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MONDAY MORNING SESSION

August 29, 1988

The Opening Session of the 50th Annual Convention of the Communications Workers of America, AFL-CIO, CLC, held at the New Orleans Convention Center, New Orleans, Louisiana, August 29, 1988, convened at nine-thirty o'clock, a.m., Temporary Chair Mike Fahrenholt, President, Local 3410, presiding.

TEMPORARY CHAIR FAHRENHOLT: Good morning. We have a full agenda this morning, so I would like all the delegates to please at this time take their seats.

The 50th Annual Convention of the Communications Workers of America will now come to order. Welcome to New Orleans and District 3. I am Mike Fahrenholt, and I am the President of Local 3410 here in New Orleans.

As we begin this historic week in celebration of our union in the place where it all began, the place of its birth, I would like to say, welcome home.

I have the honor today of serving as your Temporary Chairperson. As is our custom in CWA, we will begin with the prayer. For the purpose of delivering this invocation, I am going to call on Reverend Avery Alexander.

Reverend Alexander is affiliated with the Second Historic Baptist Church here in New Orleans. He is also a State Legislator, and one of the founding fathers of the civil rights movement in this city. Reverend Alexander has been a strong advocate in support of Labor and I am proud to present him to you this morning to lead us in prayer.

I want to ask you to please stand for the invocation and remain standing for the presentation of the Colors and the singing of the United States and Canada National Anthems until the Colors have been retired.

Reverend Alexander.

REVEREND AVERY ALEXANDER: O Lord, God of our Fathers, Abraham, Isaac and Jacob, the Father of your Son, Jesus Christ, we come this morning in all meekness and humility, yet with thanksgiving for all of the blessings that Thou has bestowed upon us over the years.

We remember, Lord, when it was illegal to organize. We remember those who were killed in the struggle to organize. We remember the dark days prior to the NLRB. But, Lord, You have brought us and you have kept us.

As this Union gathers to deliberate and to discuss and make decisions, may Your presence be with them, to guide them, to help them. May You help them, O God, to solve their problems even though there may be divergent opinions. Help them, that after they shall have come to a decision they will go on in unity.

And then, O God, we pray that You would reinsert into them that spirit, that spirit that existed back in Detroit in 1935 during the sit-down strikes; that spirit that existed in this Union some 50 years ago when they organized right here in this City of New Orleans; that spirit that kept out the right-to-work. Lord, we struggle under the heavy load now, where our state and most of the southern states are so-called "right-to-work" states.

Help us, O God, to cast off that burden as we work and as we struggle to better organize. And then when we shall have organized our last union and taken out our last membership, may we be found worthy to be admitted to Thy presence where we shall praise Thee forever.

In the name of Jesus, our Christ, we pray. Amen.

TEMPORARY CHAIR FAHRENHOLT: This morning Carol C. Domingue member of Local 3406, Lafayette, Louisiana, will lead us in singing the "Star Spangled Banner." Then, in recognition of the fact that we are an International Union, we are pleased to have Donna Ludolph, Secretary from the Printing, Publishing and Media Workers Sector, lead us in the singing of "O Canada."

Our Colors will be presented this morning by an Honor Guard from the United States Marine Corps 8th Marine Corps District, here in New Orleans.

We will now have the presentation of the Colors, followed immediately by the singing of the U.S. and Canadian Anthems.

... Presentation of the Colors by the 8th Marine Corps District, United States Marine Corps, New Orleans, Louisiana, followed by the singing of the National Anthems of the United States and Canada by Carol Domingue and Donna Ludolph respectively ...

TEMPORARY CHAIR FAHRENHOLT: Thank you.

... The Dixieland Band, "Pin Stripe Brass Band," played and marched through the hall to the delight of the Delegates and Guests ...

TEMPORARY CHAIR FAHRENHOLT: Let's give them a round of applause, please.
(Applause)

I think at this time we also need a round of applause for the fine ladies that sang for us, and also for the Marine Corps Honor Guard. (Applause)

And for those of you who attended the reception last night, I think we need to give the band another special CWA round of applause. (Applause)

At this time I would like to say that an enormous amount of planning and hard work have gone into the efforts of making this week a memorable one for all of the delegates and guests. I know that most of you have already had a taste of our hospitality. I have had the pleasure of serving on the District 3 Host Committee, and I can assure you that the Committee has working overtime to ensure the success of this Convention.

Because so much work has gone into this effort, I would like to now recognize the members of the District 3 Host Committee. I would also ask that you hold your applause until all the members of the Committee have been recognized. The Committee has been chaired by M. M. Smith of Atlanta, Georgia. Members of the Committee are:

Rick Brown, Local 3102
Pat Rabbiet, Local 3907
Hank Casenove, Local 3108
Diane Applewhite, Local 3404
Greg Jordan, Local 3107
John Edenfield, Local 3106
Serita Glynn, Local 3410
Freddie Green, Local 3410
Debbie Freeman, Local 3108
Jackie Achew Stone, Local 3122
Jim Smith, Local 3122
Sally Tidwell, Local 3114
Ashley Hillis, Local 3220
Mike Kaough, Local 3407
Sandra Woods, Local 3804
Mary Bonnett, Local 3414
Cathi Puckhaber, Local 3106
Ricky Young, Local 3414
Ruth Ann Foster, Local 3607

A.J. Lange, Local 3404
Martha Williams, 3804

The entire State of Louisiana will be the best host that you have ever had. (Applause)

Throughout the week the Host Committee will be available to answer your questions and help make your week in New Orleans as enjoyable as possible. The Committee has a booth set up in the booth area and you can stop by there and ask questions.

There will be a dance Wednesday night. Last night was a taste of what you can expect Wednesday. I think that you need to try it. I think that everyone who attends will truly enjoy themselves.

In honor of this, our 50th Anniversary, we have a special feature at this Convention. Many of you may have already enjoyed it. I know I found it pretty enjoyable. CWA-TV will be showing Convention highlights and other programs on your hotel TV channel. Every night from 9:00 p.m. to 9:00 a.m. to the next day. Tune in and see yourself. I am anxious to see last night's.

On Tuesday night we have a very special event planned, the CWA 50th Anniversary banquet. Come and laugh the night away at the party of the year. This will be a special banquet to honor our 50th Anniversary. There will be musical entertainment by "Roger V.". There will be a cocktail hour with a cash bar and it begins at 7:00 p.m. Dinner will be at 8:00 p.m. It will be in the Grand Salon of the New Orleans Hilton.

On Wednesday night, as I said before, we are having a dance, and you may wonder why I keep emphasizing the dance. Come to the dance.

Tonight we are going to have our Union Builders Rally at the Fairmont, 8:00 p.m. The doors open at 7:00, and there will be some entertainment prior to the seriousness of the Union Builders Rally.

At this time I would like to welcome our first speaker. It was to be the Mayor of the City of New Orleans; however, because of prior commitments he has sent one of his department heads, who also happens to be a former CWA member.

George Bondenave was a member of Local 3410 until December 1986 when, because of a surplus of employees he was laid off. Rather than transfer and leave the home of his birth, the home that I knew he loved so well, George chose the layoff.

George was able to get a job with the Mayor who serves very well in the City Government. And at this time, I give you George Bondenave.

BROTHER GEORGE BONDENAVE (City of New Orleans): Good morning. I was called about a hour ago by the Mayor's staff to welcome you. And in welcoming you, I would like to apologize to the Mayor for not being here this morning. We have some troubling times in the City.

I am most pleased to be able to welcome you, the Communications Workers of America, to New Orleans for your 50th Annual Convention. Fifty years is a long time when you compare it to the years behind some of the newer, less experienced Unions.

The birth of your forerunner, the National Federation of Telephone Workers, came about in 1938 following meetings conducted in two cities. One of those cities is where you are right now, and we are proud to have you back home.

In 1987 you took your proud heritage and joined together with the oldest chartered Labor Union in the United States, the International Typographical Union.

With this 70,000 member addition, you now total 700,000 workers in the largest telecommunications union in the world.

Yes, 50 years ago is a long time, but it is a very short time to have accomplished all that you

have.

You have maintained your determination to protect perhaps our most valued Constitutional Amendment, the freedom of speech. Although freedom of speech is often talked about, prided on, and boasted to every other country in the world, it should be. It is much better than forced silence, and your association has been anything but silent.

From your start, you have paved the way for health and safety rights and protection against harassment and discrimination. Further, you had the foresight to establish models for employment security programs-- a necessity in this world of computer replacing human resources.

You have taken great strides in encouraging employers to provide stress reduction programs and quality child care. You have even reached across the globe to insure that Communications Workers are not pitted one against the other because of exploitation in less fortunate countries.

New Orleans shares with you the power of determination. It is a city whose core population has suffered because of the oil crunch, because of state and federal cutbacks and a lack of foresight and planning. It is a city of people who have borne the brunt of a weakened economy. But New Orleans is a city of survivors, a city determined to focus on our potential for growth. By putting planning first, our determination is paying off because we have learned the secret of communication-- a business in which you are the experts.

Today, we pride ourselves on our persistence to keep the Crescent City one of the most enjoyable places to live and visit in the world. It is a city made up of many different kinds of people who share a culture full of history, art and architecture, fine cuisine, and just downright fun.

While you are here, I hope you will take some time to see the sights that have been two centuries in the making. Visit the illustrious French Quarter or Vieux Carre, as we fondly refer to it. Like CWA, New Orleans is the homeplace of Jazz, and you won't hear it and feel it any better than here. Take a ride on the St. Charles Streetcar to relax in the midst of some of the most beautiful plantations the Deep South offers. Then walk through our world famous Audobon Park and zoo and take a riverboat ride back downtown or even to the hideout home of the pirate, Jean Lafitte, and by the time it's dinnertime, your tastebuds will be ready for the best food the world offers in any one of New Orleans' renowned restaurants.

Whatever you do, get to know us. Communicate with the friendliest people you could ever meet. And when it is time to go home, remember it is just the right time to plan for another trip to the "Big Easy" -- New Orleans.

Thank you. (Applause)

TEMPORARY CHAIR FAHRENHOLT: Thank you, George. I know that being a former CWA member, George has a special feeling for coming up to this podium.

It is difficult for me to speak to this many people without being a little nervous. However, I am going to try to do the best I possibly can.

Our next guest this morning is Joe Knecht, President of the Greater New Orleans AFL-CIO Central Body. Joe is also the Vice President of the State AFL-CIO.

Joe, in his role as President of the Central Body, is a very unique person. Joe is the first leader, labor leader, in our area to serve roles in the community. Joe is a member of and Past President of the Port Commission. He is the Vice Chairman of the Aviation Board. Joe serves on the Board of the United Way. It goes on and on and on.

Rather than bore you with reading the list-- it is a very lengthy list-- I now give you Joe Knecht. (Applause)

BROTHER JOE KNECHT (President, Greater New Orleans AFL- CIO): Thank you, Brother

Fahrenheit.

Distinguished Guests at the dais, CWA Delegates, Honored guests, Brothers and Sisters, in addition to that list Mike gave you, I am an IBEW member, a member of Local 130 here in New Orleans, and a special warm welcome to Brother Barry, my International President, who is also on the dais and will speak to you later.

I also want to welcome you to New Orleans. In behalf of my Executive Board and the eighty thousand members of the Greater New Orleans AFL-CIO, I am very pleased to stand here and say we are certainly glad to have you here. We want to welcome you.

I also would like to tell you that New Orleans is a fascinating city. It is a city that you should get to see.

New Orleans presently is going through one of its bad times. By that I mean we are suffering from the highest unemployment in the nation. The official report says we are at 10.3 percent in the New Orleans area. The real facts are that it is probably 15 percent or better.

Most of our construction workers are out of the state, seeking other employment.

Still, things are not that bad. We expect to see a turnaround shortly. The petrochemical industry seems to be on the rise--slowly. But there is another bright spot on the horizon, and that is the town of New Orleans itself. Everyone knows the French Quarter, and you heard Brother Bondenave say how nice it is to see it, and it is. It is part of the city that makes the combination of the European flavor and Southern hospitality, a must to see. Many of you, I am sure, have been here before and may have taken the time to see the French Quarter.

What I would like to invite you to this morning is a short walk with me to see what we consider the New Port of New Orleans. The New Port of New Orleans is developing right along the Mississippi River, almost right outside these doors.

If you were to start right in front of Jackson Square in the French Quarter and go up on the Moon Walk--the Moon Walk is named after Moon Landreau, who is from New Orleans, and who is the past Secretary of the HUD under President Carter--there you can see the cargo ships going up and down the river, and you can actually go down the levee embankment and put your feet in the water if you would like.

Up river from there is the Jax Brewery. Today it is an upscale shopping center, but it is the remnants of one of our last local breweries. It is a converted brauhaus and mill house. You can go in it and have some of the better shopping and find eating establishments and other type of activities.

Right up from there is the ground-breaking that is going on right now for a brand new forty million dollar aquarium. The area is under construction, and it will be the better type of entertainment that you will find in the United States, and in two years it should be open for visitors.

In that aquarium will also be a people park, where people can actually go right to the riverfront and enjoy the river views.

Up from there is Canal Place, which houses the Westin Hotel and the Saks Fifth Avenue Store, another upbeat shopping area. Right next to that is the Hilton Towers and Riverside, which was probably the first real major construction in the Riverfront Area many years ago.

Up river from that is the Rouse Center. The Rouse Center now houses the same position on the river that was the Louisiana World's Fair in 1984.

Right above the Rouse Center, about to be constructed, is a science center. In this science center will be an IMax Theatre. It will be another place for family entertainment.

As we come up from that, we are in the building we now are sitting in, the Convention Center.

This Convention Center is one of the better ones in the country. You are seeing only one half of the Convention Center. Proposed and ready for construction, to begin this year, almost immediately, is Phase II of this Convention Center, and this Convention Center will double in size over the next three years. This pavilion that you are sitting in happened to be the Louisiana Pavilion during the World's Fair.

Right next to here and a very short walk would be the Louisiana Superdome. The Louisiana Superdome has just housed the Republican National Convention. (Boos) And we have high hopes of housing the National Democratic Convention next year when we have a Democratic President in office. (Applause)

Both the Superdome and this building enjoy maintenance contracts, and all the workers in this building and the Superdome are covered by maintenance contracts with the Southeast Louisiana Building Trades Maintenance Agreements. (Applause)

The streetcars were mentioned. There is a new streetcar that just opened on the River Front, right outside, along the river. The cars are authentic 1900 vintage streetcars, reconditioned by IBEW members, and all the bus transportation drivers in this city are under contract with the Amalgamated Transit Workers. (Applause)

The next, and one of the last complexes, close to here is the Hyatt Complex. The Hyatt Complex houses a part of what is our newest shopping center, the DeBartolo Project. The DeBartolo Project, Hyatt and the Superdome, all are tied together by walkways. In the DeBartolo Center you will find Lord & Taylor and new Macy's Stores. This is Macy's second store in our area.

While you are there, you are now on Poydras Street, which is probably our newest and most famous street. If you look on Poydras Street and face the river, you can see approximately five billion dollars worth of construction work that went on over the last ten years. This includes all the major office buildings and every major hotel in the downtown business district.

Now, as I wind this up, you may have thought I was telling you something the Chamber of Commerce or the Tourist Commission should be telling you. I am not ashamed to do their job. But, there is another common denominator I would like to call to your attention for all the projects I just mentioned, and all the hours of labor that went into it. For every single project I just mentioned was completely constructed with 100 percent AFL-CIO Building Trades members, and every bit of telephone wiring was done by CWA members. (Applause)

And for New Orleans, in the Deep South, that is really something to brag about, and we are very proud of that track record.

Now it is time for me to again wish you the best of luck in your convention in the City of New Orleans. And a special thanks for coming back on your 50th Anniversary. We stand ready for you to come again. You do not have to wait fifty years. We will be glad to have you any time in the near future.

Good luck, and I hope to see you enjoy our city. Thank you. (Applause)

TEMPORARY CHAIR FAHRENHOLT: Thank you, Joe. As Joe said, he doesn't represent the Chamber of Commerce or the Tourist Commission. He is very proud of the fact that all these buildings were built with Union labor. And, as he said, it was done in a somewhat anti-union town. I venture to say that one of the Mayor's problems this morning might have been the fact that the Police Association is giving him some problems, and he did not want to face the picket signs.

Our next guest this morning is no stranger to the people in Organized Labor in this country, or to the people in the Democratic Party. I am referring to the President of the Louisiana AFL-CIO, Victor Bussie.

Vic's involvement in the Labor Movement began with the Firefighters in Shreveport. Vic has been President of the State AFL-CIO since 1956, and he has a record that many of us as CWA

officers would truly envy. He has been re-elected each and every year for thirty-two years. By acclamation.

Vic is truly Mr. Labor in Louisiana. At this time I would ask you to join me in welcoming the President of the Louisiana AFL-CIO, Victor Bussie. (Applause)

BROTHER VICTOR BUSSIE (President, Louisiana AFL-CIO): Mr. Chairman, distinguished guests, Officers of the International Union, visiting officers of other International Unions, my friends in Organized Labor and your guests, I, too, want to welcome you to New Orleans and to Louisiana. I hope you have the most successful and enjoyable convention that you have ever had.

I bring greetings from the 242,000 members of the AFL-CIO in our state, and all of them will do anything in their power to make sure that it is the most successful and enjoyable convention.

This is a great convention city, as you well know, because 50 years ago your Constitution was adopted here in this city, and it is more than fitting that you come back this time, 50 years later, because there are many significant things that will have just as great an impact upon your Union as the adoption of that constitution.

New Orleans is not only a good convention city, but it is a good Democratic city. We vote Democratic in New Orleans. (Applause)

It will be remembered, of course, as the city that hosted the National Republican Convention, where the Republicans flushed a Quayle out of Bush and started the Democrats on the road to recovering the White House this year. (Applause)

Last week I was privileged to attend an historical conference in the City of Washington, D.C. There your International President and the officers of the other internationals affiliated with the AFL-CIO unanimously gave the endorsement of Labor to the Democratic nominees for President and Vice President--Michael Dukakis and Lloyd Bentsen. This was done unanimously, in spite of the fact that some of those who cast the vote on that day were members of the Republican Party.

They voted because they knew that Organized Labor had failed to get its rightful share of the goodies of this nation, that Labor had been mistreated in the last seven and a half years, and they felt that it was time that something be done to change the course of events in this nation.

Yes, it was an historical event, because it will bring about change. To some it may mean a recapturing of the White House, and that may be the most significant thing to them. But to those who voted last week and to those of us who are here today, I believe the most significant thing will be the restructuring of the National Labor Relations Board, the changing of the attitude of the courts of America, revamping the U.S. Department of Labor, and a thousand and one other reasons that are so important to you and me as members of the Trade Union Movement.

Yes, that meeting will be recorded as one of the most important in the history of Organized Labor. But, your Convention is equally significant, because both will be remembered because of their impact upon this coming election. I am confident we will win that election in November and that great things will come about because of it.

Just think how wonderful it will be when we sit down to negotiate a contract without having the federal government on the side of the employers, but, rather, serving as a neutral body. (Applause)

Just think how great it will be to be able to file and have proper hearings on unfair labor charges, that will be decided solely upon the merits of those charges.

Think how wonderful it will be to receive timely decisions from the National Labor Relations Board instead of the long delays of five, six and seven years before we can get a decision.

Just think how great it will be. We will have the opportunity to participate in rewriting the rules of the National Labor Relations Board that have been totally ravaged and destroyed by the

Reagan and Bush Administration in the last seven and a half years.

And just think how good it will be to have a Chairman of the National Labor Relations Board who is not a paid management consultant or is not a former attorney for corporate America, but rather one that will be fair and impartial, and will at least listen to the pleas of the members of organized labor who are there solely to represent their members.

And think too, how wonderful it will be to once again believe that the judges are selected for appointment to the federal courts based upon their willingness to recognize the rights of workers and Americans throughout this nation.

And how wonderful it will be to feel that the federal government is there not on the side of corporate America, but at least sympathetic, to some extent to American workers.

Just think how great it will be to have a U.S. Department of Labor that once again will give equal time to investigation of the wrongs of management as it does to investigate organized labor and its members.

How grand it will be when OSHA once again will be examining our place of work, concerning itself with the health and safety of the workers there and not looking the other way as it has been under the Republican Administration, an Administration that has not been able to hear the cries or see the tears of the women and children who have lost their husbands and their fathers through industrial accidents, or to see the broken bodies or the destroyed minds of the workers of America who have lost all because of failure to maintain adequate safety equipment and rules and regulations.

In the years to come, I know you will remember this Convention in New Orleans as you remember the Convention 50 years ago. You will remember it not with effort, because this will be the year when union men and women will work with the other workers of America to free their government from being totally influenced by the selfish corporate interest of America and the vicious multi-national corporations of the world, and that we will bring back to our country the millions of jobs that have been shipped overseas in recent years.

Thank you again for choosing our city and our state. (Applause)

TEMPORARY CHAIR FAHRENHOLT: Thank you very much, Vic. It has really been an honor to have you. It has been an honor to have Reverend Alexander, and it has really been an honor to have been the Temporary Chair of this meeting.

But probably the biggest personal honor will now come with the introduction of our next speaker.

Gene Russo began his CWA career in Miami, Florida, where he worked his way through all positions of his local. As Local President, Gene built the Miami local into one of the largest in the union, increasing the membership from 2,700 to 5,900. When faced with the choice between serving the membership of CWA and returning to work for Southern Bell, Gene chose CWA.

He became Central Georgia Director in 1972 and later served as South Georgia Director. In 1978, he was promoted to Administrative Assistant to the Vice President of District 3. His duties in this position included administering legislative and COPE programs and all educational activities of the District. When he assumed the responsibilities of COPE Director, District 3 was last among the Districts in contributions. But since 1983, District 3 has received the top awards in CWA for COPE contributions.

Gene was honored in 1986 with the "Maxine Lee Award" for his outstanding service to COPE and the political action programs of CWA.

Gene was Chairman of the CWA Bellsouth Advanced Systems bargaining team in 1986 and has been Chair or Co-Chair for CWA bargaining teams for Western Electric, Central Telephone, Mid-Continent Telephone, and General Telephone Companies.

Gene was elected as Vice President of District 3 in 1987 at the CWA National Convention, receiving an overwhelming majority of the votes. He is a senior member of the Executive Committee of the Georgia Democratic Party and has served as the Democratic Party's Fourth Congressional Chair for the past 11 years. He has chaired the Georgia Democratic Convention for the last ten years and was voted "State Democrat of the Year" in 1983.

In 1984, he was an alternate delegate, and in 1988 he was a delegate to the Democratic National Convention in Atlanta, his own home turf. In 1992, he will probably be a delegate in the Democratic Convention in New Orleans.

Gene Russo and his wife, Ann, live in Tucker, Georgia. They have four children and six grandchildren who all live in the Atlanta area.

I have to get away from the script for just a minute. My grandmother taught me, when I was growing up, that when you go through life you make many acquaintances, but few friends. At this time, it is my pleasure and a distinct honor to give you my friend, Gene Russo. (Applause)

VICE PRESIDENT GENE RUSSO: Thank you, Mike. You and your local deserve a special thanks for all the time and effort they have put to making this a successful 50th Anniversary Convention. I am sure those delegates who were at the reception last night cannot ever remember having a Mardi Gras parade in the same evening as a funeral for Ben Porch.

We in District 3 welcome our brothers and sisters from across this great country and Canada, especially the retired members of CWA, from our President Emeritus to our former officers, staff members and members of the locals.

District 3 has been fortunate that this great union was founded here in this great city, and has celebrated the 20th, 35th, 49th and now the 50th Anniversary of this great union.

I know it is hard for some of you to believe that unions have begun in the South, but just a few short weeks ago the Machinists Union celebrated its 100th Anniversary in Atlanta, Georgia, where it was begun. It is also fitting that we meet in this city that was on the cutting edge in making CWA a major union in the South, for it was here in New Orleans when Southern Bell decided to air condition its equipment instead of its employees; that the telephone operators walked out and sparked a movement that crossed throughout the whole South.

I am proud to be the Vice President of District 3. We are proud of our many accomplishments. When we were last in COPE contributions, we decided to do something about it. We set our minds to be number one and we are number one. In 1986, when the Democrats needed just five seats to take over control of the Senate, we in District 3 were fortunate to help elect all six Democratic seats up for grabs and gain control of the United States Senate.

And now, when this country cried out for new leadership, the Governor of Massachusetts came to Atlanta, the capital of the South, to launch a campaign that will make Michael Dukakis the next President of the United States. (Applause and cheers)

Saddled with eight of our nine states being right-to-work states, we have to fight for each and every member that we get.

We are last in organizing in CWA, but just as we did in COPE, we have made up our minds to remove that shackle forever. We will be organizing, organizing and organizing in 1988. Since last year, we have, through a negotiated card check, become the union for over 400 salaried employees at the AT&T Norcross Cable Plant. Two weeks ago, through a similar card check, we petitioned to represent the 50 employees of the Treasury Department of AT&T in Atlanta, Georgia.

We have been working for the past months to sign enough cards to be the union for the 1,100 employees of AT&T at the Financial Operations Center. And I am proud to announce today that we have sufficient cards and will be giving those cards to Jim Ervin today, so that he can petition and so that we will now be representing in excess of 1,000 employees at AT&T's Financial

Operations Center in Georgia. (Applause)

That is not enough. My organizers tell me that starting the day after Labor Day we will move to the Southeastern Regional Center of AT&T, where 3,000 employees work. By next year's convention, we will be representing them.

Now, for those special people who brought those cards to us today, I would like to recognize them. They are on my left. I would like you to give a warm welcome to and thank them for the cards on behalf of CWA. They are Bill Kaiser and Dave and Carol Griffin. Will they stand up please. (Applause)

It is in this setting and mood that I come to my primary job, which is to introduce our leader.

There are three qualities that make a great leader: character, experience and dedication. Morty Bahr has those qualities. He sets an example of leadership that we can all learn from. Regarding his dedication, Morty has served our Union for thirty years and, most importantly, through most of the difficult hours, the breakup of the Bell System and the long days of divestiture.

CWA is at a crossroads. We gather today looking back at 50 years of struggle and facing ahead to the uncertain future. Morty Bahr is dedicated and ably qualified to lead this Union into its next fifty years of unit, strength and progress.

Experience. We know Morty and he knows us. He served as the National Vice President of District 1 for sixteen years; but his service started long before then. From the time he joined CWA in 1947 as a radio operator, Morty Bahr has brought members into the CWA: 24,000 in the New York Telephone Company; 5,000 of CWA's first public sector members in New York City; and 35,000 New Jersey State employees and CWA's first health care members.

On character, Morty is a good man who has placed the needs of his fellow Union members and his community as his top priority.

He is always accessible. Morty spends much of his time traveling back and forth across the country making himself personally available to CWA members, Staff and Organizers. He constantly goes to District meetings and Local Union meetings. He is always there to talk to the Local Officers and members, responding to members' questions and personal letters, and the Executive Board can attest to that.

He spends his time serving us, his CWA family. He has carried on CWA's proud tradition of community service, opposition to racism and sexism and concerns for the needs of the family and our world.

Character, experience and dedication, these are the qualities that make Morty Bahr committed to CWA when he took the helm as President in 1985.

And what has he done since then? He has paved the way for CWA's expansion, so that we can truly become the information age Union. Under Morty's leadership, we have expanded into the printing, publishing media sector, and brought Canadian members into the CWA family. Under Morty Bahr we have expanded our public sector and health care membership. And under his leadership we have sought help for our members to cope with the changing telecommunications industry, to provide our members with job training, retraining, and for jobs inside and careers outside the telecommunications industry.

"Jobs With Justice" has become the household word, no matter where you go, from the lips of the political candidates and the workers and the community leaders across the country.

Morty Bahr is a leader for today and tomorrow. He will lead us in the difficult days ahead in 1989 bargaining. Standing together on the accomplishments and lessons of the past 50 years and the challenges of the next century, we will all emerge victorious.

Ladies and Gentlemen, it is indeed a deep personal honor for me to give to you our

President, Morty Bahr.

... The entire delegation arose and applauded at length ...

INTERNATIONAL PRESIDENT MORTON BAHR: Thank you very much. Thank you. Thank you very much and good morning.

Gene Russo, I would like to thank you for that most generous and warm introduction. I wish that I could personally take credit for all of the things you have credited to me, but as in any organization, none of those things could be attained without the support, the hard work of so many people on the staff and in the Local Unions. It is to them that we owe the gratitude.

I would like to add my welcome to those of you have already received from the previous speakers. But I would also like to extend my congratulations to each of you who are here today-- delegate, alternate, staff, members of families and visitors.

You are taking part in a wonderful celebration for our Union. Although 50 years might seem middle aged to some, our history is relatively short compared to other Unions. But we have packed a lifetime of experience in that half century.

I am honored to serve as President of our union during this great event. It is a milestone in the history of our union. We should pause for reflection about our past and take a good long look forward to our future.

For myself, the past three years as your President have been among the most exciting of my life. It is you, the leaders and the members of our union, who makes this experience rewarding. And for that, I thank you.

And I want to express my appreciation and gratitude to the members of our Executive Board for their support and their leadership. An important ingredient of the unity we enjoy in our union is the result of the excellent working relationship among the Board members. You see, we are, indeed, a family.

And I want to thank the headquarters and field staff and clerical workers, and my secretary, Marilyn Smith, who works so very hard to carry out convention policies, and do their best to serve our members.

And a very special thank you to my two Executive Assistants, Dina Beaumont and Ted Watkins, their dedication and their hard work and their friendship. That makes my job easier.

And most importantly, I want to thank Jim Booe and the members of his department. As the steward of our union's finances, Jim faces an awesome responsibility. He carries out his duties with integrity and commitment. And Jim is more than the union's number two officer. He is a valued friend and colleague with whom I work closely to carry out the responsibilities of my office.

You know, to me, serving as your President is a 24- hour-a-day responsibility. It is a high calling. But even the President of CWA must answer to a higher authority, and I would like to introduce her to you.

My wife and my partner, Florence. (Applause) And sitting to the left, my son and daughter and their spouses and our four granddaughters. (Applause)

You know, Florence has traveled many miles with me as we have met and talked with CWA members across this country. In fact, as I heard during the reception last night, to some delegates I am the man who accompanied Florence to this Convention.

We are privileged to have with us this week many dear friends who served our union well for many years.

At this time I want to introduce just two of them. So give them a real CWA welcome to President Emeritus Glenn Watts.

... Delegation arose and applauded at length ...

Don't sit down. Secretary-Treasurer Emeritus Louie Knecht, come on.

