks with members in red shirts blocked the street where the funeral home was located to salute their champion, Larry Mancino. Personally, Larry was my mentor and my friend. District 1 is building a new building in Trenton, New Jersey and it will be named the Lawrence Mancino CWA Office Building. If any of you are in Trenton, you are welcome to come visit.

When I started speaking, I said that we were here to celebrate the life of Larry Mancino and I want you to know, brothers and sisters, that as long as Larry's union lives, so does Larry. Every time you file a grievance for a member, every time you organize a new unit, every time you do something for someone less fortunate than you, you are doing union work and keeping CWA alive. You, brothers and sisters, every day keep this union alive and I'm here to tell you that CWA will live forever and because the union he loved will live forever, so will my brother, Larry Mancino. Thank you.

SECRETARY-TREASURER RECHENBACH (live from the dais): T.O. MOSES - For over half a century, T.O. Moses worked energetically to raise working standards at the bargaining table for thousands of CWA members in telecommunications. T.O.'s devotion to CWA began shortly after being hired as a switchman for Southern Bell in 1949 and he went on to hold every elective post with CWA Local 3414, Monroe, Louisiana. He joined the CWA staff in 1967 and worked with locals in St. Louis, Missouri, and Lubbock and Austin, Texas and handled negotiations with General Telephone of the Southwest. T.O. went on to become assistant to the vice president of District 6 in 1986, and three years later he was elected Telecommunications Vice President.

During his leadership, the first bargaining councils were established at Century Tel and Citizens Communications and he helped negotiate the Cooperative Resource Council at GTE which brought a

national focus to important member issues. T.O.'s many friends and colleagues fondly remember his wry and folksy sense of humor, which he shrewdly used to resolve conflict, helping make him not only an effective negotiator, but beloved by so many in CWA. T.O. Moses died June 7 at the age of 78.

PRESIDENT COHEN: Let us now pause to remember those CWA Local Officers who have passed from our midst since our last Convention:

Robert Amell, Local 84715, Vice President; Cindy Arrington, Local 82161, President; William C. Coleman, Local 14537, Secretary-Treasurer; Michael DeSienna, Local 1032, Executive Vice President; David Layman, Local 2204, President; Carolyn Matthewson, Local 1040, Vice President; Tom L. Mitchell, Local 6390, President; Sam Pagani, Local 4300, President; Robert Smith, Local 9400, Secretary-Treasurer; Arthur Walls, Local 81201, Treasurer.

For all those who have passed from us during the past year, we now offer our solemn prayers of love. We shall never forget their loyalty, their courage, and 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. May they rest in peace.

. . . The delegates observed a moment of silence as "Taps" was played in remembrance of their departed brothers and sisters of the CWA family . . .

EXECUTIVE VICE PRESIDENT ANNIE HILL: We have reached that part of our program where we present the Elizabeth Glaser Pediatric AIDS Foundation Awards, but before we begin the awards presentation, it is my privilege and honor to introduce the president and chief executive officer of the Foundation. Pamela Barnes brings more than 30 years of managerial experience and vision in both the for-profit and non-profit sectors.

As the public face of the Foundation, Pam is responsible for strategic planning, fund-raising, financial and management operations of the organization-- it sounds like you do it all.

Prior to joining the Foundation, she previously served as the Chief Operating Officer and acting CEO, and she was a Vice President of Finance and Administration at the International.

It is my privilege and honor to introduce Pam Barnes, CEO of the Pediatric AIDS Foundation. (Prolonged applause)

PAMELA BARNES (CEO, Pediatric AIDS Foundation): Thank you. And thank you also to Larry and to Jeff, and congratulations. It is such an honor to be here to be able to say how exciting it is to look to the future with your team.

As Annie said, the Elizabeth Glaser Pediatric AIDS Foundation has been a charity supported by CWA for many years. Eighteen years ago, Elizabeth Glaser stood at a podium like this and spoke at your annual convention. Eighteen years ago Elizabeth Glaser told you that she was an HIV positive woman, with two HIV positive children, and she asked for your help, and you said yes.

Since that time, the Communications Workers of America have donated more than six and a half million dollars to the Foundation. Yes, that's quite extraordinary. (Applause)

I have the privilege of saying thank you. I have the privilege of telling you that from one HIV positive mom, from Elizabeth Glaser, the Foundation has now reached over five million HIV women around the world who need services in order to help them have healthy and happy babies.

From one HIV positive mom, Elizabeth Glaser, you have helped us reach around the world to treat now more than 15,000 HIV positive children around the world.

Last night at a dinner honoring Barbara Easterling, I heard one of my very favorite African proverbs spoken by one of the guests, and the proverb is, "If you want to go fast, go alone. If you want to go far, go together." And it is because you went and have gone and will go together with the Foundation that we can make a difference around the world, both here in the United States and around the world where this disease is still raging.

But it is because you said yes, that you would work together with us, that we have been able to make such great strides. Only two years ago, when I stood here at this podium, I told you that at that point, all of us who were working in HIV-AIDS were only able to reach about 15 percent of the women who needed the services.

Because you have been willing to support us, I am able to stand here two years later and tell you those numbers are really increasing. We are now reaching almost 35 percent of the women who need those services. (Applause)

Yes, we have a long way to go, but we are making progress and you are making a difference. I thought I might share with you today a video. This is not a very slick video, but I wanted you to hear the voice of a very important young woman. And her voice alone will tell you her story. Her name is Julie Jones Barnes. She and I are not related, except that we love each other very much as part of one Foundation family. But I am going to ask you to listen to Julie for just a moment.

. . . A very moving video featuring Julie Barnes was shown . . .

SISTER BARNES: Julie is 20 years old and she is part of our wonderful speaker's bureau at the Foundation. She lives right here in Henderson, Nevada. I asked Julie to join us today. If she could stand up and say hello. Julie.

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

SISTER BARNES: So for all of the Julies in the world, again let me say thank you. And let me tell you that your American spirit is so deeply appreciated by all of those that you help. I'm leaving on Friday for a trip to Swaziland. It's a country that has the highest infection rate among pregnant women in the world. Four out of ten pregnant women in Swaziland are HIV positive. That is really unconscionable.

So we are working hard, and because of your support we will make a difference, not only here in the United States. We have shown the world that we can support and we can do the research that will bring forward the vaccines and the medicines that will continue to help our wonderful Julie remain healthy and living with HIV.

Thank you, as Julie said, from the bottom of our hearts. It is very important to us at the Elizabeth Glaser Foundation that you continue to hear Elizabeth's voice, even 18 years after she stood here and spoke to you. Thank you. (Applause)

EXECUTIVE VICE PRESIDENT HILL: This year 378 locals participated in our "Charity of Choice" program, contributing a grand total of \$322,900.00. Give yourselves a round of applause. (Applause) I want to personally thank each and every one of you who made that possible. 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. So much has been accomplished, but there is still much more work to be done. Please, please, please make the effort this year to contribute to CWA's Charity of Choice, the

Elizabeth Glaser Pediatric AIDS Foundation.

Now, a lot of locals work very, very hard. The quota is one dollar per member per year, and I think the best way to raise money is through fundraisers. You don't have to take it out of your treasury, and it's a great way to involve your members and know that CWA is the community-minded union.

Now, let's get to the awards. The Ariel Glaser Award is presented to the local that contributed the most money in 2007. This year, the award goes to CWA Local 9400, for a contribution of \$35,762. Our thanks and congratulations to the members. Would Local 9400 President Michael Hartigan please come forward to accept the award. (Applause)

Our next award is the Hope Award, which is presented to the local that achieved the highest percentage of their quota. In 2007, you ready for this, the figure was 1858 percent and was given by CWA Local 7026. Our thanks and congratulations go out to all the members of Local 7026 for their dedication and support. Would Local 7026 President Dean Smith please come forward to accept the award for the local. (Applause)

Let's give a warm round of applause for Pam and Julie and our award winners. (Applause)

PRESIDENT COHEN: The intrepid Resolutions Committee is back. The Chair recognizes the Chair of the Resolutions Committee, and I think we begin on Resolution 4. We are skipping 3 until tomorrow morning. We did say we could do that.

RESOLUTIONS COMMITTEE CHAIR DUVALL: Thank you, Mr. President. The Chair recognizes John Hughes, Secretary-Treasurer, CWA, Local 2300.

DELEGATE JOHN G. HUGHES: Thank you, Mr. Chairman.

Would the delegates please turn to page 11 of the Resolutions Report and look at Resolution 70A-08-4 entitled "Stop Trade Agreement with Countries That Systematically Violate Labor Rights."

Resolution 70A-08-4

Stop Trade Agreements with Countries That Systematically Violate Labor Rights

The Trade Reform, Accountability, Development and Employment Act (TRADE Act) promises to reverse a trade policy that has elevated capital, financial and property interests above the interests of citizens. Policymakers need instead to protect the nation's food supply, communities and environment, and to enhance national security.

The TRADE Act calls for a review of all existing trade agreements and provides a process to renegotiate them. The bill includes principles outlining what should be and should not be included in future trade agreements, establishes readiness criteria to define which countries are capable of adequately enforcing the elements of a trade agreement and strengthens the role of Congress in making trade policy.

The principles of the TRADE Act are critical to real fair trade. The U.S. needs reciprocal worker and environmental rights with equal dispute settlement remedies throughout the agreement as part of all trade deals. That means enforceable standards in both the United States and our trading partners that promote global standards of collective bargaining for workers, workplace rights, and green and sustainable production.

The already-passed Central American Free Trade Act (CAFTA) and the not-yet-passed Colombia Free Trade Agreement need to be revisited. In that region, repression plays a key role in preventing

workers from exercising their rights. In Costa Rica, the government has recently fired or threatened to discharge public sector union leaders in key parts of the economy that have resisted both CAFTA and consequent privatization plans. Repression in Colombia has brought systematic violence. Since 1986, more than 2,500 unionists have been killed.

Fair trade requires countries to affirm the rights of freedom to associate and collective bargaining. In Colombia, 18 million of 21 million workers are classified as contractors and prevented from forming unions. The trend exists in the United States as well where employers classify workers as managers. Other countries-- Argentina (since 2000), Brazil (since 2003), and Uruguay (since 2005), for instance-- have in contrast expanded the numbers of working people with the right to collective bargaining.

The Communications Workers of America has taken a firm stand in favor of freedom of association, the right to organize and the right to collective bargaining.

RESOLVED: CWA opposes trade agreements with countries that systematically deny workers' freedom of association, the right to organize, and the right to collective bargaining. It calls on the next Administration to renegotiate agreements with countries that deny workers these rights.

RESOLVED: CWA calls on Congress to vote down the Colombia Free Trade Agreements and it calls on the next Administration to inform Colombia that it will negotiate a trade agreement when violence against trade union activists is eliminated and workers are allowed to freely join unions.

RESOLVED: CWA calls on the governments of Colombia and Costa Rica to refrain from intimidating trade unions and their leaders.

Mr. President, the Resolutions Committee moves the adoption of Resolution 70A-08-4, Stop Trade Agreements with Countries that Systematically Violate Labor Rights.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: It's been seconded from the floor. Delegate O'Donnell.

DELEGATE MICHAEL E. O'DONNELL (Local 84717): I rise and ask for your support of this resolution. Fair trade agreements are anything but fair. They encourage corporations to run off to countries where workers are repressed and wages are so low that the workers will never be able to buy the products they produce. The unfair trade agreements are leading to the destruction of our manufacturing base and our middle class.

I will cite my own community of Warren, Ohio, as evidence of the destruction brought by these trade agreements. My employer, Packard Electric, employed 13,000 plus hourly workers in Warren, Ohio, before they began moving work to Mexico. Today, Packard Electric employs less than 900 hourly workers in Warren. Altogether, Warren and the surrounding communities have lost over 60,000 good-paying union jobs due to our current trade agreements.

These job losses impact not just the workers and their families. They wreak havoc on the entire community. Our schools, safety services, infrastructure, and local governments are all impacted by the loss of tax revenues. Individual property taxes are raised repeatedly to support needed services because of the loss of industry taxes.

My brothers and sisters from Mississippi who also work for Packard Electric have undergone the same devastation as a result of these trade agreements. Their locations once employed over 3,000 hourly workers. Now they have less than 600 hourly workers between them.

In the meantime, Packard Electric now has over 30,000 workers in Mexico earning less than \$2 an

hour. At \$2 an hour, these workers will never be able to afford the cars that they assemble wiring harnesses for, or anything that is made in the U.S.

We are dealing with corporate leaders unlike any others in history. These greedy SOBs have no allegiance to any workforce, any community, or any country. Their only concern is to fill their personal pockets regardless of who they harm. (Applause)

I ask your support to enact fair trade laws, trade laws that will prohibit manufacturers from selling their products in our country until they respect our standards on human rights, workers' rights, and environmental cleanliness.

A presidential candidate in 1992 stated, "If NAFTA is enacted, you will hear a loud sucking sound as our jobs go south." Brothers and sisters, we have lost millions of jobs due to NAFTA and GAT. Do not forget that it was a Democrat President and Congress that passed NAFTA and GAT. We cannot continue to let our so-called friends double-deal us. We must hold them accountable for their campaign promises. We must hold them accountable to correct these unfair trade laws. A victory in November will be meaningless if we do not hold them accountable. Thank you. (Applause)

PRESIDENT COHEN: On Microphone No. 3, Delegate Perez.

DELEGATE JUDY PEREZ (Local 9400): President Cohen, Executive Board, sisters and brothers: I rise in support of this resolution. We have already been NAFTAed and CAFTAed and shafted (laughter), and now this illiterate President wants to pass the Colombia Free Trade Agreement. The results of these acts are that our jobs have left this country. We no longer manufacture anything and our plants are empty buildings.

It makes no difference if you live in Colombia, Costa Rica, or the United States, no one who wants to join a union should be threatened, intimidated, injured, or, God forbid, lose their life. Workers can no longer be classified as independent contractors or managers in order to deny collective bargaining.

So in 2009, President Barack Obama not only has to sign the Employee Free Choice Act for working Americans, but he must also tell Colombia and Costa Rica that an injury to workers there is no different than an injury to American workers. It will not be tolerated.

So in November, after eight miserable years, we can go to the polls and pass another Act called the BBBYSB Act-- Bye-Bye Bush, You Son of a Bitch.

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

PRESIDENT COHEN: On Microphone No. 1, Delegate Pappas.

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

PRESIDENT COHEN: The question has been called. It's not debatable. All those in favor of calling the question, please indicate by raising your hands. Down hands. Opposed. The question has been called.

Now on the motion, Resolution 70A-08-4, "Stop Trade Agreements with Countries that Systematically Violate Labor Rights," all those in favor of the resolution, indicate by raising your hands. Down hands. Opposed. It is adopted. (Applause)

I recognize the Chair of the Resolutions Committee.

CHAIR DUVALL: The Chair would like to recognize Bill Salganik, President, CWA Local 32035.

DELEGATE MARC SALGANIK (Local 32035): Would the delegates please turn to page 12 of the resolutions report and look at Resolution 70A-08-5, entitled Promoting CWA's Print Sector Label. I will read the Resolveds.

Resolution 70A-08-5

Promoting CWA's Print Sector Label

The men and women of the CWA Printing, Publishing & Media Workers Sector (CWA-PPMWS) are America's original union printers, tracing their history back to the 19th Century. Even though technology, automation and globalization have radically altered the economics and work practices in the printing industry, the solid traditions fostered by the former International Typographical Union (ITU) have endured since its 1987 merger with CWA and the creation of the Printing, Publishing & Media Workers Sector.

Among the most significant of the ITU's traditions is a strict adherence to quality and excellence, which remains a hallmark of the CWA-PPMWS today. The emblem of that standard of excellence is the union label or "bug" which signifies that a printed product was prepared under all-union conditions by skilled craft workers.

Today, intense competition within the industry and the entry of a number of other unions into the printing industry threatens to dilute the meaning of the label and confuse consumers with a proliferation of imitators. Concern over these trends prompted the PPMWS in 2006 to design and issue the official CWA Label. In 2007, the PPMWS Conference affirmed a policy encouraging PPMWS locals to distribute that label to signatory employers. The emblem of America's original printers, and the jurisdiction that it sustains, remains the sole property of the CWA Printing, Publishing & Media Workers Sector. When we say "look for the union label" on your print materials, we mean look for the CWA Label.

Even in this digital age, ink-on-paper products are an essential tool in the operations of all organizations: small and large businesses, non-profit organizations, political parties and unions. The challenge confronting the CWA-PPMWS is to link those print-buying organizations to employers who, by their signature on a collective bargaining agreement, have pledged to maintain union standards, wages, benefits and working conditions for the workers CWA-PPMWS represents. Many employers recognize the competitive advantage that a CWA Label carries and are proud to display that label on their products because of the value it adds.

To recognize the importance of securing the jurisdiction and protecting the employment security of CWA-PPMWS members, and to promote the competitiveness of honorable employers where our members work, the CWA-PPMWS is creating a unique website that will provide organizations and individuals who purchase printing with access to CWA-PPMWS employers nationwide. Conceived by the leadership of CWA Local 14156, the New York Typographical Union, and assisted by a grant from the CWA Strategic Industry Fund, this website will enable CWA locals and affiliates, as well as like-minded organizations and individuals, to seek out CWA-Label shops, provide print specifications and secure competitive bids to meet their printing needs. The sheer volume of printing work generated by CWA locals and affiliates will encourage a growing number of CWA-Label shops to subscribe to and participate in this service.

RESOLVED: The Communications Workers of America supports the use of the CWA Label and will encourage locals, sectors, districts and the national union to utilize this label to identify capable and competent printers that can fulfill their printing requirements.

Mr. President, the Resolutions Committee moves the adoption of Resolution 70A-08-5, "Promoting CWA's Print Sector Label."

PRESIDENT COHEN: It's been moved. Is it seconded from the floor?

. . . The motion was duly seconded from the floor . . .

PRESIDENT COHEN: On Microphone No. 3, Delegate Strauss.

DELEGATE DANIEL S. STRAUSS (Local 14164): President Cohen, members of the Executive Board, brothers and sisters, I rise in support of Resolution 70A-08-5, Promoting CWA's Print Sector Label. I have been a member of CWA for the 20 years that I have worked for my company. What started as a mom and pop operation under the name of Keith Clark has evolved to become the largest provider of dated goods in North America.

The company changed its name to At-A-Glance, after its best-known calendar appointment book. We are now part of Mead Westvaco, with an information booth here at our Convention promoting another of our brand lines-- Ready Reference. All of the products here bear our CWA Label and were produced in our manufacturing facility by union members from start to finish. (Applause)

There is a website that is mentioned in the resolution. Behind the concept of the website, www.cwaprintshops.org, is the idea that by using the print shops that employ our members, we are ensuring not only the survival of union print shops, but also the future growth of our union.

In addition, within the site there will be an area for ordering specialty items such as the New Era Cap Company, producing the finest cap made in America, and since the plant in Demopolis has been organized, it is now wall-to-wall union. (Applause)

When our brothers and sisters at the Detroit News and Free Press needed our help ten years ago, did we not rise to the occasion with money and other resources to support those families? Last year, did we not do the same for our brothers and sisters at the Toledo Blade during their nine-month-long strike?

We have a long tradition of helping those in need, whether they are part of our union or not. When the area of New York where I live was devastated by catastrophic flood waters, I asked for and got help from CWA, with monies allocated from the Disaster Relief Fund. The same was done for those affected by Katrina, just as we should do now for those who have been hit hard in Iowa and other areas of the Midwest. Here in CWA, we take care of our own.

Now, though, we need a different kind of support. What we are asking you to do is simple. When you need flyers, letterhead, envelopes, notepads, calendars, give our shops the opportunity to provide them. Look for the shops and locals that proudly display the CWA Label.

This is not charity. It's just good business and good solidarity. We are a great union, a great family, but greatness is not easily maintained. The members of the Printing Sector are America's original printers. If we don't support the CWA shops, we are undermining the future of CWA.

In the Resolveds of this resolution, we are asking you to look for the CWA Label. When you see that label, you know that behind these products are not just capable and competent printers; we are also capable and competent bindery workers, mailers, and hat makers who are proud to belong to the greatest union there is-- CWA. Thank you. (Applause)

PRESIDENT COHEN: No other delegate wishing the floor, the question is called.

All those in favor of Resolution 70A-08-5, "Promoting CWA's Print Sector Label," please indicate by raising your hands. Down hands. Opposed. It is adopted. (Applause)

I recognize the Chairman.

CHAIR DUVALL: Thank you, Mr. President.

The Chair recognizes Bill Salganik, CWA President Local 32035.

DELEGATE SALGANIK: Thank you, Mr. Chairman.

Would the delegates please turn to page 13 of the Resolutions Committee report for Resolution 70A-08-6, "Greening the Economy: A Climate Change and Jobs Strategy That Works for All." I will read the Resolveds.

Resolution 70A-08-6

Greening the Economy: A Climate Change and Jobs Strategy that Works for All

Our Nation must take bold steps to meet the 21st Century challenges related to climate change. Scientific evidence strongly confirms that human use of fossil fuels contributes to global warming. Unrestrained growth in greenhouse gas emissions poses critical economic and environmental issues. Climate change is a global issue because the atmosphere recognizes no borders.

Today, the world looks to the United States for leadership on issues of climate change, because the U.S. is the most energy-intensive nation in the world and one of the leading emitters of greenhouse gas. The U.S. can lead a new technological revolution in the way energy is generated and used-- a revolution that will be of immense benefit to the world and which can serve as the foundation of a revival of our nation's middle class. But to accomplish this, we need a strategic approach centered on domestic investment in new technologies and good jobs, and we need to lead in fostering a shared international response to this issue.

The United States needs a new industrial policy, an environmental economic development policy, focusing on manufacturing, trade and investment in a green economy program. Without these key elements, there is a serious risk of driving good jobs offshore into nations that have far less carbon-efficient production. For example, when Congress passed legislation last year to mandate use of compact fluorescent bulbs, General Electric seized the opportunity to shut down U.S. factories making incandescent bulbs and ramped up compact fluorescent production in China. Ensuring public and private funds are invested domestically to save and create jobs is a top priority.

At this time in our history, we have an opportunity for change that creates jobs, improves communities and reduces poverty. The U.S. stands at the crossroads of opportunity for domestic investments in innovation, new technology and energy efficiency that will save jobs, create new jobs, build new industries and revitalize American manufacturing. But there is no guarantee that these will be good jobs or that the investments will be made here unless we fight to make it so.

Development of a green jobs economy is fully consistent with another CWA priority to ensure that every American has access to affordable, high-speed internet, the communications infrastructure of the 21st Century. Broadband networks can be leveraged to reduce greenhouse gas emissions and improve energy efficiency. This can be accomplished through such applications as electronic monitoring of home appliance use, development of "smart power grids," and reduced travel time as people use electronic commerce, telemedicine, distance learning, and teleconferencing.

RESOLVED: Communications Workers of America will take an active role in advancing domestic legislation that addresses climate change and at the same time protects the interests of our members in good jobs at home while creating new job opportunities for displaced workers.

RESOLVED: The Communications Workers of America will work with a broad coalition of

environmental and social justice groups to incorporate workers' interests into the green jobs agenda. CWA will support organizations, such as the Silicon Valley Toxics Coalition, that are bringing together like-minded parties to achieve environmental sustainability that is worker friendly.