... Delegation arose and applauded at length ...

And their wives, Bernice and Marg. (Applause)

And on behalf of this entire Convention, I offer our thanks to Local 3410 and its President Mike Fahrenholt for a job well done. (Applause)

They and all of the delegates of District 3 have worked hard to help make this Convention a success. They are showing us what New Orleans hospitality is, and we appreciate their efforts.

Of course, just two weeks ago, the Republican Party was here in town. As we all know, George Bush was elected as their presidential nominee. But you know, George has a very real edge over Governor Dukakis that hasn't been discovered yet. After eight years as Vice President, he's the only candidate who is well rested. (Applause)

Economists have had a field day with George's mission to create thirty million new jobs. To do that, they say, George would have to draft into the work force every unemployed worker, repeal the child labor laws, open our borders to anyone who wants to come to America and eliminate social security before age eighty.

Well, I disagree. I went back and reread his speech. And nowhere in his speech did he ever say he was going to create any of those jobs in the United States of America. (Applause)

And the biggest surprise of the Republican Convention, however, was the selection of Senator Dan Quayle as the vice presidential nominee.

"Quayle hunting" has replaced baseball as the nation's pastime. Apparently Quayle, like Bush, was born with a silver foot in his mouth. It seems like everyone who has known Dan Quayle, from his teachers to his lovers, is lining up to tell new stories about him, and they're all stories about how privilege can compensate for ability.

I'm sure my father would have made a call to keep me out of the service, but we didn't have a phone. (Applause)

This election is all about privilege versus rights. We'll be talking more about how the anti-worker climate generated by the Reagan-Bush Administration has impacted on our union and the labor movement and how we are fighting back to turn the tide in our favor.

But there are important convention issues which must be addressed during the next few days and I want to call attention to one of them.

You have received the report of the Defense Fund Committee. I believe the Committee's recommendation is sound. But from my discussions with many local leaders and members around the country, I have concluded that while everyone sees the need to improve the pay-out during a strike, many are unwilling to increase dues.

This Fund belongs to our members. Their dues go into building it and the monies paid out are earmarked for them when they need it. So, the shape of the Fund must be acceptable to an overwhelming majority of our members.

Well, what are the alternatives?

If we conclude we want higher benefits but do not want to increase dues, the only other alternative is to Fund it out of existing income.

To do this would require bold moves. It also would require some financial sacrifice. The financial pain would have to be shared at both the national and local levels. Yet a leaner and more streamlined union could be a stronger union.

Our priorities must be clear and strike support is one of them.

It was not an accident that we planned the convention to end on Labor Day weekend. Labor Day is the traditional kick-off of the election campaign.

Among our convention goals is to have the enthusiasm, renewal of spirit, and fun that we experience during our conventions to carry over to the Labor Day celebrations in our communities throughout the fall campaign season and into the many CWA programs in the months ahead.

There is a window of opportunity open to us now. This is the time to take control of the future.

The time is now to swing the pendulum of public support back into the direction of workers' rights.

The time is now to fight back and build new respect for the labor movement in America.

The book is closed on the last fifty years of CWA. Now is the time for each of us to take the responsibility for what will be said about CWA in the next fifty years.

All I can promise you is that you're going to face challenges that will test your spirit and your trade union commitment.

In many ways, our situation today is similar to the test of faith and commitment that confronted the early leaders of unions in the telephone industry.

The modern era of telephone unions had its beginnings in 1937. The U. S. Supreme Court had upheld the constitutionality of the Wagner Act by a narrow five to four vote. Among the provisions of the federal labor law was a ban on company unions those labor organizations which received financial assistance from employers.

The telephone industry had a long history of company unions. By late 1937, the employee associations had been formally severed from the industry. Already, calls were being heard from independent telephone union leaders for the formation of a national organization.

A national convention of telephone union leaders was held in St. Louis, on December 16 and 17, 1937. Twenty-nine delegates representing 80,000 members attended the first meeting.

The meeting adjourned with delegates agreeing to hold a second conference to further explore their mutual concerns. This second meeting was held in Chicago, June 15-17, 1938. Delegates representing thirty-one organizations with a combined membership of 140,000 workers attended.

A motion was made at that meeting that a national organization be formed. It was made by one Joseph Beirne who represented Western Electric Sales. The motion was unanimously adopted.

The assembly agreed to meet again in New Orleans on November 14, 1938 to formalize their decision. The constitution was put into effect. The name of the new organization was the National Federation of Telephone Workers.

That was the historic turning point of trade unionism in the communications industry.

We trace the beginnings of CWA to that momentous occasion.

The National Federation of Telephone Workers was born out of the labor battles of the 1930s.

The Communications Workers of America was forged out of the labor battles at the end of World War II.

Today, you are participating in another historic turning point in our union's history.

Today, we are still building a new union, a union of the future.

The union we are building today is shaped by the policies of eight years of the most anti-union administration to ever sit in the White House. It is impacted by revolutionary changes in the industry which employs most of our members.

The union we are building today now embraces government workers, health care workers, workers in the service sector, the printing, media and telecommunications industry.

The union we are building today is going to have to bargain smarter, find alternatives to the strike when necessary and to reach out to involve our members more than at any other time in our history.

The union we are building must grow in order to survive the future.

With seventeen percent of America's workers represented by unions today, the stakes are high. Will we continue to be the voice for workers' rights and a fair society in the 21st Century?

Multinational corporations wield enormous influence over the lives of our members and our communities.

Workers' rights have been under attack more than at any other time since our founders met at that fateful convention in New Orleans fifty years ago.

As we meet here today to mark the fiftieth anniversary of our union we also mark fifty-one years of the National Labor Relations Act. That legislation was passed to defend the rights of workers to organize. In the ten years after its passage, ten million workers in the U. S. joined unions.

Yet, in the last fifteen years, and particularly the last eight under Reagan, the National Labor Relations Board has increasingly become an institution to advance the interests of management. Many of those appointed by President Reagan to carry out the labor laws previously made huge sums of money breaking unions and preventing workers from organizing. One, for example, is Hugh Reilly who was general counsel for the National Right-to-Work Foundation.

We have gone full circle, from an NLRB which judged its success based on increasing the organization of workers, to one whose goal is to increase the power of management under the guise of "making the U. S. more competitive."

Yet, today, we have the worst protection of workers' rights of any of our major competitors. Nowhere else in the Free World do workers wait months before they can be certified to bargain.

In no other industrial democracy does a worker fired for union activity wait a year or more for a trial. And even if the NLRB finds the employer guilty, the only penalty is back pay after subtracting actual earnings.

In no other industrial democracy are employers openly advised to violate the labor laws to keep a union out because the penalty is a slap on the wrist.

Tomorrow, as part of the organizing report, you will hear from a telephone operator and committee member at National Telephone Services in Rockville, Maryland. NTS is one of the largest alternative operator services companies. Two months ago we filed for an election for her 120-person unit. It took the NLRB a month to schedule a hearing, and an election won't be held before October.

Meanwhile NTS has fired three of our committee members and the Board has yet to issue a complaint. Operators make \$6.00 per hour, so chances are that when they're reinstated there will be little or no real penalty for the employer.

We are not talking about problems with the law. We're talking about the near total deterioration of any real safeguards for American workers. The rate of unfair practices per election has tripled in the last fifteen years. And as a result, not surprisingly, the number of

representation elections in the U. S. is down by two-thirds.

Similarly, almost all employers, and those in telecommunications in particular, can threaten to shut down or move operations with virtual impunity. Telemarketing, operator services and even some technical jobs can be moved virtually anywhere. Whether in bargaining or organizing, the power of employers is virtually unchecked.

Our members need to understand that without legal safeguards one group of workers after another is now falling victim to employer greed.

Tomorrow we will hear from Lewie Anderson of the UFCW what has happened to packinghouse workers; on Thursday we will hear from Wayne Glenn about the struggle for survival of the paperworkers. Last year in Miami we heard in detail about the fight at Eastern Airlines, which still goes on.

We have a choice: either we heed these warnings or we wait. If we heed these warnings, we march out of here on Thursday and focus our efforts on mobilization, organizing, Jobs With Justice and political change. If we wait, our fate will be no different than the others. There is nothing special in the initials CWA -- what is special is our history of activism, our spirit, our determination. (Applause)

Right now, in Denver, Colorado, the economic lives of one hundred CWA members, mailers at the Denver Post are on the line. For decades members of their local built up the wages and benefits, so that working in the mail room became a craft, a job where you might even earn enough money to send a kid to college.

Then last year, in the midst of negotiations, the paper was purchased by William Dean Singleton, a union-buster in the tradition of Frank Lorenzo. After Singleton purchased the paper, he focused his efforts for cost-cutting on the mailers. Other crafts, including CWA-represented printers were offered a freeze. But he told the mailers that they were easily replaceable at minimum wage. Since then he has demanded a fifty percent wage cut.

Yes, fifty percent. Think what effect that would have on your family if your wages were cut in half. What would you have to give up if you now found yourself making \$5.00 an hour instead of \$10.00 -- your house, your car, your kid's education, the family vacation.

Just yesterday, these wage cuts were imposed unilaterally without approval by the mailers. They will not agree to a new contract until these wage cuts are restored. And we intend to do everything in our power to see that they succeed. (Applause)

Thanks to the unity of those mailers, the solidarity of the printers, GCIU and Newspaper Guild members, and an incredible effort on the part of CWA District 7 and Local 7777 in particular, the fight will go on.

Led by Mary Blue, President of Local 7777, Denver unions and their allies have formed the Colorado Jobs With Justice Committee.

They announced that Jobs With Justice had come to Denver at a press conference in front of the Denver Post with three hundred people. Two weeks later they led a mid-day march of seven hundred, from the Post to the Continental Airlines ticket office, to the U. S. Mint where janitors were trying to organize. Airline workers and janitors, pilots and editorial workers were all together.

And I will be there with them, in Denver, for a giant demonstration, promising to be Colorado's largest ever, as we celebrate Jobs With Justice on Labor Day.

And I urge all of you that are within one or two hours of Denver, be there with us next Monday to fight for those who need our help. (Applause)

Even in adversity we can take pride in the fact that what we do makes a difference. (Applause)

For more than two months Singleton postponed the wage cuts as pressure in the community built.

At Eastern Airlines, despite a year of threats, Lorenzo has been unable to replace union workers.

In Buffalo, New York, our striking members in the hospital got a contract and the permanent replacements had to look for other work.

At ARA in Nacogdoches we got a contract after a four-year fight.

Tomorrow we will honor nineteen locals that are making a difference--locals that even in these toughest of times have managed to organize at least one hundred workers in new units during the last year. They organized a total of 7,000 new workers in a year when many unions would have been happy to stand still.

Additionally, we had a net gain of 12,000 members through more systematic internal organizing, and I congratulate you for that.

There is no better preparation for collective bargaining than the unity brought about by an effective internal organizing program.

And nowhere has that been proven better than by our brother and sisters in Canada.

Contrast our experience in the United States with that of our members in Canada. There are some similarities. Many of the same anti-union multinationals operate on both sides of the border. The drive to maximize profits is the same. Yet the union membership trend in our two countries explains the difference.

In 1970, American and Canadian unions each represented thirty-one percent of the work force in our two countries.

By 1987, however, U.S. unions dropped to seventeen percent while Canadian unions grew to forty percent of the work force.

With a much higher percentage organized, the Canadians have not seen the same erosion of workers' rights.

In Quebec, the union is certified when a majority of workers sign union authorization cards.

In Ontario, binding arbitration is available when a first contract can't be negotiated.

There is legal protection for strikers if their employer attempts to permanently replace them.

As we meet here today, 19,000 of our brothers and sisters in the Communications and Electrical Workers of Canada are in the third month of their strike against Bell of Canada. The strike is an effort, much like our own, to limit contracting out, and the use of part-time workers, where full time workers should be used.

Just as importantly, in Canada there is universal access to health care, and less is spent for better care. In Ontario every employer must file a pay equity report to ensure that women are not paid less than men for comparable work. Parental leave is guaranteed by law.

There are those in Canada--employers and politicians--who would like to import U.S. style labor relations. They would deregulate telephone service, contract public services, break up the national health service. And in some provinces, they have succeeded to some extent.

But as long as Canadian workers are forty percent organized, they stand a much better chance than their U. S. counterparts in defending basic worker rights.

U.S. and Canadian unions are together in opposing the so-called free trade agreement between our two nations. We hope our Canadian brothers and sisters have better success in preventing ratification than it appears we will have. This Agreement will subject Canadian

workers to the same threat that we now face of industries taking their jobs and moving to the most anti-union communities in the right-to-work states.

Indeed, the underlying moral basis of the entire system of today's international trade is coming under question by world leaders.

Pope John Paul II says the current trading system has created an "international division of labor" where exploited workers in cheap wage nations are employed to expand the wealth of multinational corporations in the developed nations.

The popular notion that the bounties of the developed nations will "trickle down" on the Third World nations is a myth, just like it is at home, here in the United States.

The surface signs may indicate a healthy economy for America. But scratch below the surface and the gold turns to green. Our economy rests on a house of cards. Economic prosperity today is built on the federal debt, the trade debt, consumer debt and foreign debt.

The feelings of uncertainty about our future run deep among American workers. You know what I'm talking about; you sense it from our members and their families.

We all seem to be waiting for the other shoe to drop.

We need to continually remind our members, particularly those who work in the former Bell System Companies, that it was the Reagan-Bush Administration that authorized and signed the Consent Decree that broke up the Bell System without any thought of its impact on the hundreds of thousands of workers that built and operated the best telephone system the world has ever seen.

The very heart of the government's position was to force AT&T to stop buying its equipment from its own factories and to purchase it on the world market. The fact that CWA and IBEW members produced the finest telecommunications products and their jobs would be put in jeopardy was irrelevant.

All of this was done in the name of competition. Now the Reagan Administration is pressing the industrialized nations to act similarly. But the Japanese, British and the West Germans refuse to take actions that they believe are not in their nations' best interest and, in fact, have told us that the U. S. experience is one they intend to avoid.

For five years ours has been a lone voice in the wilderness. We have charged that the Reagan-Bush Administration approved the Bell System break-up without one moment's consideration of its impact on foreign trade and American workers. What was once a uniquely American industry where quality and productivity were the best in the world, was suddenly transformed when the rest of the world was permitted to enter our market without opening theirs.

In a report issued last month, a blue ribbon commission chaired by Lewis B. Kaden, Professor of Law at Columbia University, stated:

"The fact that we opened our market to foreign firms without demanding reciprocal access to their markets can only be called a competitive blunder. When the U.S. deregulated AT&T, it jeopardized not only the U. S. telecommunications industry, but our future control over the whole infrastructure."

While the Commission report supports our position, it does little to relieve the pain and suffering of our members caused by that Administration blunder. As a direct result, we are today in the process of closing down the AT&T factory in Winston-Salem, North Carolina where 2,700 CWA members had been gainfully employed. Dreams and aspirations of these CWA families for the future that were once so positive have been literally destroyed.

We, of course, will continue to do everything possible to ease the pain but the sadness I feel in my heart is that it was all so unnecessary -- that it came about as a result of actions by government officials who do not look at workers as flesh and blood who suffer pain and bleed.

Where is Eddie Hubbard sitting? Eddie, could you yell out? Eddie Hubbard, to my right.
(Applause)

Eddie Hubbard is President of Local 3060 and has the sad task of presiding over the shutdown. Brothers and Sisters, there is little for Eddie and his colleagues to celebrate on this fiftieth anniversary of our Union. But, let him take back to his members an expression of our concern, of our sympathy and above all our pledge that whatever is in our power to assist them, we stand ready to give as they move into an uncertain future.

Let's give that pledge. (Applause)

The only certain thing about the future is that the era of the Reagan-Bush Administration is coming to an end. (Applause)

And, in November, we'll have a chance to make sure it doesn't return disguised as the George Bush-Dan Quayle Administration. (Applause)

On November 8th, the presidential and vice presidential election will be decided; all 435 seats in the House of Representatives and 33 Senate seats.

While the public's attention is preoccupied with whether Dan Quayle is a draft dodger or a guy who plays around, we should not lose sight of the proven record. Senator Quayle, on our issues -- labor's issues -- has a voting record of 62 wrong and only eight right. He has consistently voted against America's working families. He led the fight against the plant closing bill, voted twice against raising the minimum wage, against the Voting Rights Restoration Act, against health insurance for unemployed workers and on and on.

Vice President Bush's selection of Quayle is a strong signal as to the kind of labor policies that would emanate from the White House.

We know about the lack of response to the "Where was George?" questions asked by Senator Kennedy so there is no need to rehash Vice President Bush's failures during the past eight years.

The President of the United States sets the moral tone for America. And I would like you to answer these questions with me.

Do we want the moral tone to be the kind put forth by President Reagan when he busted PATCO?

... The Delegates responded "No" ...

PRESIDENT BAHR: Do we want a President like Reagan and Bush, who support unions and the right to strike only in Poland?

... The Delegates responded "No" ...

PRESIDENT BAHR: Or, do we want a president like Michael Dukakis, who believes that a strong trade union movement is necessary to have a strong democratic society?

I can't hear you.

... The Delegates responded "Yes" ...

PRESIDENT BAHR: Do we want a President like Mike Dukakis, who supports workers' rights to strike without fear of being permanently replaced?

... The Delegates responded "Yes" ...

PRESIDENT BAHR: While it was fifty years ago that our great Union was founded, it was only twenty-five years ago last Saturday that the late Dr. Martin Luther King delivered his "I have a Dream" speech on the steps of the Lincoln Memorial in Washington, D.C. Yesterday, some seventy-five of our leaders and members gathered with others here in Lafayette Park to

commemorate that event, and similar rallies and demonstrations were held across the United States.

Today the civil rights struggle must continue. The battle is far from won. We cannot let down our guard, either as a union or as citizens.

Minorities have been as truly victimized by eight years of the Reagan-Bush administration as have all workers. Brothers and Sisters, this is really what is at stake in 1988, and we can win. American can win.

It is for these very basic reasons, as Vic Bussie pointed out earlier, that the AFL-CIO General Board, consisting of all affiliated Unions, last Wednesday, without a single dissenting vote, endorsed the Dukakis-Bentsen ticket. (Applause)

We in CWA do not tell our members how to vote. They decide that themselves. But it is our job to see that they are registered, that they get as much information about the candidates as possible so they can make an informed judgment and then get them out on November 8th.

I know that many of you have honored your Jobs With Justice pledge to show up five times in support of other workers. Now we're asking you to renew that pledge.

But this time in addition we want you to devote at least five hours to volunteer political work in support of CWA- endorsed candidates between now and election day.

Just imagine if only fifty percent of our members -- some 300,000 -- gave up five hours to help elect our candidates. That's 1,500,000 people hours of volunteer time. If those volunteers spoke to just five people each hour, that would be seven and a half million people they would speak to.

We can make a difference if we are committed to making that difference.

As Vice President of District 1, I had the opportunity to get to know and work with Governor Dukakis. Ask our Delegates from Massachusetts about the kind of friend he has been to us. Let me give you a couple of examples.

The President of Local 1395, Frank Byrnes, had a feeling that AT&T was planning to slowly shut down the facility in Watertown, Massachusetts, through progressive and small layoffs of our members. Governor Dukakis came to the plant, met with the union and management talked about the need to work together and to keep that facility open. He pledged his personal assistance as well as aid, if necessary, from the Commonwealth of Massachusetts.

Today that facility is open, functioning virtually at full strength, I am happy to be able to report today, as I know Frankie Byrnes is, providing good jobs for CWA members. (Applause)

In February 1987 we had a layoff at the AT&T factory in North Andover, Massachusetts. Governor Dukakis made \$500,000 available to us to train our laid-off members for other good jobs in the area.

This is the kind of President Michael Dukakis will be. He shares our concern about the erosion of workers' rights in America today. He understands you cannot achieve economic security without strong protection of workers' rights.

Governor Dukakis pledged to be there for us. Now we must be there for him.

In 1989 we will bargain for 500,000 telecommunications workers, 38,000 New Jersey State workers, and thousands of other workers in the printing, publishing and media industry, health care, local government and many other industries. We learned a lot from our bargaining in 1986. First and foremost, the so- called good old days are over. Second, most of our employers will do whatever is necessary to achieve their objectives.

And, whenever we strike, management is going to play hardball, and we had better be ready to respond in kind.

In some cases there are other tactics on the job and in the community that can be used.

This is a new day and a new era, and we are building a new union. We have signed an historic cooperation agreement with the IBEW. Never again will any employer be able to use one of us to beat the other. (Applause)

We have improved the training of union staff who will chair negotiations and will provide similar training for bargaining committee members.

We have changed our contract approval process to ensure that a careful review is conducted of each contract by the executive board or district vice president before an agreement is reached.

But, our success at the table in the current collective bargaining environment will be in direct proportion to our success: in mobilizing our members in active support of our bargaining objectives. All of our units in newspaper, hospitals, GTE, United Bell Operating Companies, AT&T, state and local government workers, cable companies, and elsewhere, must focus on organizing, education on key issues, and actions in the workplace.

Mobilization is just as important in our smallest unit as it is for the 135,000 AT&T workers who make up our largest single unit. It is just as important in Canada as it is in the United States.

We're going to be spending a lot of time this week discussing, planning and preparing for our nationwide Mobilization effort. In fact, on Thursday, we're going to focus entirely on Mobilization. I expect to see each and every one of you sitting here Thursday in the same seats that you are in today.

Our program is not new. We embarked on a major mobilization effort in 1971 that most of us agree directly contributed to our success in contract negotiations.

We also conducted mobilization programs among the 35,000 New Jersey State workers in 1983 and throughout District 1 in 1986.

This year we are launching our Mobilization effort as part of a nationwide campaign and hope that it will become a routine part of all bargaining in the new CWA of the future that I discussed earlier.

Brothers and Sisters, I realize that we are asking much of you. Many of you will return home to participate in Labor Day events.

We are also asking you to continue taking part in and supporting the Jobs With Justice Campaign.

We are urging you to get involved and help elect a President and a Congress committed to restoring workers' rights in America.

And we are asking you to build a Mobilization Campaign and increase your organizing efforts in your local and your community in support of our collective bargaining.

We're not asking you to do these things for Morty Bahr. We're not even asking you to do these things for CWA.

I want to remind you that you are part of something that's bigger than all of us: a heritage, a tradition, a movement.

The courage and self-sacrifice of the members of our union fifty years ago enable us to reap the benefits of the better life most of us, and our members, enjoy today.

That's why we celebrate a fiftieth anniversary. It's not for CWA. It's to honor their memory and to remember their contributions. And to honor the contributions of the many retired members who are here today.

We have a very special retiree with us here today. He is someone who I learned to admire and respect during the eleven years we served together on the Executive Board. When we

speaking about union builders we are speaking about this trade unionist. He is a giant among giants. He was one of the delegates who met in Chicago in June of 1937 and then again at the meeting in New Orleans on November 14, 1938.

Join me in showing our gratitude to a dear friend and colleague and a founder of our great union, the retired Vice President of District 6, D.L. McCowen.

... The delegates arose and applauded ...

PRESIDENT BAHR: Our pensions, medical plans, life insurance, wages, vacations and every other benefit that we now have wasn't given to us out of the goodness of any employer's heart.

CWA members like D. L. McCowen before you struggled and fought for the power we share with management.

Our predecessors ran the gauntlet to win for us the standard of living and dignity on the job that we enjoy today.

Now, it's our turn to stand up and be counted.

We've heard a lot of talk during the past month by the two political parties about their vision of the American Dream.

We heard them talk about freedom and opportunity. About equal rights and economic rights. About a strong America and a strong commitment to family.

We heard them talk about helping the homeless and helping young workers buy homes. About their support for a safe environment and a safe workplace. And about their commitment to quality education and quality neighborhoods.

It's a wonderful American Dream that they want us to see.

But the rights we enjoy today, the standard of living we are defending and the America that our children are expected to protect didn't come to us by dreaming.

The vision of America the politicians see is an America that was built by us, by the sweat and by the hands and minds of working families; families just like yours.

It's our country.

It's our land.

It's our jobs.

The multinational corporations don't own us and they don't own America.

If we want to make our vision of America the reality of tomorrow, then we must build a new CWA of the future.

In the CWA of the future, our members will stand shoulder to shoulder to demand and win their rights on the job.

In the CWA of the future, the families of our members will help each other win their fair share of the American Dream.

In the CWA of the future, workers will look back with thanks to us and say:

They were Union.

They were Proud.

They were Family.

Thank you very much.

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

TEMPORARY CHAIR FAHRENHOLT: Before I turn the gavel over to President Bahr, I would like to say what a true honor and rewarding experience it has been to serve as the Temporary Chair of this convention. Ten years ago, when I attended my first convention, I wondered what it would be like to be up here. Now I know. I certainly hope it does not take another 50 years to bring it back.

As the Democrats come in 1992, the Super Bowl comes back in 1990, I hope CWA comes back soon. Thanks again. (Applause)

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

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

PRESIDENT BAHR: Thank you, Mike, for a very fine job. We are at this moment going to share in a very historic moment in our union. In 1969, when CWA decided it was time to join the American Trade Union Family and move from being an independent union to an affiliated family, an affiliated union, application was first filed with the AFL. This was before merger.

The AFL said that the IBEW already represented telephone workers, had jurisdiction, and while they would welcome CWA, we would have to join IBEW. The leadership at that time and the members felt the identity that was created back in 1938 was vital to maintain. So they applied for and were accepted by the CIO. I suppose we could say that beginning in 1949, a fierce rivalry developed between the two unions.

As we look back and see the many organizing campaigns that before the no-raiding agreement, where we spent countless millions of dollars raiding each other's members, we had all kinds of disputes. We can look back and say how foolish we were.

It takes a significant emotional experience to get your attention and that significant emotional experience was given to me in January 1987 at Pace University in New York City, where I and the AT&T Vice President had been asked to come to discuss 1986 collective bargaining. In his remarks, the Vice President of the company did not say anything unpredictable until he got to the last day of the contract and the beginning of the strike, when he said, and I can almost quote him, "We became like any other company in the competitive marketplace." And you know what they did in the newspaper ads-- threats of permanent replacement and things of that nature.

But he also said, "We took advantage of the split between our two unions." And I got up when it was time for me to make my remarks and I gave a pledge to the people who were there-- and there were a good number of CWA people from New York attending that convention-- that based on what we had just heard, never again, as long as I could draw breath, would that company or any other company be able to take advantage of a split between IBEW and CWA. (Applause)

I left that city that day, and there was a dinner in the Washington Hilton Hotel honoring the retiring IBEW President, Charlie Pillard. I sought out the new President, Jack Barry, who had been elected several months earlier, and I told Jack about what happened that day. He agreed that certainly it was time that, as two new Presidents, to make a change.

So there was a committee formed, headed on our side by Johnny Carroll, and by Jack Barry's assistant, Tom Hickman, who met for many, many months getting our act together. We had our act together, and we made our demands on AT&T. And they denied our request and our demand for joint bargaining, where we would sit together at a single table. We told them that we didn't care if they agreed or not, "Even though you may force us to bargain two separate contracts, we will sit at the IBEW table and they will sit at our table."

They said, "Well, I thought you were going to say that." (Applause) Finally, they agreed.

But I can tell you on a number of occasions we have picked up the comment that "We liked it better when you guys used to fight with each other." And you can bet your life they did.

Now that we have it tied down at AT&T, we have already seen the benefits to where the GTE Company wanted to use one against the other in order to reduce telephone operators' wages by 90 cents an hour. And we said, "No way," and Jack Barry said, "No way."

So we began to see how unity can be translated to benefits for our members. We are continuing to work and will continue to work with all of the companies where we share representation, where possible, to have joint collective bargaining and, where not, to have the closest of cooperation.

It is indeed a pleasure-- and let me just digress for a moment. For the first time, just a few weeks ago, testifying before the House Telecommunications Subcommittee on employees' rights for telecommunications workers were the Presidents of IBEW and CWA, sitting side by side, providing a unified, coherent program on behalf of all the workers we represent. (Applause)

So it is with a great deal of pleasure and personal pride for me to present to you our good friend, my colleague on the Executive Council of the AFL-CIO, and our brother in arms, the President of the IBEW, Jack Barry.

... The delegates arose and applauded ...

BROTHER JACK BARRY (President, International Brotherhood of Electrical Workers):
Thank you for your very warm welcome.

Distinguished Officers of the CWA, guests, state and local officials and, most important of all, you the delegates to the 50th Convention of the CWA: From all of your brothers and sisters in every corner of North America, we wish you congratulations and best wishes on this happy occasion of your 50th Anniversary.

Unity is the name adopted by the IBEW/CWA Coordinated Bargaining Committee established to negotiate for the employees of AT&T, and unity is the cause that brings me here today. President Bahr extended the invitation for me to come here to address this convention in the spirit of that cause, and I immediately accepted his invitation in that same spirit.

It is that spirit of unity which has brought us to the conclusion that cooperation should be the rule at any time our paths cross and at any time our responsibilities touch.

To anyone in this hall who has not known us over the years of our existence, these words must seem trite; for noting that two of North America's great labor organizations are pledging cooperation and unity would seem nothing more than stating the obvious. To those who know our history, the fact that the President of the IBEW has been invited by the President of the CWA to address his convention must be startling, for our history has been one of rivalry--always intense--not always friendly.

Somewhere in our past, while each of us sought to represent our own members, we overlooked the fact that we were on the same side--fighting for the same cause--in pursuit of the same ideals. That we have at last recognized this is to our credit; that it took so long is to our shame.

When Morty and I formed a committee and charged them with the responsibility of building a new relationship, the first rule that committee adopted was that they would look only in one direction. They vowed to only look forward and not waste valuable time concerning themselves with times that are forever gone and with events which have passed and cannot be changed. We have much to look forward to. The future is ours but it is a future fraught with challenges.

To the extent we join one another in addressing the challenges of an ever-changing world, our opportunity for success is enhanced; to the extent we take on these challenges alone, we improve only our chance of failure.

The challenges we face today in the telecommunications industry are known to us, and our need to work together in addressing these challenges is obvious. We have drawn up and implemented a history-making agreement to negotiate collectively with AT&T and we have

reached agreement on how to target organizing opportunities among the subsidiaries of Bell Operating Companies. We have sat together and bargained an agreement called "Apple Seed," which covers both our memberships in AT&T's phone stores, and every day we are finding more ways to cooperate than we ever could find to disagree. But if our cooperation stops here, I believe we will have lost a great opportunity.

Together we represent a great cross section of North America's working men and women with the best balance of skills, ethnic and geographic diversity anywhere.