RESOLVED: Because global warming crosses borders and must be addressed on an international level, CWA will work with international labor organizations to promote good jobs and workers' rights in a worldwide climate change regime; with governments in developing nations to ensure that a United Nations agreement explicitly recognizes labor's vital contributions; and to ensure that every nation does its part to reduce emissions so an imbalance that encourages job exports is not created.

RESOLVED: CWA will educate and mobilize our members to support local, state, and federal initiatives that use the skills of our workforce to create good, union-represented green jobs.

RESOLVED: As part of its Speed Matters campaign, CWA will promote the environmental advantages of a national policy for universal, affordable high-speed broadband networks, as one among many of such a policy's job-creating social and economic benefits.

Mr. President, the Resolutions Committee moves the adoption of Resolution 70A-08-6, "Greening the Economy: A Climate Change and Jobs Strategy That Works for All."

PRESIDENT COHEN: Is there a second from the floor?

. . . The motion was duly seconded from the floor . . .

PRESIDENT COHEN: On Microphone No. 1, Delegate Kalmijn.

DELEGATE JELGER A. KALMIJN (Local 9119): I would like to make a motion to amend the resolution by adding an additional Resolved. The additional Resolved reads as follows:

"CWA will make our National Conventions more environmentally friendly. Where feasible, we will make receptacles available for recycling, use environmentally friendly products, double-sided copies, electronic communications, and other measures to reduce the carbon footprint of our Convention."

PRESIDENT COHEN: A motion has been made. Is there a second?

. . . The motion was duly seconded from the floor . . .

PRESIDENT COHEN: You may speak on your motion.

DELEGATE KALMIJN: The motion speaks for itself, I believe. I think the overall resolution is great. I think we have to start by taking personal responsibility ourselves. While it's great to have international policies and create green jobs, we can set an example here in our Convention by taking very simple measures. We can still conduct our business the way we do now, very democratically, get all our communications across, and enjoy all the beverages we do. But if we dump our plastic bottles in recycling receptacles and all of the paper we get in boxes, it would set an example to our members at home. Thank you very much. (Applause)

. . . Calls for the question . . .

PRESIDENT COHEN: There are no speakers on the amendment, so we will be voting on the amendment. The question is called, so this is to add an additional resolved. You heard it, to basically make the National Convention environmentally friendly. All those in favor of the amendment, please indicate by raising your hands. Down hands. Opposed. It is adopted.

We are back to the main motion. On Microphone No. 3, Delegate Tinch.

DELEGATE JIM R. TINCH (Local 84755): I am the President for IUE-CWA's newest amalgamated local, our founding local, Local 755. I am speaking in support of the resolution for greening the economy. Meeting the challenge of climate change is one of the biggest issues our nation and the world will face.

For us as workers it is both a challenge and an opportunity. As our government reacts to this environmental disaster, our entire economy will change, and it can change for the better or it can change for the worse.

Within IUE-CWA we have already lost jobs because of government action to outlaw incandescent bulbs in favor of more energy-efficient CFL bulbs produced entirely in China. Yet, at the same time, one of my units at Cobasys, which makes hybrid batteries for the Saturn VUE, is thriving and we are proud to say will add a couple of hundred new jobs in the next year or so.

The point is, we want to have more of the latter and less of the former. This is about determining an industrial policy and directing investments. We could produce CFLs the same way that we produce those batteries. And we can easily lose those battery jobs just as easily as we lost the light bulb jobs.

The U.S. stands at the crossroads of opportunity for domestic investments in innovation, new technology and energy efficiency that will save jobs, create new jobs, build new industries, and revitalize American manufacturing. But there is no guarantee that these jobs will be good jobs or that the investments will be made here unless we fight to make it so.

IUE-CWA has already taken the lead to make sure that workers' voices are heard in this climate debate and is working diligently to build coalitions with other unions, environmental groups and like-minded organizations to build a majority that demands that the U.S. and the world respond to climate change is fair and just.

That is why we need this resolution: to show that the CWA stands behind our work and is eager to continue and expand it; and so we can mobilize our members to create good, union-represented green jobs. The potential is there. We just need to seize it. Please support me in this goal. Thank you. (Applause)

PRESIDENT COHEN: At the Questions mike, Delegate Starr.

DELEGATE JAMES STARR (Chair, CWA Retired Members' Council): I had a question on the Resolved here. It says "CWA will educate and mobilize our members to support local, state, and federal. . ." I specifically requested, in a friendly way, that it say, "CWA will educate and mobilize our members and retirees. . ." Why did the Committee leave "retirees" out after telling me it would be added? (Applause)

CHAIR DUVALL: I can answer that. When you asked to have the retirees in this resolution, this resolution had already been printed. If you want to make a motion, we can do that.

PRESIDENT COHEN: If the Committee agrees with the Chair, it can be moved as a friendly amendment that we add "and retirees" and just read it again, correct?

CHAIR DUVALL: Right. You want it re-read?

PRESIDENT COHEN: Yes, just that Resolved. It's Line 49.

CHAIR DUVALL: Resolved, that CWA will educate and mobilize our members and retirees to support local, state, and federal initiatives (applause and cheers) that use the skills of our workforce to

create good, union-represented green jobs. I'm a new retiree myself, so thank you. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate Courtney.

DELEGATE MARCUS COURTNEY (Local 37083): Thank you. I speak in favor of the resolution on "Greening the Economy." I also speak to the delegates today, my brothers and sisters, in a dual role. In Seattle I am co-chair of the Kane County Conservation Voters, which I have been active in for the past seven years, which is the state's largest environmental organization. I think the idea that we have to have two competing choices-- between having a clean environment and the right to clean air and clean water or good-paying jobs-- is a false choice. They are not at odds. They stand for the same thing. And the forces that want to send our jobs overseas and deny our rights to collective bargaining are the same corporate forces that are polluting our environment.

Chevron is responsible for five percent of greenhouse gases and emissions-- one corporation is responsible for five percent. As progressive as trade unionism is, we can't just stand for the right for collective bargaining and the right to organize. What does that mean if we don't have a clean environment in which to spend time with our friends and families?

This resolution puts CWA on the forefront. It puts us out as saying that we can't just create jobs. We have to create jobs that will protect and preserve our environment for our future. If we have the right of collective bargaining, then we have to stand up for the right of clean air and water.

I urge my brothers and sisters to adopt this resolution. (Applause)

PRESIDENT COHEN: Microphone 1, Delegate Pappas.

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

PRESIDENT COHEN: The question has been moved. It is not debatable. All those in favor of calling the question please indicate by raising your hands. Down hands. Opposed? The question has been called.

Now on the main motion-- I got ahead of myself. On Resolution 70A-08-6, "Greening the Economy: A Climate Change and Jobs Strategy That Works For All," all those in favor of the motion please indicate by raising your hands. Down hands. Opposed. It is adopted. (Applause)

The time being 4:58, I will recognize the Secretary-Treasurer for announcements. I do want to call to the Delegates' attention we do have some supplemental resolutions, as well as Resolution 3, so please remain.

. . . Convention meeting and photo announcements by Secretary-Treasurer Rechenbach . . .

SECRETARY-TREASURER RECHENBACH: AFA-CWA members are selling 50-50 raffle tickets to assist our brothers and sisters who were devastated with the closing of ATA and Aloha Airlines. As you will recall from the news reports, those of you who do not work in that industry, they literally closed overnight. Tickets are \$5.00 each, or seven for \$20. The drawing will be held at the close of the convention.

One of our Board members, Claude Cummings, announces that the gospel quartet "Endurance" is selling copies of their new CD at the Principal Financial Group booth. And \$1.00 of the sale of the proceeds from each one of those CDs is going to be donated to the Pediatric AIDS Foundation. So pick those up on your way out this afternoon.

I have greetings from the telephone workers union of Japan, the NWJ.

"It gives me great pleasure to convey fraternal greetings and best wishes from the 180,000 members of NWJ at the occasion of the 70th Convention of the Communications Workers of America. Workers of both our countries continue to cooperate for the realization of a new political movement: a government of the workers, by the workers, for the workers. Let's do our best. We wish you the most successful and fruitful Convention."

Tonight, for those of you who are looking for something to do that does not involve a slot machine, NABET-CWA and TNG-CWA will be hosting at 7:00 p.m. a special screening of an important new documentary entitled, "Broadcast Blues." That's going to be in Pavilion No. 11. The Emmy Award winning director Stu Wilson will be present at the screening to discuss the film. It's about the issue of media consolidation, one that is certainly crucial to all CWA members. The film documents how big business is ruining our media, including my favorite-- how Fox News got a court ruling saying they don't have to tell the truth. So please join NABET-CWA and the Newspaper Guild tonight at 7:00 p.m. in Pavilion 11.

One of the delegates lost a brand new shirt that he just bought. So if you are a 3X and lost this, or are the first one up here to claim it, it's yours.

I still have the wedding ring. I am guessing the guy is not going to pick it up until Wednesday afternoon. (Laughter and applause)

PRESIDENT COHEN: Nobody is picking it up now. (Laughter)

I want to thank today's Platform Observers, Delegates Benton and Eason. (Applause) And the good news for tomorrow is that we will have as Platform Observers, Delegates Dan O'Connell, Unit II President, Local 13000; and Stephen Simpson, Vice President, Local 59053. Please report to the platform at 8:00 a.m.

The convention is now recessed until 8:30 tomorrow morning. Thank you. (Applause)

. . . The Convention recessed at 5:00 o'clock, p.m. . . .

WEDNESDAY MORNING SESSION

June 25, 2008

The Convention reconvened at 8:30 a.m., President Larry Cohen presiding.

PRESIDENT COHEN: Delegates, please be seated.

For the Invocation, I am pleased to introduce Rabbi Hershel Brooks, from Bet Knesset Bamidbar, Las Vegas, Nevada. Please welcome Rabbi Brooks. (Applause)

RABBI HERSHEL BROOKS (Bet Knesset Bamidbar, Las Vegas, Nevada): Sovereign of the universe and loving Father, with grateful hearts we invoke Your blessing upon all assembled here, the officers, members, guests, the leaders and delegates of the Communications Workers of America, at this 70th Convention session.

We humbly beseech You, O God in Heaven, to guide the deliberations, as You have done in the days before, of these delegates who have come from far and near to plan their future work. May they go forth from this convention rededicated to the noble causes that the CWA stands for and works for.

We thank You, O God, for the bounties of this land of freedom. With Thy gracious love, O God, bless these men and women, young and old, who are dedicated to the betterment of labor and who work so hard for the dignity of the individual. May these men and women assembled at this convention, indeed all who live and breathe the air of freedom and dignity in this land of equality, ever put forth their hope and trust in You, our God.

Grant us the wisdom and the vision, the faith and the will to match our responsibilities to our communities. And as we are asking for the blessing, O God, we earnestly pray for the ending of inhumanity and war, when good shall be each man's rule, and when Thy canopy of peace shall cover the earth.

God in Heaven, while we are here, while we are praying to you here in Las Vegas, please send a flush to all those who are sitting out at the slot machines; to those at the Black Jack tables, send them a 21 to go home in peace. Amen (Applause)

PRESIDENT COHEN: We will send him a report on our results today. (Laughter)

I would like to ask the Resolutions and Rules Committee to the platform, and as they are coming up we have a short video on the Employee Free Choice Act. This video will be sent to all locals after the Convention. It's another like Riley's Nightmare, the comic book that's in front of you. It's another tool to use in working with our members on the Employee Free Choice Act and the Million Member Mobilization. Roll the video, please.

. . . A video was played on CWA's new communications tool on the Employee Free Choice Act . . . (Applause)

PRESIDENT COHEN: Good job, Communications Department. That will be sent to every local. Obviously it's a great education tool as part of the Million Member Mobilization. I just walked by over there and it's good to see locals still signing up on the Million Member Mobilization. Time is not running out on that.

I now recognize the Chair of the Resolutions Committee for Resolution No. 3.

DELEGATE BRENT DUVALL (Local 7603, Chair, Resolutions Committee): Thank you, Mr. President.

The Chair recognizes Brenda Scott, President CWA Local 3570.

DELEGATE BRENDA R. SCOTT (Local 3570): Thank you, Mr. Chairman.

Would the delegates please turn to Page 9 of the Resolutions report and look at Resolution 70A-08-3 entitled "Million Member Mobilization for Employee Free Choice." I will read the Resolveds.

Resolution 70A-08-3

Million Member Mobilization For Employee Free Choice

There is no doubt that the Employee Free Choice Act is the answer to the assault on the U.S. middle class. The good news is that the kind of real change Employee Free Choice will bring is within our reach. This November, we have the opportunity to elect a new President and new members of Congress; who will put the interests of working Americans first by passing and signing into law the Employee Free Choice Act.

If we do the hard work that we must, if we successfully build the political movement our nation needs to bring about real change, we will succeed in taking the first steps to restoring the middle class.

We all know that working families are losing ground-- in retirement security, jobs, health care and real workplace democracy. We also know that when workers have true collective bargaining rights, we can achieve our key goals in these vital areas.

We've seen exactly that in nations where workers have strong collective bargaining coverage-- whether in Western Europe or the newly-developed economies of the global South.

We've also experienced first-hand what happens when workers lose their bargaining power. As the percentage of workers in the United States covered by collectively-bargained contracts has declined, the number of workers with quality health care, pensions and well-paying jobs also has declined. We've seen the middle class erode as collective bargaining power has shrunk from 35 percent in the 1950s to 12 percent today, and just 7.5 percent in the private sector.

And it's no accident. Employers and their political allies have worked hard to weaken labor laws so that they no longer protect workers' rights. They've succeeded on a grand scale. Somehow we're not surprised that these same businesses and government leaders who don't want to follow the example of other countries where workers have full bargaining rights do want us to fall in line with the global economy.

In 1979, 23 percent of U.S. workers earned \$20 per hour. Today, after inflation only 19 percent do. For us in CWA, bargaining strength and bargaining power are critical. Verizon wants to shrink our union jobs, wall off the unionized part of the company and deny workers at Verizon Business and Verizon Wireless the right to a union voice. In fact, Verizon Business techs in New York and New England would already have bargaining rights if the Employee Free Choice Act were in effect. Comcast has a systematic strategy to block workers from voting for union representation, then stalling negotiations for those who finally succeed in getting their union voice heard. MediaNews, General Electric and Time Warner are further examples of corporate managements that coerce and intimidate workers who seek union representation.

Imagine what we can achieve in every CWA sector when workers can fairly choose union representation. Imagine a country with a renewed labor movement that has the ability to achieve our

progressive goals. That's the promise of the Employee Free Choice Act.

Last year, the House overwhelmingly passed the Employee Free Choice Act to restore workers' rights. A majority of the U.S. Senate also supported workers' rights but the law so far has been blocked by a Republican filibuster strategy that requires 60 votes to bring a bill for an up-or-down vote.

This year, we're determined to send a message to Congress that the time has come to make the Employee Free Choice Act the law of the land.

The Million Member Mobilization, now underway, will resonate in the U.S. Capitol in early 2009, with the faces and signatures of a million working people, all united in their call for free choice on the job. CWA has been leading the way in this campaign and the effort has been joined by the AFL-CIO, Change-to-Win, and every major union.

RESOLVED: That CWA is committed to building a political movement that this year will help elect a Democratic President, at least 60 worker-friendly U.S. Senators, and more members of the House of Representatives who will put the interests of working families first.

RESOLVED: That every CWA local will collect signatures from at least 15 percent of its members, along with as many photographs as possible, as part of the Million Member Mobilization to restore workers' rights and the middle class.

RESOLVED: That every CWA local will continue to educate its members on the need for the Employee Free Choice Act and to mobilize widespread grassroots support for passage of this critical legislation in early 2009.

Mr. President, the Resolutions Committee moves the adoption of Resolution 70A-08-3, "Million Member Mobilization for Employee Free Choice."

PRESIDENT COHEN: The resolution is moved. Is it seconded from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: At Microphone No. 1, Mike Garry. But before I recognize him, I want to congratulate Mike, not only for his incredible work at Time Warner that is in the *Highlight*, but I'm taking this as my privilege to congratulate him on his wedding last night, Mike Garry and Doreen Smith. (Applause) Delegate Garry.

DELEGATE MICHAEL S. GARRY (Local 1126): Thank you, Mr. President.

I rise on behalf of this motion for the Million Member Mobilization for passage of the Employee Free Choice Act.

Let me begin by stating my firm belief that there will be nothing free about fighting for the Employee Free Choice Act. There was nothing free about how we have gotten to this point for working families. We have all felt the effect of the now broken systems which were put in place to protect workers and organizing. The NLRB, OSHA, DOL, the Supreme Court-- all have done more to damage working families than protect them. That has to change. (Applause)

We can make that happen this November. Brothers and sisters, make no mistake it will take hard work, very hard work, but we owe this work to our brothers and sisters, past and present. They have paved the way for this chance at change; workers like our union brother from 1103, Gerry Horgan, who paid the ultimate price with his life on the picket line in the 1989 NYNEX strike for medical benefits. We owe it to future generations to win this battle.

Brothers and sisters, we have the power to turn the tide. We are CWA. We have that strength, that power. Fifteen percent of your locals, my brothers and sisters. I say we sign them all up to win this fight. We can do this. One million strong this November, Employee Free Choice, President Barack Obama. Yes, we can. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 3, Kent Anderson.

DELEGATE KENT ANDERSON (Local 7704): Thank you, Larry.

Delegates, Guests, Larry: We spent some time together recently in Utah at our District 7 Conference. We talked about this on the way up to the ski resort up there in Utah. We got lost, but when we finally got there we talked about it a little bit more.

But brothers and sisters, we are talking about building a political movement. Larry has led the way these past three years, as have Jeff and Barbara Easterling, and now Annie Hill from District 7. They have shown that we can't just write plans; we can't just have ideas. We have to execute that plan. And the only way we can execute that plan is if every local president leads the way.

The local presidents, just like our activists, have to talk and get ten people to sign those cards and then take action. And then those ten people have to talk to ten people, and they have to talk to ten people, and they have to talk to ten people. If we do that, we will have more than a million people involved in this political process.

Then when the Convention convenes in Washington, D.C., next year, Larry will be able to stand at the podium, and there will be a plaque for every member in every district in every sector of this great union for doing the Million Man or Million Woman Mobilization, and accomplishing our political goals for the future. Thank you. (Applause)

. . . Calls for the question . . .

PRESIDENT COHEN: No other delegates wishes to speak. The question is called. Will all those in favor of Resolution 70A-08-3, "Million Member Mobilization for Employee Free Choice Act" please indicate by standing.

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

PRESIDENT COHEN: It is adopted.

It is now an honor and privilege for me to introduce the President of the UAW, Ron Gettelfinger. (Applause) I have known and worked with Ron for the six years he's been President of UAW. He is an incredibly modest, caring, hard-working, committed leader.

The struggles of the UAW are the struggles of the American Labor Movement. What we saw on that chart, the "rising" was largely the rising of the UAW. As I have said here for years, we were able to follow in the jet stream in the past, largely founded by UAW, CWA, as a CIO union. The decline in our bargaining rights has robbed us of that leadership in the sense of a union that can continue to advance what it means to be middle class in America, as UAW did for decades, whether in UAW or not, whether you're in a union or not.

I was fortunate to grow up in a neighborhood in north Philadelphia with a UAW plant, the Budd Company, Honey Park Avenue. One of the earlier sit-down strikes occurred there. A good friend of mine's father had his head split open there, and you saw the scars 20 years later.

Recently, in talking to Ron about the strike at American Axle in Detroit where management demanded outrageous pay cuts or shut the plant, I said to him, "You know, Walter Reuther, in many ways the organizer of us all, got to bargain contracts where we were strong enough and growing stronger, and every contract was almost a blessing. We couldn't wait to bargain in the next contract." And, Ron, your job now is actually much harder than what Walter Reuther faced. We have to save the labor movement. We have to figure out together how we keep this going.

So, like in 1934-1935 when those sit-downs occurred, working people in this country again feel in their hearts what this fight is about. And it's not just about those on the frontline of the fight. But others come, as they did in the famous Flint sit-down, when workers there were brought food and the plant was surrounded and the National Guard couldn't get in because there were thousands out there, day and night, day after day.

So, for me what is special about Ron is that he thinks every day not just about that defense, which they have to do and we all have to do, but he thinks more than anyone I know about what our labor movement can be. Ron, more than anyone, was the driving force in forming this alliance of the four unions, with the Steelworkers, the Engineers, and CWA. Our focus, as we've talked about, is in seven states where together we are a major force-- states like Pennsylvania, Ohio and Michigan, and also Mississippi and others, where unions have either a few members or do not have a focus.

And think about this. In just Pennsylvania, Ohio and Michigan, including our retired members-- and we do need to be ready every minute that in this fight the retired members count exactly the same as an active member, and they know in their hearts what this fight means. But in those three states, Pennsylvania, Ohio and Michigan, absolutely the center of where this election will be fought out, together our four unions have over one million members.

And our commitment is not just about how many members we have, but it is to go much deeper-- on the Employee Free Choice Act; on Universal Health Care where Ron has been a pioneer for single-payer health coverage for years; on a new trade policy where UAW is obviously in the forefront-- we need a trade policy; we don't have one-- and obviously on job security where hundreds of UAW retirees fight to keep the benefits they have and fight for active workers as well.

So, as we listen to Ron, let's imagine together what we will do in the next 132 days in this election campaign. Let's imagine what we can do in the Million Member Mobilization. Let's imagine what we can do to bring about a trade policy in the largest economy in the world.

It's a great honor and pleasure and privilege for me to introduce my brother, the President of UAW, Ron Gettelfinger.

. . . The delegates arose and applauded . . .

RON GETTELFINGER (International President, United Auto Workers): Thank you very much. Thank you.

Good morning. Good morning, brothers and sisters. Thank you very much to my good friend and union brother, Larry Cohen, for the heartfelt introduction, and to all of you. Thank you for the warm reception and for the respect that you show for the position that I am privileged to hold in the UAW. Thank you to the national officers and board members, as well as all of you. I very much appreciate the awesome opportunity to be with you this morning, and I am proud-- very proud-- to bring you greetings of the men and women of the UAW. Our union is truly humbled that you invited us to be a part of your 70th Convention.

Before I left Detroit yesterday, I had the privilege of talking to some of your members in our union who work for us at Solidarity House, and that's the CWA-Newspaper Guild Local 22. They reminded me

that we just concluded our negotiations. It took us all of three hours to wrap up a contract for four years, and they had 100 percent vote. It's a small unit, but that shows respect for each other. So certainly I want to bring you the greetings of your local. (Applause)

Allow me to congratulate President Larry Cohen on his reelection and to reaffirm to all of you what a great trade unionist, wonderful leader and friend he is to all working people. Larry is the person who I look to a lot because there is no question, as we often say, that corporate America has a plan. World leaders in the business community have a plan. But we in organized labor have to develop a plan-- not a plan of survival, but a plan of growth. Larry is in the forefront in that. He is dedicated, hard-working, and well-respected-- not just in the U.S. labor movement, but around the world. It's always a privilege to be with him. And I want to say, brothers and sisters, you can be extremely proud of your president and your union. (Applause)

Let me congratulate Secretary-Treasurer Jeff Rechenbach. Jeff, we look forward to continuing working with you. And congratulations to Executive Vice President Annie Hill and all of your Board on their election or reelection. You do have a great team in place at CWA. And that's what is needed-- it's teamwork.

I was also glad to see last night when I came in, Morty Bahr. We ran into Morty, and we had a few moments to speak. It was sort of late when I got here by Detroit time, but early by Vegas time. It was just good to see an old acquaintance and another good friend. And also Barbara Easterling. I didn't get to run into Barbara, but what a great trade unionist she is, and I wish her the very best in her retirement.

I want to begin by thanking the CWA for your leadership and for your willingness to step up and to help other unions. I go to July 1st, 2005. There was a corporate individual named Steve Miller who took over a company called Delphi. And by October 5, 2005, that company was in bankruptcy. It was in bankruptcy because they could make more money in bankruptcy than they could by continuing operations here. And that company was only in bankruptcy in the United States.

Immediately, IUE-CWA was with us-- Jim Clark, our good friend, we had a meeting. Larry was with us. We formed a group called MAD, Mobilizing at Delphi. We brought six international unions together, some who were barely touched by this, but we stood together. And when IUE was named to the Creditors' Committee, that's what we needed to help us make it better for workers in the end. That was a tough battle, no question about it, and it's ongoing.

But this simply is representative of the continuation of the long and beneficial relationship that the UAW has had with CWA for nearly 70 years. One has called; the other one has been there.

Most recently, this past Saturday, we had a rally in Atlantic City. Your President was very concerned because of your Convention and people leaving the community. We know there are issues in Jersey with the governor. But CWA members showed up at our rally and marched down the streets of Atlantic City for dealers and slot technicians in four casinos so that we could attempt to get them a first contract after a year of struggle. (Applause)

So thank you very much for always being there with us and for us and for all of organized labor. There is no question that CWA members understand the meaning of solidarity.

And your theme, "Building a Political Movement," is what solidarity is all about. When your President along with Leo Gerard from the Steelworkers and Greg Juneman from the IFPTE approached UAW, I asked but one question. "Larry, are you in this thing?" And he said, "We are there, Ron."

There was no reason for the UAW not to be there. You look at the power of those four unions-- and Larry touched on it just a bit-- but we will be two million members strong as we move forward in this effort. In those four key battleground states, we will have over a million members.

Our goal here is not to duplicate our efforts. Our goal here is to be something-- which I want to politely say that oftentimes the AFL-CIO forgets-- it's to be more effective. It's not about bureaucracy. It's about leadership. It's about making a difference.

We are not walking away from the AFL-CIO Labor 2008, but we are not going to lose sight of our vision. We don't need somebody calling up and telling us how we need to spend our members' money when it comes to political action. We don't need somebody disrupting a campaign that's in place when we are out here getting the job done, and all of a sudden an administrator decided we want to knock on a million doors, and then we brag about how many doors we knocked on. We really are not effective doing that.

We support the AFL-CIO in this effort, but we are taking a leadership role for what we believe needs to be done if we are going to win this election. And we are going to win.

And we did pick out, as Larry indicated, seven key states-- Kentucky, Louisiana, Michigan, Minnesota, Mississippi, Pennsylvania, and Virginia. But if you go to those battleground states, the three key ones-- Pennsylvania, Ohio, and Michigan-- as your President pointed out just a moment ago, have a million members-- a million members from our four unions going out here to get the job done.

What is our objective? Obviously, we are going to elect a pro-union President. Barack Obama will be the next President of the United States. (Applause) We talk about the Employee Free Choice Act as a Labor Movement. Forty-two million workers would join unions if it weren't for threats and the fear of being fired. They would join the union, but they can't do that. It's a disgrace that 20,000 workers a year who want to join a union in this country are fired or discriminated against.

Let me mention one paragraph from a letter that Barack Obama sent to the workers in Atlantic City on June 21st. And incidentally, he started the letter off with, "Dear Brothers and Sisters." And this paragraph says, "The challenges you have faced to organize and now face in bargaining are the reason I co-sponsored the Employee Free Choice Act, and, as President, I will proudly fight for its enactment and sign it into law. Workers should have the freedom to choose whether to join a union without employer interference. And once you organize, you should be able to negotiate a first contract efficiently and in good faith."

That's why we are together. We are proud that Barack Obama is publicly making statements, not just addressing a business group and telling them what they want to hear. He is putting his words on paper. He put his words in that video this morning.

Larry touched on universal health care, another one of our objectives. Forty-seven million Americans have no health care. Millions more are under-insured. We pay more and get less. We have got the best doctors and nurses of anywhere in the world. It's time America stood up. It's time that we had a single-payer, uniform, comprehensive national health care program that covers every man, woman and child in America, because health care should be a right, not a privilege for those who can afford it. Stay with us in this fight. Work with us in this alliance. These are things that we can make come about.

. . . The delegates arose and applauded . . .

BROTHER GETTELFINGER: On trade, we're tired of free trade. We want fair trade. We are tired of not having an industrial policy in this country. From January 1st of this year, brothers and sisters, we have lost three and a half million manufacturing jobs-- three and a half million; over two billion dollars a day. We run a trade deficit.

Here we are talking about President Clark with Moraine. And look at what's going on. Bush, in the late hours of the morning right before time ran out, pushed through the Korean Free Trade Agreement.

Seven hundred thousand vehicles Korea shipped to the U.S. last year. Every manufacturer in the United States, the Big Three, and the foreign name plates, shipped back to us less than 7,000. That is why we are watching James Bell, now on the chopping block. That is why we are watching Moraine and Oshawa and the facilities in Mexico closing down. We do not have a trade policy.

And this thing with Colombia is ridiculous. Any country or nation that would go in and negotiate an agreement where trade unionists are literally murdered for what they believe in shows how far America has gone back. We are going to put an end to that because we are going to make the free trade agreements obsolete and have fair trade agreements of the future.

As Congresswoman Marcy Kaptur from Ohio often says, "Why don't we put our trade agreements on a postcard-- workers' rights, human rights, environmental protection, protection from imports, intellectual property rights, enforcement mechanisms. And if either trading partner runs a deficit two years in a row, let's go back and revisit that agreement."

Retirement security is another one of our objectives. What can we say about retirement security? The greatest tribute that we can pay to those who have gone before us is to pave the way for those who will follow us. What we will do for our members will pave the way for the next generation of union leaders. But we will not walk away from our responsibility and our obligation to see to it that we do have retirement security in this country.

So, the theme here this week is most appropriate because we have to build more than just a political movement. We have to rebuild the union movement and we have to find a way to do that together. But the first step is November 4th. We cannot lose sight of that objective and we are going to make it happen.

But like every election, as the brother spoke about awhile ago, it's going to be hard work. Now, our strategic objective at the four-union alliance is to have 100 percent participation by every local union. And that's what we need to do, because we understand and appreciate the efforts that the local union leadership and the membership goes through every day. So that is where we are at.

We are all assigning state coordinators in these states. We are putting in additional staff, and we are going to get the job done with your help. We are going to be registering voters, and going door to door. We are going to have phone banks and leaflet drops. We are going to be at rallies and we are going to, most importantly, get out the vote on election day. We are going to continue to mobilize volunteers, and we are going to inform our members.

I had the privilege of speaking to a chaplaincy group, and they wanted to talk to me about some moral issues. Well, brothers and sisters, homeless people in the street is a moral issue. (Applause)

I also think that whenever seniors have to make a decision on whether or not they can afford prescription drugs or have food, that's a moral issue. (Applause)

I think there are a lot of moral issues that we need to talk about. But the bottom line that I left with these chaplains was this: Our job, our obligation, is to help you stay abreast of the issues. If you do that, then you have the right to go and vote your conscience, whatever you think is the right thing to do. But if you vote against yourself in the voting booth, then don't you condemn your bargainers who can't bring you back the contract that you want to have. (Applause)

So, let me suggest this: There is no greater equalizer, no greater equalizer than the voting booth. It doesn't matter the color of your skin; it doesn't matter your gender; it doesn't matter your wealth. We've got power in the voting booth, brothers and sisters, but we've got power only if we use it.

So, let's get the job done. It's union time. It's working families time. It's Obama time. (Cheers and whistles)

On to victory, brothers and sisters. On to victory. I say to you, solidarity. Solidarity. Solidarity forever. Thank you very much.

. . . The delegates arose and applauded at length and clapped in unison . . .

SECRETARY-TREASURER RECHENBACH: At this time, our 70th Annual Convention will honor the local union officers who have reached 30 years of service or retired with 30 years of service since our 2005 convention.

Today, we will present certificates to them in appreciation for the services that they have given to CWA and to our members. It is always gratifying to see the list of outstanding CWA leaders who have that kind of longevity, and we will honor them now.

Would you please come up on the platform, all of those who will be receiving the Certificate of Appreciation for at least 30 years of service to our union.

Local 1101, Vice President Al Luzzi;
Local 3403, President Bagot;
Local 3410, President Freddie Green;
Local 4050, President Skotarczyk;
Local 4103, President Rick Short;
Local 4900, President Kurt Shrum;
Local 6203, Secretary-Treasurer Dorothy Bartlett;
Local 6310, President Tony Ellebracht;
Local 6377, President Earline Jones;
Local 6320, Vice President John Ebeling;
Local 7110, President Francis Giunta;
Local 7270, Secretary-Treasurer Rhonda Rademacher;
Local 7705, President Lee Linfoord;
Local 7707, President Donald Sheridan;
Local 7810, President Bill Jenkins;
Local 7812, President Ken Harding;
Local 7990, President Mike Taylor;
Local 9111, President of the Nevada Chapter, Phil Gervasi;
Local 9400, President Mike Hartigan;
Local 9400, Executive Vice President Judy Perez;
Local 9400, Vice President Carmen Hernandez;
Local 9400, President Charles Anderson;
Local 9400, Vice President Richard Herrero;
Local 9409, President Carl Black;
Local 9490, Secretary-Treasurer Alfred Espindola; and
Local 59053, President Michael Peterson.

Thanks to all of you for your terrific service-- oh, one more. Local 9415, Secretary-Treasurer Bill Harvey. (Applause)

Thanks to all of these officers for the terrific service they provide to our union and our members. Let's give them all a nice round of applause and thanks. (Applause)

PRESIDENT COHEN: Okay. That's a lot of years that were up here, like a thousand.

I would like the Appeals Committee to come to the platform. As they are coming hopefully-- I know they can't wait-- as they are coming up, Les asked me to announce that we still have some tickets left for

Pete.

While the Committee is coming to the platform, I want to report on the cases that the prior Conventions had ordered arbitrated. In 2006 the Convention mandated CWA arbitrate two cases. I reported out on one of those cases at last year's Convention. We now have the disposition on the remaining case.

Sherry Hartke, Local 6301: Ms. Hartke, with 26 years of seniority, was terminated by ATT/SBC for continued failure to meet company standards regarding call management procedures. The union argued that the company could not begin enforcing standards after 20 years of service. The arbitrator ruled that the company did have the right to begin enforcing performance standards if it properly announced its intention to do so. In this case, the company followed a progressive discipline policy over the course of at least six years, and Ms. Hartke continued to fail to meet the performance standards. Thus, the arbitrator held that the company had just cause to terminate.

Sherronie Pearl, Local 6215: This case was heard on April 24, 2008. We do not have a decision yet.

David Louth, Local 4470: The case was heard on June 4th. We do not have a decision yet.

Let me now introduce the Committee.

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

Kirk Allan, Vice President, Local 7810, special recognition;
Brenda Honse, Executive Vice President, CWA Local 6402;
Mike Handley, President, CWA Local 4123;
LeRoy Baylor, President, Local 1079; and
Greg Schafer, President, IUE-CWA Local 86116, Chair of the Committee.

I now recognize the Committee Chair.

DELEGATE GREG SCHAFER (Chair, Appeals Committee): First of all, I would like to point out there is a spelling error in the first paragraph on Brenda Honse's name. It should be H-o-n-s-e.

The Appeals Committee convened June 19-27, at the Las Vegas Hilton in Las Vegas, Nevada, 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 Conventions and the Executive Board.

The Committee was available to meet with interested parties on June 21st through June 22nd between the hours of 2:00 p.m. through 6:00 p.m. Outside of these hours the Committee was available by appointment.

I would like to thank the Committee members-- Greg Schafer, President, IUE-CWA Local 86116, Chair, LeRoy Baylor, President, CWA Local 1079; Mike Handley, President, CWA Local 4123; Brenda Honse, Executive Vice President, CWA Local 6402; and Kirk Allan, Vice President, CWA Local 7810-- for their hard work and the time they devoted to these appeals. Also, the Committee thanks Gail Evans, CWA District 2 Staff, for her support and assistance.

APPEAL 1

CWA Local 1298 member Tricia Cristali filed a formal complaint against CWA Local 1298 Treasurer Glenn Kalata, pursuant to the CWA Internal Appeals Procedures. The complaint alleged that Treasurer Glenn Kalata violated the Local Bylaws and the CWA Constitution by paying actual expenses for officers

and members to travel to various conferences and meetings.

In December 2004, Local 1298's Executive Board passed a motion to limit the amount paid for expenses to \$50 per day. The Local Bylaws indicate that expenditures actually incurred shall be reimbursed by the Local upon being vouchered and approved. When it was brought to the attention of the newly-elected President that this motion conflicted with the Local Bylaws, the Local began paying actual expenses once again. The Local never changed the Bylaws regarding the reimbursement procedure; therefore, the motion is improper, and there has been no violation of the Local Bylaws or CWA Constitution.

Accordingly, the Appeals Committee, after careful review of this matter, recommends the CWA Executive Board's decision be upheld and the appeal be denied.

PRESIDENT COHEN: Microphone 1, Delegate Henderson. I'm sorry, Microphone 3.

DELEGATE WILLIAM HENDERSON (Local 1298): Thank you, brother Larry. To my brothers and sisters of the greatest democratic union in the greatest country in the world, and the greatest union, the CWA: This formal complaint that has been raised against my local is in violation of my bylaws as they are written today. To change this procedure would require a change of our current bylaws. To change the procedure it would require a bylaw change and to make that change would require an affirmative vote of the membership of my local, 1298.

This change has been extensively reviewed by my Executive Board, my District Vice President, Brother Chris Shelton, my National President, Brother Larry Cohen, and our National Executive Board and Appeals Committee. I urge you to uphold this decision of the Appeals Committee.

Thank you for your time and the opportunity to speak to you this morning. May God bless America and may God bless the CWA. Thank you. (Applause)

PRESIDENT COHEN: There are no other speakers on this motion. All in favor of adopting the Appeals Committee report on Appeal No. 1, please indicate by raising your hand. Down hands. Opposed. It is adopted.

CHAIR SCHAFFER: Appeal No. 2 will be read by Committee Member Kirk Allan.

BROTHER KIRK ALLAN (Local 7810):

APPEAL 2

On April 25, 2008, Dave Wilson, President of Local 4700, appealed the Executive Board's decision of April 15, 2008, upholding President Cohen's denial of arbitration concerning the termination of member Colby Zachary.

Member Colby Zachary was employed as a Telecommunications Specialist for AT&T/SBC with 10 years of service when he was terminated in October 2005. He was terminated for falsifying his time records and failing to complete his job assignments. Member Zachary's training records and his own testimony taken during the investigation show that member Zachary possessed the skills to complete the job assignments.

Documentation in the file indicates over 53 documented negative write-ups between January 2000 and September 2005. In the 18 months prior to his termination, member Zachary received progressive discipline in the form of a verbal warning, two written warnings, and two suspensions resulting from insubordination, job performance and improper cell phone usage.

In addition, terminated member Zachary advised the CWA staff he would not attend the arbitration hearing.

Based on these prior disciplines, the grievant's refusal to attend the hearing, and the fact that arbitrators have consistently ruled employers have the right to expect employees to correctly perform their job functions and keep accurate time reporting, the Appeals Committee, after careful review of this matter, recommends the CWA Executive Board's decision be upheld and the appeal be denied.

PRESIDENT COHEN: No speakers on this Appeal No 2, so we are voting now on adopting the recommendation of the Committee. All those in favor indicate by raising your hand. Down hands. Opposed? It is adopted.

CHAIR SCHAFFER: Appeal No. 3 will be read by Mike Handley.

DELEGATE MIKE HANDLEY (Local 4123):

APPEAL 3

On March 26, 2008, Denny Kramer, President of Local 6201, appealed the decision of the CWA Executive Board not to arbitrate the grievance of Guila Jackson. The appeal was filed on behalf of member Jackson, who was terminated in October 2006 for failure to improve her work performance and for violating the terms of her Decision Making Leave.

Ms. Jackson was employed by AT&T/SBC as a Service Representative from July 19, 2004, to October 16, 2006. The record shows the following: On July 14, 2005, the grievant was placed on a Performance Improvement Plan for failure to meet the Measurement of Work requirements. On August 23, 2005, she was given a Performance Notice again for failure to meet the Measurement of Work requirements. On August 31, 2005, the grievant was given a Performance Notice for Effectiveness with Others. A Written Reminder was given on October 11, 2005, for less than satisfactory work performance. On May 18, 2006, the grievant was placed on a Decision Making Leave for failure to meet the Measurement of Work objectives. A Final Warning was issued on October 10, 2006, for failing to meet the expectations related to the Decision Making Leave. On October 16, 2006, the grievant was terminated because of continuing performance problems while on the Decision Making Leave. Additionally, there were 16 documented discussions after the Decision Making Leave was implemented.

Based on the grievant's progressive disciplinary record, short length of service, and documented discussions of work performance issues and, a full review of this matter, the Appeals Committee recommends the decision of the CWA Executive Board be upheld and the appeal be denied.

PRESIDENT COHEN: Okay, I am waiting to see if there are speakers.

There is a speaker. We are a little confused here, so the delegate at the Questions Mike, did you have a question on this appeal?

VOICE FROM THE FLOOR: On Appeal 4.

PRESIDENT COHEN: Then we are jumping the gun. If no one wishes to speak on this Appeal No. 3, we are voting then. Call out if you do want to speak on it.

At the Questions Mike please pick up the phone. Whoever has it, ask him to give it to you and swipe your delegate badge. We have to go in order on these.

All right, at Microphone No. 5, Delegate Bullock.

DELEGATE CRAIG BULLOCK (Local 7906): Good morning. After reading this appeal, the question that came to me is what exactly is a "Decision Making Leave"?

CHAIR SCHAFFER: A Decision Making Leave, according to the file, is where the company brings the member in and basically tells them that they are getting close to being terminated. They send them home for the day, and basically for that following year they are on like the last step of discipline.

PRESIDENT COHEN: Delegate Bullock, do you have another question?

DELEGATE BULLOCK: During the reading, you said in your explanation, it seems to me, that basically they place this employee-- they sent them home. How can you have continuing performance problems when you're being sent home?

CHAIR SCHAFFER: They are sent home for one day.

PRESIDENT COHEN: You only get two questions, I'm sorry.

At the Questions Mike, Delegate Sarnoff.

DELEGATE STEPHEN C. SARNOFF (Local 3179): My question is-- and it's not on the appeal paragraph-- but what kind of counseling or mentoring did this employee, the sister, have in connection with the Decision Making Leave day, and how many more discussions were there after the Decision Making Leave day?

CHAIR SCHAFFER: There were approximately twelve discussions with management after the Decision Making Leave was implemented, and there were four employee discussions or mentoring.

DELEGATE SARNOFF: The second question: Was the meeting with management, as described, weekly or bi-weekly, or was it only when they thought she did something wrong did they bring her in to talk to her? (Applause)

CHAIR SCHAFFER: That information was not contained in the file.

PRESIDENT COHEN: That was your two questions. Let me see if anybody else wants to speak. Do we have any other information on that?

All right, that's all the information we have then on that. Anybody else wishing to speak?

Microphone No. 3, Delegate Nilsson. You do not have to keep talking on the phone. Just take the mike.

DELEGATE GARY NILSSON (Local 1365): I am not affiliated with this local. I do not know this grievant. But one thing I do know is that a company like AT&T does not have a problem writing up members all the time. So I question what AT&T did to this member, especially a new member who should have at least one last bite at the apple. So I stand against this appeal. I stand in support of the member.

PRESIDENT COHEN: You are against the recommendation. I am only interrupting you because I want to make sure we all agree on how this is structured.

DELEGATE NILSSON: Yes, sir.

PRESIDENT COHEN: Thank you. There is one more coming. No? Now you will have another opportunity. Delegate Sarnoff at Mike 4.

DELEGATE SARNOFF: Sisters and brothers, I rise to object to the Executive Board's recommendation to uphold-- I mean, to deny the appeal. I believe this sister deserves a shot at arbitration. Let me tell you why.

The performance-based management program is what we call this system where I and my Executive Board negotiated with the City of Clearwater. It is only with a strong trusting relationship between labor and management can this system work and succeed. It's meant to save people.

I have seen the success of it, and it has saved tons of my members continue in their careers, when indeed they have hit some bottoms along their career with the employer. It is a good program. But the program only works when there is a commitment, a partnership between labor and management, to work together to save that employee.

In this case, because we have a lack of documentation as to how diligent the relationship was between the local and that particular workplace, and we don't have documentation to show that the program was indeed implemented correctly with either weekly or bi-weekly follow-up meetings. It's meant for you to go give positive reinforcement to the employee on a regular basis during the time of their probation-- that's the wrong word-- at the time of the agreement, that they are looking to work to improve their relationship and they deserve that positive and negative feedback.

If all the employer does is play "gotcha", then that's a misuse of this program. It is better to have progressive discipline in that case. Once there is no trust, progressive discipline, where we have a grievance procedure, is superior. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 1, Delegate Pappas.

DELEGATE JAMES G. PAPPAS (Local 2336): Motion to close debate.

PRESIDENT COHEN: Motion to close debate. It is not debatable. All those in favor of closing debate please indicate by raising your hands. Down hands. Opposed. Debate is closed.

We are now voting again on the recommendation of the Appeals Committee on Appeal No. 3. All those in favor of sustaining the recommendation of the Appeals Committee please indicate by raising your hands. Down hands. Opposed.

Let's do it one more time. Okay, you guys up here. This is why we have observers.

All those in favor of sustaining the recommendation of the Appeals Committee please indicate by raising your hands. Down hands. Opposed. The Committee's recommendation is supported.

. . . Cries of "No" . . .

PRESIDENT COHEN: That's why we have observers. Appeal No. 4.

. . . Cries of "No" . . .

PRESIDENT COHEN: Okay, we don't do this by shouting. Everybody has worked really hard on this stuff, and we need to stick to our procedure.

CHAIR SCHAFER: Appeal No. 4 will be read by committee member Brenda Honse.

DELEGATE HONSE:

APPEAL 4

On August 24, 2008, the Treasurer of Local 7200, Dawn Schnickels-Johnson, appealed the Executive Board's decision not to overturn the District 7 election for the Defense Fund Oversight Committee Member.

District 7 Vice President Annie Hill had several concerns brought to her attention about the District 7 DFOC election held at the July 2007 Convention. After review and consultation with CWA legal counsel, Vice President Hill made the decision to conduct a new election.

The record in this case shows that there were significant problems with the original DFOC election. First, there were issues of ballot secrecy. Originally, both the Local number and the voting strength were marked on the ballot. When concerns were brought to Vice President Hill concerning this matter, it was decided and communicated to the delegates that the Local numbers would not be written on the ballots and that those ballots already cast would have the Local number removed.

However, the Local numbers were not actually removed from all ballots. This resulted in one ballot being counted as though the Local number was the voting strength. As a result, more than 5,000 extra non-credentialed votes were counted. Finally, the preliminary credentials list was used, rather than the final credentials list. Initially, the election results indicated that 52,138 votes had been cast. Review of the final credentials list showed that District 7 delegates only had 47,109 eligible votes.

Upon investigation, Vice President Hill determined that the 5,000-vote discrepancy was the result of the Local number being counted as voting strength. Had the actual votes of this particular ballot been counted, instead of the Local number, Cecelia Valdez would have been the actual winner.