Together we are uniquely positioned to speak to the social, political and economic needs of workers. And speak we must. In a loud and clear voice. We cannot miss an opportunity to express our concern about the tragic erosion of our industrial base, about the disastrous effect of decades without an effective trade policy and about how both our future as an industrial power and our national security have been jeopardized as we have watched technology leave our shores, never to return.

Let those who proclaim concern about our national defense answer for our crumbling infrastructure, let them explain why our education system is not producing an educated citizenry nor a trained work force, why one-fourth of our kids drop out before high school graduation, and why over one-half of the doctoral engineering degrees awarded in the U.S. are awarded to foreign students along with nearly half of those in mathematics and computer sciences.

Let them explain to the workers we represent how we can ever hope to rebuild our industrial base, defend ourselves and recapture our lost technology if we can't find young men and women who can read a newspaper or balance a checkbook. While these and more parochial issues such as labor law reform may sound like campaign rhetoric, they are more than that. They are worker issues and strike at the very heart of our future as trade unionists.

While we in the IBEW may be expressing concern that the last American television manufacturer is for sale with not one American company on the list of potential buyers, and you in the CWA may be excited about the issue of child care, the fact is that in the long run the outcome of both of these and all the others that pique our interests are worker issues and in the end what touches the lives of IBEW members touches the lives of CWA members and vice versa.

The crushing weight of our national deficit which the Reagan Administration has amassed at a greater rate than all of the Presidents before him, from Jimmy Carter back to George Washington, is felt no differently by an IBEW member than by a member of the CWA. The lasting effects of his ill-conceived economic policy, which pretended not to raise taxes while instead mortgaging our future, leaves a burden to be borne by the children of CWA members and IBEW members alike. It is our issue. It is a worker issue.

Look at the merry-go-round we have put ourselves on. We borrow from foreign creditors to pay for goods we buy from foreign importers, and the foreign countries take our dollars and buy pieces of America. We take American dollars and those we borrow from abroad and we buy trinkets--automobiles, TV sets and clothes--which will all be in the trash heap in a few years and our so-called trading partners take these dollars and buy American companies and American real estate. (Applause)

Remember when you were a child, how you laughed at those silly Indians who sold Manhattan Island for a handful of beads? How future generations could laugh at us. But they won't. There is nothing amusing in the modern version of that story.

When AT&T moved the production of their residential telephones to Singapore, thousands of IBEW members' jobs went with them. But I know for a fact that President Bahr never missed an opportunity to tell the world the truth of that unbelievable story, because he recognized that this issue was as important to the CWA as it was to the IBEW, and that is the spirit of our cooperation and coordination--cut one of us and we both bleed. (Applause)

In the beginning, I confess some concern that an agreement to coordinate at the Barry-Bahr level might not be accepted by those in the factories and at the switchboards. To my very

pleasant surprise, the response from our local unions- both IBEW and CWA-- has largely been "What took you so long?" That is not to say that there aren't still some who view what we are doing with some degree of suspicion, and some who are having a difficult time accepting the reality of what is happening. To those I say, "Look to the future and see if you can find one reason why it makes sense to continue to take on our challenges alone."

To those who would still hesitate, I say, "Get out of the way," because we are moving forward together. (Applause) That, brothers and sisters, is real. That is now. And it can't be stopped.

I can't leave here today without taking a moment to express my appreciation to one of your officers who is leaving the CWA for a well-earned retirement. John Carroll was the CWA Co-Chairman of the original committee which drew up the framework of this great endeavor. John Carroll, together with Tom Hickman of the IBEW, negotiated the AT&T bargaining agreement, and it was the steady, professional hand of John Carroll that has guided this process over these past several months. He will be missed by the IBEW nearly as much as by his own union, and I wish him long life and good health. (Applause)

As we in the Brotherhood look forward to our centennial in three years, you are celebrating your 50th Anniversary. This record demonstrates an enduring quality in this ever-changing world we live in. More than that, it exhibits an ability to accept change, work with it, and be strengthened by it.

Few industries have ever suffered the dramatic changes over such a short time as the telecommunications industry, and each of us has taken equally dramatic and innovative steps to meet the challenges produced by the changes imposed upon us.

If we can put together such a legacy of innovation and professionalism working separately, together there will be no stopping us. (Applause)

Unity is our theme -- unity is our charter -- and unity is our future.

Thank you very much.

... The delegates arose and applauded ...

PRESIDENT BAHR: Jack, I think you got the answer about how CWA Local leaders feel about what we are doing together. And just as a token, as you sit out in the boat somewhere, which he doesn't have (laughter) -- he said it will go on the mantelpiece -- on behalf of all the Delegates here, just a token of appreciation for what we have been able to do thus far and how much father we are going to go, and a little remembrance of your visit here today with us on our 50th anniversary. Thank you so much. (Presentation - applause)

BROTHER BARRY: Thank you very much, Morty. This duck does not quack, you know. (Laughter)

PRESIDENT BAHR: I neglected to say, Jack, that that duck was hand-carved by one of our retired members, and that is what makes it so special. (Applause)

Somebody said, "It is not a quail." (Laughter)

We have a complaint that the "No Smoking" rules are not being abided by, and that we would appreciate it if you abided by those rules. And when you feel like lighting up, go to the appropriate place.

I neglected to mention that Jack Barry comes from New York and was Vice President of the IBEW in New York. It is only a coincidence, believe me, that our next speaker is a native of New York.

Lane Kirkland would have been with us today except that his wife entered the hospital yesterday. He obviously wanted to be with her. As Tom Donahue has done on so many occasions, he has jumped in wherever necessary to fill the breach.

I have known Tom for many, many years, long before he was Secretary-Treasurer of the AFL-CIO, and I was aware of the kind of Trade Unionist he was and the contribution he was making.

But really, until I became a member of the Executive council three years ago, when I was able to see the quality of his leadership in action, the impact of what he does, and how it affects all of our members.

Tom Donahue is one of the younger Labor leaders with a clear vision of what the role of organized Labor should be and must be as we enter the 21st century.

He chairs the Evolution of Work Committee of the AFL-CIO, a committee fashioned to some degree after the CWA Committee on the Future; only the Evolution of Work Committee works on a much broader basis.

He is the leader of a committee, on which I am a member, where jurisdictional disputes are resolved, where disputes between two Unions desiring to organize the same location are resolved, and where we sit, usually at his initiative, as we did earlier this week, to tackle another problem. If we are successful, we will avoid friction between Unions in the field of organizing.

Tom Donahue is a Trade Union leader whose future is still ahead of him. And I would like you to join me in giving my good friend, our good friend, my colleague on the Executive Council, and our leader, a warm welcome. Secretary-Treasurer Tom Donahue.

... The Delegates arose and applauded ...

BROTHER THOMAS DONAHUE (AFL-CIO Secretary-Treasurer): Thank you very much, Morty.

President Bahr, Secretary-Treasurer Jim Booe, Glenn Watts, my old and dear friend, Officers and Delegates, my Brothers and Sisters: I am delighted to be with you and to bring you the special greetings of President Kirkland and of the Executive Council, and through you to extend to the members of CWA the warmest wishes of your fellow Trade Unionists, 14 million strong, who make up the AFL-CIO.

I am delighted to be here, even though I come as a substitute for Lane Kirkland. He says to me always just one thing when I substitute for him: "Just don't embarrass both of us." And I try not to do that.

There is a story I would like to tell about embarrassment. It is a story of the two great heroes of the Chicago Bears, Walter Payton, the all-time great running back, and William "The Refrigerator" Perry, Perry the near 400 pound linebacker.

The two of them went over last year in the off-season to travel around Europe, backpacking around, visiting the capitals of Europe. Everywhere they went, however, Payton, who is a rather delicate man in his manner, was offended by the way Perry behaved, because Perry ate non-stop from morning until night.

And this went on everywhere they went, and he was embarrassed by Perry's conduct. They went to a restaurant in London and Perry was eating food from the adjoining tables. They went to Paris, and he ate everything but the waiter's arm. (Laughter)

They finally got to Rome and Payton said to him, "Now, you listen, 'Fridge.' Today, we are going to see the Pope. We are going to the Pope's mass in St. Peter's Square, and I don't want you to embarrass me again. Now, this is a very serious moment. We are going to mass."

So they went and they got to St. Peter's Square just as the place was filling up, and they had to wait a few moments for the mass to begin.

Payton looked around and here was Perry kneeling down and he was setting up his grill, out of his backpack. He was setting up this grill, and he was lighting the charcoal. And Payton

looked at him and said, "What in God's name are you doing?"

"Well," he said, "I'm hungry." He said, "While we're waiting, I thought I could cook a little hamburger."

Payton said, "This is incredible. This place is like a church. It is just like being in church. You can't cook here. I'm leaving. You are not going to embarrass me again. I'm going to be standing over there. I will hide behind the pillar at the edge of the square so nobody knows I am with you."

So off he went behind the pillar.

The Pope came out and began the mass, and as he turned to bless the audience, he looked out and he saw the smoke coming up about half way out. Now, Popes get very nervous when they see smoke coming up, so the Pope interrupted the mass, and he waded down into the crowd, and he finally worked his way through to the "Refrigerator," and he looked down at him, and they had a few words. And finally, the Pope said to him-- (making the sign of the cross.)

He turned and went back out on the altar and resumed the mass. Payton was beside himself by this time. He had to know what happened. He slipped his way through the crowd and came over to the "Fridge," and said, "Now, you did it again. You embarrassed yourself this time, but you didn't embarrass me. Tell me what did the Pope say to you?"

He said, "Well, we exchanged a few words, but essentially what he said was (making the sign of the cross) "I want you and the grill and the guy behind the pillar out of here." (Laughter and applause)

I say that I am delighted to be with you and welcome the opportunity to pay respects to this great Union, and to pay my respects to Morty Bahr, my colleague on the Executive Council.

Morty is indeed a friend of long standing, a voice of activism -- smart, tough, devoted -- devoted to keeping CWA in the forefront of every activity of this Labor Movement. He is devoted to organizing and to growth, devoted to serious bargaining and to negotiation of real, gain-sharing contracts. And he is devoted as we all have just seen to to real coordinated bargaining with IBEW as you search for the best contracts available.

And I want to add my voice to the applause of the delegates in this crowd, Morty, to both you and Jack Barry, for coming together, for melding these two Unions in what is a concerted effort to negotiate the best contracts ever in this industry.

Morty Bahr, I say, is a man devoted to keeping CWA in the forefront of labor activities, devoted to making labor in this country a real force in politics, legislation and community action.

His sidekick here, Jim Booe, is my partner in the Secretary-Treasurers Conference, a member of the Steering Committee there.

Those of you who don't know what the Secretary- Treasurers Conference is, that is the place where the Secretary- Treasurers from all over our affiliates meet twice a year, getting together, and we try and understand one another's problems and do those things which make each of our organizations most efficient.

When they are not doing that, the Secretary-Treasurers get together and they brag about how each one of them is really smarter than his or her president. (Laughter)

I always note that when I say that there are a certain number of people in the audience who laugh. Those that don't are the Secretary-Treasurers, I note.

Jim Booe is also one of the mainstays of the political efforts of this trade union, on our marginal committees, on the Democratic National Committee, and, most recently, through his distinguished service on the 13 member Drafting Committee, of the Platform Committee which put together the the Democratic platform for the last convention, and if you think that Booe

deserves our praise here, you have to see him explain no first use of nuclear weapons to really know how powerful a man he is.

Morty and Jim Booe are both fierce advocates for our shared goals of achieving Jobs With Justice, and for making labor's voice heard loud and clear in the economic and political arenas. Those are the hallmarks of the trade union movement, the principles that guide us in our continuing effort to promote the rights of working men and women.

The Federation applied those principles last week when the General Board, on behalf of the 90 unions that make up the Federation, unanimously and enthusiastically endorsed Michael Dukakis for President and Lloyd Bentsen for Vice President. (Applause)

That was a logical extension of our democracy-at-work project, of the campaign that we launched well before the primary season.

Virtually every union member had an opportunity to see videotapes of all the candidates, Republican, Democratic alike, speaking directly to the question of what kind of an administration they might offer to this nation. And all of our members had an opportunity to read their unedited statements on issues that concern us.

As a result, our members and their unions came to that endorsement process as the best informed group of voters in the country.

In this regard, Morty reported to our General Board that the four polls of our membership that were taken during the primary season indicated one overwhelming fact--the other disillusionment of your members with Reaganomics. CWA members, including those who might have voted for Reagan in 1980 and 1984, now support not only the election of the Democratic ticket in general, but support the Dukakis/Bentsen ticket in particular.

Your President extolled the hands-on caring approach of Governor Michael Dukakis in preventing the closing of an AT&T facility in Watertown, Massachusetts, a plant that, as you are well aware, not only is still open, but is flourishing in that state. And Morty summed it up best when he said that this is the kind of President we can expect of Governor Dukakis. What a contrast.

What a contrast he presents to the stubborn Reagan and Bush opposition, to the Plant Closing Notification Bill. Small piece of legislation, designed to introduce a small element of fairness, fairness to those who face the loss of their jobs through shut-downs and lay-offs.

We know what causes those shut-downs. That the multinationals run away to exploit low wages abroad, to the detriment of American workers and their communities, and we intend to create the conditions in this country which are going to end those runaways, end the shipment of our jobs overseas, and we don't intend to forget where the Republican vice presidential candidate, Sergeant Dan, stood on the plant closing legislation.

In short, Sergeant Dan lead the opposition with arms waving and rhetoric flying all around the Senate Hall, pleading with the members of the Senate not to pass the Plant Notification Bill and instead to require only voluntary notice, the same voluntary notice we haven't gotten for the last 20 years.

His fight in that regard, I am happy to note, was about as effective as his COPE record. He is a 9 percent right vote on our COPE calendar.

It is fitting that you meet here in New Orleans in your fiftieth anniversary year, when you return to your roots, because there is another significance: This is where just a couple of weeks ago the Republicans staged--and I do mean staged--a Grade B production, a frenzy of self-congratulation about the past eight years of the Reagan-Bush administration. At least at this Convention this city can hear some truth about the past eight years. (Applause)

Let the record show that those years were a time of studied indifference towards those who need help the most. They were years of slavish devotion to heaping new economic benefits on

the free market buccaneers who need it the least. They were years of a total inability to distinguish need from greed.

That soap opera that unfolded in this city reeked with rhetoric extolling the Reagan-Bush administration's self-proclaimed economic miracle. The only real miracle is how America managed to survive eight years during which we piled up trade and budget deficits of staggering proportions, eight years of driving America into a debtor status, that leaves us hostage to the selfish interests of foreign investors, eight years of swapping good paying jobs for minimum wage jobs, eight years of forcing workers from the telecommunications sector, electronic manufacturing, steel mills and auto plants, forcing them to migrate to flipping hamburgers in fast food shops or other kinds of low pay service jobs.

Thankfully, the clock and the calendar are running out on the Reagan-Bush era, and we are committed to the election of Mike Dukakis, who cares deeply about the issues that concern us most--quality jobs, family and community needs.

Under a Dukakis administration American is once again going to say Yes to the issues that are going to dominate the political agenda in the dozen years that remain in this century.

Under a Dukakis administration American will say Yes to meeting critical family needs.

Under a Dukakis administration America will say Yes to providing opportunity in the workplace.

Under a Dukakis administration America will say Yes to meeting long overdue community needs.

Under a Dukakis administration American can look forward at long last to a National Labor Relations Board that once again upholds the law, recognizing that the rights of working men and women deserve to be protected.

In short, with Mike Dukakis in the White House we will have an America that once again says Yes to the principle that government should be, must be and will be the ally, not the enemy of the people.

The Dukakis-Bentsen ticket offers America that best hope of fairness and decency for workers and their families. It is the ticket with the required integrity and competence to lead our nation, to protect it from enemies, both foreign and domestic, and to ensure prosperity, equality and, even more importantly, to ensure hope, hope for our future and our children's future. (Applause)

Politics is one of the ways that we speak out on behalf of working men and women, and, despite what some people say about our role in politics and our role in the nation's life, the overwhelming majority of our members, and a very substantial majority in this nation think very highly of this trade union movement and of its contribution.

Now, it is no secret to any of you that this labor movement of ours has been having difficult years, not just the last eight, though they have hurt the most, but, really, all through the '70's and the '80's, as we watched American industry decline, watched our jobs go overseas, prices and interest rates rise and wages decline, and as the political right became more strident and successful and the political left more fractured and divided and ineffective.

We have suffered. But I have been saying for the last couple of years that we as a labor movement have begun to turn the corner on all of that, that we have gotten our act together, have improved our skills, heightened our effectiveness and stand within a very few years of a major leap forward in our efforts to advance the rights and the status of working people in America.

For us the job is to explain ourselves better to the American people, let them see us as the force for social justice, which we are. For us the job is to build our strength and our skills in organizing and negotiating, in politics and legislation, in domestic community action and in international affairs.

And then to lead this labor movement to new positions of respect and power as we help America to become what Michael Dukakis calls the best America. (Applause)

For us that best American means good housing, good schools, good jobs, good wages, and a more equitable distribution of the real wealth of this nation. (Applause)

Interestingly, there are two or three signs just this past week that show how far we have come in explaining ourselves better and in building our strength and our skills.

And we ought to take a moment to enjoy them. In yesterday's Washington Post David Broder, the syndicated columnist, and one of the leading political commentators in the nation, wrote a column entitled "Renaissance of Labor's Power, A Little-Noticed Story of Success."

Let me just read to you about three paragraphs of what David Broder said.

"One of the unremarked success stories of this political year has been written by organized labor. Whether the leaders of the AFL-CIO and their affiliated unions will achieve their dedicated goal of returning the White House to the Democrats is uncertain, but Lane Kirkland and his labor allies have outlasted the New Left forces which challenged them for influence within the Democratic Party for the better part of two decades, and they put themselves in a stronger position than such heavily publicized rival forces on the right as Jerry Falwell and the Moral Majority or Pat Robertson and his invisible army.

"In a time of declining membership and presumably reduced political clout, organized labor has defended and perhaps improved its place as the premier lobbying political force in congress, with a score of notable legislative victories in the past two years. It comes into the autumn presidential campaign better financed, better organized and probably more unified than it has been in a quarter century."

David Broder. (Applause)

Last week at our Executive Council, reporting on a poll that had been taken for the AFL-CIO, the CWA and the Steelworkers, the Gallup organization, the polling organization, announced that in a poll just concluded 61 percent of all Americans approved of unions. That may not be startling to you, but that is the highest approval figure since 1967. The highest figure in 21 years. An approval rating up over the last five years from a low of 55 percent. And the youngest group, the people between the ages of 18 and 24, favor unions at an even higher rate, of 67 percent.

That polling series has been done by the Gallup organization since before World War I, and in the years since 1957 or 1959 our numbers have been steadily downward.

Now we have turned that around.

It is not by any means a question of a popularity contest. We will often continue to incur the wrath of the general public, doing what we have to do to protect our members. But, that approval rating can affect everything we do. That approval rating, whether people think well or ill of us, affects every organizing campaign, every political race, every legislative effort, every negotiation that we enter into.

So, be happy and be proud that we are getting ourselves understood a little bit better in this country.

As part of that effort and, as you all know, we have been conducting a nationwide television and radio communications program, called "Union Yes," indeed one of your members from California stars in one of those commercials--that campaign ran for six weeks in May, and it is going to resume next month during the television coverage of the Olympics. We will be one of the large sponsors of television commercials during the period of the Olympics, and get getting a lot of attention for this campaign.

The same Gallup organization did another survey to take a look at the impact of that "Union Yes" campaign, the campaign that says American works best when we say Union Yes. This poll

showed that 39 percent of American adults recalled a major element of the commercials and 65 percent of the people who saw those ads could recite substantive messages from the campaign. In other words, about 45,000,000 people understood that unions are good for America, and that they help assure fair treatment on the job. (Applause)

So we are making real progress, both internally and externally, and there is demonstrable proof that the climate in which we carry on our efforts on both the job front and the political front is improving, slightly, but it is improving. And it has been improving for the last five years.

That is an important trend for us to capitalize on. And we have evidence, solid evidence, that the "Union Yes" campaign is going to continue to improve that climate, continue to explain to our fellow Americans the best America that we seek.

That is very important to all of you as you go into your negotiations. That approval rating, the effectiveness of our image in the community, is very important to those negotiations.

On the political side, we know that the election of Michael Dukakis and Lloyd Bentsen is going to begin the process of building that best America.

We also know that our endorsement of that ticket is only the beginning of our political process. It is only a beginning. The hard work, the nitty-gritty of politics, still lies ahead.

And if I could leave any message with you, it is that that hard work of politics is going to be done by you or it is not going to be done at all. This is going to be a close election, kid yourselves not. (Applause)

It will not be won by me or the other people making speeches. It will be won by you or lost by you. And you and your members carry that responsibility very heavily.

What we need to do is to register the unregistered, set up the phone banks, make the calls, walk the shop floor, work the plant gate, canvass the precinct, distribute the hand bills, get out the vote.

What we need to do is all the work, unglamorous but essential volunteer work that makes the contract with AT&T the superior trade union movement such a poor player in America's political life.

We are not important in politics for our money, be assured. There is lots of money out there. We are important for politics for our volunteers, our ability to turn out members, and to educate them to vote for the Democratic candidate. That is what is important, and that is what you have to do.

If we do that, if we remain steadfast in our solidarity, if we all reach down sometime in September and in October and in early November, and reach down for that little bit of extra effort, then we can win. Then we can win in November, and we can set our nation on the proper course again.

In all the political wars, this union has always been there when it mattered. You and your members have always been in those political trenches; you have led the way and you have inspired other people to follow your example. I know you will not fail or falter now when the stakes are so high, And if you want to know how high they are, ask yourselves the question, can you survive, can you deliver benefits for your members in eight more Republican years?

... Cries of "No" ...

BROTHER DONAHUE: Well, there is one answer to that. Get out and do the hard work that makes it possible for Dukakis and Bentsen to win in November. (Applause)

Have a great Convention, and good luck.

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

PRESIDENT BAHR: Don't go away yet, Tom. Thank you for that eloquent and necessary message. I hope I can say on your behalf that he was preaching to those who already heard the sermon, and know what they have to do, and that we will be carrying our load among the thirteen million members of the AFL- CIO, to see that on January 20th one of our very own who believes as we do, will be the new occupant in the White House. (Applause)

So thank you very much, Tom, and on behalf of all the delegates here, a token of appreciation, that I know Michelle will like very much, but also for you to revisit here today.

This bowl is manufactured by the Pottery Workers Union in Cleveland, one of the few places you can get so much good craft work done in America, and on behalf of all of us, thank you very much. (Presentation - Applause)

BROTHER DONAHUE: Thank you very much, Morty. Thank you all. (Applause)

PRESIDENT BAHR: I might tell you that Tom came down a little while ago from Washington. He is on a 2:00 flight to New York, where he is going to be addressing the New York State AFL- CIO. That tells you the kind of guy he is. (Applause)

And now it is the most important part of our Convention, the official photograph.

... "Cries of "No" ...

PRESIDENT BAHR: So listen carefully. And those who left a little early will have to explain where they were when the official photograph was taken. (Applause)

We are going to pause now for the photograph. The camera is located at the back of the hall. He is waving, in the center aisle.

... The official photograph was taken ...

PRESIDENT BAHR: We stand recessed until 1:45.

... The Convention recessed at twelve-twenty o'clock ...

MONDAY AFTERNOON SESSION

The Convention reconvened at one-forty-five o'clock, p.m., President Morton Bahr presiding.

PRESIDENT BAHR: The delegates will take their seats please.

I want to at this time thank the Escort Committee for Reverend Alexander. They were Barbara Peabody, Secretary of Local 1366; Kenneth Mooney, Executive Vice President, Local 6171; Tony Hill, Vice President, Local 6320; Albert Garcia, President, Local 7070; Mary Taylor, First Vice President, Local 7200; and Ray Jones, President, Local 3450.

You were to have turned in your completed CWA Opinion Poll, which was handed to you when you registered, as you entered the Hall this morning. If you have not done so, please turn in your completed poll as soon as possible to a Sergeant-at-Arms.

A reminder that banquet tickets are still available for purchase and may be picked up at the 50th Anniversary booth located in the Lobby of the Convention Hall.

I would also ask you to consider stopping at the booth outside that is manned by our members from the AT&T factory in Phoenix, where they manufacture telephone cords. Your purchase of this product, made by CWA members, could assist in keeping them employed.

Would the Credentials Committee please come to the platform.

While the Credentials Committee makes its way up here let me, particularly for those of you who are at your first convention, describe for you the use of the microphones and our rules.

In the back of our published Constitution, Page 21, there is a copy of the permanent Rules for

our conventions. Let me advise newcomers about the microphones on the floor, how they are to be used, how you get recognized to speak, make motions or ask questions. Microphones are also covered in the CWA Constitution on Page 21.

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

Microphone No. 1, which is here in the immediate foreground, labeled "Motions", is for delegates to make motions.

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

Pat Scanlon, General Counsel, Washington, D.C.

Leon Adair, Special Counsel to District 3.

Tim Ryles, Administrative Assistant to Vice President, District 3.

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

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

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

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." Use it to speak against any issue.

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

We rotate on 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. There is a red light here on the platform up to my left that has just been turned on which will give you a four-minute warning. Also 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" microphone on the platform to Microphone No. 4, the "Against" microphone and then to Microphone No. 3, the "For" microphone. The rotation also includes Microphone No. 5 for "Question" purposes.

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

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

Let me introduce the people who will be handling the switchboards and answering as you call from Microphones Nos. 3, 4 and 5. They advise the Chair to recognize you.

They are seated on my left and they are: Kathleen King, CWA Representative, District 1; Edie Jones, CWA Representative, District 6; Ron Nielsen, CWA Representative, District 7; William Thornburg, CWA Representative, District 7; Dennis Carney, Chair, CWA Representative, District 13.

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

Each day, you will be receiving a CWA convention newsletter which will summarize the previous day's convention activities. The first edition was distributed to you today. The individuals who are editing and indexing for us are: Calvin Patrick, Administrative Assistant to the Vice President of District 3, Chair; Selina Stanford, Administrative Assistant to the Vice President of District 3; Ed Disch, CWA Representative, District 4; Ellen Prince, CWA Representative, District 7; Charles Strong, CWA Representative, District 9; Pat Niven, CWA Representative, District 1.

To help us with who is to be recognized and to be sure that we follow procedures as provided in the Constitution, each day we have two delegates come from the floor, sit with the people who operate our telephones and keep a record of who is asking to be recognized. For that purpose today, we have two delegates, and I would like to introduce them at this time: Ava McLucas, President, Local 4630. She is not up here now. Would Ava please come up as quickly as possible. (Applause) And Gene Porter, President of Local 7101. (Applause)

Let me at this time introduce the Credentials Committee:

Irene Lambert Chretien. That is a new name. Irene is Secretary of Local 1365. I have known her my entire life as Irene Lambert. But now she's gotten married on me. (Laughter)

Kim Young, Secretary-Treasurer, Local 1112.
Linda Aman, President, Local 2011.
Donald Stewart, Executive Vice President, Local 2350.
Roger Todd, President, Local 3201.
Joyce Lingo, Secretary, Local 3972.
Bea Sigler, President, Local 4714.
Leonard Potocki, President, Local 4101.
Joe Marshall, President, Local 6225.
Mary W. Nave, President, Local 6411.
Rhoda Hailey, Secretary-Treasurer, Local 7019.
Bruce McDowell, President, Local 7906.
Cliff Bryant, President, Local 9431.
Sheryl Van Dyne, Vice President, Local 9586.
John Lloyd, President, Local 13101.
Wimbley Waters, Jr., President, Local 14309.
Michael Ash, Upstate New York, New England Director, Co-Chair.
Ben Turn, Jr., CWA Representative, District 6, Co-Chair.

And the Chairman of the Committee, Don Arnold, CWA Representative, District 7.

The Chair now calls on Don Arnold for a report of the Credentials Committee.

DELEGATE DONALD ARNOLD (Chair, Credentials Committee): Mr. Chairman, Delegates and Guests: I am happy to announce on behalf of the Credentials Committee, we have registered over 3,600 delegates, alternates and guests to the 50th Annual Convention.

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

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

We shall be reporting on credentials in the following categories:

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

Category 1A - New units to existing locals.

Category 2 - Credentials properly executed, but late.

Category 4A - Proxy credentials properly executed but late.

Category 4B - Proxy credentials improperly executed. Category 5 - Unusual circumstances.

In Category 1, credentials properly executed and on time.

Mr. Chairman, the committee moves that these delegates be seated.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Are you ready for the question? All those in favor of the motion signify by saying aye. Opposed, no. It is approved.

Chairman of the committee.

CHAIR ARNOLD: In category 1A, new units to existing locals.

Since March 1988 additional bargaining units are now served by these locals: 1109, 1120, 4900, 6390, 7019, 7201, 7401, and 13000.

The committee moves the delegates votes of these locals be adjusted to include the dues-paying membership of these new units.

PRESIDENT BAHR: Is there a second to the motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Are you ready for the question?

All those in favor, aye. Opposed, no. It is approved.

Chairman of the committee.

CHAIR ARNOLD: Since our last Convention, new locals have been added to our ranks. These locals are Locals 1100, 1118, 1314, 3115 and 7001.

Join me in welcoming these locals. (Applause)

In Category 2, properly executed but late credentials, are the following Locals and Delegates:

Local 1003
Local 1080
Local 1081
Local 1113
Local 1128

Local 2385
Local 3115
Local 3177
Local 3207
Local 3273
Local 3315
Local 3907 - Delegate Wiesler
Local 3976
Local 4050
Local 4102
Local 6015
Local 6050 - Delegate Stark
Local 7200 - Delegate Melby
Local 9418
Local 14009
Local 14117
Local 14131
Local 14620
Local 14814
Local 14921

The Committee moves the Delegates from these Locals be seated.

PRESIDENT BAHR: Is there a second to the motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Are you ready for the question?

All those in favor, aye. Opposed, no. It is approved.

CHAIR ARNOLD: In Category 3, credentials improperly executed. From Local 3518, Delegate Denton. The credential was submitted with one signature only. National Staff, however, have identified the Delegate and have attested that he is properly elected.

The Committee moves that Delegate Denton be seated.

PRESIDENT BAHR: Second to the motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Are you ready for the question?

All those in favor aye. Opposed, no. It is approved.

CHAIR ARNOLD: In Category 4A, proxy credentials properly executed but late: Local 4104.

Mr. Chairman, the committee moves these proxies be allowed.