In light of all of the problems with the election, Vice President Hill determined that the fairest solution to all involved was to run a new election. The winner of the second election was Cecelia Valdez.

President Cohen and the CWA Executive Board agreed that a new election was the fairest way to correct the problems in the first election. This Committee agrees.

Accordingly, after a thorough review of the record in this case, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal be denied.

PRESIDENT COHEN: Microphone No. 3, Delegate Nelson.

DELEGATE MICHELLE J. NELSON (Local 7272): Duly-elected and seated delegates, I stand before you as one of the election committee members that helped in the running and ultimately the undoing of District 7's 2007 Defense Fund Oversight Committee election.

As you see before you, an appeal has been made to this convention concerning that election. Our committee admits to many mistakes that took place during the election process.

For example, the voting strength list used was not the final duly certified, by the convention credential committee list. The local numbers were being written on the ballots themselves, therefore not allowing for a secret ballot, and ultimately one local's number and voting strength was transposed, giving us a tally of over 7,000 additional votes more than what we had.

Because of the mistakes made during our District 7 DFOC election there was a second election by mail ballot sent out to duly certified delegates of the 2007 convention. This election was held carefully and lawfully, and the outcome should show Marie Cecelia Valdez as our newly-elected DFOC member.

I am asking that this body uphold the 2008 Convention Appeals Committee's decision, and support

my district's delegates' wishes by voting accordingly.

I thank my district for giving me the honor to address you, and all of you for your time. (Applause)

PRESIDENT COHEN: Microphone No. 4, Delegate Allen.

DELEGATE JAMES ALLEN (Local 6215): This appeal is properly before this Convention. It is about the wrongful overturning of the Oversight Committee Member election winner of District 7 by the District Vice President. This is not about the election. Dawn Schnickels-Johnson was declared the winner before it was overturned.

On the morning of July 16, 2007, the Convention Credentials Committee issued an unchallenged credentials report. The list from this report was the official list and should have been used.

District 7 conducted an election for their Oversight Committee Member after the convening of the Convention on July 16th.

The Convention convened on July 17th and adjourned that evening without any issues raised about the election. During the Convention, Barbara Easterling congratulated Dawn on her election success. Therefore, the Secretary-Treasurer's office had been notified of the results.

On Wednesday, July 18th, on the flight home, the District Vice President allegedly discovered an irregularity with the election list used. No one except the District Vice President and two of her staff had a problem with the election results.

On the airplane, the District Vice President initiated and conducted an unsolicited secret recount of the election.

There was no official challenge to the results of the election. This was verified by the District Vice President in writing on August 1st. The ballots and all lists should have been sealed and turned over to the Secretary-Treasurer's office.

If an official challenge was made there could have been a properly appointed election committee. Both candidates could have had the opportunity to have observers observe as the ballots and election list was unsealed, and then a properly supervised recount could have been conducted.

Only the District Vice President was upset with the outcome of the election. An unauthorized recount should not have been conducted. By unsealing the ballots and the election list, a possible tampering and tainting of the ballots and election list took place, making it impossible to conduct a legitimate recount in the future. By improperly opening the ballots, any allegations made about allegedly using the wrong list, or errors made in the balloting process became moot and unverifiable because there were no independent observers present at the unsealing of the ballots.

Neither candidate was aware that the recount was taking place. At this point, alterations to both the ballots and election list could have occurred. The security and the chain of custody of the ballots and election list was forever lost.

The Vice President has allowed or caused District 7 staff salaried employees, paid with dues money, to openly campaign for Dawn's opponent. This is a violation of the law, period. (Applause)

Any local officer knows better than to take the foregoing actions. These actions were in violation of the Department of Labor Election Guidelines and all sense of fairness practiced by our union.

By conducting an unauthorized and improper recount, the Vice President deprived this union, Dawn

Schnickels-Johnson, or Cecelia Valdez fair and due process. Mistakes made by an international officer should not cause the election to be overturned or rerun. (Applause)

The only conclusion of this Convention can be leaving the original election results in place. Dawn is the only properly-elected Oversight Committee Member from District 7. Mistakes made by the Vice President cannot be rewarded with a rerun of the election.

Overrule the Appeals Committee and sustain Dawn's appeal. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Henning.

DELEGATE WILLIAM HENNING (Local 1180): My question, in light of the miscount in the first instance, were all of the delegates from the 2007 Convention subsequently mailed ballots to vote in the recount?

COMMITTEE MEMBER HONSE: Yes.

PRESIDENT COHEN: Second question.

DELEGATE HENNING: Did they all return those ballots?

COMMITTEE MEMBER HONSE: That information was not in the file. We just have the results.

PRESIDENT COHEN: The answer to your question is, about 37,750 voted out of 47,000 that were mailed ballots. When I say 47,000, that's the total number of votes cast versus the number of votes that were mailed.

Now we are at Microphone No. 3, Delegate Cheliotas.

DELEGATE ARTHUR CHELIOTES (Local 1180): I am Chairman of the Defense Fund Oversight Committee. First, let me say that my sister, our sister, Dawn Schnickles-Johnson has served our union with an unwavering commitment to the CWA and our members. Her work on the Defense Fund Oversight Committee was outstanding. She brought order and cohesion to the Committee and stood strong, as the relationship between the executive board and Defense Fund Oversight Committee evolved.

Dawn would bring a suitcase full of binders with our records to our meetings in Washington and to Conventions. We should all thank her for her service. (Applause)

However, the members of District 7 decided it was time for someone else to serve and did elect Cecilia Valdez. We must respect their decision. Cecilia has joined the Committee, is a quick learner, and she is eager to do the work and has taken on the tasks assigned to her with enthusiasm.

Understand that the Defense Fund Oversight Committee has been able to maintain its credibility with the delegates at the convention because we are independently elected rather than appointed like most convention committees. Anything that taints the election of this committee undermines our credibility.

We expect and demand that elections to the Defense Fund Oversight Committee be treated as those done for any district or sector vice president. While there may not have been a legal requirement under our Constitution or labor law to do so, there was a duty to the principles of CWA to treat elections to this committee as any national union office.

District 7 had a duty to conduct the election properly, and it did not. But that was a bit of a disservice to both candidates. Both Cecilia and Dawn suffered because of it because the results were not clear, because it was not conducted correctly.

The Committee brought to you yesterday a proposal that elections be done in a specific manner, which follows what is done with district and sector vice presidents. We think this resolves the issue at hand in terms of securing the Committee and the independent process.

Therefore, we ask that you support Cecelia's staying on the Committee; that you support the decision of the Appeals Committee. Thank you very much. (Applause)

PRESIDENT COHEN: At Microphone No. 1, Delegate Santora.

According to the Parliamentarian, the motion to amend takes precedence over the motion to close debate.

DELEGATE T SANTORA (Local 9000): I move to amend the report as follows:

Accordingly, after a thorough review of the record in this case, the Appeals Committee recommends that the election for the District 7 Defense Fund Oversight Committee member be rerun at the 2008 Convention. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The amendment has been made and seconded from the floor. You may speak on your motion.

DELEGATE SANTORA: Delegates, friends: Clearly this election was screwed up from day one, and clearly there is a lot of questions that we have about the balloting and the process. I know that in Toronto there were a lot of questions about several district-run elections.

Having said that, we have an opportunity today, and I hope if you approve this amendment and ultimately the motion, that we can conduct a new election today and clear up any discrepancies and any doubts about this union's great tradition of democracy. It's the least we can do, and it's something that we simply must do. We have to do it right. Let's do it right today. Thank you. (Applause)

PRESIDENT COHEN: Any speakers on the amendment? Are there any? Microphone No. 4. Delegate Eidem.

DELEGATE CURT EIDEM (Local 37083): I speak against this amendment for two reasons. (Applause) One, that the people who voted are not here; they are not the same people, although there may be a few of us that were there last time and are here; and, secondly, I just looked around District 7's tables, and while they were full yesterday they are not full now, and we don't even have all of our people sitting at this Convention right now. (Applause)

I thank you. I urge you to vote against the amendment. (Applause)

PRESIDENT COHEN: Okay. I have to sort out the order here, give me a second. I've got myself confused.

At the Questions Mike, Delegate Egan.

DELEGATE JOHN J. EGAN (Local 4034): Are both candidates here in the house?

COMMITTEE MEMBER HONSE: No, sir.

PRESIDENT COHEN: The question to the committee is, are both candidates here? Quiet in the

hall, please.

CHAIR SCHAFFER: Dawn is not here, to our knowledge.

DELEGATE EGAN: So we would have an election with one candidate to campaign, and not the other one? (Applause)

CHAIR SCHAFFER: It was not the Committee's recommendation to have an election here.

PRESIDENT COHEN: The answer to your question is, yes, one candidate is not here. So you can draw your own conclusions.

Okay, if I have this wrong, you will correct me. Delegate Henning is at Microphone No. 4, against the amendment, correct?

DELEGATE WILLIAM HENNING (Local 1180): Sorry, I thought you could hear me without the microphone.

I rise in opposition to this amendment. It was stated that this election was screwed up from day one, but it was fixed on day two. (Applause)

Transposing the number of votes into a local number resulted in a thousand vote difference. We certainly couldn't let that sit. The most appropriate way to fix it was what was done: a mail ballot to the delegates who were here. They voted, the members of District 7 voted, they elected their representative, and we ought to not interfere in that. (Applause and cheers)

PRESIDENT COHEN: Microphone No. 1, Delegate Pappas.

DELEGATE JAMES PAPPAS (Local 2336): I move to close debate.

PRESIDENT COHEN: All right. It's a motion to close debate on the amendment. All those in favor of closing debate on the amendment indicate by raising your hands. Down hands. Opposed to closing debate. Debate has been closed.

We are now voting on the amendment, and the amendment is to hold another election today. All those in favor of the amendment, please indicate by raising your hands. Down hands. Opposed. It is defeated. (Applause)

We are back to the appeal before us. We are re-sorting our microphone order on the main motion. We are on microphone No. 4. Delegate Malveaux.

DELEGATE PAMELA MALVEAUX (Local 6215): I would like to read from the Communications Workers of America Constitution, and, no, I am not a part of District 7. This appeal is about improperly overturning the Defense Fund Oversight Committee election by the district vice president.

Article XV - Elections

Section 4-- General Provisions

"(a) Locals shall adopt Bylaws or Rules to govern the nomination and election of officers, members of a governing body, delegates and alternate delegates; the appointment, selection or election of stewards and committee members; and the filling of vacancies. Locals shall select an election committee which shall conduct all elections and referenda in accordance with the Constitution, Local Bylaws or Rules, and Federal or Provincial Law. All questions concerning the conduct and challenge of elections shall be

determined by the election committee subject to the right of appeal to the governing body and membership of the Local. The election committee shall tally the ballots in all elections and notify the membership of its tentative certification of the results. Absent a challenge to the election, the tentative certification shall become final ten days thereafter."

The preceding constitutional provision outlines how election challenges are to be handled with and without a challenge. If these procedures are mandated in local officers elections, why isn't it good enough to be used in the Oversight Committee Election? (Applause)

PRESIDENT COHEN: Microphone No. 1, Delegate Pappas.

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

PRESIDENT COHEN: This is the motion to move the main question, Appeal No. 4. It's not debatable. To close debate and move the question. All those in favor of closing debate, indicate by raising your hands. Down hands. Opposed. Debate is closed. I am checking with the observers.

All right. We are now voting on Appeal No. 4. We are voting on sustaining the recommendation of the Appeals Committee. All those in favor of sustaining the recommendation of the Committee, indicate by raising your hands. Down hands. Opposed.

Please go back to your seats.

All right, we are voting on Appeal No. 4. All those in favor of sustaining the recommendation of the committee, please indicate by raising your hands.

Down hands. Opposed.

Down hands. We are going to divide the house. Everybody supporting the Appeals Committee, please go to my right side of the room. Everybody opposed, go to the left side of the room.

All right. There was a request to repeat the instructions. Please try to stay out of the middle of the room there, because otherwise this won't help us much. You will have to crowd in for a minute.

If you are on the right of the room, my right, if you are on that side you are agreeing with the Committee's recommendation. If you are on this side of the room, you are agreeing with the Committee's recommendation.

If you are on the other side of the room, you are reversing the Committee. Please don't be in the middle. That's the key here. In the back of the room, I hope we are having people move to one side or the other, because that's going to confuse us from here. We shouldn't have anybody standing in the back of the room. If there are visitors in the back of the room, you must be seated or we are going to clear the back.

. . . The delegates on President Cohen's left cheered and clapped . . .

PRESIDENT COHEN: All right. Please be seated, otherwise we can't do our work. This is not about noise; it's about the number of people standing. The three of us agree, the Committee's report is adopted. Delegates, please be seated. Remember, it's not about noise. Please be seated, delegates.

. . . Shouts of "roll call, roll call" . . .

PRESIDENT COHEN: Roll calls aren't about noise either. We know how to conduct our business. Please be seated.

All right. There is a request for a roll call, but you have to be seated. Please be seated. Delegates, we have business to do here today. It's not about cheering, remember.

All right. Delegates, quiet in the hall, please. There is a request for a roll call. I need to have a show of hands on that, but I need the delegates in their seats. There is a motion on it. It was called out from the floor properly. I will take a vote as soon as the delegates are in their seats.

A motion for a roll call requires 20 percent affirmation. All those in favor of a roll call, indicate by raising your hands.

There will be a roll call. (Applause) I will now turn the podium over to the Secretary-Treasurer to explain the process.

SECRETARY-TREASURER RECHENBACH: We would like to begin by asking all of the sergeant-at-arms to approach the front of the hall here so that we can begin to get things set up. All of the Sergeants-at-Arms currently in the hall, please come forward.

Let me go over the procedures we are going to follow here, so we need everybody's attention. While we are waiting for the roll call computers to be set up, let me explain the general procedures. We are going to be using the computers to conduct our roll call simultaneously at ten different computer stations up at the front of the hall here. You are going to be using the bar code on the back of your delegate badge to cast your roll call vote.

During the roll call, the Sergeants-at-Arms will be assisting you. If you have any questions regarding your voting strength or have problems voting, the Credentials Committee will also be standing by to assist. A full audit record of each vote cast will be made and the print-out will be included in the convention proceedings.

The procedures are as follows: You will present your delegate badge to the Sergeant-at-Arms for verification. As you know, it's got your picture on it. It has to match. Maybe it won't match what it was on Sunday, but it has to be close.

The Sergeants-at-Arms are responsible for verifying that the photo ID is in fact the person presenting the badge. When you swipe your badge through the card reader, your name and local will be displayed on the computer screen. You may then cast your vote by tapping the "Yes" to sustain the Committee or "No" to overturn the Committee button on the screen. Did everybody get that? "Yes" sustains the Committee, "No" overturns the Committee.

Once you have made your vote selection you will have time to review your vote before it is finalized. You may cancel or change your vote prior to confirming it. You must confirm your vote by tapping the "Okay, post my vote" button on the screen. There will be a little button on the screen that says "Okay, post my vote." Just touch that. Then after you have confirmed your vote, it is finalized and you will not be permitted to change it or vote again.

If you are carrying a proxy, the roll call screen will then prompt you to vote your proxy right after your regular vote. If an alternate is voting on a delegate's behalf, the alternate must go to the Credentials Committee station, located at the side of the podium, and present both the delegate and the alternate badges.

Voting stations are going to remain open two minutes after the last delegate in line has stepped forward to vote. The voting stations will then be closed. The results will be announced from here at the podium. A detailed report of how each delegate voted will be available at the information booth tomorrow morning for those of you who are staying over.

You can begin lining up in the center aisle. Voting is going to begin in approximately ten minutes.

. . . The delegates proceeded to line up at the voting stations . . .

SECRETARY-TREASURER RECHENBACH: We just ask everybody to stand behind that sort of a break in the carpet there. That would be terrific. That design where the line in the carpet is. That would be very helpful.

To make this easier we really want to get two lines, okay? Everybody is going to get a chance to vote so there is not a problem with that. But if we have two lines we can regulate it a little better. So if we can have one line right along here and one line right along over there.

. . . The delegates continued to line up . . .

SECRETARY-TREASURER RECHENBACH: We need a priest here. He could be lining you up like for communion. That would be easier. (Laughter)

Once again, we are going to start here in a moment. Once again, you are voting "Yes" to sustain the Committee or "No" to overturn the Committee. If you are an alternate or there is a problem with the credentials, the Credentials Committee is off to my left, your right, of the podium.

Let the voting begin.

. . . The delegates began to cast their ballots for or against the Committee . . .

SECRETARY-TREASURER RECHENBACH: In our techy world here, I apologize. We have to reboot the machines. It will just take a moment. Sorry.

. . . Brief pause in the proceedings . . .

SECRETARY-TREASURER RECHENBACH: Okay, our computers are back online. No votes were cast before this. Everybody will cast their votes now. I know what you are all thinking: This never happened when Barbara was Secretary-Treasurer. (Laughter)

. . . The voting commenced . . .

SECRETARY-TREASURER RECHENBACH: I understand there was a question. There were some voters that voted before the booths were rebooted. You don't have to vote again. If you swiped your card, it will show a vote was recorded from you already. If you want to come up again and swipe your card, it will tell you that you already voted.

We are getting down to the last few voters. People out in the hall smoking might want to think about getting back in here.

. . . Brief pause . . .

As we can tell, the last delegate has voted. There are two minutes before we close the machines down. In two minutes we will shut the machines down and tally the results.

All right. The machines are now closed. We will have the results and announce them momentarily.

. . . Brief pause . . .

I call the Convention back to order. We have the results. There were 462,778 eligible votes. "Yes" votes cast 171,602; "No" votes 173,957.

PRESIDENT COHEN: On microphone No. 1 Delegate Saether.

DELEGATE KENNETH SAETHER (Local 7906): I would like to make a motion to hold a new election by mail ballot of the delegates at this 2008 Convention.

PRESIDENT COHEN: Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: It's been seconded. You may speak on your motion.

DELEGATE SAETHER: Brothers and sisters, I appreciate the passion and the emotion in this room, however, this is a District issue. Please allow us to conduct business as we should in our own District. Allow us to have a ballot by mail of the delegates to the 2008 Convention. Thank you.

PRESIDENT COHEN: No speakers on the motion. We are now voting on that motion. All those in favor of the motion indicate by raising your hands. Microphone No. 4, Delegate Nielsen.

DELEGATE DENNIS NIELSEN (Local 7032): I'm against this motion and the reason being is the motion just asked for a mail-out ballot and, I believe, yesterday with the Defense Fund Oversight Committee up there, we did put in new rules that the election would be held like the Vice Presidents and the four At-Large seats, and that it would be held at the district meeting in conjunction with the Convention. That's why I'm against this motion. I believe we need to hold it next year at the Convention. Thanks.

PRESIDENT COHEN: At the Questions Mike, Delegate Scinaldi.

DELEGATE LOUIS SCINALDI (Local 2202): Yes, President Cohen. If the ballots do get mailed out, would they be mailed to the locals or to the delegates' homes?

PRESIDENT COHEN: Good question. Hold up a minute.

It's to the individual delegates is the answer, and it's the address that we have on file for those delegates. If there is no home address on file, it is sent to the local to make sure the delegate receives the ballot.

You're entitled to a second question. He already left.

Now we are at Mike 3, Delegate Costello.

DELEGATE THOMAS COSTELLO (Local 7717): President Cohen, brothers and sisters: I rise in support of this motion to allow the members of District 7 to rerun another election today or in the next few weeks for the purpose of allowing the membership to speak on who their representative would be on the Defense Oversight Committee. (Applause)

District 7 members voted twice for Cecilia Valdez. What we have done today is, we have gone against the membership of District 7. Please allow District 7 to elect their own representative to the Defense Fund Oversight Committee.

Ask yourself this: Would you allow us to come into your District and do this to you? This is our District. We elected our representatives. Please allow us to stand and to elect our own representative.

Thank you. (Applause)

PRESIDENT COHEN: Microphone 4, Delegate Egan.

DELEGATE JOHN EGAN (Local 4034): I am up to speak against the motion. They have already done a mail ballot in District 7. I think what should happen is that the original election should be installed because the International Vice President spoiled the ballots. (Applause and cheers)

PRESIDENT COHEN: Microphone 5, Delegate Timothy Schick.

DELEGATE TIMOTHY SCHICK (Local 31041): Could you please verify for us what the current status is of District 7's Defense Fund Oversight Committee at this time.

PRESIDENT COHEN: Let me make sure I have it right. At this point in time, Cecilia Valdez is a member of the Oversight Committee. She has been certified, and this motion would direct a new election. And the winner of that election, once certified, would take the seat since the election would be held as quickly as possible. And I will also say, as President, that we would attempt to hold that election before any business is directed to that Committee. We can't guarantee that, but that would be the intent. We're not playing games here.

Microphone 1.

. . . Cries of "No" . . .

PRESIDENT COHEN: Order in the hall. Let's remember why we came here.

Microphone 1.

DELEGATE JAMES PAPPAS (Local 2336): Motion to close debate, Larry.

PRESIDENT COHEN: Motion to close debate. That is not debatable. All those in favor of closing debate please indicate by raising your hand. Down hands. Opposed to closing debate. Debate is closed.

Now we are voting on that motion-- let me find it. The motion is to hold a new election by mail ballot for delegates of District 7 to the 2008 Convention. I would add, "as soon as possible."

All those in favor of the motion please indicate by raising you hand. Down hands. Opposed. It is adopted.

. . . Cries of "No" and "Roll call" . . .

PRESIDENT COHEN: Let me try to be helpful here. If we don't go forward with this motion based on the roll call we just had, the Department of Labor rules say that seat will be vacant. We can't put somebody into that seat elected with 7,000 votes that didn't exist. So let's be clear here, delegates. That is not a possibility here. (Applause)

I recognize the Chair of the Committee.

CHAIR SCHAFFER: Appeal No. 5 will be read by Committee Member Mike Handley.

COMMITTEE MEMBER MIKE HANDLEY:

APPEAL 5

On April 24, 2008, the CWA Executive Board acted upon the request of Local 9509 member Foxyne Hinton that Local 9509 be placed into temporary administration. Member Hinton's request was based upon action taken at the April 2008 Local 9509 membership meeting.

Several officers of the local objected to the appointment of a temporary administrator. Pursuant to Article XIII, Section 8(b), and upon due notice to all parties, a hearing was conducted on May 20 and 21, 2008, before Hearing Officer Jim Short, then Vice President of District 13. The case for the proponents of the temporary administration was presented by Temporary Administrator and CWA Representative Cherie Brokaw. The case for the opponents of the temporary administration was presented by Amelia Sanborn, Local 9509 president. Fifteen individuals testified at the hearing and some 44 exhibits were introduced into evidence.

At the conclusion of the hearing in this case, Hearing Officer Jim Short issued his Report and Recommendation to the CWA Executive Board as required by Article XIII, Section 8(b). Hearing Officer Jim Short detailed the financial, DOL reporting, and vouchering problems in the local.

DELEGATE JAMES ALLEN (Local 6215): Point of order.

PRESIDENT COHEN: The point of order will be taken after he is finished.

COMMITTEE MEMBER HANDLEY: He recommended that the temporary administration be continued "until such time as the local is restored to fiscal stability and has adequate accounting procedures in place." On June 11, 2008, the CWA Executive Board adopted Hearing Officer Short's recommendation and affirmed the temporary administration of Local 9509. Local President Amelia Sanborn has appealed that decision to this convention.

At the outset, the Committee would like to note that there were no allegations or evidence in this case that any officer of the local was engaged in embezzlement or theft of local funds. And, Hearing Officer Short concluded that the hearing in this case was "not to place blame on any individual or individuals" but rather was about "whether the local had reached a point where it could not carry out its legal obligations or pay its bills."

The Committee has thoroughly reviewed the file in this matter, including the 395 page transcript of the hearing, and agrees with the recommendation of Hearing Officer Short and the Executive Board's decision to affirm the temporary administration. Without detailing all of the local's financial and other difficulties, the record in this case clearly shows that the local was in a dire financial situation and had DOL reporting and accounting issues. The financial difficulties faced by the local were largely the result of substantial legal fees incurred in the local's defense of two major lawsuits, the settlement of one of those lawsuits, as well as the remodeling of the local building, lost time wages and stipends to officers. While the local executive board was attempting to come up with a solution to the local's financial problems, it is clear that at the time of the CWA Executive Board action to place the local into temporary administration, the local had serious issues, including being delinquent in its LM filing obligation and having inadequate accounting procedures in place for reimbursement of expenses; and the local was almost bankrupt. The record shows that at the time of the temporary administration, the local had approximately \$640,000 in debts already incurred, but that the local only had approximately \$9,600 in its treasury.

Accordingly, the Appeals Committee recommends that the decision of the CWA Executive Board be upheld and the appeal be denied.

PRESIDENT COHEN: Thank you. There is a point of order. We are going to come back to this point of order. Delegate Allen.

DELEGATE JAMES ALLEN (Local 6215): Point of order. I saw the original appeal that Dawn Schnickels-Johnson made, and it did say to overturn the election and reinstate her.

PRESIDENT COHEN: Thank you for the point of order. That is not the appeal we have before us. Again, I want to reassert that this Convention cannot take issues that we have no control over. It was not before us to reinstate her; what was before us was to overturn the election, exactly what it says here. This Convention voted to overturn the election. That's what was in front of us. This Convention did that by a roll call vote.

Let's go back to Appeal No. 5. It's been read by the Appeals Committee, and that's before us now, Appeal No. 5. On Microphone No. 5, Delegate Crooks.

DELEGATE MITCHELL CROOKS (Local 9414): My question is: Was an investigation done by CWA Auditor John Walsh prior to Local 9509 being placed into temporary administration?

CHAIR SCHAFER: Yes, there was an investigation done.

PRESIDENT COHEN: You may have a second question.

DELEGATE CROOKS: Second question: When John Walsh was reviewing Local 9509's local record, was he told of the Pastrana lawsuit and the unpaid taxes?

CHAIR SCHAFER: No, he was not.

DELEGATE CROOKS: Thank you.

PRESIDENT COHEN: Since there are no other delegates wishing to speak, the motion is called. All those in favor of supporting the committee's recommendation, please indicate by raising your hands. Down hands. Opposed. It is adopted.

CHAIR SCHAFER: Appeal 6 will be read by committee member LeRoy Baylor.

COMMITTEE MEMBER LeROY BAYLOR (Local 1079):

APPEAL NO. 6

Earline Jones, President of CWA Local 6377, has appealed the decision of the CWA Executive Board to uphold the District 6 Arbitration Review Panel's decision not to arbitrate the grievance of AT&T's layoff of 85 CNA III employees, because they transferred the work to company managers and contractors.

The grievance claims violations of Article 30 of the Collective Bargaining Agreement, letter (k), regarding "Management Performing Bargaining Unit Work," and the September 1, 1990, Letter of Agreement regarding "Intelligent Network Services" management use. C&T Staff Representative Lois Grimes-Patow investigated the grievance and determined that the work performed by the CNA III employees, the initial interface with the customer, was replaced by automation and was not being performed by managers and company contractors. In addition, there were three similar cases in which CWA challenged layoffs at AT&T that were subsequently found to stem from similar technological changes. These cases, decided by a neutral arbitrator, proved to be devastating losses for CWA.

The Appeals Committee met with C&T Staff Representative Grimes-Patow and thoroughly reviewed the file in this matter. Accordingly, the Appeals Committee, after careful review of this matter, recommends the CWA Executive Board's decision be upheld and the appeal be denied.

PRESIDENT COHEN: On microphone No. 4, Delegates Jones.

DELEGATE EARLINE JONES (Local 6377): I rise and ask that you overturn the Committee's recommendation. The report contains errors and I want to set the record straight.

On or about October 1, 2001, AT&T began to hire contractors and H-1B visa workers, as well as managers, to perform bargaining unit work at the Bridgeton, Missouri facility. The job requisitions the union was able to obtain described work that was clearly work that our CNA IIIs performed exclusively.

The company hired and then isolated those contractors from the regular workforce, closing them behind locked doors at the work site, guarded by hired security, where they performed bargaining unit work. We confirmed this via the use of trouble tickets and information pulled off of various operating systems that our members maintained and monitored.

The union grieved and proved that the trouble tickets work by these managers was work historically and exclusively performed by the bargaining unit. In addition, we pointed to the September 1, 1990 letter of agreement that covered the CNA IIIs exclusively and made part of the AT&T contract, and it reads as follows:

"This will confirm our commitment at the bargaining table that AT&T and Intelligent Network Services does not intend to have supervisors of technical employees perform work of a kind normally assigned to the employees they supervise." The letter is addressed to A.L. Harris, our CWA Representative, and is signed by Peter E. Gory, Division Manager, Labor Relations.

In spite of the documentation the union provided that proved otherwise, as well as contract language to support our position, the company responded to our grievance, telling us that they were working on a "Redwood Project" and that the managers and contractors only performed Tier II support functions in the management of networks. Additionally, they provided a list containing the names of all network contractors working at the Bridgeton facility as of January 31, 2002, a total amount of 101 contractors.

Approximately 90 days later on February 8, 2002, AT&T furloughed 118 CWA IIIs. The local union grieved. We pointed again to the contractual letter of agreement covering those technical employees which prohibited supervisors from doing technical employees' work normally assigned to the employees they supervised, as well as Article 30 of the contract that prohibits contracting of work that would directly cause layoffs.

We produced numerous documents, tickets, statements from our members who witnessed first-hand the violation of their working rights, and numerous DDS-4 tapes that contained information that would prove conclusively that these contractors and managers and foreign workers did the exact same work that our members performed. It was at this point that we learned of the existence of RUBY, a tool that automated certain job functions.

During that 60-day period prior to our members going off payroll, the company interviewed and hired several of the furloughed CNAI III's as contractors to work alongside the same managers who supervised them. Through the testimony and statements, we learned that the work our members had done was still being performed manually by the contractors and managers and was not automated as we were led to believe.

The Local Union was notified that the union would not arbitrate these cases. We were told that the union arbitrated a similar case in Lake Mary, Florida, when the work of Data Processing Associates was automated--

. . . Time having expired, the microphone was cut off . . .

PRESIDENT COHEN: Microphone No. 3, Delegate Keller.

DELEGATE SHERRI KELLER (Local 3108): Good afternoon. I rise on this occasion to ask the delegates to support the Appeals Committee. Let me give you some history, as we are the local that had the first initial loss on the arbitration.

The RUBY system that my fellow sister referred to is a technological system. We lost 80 employees in the conversion to this system. We lost those members in Memphis. There are three ports for the system.

Make no mistake: We are not for automation and losing jobs. The system does a pre-testing signal on the line, and then it responds to the customer. Any escalation calls out and goes to management ports. Whether I agree with that or not, that's the process, unfortunately.

This case was arbitrated under an agreement which enables an arbitrator to rule and give some of the work back. It was arbitrated in Lake Mary; it was arbitrated in Chicago; it was arbitrated in Atlanta. We lost these arbitration cases totally. The arbitrator had the right under each one of these cases to reinstate their portion of the work, based on the system conversion.

Again understand, I am not for losing jobs under any conditions, but we lost it on three different occasions. There comes a point in time when we have to work out our fiduciary responsibility and ask ourselves, can we arbitrate these cases and win. Based on the past history, the Appeals Committee made the right decision. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 4, Delegate Nichols.

DELEGATE NORA NICHOLS (Local 6377): I rise to speak against the motion. The local was notified that the union would not arbitrate these cases. We were told that the union arbitrated a similar case in Lake Mary, Florida, in which the work of the association was arbitrated as well. However, clearly understand me when I say that the Data Associates did not have contractual language that contained an assessed restriction on the assignment of the bargaining unit work to managers and contractors, as that letter of agreement in the contract that covers the CNAI III employees.

I ask that you overturn the Committee's recommendation and arbitrate these cases. Those 116 members deserve justice. Thank you. (Applause)

PRESIDENT COHEN: No other delegate requesting the floor, then the question is called. We are voting now on Appeal 6.

All those delegates voting to sustain the Committee's recommendation please indicate by raising your hands. Down hands. Opposed. We arbitrate. (Applause and cheers)

CHAIR SCHAFFER: Appeal No. 7 will be read by Committee Member LeRoy Baylor.

COMMITTEE MEMBER LeROY BAYLOR:

APPEAL 7

Chris Rossie, President of CWA Local 7019, has appealed the decision of the CWA Executive Board to uphold the previous decision of the CWA National Trial Court.

President Rossie was charged with violating the CWA Constitution, Article XIX, Charges Against Members, Section 1(h), "Misappropriating Money or Property of the Union or the Local," because he used

the Local's e-mail blast list as a means to communicate his position concerning a recall petition that had been filed against him.

The Trial Panel found President Rossie "guilty" of violating the CWA Constitution, Article XXII, Referendum and Recall, Section 9. That provision states, "All recall votes of the membership must meet the procedural requirements which apply to election of officers." The Trial Court apparently found that since an officer could not use the Local's e-mail list without permission in an election, an officer could also not do so in a recall situation. The Trial Court fined President Rossie \$1,000, payable to Local 7019.

Accordingly, the Appeals Committee, after careful review of this matter, recommends the decision of the CWA Executive Board be upheld, but that the fine be reduced to zero.

PRESIDENT COHEN: Thank you. Microphone 1, Delegate Rossi.

DELEGATE CHRIS ROSSIE (Local 7019): I respectfully move to amend the recommendation of the Appeals Committee to include reversing the decision of the CWA Executive Board, overturning my conviction, in addition to removing the fine imposed against me.

PRESIDENT COHEN: Is there a second to the motion.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: You may speak on the motion.

DELEGATE ROSSIE: Brothers and Sisters, I stand before you today to request your support for my Appeal to the Convention. Having been charged with two violations of the CWA Constitution in August '07, I was subsequently tried and found not guilty of the first violation, Article XIX Section 1(d). "Willfully violating the Constitution of the Union, Local Bylaws or Rules".

There was no basis for the second charge, and I was not found guilty of violating Article XIX Section 1(h), "Misappropriating money or property of the Union or Local," for sending an e-mail seeking solidarity among the membership of our local. The claim of misappropriation was not proven at trial. No value was established for or assigned to sending an e-mail at the trial. Therefore, there is no foundation for misappropriation.

Furthermore, absent any policy regarding internet or e-mail usage, the prosecution failed to make a case against me for knowingly violating the Constitution, Local Bylaws or Rules at trial.

The foundation for my appeal of the verdict and the ensuing fine of \$1,000 is as follows: I was officially charged with two violations of the CWA Constitution, Article XIX Section 1(d) and (h). However, I was convicted and fined by the National Trial Panel for a violation of Article XXII Section 9, Referendum and Recall.

I was never advised of a charge for violating Article XXII, Section 9, Referendum and Recall. No amendment to the charges was made at trial. I was never allowed to present a defense for violating Article XXII, Section 9. As a matter of fact, the first time I saw or was made aware of the Article XXII, Section 9 violation was after the trial in the decision letter rendered by the National Trial Panel, advising me of the conviction and \$1,000 fine.

The right to "due process" is a fundamental union value. The right to know charges against you and the opportunity to defend yourself. For these reasons, I ask for your support. Overturn my conviction and fine of \$1,000 as unfairly levied against me, because it could also happen to you. With your support, "due process" won't stop at CWA's doorstep. Thank you very much. (Applause)

PRESIDENT COHEN: There are no speakers on the amendment? No further speakers on the amendment?

The question is then called. And just to explain-- and you can correct me if I am wrong-- because the Appeals Committee eliminated the fine, the amendment would be to also eliminate the guilty finding. Because if there was no amendment, then you would be throwing out the whole thing and we would be back to the fine. Is that correct?

More or less that is correct. So, what you are voting on is the amendment to eliminate the guilty finding. So the way it would read would be that the Appeals Committee recommends-- does not-- "The Appeals Committee reverses the decision of the CWA Executive Board, and the fine is reduced to zero." So if you vote "yes," that's what you are voting for.

All those in favor of that amendment please indicate by raising your hands. Down hands. Opposed. Okay, it is amended. (Applause)

Wait, that doesn't end it. I was just asked up here. We are back to the main motion as amended. Previously there had been an "Against," somebody speaking at Microphone No. 4. Now you would be speaking against the motion as amended. Do you still want to speak, delegate? This is Delegate Sandoval.

DELEGATE THOMAS SANDOVAL (Local 7019): Yes.

PRESIDENT COHEN: You have the floor.

DELEGATE SANDOVAL: Thank you. President Cohen, members of the executive board, delegates, retirees, guests, and my union brothers and sisters: When we communicate with our members, it is priceless. When our members provide us with their personal information, it's so we can effectively communicate with them with union updates, current events and upcoming events, and not for our own personal agenda. We can't violate our trust with our members.

I am speaking against the committee's report. I would like to provide you with some appropriate content. The facts are that during the trial, despite what Mr. Rossie says, Mr. Rossie was offered an opportunity to be sworn under oath and testify and answer any questions concerning his own behalf. He declined.

I urge you, delegates, to uphold the trial court's decision. Vote "no" on this appeal. Let's not violate our members' trust. Thank you. (Applause)

PRESIDENT COHEN: At the Questions Mike, Delegate Wood.

DELEGATE DAVE WOOD (Local 7019): My first question, President Cohen, would be: "Can you read the appeal that was submitted by President Rossie to this Committee?"

PRESIDENT COHEN: Delegate Wood, let me see if this is helpful at all. The appeal to the Committee was to eliminate the fine and reverse the guilty verdict. Did you want something beyond that in your question? When he appealed to the committee he said, "There should be no fine, and I should be found not guilty." And what the committee did is they said, "We will eliminate the fine, but we believe there was a technical violation." Do you want more than that?

DELEGATE WOOD: I want you to read exactly what he submitted.

PRESIDENT COHEN: There are a lot of submissions to the Committee, and that's why there is some difficulty. He didn't write to them one time; there is more than one. So I am not sure that we are

going to be able to fully give you the answer you want. It's the best I can do here. There are pages and pages of correspondence.

Do you want to ask your second question while they are looking?

DELEGATE WOOD: Yes. Is there any information given in the trial court's decision on where they came up with a \$1,000 fine?

PRESIDENT COHEN: If you can answer either question, that would be helpful. The second question is: "Is there any information in the file on where the \$1,000 figure came from?"

CHAIR SCHAFFER: No, there wasn't.

PRESIDENT COHEN: The answer is "no." Apparently the amount of the fine was just a number they came up with.

DELEGATE WOOD: Thank you.

PRESIDENT COHEN: Okay. There are a number of other questions here. I am just going to take them in the order I got them. Some may not still be pertinent. Delegate Winton on the Questions mike.

DELEGATE ANTHONY J. WINTON (Local 31222): I have two questions. The first question is: Was email access to supporters of the recall petition offered or denied?

PRESIDENT COHEN: Do you need the question repeated?

COMMITTEE MEMBER HONSE: Yes.

PRESIDENT COHEN: Would you repeat the question, please.

DELEGATE WINTON: The question was: Was email access to supporters of the recall petition offered or denied?

CHAIR SCHAFFER: I don't believe it was offered or denied.

DELEGATE WINTON: My second question is: What is the precedential effect in regards to prosecution for election errors in this case?

CHAIR SCHAFFER: I'm not sure I understand. Can you put that in English?

PRESIDENT COHEN: The question is: What precedent is set in terms of a prosecution error? We can get you some help here if you need it.

. . . Brief pause . . .

PRESIDENT COHEN: It sets no precedent. This appeal stands on its own.

DELEGATE WINTON: Thank you.

PRESIDENT COHEN: At Microphone No. 4, Delegate Head.

DELEGATE SUSAN HEAD (Local 7019): My brothers and sisters, I rise before you today to ask you to vote against this recommendation. We need to uphold the CWA's Executive Board decision to support the National Trial Court's ruling of President Chris Rossie's guilt and the fine imposed. The

committee recommends reduction of the fine to zero. This reduction is excessive and inappropriate. The penalty should not be separated from the conviction. There must be a consequence for his behavior.

A trial was conducted. The prosecution presented its case and the defense cross-examined. When it was time for the defense to present, no witnesses were called. President Rossie refused to take an oath to tell the truth. He chose to make a statement rather than testify. Our members provide their personal information, understanding it will be confidentially maintained and used properly. There is a cost to our members' trust and it greatly exceeds \$1,000.

Therefore, I respectfully request you vote against this appeal. Thank you.

PRESIDENT COHEN: Delegate Pappas.

DELEGATE PAPPAS (Local 2336): I move to close debate, Larry.

PRESIDENT COHEN: Motion to close debate. It is not debatable. All those in favor of closing debate on Appeal No. 7 please indicate by raising your hands. Down hands. Opposed. Debate is closed.

We are now voting on Appeal No. 7 as amended. So, as amended, we are voting to-- I am just explaining it again-- the guilty verdict would be reversed and the fine would be zero. All those in favor of Appeal No. 7 as amended please indicate by raising your hands. Down hands. Opposed.

With the lighting in here, I am having trouble here. Come on over. (Laughter) We will get four more eyes on this. Down hands, please.

All those in favor of the Committee's report as amended please indicate by raising your hands. Down hands. Opposed?

Down hands. Division of the house.

. . . Cries of "Ohhh" . . .

PRESIDENT COHEN: All those in favor of the motion as amended please go to the right side. All those opposed to your left, my right. All those in favor of the Committee's report as amended on the right side. All those opposed on the left. One side or other, please. Thank you.

. . . The delegates assembled at their chosen sides . . .

PRESIDENT COHEN: The motion is carried. (Applause) Thank you, delegates, for exercising CWA democracy, and we are now in recess until 1:30 p.m. I appreciate your patience all morning.

. . . The Convention recessed at 12:05 . . .

WEDNESDAY AFTERNOON SESSION

The Convention reconvened at 1:30 p.m., President Larry Cohen presiding.

PRESIDENT COHEN: Will the delegates please be seated. Quiet in the hall, please.

I recognize the Chair of the Appeals Committee.

APPEALS COMMITTEE CHAIR SCHAFFER: Appeal 8 has been withdrawn by Rick Castillo, so you will not be hearing that one. We will go on to Appeal No. 9.

APPEAL 9

On January 30, 2008, Sandra Grogan, President, Local 6301, appealed the decision of Independent Referee Willie L. Baker, Jr., regarding a jurisdictional dispute between CWA Local 6301 and CWA Local 6313 to the convention.

Article XIII, Section 4(a)2, of the CWA Constitution provides that:

"The decision of the referee may be appealed to the CWA Convention within thirty days of receipt of the referee's decision. Such appeals shall be presented to the Convention by the Convention Appeals Committee. The only responsibility of the Appeals Committee shall be to convey the decision and opinion to the Convention without making any recommendation."

The decision was copied and provided to all delegates on the tables today.

Independent Referee Willie L. Baker, Jr.'s decision is now before you.

PRESIDENT COHEN: Thank you.

I was notified from the Privilege Mike that there is a flyer without a union bug. Please withdraw it from the floor. You can't pass around flyers here with no union bug. We just passed a resolution on that yesterday.

Appeal No. 9 is on the floor. Let me explain again. I appreciate the delegate at Mike 1. The motion to uphold the umpire's report is what is automatically in front of us based on this process that was developed by a prior Convention some decades ago. These disputes automatically go to a third party at a certain point and then they come through the Appeals Committee to the floor of the Convention as a motion.

If you want to speak on it, you can go to Mike 3. We will put you first in line. What's before us is supporting the independent Referee, and the independent Referee's decision was distributed yesterday.

Since we have a mike confusion problem, I'm going to recognize Delegate Kollmeyer at Mike 3.

DELEGATE KEVIN KOLLMEYER (Local 6313): Thank you, Mr. President.

Good afternoon, fellow CWA delegates. I appreciate your attention to a matter of importance to our Local. My name is Kevin Kollmeyer and I am President of Local 6313 located in Joplin, Missouri.

This has been characterized as a jurisdictional dispute when in actuality this is a matter of Local 6301 attempting to expand its jurisdiction. As I have stated, my Local is located in Joplin, Missouri. The AT&T Mobility call center we are discussing is also located in Joplin, Missouri. Let me begin by stating some of

the facts in this dispute.

Local 6313 has represented CWA members working at AT&T Mobility, formerly Cingular, since April 2006. Local 6301 does not and has never represented Cingular or AT&T Mobility members.

The charter for Local 6313, which was issued on June 29, 2007, reads that Local 6313 represents AT&T Wireless workers and Cingular call center workers in Joplin, Missouri. The charter for Local 6301, last issued in 1986, does not address Local 6301 representing any CWA members working for Southwestern Bell Mobile Systems, Southwestern Bell Wireless, Cingular, AT&T Wireless, or AT&T Mobility. In fact, in 1986 there were no organized wireless workers; there was no wireless industry; the technology had not yet been deployed.

When our charter was issued on June 29, 2007, there was no dispute regarding AT&T Wireless workers. Local 6313 was representing AT&T Wireless workers in Joplin, Missouri, and had been since early 2006.

Local 6301 has tried to make the argument before an independent third-party arbitrator that their Local should have jurisdiction over CWA members working in the call center because their charter reads that they represent CWA members in the RSC and the BSC working for Southwestern Bell.

That fact is true; in fact, they have jurisdictional rights for members in those centers for 30 counties in Missouri. If AT&T would have opened a center of service reps covered by the core AT&T contract in Joplin, Missouri, then I assure you that I would not be standing at the microphone today in this dispute. Those service representatives would rightfully be covered under the jurisdiction of Local 6301. However, this is not the case.

While Local 6301 does have jurisdiction in 30 counties in Missouri for service representatives and employees covered under Appendix B in the AT&T core agreement, they represent no one-- not one employee in those 30 counties covered under the newly-negotiated agreement between the CWA and AT&T Mobility.

Just because a Local represents CWA members working under the core agreement with AT&T does not entitle a Local to claim they now represent any or all CWA members working for all AT&T subsidiaries. The CWA has many contracts with AT&T-- Yellow Pages, telecom, AT&T Mobility, internet services and video services, just to name a few. Representing workers under one contract does not automatically entitle you to represent workers under every contract.

Local 6301 in the 1980s did represent CWA members working in the core contract under Appendix B in Joplin, Missouri. However, a third-party referee has ruled that there was no continuation for these Service Rep Centers in the AT&T Mobility call center in Joplin, Missouri. In fact, the first Local that organized workers into CWA was Local 6320 in St. Louis. These CWA members worked for Southwestern Bell Mobile Systems, the forerunner company for what is now known as AT&T Mobility. Local 6320 negotiated a separate contract for these members and today the AT&T Mobility contract is separate from the AT&T core contract.