PRESIDENT BAHR: Is the motion seconded?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

All those in favor, aye. Opposed, no. It is approved.

CHAIR ARNOLD: Under Category 4B, proxy credentials improperly executed.

Local 7072 - The proxy for this local as submitted attempts to proxy more than 199 votes. Such is prohibited by Article 24 of the CWA Constitution.

The Committee moves that this proxy not be allowed.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Are you ready for the question?

All those in favor indicate by saying aye. Opposed, no. The ayes have it. Approved.

CHAIR ARNOLD: In Category 5, unusual circumstances.

Local 4626 voted on July 1, 1988, to merge with Local 4620 and for such merger to be effective September 30, 1988. Local 4620 voted to expand its jurisdiction effective as of that same date, As a result of misunderstanding of the language on the MLO forms the merger was approved as effective July 31, 1988'

The Committee recommends that Local 4626, Delegate Genrich, be seated.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

All those in favor aye. Opposed, no. It is approved.

CHAIR ARNOLD: Local 6390 - A delegate presented credentials which were signed by the Local President and Secretary-Treasurer in the national unit vote authorization portion only. Only the Local President's signature appeared on the main portion of the credential.

The Committee moves that this delegate be seated.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

All those in favor aye, Opposed, no. It is approved.

CHAIR ARNOLD: Category 5, unusual circumstances. On August 27, 1988, the Committee received a challenge from Mark Fertig, a member of Local 1180, requesting the Credentials Committee to ascertain the validity of the credentials of Local 1180 delegates.

Mr. Fertig also requests in his challenge that he be seated in this Convention.

1. The Credentials Committee has determined the following: Local 1180 had elected six local officers and nine Executive Board Members-At-Large, all of whom are also elected as delegates-- a total of fifteen elected delegates.

2. Member Fertig was elected first alternate.

3. One of the fifteen elected delegates died recently.

4. The Local determined that it would send only thirteen delegates to this Convention. The Credentials Committee has received credentials for those thirteen delegates. No credential was for Mr. Fertig.

5. The CWA Constitution, Article VIII, Section 4(D), provides "Each Local shall determine the number of its delegates."

Therefore, the Committee moves the challenge of Member Fertig be denied.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Are you ready for the question?

All those in favor aye. Opposed, no, It is approved.

CHAIR ARNOLD: And again in Category 5. On August 26, 1988, the Committee received a challenge, by U.S. Mail, from Member Charles Clapp, challenging the seating of two delegates from Local 3650.

The challenge concerns the method of nominating candidates for convention delegate election.

After examining all evidence presented to the Committee, the Committee finds no persuasive evidence to support the challenge.

Therefore, the Committee moves the challenge of Member Clapp be denied and the delegates of Local 3650 be seated.

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

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor.

All those in favor aye; opposed, no. It is approved.

CHAIR ARNOLD: 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 the Convention Center lobby 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 week.

Those delegates other than Category 1, who have now 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 at the registration counters in the lobby.

Mr. Chairman and delegates, this completes the Committee's report at this time.

PRESIDENT BAHR: Thank you, Don. On behalf of this Convention, let me thank all the members of the Credentials Committee who were involved long before we came to this city, and did the kind of work that is so vital in order for this Convention to begin.

Please join me in giving them a good round of applause. (Applause)

I might add that the report will be posted at the information booth and, as is required, an update by the Credentials Committee will be given.

Now a question was raised about why can people smoke on the platform but not on the floor?

... "Cries of "Hurrah" ...

PRESIDENT BAHR: Now, notwithstanding the fact that the question posed to me last year pertained to delegates having no smoking, Jim Booe and I just exercised the authority by virtue of his weight and size, and we declared the platform will be non- smoking in the interest of the health of all of the people on this platform. (Applause)

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

Let me call to your attention that we will be dealing with the following resolutions today, time permitting. That is 50A-88-1, 50A-88-2, 50A-88-3 and 50A-88-10.

Our normal procedure calls for us to report our resolutions in numerical order. However, in order to accommodate our schedule of events, it may be necessary on occasion to rearrange the order in which the resolutions are reported out.

Those of you who were delegates at last year's Convention will remember that the Rules Committee recommended that since their work had become so routinized, that the Rules Committee be merged in with the Resolutions Committee to streamline the effort. That was done this year, based on their recommendation.

So, let me introduce to you the members of that committee:

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

George Sonnik, Member, Local 2105
Richard Dann, President, Local 1085
Joanne Smith, Secretary, Local 3310
Jerald Garrison, President, Local 7470
Ellie Benner, Secretary-Treasurer, Local 9430
Edwin Graham, President, Local 13550
Barbara West, Local 6383, Chair

PRESIDENT BAHR: The Chair recognizes the Chair of the Committee.

DELEGATE BARBARA WEST (Local 6383, Chair, Resolutions and Rules Committee): I will call on Committee member Sonnik to read the report of the Resolutions and Rules Committee.

DELEGATE SONNIK (Local 2105): Report of the Resolutions and Rules Committee to the 50th Annual CWA Convention.

The Resolutions and Rules Committee met in the City of New Orleans, Louisiana, beginning on August 22, 1988, for the purpose of reviewing and considering any proposed amendments to the Permanent Rules Governing the Conduct of CWA Conventions. Permanent Rules Governing the Conduct of CWA Conventions can be found printed in your CWA Constitution beginning on Page 21 and ending on Page 23.

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 50th Annual CWA Convention recommends no changes be made in the Permanent Rules.

Respectfully submitted: Barbara West, Chair, District 6; Richard Dann, District 1; George Sonnik, District 2; Joanne Smith, District 3; Jerald Garrison, District 7; Ellie Benner, District 9; and Edwin Graham, District 13.

Mr. President, I move the adoption of the report of the Resolutions and Rules Committee to the 50th Annual CWA Convention.

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor.

Is there any discussion?

Are you ready for the question?

All in favor signify by aye. Opposed, no. It is approved.

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

RESOLVED: That the regular sessions of the 50th Annual Convention shall be as follows:

On Monday, August 29, 1988, the Convention shall be called to order at 9:30 A.M. The Convention will be in recess from 12 Noon to 1:30 P.M. and from 3:15 P.M. to 3:45 P.M. and shall be recessed subject to the call of the chair, but no later than 5:00 P.M.

On Tuesday, August 30, 1988, the Convention shall be convened at 12:30 P.M. and shall recess from 3:15 P.M. to 3:45 P.M. and shall be recessed subject to the call of the Chair, but no later than 5:00 p.m.

On Wednesday, August 31, 1988, the Convention shall be convened at 12:30 P.M. and shall recess from 3:15 P.M. to 3:45 P.M., and shall be recessed subject to the call of the Chair, but no later than 5:00 P.M.

On Thursday, September 1, 1988, provided that the Convention business has not been concluded, the Convention shall be convened at 9:00 A.M. and will continue until all business has been concluded. Be it further

RESOLVED: Special sessions of the Convention shall be held on the call of the Chair or by a majority vote of the delegates voting on the question.

Mr. President, I move the adoption of the Hours of Convention.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Any discussion?

All those in favor of the motion indicate by saying aye. Opposed, no. It is approved.

Let me, on behalf of the Convention, thank the committee for this report, and they will be back with us later in these proceedings.

The Chair recognizes Secretary-Treasurer Booe.

SECRETARY-TREASURER BOOE: I have some pieces of correspondence. A letter on the stationery of the Canadian Labour Congress, addressed to President Bahr.

"Dear Brother Bahr:

"Nothing sums up the spirit of union solidarity any better than the theme you have chosen for your 50th Annual Convention.

"'The Union Makes Us Strong' is a fitting theme for a great union. I offer you the congratulations of more than two million Canadian workers as you gather in convention to celebrate fifty years of service to working men and working women.

"I ask you to pause for just a moment and recall the words in that great union song that come just before the phrase you have chosen, and let me offer you, on behalf of the workers in the Canadian Labour Congress, solidarity forever.

"Yours fraternally,

S/ Shirley G. E. Carr, President
Canadian Labour Congress." (Applause)

A mailgram addressed to President Bahr in Convention.

"It gives me pleasure to send greetings and best wishes to the members, officers and delegates of the Communications Workers of America as you hold your Convention. You in organized labor and we in the U. S. Department of Labor share the privilege and responsibility of protecting American workers. I believe we should also work together to see that new workers entering the labor force are adequately prepared for today's jobs. As you know, most of the new

jobs being created by our economy are in the service sector, and the majority require a fairly high level of reading, mathematical and/or communication ability. This constitutes a challenge for our educational system, which now produces too many dropouts or graduates with minimal job qualification: It is also a challenge for labor and industry and for our whole nation, which must have skilled workers to maintain its competitive position in the world. As you hold your Convention, I am confident the CWA will continue its interest in and commitment to improving American education. May your sessions be productive in this regard and in exploring ways to benefit your members.

"Ann McLaughlin
Secretary of Labor
U.S. Department of Labor
Washington, D.C." (Applause)

And a letter on the stationery of the Communications and Electrical Workers of Canada, addressed to President Bahr.

"Dear Brother Bahr,

"On behalf of the 40,000 members of the Communications and Electrical Workers of Canada, I want to bring the warmest possible greetings and best wishes to you, your colleagues on the Executive Board and the delegates to CWA's 50th Anniversary Convention.

"Half a century of distinguished service to the human family is a major achievement that every CWA member has a right to be proud of.

"CWA's accomplishments in the field of collective bargaining legislative action and human rights are well known and stand as a living testament to the theme of your convention, 'The Union Makes Us Strong.'

"I know that you will take time this week to appropriately celebrate this milestone in your history. And, as a former CWA member, I also know that you will do a lot of hard work to prepare for the challenges that lie ahead. That is part of the CWA tradition, as it should be.

"In closing, may I once again wish you all the best as you meet on this important occasion and express the hope that you will have nothing but good luck in all your future endeavors.

Yours fraternally,
S/ Fred W. Pomeroy, President
Communications and Electrical
Workers of Canada." (Applause)

PRESIDENT BAHR: Thank you, Jim. The Constitution Committee is coming to the platform. Let me introduce the members of that committee to you.

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

Earl Frampton, President, Local 1115;
Evelyn Ross, President, Local 4212;
Alice Alvarez, President, Local 9505;
Robert Powell, President, Local 13000;
and Chairman, William C. Evitt, President, Local 2201.
Mr. Chairman, proceed.

DELEGATE WILLIAM C. EVITT (Chair, Constitution Committee):

REPORT OF THE CONSTITUTION COMMITTEE

TO THE CWA 1988 CONVENTION

The Constitution Committee met in the City of Washington, D.C. beginning June 27, 1988 through July 1, 1988 for the purpose of reviewing and considering proposed amendments to the CWA Constitution. All members of the Committee were present.

The Constitution provides under Article XVI that the Constitution Committee is "charged with the duty of considering proposals to change this Constitution" Article XXVIII provides that amendments submitted to the Locals sixty (60) days in advance of the Convention will require a majority vote of the Delegates present to be enacted. All other amendments to the Constitution proposed at the Convention shall require a three-fourths (3/4) vote of those voting to effectuate such proposed amendments.

The Constitution Committee has held meetings in New Orleans, Louisiana beginning on Wednesday, August 24, 1988 to consider additional proposals received after the Preliminary Report was issued. This report sets forth all proposed amendments which have been received and considered by the Committee.

At this time, the Constitution Committee requests that the final report in its entirety be placed in the record of the Daily Proceedings, and we will present the resolutions to the convention for adoption.

I. AMEND ARTICLE XIII (Locals), Section 4 (Jurisdiction Disputes) by deleting all of Sub-paragraph (c).

Section 4—Jurisdiction Disputes

~~(c) Absent further action by the 1988 Convention, these provisions shall terminate the day after adjournment of the 1988 CWA Convention.~~

(Submitted by the Constitution Committee).

The Constitution Committee unanimously agrees the process which the Convention Delegates had adopted during the 1987 CWA Convention to resolve jurisdictional disputes has proven to be an economic and expedited procedure to provide a remedy for such problems.

To date, eight hearings have been held with decisions issued. As of this time, only one decision has been appealed to the Convention. We believe that the process is working well and that Locals who have been involved in this process were able to present their case and obtain a fair and timely hearing. The issue is not who won or lost but whether the process works. Jurisdictional disputes by their very nature are complex, serious, emotional and potentially divisive. This process has helped to minimize the negatives and yet provide a means to resolve disputes.

The action taken during the 1987 CWA Convention mandates that this procedure will terminate at the conclusion of this Convention unless adopted as a permanent process. We strongly recommend retaining this dispute procedure.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

II. AMEND ARTICLE V (Membership), Section 5 (Retired Members' Clubs)—and add new Section 6 to read as follows:

Section 5—Retired Members' Clubs

(a) All associate or dues paying members of the Union who are or may be retired by reasons of age or disability shall be **eligible to join** members of the in a **CWA Retired Members' Club** with such rights and prerogatives as may be granted **herein or may be granted** by the Convention or Executive Board. Such **Retired** members may attend the Convention, will be issued appropriate credentials, and be seated in space reserved for such members. and may have

a mummer address the Convention for a predetermined time when considered appropriate by the Convention.

(b) Application for membership shall be made to the appropriate Retiree Club. If the applicant was a member of the Union in good standing at the time of his or her retirement he or she shall be admitted to membership in the appropriate Club.

(c) Each member of a Club shall pay the membership dues established by the Club.

(d) Clubs shall be units of the Union and shall be chartered by the CWA Executive Board.

(e) Clubs shall be identified by number. Club jurisdiction shall be assigned and described at the time Charters are issued.

(f) Application for Charter shall be in writing upon forms provided by the Secretary-Treasurer of the Union and shall be signed by at least five (5) persons eligible for membership in the Club.

(g) Clubs shall adopt bylaws which are consistent with this Constitution and the programs of the Union.

(h) Clubs chartered after January 1, 1989 shall become affiliated with Retired Members' Council. Clubs chartered before January 1, 1989 shall have the option of becoming affiliated with Retired Members' Council.

Section 6—Retired Members' Council

(a) The Retired Members' Council shall be a unit of the Union and shall consist of representatives of Retired Members' Clubs which affiliate with the Retired Members' Council.

(b) The Council shall adopt bylaws and rules consistent with federal and provincial laws, the Constitution and policies of CWA.

(c) A Council Executive Board shall be elected which will consist of one representative from each of the CWA Districts. The Council Executive Board shall be elected by secret ballot among the members in good standing of the Retired Members' Clubs within each CWA District which have affiliated with the Council. Terms of office shall be consistent with those of Local officers. The elections shall be conducted in accordance with Council bylaws, federal and provincial laws and this Constitution. Any challenge to the Council Executive Board elections shall be resolved in accordance with the Council bylaws.

(d) The Council Executive Board shall elect a Chairperson, Vice Chairperson and Secretary-Treasurer to serve one year terms.

(e) The Council Executive Board members shall also serve as delegates to all CWA Conventions during their term of office and shall each carry one (1) vote. As delegates to the CWA Convention, Council Executive Board members shall have the right to vote in elections of the CWA President, Executive Vice Presidents and Secretary-Treasurer.

(f) Each Club affiliated with the Council shall pay a per capita of 10 cents per member per month to the Council beginning January 1, 1989. Commencing January 1, 1991, the per capita shall be 15 cents per member per month. Thereafter, the Council shall determine any increase in per capita in accordance with the Council bylaws.

(g) The Council shall concern itself with the social, economic,

educational, legislative, and political developments and concerns of its members and the CWA. Consistent with CWA policies and this Constitution, the Council shall engage in political, legislative, educational, civic, social, economic and community activities to advance and enhance the interests of its membership and the CWA.

(Submitted by the CWA Executive Board)

Our retired members constitute a viable and untapped resource that should be developed to its fullest potential. Many of our retired members want to participate in appropriate activities under the sponsorship and in close relationship with their Union. Hundreds and perhaps thousands more could become active members of Retired Members' Clubs if CWA establishes a structure which gives focus and priority to this effort.

Currently CWA has approximately 100 Retired Members' Clubs that perform at various levels of effectiveness. The Committee feels that now is the time to build on what currently exists. The Committee has spent a great deal of time researching this proposal and the broader issues affecting retirees. After considerable deliberation, including consultation with experts from other unions who have successful programs, and after debating the pros and cons, we are convinced that this proposed amendment will provide the structure and give the needed attention to our retired members' concerns. We fully appreciate how much is owed to those who came before us. We fully recognize that our retired members have needs to socialize, to participate in programs and activities of interest to them. We also are cognizant of the fact that they can participate and make a meaningful contribution to advancing our Union's legislative and political agenda. Those Locals that currently sponsor clubs know full well how important it is to have our Retired Members' Clubs more closely integrated with the Local and the International Union. Locals benefit by having access to a vibrant group of men and women who are willing to assist their Locals on the picket line, in the community and in the legislatures. The International benefits by having an expanded force of union advocates in our legislative and political work. Further, those members who belong to clubs affiliated with the Retirees' Council established in this proposal, can now be lawfully solicited for voluntary COPE contributions.

By adopting this structure, the Committee believes we can achieve the results we seek: programs, activities and socialization for our retired members; a variety of benefits, including economic, tailored for our retirees; volunteers to help our Locals on projects and to help in times of crisis; volunteers and contributions to our political programs; and, strengthening the ties between our retired members and the Union.

It is clear, however, that to make this effort successful, commitment, and funding is essential. This commitment is tripartite in nature. The International must make a financial commitment if we are to establish meaningful programs and activities for our retirees; the Locals must make a commitment to provide support and funding; and the retirees themselves must provide financial support and active participation.

Our President has given his commitment that the International will do its part. With the cooperation and assistance of our Locals and the retirees, we can build a retirees' program that will be an enviable one. Our honored retired members can add to the many contributions they have already given and add to the legacy they have left us.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

III. AMEND ARTICLE VIII (Conventions), Section 1 (Annual Conventions), Section 3 (Convention Call), Paragraph (a) and Section 6 (Certification of Delegates) to read as follows:

Section 1—~~Annual~~ **Biennial** Convention

Beginning with the Annual Convention in 1989, the Union shall meet in ~~Annual~~ **Biennial** Convention at a place selected by the Executive Board or the Secretary-Treasurer when authorized by the Executive Board to do so.

Section 3—Convention Call

(a) ~~Annual~~ **Biennial** Convention

The Secretary-Treasurer of the Union shall notify in writing all Locals of the date and place of the ~~Annual~~ **Biennial** Convention not later than ninety (90) days in advance of the opening of the Convention.

Section 6—Certification of Delegates

Each Local shall certify to the Secretary-Treasurer of the Union, not less than five (5) days prior to the opening of ~~an Annual~~, **a Biennial** or Special Convention, on credential forms provided by the Union, the names, addresses and voting strength of its delegates and alternates, if any, and the name of the Chair of its delegation.

(Submitted by Bill Leach, Local 9510)

The Constitution Committee has been asked to consider again the issue of Biennial Conventions. This Committee, as have prior Committees, feels that this proposed amendment is both viable and financially responsible in molding and enhancing the future of our great Union.

The Annual Conventions, that we have participated in for many years, are placing a financial burden on both the Locals and the International Union. These times are difficult and there are difficult years that lie ahead. Matching our financial resources to our many priorities is becoming more difficult as well. The needs of our members and their Local Unions continue to grow while our financial resources become scarcer.

The Committee believes that dues increases are not a viable means to increase our income. We can only do so by expanding our membership through organizing and by managing our present income more prudently. It is time to seriously consider this proposal.

Even though not addressed in the proposed amendment, the Committee would like to suggest that a sunset provision be associated with the approval of a Biennial Convention. This would give everyone an opportunity to actually experience both the pros and cons concerning this change. At the end of this sunset period, we could then make a final decision based upon actual experience versus unknown fears and assumptions.

The Committee recognizes that this is very controversial and has not to date enjoyed a wide level of support; nevertheless, we believe this is right for our Union and right for the members we are privileged to represent.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

III.A. AMEND ARTICLE XV (Elections), Section 1 (Union Officers), Section 2 (Vice Presidents), Paragraph (b) and Section 3 (Local Officers), Paragraph (c) to read as follows:

Section 1—Union Officers

The President, Executive Vice Presidents and Secretary-Treasurer of the Union shall be elected separately by secret ballot of the delegates to the Convention following nominations made from the floor of the Convention. Beginning with the elections held in ~~1974~~ **1989** the term of office shall be ~~three~~ **four** years or until their successors have been duly elected and qualified, except for the term of office of any

Executive Vice President added by the Convention during a non-election year, such term of office shall expire at the same time as the terms of office of other officers.

The successors elected to fill the vacancies in the office of President, of Secretary-Treasurer, and of Executive Vice President, at the 1985 Annual Convention only, shall be elected for a term of office extending to the regular elections to be held at the 1989 Annual Convention.

Section 2—Vice President

(b) **Beginning with the election held in 1989** the term of office of Vice President shall be ~~three~~ **four** years or until their successors have been duly elected and qualified, except that the Communications and Technologies Vice President shall be elected initially for a two-year term commencing at the 1987 Convention.

Section 3—Local Officers

(c) Beginning with the elections held in 1972 the term of office for Local Officers shall be three (3) years or until their successors have been duly elected and qualified; **provided, however, that whenever the law permits, the term of office for Local Officers shall be four (4) years, or until their successors shall have been duly elected and qualified.**

(Submitted by Bill Leach, Local 9510)

The Constitution Committee considered this amendment in conjunction with the proposal on Biennial Conventions and on this basis recommends adoption.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

IV. AMEND ARTICLE VIII(Conventions), Section 12 (Officers at Conventions), to read as follows:

Section 12—Officers **and Retirees** at Conventions

Officers of the Union and Executive Board members **and retirees** shall not be selected as delegates to the Convention. They shall have the privilege of speaking on the Convention floor but shall not have the right to vote.

(Submitted by Richard Johnson, Walter Blomgren, Local 7200)

The purpose of this proposed amendment provides an opportunity for all retirees to speak on all issues before the Convention without a vote.

The permanent Convention rules set forth in our Constitution already provide a means by which a retired member may speak on the Convention floor when recognized by the Chair of the Convention.

To give this broad privilege to retirees would make it difficult to conduct Convention business in an orderly fashion. In addition, it would give a retired member a right that active members do not have. This is inequitable. The right is already there. Our Constitution already provides a democratic means for non-delegates to speak on the Convention floor.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

V. AMEND ARTICLE XVII (Collective Bargaining), Section 3 (Bargaining Committees), Paragraph (a) to read as follows:

Section 3—Bargaining Committees

(a) The members of a bargaining unit, by popular vote, through delegates representing them at a Convention, or by any other method approved by the Executive Board, may select the members of a Bargaining

Committee for its unit to represent the members of the unit in contract negotiations and determine their terms of office, ~~subject to such financial and numerical limitations as may be imposed by the National Union and such other limitations as may be set Outdo this Constitution.~~

(Submitted by H.T. Wade, Local 3790)

The maker of this proposed amendment states the intent as follows, "Collective Bargaining Policy Committees (i.e. Bargaining Councils), and ultimately the Convention, should make the decision as to the number of members serving on bargaining committees using all available information.' In view of the stated intent of this proposed amendment, and after considering the comments that accompanied this submission, the Committee analyzed all aspects of this matter and had a detailed in-depth discussion with the President of the Union.

There has not been a systematic review of the composition of bargaining committees in over 30 years. Criteria were developed in making this review: size of bargaining units; job titles involved; geography covered; and any other special conditions that might prevail, such as first contracts. These criteria are not arbitrary and can be applied to any bargaining unit under consideration.

The conditions that prevailed over 30 years ago are changed today. Almost without exception, bargaining units have decreased in numbers. Since divestiture, the number of bargaining tables has increased without a corresponding increase in our membership levels.

While finances are a factor, they are not the sole factor, nor necessarily the most important factor. CWA has never put a price tag on the quality of representation. We have a well deserved record for representing and servicing our members, and that will not change. The fact is that we have many more bargaining committee members serving today than ever before. It is also a fact that where there has been a decrease in bargaining committee members, it has been by one, and in a few cases by more than one and the size of the unit has decreased as well.

As the delegates know, Bargaining Councils have been established for AT&T, the seven RBOC's and for the major system-wide independent companies. To have Bargaining Councils determine the size of bargaining committees would only do a small part of the total job. CWA has over 1,000 contracts for which bargaining committees must be set. It is not only unwieldy but totally impractical to have the convention decide the size of over 1,000 bargaining committees. The Committee cannot believe that the Union and the members are better served by establishing such a bureaucratic nightmare to so little purpose.

Further, the Constitutional language that would be deleted by this proposal would lose valuable rights for achieving balance and equity in the bargaining committees.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

CONSTITUTION AMENDMENT 50A-88 15

BE IT RESOLVED: That Article XIII (Locals), Section 4 (Jurisdiction Disputes) of the CWA Constitution be amended by deleting all of Subparagraph (c).

CONSTITUTION AMENDMENT 50A-88-16

BE IT RESOLVED: That Article V (Membership), Section 5 (Retired Members' Clubs) be amended and a new Section 6 be added to the CWA Constitution to read as follows:

Section 5—Retired Members' Club

(a) All associates or dues paying members of the Union who are or may be

retired by reasons of age or disability shall be eligible to join in a CWA Retired Members' Club with such rights and prerogatives as granted herein or may be granted by the Convention or Executive Board. Retired members may attend the Convention, will be issued appropriate credentials, and be seated in space reserved for such members.

(b) Application for membership shall be made to the appropriate Retiree Club. If the applicant was a member of the Union in good standing at the time of his or her retirement he or she shall be admitted to membership in the appropriate Club.

(c) Each member of a Club shall pay the membership dues established by the Club.

(d) Clubs shall be units of the Union and shall be chartered by the CWA Executive Board.

(e) Clubs shall be identified by number. Club jurisdiction shall be assigned and described at the time Charters are issued.

(f) Application for Charter shall be in writing upon forms provided by the Secretary-Treasurer of the Union and shall be signed by at least five (5) persons eligible for membership in the Club.

(9) Clubs shall adopt bylaws which are consistent with this Constitution and the programs of the Union.

(h) Clubs chartered after January 1, 1989 shall become affiliated with Retired Members' Council. Clubs chartered before January 1, 1989 shall have the option of becoming affiliated with Retired Members' Council.

Section 6—Retired Members' Council

(a) The Retired Members' Council shall be a unit of the Union and shall consist of representatives of Retired Members' Clubs which affiliate with the Retired Members' Council.

(b) The Council shall adopt bylaws and rules consistent with federal and provincial laws, the Constitution and policies of CWA.

(c) A Council Executive Board shall be elected which will consist of one representative from each of the CWA Districts. The Council Executive Board shall be elected by secret ballot among the members in good standing of the Retired Members' Clubs within each CWA District which have affiliated with the Council. Terms of office shall be consistent with those of Local officers. The elections shall be conducted in accordance with Council bylaws, federal and provincial laws and this Constitution. Any challenge to the Council Executive Board elections shall be resolved in accordance with the Council bylaws.

(d) The Council Executive Board shall elect a Chairperson, Vice Chairperson and Secretary-Treasurer to serve one year terms.

(e) The Council Executive Board members shall also serve as delegates to all CWA Conventions during their term of office and shall each carry one (1) vote. As delegates to the CWA Convention, Council Executive Board members shall have the right to vote in elections of the CWA President, Executive Vice Presidents and Secretary-Treasurer.

(f) Each Club affiliated with the Council shall pay a per capita of 10 cents per member per month to the Council beginning January 1, 1989. Commencing January 1, 1991, the per capita shall be 15 cents per month. Thereafter, the Council shall determine any increase in per capita in accordance with the Council bylaws.

(9) The Council shall concern itself with the social, economic, educational,

legislative, and political developments and concerns of its members and the CWA. Consistent with CWA policies and this Constitution, the Council shall engage in political, legislative, educational, civic, social, economic and community activities to advance and enhance the interests of its membership and the CWA.

CONSTITUTION AMENDMENT 50A.88-17

BE IT RESOLVED: That Article VIII (Convention), Section 1 (Annual Conventions), Section 3 (Convention Call), Paragraph (a) and Section 6 (Certification of Delegates) of the CWA Constitution be amended to read as follows:

Section 1—Biennial Convention

Beginning with the Annual Convention in 1989, the Union shall meet in Biennial Convention at a place selected by the Executive Board or the Secretary-Treasurer when authorized by the Executive Board to do so.

Section 3—Convention Call

(a) Biennial Convention

The Secretary-Treasurer of the Union shall notify in writing all Locals of the date and place of the Biennial Convention not later than ninety (90) days in advance of the opening of the Convention.

Section 6—Certification of Delegates

Each Local shall certify to the Secretary-Treasurer of the Union, not less than five (5) days prior to the opening of a Biennial or Special Convention, on credential forms provided by the Union, the names, addresses and voting strength of its delegates and alternates, if any, and the name of the Chair of its delegation.

CONSTITUTION AMENDMENT 50A-88-18

BE IT RESOLVED: That Article XV (Elections), Section 1 (Union Officers), Section 2 (Vice Presidents), Paragraph (b) and Section 3 (Local Officers), Paragraph (c) of the CWA Constitution be amended to read as follows:

Section 1—Union Officers

The President, Executive Vice Presidents and Secretary-Treasurer of the Union shall be elected separately by secret ballot of the delegates to the Convention following nominations made from the floor of the Convention. Beginning with the elections held in 1989 the term of office shall be four years or until their successors have been duly elected and qualified, except for the term of office of any Executive Vice President added by the Convention during a non-election year, such term of office shall expire at the same time as the terms of office of other officers.

The successors elected to fill the vacancies in the office President, of Secretary-Treasurer, and of Executive Vice President, at the 1985 Annual Convention only, shall be elected for a term of office extending to the regular elections to be held at the 1989 Annual Convention.

Section 2—Vice President

(b) Beginning with the election held in 1989 the term of office of Vice President shall be four years or until their successors have been duly elected and qualified, except that the Communications and Technologies Vice President, shall be elected initially for a two year term commencing at the 1987 Convention.

Section 3—Local Officers

(c) Beginning with the elections held in 1972 the term of office for Local Officers shall be three (3) years or until their successors have been duly elected and

qualified; provided, however, that whenever the law permits, the term of office for Local Officers shall be four (4) years, or until their successors have been duly elected and qualified.

Now if the delegates will turn to Page 6 of the Constitution Committee report, Committee member Evelyn Ross will present the first resolution recommended for adoption.