Local 6313 signed up the first CWA members who walked through the door at this call center. Today I have 626 out of 627 of them signed up as CWA members. I have over 75 percent of them under COPE. (Applause)

Article XIII, Section 1, of our CWA Constitution does allow the Executive Board to issue a contract that is in conflict with another Local. The Executive Board issued our contract on June 29, 2007--

. . . Time having expired the microphone was shut off . . .

PRESIDENT COHEN: All right, the five minute rule.

On Microphone No. 4, Delegate Grogan.

DELEGATE SANDRA L. GROGAN (Local 6301): The handout without the bug is mine. It was made in-house, and I hope that you read it.

This is my 15th National Convention as president of Local 6301. Our Local's records go back way before 1950 when we were chartered as CWA. We have always represented members who are now known as customer service professionals. Our members have always made or received calls from customers. We have always completed calls, given numbers, explained bills, corrected bills, sold whatever the company is pushing at the time. The technology may have changed, but the job is the same.

We are not letting anyone give away part of our local without a fight. Even though we wrote Vice President Milburn in February of '07 that we are chartered to represent call centers in Joplin, Missouri, he awarded it to Local 6313, who had never represented call center employees. He recommended to the National Executive Board that jurisdiction be given to 6313 without telling them there was already a dispute.

We represented Joplin residents and business employees in Joplin until divestiture and when those offices closed and were consolidated into the Springfield office where our offices are, many, many of the services reps and clerical people followed their work and drove back and forth every day.

Regardless of what you call a service rep, it's the same position as it always was. It's still the hardest job in the company, and I can tell you that because you would find few service reps with more than thirty years of service-- thirty years and thirty seconds and they are out the door. That's how hard that job is.

Mr. Baker did not pay close attention to the facts presented in the appeals hearing. The biggest error is that 6313 had Cingular members dating back to 2006. That is wrong, for lack of a better word. Local 6312, who had Cingular stores in Springfield, was told by District 6 to sign them up because 6313 had not bothered. Local 6312 signed them up, turned in the cards, and they still have them in their jurisdiction.

Local 6313 was given jurisdiction of the call center in June of '07. The center actually opened in August of '07. We are not a right-to-work state. This center wasn't organized; this center had recognition the day it opened. "Sign a card and you will pay dues, whether you are a member or not," although we put it a lot nicer than that.

Call centers are micro-managed. The companies play one against the other. The Executive Board shouldn't call us "customer services professionals" if they don't mean it. If we don't get enough respect as experienced call center professionals that we have always been chartered for by the union, what does that tell the company?

I am standing up right now for my members and my members' rights, our local's rights, and the rights of all AT&T to be represented by a local that specializes in their work. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Sims.

DELEGATE KATHLEEN SIMS (Local 1104): Were there poll workers saying which local they wanted to sign?

CHAIR SCHAFER: To our knowledge, there was no poll.

PRESIDENT COHEN: You are entitled to a second question.

DELEGATE SIMS: Does the Constitution direct or allow the members to pick?

CHAIR SCHAFFER: It's a new unit, so I don't know if they would know anything about picking between locals.

DELEGATE SIMS: I'm sorry, the question was about the Constitution.

PRESIDENT COHEN: The answer is, no, the Constitution does not direct a method of assigning jurisdiction in a new facility in this case.

Microphone 3, Delegate Dye.

DELEGATE RON DYE (Local 6016): President Cohen and CWA members: As we look at the facts of this appeal, there seems to be a huge fact in dispute: Which local has jurisdiction for the AT&T Mobility Call Center in Joplin, Missouri? Would it be Local 6313 in Joplin, or Local 6301 in Springfield, a principality an hour to an hour and a half away?

The facts as stated in the award by the Independent Referee Baker are clear. Local 6313 does have members in AT&T Mobility, does have local union officers physically located in Joplin, Missouri, and does have Mobility in the Local's charter.

I have personally had the opportunity to meet with the officers of Local 6313, tour the call center, and I had the pleasure of attending their October membership meeting. The officers of Local 6313 have worked tirelessly to understand the mobility language and the day-to-day work performed by the CWA members in the call center.

As President Kollmeyer indicated, they have 626 out of 627 employees that are members, and approximately 75 percent participation in COPE. Whether it is a right-to-work state or not, I believe that that is a true reflection of the tireless efforts and the intense organizing that has been done by Local 6313.

Currently, the only two locals in District 6 that represent AT&T Mobility that take calls for business customers are Local 6313 and Local 6016. We have worked almost daily to show a united front for our members, but, just as importantly, we have worked to show the united front with labor and local management. I have had the pleasure of working with President Grogan over the years, and respect her dedicated work for the local and CWA, and have no doubt that the Joplin employees in the call center will be well represented by each local.

I urge you to support the decision of the independent referee Baker based on the facts. CWA Local 6313 is in Joplin, Missouri, and they should represent the AT&T Mobility call center located in Joplin, Missouri. Thank you. (Applause)

PRESIDENT COHEN: Microphone 4, Delegate Alderman.

DELEGATE BARBARA J. ALDERMAN (Local 6301): I am here to give our call center the best representation CWA can give them, which is Local 6301. I said "our call center" because our charter from 1986 says residence service centers and business service centers in many counties, including Jasper and Newton where Joplin is located.

The term "call center" was not used at the time of our charter. However, our residence service center and business service center in Springfield are referred to as call centers. When our local heard there was a business service center proposed in Joplin, our president wrote District 6 Vice President Andy Milburn stating it was in our charter. If he thought it wasn't, why wouldn't he let us know? Instead, we got no reply.

Think of these dates: February 5, 2007, our letter to Vice President Andy Milburn stating our jurisdiction. As I said, there was no reply.

March 28th, 6313's MLO to add jurisdiction for a call center in Joplin, was put in for their 6313 charter.

April 19th, a letter to 6313 from their staff recommended different language to put in their MLO request. It's nice to have help.

May 4th, a letter from VP Andy Milburn to locals saying he was pleased with the enthusiasm and interest that each of us had shown, and assigned 6313 the center in Joplin.

Local 6301 didn't show interest. We said it is in our jurisdiction. We got no reply. He also stated he believed they would be better served under "experienced" CWA members and leaders. How much experience can a new president of a few months with a membership of 64 plant members with only plant experience have? How much experience? It's an insult.

June 29, 2007, Local 6313 was given a new charter for the call center. That was before the building was completed or an employee was hired.

I feel we were back-doored with this. No one has said to this date that the center was not in our charter. What was said was that 6313 was given that unit on June 29th, and it could not be given to them if someone else had the jurisdiction. Well, it was. Something is wrong with the picture. Connect the dots. Stand up for what's right, or watch your back. Maybe you'd better do both. (Applause)

PRESIDENT COHEN: Microphone No. 1, Delegate Pappas.

DELEGATE JAMES PAPPAS (Local 2336): Move to close debate.

PRESIDENT COHEN: Motion to close debate. It's not debatable. All those in favor of the motion to close debate indicate by raising your hands. Down hands. Opposed. Debate is closed.

We are now voting on Appeal No. 9. Again, a "yes" vote is a vote to uphold the report before you of the independent third party, Willie Baker, Independent Referee Willie Baker. A "no" vote is a vote against that report. All those in favor of sustaining that report indicate by raising your hands. Down hands. Opposed. It is sustained. (Applause)

I want to thank the Appeals Committee for their hard work, and call to the podium the Resolutions and Rules Committee. Thank you, Appeals Committee. (Applause)

We are on the Supplemental Resolutions. I recognize the Committee Chair.

RESOLUTIONS COMMITTEE CHAIR DUVALL: Thank you, Mr. President. The Chair recognizes Marc William Salganik, Local 32035.

DELEGATE MARC WILLIAM SALGANIK (Local 32035): Thank you, Mr. Chairman.

Would the delegates please turn to Page 3 of the Supplemental Resolutions Report. That's the one distributed yesterday, not the Supplemental Resolution Report of today. This is Resolution 70A-08-8.

PRESIDENT COHEN: Wait. Sorry, delegates, a procedural error there. We are on No. 7. We didn't do 7.

CHAIR DUVALL: Correct.

Mr. President, the Chair calls on Art Gonzalez, President, CWA Local 9511.

DELEGATE ART GONZALEZ (Local 9511): Thank you Mr. Chairman. Would the delegates please turn to Supplemental Resolution 70A-08-7. That's what we were talking about.

Resolution 70A-08-7

Organize Cable and Satellite Industries Now

The cable and satellite industries increasingly provide the same bundle of services that wireline telephone companies do: phone, broadcast video, broadband internet and voice-over-internet protocol. Yet cable and satellite remain largely unorganized. Where they are organized, workers have had trouble winning contracts and maintaining bargaining rights.

Customers and revenue are flowing to these unorganized companies. So are jobs. Access lines at local telephone companies have fallen by 25 percent-- representing more than 46 million customers--since 1999. Over the same period, cable companies signed up nearly 15 million new phone customers. This poses a clear threat to our members.

For decades, CWA and its locals and districts have been making efforts to organize cable and satellite companies. For example, after a five-year campaign by Local 13000, workers won the right to representation in the Pittsburgh area, creating one of the largest organized cable units in the United States. Local 4100 in Detroit developed a community-labor coalition that blocked a Comcast franchise approval for eight years. Local 1126 in New York waged a community campaign that eventually led to a contract at Time Warner. IUE-CWA Local 83711 tenaciously fought against a multi-million-dollar effort by Bruister-- a major contractor to DirecTV-- to fend off the organizing effort of its workers in Alabama. Local 6320 in Missouri supported efforts of workers at Echostar and its contractors to organize in three states.

And the struggle often continues after organizing successes. In the San Francisco Bay area, Local 9415 has successfully fought back half a dozen decertification campaigns, maintaining a collective bargaining agreement with Comcast for over 20 years.

Passage of the Employee Free Choice Act will create even more organizing opportunities. If EFCA's protections for first-contract arbitration were already in effect, CWA would have had bargaining rights for an additional 5,000 cable workers.

But we can't just wait for the passage of EFCA. We need to gear up now to be ready. It is crucial to increase our efforts, and our success rate, for two main reasons:

* The workers at cable and satellite companies want, need and deserve the same pay, benefits and job protections that our members enjoy.

* Lower pay and benefits at unorganized cable and satellite companies reduce industry standards. In some cases, they allow unorganized service providers to under price our employers, accelerating the loss of customers and jobs. And they encourage our employers to say they need to reduce pay and benefits to remain competitive.

RESOLVED: This 70th Convention recognizes cable and satellite companies as key organizing targets.

RESOLVED: CWA, and its locals and districts, should continue to experiment with using new technologies in creative ways, and with innovative approaches such as the Religious Leaders for Justice at Comcast and the Cable Switch campaigns in Milwaukee, Wisconsin, and Grand Rapids, Michigan.

RESOLVED: CWA, and its locals and districts, should be ready to accelerate cable and satellite organizing even more when the Employee Free Choice Act is signed into law.

Mr. President, the Resolutions Committee moves adoption of Resolution 70A-08-7, "Organize Cable and Satellite Industries Now." (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Okay, the motion has been made. Seconded from the floor. At Microphone No. 3, Delegate Reyna, Local 9415.

DELEGATE VALERIE REYNA (Local 9415): President Cohen, Executive Board Members, Brothers and Sisters: I rise in support of this resolution. This is about union penetration in an industry that is predominantly unorganized.

As one of the few locals in the country that represents cable workers, I can tell you first-hand how hard it is to negotiate contracts or make significant improvements in Comcast. While our members would strike in order to achieve a better contract, we are limited because the employer has many other unrepresented employees in the immediate area that can easily be assigned to work in place of our members.

I can also tell you, in the short time we had card check neutrality when it was AT&T Broadband and CWA represented more cable workers, we were able to gain significant improvements in our contracts. In addition, organizing in the cable and satellite industry will raise the industry standard, helping us when we bargain with our other employers.

I urge you not only to support this resolution but to concentrate your efforts to organize the cable and satellite industry. Thank you. (Applause)

PRESIDENT COHEN: No other delegates wishing to speak, the motion is called. Debate is ended.

All those in favor of the motion indicate by raising their hand. Down hands. Opposed. It is adopted. (Applause)

I recognize the Chair.

CHAIR DUVALL: Thank you, Mr. President. The Chair recognized CWA Local President Bill Salganik, Local 32035.

DELEGATE SALGANIK: Thank you. Again, Mr. Chairman, would the delegates please turn to page 3 of the same Supplemental Report that has the Cable Organizing resolution. We turn to Resolution 70A-08-8, "CWA Taking the Lead in National Health Care Reform." I will read the Resolves.

Resolution 70A-08-8

CWA Taking the Lead in National Health Care Reform

There is no debate about the health care crisis in America.

* Health care costs doubled from 1993 to 2004, according to the Centers for Medicare and Medicaid Services. Health care expenditures were \$2 trillion in 2005 when it accounted for 16 percent of the gross domestic product. Costs are expected to rise to nearly 20 percent of the GDP by 2015 (*Washington Post*, January 10, 2006).

* One-fifth of all Americans, 48.8 million individuals, were in families spending more than 10 percent of their family income on health care in 2003, an increase of 11.7 million persons since 1996. Of these, 18.7 million (7.3 percent) were spending more than 20 percent of their family income on health care - the amount normally spent on home ownership (*JAMA*, December 13, 2006).

* Half of all personal bankruptcies are caused by illness or medical bills. The number of medical bankruptcies has increased by 2200 percent since 1981 (*Health Affairs*, February, 2005). Two-thirds of people with a medical bill or debt problem went without needed care due to cost (Commonwealth Fund, August, 2005).

* 47 million Americans were without any health insurance in 2006 - an increase of nearly 10 million since 2000 (U.S. Census Bureau, August 2007).

In every set of negotiations, health care is a major battle. Employers must move from demanding concessions to joining us in the fight for national health care. It will require legislative action to guarantee health care for all of us. It will require a political movement to overcome the power of the insurance and pharmaceutical companies that have benefited from our lack of a national health care policy, as well as the employer free-riders who do not provide quality health benefits.

CWA is taking a leadership role in building the political movement necessary to change the direction of our nation. Our union has made health care reform a major national priority by creating a health care campaign to engage tens of thousands of our members in workshops about the need for major national health care reform as well as the enactment of Employee Free Choice. The campaign has more than 100 coordinators who are fanning out in 40 states and 125 congressional districts to deliver the workshops and recruit activists - CWA's Stewards Army - who will be on the front lines of the political movement that we need to transform America.

The CWA Executive Board has adopted five principles for health care reform that must be part of any system that will benefit CWA members and retirees:

* Cover everyone - guarantee quality, affordable health care for everyone with comprehensive benefits.

* Control costs - reduce bureaucracy, promote preventative and cost effective care, negotiate drug prices with pharmaceutical firms, and regulate insurance companies.

* Strong government role - to oversee and regulate insurance and pharmaceutical companies and to assure choice of a comprehensive public plan for every one of us.

* Improve quality - by promoting preventative care, evidence-based care and safe staffing standards.

* Broad-based financing - to spread financing throughout the system and assure that all employers pay their fair share.

There are three pieces of legislation in Congress that meet these principles.

The United States National Health Insurance Act, H.R. 676, introduced by Representative John Conyers, proposes a "single payer" national health insurance plan that would provide health care for all with a guaranteed level of benefits. The plan would reduce administrative waste, encourage preventive care and increase public oversight. The plan is paid for by a combination of existing financing for Medicare and Medicaid and employer and employee payroll taxes.

The Medicare for All Act, S.1318 and H.R. 2034 sponsored by Senator Ted Kennedy in the Senate

and Representative John Dingell in the House, would expand Medicare to cover everyone and would improve prescription drug, mental health and preventive care benefits. The bill also offers a choice of plan from the plans from those that are available to Members of Congress. The plan is funded by payroll taxes on employers and workers.

The Americare Health Care Act of 2007, H.R. 1841, introduced by Representative Pete Stark, would build on a new and expanded Medicare program to provide health care for everyone. Employers would have the option of providing health plans or contributing to private insurance plans. Private plans must meet a minimum level of benefits. The plan would be funded through a combination of employer contributions and other government revenue.

Versions of these health care systems function successfully in most developed countries in the world. They have yielded the improved health care, reduced cost and protected choice of health care providers. Most countries in Western Europe, for example, cover everyone, have health outcomes at least as good as those in the United States, and spend only about half as much on health care as the United States.

After the 2008 national election, these and other health care reform proposals will finally have a real chance at adoption. This will create a broad public discussion about how to finally address the health care crisis.

RESOLVED: CWA will continue to build for health care reform on the principles of: (1) Cover everyone; (2) Control costs; (3) Strong government role; (4) Improve health quality; and (5) Broad-based tax financing.

RESOLVED: CWA endorses, advocates and will educate about legislative proposals that are consistent with these principles including the National Health Insurance Act, the Medicare for All Act and the Americare Health Care Act.

RESOLVED: This 70th Convention encourages all CWA members to participate in CWA's health care campaign, join the CWA Stewards Army, and help build a political movement that will achieve, at last, health care for all.

Mr. President, the Committee moves the adoption of Resolution 70A-08-8, "CWA Taking the Lead in National Health Care Reform."

PRESIDENT COHEN: The motion has been made. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The motion is made and seconded. I recognize at Microphone 3 Delegate Kermish.

DELEGATE LISA KERMISH (Local 9119): Thank you, Mr. President. I speak in support of this resolution because a single-payer health care system is the clearest embodiment of the principles in CWA's Strategic Health Care Initiative. Just this morning, the President of the United Auto Workers exhorted us to fight for our rights to comprehensive health care. Barack Obama spoke to us on Monday on his desire to make health care available to all, and about his respect for CWA's leadership in driving the health care reform agenda.

It is incumbent upon us to provide the next president of the United States with a clear mandate for the strongest possible form of true health care reform. We have the opportunity to advise the president who truly wants to hear what labor thinks, and we should take advantage of this opportunity.

A single-payer health care system eliminates the insurance companies from the health care delivery

system. Health care decisions are made by patients and health care professionals. There are no bean counters to decide which drugs are part of your planned formulary, or whether a pre-existing condition excludes you from necessary treatment.

Under a single-payer plan, costs for providing health care are reduced because paper work is reduced. Necessary treatment is delivered more quickly because patients do not have to wait for insurance company employees to authorize treatment.

Health care outcomes are improved and mortality rates are reduced because immediately necessary treatments are approved. The profit motive that drives our insurance company based health care systems is removed.

Insurance companies currently play no role in health care except to say "no" to patients and to line their pockets with our money. Patients, not profits, should be the focus of any health care system. A single payer health care plan is not only the best plan for consumers, it's a great opportunity for labor. How much of our time at the bargaining table is spent fighting health care take-backs and bargaining about premium and co-pay rates?

With a single-payer health care plan in place, we will be able to focus more of our bargaining energy on health and safety, preventing off-shoring of our jobs, technology training, pension protection, and other pressing bargaining objectives. The people of the United States spend more money on health care than any other industrialized country, and yet we have a higher infant mortality rate, a lower life expectancy, and many other negative health care outcomes.

Some people say that this country is not ready for a single-payer health care system. I say we have waited long enough for health care to be accessible, affordable, and high quality. We have waited long enough for children, poor people, old people, working people, our parents, our neighbors, our children's teachers, and the kid who asks, "Would you like fries with that?" to not live in fear that they will get sick or fall off a ladder or have their savings wiped out by a car accident or breast cancer.

We have the opportunity today to promote forward-thinking public health policy. We cannot wait for public opinion to catch up with public policy. Indeed, if we had waited for public consensus before we passed laws, slavery would still be legal, women would not be allowed to vote, and same-sex couples would not be allowed to marry in my home state of California.

We can do the right thing today in order to build for our health care tomorrow. This resolution is a step in the right direction. Please join me in voting "yes." Thank you. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate McAllister.

DELEGATE SUSAN K. McALLISTER (Local 7704): Thank you, President Cohen.

My union brothers and sisters: I am honored to be standing here. Thank you for allowing me to speak to you today on such an important issue as the health care reform resolution. I am one of 110 coordinators working on the health care SIF campaign. There are many of them here today. Would you please stand up and be recognized if you are in the hall?

. . . Applause as they arose . . .

These people are doing a great job at educating our members. I want to tell you about my experience in the workshop I held. My co-trainer Dave Emmont, from Local 7705, and I hosted our first workshop on June 12th in the red, red state of Utah. It's a very conservative political climate there. It can sometimes be scary talking to our members about politics.

As the day started out, I was really nervous and intimidated. But the more we spoke about health care and employee free choice in the workshop, the more their eyes opened up and you could see the light bulbs going on. I think for the first time they understood why we are involved in politics. It was exhilarating to end the day and see life-long Republicans who are going out to get cards signed in support of health care, in support of Employee Free Choice, signing up for COPE, talking to other members, and they are all going to vote for Barack Obama in this election. (Applause)

I hope you all will welcome these coordinators into your locals and give them the opportunity to hold these workshops, because the members appreciate it. You hear stories like mine across the country, and it's exhilarating.

I want to end by giving you a quote from Hubert Humphrey. "It was once said that the moral test of government is how that government treats those who are in the dawn of life, the children; those who are in the twilight of life, the elderly; and those who are in the shadows of life, the sick, the needy, and the handicapped."

Please support Resolution 70A-08-8, "CWA Taking the Lead in National Health Care Reform." Thank you. (Applause)

PRESIDENT COHEN: On Microphone No. 3, Delegate Bruno.

DELEGATE JUDY BRUNO (Local 3406): President Cohen, I rise today to speak for this resolution. Thank you for allowing me to take this opportunity to thank the AT&T Mobility bargaining team on the CWA side for their efforts on health care. I can only imagine how frustrating it is to be insulted at each negotiating session with the company's disregard for our members who have worked so hard to give AT&T a real competitive edge in today's global economy.

In March of 2008, AT&T Chief Executive Randall Stephenson said, and I quote, "If I had a business that half the product we turned out was defective or you couldn't put it into the marketplace, I would shut that business down." Perhaps when Mr. Stephenson made those remarks, he was quite psychic and was referring to the company bargaining team. He also made reference to the lack of education. Perhaps he should help the company negotiators look up in the dictionary what "negotiate" means.

So I say to Neil Keith and Mark Royse, who were in attendance as guests, as Ralph De La Vega, President and CEO of Mobility, pointed out last month, and I quote: "Mobility is on top in market share--71.4 million customers and," as he stated, "the employees' discipline, customer focus, and hard work are unmatched."

Record gross ads for first quarter, \$5 million.

Record revenue growth, 18 percent increase year after year in total revenue.

Service revenue grew 17 percent.

Perhaps Mr. De La Vega didn't explain to you the success your employees have brought to the company, or perhaps you didn't understand the memo. After all, Mr. Stephenson does refer to the education of employees.

So let me try to explain what a slap in the face constitutes:

Company session No. 1 with CWA - they proposed a 540 percent increase in premiums;

Session No. 2 - they claim that the union's proposal puts an insurmountable financial burden on them;

Session No. 3 - the company's response continues to be meager and evasive and have yet to substantiate a financial need to shift significant costs to our members. The company states the union's proposal goes in the wrong direction.

Session No. 4 - CWA requests data on their concerns of the wrong direction proposal. Instead, the company asks for another proposal of retrogression.

Perhaps Mr. Stephenson can educate the company team on the following: what it means to negotiate; what it means to be the No. 1 wireless company; and the most important, what the definition of respect is.

Would all of the bargaining team on national health care with CWA please rise so we can give you a great hand and thank you for putting up with all that.

. . . Applause as they arose . . .

PRESIDENT COHEN: No other delegate has asked for the floor, so the question is called. We are now voting on Resolution 70A-08-8, "CWA Taking the Lead in National Health Care Reform." All those in favor of the motion, please indicate by raising your hands. Down hands. Opposed. It is adopted. (Applause)

I now recognize the Chair.

CHAIR DUVALL: The Resolutions Committee would like to take a moment to thank Louise Novotny for helping and assisting us this week.

The Chair now recognizes Art Gonzalez, CWA Local President 9511.

DELEGATE ART GONZALEZ (Local 9511): Thank you, Mr. Chairman.

Would the delegates please turn to page three of the second Supplemental Resolutions report you received this morning. Take a look at Resolution 70A-08-9 entitled Working for Peace and Labor Rights in Iraq. I will read the Resolveds.

Resolution 70A-08-9

Working for Peace and Labor Rights in Iraq

The military actions of the Bush administration in the Middle East have reached a critical point, one which may commit future administrations to an expanded war. The costs of that war are now running over \$341 million per day and total more than \$531 billion to date. These costs will be borne by generations to come.

The money spent on this war could be spent to repair our nation's infrastructure and restore social programs that have been devastated by years of Republican neglect. But the cost in human lives is even more important, with 4,104 of our young men and women killed to date, over 30,000 wounded, and hundreds of thousands of Iraqi men, women and children killed.

The Iraqi labor movement also has been devastated. It is increasingly dangerous to be a union leader in Iraq. The Iraqi labor movement reports that union property has been seized and destroyed, bank accounts have been frozen, and leaders have been abducted, arrested and assassinated. With their lives in danger, many labor leaders have been forced to leave the country.

Following the U.S.-led invasion of Iraq in 2003, the Coalition Provisional Authority kept intact a 1987 decree by Saddam Hussein outlawing unions in the public sector and in public enterprises. This ban has been continued by the current government of Nouri Al Maliki. In place of free union elections, the government is imposing an elections process. This is an affront to the principles of free trade unionism and counter to the Iraqi government's 2004 pledge to create a law that would comply with International Labor Organization (ILO) standards and guarantee workers the right to form their own trade unions.

A coalition of international labor rights organizations, including the AFL-CIO, is calling for the Iraqi government to cease its interference with Iraqi unions and to respect workers' rights to form unions. In the United States, local unions, state and regional labor organizations and others have built a solidarity network-- U.S. Labor Against the War (USLAW). USLAW has sponsored two visits by Iraqi trade unionists to the United States and continues to provide a key link between U.S. workers and our brothers and sisters in the Iraqi labor movement.

RESOLVED: CWA continues to support our troops and believes that the best support is to bring them home and give them all the medical treatment, care and benefits they need and deserve.

RESOLVED: CWA encourages all Locals to unite with labor unions here and internationally in the growing movement against the war and to deepen their active solidarity with the Iraqi trade unionists.

RESOLVED: CWA joins with the AFL-CIO and other labor organizations to call on the Iraqi government to take immediate steps to bring Iraq into compliance with International Labor Organization core labor standards. (Applause)

Mr. President, the Resolutions Committee moves adoption of Resolution 70A-08-9, "Working for Peace and Labor Rights in Iraq." (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: It's been seconded. Microphone No. 3, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): I rise in support of this resolution which continues and deepens the anti-war sentiment already within our ranks and at all levels of our union. For several years, we have recognized that this war-- which started with lies and continued at the cost of our precious worker soldiers and vast unmet social needs-- was an abomination that made us less, not more secure. We have made the debate over this critical issue of war and peace a vital part of discourse in our union halls.

The situation of trade unions in Iraq is grave. Not only has the Iraqi government continued the policies of the occupation forces by refusing to lift Saddam Hussein's ban on unions in the public sector, it has now set up a sham process for choosing which unions are legitimate.

Unions have had their offices ransacked, the bank accounts frozen, their leaders assassinated. Recently, eight leaders of the Oil Workers Federation in Basra were ordered transferred to a refinery in Baghdad. This both cuts them off from their base, complicating their capacity to lead their members, and places them in a much more violent and dangerous environment where they are at great personal risk.

Against that backdrop, Iraqi unions will convene an International Labor Conference in that country. The conference aims to bring together union leaders from across Iraq with solidarity delegations from around the world. The conference focus will sound very much like the concerns of our own union members-- defense of labor rights, protecting workers on the job, and meeting the basic needs of working people for healthcare, housing, education, clean water, dependable and affordable utilities, an end to violence, and democratic participation in charting the future of the country.

While we should take great comfort in the end of the disastrous Bush era, there are permanent facets of the military/industrial complex that are not up for election this year. Will Blackwater, Fox News, Lockheed-Martin and the Heritage Foundation still be in operation on November 5th? Will these powerful pro-war interests roll over for a charismatic President Obama?

We need to continue to build an anti-war movement because this country already has a powerful pro-war movement which is in it for the long haul, and that calls for a long-haul approach of our own. Powerful social movements are the real engine for fundamental change. Who's sitting in can be more important than who's sitting in the White House. Powerful social movements made FDR the President we remember as the architect of the New Deal, Lyndon Johnson the President on whose watch we won the Civil Rights Act and Medicare. And there's a reason why Richard Nixon signed the EPA into existence, and it wasn't because of his love of nature.

This resolution moves us from sentiment to action. "U.S. Labor Against the War" provides a vehicle for that action. We have heard at this Convention about a global movement for labor rights. The workers in Iraq loom large as participants in that struggle.

On two occasions, in 2005 and again in 2007, "U.S. Labor Against the War" sponsored a national tour of leaders from several Iraqi labor federations-- yes, they have differences among themselves and not just one. During that tour, U.S. workers and union leaders got a chance to hear first-hand the challenges facing workers as they go about their daily lives trying to provide for their families, working in conditions where they are under assault from the occupational forces, Iraqi police and military, and sectarian insurgents alike.

President Bahr hosted a meeting in CWA Headquarters in Washington, a public meeting took place in Minnesota at a CWA union hall, and scores of CWAers helped build meetings in 26 cities across the country.

I want to close with a quote from Molly Ivins from her column two years before her death in 2007. "We are the people who run this country. We are the deciders. And every single day, every single one of us needs to step outside and take some action to help stop this war. . . We need people in the streets banging on pots and pans and urging 'Stop it now!'"

I urge you to pass this resolution. (Applause and cheers)

PRESIDENT COHEN: Microphone No. 1, Delegate Shaver.

DELEGATE RAYMOND SHAVER (Local 54048): I would like to amend this motion to say "Supporting our troops in Iraq and Afghanistan." (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: It's been seconded. You may speak on your motion.

DELEGATE SHAVER: We are talking about the sacrifice our men and women are making overseas in Iraq. Too many of us forget about the same sacrifices made by our men and women in Afghanistan. They are not getting to the public the knowledge of what's going on over there compared to what the public hears about Iraq.

I think that, as union members of CWA, we should support both the troops in Iraq and in Afghanistan. (Applause)

PRESIDENT COHEN: Thank you.

No delegate wishing to speak on the amendment, we are voting now on the amendment. All those in favor of the motion to add "Support our troops in Iraq and Afghanistan" raise your hands. Down hands. The amendment is adopted.

We are back on the main motion as amended. At Microphone No. 3, Delegate Santos.

DELEGATE STAN SANTOS (Local 9408): Good afternoon. I humbly rise also to speak in support of this resolution, and I beg your forgiveness and forbearance to those who have served honorably and who may have or have had members of their family in this theater in danger. But I feel very strongly about this, and I also thank the brother for bringing in Afghanistan.

Today we are looking at 4,600 who have perished between the two wars, the two theaters. We see a recent spike in deaths in Afghanistan, where supposedly it all started; Afghanistan, where I have a young man dear to my heart who is currently flying soldiers into an extremely dangerous environment where they are operating in Qandahar.

I would like to remind the Convention delegates, brothers and sisters, that we've passed a series of resolutions over the years. The last one was in the last Convention where we decided that we would put the candidates that come before us on the spot and ask them what they are going to do to stop this. So I respectfully remind you of that.

On the other hand, as an officer of my local, I recently received a call in the office from a very close friend, a splicing tech, somebody I had worked with in the field. He told me, you know, "Man, I feel like I am going to blow up." He told me that his mind was racing, that he was having trouble sleeping.

I thought back to when I was working with him. I remembered when we were splicing for the company we would start talking about things, and the next thing I knew he inevitably would talk about the war where he had served. He served eight years. He had been to the first Persian Gulf War as a sniper. So I knew that he had experienced it first-hand. We got into heated discussions. We never agreed. And people would look at us and think we were crazy, but nevertheless he became a very close friend. After that he became a steward for our local.

I was sitting in the office and I got this phone call. I thought it was just to chitchat, but I realized he was in a very serious predicament. I said, "I know you have been exposed to depleted uranium. I know you are probably suffering from post traumatic stress." He agreed. I asked whether he was taking care of it. He said that in fact he wasn't. So I urged him to see if we could get him some attention.

After that discussion with him, I contacted somebody at the Veteran's Administration, a counselor and friend of ours, and he immediately contacted him in the field. I called Tom, and I found out later that he was going to leave work, go in and start processing for the testing and evaluations that you need to go through for the physiological and psychological damage that he was suffering. So that had a good outcome.

But how many people do not have a good outcome, who maybe don't reach out in time and don't have anybody to talk to? Three hundred thousand homeless veterans; 240,000 disability cases, half from Vietnam and half from this war, and it is just growing.

So, therefore, brothers and sisters, I want to remind you of those veterans and our obligation to support them. I have been to Walter Reed Hospital. I went there twice in 2006 to visit a veteran who had lost part of his body in Iraq. And I'll tell you, there was a lot more wrong with that place than cockroaches and peeling paint. What I saw were people with shattered lives, young men and women in wheelchairs, walking around with assistance, missing parts of their body.

I would like you all to help me with this. I need for all of you to stand up and help me with this,

because it is going to take every single one of us. And remember that, when we stand against the war, we are standing for those young men and women who can't stand. We have to remember that when we go out and march and we picket and we fight and yell--

. . . The mike was cut off and the delegates gave a prolonged applause as they remained standing and clapped in unison . . .

PRESIDENT COHEN: Microphone 2, Privilege Mike. Delegate Johnson.

DELEGATE VELMA JOHNSON (Local 7708): Thank you. The last time I spoke at this Convention was in Anaheim, California, when my son was about to be deployed to Iraq. Thank you for your prayers and your support. He did come home safely. He is now a member of Local 7708. (Applause and cheers) He announced to his mother, me, that he is going to become a union steward. So thank you for your support. (Applause)

I am here to speak today about labor rights in Iraq, and the people in Iraq who are trying to form unions. Right now Iraqi workers are working under the same things, the same labor codes put into place by Saddam Hussein in 1978. They have no rights. The people that are trying to form unions there are right now getting arrested, prosecuted, removed from their families. They are asking for our help to have a labor conference, an international labor conference in Iraq. All they want are the things we want for our families: health care, housing, and an end to violence. They want a democratic voice as working people.

I am asking the delegates' indulgence to take up a donation to help these people. They are trying to raise \$150,000.

If you will indulge me for just another moment. Our expressions of solidarity with workers in Iraq in the past have provided a lifetime of hope. Our support for this conference will bond and strengthen the Iraqi labor movement. This is a very concrete action that each of us can take to express our solidarity with the people and the labor movement in Iraq.

A victory for worker's rights anywhere in the world is a victory for worker's rights everywhere. I ask for your support. Thank you. (Applause)

PRESIDENT COHEN: Just to clarify, these boxes are for donations for this labor rights conference in Iraq, and we will be sure that the donations go directly there.

Microphone No. 3, Delegate Huggins.

DELEGATE CHRISTINA HUGGINS (Local 9415): I rise to support this motion. Alan Greenspan, hardly a progressive, said in his memoir, *The Age of Turbulence*, "I am saddened that it is politically inconvenient to acknowledge what everyone knows: The Iraq war is largely about oil. But at what cost?"

It has been estimated by Joseph Stiglitz, a Nobel Prize winning economist, that the total cost of this war adds up to \$720 million per day. The American Friends Service Committee has analyzed what America could buy with only a single day's worth of the money we are spending on this misbegotten war. For \$720 million, we could provide health coverage for a year for 424,000 children; build 84 brand new schools; buy school lunches for a year for 1.2 million needy kids; provide 6,482 units of affordable housing; pay for a year of renewable-energy electricity in 1.3 million homes; pay the annual salaries of 12,500 new classroom teachers; put 35,000 students through a four-year state college. Any of these could be had for just one day of war funding.

The Bush administration is stealing our present economic security, and the economic security of generations to come. Please support this resolution and encourage your local to join USLAW. (Applause)

PRESIDENT COHEN: No other delegate wishes the floor?

. . . Calls for the question . . .

PRESIDENT COHEN: The question is called. We are voting on Resolution 70A-08-9 as amended to include "Support our troops in Iraq and Afghanistan." All those in favor please indicate by raising your hands. Down hands. Opposed. It is adopted. (Applause)

I want to thank the Resolutions and Rules Committee for their excellent work. (Applause)

. . . Executive Vice President Hill assumed the Chair . . .

EXECUTIVE VICE PRESIDENT HILL: In 2007, CWA-COPE took in more than \$3.6 million, an increase of more than \$200,000 from 2006-- all of that happening when many of you in your locals were losing members. Much of the increase is attributable to our now "\$8 in '08" Campaign. Thus far in 2008, CWA-COPE PCC has raised over \$1.2 million. Thanks to all of you for your hard work.

Together, we have embarked on a new political mission, a mission with four key issues. By now you know them well. They are on the wall behind us. You have heard about them throughout the Convention here this week.

Our mission is led by our stewards army, our activists army, with more than 22,000 and growing, educated and motivated members. We have also entered into a new political partnership that will allow us to add to our resources. The Alliance, which you have heard much about this week, comprises more than two million union member activists, many of whom are already faithfully engaged in their organization's national political efforts. We have already seen great results from the Alliance.

An essential part of our political program is the fine work being done by our CWA Retirees. These seasoned activists are ready, willing and able to assist locals in any state or local election campaign. They are our union's greatest resources.

The success of CWA activists driving the Healthcare-EFCA Strategic Industry Fund campaign has netted phenomenal results, and just a few minutes ago you heard about them and saw many, many activists who are working on this campaign.

Healthcare-EFCA activists have engaged so far than 3,800 CWA member-participants in campaign presentations and training. The coordinators have collected both health care postcards that will be given to members of Congress, and 3,300 Employee Free Choice Act postcards. And we have grown our activist army by almost 3,300 people. Campaign activists have enlisted more than 750 new COPE members and convinced more than 200 COPE members to increase their contributions. Just think what they will accomplish in the next few months.

I would like to recognize Louise Novotny, our Director of Research who has been leading the way, and all of the coordinators who are in the hall with us today. Please stand again and be recognized for all of the work that you are doing. (Applause)

As delegates to the CWA Convention, each of you has committed to a mission to educate our members, your friends and family, and current and future Members of Congress about this union's legislative-political agenda. We are crystal clear that the passage of the Employee Free Choice Act is the first step toward rebuilding the American Labor Movement and rebuilding the middle class. Our first job is to elect a President and Congress that will support our key issues. This is in no way a slam dunk-- yes, Jeff, I can use a sports analogy every now and then.

Senator John McCain has openly stated he is not supportive of the Employee Free Choice Act. Fortunately, we know that Democratic nominee, Senator Barack Obama, supports the enactment of the Employee Free Choice Act. It is up to us to do everything we can to get Senator Obama elected as the next President of the United States. (Applause)

Yesterday, one of the delegates pointed out that our resolution-- adopted on Monday-- supporting Barack Obama for President does not contain the word "endorse." That was deliberate and intentional. Our commitment to the election of Barack Obama is much deeper than the word "endorsement" might imply. We see his election as the key to turning around our nation and our movement. Our support is going to be more than just words; it will be action. It will be your action and all of the members and retirees that stand up with you.

Momentum is clearly on our side. We believe CWA has the winning formula for 2008. These victories are yours. Your COPE dollars help make them happen and we thank you again for your commitment. Congratulations.

Now, on to our awards for outstanding accomplishments during 2007. A housekeeping note, I ask all the winners to gather for a photo session just off the stage, to my right, when these proceedings are over. Thank you.

The first award is presented to the Local that raised the most CWA-COPE dollars in 2007. The winner of the award this year also was honored at the previous two Conventions for their outstanding fundraising activities.

We are pleased to present this Special Local Award to Local 1101 for raising in total, \$134,411.96. (Applause) Local 1101 President, Joe Connolly, please come forward and accept the award. Congratulations to the officers and members of Local 1101. There they are-- not Joe, but Al. (Presentation - Applause)

The next award is for the local that had the most members signed up in CWA-COPE in 2007. The winner is once again Local 1101 with 3,251 members participating in the program. Al, please come back. He hasn't left yet. Well done. (Presentation - Applause)

We will now present the District Political Achievement Awards for COPE fundraising. The District that raised the most CWA-COPE dollars by December 31st of last year is District 1 with \$851,599. (Applause) Congratulations to Chris Shelton, Vice President. (Presentation - Applause)

Next, the District that achieved the highest percentage of membership participation in CWA-COPE by December 31st of last year. This year it goes to District 6 with 19.62 percent. Vice President Andy Milburn, please come forward. (Presentation - Applause)

In the next category, the District that had the largest number of membership participation in CWA-COPE is District 1 with 16,247 members participating. (Presentation - Applause)

Next, for the President's Distinguished Achievement Awards for Political Action. The first award goes to the Local that achieved the highest percentage of members contributing to CWA-COPE at \$1 weekly or higher. This local is Local 1395 with 94.52 percent. Local 1395 President Thomas Lane, please come forward. Congratulations. (Presentation - Applause)

Next, the Local that had the largest number of members contributing to CWA-COPE at \$1 per week or higher is Local 1101 with 1,672 members. Again, Al. Congratulations. (Presentation - Applause)

Next, we will present the President's Distinguished Achievement Awards. The District that had the highest percentage of members contributing to CWA-COPE at \$1 per week or higher is, again, District 6

with 13.97 percent. Vice President Milburn, please come forward. (Presentation - Applause)

The District that achieved the largest number of members contributing to CWA-COPE at \$1 weekly or higher by December 31st is District 1 with 10,417 members. Congratulations, Chris. (Presentation - Applause)

And finally, the District that had the highest per capita contributions of members contributing to CWA-COPE by December 31st, 2007, is again District 6, with 12.66 percent. Andy, come on back. (Presentation - Applause)

We want to extend our sincerest congratulations to all of the staff, locals, and officers of Districts 1 and 6 and, of course, we thank all of you for your ongoing commitment to our COPE program.

In closing, I want to say in this critical Presidential election year, our goal remains crystal clear: CWA must march out of this hall united and ready to take back our country on behalf of not only our current members, but of America's workers. Our task is enormous, but we can do it. Working together, we can win. (Applause)

2007 CWA-COPE PROGRAM HONOR LOCALS

LOCAL	PRESIDENT	LOCAL	PRESIDENT
1012	Joy L. Cress	1141	Michael Ostrander
1020	Elizabeth A. Christy	1152	Mary Mazzeo
1023	Reynaldo Massa	1168	John Klein
1037	Hetty Rosenstein	1301	George R. Alcott III
1060	Douglas L. Brown, Jr.	1395	Thomas V. Lane
1079	Leroy T. Baylor, Jr.	1400	Cheryl T. Ahern
1080	Joann Colucci-Turbett	21032	Robert C. Fintor
1082	Linda J. Smith	51026	John Ziller
1084	George Jackson	81201	Jeffrey C. Crosby
1086	Linda McCann	81232	Richard J. O'Sullivan
1101	Joseph F. Connolly	81244	William J. Balint
1102	Edward Luster	81248	Michael H. Devine
1103	Joseph A. Barca, Jr.	81250	Walter G. Lindsey
1106	Anthony W. Caudullo	81251	Bruce A. Pierce
1107	Anthony Caprara	81255	Daniel Walsh
1108	George C. Welker	81361	Carl Kochersberger
1109	Rolando Scott, Jr.	81380	Howard Connors
1111	Fritz J. Clark	81381	John Vasko
1113	James M. Suschinski	81382	Howard J. Van Duyne
1114	Thomas L. Marino	81455	Felix R. Tuccillo
1115	Michael Dagostino	2001	Linda Miller
1117	Gregory L. Chenez	2003	Aneikia Greiner
1118	Diane L. Stangle	2004	Ronald L. Gaskins
1120	Glenn A. Carter	2006	Bruce A. Parrish
1122	James M. Wagner	2007	Annette Y. Goad
1123	Stephen N. Matro	2009	Shannon W. Fink
1124	Lyle J. Decillis	2011	James J. Mazzie
1128	Thomas M. Allen	2100	Wilbur S. Holland, Jr.
1133	Margaret Chadwick-Ledwon	2101	Dennis Serrette, Administrator

LOCAL	PRESIDENT	LOCAL	PRESIDENT
2106	Paula M. Vinciguerra	4123	Michael L. Handley
2107	Denise A. Burns	4216	Marcus Scaggs
2108	Leslie D. Evans	4217	Bob Mayberry
2109	Charles F. Fouts, Jr.	4302	Steven J. Robinette
2201	Christopher Lane	4309	Pam G. Wynn
2202	Louis J. Scinaldi	4310	Grace L. Rogers
2205	Jerry D. Rogers	4321	Frank Mathews
2206	Richard P. Wallace	4322	Daniel D. Frazier
2222	Stacie M. Adams	4326	Paul Storms
2300	Daisy Brown	4370	Harry Williamson, Jr.
82647	Johnnie Williams, Sr.	4371	Tami Drollinger
3102	William M. Eberhardt	4373	Barry D. Gilmer
3104	James M. Donohue	4379	Aaron M. Draime
3106	William DeLoach	4485	Anthony Sweeten
3113	Michael Singleton	4611	Michael J. Goebel
3115	Samuel J. Bake	4620	Gary M. Laabs
3120	Robert Pickens	4622	David A. Klawitter
3122	Donald E. Abicht	4670	Ron Vechinski
3201	Roger L. Todd	4703	James L. Carter
3215	William C. O'Dell	4900	Kurt D. Shrum
3217	Ronald P. Ennis	4998	Pamela Rogers
3218	W. A. Turner	24033	Peter M. Lebeau
3220	John M. McInnis	84716	Bruce E. Wilson
3309	Thomas S. Wadley	84727	Patrick J. Bucci
3310	Mary E. Garr	84749	Lloyd R. Creeger
3313	Bobby R. Lewis	84773	Lonnie L. Lisle
3317	Gary W. Coleman	84811	Kathleen A. Pawluk
3372	Michael A. Garkovich	84848	Cliff Payton
3514	R. G. Trammell	84859	Melvin E. Luigs
3516	James J. Hudson	84999	Patrick T. McCracken
3517	Garry R. Jordan	6009	Jerry L. Butler
3518	Lawrence L. Sullivan	6012	Cynthia L. Mills
3605	Richard F. Honeycutt	6113	William A. Smith
3683	Donald K. Tyner	6127	Leigh A. Lewis
3704	R. J. Slattery	6128	Gregory L. Adcox
3706	Debra C. Brown	6132	R. J. Flores
3716	M. E. Parks	6137	Helen A. Amador
3719	F. B. McKerley, Jr.	6139	Gwendolyn M. Spikes
3802	John B. Neblett	6143	Ralph Cortez
3904	Andrew J. Gifford	6151	Earnest L. Tilley
3910	L. R. Palmer	6178	Olivia Espinosa
3911	Edward F. Williams	6186	Judy Lugo
3950	Meverly C. Hurst	6200	Angela R. Guillory
83736	Raymond S. Szwanke	6201	Denny K. Kramer
4008	James R. Charbonneau	6202	Alice C. Andrade
4009	Gregory M. Streby	6203	Jack D. Maxey
4025	Kim M. Collier-Hartjes	6206	Brian T. Goonan
4032	Carl V. Spencer	6214	Glynn R. Stanley
4101	D. G. Osim	6215	J. D. Williams
4103	Richard A. Short	6218	William E. Gates
4107	Janet Rich	6222	Claude Cummings
4108	William M. Martin	6225	Stephen A. Williams