DELEGATE EVELYN ROSS (Local 4212): Constitution Amendment 50A-88-15:

CONSTITUTION AMENDMENT 50A.88-15

BE IT RESOLVED: That Article XIII (Locals), Section 4 (Jurisdiction Disputes) of the CWA Constitution be amended by deleting all of Subparagraph (c).

Mr. President, the Committee recommends adoption of Resolution 50A -88-15, and I so move.

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

... The motion was duly seconded ...

PRESIDENT BAHR: It is seconded. Is there any discussion?

Seeing no one at the microphone, all those in favor indicate by saying aye. Opposed, no. It is approved.

The Chair of the Committee.

CHAIR EVITT: I will now ask Earl Frampton to present the next resolution for adoption.

DELEGATE EARL FRAMPTON (Local 1115):

CONSTITUTION AMENDMENT 50A-88-16

BE IT RESOLVED: That Article V (Membership), Section 5 (Retired Members' Clubs) be amended and a new Section 6 be added to the CWA Constitution to read as follows:

Section 5—Retired Members' Club

(a) All associates or dues paying members of the Union who are or may be retired by reasons of age or disability shall be eligible to join in a CWA Retired Members' Club with such rights and prerogatives as granted herein or may be granted by the Convention or Executive Board. Retired members may attend the Convention, will be issued appropriate credentials, and be seated in space reserved for such members.

(b) Application for membership shall be made to the appropriate Retiree Club. If the applicant was a member of the Union in good standing at the time of his or her retirement he or she shall be admitted to membership in the appropriate Club.

(c) Each member of a Club shall pay the membership dues established by the Club.

(d) Clubs shall be units of the Union and shall be chartered by the CWA

Executive Board.

(e) Clubs shall be identified by number. Club jurisdiction shall be assigned and described at the time Charters are issued.

(f) Application for Charter shall be in writing upon forms provided by the Secretary-Treasurer of the Union and shall be signed by at least five (5) persons eligible for membership in the Club.

(g) Clubs shall adopt bylaws which are consistent with this Constitution and the programs of the Union.

(h) Clubs chartered after January 1, 1989 shall become affiliated with Retired Members' Council. Clubs chartered before January 1, 1989 shall have the option of becoming affiliated with Retired Members' Council.

I will now ask my colleague, Robert Powell, to continue reading the rest of this resolution.

DELEGATE ROBERT POWELL (Local 13000):

Section 6—Retired Members' Council

(a) The Retired Members' Council shall be a unit of the Union and shall consist of representatives of Retired Members' Clubs which affiliate with the Retired Members' Council.

(b) The Council shall adopt bylaws and rules consistent with federal and provincial laws, the Constitution and policies of CWA.

(c) A Council Executive Board shall be elected which will consist of one representative from each of the CWA Districts. The Council Executive Board shall be elected by secret ballot among the members in good standing of the Retired Members' Clubs within each CWA District which have affiliated with the Council. Terms of office shall be consistent with those of Local officers. The elections shall be conducted in accordance with Council bylaws, federal and provincial laws and this Constitution. Any challenge to the Council Executive Board elections shall be resolved in accordance with the Council bylaws.

(d) The Council Executive Board shall elect a Chairperson, Vice Chairperson and Secretary-Treasurer to serve one year terms.

(e) The Council Executive Board members shall also serve as delegates to all CWA Conventions during their term of office and shall each carry one (1) vote. As delegates to the CWA Convention, Council Executive Board members shall have the right to vote in elections of the CWA President, Executive Vice Presidents and Secretary-Treasurer.

(f) Each Club affiliated with the Council shall pay a per capita of 10 cents per member per month to the Council beginning January 1, 1989. Commencing January 1, 1991, the per capita shall be 15 cents per month. Thereafter, the Council shall determine any increase in per capita in accordance with the Council bylaws.

(g) The Council shall concern itself with the social, economic, educational, legislative, and political developments and concerns of its members and the CWA. Consistent with CWA policies and this Constitution, the Council shall engage in political, legislative, educational, civic, social, economic and community activities to advance and enhance the interests of its membership and the CWA.

Mr. President, the Committee moves adoption of Constitution Amendment 50A-88-16.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

Microphone No. 1, Delegate Torgerson, Local 7219.

DELEGATE A. W. TORGERSON (Local 7219): Mr. Chairman, I rise to make an amendment. I move to amend Article V, Section 6, page 2, line 71 (F) to strike 10 cents and insert 5 cents. And on line 73, strike 15 cents and insert 5 cents.

PRESIDENT BAHR: Is there a second to that motion? Is there a second to that motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. The Delegate has five minutes to speak on the amendment.

DELEGATE TORGERSON: The proposed per capita dues of 15 cents per member is confiscatory, leaving insufficient funds to maintain a meeting place, an office place, and keep files and postage and so forth. The proposed dues structure would curtail legislative and political activities of retired members clubs in their respective communities.

With the passing of time, the small Locals are becoming smaller and cannot be of assistance to the retiree clubs.

The proposed dues change will force many, yes, many retired members clubs to be a non-affiliate status.

Thank you. I ask for your support.

PRESIDENT BAHR: There is no one desiring to speak-- a delegate is going to the "Against" mike.

While we are waiting for the delegate's message to come up here, let me just advise you that if the lights dim it is because these lights are computer controlled and it takes a time to lower them in order for us to be able to see the film of Governor Dukakis in a little while. So if it gets so low that you cannot see, just yell out and we will get them up again.

Microphone No. 4, Delegate Scheuermann, Local 1009.

DELEGATE MARIE E. SCHEUERMANN (Local 1009): Fellow Delegates, Brothers and Sisters: I rise in opposition to the Brother's amendment on the reduction of the amount of money involved, and I am going to make it short and sweet.

We need the money to set up the International's funding of the programs. I urge your defeat of the amendment. (Applause)

PRESIDENT BAHR: Microphone No. 4, Delegate Kines.

DELEGATE D. E. KINES (Local 3902): Thank you, Mr. Chairman.

Fellow Delegates, I rise against this amendment. I was privileged to be at the meeting in St. Louis in May where we spent two days trying to work out a constitutional change to present to this convention. The ten cents and the fifteen cents, the retirees felt, would be the best we could start with. And I urge the Delegates to vote against this amendment. (Applause)

PRESIDENT BAHR: There is no other Delegate desiring to speak on the amendment. Are you ready for the question?

All those in favor of the motion to amend indicate by raising your right hand. Down hands. Opposed by a like sign. The motion is defeated. (Applause)

Microphone No. 1, Delegate Becker.

DELEGATE TOM BECKER (Local 7800): I move to amend the resolution by inserting a couple of words. First of all, on page 7, line 46, after the word "with," insert the words "organizing the unorganized,". So that the new reading would be: "The Council shall concern itself with organizing the unorganized in social, economic, educational, legislative, and political developments and concerns of its members and the CWA."

Also, on page 7, line 48, after the word "in," insert the word "organizing," so the new wording would read: "Consistent with the CWA policies and this Constitution, the Council shall engage in organizing, political, legislative, educational, civic, social, economic and community activities to advance and enhance the interests of its membership and the CWA."

PRESIDENT BAHR: Do you have that in writing?

DELEGATE BECKER: Yes.

PRESIDENT BAHR: I would appreciate a copy please. Is there a second to that motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. The Delegate has five minutes.

DELEGATE BECKER: Brothers and Sisters, when I studied this portion of the proposal for retired members' councils, I felt that there was something missing in this paragraph that describes the various activities that the Council would be involved in.

I realize that it did not address an activity that retired members across our country are already engaged in, which is helping to bring in new members to our Union: organizing. Who better to help the Union organize than the people who built this Union? Who better to tell our story, to tell the history of this Union to that new employee on the job; to tell that new employee of the sacrifices that were made, the hardships that were experienced so that we can enjoy decent wages and benefits?

Our retired members are the people who manned the soup lines and walked the picket lines, the people who formed scrounge committees; the people who had the courage to tell the company "No company union." They are the people who fought the company with all the resources they had in order to provide decent standards of living for the people that we represent today.

Who better to tell the Union's story? Today we celebrate our 50 years as a Union. Aren't we celebrating the work, the sacrifice, the risks and the strength that these people have given us? I think so, and I ask for your support on this amendment.

PRESIDENT BAHR: Microphone No. 4, Delegate Kines.

DELEGATE D. E. KINES (Local 3902): I rise against the amendment. We just talked of an amendment where they wanted to cut the dues, and now they are placing an additional effort on the retirees. I feel that the time will come when we get the retirees organized -- which is a great job to be done -- then we can come back again and look at the system, by mandate, the organization of the Locals.

Where I do not disagree with my good Brother who made the amendment is that who better can do the job. The only thing I am saying at this point is that we are going to have a hard time organizing the retirees as it is.

I would like to state to this convention that I am a retiree, but I have stayed active in my Local, and I am also a Delegate. So I urge you to vote against the amendment. Thank you. (Applause)

PRESIDENT BAHR: There is no other Delegate desiring to speak on the amendment. Are you ready for the question?

I see a Delegate waving there at the "Questions" microphone. Is this on the amendment?

He says "Yes."

Delegate Henning, Microphone No. 5.

DELEGATE WILLIAM HENNING, JR. (Local 1180): Mr. Chairman, apropos of the last speaker, does the new amendment require people, members of retirees' clubs, to be involved in each and every aspect? Or does it simply allow them as part of their duties to include organizing and all those other things, social and whatnot?

PRESIDENT BAHR: I will refer that question to the Chairman of the Constitutional Committee. The Chairman of the Committee.

CHAIR EVITT: I did not hear the question.

PRESIDENT BAHR: Bill, would you repeat the question?

DELEGATE HENNING: Yes. Apropos of the last speaker, does the proposed amendment by the Brother require involvement in organizing the unorganized? Or is it merely another thing that they can be involved in as retirees clubs?

CHAIR EVITT: As we understand, there is nothing to limit that. It is optional. They are not obligated to do it, but it is a request that they do it.

DELEGATE HENNING: Thank you.

PRESIDENT BAHR: Do you have a second question?

DELEGATE HENNING: No.

PRESIDENT BAHR: He does not.

Are you ready for the question? The amendment is to amend page 7, line 46, after the word "with," insert "organizing the unorganized." Then on line 48, after the word "in," insert "organizing."

All those in favor indicate by raising your hand, indicating "Yes." Down hands. Opposed by like sign. It is adopted. (Applause)

On the motion as amended. Microphone No. 5, Delegate McCall.

DELEGATE SAMUEL McCALL (Local 9510): My question is on Section 6, subparagraph (e), which states: "The Council Executive Board members shall also serve as delegates to all CWA Conventions during their term of office and shall carry one (1) vote. As delegates to the CWA Convention, Council Executive Board members shall have the right to vote in elections of the CWA President, Executive Vice Presidents and Secretary- Treasurer."

My question is: Is that the only time they have that one vote, during the Convention?

PRESIDENT BAHR: The Chairman of the Committee.

CHAIR EVITT: Yes, it is.

PRESIDENT BAHR: Do you have a second question?

DELEGATE McCALL: My second question would be: Does this Delegate have the right to debate all issues during the Convention, or is he only restricted to voting for those three offices.

CHAIR EVITT: They are allowed to debate all issues.

DELEGATE McCALL: Thank you.

PRESIDENT BAHR: Let me see if I can clarify the last part of it, after this hurried conference up here.

The first part is, yes, they cast one vote in the elections as outlined, all those elections, with the exception of District V.P.

The delegate would be able to participate in the debate on the floor of the convention and they would be able to raise their hands, "Yes" or "No" on that motion. If it came down to a roll call vote, they would cast one vote.

The Chairman of the Committee says that is correct. So on the main motion, on Microphone No. 3, Delegate Scheuermann.

DELEGATE MARIE SCHEUERMANN (Local 1009): Fellow delegates, brothers and sisters: I am Marie Scheuermann, a delegate from Local 1009, and also a cash dues-paying member of CWA Local 1009, as I have retired from New Jersey Bell. I rise in support of this change to the CWA Constitution, because I say with a great deal of pride that I feel that I am more qualified to make these remarks. I will tell you why.

Forty-six years ago, I joined the old NFTW, and then affiliated with the CWA. I have been a member of CWA ever since. I am retired from the New Jersey Bell Telephone Company, but I never retired from my union. I have chosen to remain a member in good standing and stand for election again for the position of Secretary-Treasurer of Local 1009 of my local, a position I have held for 17 years and also have held offices in CWA Local 1006 in Newark, New Jersey.

Fortunately, I have been able to continue the union work I love with my union, CWA, but I know more retirees would become involved in the important union building that we must do. We need only reach out to these retirees, and the best way I know how to do this is through retirees clubs.

This Constitution change provides a structure that will give an incentive to those retiree clubs. I joined CWA during the early years and I look forward to the years ahead. Let us, by this amendment, ask our retirees to make the next 50 years even better. Thank you. I urge your support. (Applause)

PRESIDENT BAHR: On mike No. 3, Delegate McBryde.

DELEGATE DELBERT McBRYDE (Local 9510): Thank you, Mr. Chairman.

I rise to support the Constitutional Amendment to help strengthen the retired members clubs throughout CWA, and in District No. 9.

In 1975, the Retired Members Club was started in CWA Local 9510, and to this day is one of the more active clubs in District 9 and in CWA. We must never forget the people who helped build this union. Without their help and sacrifice, we would not have the benefits and wages we have today in CWA.

The benefits a Retired Members Club has to the national union as well as to the locals who support them are too numerous to list. Some of the things they do for themselves to have a feeling of belonging and helping the union are amazing. It gives them a place in an organization to continue to fight for improved retirement benefits, not only for themselves but for future generations of CWA members.

The political possibilities for an active group to help in campaigns for candidates running for public office are staggering. Since 1974, when the original forming of Retired Members Clubs passed at the CWA convention, not too much effort from many of the active members has been forthcoming to help some of the clubs get started. Out of 100 clubs, only 34 attended the meeting in St. Louis to talk about this Constitutional Amendment.

Not all Retired Members Clubs are chartered by CWA, and not many receive financial support from their locals who sponsor them. This amendment will help CWA to retain in active

capacity many union activists of the past who helped us of CWA to remember from where we have come, for without a past of where we started from, there can be no future or forward-going.

I urge all delegates to support this amendment not only by voting for it, but by putting our vote and effort into supporting the brothers and sisters who helped all of us build this great union, the Communications Workers of America.

Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate Huber.

DELEGATE JACK HUBER, JR. (Local 4320): With respect to our retirees, I move the previous question please.

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

All those in favor of the motion to close debate, indicate by raising your hand. Down hands. Opposed by a like sign.

The debate is closed.

We have before us the resolution as amended.

All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause)

CHAIR EVITT: I will now ask Alice Alvarez to present the next resolution for adoption.

DELEGATE ALICE ALVAREZ (Local 9505):

CONSTITUTION AMENDMENT 50A.88-17

BE IT RESOLVED: That Article VIII (Convention), Section 1 (Annual Conventions), Section 3 (Convention Call), Paragraph (a) and Section 6 (Certification of Delegates) of the CWA Constitution be amended to read as follows:

Section 1—Biennial Convention

Beginning with the Annual Convention in 1989, the Union shall meet in Biennial Convention at a place selected by the Executive Board or the Secretary-Treasurer when authorized by the Executive Board to do so.

Section 3—Convention Call

(a) Biennial Convention

The Secretary-Treasurer of the Union shall notify in writing all Locals of the date and place of the Biennial Convention not later than ninety (90) days in advance of the opening of the Convention.

Section 6—Certification of Delegates

Each Local shall certify to the Secretary-Treasurer of the Union, not less than five (5) days prior to the opening of a Biennial or Special Convention, on credential forms provided by the Union, the names, addresses and voting strength of its delegates and alternates, if any, and the name of the Chair of its delegation.

Mr. President, the Committee moves adoption of Constitutional Amendment 50A-88-17, and I so move.

PRESIDENT BAHR: You have heard the motion.

VOICE FROM THE FLOOR: Objection to consideration.

PRESIDENT BAHR: There was a call for an objection to consideration. The Parliamentarian says the resolution is already on the floor, and that objections to consideration are out of order.

Is there a second to that motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

On microphone 3, Delegate Leach.

DELEGATE WILLIAM LEACH (Local 9510): President Bahr, members of the Executive Board, Sister and Brother Delegates: I ask for your support on this crucial amendment to our Constitution. Fifty years ago, telephone workers from our 48 states gathered in this great city to mold a union, the Communications Workers of America. At this convention, we are celebrating 50 years as one of America's most progressive unions, which now represents workers in a multitude of industries, in addition to the early pioneers who built our union.

It has been an honor and a privilege for me to represent CWA members in Orange County at the last 12 conventions. Even though each one of those hold a special memory for me, I know that conventions would be just as memorable and less costly if they were held biennially.

The total cost for our annual conventions runs in the neighborhood of \$6 million or \$7 million, which is one hell of a neighborhood. If those costs are projected over a ten-year period, we are looking at an estimated \$60 million to \$70 million, which could be cut in half if this amendment passes.

There are many vital areas, such as organizing, education, the defense of our union, and the day-to-day representation of our members where this substantial savings could be used, both at home in our locals and for the national union.

Along with the early fight to form our union, we are now in the midst of some of our most challenging years as a labor union. Deregulation, reorganizations, consolidations, down-sizing, and the erosion of many of our jobs are just a few of the struggles we face back home as we meet here this week on the banks of the Mississippi.

The issue over the frequency of conventions has come up on the floor a number of times and I feel it would be safe to say that it has not been received with overwhelming support. It is an issue steeped in tradition and emotion, and one that some delegates feel is a right that should not be taken away.

We have been called America's most democratic union, and I, for one, have the utmost confidence and trust in our elected leadership and know that the democratic principles that we hold so dear would not be jeopardized by having biennial conventions.

We have to give serious consideration as to whether or not we can afford to meet every year as we have since 1938, and, if not now, then when? And if not here, then where? The time is right and the place could not be more appropriate. This great city, where our union was born can also be the city where we march into the future with a reasonable, sound and strategic change in our union's Constitution.

I stand here before you today and I know that there are as many reasons why we should meet every other year as there are why we should continue to meet every year. But brothers and sisters, for the long-range growth and viability of our great union, I feel it is imperative that we change the frequency of our conventions, and I ask for your support. Thank you. (Applause)

PRESIDENT BAHR: On mike 4, Delegate Devine.

DELEGATE JIM DEVINE (Local 1116): I will throw away a long speech. I don't want to bore us all with great debate on this one.

I rise in opposition to the change in the Constitution. I consider these annual conferences as being the main reason why we have a strong union. I think that these conferences are really annual accountability of the union to its members, and that's why we are strong. (Applause)

I think that if anyone considers distancing themselves from the memberships that they represent is a brilliant way of cutting costs, then they have got their priorities screwed up. (Applause)

I urge the delegates at this Convention to vote this down, again. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 5, Delegate Peisecki.

DELEGATE JOE PEISECKI (Local 1023): President Bahr, to best of your recollection, how many times has this constitutional amendment been submitted to the Convention in the past?

... Cries of "Every year"

PRESIDENT BAHR: They told me the fourth. When you stand up here it seems like a lot more than that. (Laughter)

You have a second question?

DELEGATE PEISECKI: Yes. Has it ever come close to passing in the past?

PRESIDENT BAHR: To me it seems like a continuous three to one against.

DELEGATE PEISECKI: Thank you.

PRESIDENT BAHR: Microphone 3, Delegate Azlin.

DELEGATE RONALD AZLIN (Local 9586): I rise in support of the amendment, the constitutional amendment, for I have voted for several years on this issue.

I believe we are making a mistake if we don't take a look at the cost. Sometime this day we are going to take a look at a motion to create a new strike fund, to fund it up to two hundred million dollars.

We are spending, we see the Finance Report, we see that we are in deficit, that the cost of health insurances went up by 25 percent, and at some point, as delegates to this Convention, we have to stand up and look at the finances.

I hear no support for a dues increase, so when are we going to take a look at where we can save money? The facts are that we are not going to lose one bit of democracy by having a convention biennially. We are going to save money at the Local level, we are going to save money at the national level, and I think we can represent our members as well as we have ever represented them than go to a convention city every other year.

Thank you. (Applause and cries of "Boo")

PRESIDENT BAHR: On Microphone No. 4. You know, one thing we pride ourselves on here is we respect our differences. So let's continue.

On Microphone No. 4. Delegate Owen.

DELEGATE DEBBIE OWEN (Local 6508): President Bahr, Brothers and Sisters, I agree with the other Brother that it is expensive to come here every year, but I believe that because we do come here every year and join together and try to strengthen our programs and things, that is exactly what has kept us strong over the last fifty years, and that it is well worth the money.

There is no better way for us to build new strength, to develop the contacts and things country-wide that we need in order to be strong for our members.

I know this has come up several years. I believe that had it ever been a serious consideration of the people on the floor, it would have passed in the past. And that we should not seriously consider it at this time.

We need to be together every year. We need a chance to be able to talk to our national officers and to interact with other people around the country that have the same problems we do at home.

So, I would urge everyone on this floor to vote against this. (Applause)

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

DELEGATE JACK HAYS (Local 3805): Mr. Chairman, I move the previous question. (Applause)

PRESIDENT BAHR: The question has been called for. That has the effect of shutting debate. It is not debatable. It requires a two-thirds vote.

All those in favor of the motion to close debate indicate by raising your hand. Down hands. Opposed, by like sign. The debate is closed.

On the resolution, all those in favor indicate by raising their hands. Down hands. Opposed, by like sign. It is defeated. (Applause and cheers)

The Chairman of the committee.

DELEGATE EVITT: Mr. Chairman, in view of the action taken on the previous amendment, the committee hereby withdraws Constitution Amendment 50A-88-18.

Mr. President, that concludes the report of the Constitution Committee.

PRESIDENT BAHR: On behalf of this Convention, I want to thank each and every one who served on that committee and labored so long and hard on behalf of all of us. Please join me in thanking the committee. (Applause)

Are we ready to run the film?

Let me, in introducing the next subject, which is a message to us from Governor Dukakis, state that he had made a decision that, following the Democratic Convention, he would not be coming to union conventions, because there are so many of them that are scheduled, and he would be talking to the already-committed, and taking valuable time away from touring the country. So, I am happy to say that just this past Saturday in Washington, D.C. he filmed a special message to us. And I would say to you that, after you view it, if you believe it would have value to you back in your local union, we would be more than happy to make copies and ship them out to you.

With that, would you let the film roll?

... A film entitled "Special Message to CWA From Michael Dukakis" was shown to the Delegates, the message contained therein as follows:

HONORABLE MICHAEL DUKAKIS (Governor, State of Massachusetts, Candidate for President of the United States): I am so proud to have this opportunity to address you on the 50th Anniversary of your Union. And I want to thank Mort Bahr and Jim Booe and Jan Pierce and so many of you who helped make this moment possible and helped our campaign along the way.

I have heard that some of you have said that you want your Convention to reclaim New Orleans. I like that. But what I like even more is that this fall we will have a chance to reclaim our future.

You know, twelve years ago we celebrated the 200th Anniversary of the American Revolution. Twelve years from now we will be celebrating the beginning of a new century. And if we are to begin that century strong and confident, if our children are to look forward to a life of

pride and of opportunity, if America is going to be number one and stay number one, those years must be twelve years of investment, of innovation, of growth, and especially of teamwork. And they are going to require new leadership, leadership that understands that to build strong and healthy families, we need to create a strong and healthy economic future that provides good jobs at good wages for every citizen in this land, no matter who they are or where they come from or what the color of their skin.

Today, as all of you know, too many of our families are struggling to hold together, challenged by change, anxious about their jobs, burdened with the rising costs of health care and housing and of college tuition, troubled by the lack of affordable child care and overwhelmed by the avalanche of drugs that has come pouring across our borders into our communities and classrooms in every part of this country.

Since 1981 four out of five American families have actually seen their real weekly income decline, and average family income in this country is right where it was a decade and a half ago, even though there has been a huge increase in the number of families where both parents work.

My friends, we can do a lot better than that, and we are going to elect a President and a Vice President who will make good jobs and full employment the number one domestic priority for America.

We are going to elect a President and a Vice President who understand that full employment is the best family policy there is, and that good jobs are what make the American dream come true.

And, when I say jobs, I mean good jobs, with good wages. Not minimum wage jobs at \$3.35 an hour. You can't raise a family on that. I mean jobs you can count on, jobs you can raise a family on. I mean jobs with justice for every citizen in this land. (Applause and cheers)

My friends, the next President of the United States must be an economic leader, not a cheer leader. He must be a President who knows how to build a strong economy and has done it; a President who knows how to balance a budget, and has done it; because during the past eight years we have added more to the nation debt than all of the Presidents from George Washington to Jimmy Carter combined. And that is a bill our children and grandchildren will have to pay for generations to come.

Now Mr. Bush wants to cut taxes for the wealthy again. If this were a movie, we would call it "Son of Voodoo." (Laughter)

Lloyd Bentsen and I are not going to settle for that. We are not going to settle for the kind of slow growth high inflation economy that we seem to be headed towards today.

We are going to work with you to forge a new era of greatness in America. We are going to invest in our children. We are going to insist on first rate schools with high standards. We are going to make teaching a valued and honored profession again. And we are going to work with those teachers to help our students be the best skilled, the best prepared and the best educated in the world.

We are going to invest in our workers. And when workers need new jobs, we are going to help them get the new skills they need to provide for their families in the way they have grown accustomed to.

We have done it in Massachusetts. You have done it with your Alliance for Employee Growth and Development. And now, thanks to the new trade bill, a trade bill that you worked on, and that was led in the Senate by Lloyd Bentsen, we are going to see it work in every region and every community in this country.

We are going to make the new plant closing legislation work the way it has worked in my state, to save companies and save jobs, as well as help those who are laid off to build a new future for themselves and for their families.

We are going to go to work as we already have in my state and make good on Harry Truman's promise forty years ago to provide basic health insurance for every family in America.

We are going to try to make affordable child care available to every family that needs it, and we are going to pass real welfare reform that will make it possible for hundreds of thousands of families on public assistance in the country to lift themselves out of poverty, with real training for real jobs for those welfare mothers, good child care for their children.

You know, when the smoke clears after a fight over an issue like plant closing or the minimum wage or basic health insurance, it doesn't help our country to say, "Well, business won," or "labor won." We want to be able to say American won.

We want to be able to say that there is a new spirit and determination in America, a new spirit of economic patriotism that brings us together as one people, one nation, helping us to compete and win in the world market.

I want a future where Americans are investing in America, where American ideas are working for America, where American jobs stay in America, and where the label "Made in America" is the symbol of quality and of value and of durability all over the world.

I am very proud to have this chance to address a union that prides itself on being a community-minded union, because we are a community-minded nation, a community that works together and that builds together and cares for one another, a community that is in the words of the first Governor of Massachusetts "knit together as one."

I hope you will join me in building that kind of community, in building the best America, because the best America doesn't hide. We compete. The Best America doesn't waste. We invest. The best America doesn't leave anybody behind. We bring everybody along. And the best America is not behind us. The best America is yet to come. (Applause)...

PRESIDENT BAHR: Let me ask, by a show of hands, if a copy of this film were made available, not only that you would want it, but that it would be seen by your members, how many would? I think that is a fair showing, and we will do our best to accommodate you.

Before we break for the recess, we have many foreign guests with us today, that we will be introducing to you from time to time. So at this moment just let me introduce a few who are up on the platform.

John Golding, the National Communications Union of London, England. (Applause) And his wife, Llin, who is a member of Parliament and the minority whip. (Applause)

Tony Clarke, the Deputy General Secretary of the Union of Communication Workers of Great Britain. (Applause)

I have to tell you that Tony, unfortunately, is on his way back to London, because on Wednesday that clone of Ronald Reagan, Mrs. Thatcher, is causing a nationwide Postal Strike to begin this coming Wednesday.

I know you join me in wishing our Brothers and Sisters, members of the Union of Communication Workers of Great Britain, success in its forthcoming battle for justice. (Applause, whistles and cheers)

Albert Stegmuller of the DPG, the German Post Office and Telephone Union. (Applause)

Eliezer Rafaeli, representing Histadrut. (Applause)

This is certainly not foreign. Richard O'Connell, Secretary-Treasurer, National Association of Letter Carriers. (Applause)

Robert McGarry and Mrs. McGarry. Robert is President of the Letter Carriers Union of Canada. (Applause)

We are so very pleased to have them all with us today. We stand in recess for thirty minutes.
... The Convention recessed at three-twenty o'clock until three-fifty o'clock of the same day ...

PRESIDENT BAHR: Please take your seats.

Please take your seats quietly.

The Chair recognizes the Resolutions Committee for a resolution.

DELEGATE BARBARA WEST (Local, 6383, Chair, Resolutions Committee):

Resolution 50A-88-10

DUKAKIS-BENTSEN IN 1988

After nearly eight years of turmoil in the Reagan-Bush administration, the Labor Movement eagerly awaits a change.

The Reagan-Bush years have brought the most blatant anti-union policy of any administration in recent memory. From the NLRB to OSHA to EEOC, there was a clear policy to erode union and worker rights.

The Reagan-Bush years saw a tripling of our national debt to a point that the United States today is the largest debtor nation in world history. Our trade deficit has grown from a few billion dollars per year in the 1970's to more than \$171 billion in 1987. At the same time, business bankruptcies and bank failures have reached an all-time high.

The Reagan-Bush years allowed foreign competition to erode American workers' jobs in the steel, auto, textile, semiconductor and telecommunications industries. While the standard of living has declined, the poor, the hungry, the elderly, the handicapped and the homeless have borne the brunt of billions of dollars of cuts in federal social programs.

The Reagan-Bush years brought an unprecedented increase in defense spending along with a corresponding increase in corruption and waste by military contractors. Our foreign policy has produced scandal after scandal and the most corruption of government officials of any administration in recent history.

The Democratic platform adopted in this 1988 election year will correct many of the obvious errors of the past administration. That platform states in part:

- That all Americans have a fundamental right to economic justice in a stronger national economy— an economy that lifts all boats and not just the yachts of the rich.
- That America must take charge once again of its economic future.
- That America must reassert progressive values to reinvest in its people within a strong commitment to fiscal responsibility.
- That standards should be set that recognize worker productivity, the principle of pay equity for women, and family leave policies that no longer force employees to choose between their jobs, their children or their ailing parents.
- That occupational safety standards for American workers must be enforced.
- That education of our citizens from Head Start to institutions of higher learning deserves our highest priority.
- That the influx of illegal drugs pose a direct threat to our security and must be stopped.
- That a comprehensive program of action to curtail the threat to our environment by the poisoning of our air and water must be made.
- That all Americans should enjoy access to affordable comprehensive health services, and

- That it is time for America to change and move forward again in the interest of all its families—to turn away from an era in which too many of America's children have been homeless or hungry and invest in a new era of hope and progress, an era of secure families in a secure America in a secure world.