LOCAL	PRESIDENT	LOCAL	PRESIDENT
6228	Ronald Gray	7270	Karen K. Kiser
6301	Sandra L. Grogan	7272	Michelle J. Nelson
6310	Anthony Ellebracht	7290	Alton C. Mumm
6311	Tim K. Skinner	7303	Elroy C. Yellow Bird
6312	James R. Billedo	7400	Craig A. Cammarata
6313	John K. Kollmeyer	7401	Alan R. Ogg
6314	Craig R. Thierry	7470	Michael J. Arnold
6316	Erin R. Hall	7471	Clyde A. Langan
6320	Kevin G. Kujawa	7476	Korey Brill
6327	Anetra M. Session	7500	Rozanne Dubois
6350	Robert K. Huss	7505	William L. Glover
6360	Linda J. Nessler	7601	Michael J. Rea
6377	Earline Jones	7603	David B. Duvall
6401	Jason P. Burns	7621	Ronald D. Marsden
6402	E. Mildred Montgomery	7702	Ralph T. Matthews
6409	Steven K. Shelley	7704	Kent C. Anderson
6450	Colleen M. Downing	7705	Lee B. Linford
6502	Ricky P. Belk	7708	Velma J. Patton
6503	Michael D. Koller	7716	Larry P. McCormick
6505	Jacqueline R. Fields	7717	Thomas W. Costello
6507	Linda K. Gray	7750	Marilyn J. Block
6508	Barbara Copeland	7777	Suzan L. Miller
6733	Sidney H. Searcy	7790	Charles L. Mitchell
86029	Sylvia G. Del Rio	7800	Malachy J. Sreenan
86122	Daniel Uribe	7803	Jeanne M. Stewart
86818	Ronald T. McDonald	7804	Randall R. Grams
7000	Linda L. Hatfield	7810	Bill D. Jenkins
7001	Jose R. Araiza	7812	Kenneth C. Harding
7019	Christopher Rossie	7816	James V. Ackerman
7026	Dean R. Smith	7817	Christopher Fryer
7032	Dennis Nielsen	7901	Madelyn Elder
7037	Michael C. Salazar	7906	Kenneth J. Saether, Sr.
7050	David Blackburn	7908	John E. Muswieck
7101	Mary J. Welsh	27010	A. D. Tucker
7102	Mark J. Rocha	27036	Mary Kiernan
7108	Matthew J. Porter	37083	Marcus Courtney
7110	Francis J. Giunta II	9333	Edna L. Johnson
7171	Dennis R. Dunbar	9408	Rojelio Granados
7172	William F. Zeigler	9413	Charles A. Benway
7175	Carolyn D. Sallis	9423	Louis H. Rocha
7200	Gregory A. Perez	9432	Joel A. Nielson
7201	Steven M. Lewsader	9477	Micheal Taylor
7202	Tim J. Lien	9504	Bob LaRoche
7203	Gerald J. Finn	9573	Sue Gallegos
7206	Carolyn S. Rogge	13100	Diana Markowski
7212	Franklin S. Hardee	58028	Brian Donahue
7214	Terrance L. Newman	88022	James Peters
7219	Chester F. Nettetstad	88120	John A. Lauderback
7250	Shari Wojtowicz	88640	Eric G. Dejohn

EXECUTIVE VICE PRESIDENT HILL: At the Questions Mike, No. 5, Delegate Gillespie.

DELEGATE T.C. GILLESPIE (6201): Thank you. Is it the intent of the Resolutions Committee for an actual endorsement of Senator Barack Obama?

EXECUTIVE VICE PRESIDENT HILL: Yes.

DELEGATE GILLESPIE: Would President Cohen call for such a motion to do such?

PRESIDENT COHEN: The motion is passed. Just so we are all united and loud and clear, I move that this Convention endorse for President of the United States Barack Obama. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: All those in favor, please stand.

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

PRESIDENT COHEN: Thank you.

. . . President Cohen resumed the Chair . . .

PRESIDENT COHEN: Now, to present the Newsletter Awards, Vice President Bill Boarman and Vice President Andy Milburn.

VICE PRESIDENT BOARMAN (PPMWS-CWA): Thank you, Mr. President. Good afternoon, sisters and brothers.

It's now time to honor the people who do some of our union's most important work, the local union editors and webmasters who communicate with our members.

We know from our past surveys that our local newsletters have high readership among our members and their families. That means that, along with a growing number of excellent local websites and electronic communications, your newsletters are tremendously important tools for CWA and the battles we fight. Right now, that means your newsletters and websites are critical to CWA campaigns for the Employee Free Choice Act, health care reform, good jobs, fair trade and retirement security.

A big part of our challenge is combating the vicious corporate campaigns, particularly against Employee Free Choice. No matter how hard we work at a national level to get the facts out, news coming from union headquarters doesn't have the same impact as the articles and editorials you publish locally. We need your newsletters and websites to make our key goals part of your local's conversation.

The CWA Communications Office is eager to help you with stories for these and all other issues on our agenda. You'll find fact sheets, photographs, articles and useful links at a special website that was created in the past year for local communicators. It's called "The Source" and you can get there by clicking the "Tools for Communicators" link on the CWA home page. "The Source" is updated at least once a week, so please visit it regularly.

The awards we're giving out today honor the best in our locals' print and electronic communications, but I want to commend every local that makes the effort. You may not go home with something to hang on your wall, but you have the thanks and praise of the CWA Executive Board for the work that you do.

Let's start with the winners in our 2nd Annual Website Contest. The award for the Best Website goes

to TNG-CWA, Local 39521, the Northern California Media Workers. (Applause) The judges liked the site's clean, organized design. They said the use of a blog, RSS feeds and Google calendar shows a modern "web 2.0" approach. Accepting the award is Michael Cabanatuan, President Local 39521. (Applause)

Our next award is for Best Newsletter. The winner is AFA-CWA Local 29012, also known as AFA-CWA Council 12. (Applause) The judges said the site, which is called *AFA LAX News*, stood out because of its timely and relevant information, presented concisely and with a good use of outside links. Accepting the award is Darren Shiroma, President of AFA Council 12. (Applause)

Our third award is for Best Online Advocacy Campaign. It goes to NABET-CWA Local 51025. The Local's "7 News Unfair Campaign" linked online activism with offline action-- in this case, lawn sign distribution. The judges said the scrolling list of laid-off employees helps personalize the issue. Accepting the award is Roy Schrodt, President Local 51025. (Applause)

We also want to honor websites chosen by a different but still distinguished panel of judges-- you. Our Members' Choice Website winners are chosen in an online poll. For the second year in a row, Local 1103 received the most overall votes, and NABET-CWA Local 59054 received the most votes as a percentage of membership. Accepting the award for Local 1103 is Vice President Kevin Sheil, and accepting for Local 59054 is Derrecke Thompson, Local Union delegate. (Applause)

It's now my privilege to turn the podium over to my distinguished colleague, Andy Milburn, District 6 Vice President.

VICE PRESIDENT MILBURN (District 6): Thank you, Bill.

Now let's honor outstanding newsletters. Our next awards are first-place for overall general excellence and we will present them now from the stage. In Category One, for locals with fewer than 500 members, the winner is *The Guild*, TNG-CWA Local 31034, Mark Hempstead, editor. (Applause)

The judges praised the newsletter for "a consistently attractive front page, good balance of news and features and a strong president's column." Accepting the award is Mike Jarboe, Local 31034 Shop Steward. (Applause)

In Category Two, for locals with 50 to 1,000 members, the winner is *CWA Voice*, CWA Local 2202, Byron "Chuck" Taylor, Editor. (Applause) *CWA Voice* is "packed with local news-- just the way a newsletter should be," the judges said. Accepting the award is Chuck Taylor, EVP and Editor. (Applause)

In Category Three, for locals with 1,000 to 3,000 members, the winner is *Electrical Union News*, IUE-CWA Local 81201, Ric Casilli, Editor; Bill Rounseville, Assistant Editor. The judge said *Electrical Union News* has the look and feel of a real newspaper and is filled with serious news. Accepting the award is Jeff Crosby, President. (Applause)

In Category Four for our largest locals, the winner is *The Communique*, CWA Local 1180, Gary Schoichet, editor. The judges said *The Communique* is a consistently top-notch publication with "strong covers, a stylized feel and imaginative design." Accepting the award is Linda Jenkins, 1st Vice President, and Arthur Cheliotis, President. (Applause)

Finally, our Oscar Jager Journalism Award is presented each year to a publication that reflects the dedication and hard work of the late Oscar Jager, past editor of the CWA News and a lifetime labor publicist.

The winner is *UPTE Update*, CWA Local 9119, Vanessa Tait, Editor. Accepting the award for Local

9119 is Lisa Kermish, Vice President.

The judges said that in reading through all the newsletter-categories, as well as reviewing entry for General Excellence, *UPTE Update* "proved to be a consistently strong publication, offering excellent news coverage with a clean design that is inviting to readers."

Let's give our applause to all of the winners and all of our hard-working local communicators. (Applause)

SECRETARY-TREASURER RECHENBACH: We have a couple of announcements. We have a couple of pairs of glasses, sunglasses, reading glasses, diamond-studded CWA pin.

The winner of the quilt is Alicia Posey, so pick up your quilt and buy a new suitcase to take it home in. (Laughter and applause)

Yesterday you will recall Philip Jennings mentioning the job action that was taking place at British Telecom. We have learned that 3,500 British Telecom managers were holding a meeting at the MGM. Yesterday, a CWA special forces team left leaflets in 2,000 rooms at the MGM with a message of solidarity from all of us, so thanks to all of them.

Some of you have been drinking CWA/NETT water today. Thank you to CWA/NETT for providing that. We provided bins to recycle the bottles in line with yesterday's motion, so please drop your bottles in the recycle bins.

The video of Senator Obama's remarks to us from Monday are now available on our political website, that is www.cwa.votes.org. You will be able to view it or download it, show it at union meetings, or put it up on your website as well.

I found a lady's watch, diamond-studded sides, a couple of diamonds and a gold band as well. If nobody claims it, my wife will be very happy. (Laughter)

One last item of business-- actually two I guess. We did find the owner of the ring. (Applause) Mum's the word.

You heard announced from the podium the other day that Local 2108 is doing a raffle to help defray some of Vice President Catucci's costs in refurbishing his home. These are the tickets. I will reach in and get one. I can tell you that the raffle raised \$7,000 for Pete. (Applause) \$2,500 goes to the winner. That's the new Secretary-Treasurer's math for 50/50, I guess. The winner is Michael Taylor. Is Mike Taylor here? (Applause) It's a real wad of cash here, Mike, and it's yours, or should we mail it home to you?

Mr. President, that concludes the announcements.

. . . Shouts of "Motion to adjourn" . . .

PRESIDENT COHEN: All right, first I want to give a special personal thanks to today's Platform Observers, Dan O'Connell and Stephen Simpson. Can everybody please give them a good round of applause. They had real work to do. (Applause)

All right, I have a motion to adjourn. It does have precedence, but there are a number of people at the Privilege Mike. With the consent of the Convention, I would like to hold the motion to adjourn in order to recognize some of the delegates who have something to share with this convention. These are not motions; they are privileges. I hear remarks that that's okay. I will recognize them without objection.

All right, here we go. Earline Jones. Delegate Jones.

DELEGATE EARLINE JONES (Local 6377): Thank you. Brothers and Sisters, a special thanks for your support and active participation during our struggles with Western Union. We were unable to keep the plants open. Western Union's decision to outsource good union jobs is proof positive that they have no loyalty to their employees or to their customers.

The closing will cause hardship for our members; however, we were able to negotiate an enhanced severance package that will give them modest relief while they try to transition into other areas of employment. Remember, Western Union does not deserve our business. We ask you to use other methods to transfer money.

You can still register your discontent with the treatment of our members, your brothers and sisters in the labor movement. Go to our website, cwalocal6377.org and it will direct you on how to register your complaint directly with the CEO of Western Union.

Once again, thanks for all you did in our behalf. (Applause)

PRESIDENT COHEN: Delegate Joyce.

DELEGATE JAMES C. JOYCE (Local 51016): I am from NABET-CWA Local 51016, New York. President Cohen, I would like the honor of having a point of privilege with respect to the "Organize Cable and Satellite Industries Now," resolution which was adopted by the Convention a little while ago. I know it was not the intent of the Resolutions Committee to leave out sectors in the Resolveds where it talked about CWA locals and districts. Sectors are very much behind cables and satellites. After all, NABET-CWA is the broadcast and cable sector of the Communications Workers of America. I just want to let everyone in this room know that the sectors support organizing cable and satellites industries, and I hope that the delegates will deem the resolution to include the word "sectors" in the resolution that was already passed. Thank you. (Applause)

PRESIDENT COHEN: Delegate Zivick.

DELEGATE JOSHUA ZIVICK (AFA-CWA Local 21091): Good afternoon ladies and gentlemen. Yesterday you heard about our organizing effort with Delta. Currently, we are the represented carrier, Northwest Airlines. Our management is extremely labor-unfriendly. Delta is proving to be even more labor-unfriendly in attacking the workforce in order for them to form the world's largest global airline.

In the next coming weeks and months we will be under an organizing/representational election. We would appreciate as much of your locals' and districts' support out there with us as we enlist the passengers and develop a message and fight to stay unionized so that we do not ever have to be afraid of our employer, as Delta flight attendants are. Thank you.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Delegate Birchfield. Please state your name.

DELEGATE NICHOLAS BIRCHFIELD (Local 24046): On behalf of your AFA-CWA brothers and sisters, we thank you for all of your support for our flight attendants. ATA and Aloha recently closed their doors, leaving these flight attendants and their families with no income. We raised a total of \$3,830. (Applause) The winner has been pulled. It is ticket number 2302 on your not-so-CHAOS green ticket. It is neon. We do thank you for all of your support.

Alison M. Head, if you are present, please see me for your money, \$1,915. (Applause) She will also receive one of the FMLA t-shirts. Thank you again. This is another reason the AFA joined CWA. Thank

you. (Applause)

PRESIDENT COHEN: Delegate Doyle.

DELEGATE MILOUS "CURTIS" DOYLE (Local 3903): President Cohen, brothers and sisters: In February of this year one of our local member's house was absolutely destroyed by a tornado. I put out a plea over the internet, and the response from all of our brothers and sisters nationwide was outstanding. He is well on his way to rebuilding. Thank God no one was injured or killed in his family. I have tried to send out a letter of thanks to all the locals. I just wanted to make sure I didn't miss anyone, and I do thank you very much. (Applause)

PRESIDENT COHEN: Delegate Cabanatuan.

DELEGATE MICHAEL CABANATUAN (Local 39521): I hold in my hand here a beautiful document. This is a notice of bargaining obligation, and it was delivered today to the Bay Area News Group, East Bay. (Applause)

As you may recall, yesterday during the organizing awards we saw a video showing employees of our new bargaining unit celebrating a victory at the NLRB. I can't tell you how huge this victory is not only to our local and new members, but to the Newspaper Guild, the CWA, and really all journalists.

It was a difficult campaign but we brought a message of hope in an industry that has been racked by layoffs and unending financial bad news, and we won. Now we plan to spread the campaign to other newspapers-- first other media newspapers and then non-union newspapers. When I say "we," I don't mean to take credit. We had a great team of organizers. But the key to our success is the fantastic Organizing Committee. They are our Norma Raes; they are here to talk strategy with the locals. We will do a little bit more after we adjourn here today. I would like to introduce them: Carl Fisher, Sara Steffans, and Mike Madigan. Please welcome them.

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

PRESIDENT COHEN: Delegate Miles.

DELEGATE JANET MILES (Local 3865): I am a very new member. I just passed one year in the union. This is my first Convention. (Applause and cheers) I have been to two International Conventions for my professional society, the International Association of Administrative Professionals, and I have to say, after three days, this holds up against them. (Applause)

I would like to thank the Board, the staff, and my fellow delegates, both for making me welcome and for educating me and answering all of my questions. Thank you. (Applause)

PRESIDENT COHEN: Delegate Sarnoff.

DELEGATE STEPHEN C. SARNOFF (Local 3179): President Cohen, brothers and sisters: I rise to express my gratitude and respect to my newly re-elected District 3 Vice President, Noah Savant. I cannot begin to recount all the stories I have heard about the consequences of running for office against an incumbent officer. I listened to those stories, but then reminded myself of the integrity of Noah Savant and his proven commitment to the democracy of our great union. Because of Noah's belief in the democratic process, all local presidents vote on MOUs, on Memos of Understanding agreements.

I knew that we could conduct a campaign without rancor or acrimony and that, no matter the outcome of the election, we both would be committed to heal any rifts, and we would work together to move our district forward.

I want to thank my brothers and sisters who supported me and ask them to accept the outcome without rancor. And to those sisters and brothers who did not vote for me, I look forward to earning your trust and respect. Thank you. (Applause)

PRESIDENT COHEN: Delegate Boswell.

DELEGATE ALIN R. BOSWELL (Local 22041): For the flight attendants at US Airways in D.C. and on behalf of all 90,000 flight attendants around the country, we would like to thank everyone here for signing the postcards and making phone calls for the campaign for FMLA. It made a definite impact. We have been hearing from the folks in Washington that, with the leadership of my District 2 and everybody up there, Senator Jim Webb just announced that he is going to co-sponsor the legislation. (Applause and cheers)

PRESIDENT COHEN: Delegate Mercado.

DELEGATE GUADALUPE V. MERCADO (Local 9421): I just want to thank Gail Crowley for her hard work in selling the raffle tickets for the Women's Committee, District 9. And the winner of the \$100 American Express card is Penny Latham. Thank you. (Applause)

PRESIDENT COHEN: Who needs the casino? (Laughter)

I also want to announce that the funds collected for the Labor Conference in Iraq for the Iraq trade unionists, we collected \$3,118.50 (applause), and a "cash-out" voucher of \$6.50. (Laughter) I think Jeff donated that. I saw him playing earlier. (Laughter) Not really.

On microphone No. 1, Delegate Pappas.

DELEGATE JAMES G. PAPPAS (Local 2336): President Cohen, Members of the Executive Board, and my fellow delegates, I guess I have closed out about everything that was up here today, so I will proudly make the motion to close the 2008 Convention. (Applause)

But before I do, I want to welcome the 2009 Convention to Washington, D.C., the nation's Capitol, the home of CWA National Headquarters, Local 2336, and the future home of Barack Obama. (Applause and cheers)

Washington, D.C., has a great history, terrific sightseeing, wonderful restaurants, and it will be truly hot and humid. I look forward to your coming, and extend to all of you the hospitality of our city. Bring cash.

I now move to adjourn the 70th-- and my last-- CWA Annual Convention. Goodbye and God bless.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Before I take the vote, as is our custom, I would like to share just a very few remarks. You shouldn't be surprised. This has gone on for 70 years like this. (Laughter)

I also want to say to Jim Pappas, this was the best one ever and now you are leaving. The best one in terms of you, I mean. Not everybody got that.

First, I want to thank all of you who are here. The good news is that delegates representing about 425,000 of our members are here. That's why we come, to stay here and do the business of this union. The other news is that delegates representing about 175,000 members have left. We pride ourselves on this Convention, and that means that we come to do our work and to stay. But I will deal with the ones who left in my own way, or maybe I won't deal with them. I will do my best.

But I want to thank you all for the way you conducted this Convention, your seriousness, your commitment to CWA. And that's the kind of commitment we need in these times. (Applause) Thank you.

I want to thank all of you who served on committees. As you all can see, they are a lot of work. None of those committees are ceremonial. They all involve lots of minutes, as I say.

I want to thank this staff for all the work they did. My heart goes out to all of you. Thank you all. (Applause)

I want to particularly thank the staff who support me every day, and my right hand here, Shelena Williams. (Applause) I want to also thank the senior directors here and Yvette Herrera who helped work with the Secretary-Treasurer's office in coordinating this Convention.

I want to thank-- not really thank, but salute the new Executive Board. I know that, as I said in my opening remarks, the last Board has worked, in my opinion, harder and under tougher times than any. That's official. That won't change.

I look forward to working with all of you, the new Secretary-Treasurer, the new Executive Vice President, and I know we all send our best to retiring Secretary-Treasurer Barbara Easterling and thank her one last time for her service. (Applause)

As he said it, I want to express our collective love for Pete Catucci and commit to him that we will all practice love (applause) and smile at anyone we encounter who is wheelchair-bound or otherwise handicapped in some way. Smile and greet them, as he said on Monday.

And we will continue the fight to enact embryonic stem cell research legislation, one more reason to support Barack Obama and reject John McCain who, in a disgusting flip-flop, voted for that last year and now announced that as President he will veto that bill.

Finally to Pete, we will work harder than ever to pass stem cell legislation and the Employee Free Choice Act in his name. (Applause)

When I opened I talked about unity, strategy, and focus. This Convention is an exercise in unity. We come here as one union. We have votes. We vote for officers. We had votes here. That's our strength. And as we leave here, we remember that we don't judge anybody by their last vote; we judge them by their commitment to this union. (Applause) And all of us will keep working on that unity so that we can fight harder for our strategy, and for our campaigns, and for our issues.

Now, we said a lot this week about the Million Member Mobilization, the locals that have committed to it, and the cause of the Employee Free Choice Act. But I think no one summed it up better than Roger Reese, who is here with us from Verizon Business, formerly MCI, when he said to us, "We need to work to pass the Employee Free Choice Act to end the meat grinder of union intimidation." The meat grinder of union intimidation. This is a union brother who faces that meat grinder every single day without fear and with courage and commitment that one day he will be here joining you. (Applause and cheers)

We will march out of here committed that for the next 132 days, as we said in our resolution, we will work hard harder than ever. We will work with confidence in every garage, in every office, in every crew, wherever we see our members and their families, whenever we see our friends, whenever we see our neighbors, and talk about all the issues that unite us and what's at stake in the next election.

Clearly, this is the most historic and important in our lifetimes-- one hundred and thirty-two days. Not a long time. But imagine what we can do together in those 132 days.

And finally, we march out of here imagining a year from now in Washington at that Convention-- and we will have Jim there one way or another, and Pete as well. If we can imagine that day, each local making a plan about what we are doing between now and then; each local imagining what it will feel like on that day about 13 months from now, and using each day between now and then to bring that to be.

I am absolutely confident that, with the unity and commitment and courage and determination in this union and in this hall, there is nothing we can't do.

The Convention stands adjourned. We will roll the video. We will take the vote, I'm sorry. All those in favor of adjourning the Convention please indicate by standing.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Now the Convention is adjourned. Roll the video.

. . . A very inspiring organizing video was shown featuring Senator Obama and Senator Clinton and Senator Kennedy, after which the 70th Annual Communications Workers of America adjourned, sine die, at 3:20 p.m. . . .

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