With our help, the Democratic nominees for President and Vice President of the United States will reverse the eight-year disaster course set by the Reagan-Bush team.

Michael Dukakis and Lloyd Bentsen have a positive vision for America. They understand that we are a community which can only succeed if each of us has a fair opportunity. They know the concerns of Americans—good jobs, fair wages, education, support for families and a consistent foreign and trade policy. They have demonstrated an outstanding ability to govern and lead in a positive, progressive direction.

RESOLVED: That the 50th Annual Convention of the Communications Workers of America supports the candidacy of Michael Dukakis and Lloyd Bentsen for President and Vice President of the United States. We extend our Jobs with Justice Pledge to their campaign: "We'll Be There"—each of us volunteering at least five hours between Labor Day and November 8, 1988 to work for their election. Together—Dukakis, Bentsen and CWA—we will put this country back on its proper course toward jobs and justice and equality for all, and

RESOLVED: That all CWA members and their families be encouraged to register to vote, familiarize themselves with the positions of the candidates on the vital issues and then exercise their right to vote on November 8.

Mr. Chairman, the Resolutions Committee moves the adoption of Resolution 50A-88-10, "Dukakis-Bentsen in 1988." (Applause)

PRESIDENT BAHR: You have heard the resolution. Is there a second from the floor?

Microphone 3, Delegate Farris.

DELEGATE RONALD FARRIS (Local 1365): I rise to ask for your support on the Dukakis-Bentsen resolution.

I have lived in Massachusetts all my life. I am the President of the largest manufacturing plant in Massachusetts. For ten years CWA has supported Governor Dukakis. When Governor Dukakis first ran for Governor, CWA was there in his support.

When Governor Dukakis had his unsuccessful run for governor, CWA was there in his support, and CWA helped to bring him back as Governor of Massachusetts today.

Governor Dukakis is a friend of CWA and of the labor movement. In Massachusetts he has displayed his friendship with support of labor legislation. The governor gave Massachusetts an office of Secretary of Labor, which has maintained an open-door policy for all labor unions.

Governor Dukakis has shown his friendship for CWA. When AT&T threatened to close the Watertown, Massachusetts location, Local 1395's President, Frank Burns, asked the governor for help. The governor visited the plant, talked to the company and the union, and that plant is still open today.

Governor Dukakis has been innovative in his thinking and leadership. Governor Dukakis has led the way with a health care bill that provides medical coverage for the citizens of Massachusetts.

Governor Dukakis, along with the labor movement, helped to improve the outdated workers' compensation laws in the State of Massachusetts. And Governor Dukakis is the governor of a prosperous state with a low unemployment rate.

Massachusetts has a labor council that works to get things done for the labor movement.

As a Vice President on the Massachusetts AFL-CIO, I ask to bring justice to the Democratic Party. I ask to bring justice to the labor movement, and I ask to bring justice to the United States of America. It is time to reverse the injustice of the last eight years, not only by passing this resolution, but by going home and working to assure that the Dukakis-Bentsen ticket is elected in November.

As the Reverend Jesse Jackson said in his closing remarks to the Democratic National Convention in Atlanta, "We can win. We can win. And we will win."

Thank you very much. (Applause)

PRESIDENT BAHR: Microphone No. 5, Delegate Sendelbach.

DELEGATE GREGORY SENDELBACH (Local 4530): With the public employees that we have in CWA, and along with the Hatch Act, could a lot of us union people be getting in trouble with this resolution?

PRESIDENT BAHR: The answer is no. You have no second question.

On Microphone No. 3, Delegate Hinton.

DELEGATE LINDA L. HINTON (Local 4310): President Bahr, brothers and sisters. I rise before you today in support of Resolution 50A-88-10, Dukakis-Bentsen in 1988.

It is time for a change. In the last eight years, the Reagan Administration has been devastating to working men and women. Reagan sent a message to big business that it was their turn now, with the firing of the PATCO members.

Reagan sent a message to let the rich get richer and the poor get poorer and forget the working class.

Brothers and sisters, I believe that with the right change and the right man as President of the United States, that change will come. A change that will restore dignity to the American worker.

In July, I was a delegate for Governor Dukakis in Atlanta, Georgia. Just last month I had the opportunity to personally meet with Governor Dukakis and discuss women's, minority and labor issues. Let me say to you today, that our concerns are truly his concerns. I believe under the leadership of Michael Dukakis and Lloyd Bentsen we will all win.

Again, I urge your support for this resolution. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Walker.

DELEGATE KENN WALKER (Local 9505): President Bahr, delegates and guests. I support the Resolution 50A-88-10. We have heard a number of things said about Reagan, and you must remember, that Reagan is an honorable man.

Guests, members, officers, lend me your ears. I come not to praise Reagan, but to retire him. The effects of what men do live long.

Ronald Reagan has said that those on welfare are cheaters, and on the public dole. But it is not Ronny's fault, for Reagan is an honorable man.

Reagan closed institutions and added to the homeless on the streets, yet it's not Ronny's fault, and Reagan is an honorable man.

Reagan was once a union president, so he should understand the plight of working people, because he is an honorable man.

I speak not to disapprove of Reagan's actions, but here I am to speak to you of what I do know. Some of you liked him once. Some of you even voted for him.

Reagan destroyed a labor union, setting the tone that it is okay to misuse workers and their

unions. "I have done it. You can do it, too. The workers have asked for this kind of treatment by their actions." So it is not Ronnie's fault, for Reagan is an honorable man.

Reagan has created an anti-worker and anti-union fever that has affected his political appointees. They caught the fever. But it is not Ronnie's fault, for Reagan is an honorable man.

The Republican administration has apparently set out to destroy unions in New Mexico. Unions were declared illegal. It is not Ronnie's fault, for Reagan is an honorable man. And so are they all.

In the administration are all honorable people. A Republican administration began an attack on the rights of working people and organized labor, an attack on basic worker rights, the right to withhold your labor, the right to strike. Some employers now welcome a strike so they can arbitrarily fire, and advertise for strikebreakers during negotiations, during bargaining. Remember, they are all honorable people. The National Labor Relations Board, the NLRB, which is influenced by the Reagan administration, along with other government agencies, are eroding the rights of workers and cut their safety programs on the job in favor of profits. And this was the most unkindest cut of all.

Good friends, sweet friends, let me not stir you up. They that have done those deeds are honorable. They are wise and honorable. And will no doubt with reason answer you, "I am no great constipator--that is communicator, that is, like Reagan is."

I tell you that which you yourselves do know, my friends, that you must go to do you know what, alas, now I will tell you. You have forgotten about the power of the vote.

Remember, what you elect is what you get.

Thank you, guests, members and officers for the loan of your ears. (Applause)

PRESIDENT BAHR: Microphone No. 3.

DELEGATE ABBY DeMELL (Local 1031): I represent the support staff at the nine New Jersey State Colleges and the New Jersey Department of Higher Education. I rise in support of the Resolution No. 10. The State of New Jersey is a critical state this year, not only in the presidential election, but in the control of the U. S. Senate by the Democrats. As we all are aware, President Bahr was an early supporter of Governor Dukakis. If we can ensure the re-election of Senator Frank Lautenberg and elect the Dukakis-Bentsen ticket, we will be well on our way towards reversing the last eight years of Reaganomics and addressing the things Governor Dukakis talked about in his video address to us.

Therefore, I urge the Delegates to support Resolution No. 10. Thank you.

PRESIDENT BAHR: Microphone No. 3, Delegate Blackmor.

DELEGATE JOHN T. BLACKMOR (Local 14629): Seven and a half years ago, when the present Republicans took their oath of office, they took the "Hypocritic" oath, because they are true hypocrites. Endorse Dukakis-Bentsen.

The Republicans that espouse a strong America and then build planes that can't fly, tanks that won't run and personnel carriers that sink, are hypocrites. Endorse Dukakis-Bentsen.

The Republicans that declare war on drugs, and then one month later cut the budget on that war, are hypocrites.

Elect Dukakis-Bentsen. The Republicans have spent \$28 million for four new Coast Guard cutters to stop drugs from coming to our shores, and then they won't allow them money to operate. They are hypocrites.

Endorse Dukakis-Bentsen. The Republicans that accuse the Democrats of being big spenders, and then spend more money than all the Administrations in history put together. They are hypocrites.

Endorse Dukakis-Bentsen. The Republicans that say they have a great economy but had two hundred banks close last year alone, are draining billions from FDIC funds, transferring billions from social security, and they have brought us from the number one lender nation to the number one debtor nation, and had a surplus trade balance, and have moved that to a mammoth trade deficit, are hypocrites.

Endorse Dukakis-Bentsen. The Republicans who claim to protect our people while EPA can't stop big business from ruining our beaches, polluting our streams, and dumping their waste are hypocrites. Again, endorse Dukakis-Bentsen.

The Republicans that claim they want to give Americans jobs and then they send the FBI out to buy Toyota automobiles are hypocrites. Elect Dukakis-Bentsen.

The same goes on with OSHA, and so-called tax decreases, federal judge appointments, attorney general choices, and vice presidential selections.

My fellow delegates, elect Dukakis-Bentsen. Endorse Dukakis-Bentsen. Endorse Dukakis-Bentsen. (Applause)

PRESIDENT BAHR: On microphone 1, Delegate Escott.

DELEGATE LORI ESCOTT (Local 3121): I would like to call for the question please.

PRESIDENT BAHR: The motion has been made to close debate. (Applause and cheers) It is not debatable. It requires a two-thirds vote. All those in favor of the motion to close debate, signify by raising your hand. Down hands. Opposed by like sign. The debate is closed.

All those in favor of Resolution 50A-88-10, Dukakis Bentsen in 1988, signify by raising your right hand. (Applause and cheers) Down hands. Opposed by like sign. It is carried. (Applause)

As a point of personal privilege, the Chair recognizes Joan Moore, Local 9410, at microphone 2. Go ahead, Joan.

DELEGATE JOAN MOORE (Local 9410): Thank you, Morty.

Brothers and Sisters and Friends: When we leave this convention, our job will not only be to elect Michael Dukakis and Lloyd Bentsen as our national leaders, but to elect politicians at every level of our government who will help us achieve jobs with justice.

The struggle ahead of us will take all of our efforts and talents, and I invite you all to join with me in using music to send our message and join in the chorus of this marvelous song by Paul McKenna of FCIU, entitled "Jobs with Justice." I think this song says it all for us, and I would ask you to join the chorus that goes like this:

... The delegates joined Sister Moore in the singing of "Jobs and Justice," as follows: ...

(CHORUS): We're gonna fight for jobs and justice
Ain't gonna let the right wing bust us.
We're gonna be right there and do our share
On election day.
We're tired of all the headlines
'Bout the cutbacks and the bread lines.
It's time to throw the rascals out
and send them on their way.

There's a man they call the Gipper,
On this boat he is the skipper.
He's the captain of our mighty ship of state.
Now I'm not one to panic,
But it feels like the Titanic.
Better change our course before it gets too late. (CHORUS)

For the rich folks it's a banquet,
But for us it's table scraps.
It's the same old trickle-down pulled off the shelf.
As they grab another plateful,
I'll say "I hate to be ungrateful,
But go and trickle down on someone else." (CHORUS)

PRESIDENT BAHR: Thank you, Joan. Another fine job. Will the Defense Fund Committee please come to the platform.

Let me introduce the members of the Committee that has worked awfully hard on a most difficult subject for almost two years.

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

Terry Daly, Treasurer, CWA Local 1101

Joanne Bell, President, CWA Local 2336

Norma Powell, Administrative Assistant, CWA District 3

Jane Baxter, Member, CWA Local 4818

Tom Mitchell, President, CWA Local 6390

Mary Blue, President, CWA Local 7777

Kenn Walker, Executive Board, CWA Local 9505

Dave Donaldson, Vice President, CWA Local 13550

Bob Petersen, Printing, Publishing Media Workers' Sector

James B. Booe, Secretary-Treasurer, who served as Chair of the Committee.

The Chair recognizes the Committee.

SECRETARY-TREASURER JAMES BOOE (Chair, Defense Fund Study Committee): Thank you, Mr. President.

... Secretary-Treasurer James Booe, Chair of the Defense Fund Study Committee, and the members of that committee read their committee report as follows: ...

REPORT OF THE CWA DEFENSE FUND STUDY COMMITTEE

Communications Workers of America, we have heard your serious concerns over the inadequacies of the existing Defense Fund. Concerns that became increasingly clear after the 1986 AT&T Strike.

At the 48th Annual CWA Convention, the Finance Committee recommended that President Bahr appoint a committee of local leaders, chaired by Secretary-Treasurer Booe, to study the Defense Fund. The study began after completion of the 1986 AT&T and RBOC negotiations.

We requested and received input from members, officers and staff. Subcommittees were formed on the District level. We reviewed actual strike expenditures, membership data, the possibilities of purchasing strike insurance and health care benefits, and information on the Defense Funds of other unions.

After considerable study, your Committee made an extensive Interim Report to the 49th CWA Convention in Miami. Subsequently, we received additional input from our Districts, our Locals and our members.

Many of you, local officers and delegates, submitted well constructed recommendations on how to better provide the level of services desired by our members.

Your committee is aware, as you and our members are, that the Defense Fund will never be a substitute for wages lost during a strike, nor was it designed to do so.

The task you gave us was a difficult one, but union leaders must often times make tough decisions. We recognize that decisions which are truly in the best interests of our members are not always popular. It is with the sincere interest of all members of CWA that we enthusiastically recommend adoption of the following 5 recommendations:

1. Establishment of Aid for Strikers/Public Workers Fund.
2. Payment Arrangements of the Aid for Strikers/Public Workers Fund.
3. Financing Arrangements of the Aid For Strikers/Public Workers Fund.
4. Purpose, Funding, and Payment Modifications of the Current Defense Fund.
5. Establishment of an Oversight Committee. Our recommendations are supported by the following information:

1. Establishment of Aid for Strikers/Public Workers Fund.

(In our Report, this Fund is referred to as the "Strikers Fund." Our current Defense Fund, which we recommend remain in effect, is referred to as the "Defense Fund." In circumstances where the Committee is referring to both the Strikers and Defense Funds, the terminology "the D&S Funds" will be used.)

This recommendation responds to your requests that regardless of need, some assistance be provided to all strikers who perform their strike obligation.

Payments from the Strikers Fund will replace the current food assistance payment provisions of our existing Defense Fund. Consequently, the Local committee will not be required to perform the unpleasant and difficult responsibility of establishing need prior to giving assistance from the Strikers Fund.

Your Committee feels that if assistance is to be granted to strikers regardless of need, some type of financial assistance for collective bargaining should be extended to our members in units that are legally restricted from striking. This could be in the form of public relations, political action, etc. Procedures for receiving this assistance are to be developed by the D&S Funds Oversight Committee whose formation is recommended later in this Report. We also determined that the financing and amount of payments from this Strikers Fund should be separate from our traditional Defense Fund. Payments from the Strikers Fund are limited to striker assistance and for collective bargaining support for Public Workers. Strikers Funds cannot be used for other purposes except by Convention action.

2. Payment Arrangements of the Aid for Strikers/Public Workers Fund.

Effective January 1, 1990, and subject to the resources of the Strikers Fund, assistance from this Fund is provided for the following expenditures:

A. A weekly payment per striker, after 7 calendar days of a strike, to those who apply and perform their strike obligations, will be as follows:

- \$55 per week to those whose basic weekly wage is less than \$400;
- \$65 per week to those whose basic weekly wage ranges \$400-\$600;
- \$75 per week to those whose basic weekly wage is greater than \$600.

Any pay received, i.e., vacation, sick payments, will negate a payment for the same week.

B. Major collective bargaining support for Public Workers.

For example, if the following strikes were to occur after January 1, 1990 based on current membership figures and wage rates, the pay-out from this Strikers Fund would be as follows:

AT&T - 125,000 Strikers

\$55 per week	26,300 strikers	=	\$1,446,500
\$65 per week	67,300 strikers	=	\$4,374,500
\$75 per week	31,400 strikers	=	<u>\$2,355,000</u>
			\$8,176,000 per week

GENERAL TELEPHONE of CALIF. - 16,500 Strikers

\$55 per week	3,465 strikers	=	\$ 190,575
\$65 per week	8,877 strikers	=	\$ 577,005
\$75 per week	4,142 strikers	=	<u>\$ 310,650</u>
			\$1,078,230 per week

NYNEX - 42,000 Strikers

\$55 per week	8,820 strikers	=	\$ 485,100
\$65 per week	22,596 strikers	=	\$1,468,740
\$75 per week	10,542 strikers	=	<u>\$ 790,650</u>
			\$2,744,490 per week

3. Financing Arrangements of the Aid For Strikers/Public Workers Fund.

The Committee considered several proposed alternative means of funding. As outlined in the Committee's Interim Report to the 49th Annual Convention in Miami, Florida, the proposals considered were as follows:

- a. A general dues increase.
- b. Allocate an amount from the International's share of current per capita dues.
- c. Allocate an amount from the Local's share of current per capita dues.
- d. Allocate an amount shared equally by both the International and Local unions from current per capita dues.
- e. Levy a special assessment to members or Locals.
- f. Allocate all or part of future per capita increases resulting from general wage increases to members.

In addition, several combinations of the above alternatives were also considered. For all the reasons stated in the Interim Report to the 49th Annual Convention, the Committee feels that the most effective way to attain our desired goals and objectives, is to propose a 1/4 hour increase to minimum dues paid by all members and agency fee payers.

Effective January 1, 1989, Your Committee recommends that the proposed Strikers Fund be financed by an increase of a 1/4 hour payment added to the current minimum dues structure.

Effective the dues month following the month the Strikers Fund balance exceeds \$200 million, the 1/4 hour per capita payment to the Strikers Fund shall be suspended and the monies collected allocated to the Locals.

The 1/4 hour per capita payment to the Strikers Fund shall resume the dues month following the month the Strikers Fund falls below \$150 million.

The Strikers Fund balance shall be monitored on the first business day of the month to allow advance notice to Locals of any change in allocations.

An increase of 1/4 hour dues, at the current average wage of \$12.15 per hour would generate approximately \$3 per member, per month. With our current 500,000 members and dues equivalents, this would generate approximately \$18 million per year to the Strikers Fund.

Implementation of the Strikers Fund payments need to be delayed until a sufficient balance can accumulate.

The Committee decided that a year delay was an acceptable period to allow monies to accumulate and still provide the quickest, possible use of the monies.

4. Purpose, Funding, and Payment Modifications of the Current Defense Fund.

The Committee recognizes that in many instances, especially during a long strike, the Strikers Fund payments may not adequately cover our strikers' needs. The Committee further recognizes that the Union must continue paying legal expenses in defense of CWA and provide some assistance to other labor organizations when they are involved in major labor disputes.

Therefore, the Committee recommends the current funding of \$.50 per member per month continue for the existing Defense Fund. Verifiable need must still be established to receive assistance.

The Committee further recommends the existing Defense Fund Rules be modified as follows:

- a. After thirty (30) calendar days of a strike, in the event that deferment of payments cannot be arranged, payments for rent, mortgage, fuel, utilities, and basic telephone service for primary residences only, will be authorized when there is a verifiable threat of eviction, foreclosure or termination of services.
- b. Coverage of all emergency dental and health care needs for strikers and their dependents.
- c. Payments for auto loans will be made after 60 calendar days of a strike, 1 car per striker based on verifiable threat of repossession.
- d. Minimal payments, only for the current period, on installment payments and credit cards after 60 calendar days of a strike.
- e. Non-strike-related items, i.e., legal expenses in defense of the Union and assistance to labor organizations.
- f. Additional collective bargaining support on behalf of our Public Workers.

Removal of the food allowance from the existing Defense Fund (effective January 1, 1990) will permit the Fund to provide additional assistance in the future, such as the payment of all necessary emergency dental and health charges. This will protect our members who are faced with the loss of company-provided health insurance coverages during a strike.

5. Establishment of an Oversight Committee.

There were numerous suggestions made to us that a Committee be elected to oversee the operations of the Defense Fund. The Committee agrees and therefore makes the following recommendation:

The Establishment of an Oversight Committee to monitor the administration of the Aid to Strikers/Public Workers and Defense Funds. The Committee shall consist of one elected representative per District with the D&S Funds Director as an ex-officio member of the Committee. The duties of the Committee and election procedures are as follows:

ELECTIONS: It was determined (by lottery) that the initial terms for the elected Committee members, elected in 1988 at the Convention shall be as follows:

3-Yr. Terms - Districts 6, 7, and 9

2-Yr. Terms - Districts 1, 3, and 4

1-Yr. Terms - Districts 2 and 13

These positions will stand for re-elections every 3 years thereafter. It was further determined that the Committee Chair should be elected by and from the elected Committee persons.

DUTIES: The Committee shall:

a. Establish initial rules and procedures for the Strikers Fund, subject to the approval of the 1989 Convention.

b. Be responsible to review receipts, disbursements, administration and investment of CWA D&S Funds.

c. Report to each regular CWA Convention.

d. Meet at least once each year and at the Convention.

e. Recommend changes and improvements in the D&S Funds Rules and/or the Administrative Rules governing use of the Funds as time and experience dictate the need for such changes.

f. Authorize expenditures from the existing Defense Fund for items not connected with approved CWA strikes by a two-thirds vote of the Committee and a two-thirds vote of the CWA Executive Board.

g. Emphasize the need for ongoing Defense Fund training and debt counseling which should be included in all Officer and Stewards training and Week-Long Educational Conferences.

We believe adoption of this Report will be a giant step towards providing CWA members' needs now and in the future. Our proposal will improve the funding and administration in a manner that will relieve many of the hardships a strike creates for our members, their families and the Local officers who administer the Fund. A strong Defense Fund will serve notice to all employers that we are prepared to aggressively confront the anti-union stance that so many of them have taken.

We will strengthen our organizing efforts internally, as well as externally, by better serving our strikers' needs. We also believe we have provided the needed flexibility to quickly respond to change. '

Furthermore, in response to your recommendations, the next printing of the Defense Fund Rules will also be made available in French and Spanish.

Also, the Committee thanks Assistant to Secretary- Treasurer Paul Anderson and Administrative Secretary Kathy Smith for the assistance they provided the Committee.

Included in Exhibit A of the report are the proposed CWA D&S Fund Rules with the changes developed by the Committee. It should be understood that some of the changes are only possible if the separate Aid for Strikers/Public Workers Fund is established.

...EXHIBIT A

PROPOSED CWA DEFENSE FUND AND AID TO STRIKERS/PUBLIC WORKERS FUND

Part I - Purpose of CWA Defense Fund and the CWA Aid

For Strikers/Public Workers Fund

CHANGE

A. The purpose of the Defense Fund shall be to provide relief to the Union's Locals, its members, officers and agents when circumstances arising out of labor disputes make such relief necessary. Further it shall be used for the defense of the Union.

NEW

B. The purpose of the Aid For Strikers/Public Workers Fund shall be to provide weekly monetary assistance to strikers and to provide financial assistance for collective bargaining to Public Workers, and other bargaining unit employees, who are legally unable to strike.

(In this Exhibit, the Aid for Strikers/Public Workers Fund shall be referred to as the "Strikers Funds. In circumstances where both the Strikers and Defense Funds are referred to, the terminology "D&S Funds" is used.)

Part II - Maintenance of the Funds

A. Per capita allocations to the Defense Fund became effective with dues refund checks issued during the month of September, 1952.

B. The Defense Fund was established and is maintained by a fifty-cent per capita per month allocation from CWA membership dues.

NEW

C. Per capita allocations to the Strikers Fund becomes effective with dues transmitted to the International Union for the month of January 1989.

NEW

D. The Strikers Fund is established and is maintained by a quarter hour per capita, per month allocation from CWA membership dues.

E. All revenue earned by monies in the Funds shall be placed in the respective Funds.

Part III - International Administrative Rules

A. ADMINISTRATION EXPENSE

1. Costs incurred by the International Union in connection with the administration of the Defense and Strikers Funds are to be paid from the regular administrative funds of the Union. These costs are expected to include such things as:

a. Bookkeeping and clerical costs.

b. Wages, salaries and travel expenses of International Union officers, representatives, employees and agents connected with receiving, investing, disbursing and accounting for D&S Funds monies and for other expenditures of a like nature associated with the administration of the D&S Funds.

c. Wages and salaries of Agents and Field Representatives appointed on a temporary or part-time basis at the time of strikes.

B. FINANCIAL REPORTS

1. Matters related to the D&S Funds at both the International and Local levels are to be included in all required financial reports of the respective levels.

NEW

2. A finance report of the D&S Funds income and expenses shall be made to each CWA Convention.

C. EXECUTIVE BOARD AUTHORITY AND RESPONSIBILITY

1. The Executive Board shall appoint a CWA Defense and Aid to Strikers' Funds Director.

2. The Executive Board may:

- a. Appoint such necessary full-time D&S Funds Agents as may be required by the CWA D&S Funds Director to aid in the administration and operation of the D&S Funds and to fix the salary payments thereof.
- b. Delegate authority to the CWA D&S Funds Director to appoint, on a temporary or part time basis, such Agents and Field Representatives as may be necessary at the time of a strike to assist in the administration and operation of the D&S Funds.
- c. By a two-thirds vote, establish conditions under which part time or total wage loss advances from the CWA Defense Fund may be made where Employer disciplinary action has resulted in suspension or discharge of members for alleged activities connected with a labor dispute.

CHANGE

- d. Authorize expenditures from the CWA Defense Fund for items not connected with approved CWA strikes by a two-thirds vote of the CWA Executive Board and a two-thirds vote of the Defense and Strikers Funds Oversight Committee.

3. The Executive Board shall:

- a. Supervise the activities of the CWA D&S Funds Director.
- b. Be responsible for the investment of suitable portions of both Funds.
- c. Constantly review the operations of the D&S Funds and the soundness of administrative rules governing the use of the Funds.
- d. Make changes and improvements in the administrative rules governing use of the D&S Funds as time and experience dictates the need for such changes.
- e. Provide an Educational Program to inform the membership and officers as to the purposes and provisions of the Funds.

NEW

- f. Report all actions relative to this Section to the D&S Funds Oversight Committee for review.
- g. Cause an annual audit of both Funds.

NEW

D. DEFENSE AND STRIKERS FUNDS OVERSIGHT COMMITTEE - COMPOSITION, AUTHORITY AND RESPONSIBILITY

The Committee:

1. Shall be comprised of one (1) elected representative from each District with the Defense Fund Director as an ex-officio member.

NEW

2. Chair is to be elected by and from the Committee.
3. Shall have terms of office of three (3) years with staggered terms.
4. Is responsible to review receipts, disbursements, educational programs, administration and investment of the CWA D&S Funds.
5. Shall make reports to each regular CWA Convention.
6. Shall meet at least once each year and at the Convention.

7. Shall establish initial rules and procedures for the Aid to Strikers/Public Workers Fund, subject to the approval of the 1989 Convention.
8. May recommend changes and improvements in the D&S Funds Rules and/or the Administrative Rules governing use of the Funds as time and experience dictate the need for such changes.
9. Shall authorize expenditures from the Defense Fund for items not connected with approved CWA strikes by a two-thirds vote of the Committee and a two-thirds vote of the CWA Executive Board.

E. CWA DEFENSE AND STRIKERS FUNDS DIRECTOR - AUTHORITY AND RESPONSIBILITY

Under the supervision of the Executive Board, the CWA D&S Funds Director is to administer the CWA D&S Funds and shall:

1. Direct the activities of the Agents and Field Representatives in connection with the operation of the CWA D&S Funds.
2. Devise methods and procedures for obtaining maximum use of the D&S Funds.
3. Furnish to the Locals such forms and instructions as are necessary for the proper operation of the D&S Funds.
4. Furnish information and assistance to the Locals, enabling them to develop an effective Community Services program within their Locals.

CHANGE

5. Assist the Executive Board and the D&S Funds Oversight Committee in their responsibilities to constantly review the operation of the Funds.
6. Approve, as required, expenditures which may be made at the Local and International levels.

NEW

7. Serve as an ex officio member of the D&S Funds Oversight Committee.

F. AGENTS AND FIELD REPRESENTATIVES - AUTHORITY AND RESPONSIBILITY

Agents and Field Representatives of the CWA D&S Funds Director shall:

1. Work under the direction of the CWA D&S Funds Director.
2. Within the principles and administrative rules governing the Funds, make decisions related to Funds expenditures in the area assigned. Such decisions may be appealed to the D&S Funds Director, but shall remain in force pending a decision and thereafter unless modified or reversed.

G. AUTHORIZATIONS AND LIMITATIONS APPLYING TO SPECIFIC EXPENDITURES FROM THE DEFENSE FUND

CHANGE

1. Expenditures for communications and postage expense incurred by the International Union and directly related to defense activity may be paid from the Defense Fund.
2. Expenditures for unusual additions to office supplies, printing, and things of that nature directly related to defense activity may be paid from the Defense Fund. Such expenditures require advance approval by D&S Funds Director.

NEW

3. Travel expense of officers, representatives, and employees of the International Union who are involved in operations directly related to defense activity may be paid from the Defense Fund when approved by the CWA D&S Funds Director.

CHANGE

4. Expenditures of Defense Fund monies for publicity purposes must be approved in advance by the D&S Funds Director.

H. LOCAL DEFENSE AND STRIKERS FUNDS ADVANCES

1. The CWA D&S Funds Director shall authorize the issuance of Local Defense and Strikers Funds advances for use in connection with an approved strike.

CHANGE

2. In general such advances will be issued in a timely manner to allow Local accounts to be established.
3. The amount of advance to a particular Local shall be determined by the CWA D&S Funds Director based on recommendations of the Agents, Field Representatives and the Vice President. Additional advances may be issued upon request from a Local.
4. Locals are prohibited from transferring any portion of their Local D&S Funds advances to any other Local.
5. Local D&S Funds advances are to be deposited and maintained in separate checking accounts designated "CWA ----- Local Defense Fund" and "CWA Local ----- Aid to Strikers Fund" and shall be kept separate from all other funds of the Local.

CHANGE

- a. These accounts must be established and maintained in accredited banking institutions.
- b. Checks drawn on these accounts must bear the signature of at least two officers as required for Locals under the provisions of the CWA Constitution.
6. Application for reimbursement of expenditures from the Local D&S Funds advances may be made when thirty percent or more of the working advances have been spent.

I. CONTROL OF DEFENSE AND STRIKERS FUNDS AT INTERNATIONAL LEVEL

1. The D&S Funds are to be used when circumstances arising out of labor disputes make such use necessary.

Whether or not circumstances are such as to make use of the D&S Funds necessary is a matter of judgment to be exercised at some given point.

2. The D&S Funds are to be administered by the Executive Board of the Union or its authorized agent in accordance with such rules as are adopted to govern use of the Fund.

The International Union will determine whether or not use of the D&S Funds are necessary in given circumstances.

Part IV - Local Administrative Rules

A. ADMINISTRATION EXPENSE

1. Any costs incurred by Locals in connection with the administration of the D&S Funds are to be paid from the regular administrative funds of the Local.
2. Operating within the principles and administrative rules governing the Defense Fund, Locals shall be responsible for strike preparation expense, recognizing the limits of the funds available. No costs for strike preparation by the Locals shall be paid from the

Defense Fund. Strike assistance information published by the National AFL-CIO-CSC should be carefully studied and tied in with the administration of the CWA Defense Fund.

B. USE OF D&S FUNDS ADVANCES BY LOCAL

When a strike has been authorized in accordance with the CWA Constitution and during the time a Local is actually on strike, or when a Local's members are off the job because of an existing strike which makes defense and aid necessary, it may pay for authorized expenditures from its D&S Funds advances, for the items as provided in Part IV. In cases of emergency, Locals may extend payments beyond the official termination date of the strike if advance approval in writing is secured from the D&S Funds Director.

CHANGE

C. AUTHORIZED STRIKE PROSECUTION EXPENDITURES FROM THE DEFENSE FUND

1. Necessary actual travel expense for strikers, stewards, representatives, officers and agents incurred in connection with strike activity.
2. Necessary common carrier fares or actual gasoline expenses where required for picket line maintenance.
3. Except for actual out-of-pocket expenses authorized under (1) and (2) above or strikers assistance approved under Section D of this article, no amount of money is to be paid to strikers as such, nor as compensation for picket duty or any other strike duty.
4. Duly authorized bail bonds as a means of protecting our strikers who, despite their desire to avoid untoward incidents, are sometimes forced unwillingly into situations beyond their control.
5. Subject to prior approval of the D&S Funds Director, Agents or Field Representatives, fines imposed by the courts or other legally constituted authority and legal aid.
6. Necessary placards, arm bands, handbills, picket line coffee.
7. Necessary medical and hospital expense incurred as a result of injuries received due to strike activity, or that portion of the expense not covered by insurance.
8. Necessary rentals on meeting halls and strike headquarters, over and above any rentals which normally would become due.

CHANGE

9. Necessary communications expense, postage and office supplies directly related to strike activity over and above that which normally would be required.
10. Any other item of strike expense that a Local may consider necessary for the prosecution of the strike will not be paid from the Defense Fund without prior approval of the CWA D&S Funds Director, Agents, or Field Representatives.

CHANGE

D. AUTHORIZED STRIKER ASSISTANCE EXPENDITURES FROM THE DEFENSE FUND

In order to protect our strikers from loss of shelter, utilities, home furnishings, cars, medical and insurance coverage, and fuel, Defense Fund monies shall be available subject to the resources of the Defense Fund and within the intent of the Fund principles. Before Defense Fund money is disbursed, assistance services of the community shall be exhausted scrounging committees must be utilized to the fullest extent. Members and Locals shall make every reasonable effort to arrange deferments or moratoriums on loans, deeds and notes from merchants, landlords and other creditors.

With these principles in mind, strikers may apply for Defense Fund assistance from their

Local under the following conditions and assistance may be authorized only for the items stated:

CHANGE

1. Strikers isolated from their home locations at the beginning of a strike are to contact the nearest CWA strike headquarters for information regarding transportation home which will be provided.

NEW

2. No Defense Fund money shall be spent for the direct assistance of an individual for the first thirty (30) calendar days of a strike.

CHANGE

3. Strikers may apply for necessary Defense Fund assistance for shelter (rent, mortgages, lodging), utilities (electricity, gas, water), basic telephone service and fuel during the first thirty (30) calendar days of a strike to prevent actual eviction or foreclosure proceedings or utility termination. Payment from the Defense Fund may be authorized only in the event that the deferment of payments cannot be arranged and only after thirty (30) calendar days of a strike. This provision applies only to a primary residence.

CHANGE

4. Strikers may apply for necessary Defense Fund assistance to prevent actual repossession of furniture, household appliances and/or one (1) automobile per striker after the first thirty (30) calendar days of a strike. Payment, if approved, will only be made after sixty (60) calendar days of a strike. Payments from the Defense Fund may be authorized only in the event that deferment of payments cannot be arranged.

CHANGE

5. Strikers may apply after sixty (60) calendar days of a strike for necessary assistance on installment and other recurring obligations. Such payments, if approved, shall be for the minimum amount due for the billing period.

CHANGE

6. The Defense Fund shall cover all emergency medical, surgical, optical, dental and hospital care needed during approved strikes.
7. It shall be the responsibility of the Local to make arrangements, if possible, to provide that all medical, surgical and hospital benefit plans remain in force for the duration of the strike.
 - A. Locals may seek International assistance where contacts with top company negotiating personnel may be needed.
 - B. Prior approval of the CWA D&S Funds Director will be required before premium payments may be made to continue such plans in effect.
8. The Local shall determine the necessity of granting assistance for prescriptions not otherwise obtainable for strikers or their immediate family. Payment for such assistance may be made by the Local from the Defense Fund subject to the approval of the D&S Funds Director, Agents or Field Representatives.

CHANGE

9. Approval of the CWA D&S Funds Director, Agents, or Field Representatives will be required before non-emergency hospital or doctor bills may be paid from the Defense Fund.
10. Payment will not be made from the Defense Fund for any other item of assistance that a Local may consider necessary without prior approval of the CWA D&S Funds Director.

NEW

E. ASSISTANCE FROM THE AID TO STRIKERS/PUBLIC WORKERS FUND

1. A weekly payment per striker, after 7 calendar days of a strike, to those who apply and perform their strike obligations will be as follows:
 - \$55 per week to those whose basic weekly wage is less than \$400;
 - \$65 per week to those whose basic weekly wage ranges \$400-\$600;
 - \$75 per week to those whose basic weekly wage is greater than \$600.Any pay received, i.e., vacation, sick payments, will negate a payment for the same week.
2. Major collective bargaining support for Public Workers (procedures for assistance to be developed by the D&S Funds Oversight Committee).

CHANGE

F. RESPONSIBILITY AND ACCOUNTABILITY OF LOCALS

1. A Local shall be responsible for all D&S Funds monies received and expended and all expenditures shall be properly vouchered and reported to the CWA D&S Funds Director, Agents or Field Representatives on forms furnished by the International.
2. A Local shall be responsible and held accountable for the D&S Funds monies that may have been disbursed by the Local in violation of Fund Rules or in excess of the amount advanced to it from the Funds by the CWA D&S Funds Director.

CHANGE

3. Each Local shall make a complete financial accounting of all Funds monies received and shall submit a final report to the Field Representative within ninety (90) days after the termination of a strike. The Local shall retain all supporting documents for a period of five (5) years.

NEW

4. All expenditures from the CWA D&S Funds shall be properly vouchered and reported to the D&S Funds Director on forms furnished by the International.

Part V - Local Defense and Strikers Funds Ground Rules

- A. Local Defense and Strikers Funds Ground Rules, issued by the CWA D&S Funds Director in accordance with the principles and administrative rules governing the Funds, shall serve as specific instructions to Locals for their operation of the Funds.
- B. Such instructions may be amended, supplemented or revised by the CWA D&S Funds Director from time to time as conditions and circumstances warrant.

USE OF COMMUNITY SERVICES

The successful conduct of any strike requires full usage of all facilities at hand. In recognition of this, the AFL-CIO has established its Community Services Committee. The program of these Committees dealing with strike relief, places special emphasis upon the use of the facilities and aid to be obtained from Community Welfare Organizations during strikes.

Organized Labor, including CWA, is a mainstay in the support of such community agencies, contributing through its memberships, millions of dollars annually. There should be no reluctance of any kind attached to the utilization of the relief facilities of these organizations during periods of economic stress, since we have helped to make them possible. Good sense, therefore, dictates that we first utilize these means wherever possible to alleviate suffering during such periods.

The CWA Constitution requires all Locals to establish Community Services Committees. Such committees are designed to meet the immediate health and welfare needs of the members for medical care, hospitalization, family and child guidance, legal aid, recreation and other services on the basis of need regardless of cause. Utilization of such assistance from community-supported groups is a part of our growing understanding of our place in our respective communities.

Since workers contribute generously to all such campaigns in time of distress, workers are entitled to receive the benefits therefrom and techniques have been developed to do so. Successful development of such a program within CWA should take a great burden off the Defense Fund and in many cases supplement expenditures from the Fund.

It is apparent, however, that we must extend our activities in this field on a year-round basis, in order to benefit properly in times of need. ...

SECRETARY-TREASURER BOOE: Mr. Chairman, the committee moves the adoption of the report and its recommendations.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Microphone No. 1, Delegate Beck.

DELEGATE AL BECK (Local 4302): President Bahr, I move that the Defense Fund Committee Report be referred for future study to a new committee to be elected this week, one from each district, and chaired by Secretary-Treasurer Booe. The oversight committee shall report to next year's Convention. (Applause)

PRESIDENT BAHR: You have heard the motion to refer the committee's report to a new committee, that would be elected this week, one from each district, to report back to next year's Convention. It has been seconded from the floor.

And it is debatable.

Let me get Delegate Beck back. I am sorry. He has five minutes to speak on his motion.

DELEGATE BECK: President Bahr, Brother and Sister Delegates, as I look around the room, I see there is a significant number of delegates that have an opinion on the report. Our committee has done a fine job for us, and we certainly appreciate what they have done.

As a seasoned delegate to these Conventions--this is my fourteenth--I think this might be an appropriate time for a motion to take a little bit more in-depth look at exactly what we are doing here in the area of dues and the Defense Fund.

I agree there is a window of opportunity for us to do something significant with our membership and our future, and I think this resolution to refer to committee would certainly be a wise step for us here at this Convention.

I would urge all of you to vote for this motion to refer to committee. That basically is my point, President Bahr.

PRESIDENT BAHR: Microphone 3, Delegate Hirsch.

DELEGATE WILLIAM HIRSCH (Local 7060): I rise in support of this motion, because this committee has put in a lot of work, and the thing they are trying to do is correct a report, but there are a couple of things, a couple of items, in the report that I cannot support. I cannot tell my membership that we have voted here to raise their dues. (Applause) And then tell them they can be on strike and not receive any of that money. How the hell do you do that? (Applause)

I am not saying this committee did not work hard. But, sometimes, when it is written down, and then you come along and edit it, it helps.

You have done a fine job with fine intent. I do not plan on sending a signal to the company that we are afraid of a strike. Damn, we will strike if we need to. (Applause)

But, there are some things in it you can't do. You can't say give to a defense fund, but you can't have the money when your kids are hungry. Don't do that to us.

I support this motion. (Applause)

PRESIDENT BAHR: Microphone 4, Delegate Rachell.

DELEGATE JAMES R. RACHELL (Local 4217): I rise in opposition to this motion, and, to answer my Brother's questions, how do you raise your membership's dues and then go back and tell them they can't have the money if they go on strike next year, you do it like we did: You tell the membership before you come to this Convention what issues will be coming before me as a Delegate, and get their input on it, so they know ahead of time what is ahead of them. (Applause)

One of the easiest ways for leadership of unions to pass the buck is to keep putting everything back to committee. It is about time, after two years of study by this committee, on the podium, that we took some action on this.

Let's get out of the 1950s and get to where we are now, the 1980s--this is 1988.

I urge you to vote against this motion. We need to take action now. We can't wait one more year.

PRESIDENT BAHR: Microphone 3, Delegate Rhodes.

DELEGATE HARTWELL D. RHODES (Local 1127): I rise in opposition to the adoption of this report and in support of this motion to refer to a new committee.

I view this report and its contents as written as nothing more than a dues increase, disguised as improved Defense Fund assistance for striking CWA members. (Applause)

There are no iron-clad guarantees that prevents money from being spent from this new so-called strikers' defense fund for virtually anything deemed appropriate by our Executive Board of our Union. Too often we have witnessed inappropriate spending from our current Defense Fund, completely unrelated to CWA members on strike or to real defense of our Union. (Applause)

Millions of dollars have been spent inappropriately in this manner, I believe.

Let's be honest. If we want a dues increase, let's call it what it is--a dues increase--and vote it up or down here. Let's not disguise it as strikers' assistance fund. If we want to establish a real strikers' assistance fund, let's put ironclad and unambiguous language in the rules for it, which guarantee that the money will be used for nothing but striker assistance. (Applause)

This proposed strikers' assistance fund contains no such guarantees. Therefore, I urge that this proposal be rejected, and I urge that this motion to refer to a new committee be adopted. Thank you. (Applause)

PRESIDENT BAHR: Microphone 4. Delegate Gray.

DELEGATE GAYLE H. GRAY (Local 4211): I agree that it is difficult to go to your membership and tell them that you want a dues increase for a strike fund that they will not be eligible for in the 1989 bargaining. But, if we propose to postpone this, the reason we are here discussing it today, with that kind of argument, is because we did not take action sooner. And that is our responsibility.

We should have stood up to that responsibility a long time ago. It is important that we recognize that Bell and AT&T are not the only members in this union any longer. The money that we put into this fund will be used for other people, that very well may have strikes during the time frame that this money would become available. We can no longer wait and keep postponing the inevitable. Our members deserve a fair shake. They cannot go on. They have gone on in the

past, and it is difficult to understand when you say they won't be eligible for anything, because they still have the same defense fund we have sat with since 1952. That will be there for them.

But, if we do not make the change now, we won't have anything better in the future.

I urge you to defeat this motion. We need to take our responsibilities seriously and raise the defense fund for our members. Thank you. (Applause)

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

DELEGATE BOB C. McCLANAHAN (Local 6012): I move to call the question. (Applause)

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

We are now voting on the motion to refer to a new committee, which would be elected this week, one from each district, chaired by the Secretary-Treasurer. All those in favor of the motion to refer indicate by raising your hand. Down hands. Opposed, by like sign. The motion to refer is carried. (Applause)

We have a very important message for a Delegate. Paula Spuryer, please call home or your local union. Urgent. Paula Spuryer.

Let me at this time, on behalf of all of us, thank the committee for the kind of job they did and the dedication to the cause that they demonstrated. (Applause)

I know they wish the next committee good luck. Are we ready to roll that film?

At this time I would like to introduce to the Delegates two more of our Union Builders, who are retired and are with us today.

Retired Executive Vice President Gus Cramer. Gus, would you stand up? (Applause)

And my former boss, Executive Vice President George Miller. (Applause)

Now please sit back and I think you will enjoy the film you are about to see.

... Showing of the very moving and stirring video presentation "We Stand Together" followed by prolonged applause and whistles and cheers ...

PRESIDENT BAHR: I can tell you, you had to be in Nacogdoches to really feel it. But we will be talking more about it tonight at the rally.

I would like to recognize-- just be patient. We are just running a little late--at the Privilege microphone, Phillip Ferrill of Local 6310, for the purpose of reading a letter to us from one of the pioneers who was in the film. He was 91 years old, was at the meeting 50 years ago, but unfortunately not well enough to accept our invitation to be with us today.

DELEGATE PHILLIP FERRILL (Local 6310): "My name is Jake Schacht. I am 91 years old and a life member of St. Louis CWA Local 6310."

Jake was one of the only two surviving people from the original convention here 50 years ago. He is also the first President of my local, which was formed 51 years ago. And he asked me to read this to the delegates here today.

"My name is Jake Schacht. I am 91 years old, and a life member of St. Louis CWA Local 6310. I attended my first organizing meeting in St. Louis in 1937, as well as many additional meetings and conventions. At each meeting, progress was made to build a strong union. The results speak for themselves.

"CWA affiliated first with the CIO and then later with the AFL. This affiliation served to strengthen their efforts. I thank the Man upstairs for letting me live this long enabling me to say,

Congratulations on your 50th Birthday." Signed Jake Schacht.

Thank you, Mr. Chairman. (Applause)

PRESIDENT BAHR: We have a number of important announcements so please stay with us.

Nominations for District 4 Vice President will take place immediately following the convention recess in Room MR-39 and 40 of the Convention Center.

The Telephone Platform Observers for tomorrow are: Hakim Abdullah, President, Local 1200
Dianne Dion, President, Local 9426.

The Invocation will be given by Reverend George F. Lundy, of Loyola University. His Escort Committee will be:

Sandy Richards, President, Local 1012.
Barbara Davis, Vice President, Local 2110.
Audrill Gallery, Secretary, Local 2336.
Ron Adams, President, Local 4270.
Mary Worth, President, Local 4800.

All of those delegates report to Doug Stearman, CWA Representative, District 3 at the Transportation Booth at the rear of the Convention Hall at 12:15 p.m. tomorrow.

On behalf of all of us, I want to thank the Telephone Observers for today. (Applause)

The Chair recognizes Secretary-Treasurer Booe now for some important announcements.

SECRETARY-TREASURER BOOE: I have a couple of lost and found items.

I have a camera cord that is kind of curled up, it looks like it is for a 35 millimeter, or a fancy camera. I have it at the platform or in the Emerald Room if somebody doesn't pick it up today, the Emerald Room of the Fairmont.

And I have a CWA 50th Anniversary National Legislative Political Conference folder that belongs to Jean Graham of Philadelphia. It can be picked up on the platform.

A number of announcements. All delegates should be sure to take all of their papers and belongings with them today and each day.

A reminder that tonight's Rally is at 8:00 p.m. in the Fairmont Hotel in the Imperial Ballroom, and the doors open at 7:00 p.m. There are not enough seats to handle everybody, so if you want a seat you had better be there early. We have crowded rallies.

The CWA COPE reception, COPE quorum reception is a membership only affair, and so if you are not a member you can sign up. If you are a member, we will see you there tomorrow evening.

Now, meetings. There will be a meeting of the newly- elected CWA Minority Caucus Executive. Board, including District Representatives at 5:30 p.m. They are going to meet in the guest's section seating, next to the stage.

I would also like to announce the results of the Minority Caucus elections that were held last evening. The results are: the new Chair of the National CWA Minority Caucus is Rudy Francis of Local 3410. The Vice Chair, Frank Sarmiento of Local 9509. The Secretary, Joanne Bell of Local 2336. The Treasurer, Tyrone McAdoo of Local 4004. The Assistant Secretary, Charles Tackett of Local 6326, and the Assistant Treasurer, Don Gathers of Local 2201.

The District Representative are:
From District 1, Carolyn Wade.
District 2, Willie Leggett.
District 3, Walter Andrews.

District 4, Bob Haynie.
District 6, Kay Samaripa and Claude Cummings.
District 7, Mary Taylor.
District 9, Gwend Johnson.

There will be an election meeting in District 3 tomorrow morning at 9:00 a.m. in the District 3 meeting room. That meeting will be immediately followed by a Bell South Meeting after that District Meeting tomorrow morning.

District 6, Tuesday morning at 8:30 a.m., will be meeting in MR-20 and 22. This is a change in time from a 9:00 o'clock meeting posted earlier.

The CWA Day Care Room, located in Room 16 of the Center, will be open tomorrow at 8:30 a.m. and will remain open until the convention adjourns for the day.

The shuttle buses will run Tuesday and Wednesday mornings starting at 7:30 a.m. until the start of the Convention at 12:30.

There will be an Upstate New York Tel-Plant Department Meeting Tuesday morning at 9:30 a.m. The location of the meeting is Convention Hall Room 26 and 28. It is for all Upstate Plant Delegates who are of the New York Plant Department. Election of the Bargaining Committee.

The District 4 Meeting Room. In the announcement that President Bahr made a few minutes ago, you might have noticed a change in the room. The change for District 4 will continue all week. The District 4 room will be changed from room 19 to room 39 and 40 here in the Center.

Immediately upon the close of this session, District 4's Delegates will proceed to Meeting Room 39 and 40 where nominations will be held for the office of Vice President of District 4. The District 4 Delegates should use the exit on the other side of the message board on my right--over here. The District 4 staff will direct you to the escalators that will take you to those meeting rooms.

The Retirees will have a meeting at 11:00 a.m. in MR-21 and 23. That is the Retirees.

And the last, but not least: The Manufacturing Bargaining Unit will meet tomorrow morning at 10:30 a.m., in MR- 17. It is for all Manufacturing Delegates.

That constitutes all the announcements.

PRESIDENT BAHR: Thank you, Jim. I hope to see all of you at the Rally tonight. We stand in recess until 12:30 tomorrow afternoon.

... The Convention recessed at five-fifteen o'clock, p.m. ...

TUESDAY SESSION

August 29, 1988

The 50th Annual Convention of the Communications Workers of America, AFL-CIO, CLC, reconvened on Tuesday, August 30, 1988, at twelve-thirty o'clock, p.m., President Morton Bahr presiding.

PRESIDENT BAHR: Would the delegates please take their seats. The Convention will come to order please.

We are pleased to have with us this morning to deliver the invocation the Reverend George F. Lundy, S.J., of Loyola University. Reverend Lundy.

REVEREND GEORGE LUNDY, S.J: Thank you.

Gracious God, we thank You for bringing us together. We thank You for the dignity of creation, the dignity that we express in our work, the dignity that we express when we

support our community.

We thank You for the resilience that You have given us to be able to carry on in times of rapid technology change. We thank You for the resilience You have given us to place new directions and new paths for the future.

We thank You for the gifts of our families, and we ask that during this convention we may set new directions which will support our brothers and sisters in other industries who will be facing the same kinds of changes that we are facing.

We ask Your blessings especially on this convention that we may indeed forge new directions for the future.

Amen.

PRESIDENT BAHR: Thank you, Reverend Lundy.

Is the Credentials Committee ready to present a supplemental report?

Since the chairman of the Credentials Committee is not on the platform, we will assume there is no supplemental report.

As you know, last night an election was held in District 4 for Vice President. As a result, we have the installation of that Vice President this morning.

We, the Communications Workers of America have built out of our own experience an organization which today stands as a great institution for justice. We have fashioned that organization, our Communications Workers of America, according to the great dictates of democratic traditions.

We have today taken upon ourselves a grave responsibility, a trust delegated to us by the thousands of men and women who work makes possible our Union. In keeping with the great tradition of our Union, we have held a truly democratic election.

We have elected to choose a leader who, throughout the years, has demonstrated by his ability, courage and devotion that he is well-qualified to fill the sacred trust that we have endowed upon him. He has, as his creed, our common faith, 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. He whom we have elected is dedicated to guide us in the never-ending struggle for industrial, social and political democracy. Our freely chosen officer will speak and act in our name. As this elected officer stands before us, he is a living symbol of our trust and faith and signifies our belief that he will act in accordance with the responsibilities of the high position we have bestowed upon him.

It is, then, in the name of the membership and of the sacred cause of free labor, that I administer this Oath of Office to our elected Officer, reverently asking our creator to look after him and care for him in the execution of his solemn obligation.

Will Vice President Johnson please come to the podium.

. . . Delegates had prolonged applause as Vice President Johnson came to the podium. .

PRESIDENT 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, and

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, orders, and regulations of the duly constituted authorities of the Communications Workers of America? Do you hereby pledge yourself to assist, to the fullest extent of your ability, your fellow Vice Presidents and the 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 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 the Constitution?

Vice President Johnson, please 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.

VICE PRESIDENT-ELECT ROBERT JOHNSON: I hereby, Robert Johnson, Vice President of Communications Workers of America, do solemnly swear, so help me God.

PRESIDENT BAHR: Will the officers, delegates, alternate delegates and visitors stand and bow their heads in silent prayer.

. . . Delegates arose and bowed their heads in prayer. . .

PRESIDENT BAHR: Let each of us in their own way, each of us in their own words pray for eternal guidance and the strength and will from Almighty God to do His work on earth.

Shall we pray.

. . . Delegates stood in silent prayer. . .

PRESIDENT BAHR: Bob, will you sign the Constitution

. . . Vice President Johnson signed CWA Constitution. . .

PRESIDENT BAHR: The Installation is now complete.

Brothers and sisters, I present to you the Vice President of District 4, Bob Johnson.

. . . The delegation arose and applauded at length. . .

VICE PRESIDENT-ELECT JOHNSON: Thank you. Thank you.

Morty gave me 60 seconds. (Laughter) So, first, I would like to thank the locals in District 4 for putting their faith in me. Secondly, I would like to thank the Executive Board and the President for putting their trust in me. And last, but not least, I want to thank this convention for building this great union.

Many years ago, in ancient times, the proudest boast a Roman had was to shout, "I am a citizen of Rome." Today, 2,000 years later, the proudest boast I have got is, "I am a member of the greatest union in the world."

Thank you.

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

PRESIDENT BAHR: It is now my pleasure to present to you Secretary-Treasurer Jim Booe for the Secretary-Treasurer's report.

SECRETARY-TREASURER JAMES BOOK: Thank you, Mr. President.

This past year has been rewarding in ways and frustrating in many ways, from my point of view: rewarding in the sense that despite the tough financial times we have managed to hold the financial line to the extent of at least reducing our deficit by about half a million dollars; and frustrating, extremely frustrating, in that we have not been able to achieve all of the goals of which I spoke in my report to you last year.

As I proceed through this report, I plan to highlight both the positive and the negative things that have happened, and to let you know what is being done presently in all areas of the Secretary-Treasurer's operations and responsibilities.

However, I would be remiss if I did not call your attention to a group of hard-working individuals that help me to do the job of the Secretary-Treasurer, for you and for our union. They are: Loretta Bowen, Director of CWA/COPE and Political Affairs; Lou Moore, Director of International Affairs and Activities; my three assistants, Eileen Brackens, Paul Anderson

and Bill Harwell; and the guy that kind of winds it all together and blends it, my Executive Assistant, Jim Gee. These are people who assist me and have been assisting this union for many years in running the Secretary-Treasurer's operation, and all of you should feel free to contact any of them directly for any kind of assistance that you might need from our shop.

Now to specific items.

The new headquarters building. For the past two years, we have been diligently searching for an opportunity to obtain a new headquarters building. This has been pursued on the basis of no added expenses or increased expenses to CWA and with an eye toward the future of developing an outside source of income for the CWA of the future.

Eight months ago, we were offered and have accepted an appropriate lease-purchase proposal which has been outlined in substantial detail in previous correspondence to all Locals. The ground-breaking has already commenced and we expect to be able to move into the new building in the spring of 1990.

On the Labor-Management Pension Fund. The Trustees of our Labor-Management Pension Fund have agreed in principle to a merger of our Fund with the ITU negotiated pension plan. We are confident that this merger will provide greater stability and excellent administrative services for our Fund's participants. And our target date for that merger is January 1 of 1989.

Regarding the Defense Fund. Fortunately, the last year there was limited Defense Fund activity. However, assistance was provided to strikers at the Degraff Hospital in District 1, and assistance was provided to many units and members in the sector, the Printing, Publishing and Media Sector.

Expenditures during the last fiscal year from the Defense Fund were \$1,882,099, and expenditures from January through July of this year have exceeded \$479,000.

Membership assistance program: In June, we in the CWA became the first major union in Washington, D.C. to develop an employee member assistance program. Through the cooperation of the D.C. Labor Agency and the unions, all of them representing our employees, we can now collectively deal in a systematic way to resolve those problems which cause so much human suffering and interrupt our work environment. We are hopeful that in the very near future, the principles of this program will be able to be extended to our employees who organize at other locations.

Equipment and supplies: A national contract has recently been negotiated with Xerox, which will reduce costs substantially to the national union. An interesting part of the contract is that it provides also for locals to participate in the contract if they so desire. The feasibility of similar arrangements with other vendors is being investigated.

Politics and CWA/COPE: The 1988 Presidential campaign, as you all know, has been in full swing for almost two years now. But unlike the 1984 campaign, there was no endorsement of a Presidential candidate by the AFL-CIO prior to the primaries and caucuses.

Under the aegis of the AFL-CIO's "Democracy at Work" campaign, CWA's policy was to get as many of our members as possible elected as delegates and alternates to the 1988 Democratic National Convention. That effort was very, very successful. It produced 81 CWA delegates and alternates and six members of three standing committees of the Democratic National Convention, a total of 87, which is one of the three largest in the AFL-CIO.

We had the professional polling firm of Lauer and Lalley of Washington, D. C. conduct a series of polls of our membership on the candidate preference and issues of concern. The first poll was conducted in June of 1987, and that poll revealed that although Michael Dukakis was not well known, he showed the strongest potential amongst our members.

In July of 1987 our CWA Convention Poll showed that Michael Dukakis was the first choice of our Delegates. They conducted another poll of our membership in March of 1988,

and that showed Michael Dukakis as the number one choice, as did the poll of our Legislative/Political Conference delegates on March 21, 1988.

All of those polls indicated that our members, who had supported Reagan, were in support of Dukakis in substantial numbers over Bush.

There are 33 U.S. Senate seats that are up in November. Eighteen are now held by Democrats and 15 by Republicans. Seven of those seats have been rated as marginal by the AFL-CIO COPE Senate Marginal Committee, and Loretta Bowen, our Political Director, is the Vice Chair of that committee.

All 435 of the U.S. House of Representatives are up in November, and 40 of those have been rated as marginal by the AFL-CIO House Marginal Committee.

Now, we had another excellent year with CWA COPE in 1987, but, rather than talk about that in this report, I will leave that for tomorrow afternoon, when we have the COPE Awards and have more to say about our performance at that time.

On International Activities, there continues to exist an essential need for union involvement in other parts of the world, where workers' rights are virtually nonexistent and basic human rights are violated on a daily basis, and your Union, the CWA, continues to be viewed as a leader because of its involvement in the international arena.

In countries where workers are plagued by injustices, CWA offers its solidarity and support. Over the past-year protests have been sent to top officials and leaders of countries, such as in El Salvador, where union leaders are being assassinated at the rate of one a month; to Haiti, where citizens were gunned down when they attempted to exercise their voting rights in a democratic election.

Protests were also sent from CWA to Nicaragua, Chile, Argentina, Canada and Malaysia.

CWA assisted the Postal and Telecommunications Workers Association of South Africa with numerous protests, messages and financial aid when four thousand of their workers were dismissed for engaging in strike activities.

CWA supports those programs and policies that are sanctioned by the AFL-CIO. Our activities include working closely with the Postal, Telegraph and Telephone International, the PTTI, of which President Bahr serves as a member of the Executive Committee.

We also participate in the International Affairs Department of the AFL-CIO; the American Institute for Free Labor Development, where President Bahr serves on the board of directors; the Labor Council for Latin American Advancement; the African-American Labor Center; the Asian-American Free Labor Institute; the U.S. Holocaust Memorial Council; the Committee in Support of Solidarnac; and the United Way International and others.

We continue to receive strong support from other unions around the world and in the United States for the Glenn E. Watts Cultural Center in the City of Jerusalem, which is a joint project of CWA and Histadrut, Histadrut being the National Committee for Labor in Israel.

But, violence in the past seven months in that controversial area of the world has somewhat restricted and hampered construction, pushing back the intended late 1988 completion. However, it is hoped that construction will again begin and that project will be concluded in the very near future.

CWA participated in three foreign exchange programs during the past year. On two separate occasions we hosted delegation from across the waters, one from the DPG, the Postal Workshop of Germany, and the other from the Zendentsu of Japan. Agreement was reached during the Zendentsu visit on the exchange of information on technological developments on a regular basis instead of restricting the fast-changing information industry information merely to the yearly visits.

A five-member delegation from CWA, including Ted Watkins, executive assistant to the

President; CWA Director of Political Affairs and CWA COPE Loretta Bowen; Nettle Walraven, Assistant to Vice President in District 3; Dodie Ditmer, the President of Local 4311 at that time and now a member of the District 4 staff; and President Bahr, traveled to Germany and were hosted by the German Postal, Telephone Workers for a week to ten days.

Representatives of CWA participated in PTTI activities this year in Kyoto, Japan, where there was a PTTI Executive Committee meeting;

In Santo Domingo, Dominican Republic, where the Inter American Advisory Committee meeting was held;

In Port Moresby, Papua, New Guinea, where the PTTI Regional Organizing Seminar was held;

And in Manila, Philippine Islands, where the PTTI National Seminar was held.

The ties with our Japanese counterpart unions have been significantly strengthened this past year, not only because of Zendentsu's successful exchange with CWA, but through the activities attended by President Bahr. President Bahr addressed both the Zendentsu and Denki-Roren conventions in Yokohama and Miyazaki City, Japan. President Bah also addressed the inaugural ceremony of Zendentsu's new office building in Tokyo when they opened that new building.

Other international activities that we have been involved in included an International Seminar conducted by Histadrut in Jerusalem, attended by President Bahr, Vice Presidents Easterling and Maulis and included "A Socialist Solution to Problems in Industrialized Countries," a seminar conducted by Histadrut of Jerusalem, George Kohl, CWA Headquarters; a two week exchange program, sponsored by the AFL-CIO and Histadrut, attended by Dave Prather, Vice President, Local 3204; a study tour of Central America, sponsored by the AFL-CIO, participated in by Rudy Mendoza of District 9 staff and Michael Malone, secretary-treasurer of Local 4340; a special fact-finding tour of Central America for the AFL-CIO, that was engaged in by Lou Moore, CWA International Affairs Director.

Another activity was a Trade Union Leaders Exchange Program, sponsored by the Japanese Institute of Labor.

And we had two representatives from District 2, Barbara Lephardt from the staff, and Bill Lewis, the Executive Vice President of Local 2336, along with Janis Boarman, an area Vice President of Local 1122, and John Loos of the District 1 staff.

Martin Griglak, District 13 staff, traveled to Taiwan and coordinated collective bargaining seminars for the Communications Workers there at the request of the Asian—American free labor institute.

Lou Gerber of our headquarters government relations staff participated in a NATO governmental invitation program and visited key NATO locations in Europe.

And Lou Moore, our International Affairs Director, traveled to Sao Paula, Brazil, to help to reorganize the Operation South America program along with the PTTI inter-American representative.

Lou also traveled to San Juan, Puerto Rico this year to help Bob Vasser and Larry Bennett of Local 3150 organize some AT&T employees who were located there in the islands.

Many of these dollars, it sounds like a lot of trips, but the dollars are put up by other outfits so we have an opportunity to participate in these international programs without having to pay the entire freight ourselves.

Operation South America: Operation South America is an independent program kept separate in order to retain its distinctive worker-to-worker, union-to-union concept. It is a voluntary program supported by contributions from locals in each of the Districts.

Operation South America monies go directly to the workers and the unions. It does not go through any government.

This method of financial support ensures that the worker-to-worker, union-to-union concept is preserved and maintained.

Now it was the travels of former President Joseph Beirne and Vice Presidents Ray Hackney and at that time Louis B. Knecht in South America that brought about the birth of Operation South America. They saw repressed countries ruled by tyrannical governments, they saw poverty and deprivation and they knew that the misery in which the workers lived would never change unless they received education and training and help informing free trade unions of the South America program is undergoing a major revision now due to CWA's recent restructuring of the Districts and the need to direct resources to prospective new projects where contributions will do the most good.

Lou Moore and Helcio Maghenzani, who is the PTTI inter-American Representative, have developed new targets for our assistance and each District is considering the new program and its objectives.

Now even though contributions of \$100 to \$300 a month don't sound like a lot in our economic terms, that assistance is vital and is greatly appreciated by our sisters and brothers in Central and South America.

The Ray Hackney Scholarship Fund. The Ray Hackney Scholarship Fund is now in its 23rd year. It does not seem like it could be that long since Ray was with us.

We have a total of 156 scholarships that have been awarded, 76 to recipients in the United States and 80 to recipients in the Central and South American affiliates of the PTTI. Presently, 45 students are using Ray Hackney scholarships to financially assist their educations. Ninety-six students have completed the four-year program; 47 from the United States and 49 from PTTI affiliates. Twenty-one students out of the total have dropped out of the program, unfortunately, and one student from a PTTI affiliate passed away during the program.

U.S. Congressman Larry Smith of Florida drew the names of 16 more Ray Hackney Scholarship winners on May 11, 1988. The eight winners were each awarded \$4,000, and the PTTI winners were each awarded \$2,000.

And now to dues processing. Since divestiture, a significant number of our members' employers have been periodically making changes in their accounting practices and reporting procedures in order to adjust to the new competitive markets in which they operate. These changes adversely affect our ability to process dues reports in a timely manner. This activity, when added to the problems caused by employer reorganization, major transfers of our members, especially at AT&T, our inability to properly fill personnel vacancies, the ITU merger, programming modifications, the calculations regarding bonus dues payments, the Associate Membership Program, and others, has unfortunately delayed the timetable that I announced for resolving our dues reporting problems.

I remain confident, however, that our objectives, although delayed, will be achieved in the very near future. Our most pressing dues problems are that we don't receive correct information from the employer. And the information that we do receive is not always in a format that is consistent and compatible with our membership dues processing system.

Consequently, it is obviously important that we continue to look for additional ways to improve the content, to improve the timeliness, and the accuracy of the information that we receive from the various companies. I believe that this can and will be accomplished by, first, better communications of our needs to the company representatives who can bring about essential changes; and, secondly, negotiating the necessary contract language that will require the employers to properly report dues information.

As an example of these efforts, with the help of President Bahr and that of Executive

Vice President Carroll, we were able to start high level communications processes with AT&T, which is the largest employer of our members. Eileen Brackens, Bill Harwell and I have met with AT&T labor relations representatives and, more importantly, with key high level accounting/payroll center personnel. These meetings are very encouraging and are producing results. We are keeping local Presidents, Secretaries and Secretary-Treasurers advised of our progress.

As a result of the progress with AT&T, I have asked my fellow Executive Board members to assist me in developing similar high level accounting and payroll contacts with other employers where we are having dues problems. Vice President Russo was successful in arranging a meeting with Bell South representatives. Our concerns have been positively received by Bell South. A follow-up meeting with Bell South representatives was held last week here in New Orleans. Vice President Parsons has arranged a meeting with Southwestern Bell representatives which will be held on September 13th, and Vice President Maulis is arranging a meeting to be held with U.S. West representatives in the very near future.

It is my intent to meet with the key accounting and payroll people in each of those companies to improve our communications about the transmittal of dues information and money, and to do it as soon as we can get the meetings arranged.

I have also requested all of those responsible for collective bargaining to make dues reporting procedures a high priority during their next negotiations. If we are to effectively process dues in the future, we must negotiate standard reporting procedures.

To resolve our dues processing problems in the CSI industry and other small units, I have asked locals and staff to make a special effort to have small unit employers agree to the dues deduction language that is contained in the Minimum Standards contract for the Telecommunications interconnect industry. Copies of the Minimum Standards contract were recently mailed to all staff and local Presidents, and are also available from my office.

Two of my assistants, Bill Harwell and Eileen Brackens, are now sharing the direct responsibility for the dues processing system. Eileen's knowledge of our system and Bill's years of field experience will further enhance the resolution of local dues problems, I believe.

I would once again like to thank my colleagues on the Board, the Vice Presidents, the District Vice Presidents, for their cooperation and support in providing the district dues coordinators. It is not a perfect system, but it is working. The coordinators, because of their background and hard work play a vital role in identifying and correcting problem areas regarding dues.

I am confident that the strategy I have outlined will bring about the changes that we need to eliminate the circumstances that have plagued us and caused dues processing problems for many, many years.

I ask and need your continued cooperation and patience.

Now, there are special Secretary-Treasurer's workshops that were scheduled this week. Two were held today and two will be held tomorrow; one at 8:30 and one at 10:30. I urge any and all Delegates who have questions about our dues and accounting procedures to participate in one of them. And I particularly urge that all Local Secretaries and Treasurers and Secretary-Treasurers to participate.

Dues accounting automation. During the past year, there were two major developments in our dues operations. One is the conversion of our main line dues system; and by the end of this week we will have 75 percent of our membership on the new system.

The second thing of major significance that happened was the implementation of the Printing Publishing and Media Workers membership dues system.

The first one is the main line dues system, a system now in operation for the majority of our large processing units. Most of our large units report dues via the tape-to-tape method.

The tapes that we receive from these units are processed through a series of programs that edit company reported information, match that information to our master file, and then generate changes in our master file accordingly.

These programs perform all of the dues accounting functions, balancing dues money reported to the money collected and calculate per capita and Defense Fund due to the International.

Manual dues report processing in the new system environment has been improved and enhanced by a series of on-line inquiry, update and report balancing programs. The amount of time required to process a manual report has been greatly reduced. 450 of our manual units are also now in production on the new system.

Some of the advantages that we realize from the new system are that it is a data base file structure, providing a systematic framework within which data can be logically arranged, economically stored and easily retrieved.

We are no longer a processing unit based system. We will now be able to find a member by social security number or name, regardless of processing unit. We will no longer drop and re-add a member when they transfer. And instead we will change their processing unit. A member will retain their membership status whenever they transfer under this system.

The new system provides on-line inquiry and update capabilities unavailable under the old system. This will enable us to process dues reports more timely and be more responsive to direct inquiries about a member's status.

We will also maintain in this system the full dues paying history of the member and they will be accessible through on-line inquiry.

Another advantage is the options available regarding the new H-166. The new H-166 gives four different formats for a Local to choose from so each Local can choose the format that they want and the sort sequence. We have enhanced our membership development reporting by interfacing our mainframe data to a PC-based system which will enable the Organizing Department to maintain direct control of the data included in distributed reports and create comparative analysis reports.

I am advised by our Organizing Director, Larry Cohen, that this has been very, very helpful in tracking exactly where all the non-members are.

In response to those Locals that want to take a more active role in the dues accounting process, the Local dues collection program for small manual report processing units was established. These Locals will be assisting us in the dues collection process by monitoring employers for proper and timely deductions and reporting to us on those deductions. Processing units with 50 or less dues payers with a single Local jurisdiction and manual dues reporting are eligible for that program.

Now, the other major thing that happened to us this year was the implementation of the Printing, Publishing Media Workers Sector dues system. Unlike our mainline system which is functionally a top down dues accounting system, it is instead a bottom up per capita reporting system. All the Sector Locals collect dues, some by check-off, but the majority by hand collection, and then report per capita to the International. Prelists are produced monthly by the International, and distributed to the Local Chapels. The Local Chapel Secretaries complete the prelist by reporting dues collected from each member, calculating and reporting sector and the national per capita mortality and CWA Defense Fund payments for each member.

Because Sector dues collection is completely different in functionality, and a four year transition period was established by the Merger Agreement, we did not want to further impact our main line system's development work by introducing the new system for the Sector. It was, therefore, decided that a completely separate PC network based system would be designed to perform the necessary processing at the International office for the

transition period.

In September of 1987, a Task Force was appointed by President Bahr to review the application calculation and collection of CWA per capita dues from sector members and prepare guidelines for the reconciliation of all variables in the ITU/CWA merger document. As a result of their findings and recommendations, and adoption by the Sector Council, a revised dues collection procedure was implemented effective with June '88 dues reporting.

COPE Income Accounting: The Federal Election Commission requires a monthly report on all CWA/COPE contributors that contribute more than \$200 per year. The COPE income accounting system that was implemented in the last year provides the detailed accounting capabilities that enable us to comply with the FEC reporting requirements. We also produce a monthly COPE H-166 and a redesigned, condensed Vice Presidents report. The COPE accounting system now interfaces with a PC based package for ledger processing.

Local Computerization: Our local computerization program continues to receive wide acceptance. The International program strategy calls for four major steps:

First, an inexpensive membership system for any size local that is called "MUMS," and is compatible.

Two, the transmission of membership changes called "MUMSLINK."

Three, a computer network for communications called "LABORLINK."

And four, an inexpensive accounting system for any size local. Locals representing 45 percent of the membership are now using MUMS. MUMS offers all locals an opportunity to manage their membership using a variety of today's micro computers. The CWA financing program and reduced hardware costs have provided an effective tool for even the smallest locals.

MUMSLINK offers improved data capture for MUMS locals. A toll free 800 support line was installed recently to provide better service.

LABORLINK is the soon-to-be-available computer network that will tie together all levels of the labor community. This service will give access to electronic bulletin boards and electronic exchange of mail.

The Four-in-One accounting package has been selected as an inexpensive general accounting solution for locals. The package has been enhanced to include a suggested chart of accounts and LM-2 reporting.

The National Grievance Tracking System, GRIT, Grievance Tracking and Arbitration Indexing, has been installed in districts and in the AT&T national offices. In the near future, we will be directing our attention to the installation of the National Arbitration Index. All grievances approved for arbitration will be included in the data base as well as summaries of all arbitration cases and linked to the Arbitration Index.

Each district office is now being installed with a Membership Management Package, MUMS, in conjunction with the Grievance Tracking Package, to provide the districts with a means to automate and manage district mailing files. It will also permit us to easily exchange data with the districts.

This MUMS software can also be used to manage and track districts' organizing campaigns.

Once again, all of us in the Secretary-Treasurer's operations deeply appreciate your continued cooperation and patience and understanding. The last few years have been difficult ones for all of us, but by working together and communicating better with one another, there is no problem that we can't overcome. And we will. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Jim.

Would the Resolutions Committee come forward please.

CHAIR WEST: If the delegates will please turn to Page 1 of the Resolutions Committee Report, I will read Resolution 50A-88-1, entitled "Economic Program for a Better Future."

Resolution 50A-88-1

ECONOMIC PROGRAM FOR A BETTER FUTURE

In this crucial Presidential election year, the U.S. is faced with a clear choice between two very different visions of the future of this country. One vision, supported by CWA, embodies the principles of economic justice and compassion which are measured by our ability to provide worthwhile jobs, improve our standard-of-living, train and educate our present and future work forces, and care for our most vulnerable citizens: the young, the elderly and the infirm.

The other choice places our future in the hands of individuals working toward narrow, selfish interests. This view blames the needy for their predicament and sees labor as a cost to be minimized in the production function. Over the last eight years, this approach has brought a decline in our standard of living, a decline in real wages, a decline in our competitiveness abroad, a transition from a creditor nation to a debtor nation and has raised our federal budget deficit to such a large amount that even with the most positive economic plans it will take years to pay off this debt. The damage caused to unions, to workers and to the needy is well-known. Less obvious has been the harm to business: business failure rates climbed to a post-Depression high during the 1980s and financial institutions have collapsed at an alarming pace.

Our union has always supported candidates and policies that encourage economic benefits for everyone, not just a privileged few. We support full employment objectives that would provide quality jobs with decent pay and benefits. This is based not just on a belief in fairness, but also on the fact that historically, programs of growth, expansion and opportunity have been the foundation of progress.

We see a future in which the diversity of our people combines with unity as a nation—a future where equal opportunity for jobs, medical care, education and training, and decent and affordable housing is available to everyone.

The narrow strategy for the future relies heavily on austerity programs—the belief that we must sacrifice even more in order to correct the errors of the past. Austerity programs insist that excessive consumption of goods and services must be reversed by slowing economic activity and income. While there is some truth to the economic axiom that Americans over-consume and under-produce, there is little agreement on the austerity solution. In fact, austerity threatens to seriously worsen our economic woes by causing a decline in living standards and restricting prosperity. In the United Kingdom, for example, austerity programs have caused high levels of unemployment and low wages.

*A Better Solution*Growth

To pull the U.S. out of its economic decline, we should encourage economic expansion—not austerity—both as a means of eliminating past debts and of creating opportunities for the future. A growth program involves stimulation of production, rather than cutting consumption (as the austerity school advocates). As one economist says, "You can't impoverish yourself into prosperity" By establishing new policies which emphasize investment and industrial development, the number of jobs will increase, living standards will rise and the nation as a whole will be in a far more internationally competitive position.

The growth plan, by increasing economic vitality, also can help wipe out our oppressive budget deficits. Just a one percent increase in the growth rate of our national economy will eliminate nearly all of our present deficit.

Consequently, we propose a five-part strategy for creating economic stability and opportunity for all:

(1) *Eliminate through tax disincentives the extraordinary waste of capital caused by paper entrepreneurship.* Stock manipulations, corporate raids, and needless acquisitions and mergers are responsible for the enormous surge in corporate debt, for the short-sighted horizons of American managers, for the loss of long-term investment capital and for the elimination of countless jobs. The only beneficiaries are junk bond peddlers and corporate raiders. By taxing these needless financial speculations, we can curb the tremendous waste of capital and raise government revenues for public investment.

(2) *Encourage growth in the long term through adequate public investment.* Budgetary priorities should shift from extremely expensive, quickly outmoded military weaponry to investments in education and public infrastructure that can support long-term growth rates. In addition, a sensible and fair tax policy should be installed to ensure adequate revenues without burdening the middle class. This combination of budget cuts and revenues not only will reduce the deficit but also will free up urgently needed funds for child care, training and education for workers, research and development and the like. The historical lack of such public investment has depressed productivity and private investment.

Related, we should pressure our allies to increase investment in their own defense systems, and reduce the U.S. contribution. Presently, we spend 6.4% of our gross national product on defense (including support for our allies), while Japan allocates only 1% and our NATO allies about 3%.

(3) *Establish a more active role for government in setting strategic goals and long-range plans.* Strategic planning by government can help private industry. It has been an important part of competitor nations' success, such as Japan. Accordingly, government should build business-government-labor cooperation in pursuit of strategic goals, including creation of permanent tripartite institutions for strategic planning and industrial revitalization. Government also should employ tax penalties to discourage capital waste, design investment subsidies to encourage growth and offer trade protection relief, among other activities.

(4) *Adjust U.S. trade practices to meet international trade realities.* Our trade practices incorporate a double-whammy of bad policy, in the name of "free trade." We offer little assistance to our domestic companies in exporting U.S.-made goods and services. At the same time, we ignore the targeted trade practices of other nations, which encourage exports to the U.S. and restrict imports from the U.S. The result is a historically high trade deficit, even in our leading edge industries. Since 1982, U.S. telecommunications imports have grown 440 percent while exports have increased only five percent. A better trade policy would provide temporary relief to industries under attack, would nurture emerging industries and would penalize countries that deny U.S. exports to their markets.

(5) *Create a new social contract between labor and management by revising the legal framework of collective bargaining.* The long range investment plans of a corporation, as well as the quality of a product or service, should be legitimate subjects for negotiation since both workers and management have a vested interest in future growth and success. The right of labor unions to organize workers should be strengthened and the increasingly common, destructive anti-labor practices of recent years should be ended. It is no accident that labor unions are more prominent in the economies of our major commercial rivals. In the long run, unions provide essential stability and organized structure for the development of labor-management cooperation. Conversely, exploitation of workers, union-busting and contention siphon valuable time and resources to destructive ends.

RESOLVED: That the 50th Annual Convention of the Communications Workers of America calls for a national economic program of growth and opportunity which rests on the fundamental notion that expanding the economic pie will be far more successful and productive than a program of austerity and economic restriction. This program shall include measures to ensure long-term public and private investment; to restrain wasteful stock market manipulations; to provide jobs at decent wages; to establish active business-labor-government strategic planning; to implement sane international trade policies; and to ensure

that labor and management can cooperate on equal footing, and

RESOLVED: That we will actively work for the election of candidates who are committed to implementing a positive program of economic growth, expansion and opportunity for all.

Mr. President, the Resolutions Committee moves the adoption of Resolution 50A-88-1, Economic Program for a Better Future.

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

. . .The motion was duly seconded. . .

PRESIDENT BAHR: It has been seconded from the floor.

Microphone No. 3, Delegate Kelly.

DELEGATE JOHN KELLY (Local 1033): President Bahr, Executive Officers, Distinguished Guests, Brothers and Sisters. For the past eight years we have seen the "haves" in America use every play imaginable, aided and abetted by the current administration, to further impoverish those already in need. As a matter of fact, the numbers of those who can't make ends meet, have swelled considerably.

How many of you out there have seen a friend or a relative lose a good-paying job? Our President Reagan boasts that unemployment is at historic lows. What he won't talk about are the hoards of individuals who have given up the search for a job. They are not even included in these statistics.

Let's face it, most of the increase in jobs he speaks of are in McDonald's and the like. You can't raise a family on the minimum wage, unless you steal a few burgers a day you probably can't feed yourself.

It's time to change the rules. The resolution you are considering outlines a clear-cut strategy for turning the tables on Reaganomics. We refuse to be "trickled on down" any more.

We built this country; our great grandfathers and great grandmothers whipped the Carnegies and the Mellons. Our mothers and fathers elected F.D.R. to get a new deal.

Well, brothers and sisters, here is the real deal. Say no to the Bushes and Quayles and any other plants and birds that they can throw at us. We want this country back. You had it too long. No more deregulations, sweetheart bankruptcy deals designed to break the unions. No more backing away from the aggressive prosecutions. No more tax breaks for the rich.

We have a plan. Say yes to jobs with dignity and justice. Say yes to a realistic minimum wage. Say yes to Fair Trade. Say yes to expansion as opposed to acquisitions. Say yes to child care, training and education for workers.

There is much more that could be said, but what I hope you will take with you after you adopt this resolution is the urgency of our task. We want a piece of the economic pie, and there is only one way to get it. Trim that Bush and clip Quayle's wings in the fall. We have to take back our country. Let's work together for American economic future.

Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Latham.

DELEGATE WILLIAM LATHAM (Local 2323): Mr. Chairman, members of the Executive Board, Brother and Sister Delegates, and honored guests, I stand before you today in support of this resolution and urge you to support this resolution in terms that our Acting President Ronald Reagan might relate to.

A recent film, "Wall Street," has a central character at a shareholders meeting explain that greed is good, that greed clarifies, that greed purifies.

I submit that corporate greed and government insensitivity are central to the sufferings that we and our brothers and sisters and our friends and neighbors have suffered during the years of Reaganomics.

My Brothers and Sisters, I urge you to support and pass this resolution. Let's put the era of voodoo economics behind us and let's move forward with the true, clear vision of our nation as it should be. Thank you. (Applause)

PRESIDENT BAHR: Since there is no other speaker at the mike, are you ready for the question?

All those in favor of Resolution 1 signify by raising your right hand. Down hands. Opposed, by like sign. It is adopted.

The committee.

CHAIR WEST: The Delegates will please turn to Page 3 of the Committee report. I will call on Committee Member Bill Sonnik to read Resolution 50A-88-2, entitled "U.S.-Canada Free Trade Agreement and Federal Elections."

DELEGATE SONNIK:

Resolution 50A-88-2

U.S.-CANADA FREE TRADE AGREEMENT AND FEDERAL ELECTIONS

The proposed U.S.-Canadian Free Trade Agreement, negotiated earlier this year by the conservative administrations of President Ronald Reagan and Prime Minister Brian Mulroney, poses a serious threat to CWA members in Canada and the long-term interests of workers on both sides of the border.

As noted by the AFL-CIO Executive Council in February, the agreement will do little to solve the serious trade problems between the U.S. and Canada. Instead, it will increase the capital mobility of multi-national corporations and enable them to operate more freely throughout North America, with less government regulation and accountability to workers and their communities. In our own Printing, Publishing and Media Workers Sector, this development will adversely affect employment levels in Ontario and Quebec, according to a recent report issued by the Canadian Federation of Printing Trades Unions, on behalf of its affiliated CWA, GCIU, and Newspaper Guild locals.

Throughout Canada, the Free Trade Agreement's goal of greater economic integration between our two countries will inevitably erode provincial labor laws and federal programs that benefit all Canadian workers. In most Canadian provinces, for example, CWA members and other trade unionists currently enjoy the protection of relatively strong workers' rights legislation which makes it easier to organize, bargain, achieve vested pensions, and secure pay equity. All Canadians are covered by a national health insurance program which guarantees cradle-to-grave medical care and eliminates private profit as the determining factor in health-care delivery.

If the Agreement is ratified this year by the national legislative bodies of both countries, there will be increasing pressure from the U.S. to reduce Canada's tax-supported, universal medical coverage on the grounds that it constitutes an "unfair subsidy" to Canadian business. Canada's heavily unionized, publicly controlled health-care sector will thus be threatened with "privatization" and penetration by the kind of profit-making hospital and nursing-home chains that have vigorously resisted unions in the U.S.

In addition, with the elimination of tariff barriers and resulting increase in competition between U.S. and Canadian firms, Canadian employers will soon be demanding the "Americanization" of Canadian labor law. Management will seek to weaken the workplace rights of Canadian union members in order to achieve greater "Competitiveness" with the

U.S. One result would be a labor cost bidding war' between different Canadian provinces—a no-win scenario familiar to workers in the U.S. where states frequently compete against each other for jobs and investment on the basis of their right-to-work laws, or weak worker's compensation and unemployment benefit statutes.

To defeat the proposed Free Trade Agreement, the Canadian Labour Congress (CLC) and its political ally, the New Democratic Party (N DP), have been conducting an aggressive, nationwide public education and protest campaign. Along with many other concerned citizens, CLC and NDP members are now demanding that the Muironey government call federal elections this Fall so the issue of "free trade" can be the subject of a national referendum in which Canadian voters will have the final say about the future of the Agreement.

RESOLVED: That CWA's 50th Annual Convention supports the Canadian labor movement's demand for immediate federal elections and opposition to the Free Trade Agreement. The Convention strongly urges CWA members to lobby both Canada and the U.S. against this agreement and to work for the election of parliamentary candidates who are opposed to the Free Trade Agreement and are committed to defending the pro-labor laws and social programs that benefit all Canadian workers and provide a much-needed model for reforms still being sought by labor in the U.S.

Mr. President, the Resolutions Committee moves the adoption of Resolution 50A-88-2, "U.S.-Canada Free Trade Agreement and Federal Elections."

PRESIDENT BAHR: Is the resolution seconded?

. . .The motion was duly seconded. . .

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

DELEGATE DOUGLAS W. GREY (Local 14030): I am delighted to be able to speak to the Delegates here today on free trade.

Mr. Chairman, I rise to support the resolution on free trade and thank the Resolutions Committee for recognizing this very important trade deal and the far-reaching effects it will have on people in both Canada and the United States. There has been a lot of debate in Canada regarding the MuironeyReagan trade deal. In the United States hardly anyone knows about the deal.

Do you know which country is your largest trading partner? It is not Japan. It is not Taiwan. It is not Europe. It is Canada.

We are your largest trading partner—\$150 billion worth—and you are ours.

Seventy-five percent of all trade today has no tariffs whatsoever between our countries. The fact is we have a lot to learn about each other. I am an advocate of international unions, so that when our enemies are out to destroy the labor movement with a free trade deal like this one, we can fight together to defeat them on both sides of the border.

Free trade sounds good. It is difficult to argue against it. It sounds the same as the term "right to work," and you know what "right to work" really means and how it has neutralized the labor movement and enslaved workers to low wages in the right-to-work states.

Neither country had a mandate to enter into this comprehensive trade agreement, which will so profoundly and adversely affect workers on both sides of the border.

This deal is not designed to provide prosperity for working people, but, rather, is designed almost exclusively to help big business by opening borders to them and, at the same time weakening the trade union movement.

This occurs when corporations decide to threaten to ship work to another country, as will be possible if the deal goes through, and for workers to take cutbacks and lower their standard of living.

Quite frankly, this deal will allow corporations and governments to pit workers in one country against the workers in another. Workers in Canada will come to believe the workers in the U.S. are their enemies, and vice versa. It is important to note that the trade deal itself has less than half of its contents devoted to the question of trade. This deal has been conveniently used to hoodwink workers in both countries. Corporations have succeeded, with the help of both our conservative governments, to put forward their agenda, which calls for more economic control and freedom to do as they wish in North America.

Your President, Ronald Reagan of North America, said the trade deal will lead us to a North American constitution. This deal means corporations have dual citizenship to move about freely, but workers that may be faced with a plant closure cannot move across the border to follow their job.

This deal will have the effect of holding back legislative and social gains as the jurisdictions competing for the same jobs will argue that these improvements will threaten their competitiveness. Likewise, improvements in labor standards and minimum wages will meet the same fate. They want a level playing field, not to the highest standard, but to the lowest.

Free trade fits in with the conservative agenda of deregulation, privatization and lower standards for working people. We are not anti-American. Most Canadians feel close to people south of the border. Most of us identify with the difficulties of American working people as they try to deal with Reagan and his henchmen and what they are doing to them.

We are merely saying that here in Canada we have opportunities and possibilities for building a strong and independent country.

I would like to read just briefly from a brochure—

PRESIDENT BAHR: You have one minute.

DELEGATE GREY: All right. I won't take but a minute.

"It's a bad deal. It affects health care, job loss, women in trade deal, energy and investment," Clayton Yeuter has said, and he was your negotiator. "The Canadians don't understand what they have signed. In twenty years they will be Sucked into the U.S. economy."

Your Congress has voted 366 to 40 in favor of the deal. Your Senate will be voting soon, and it would help if a copy of this resolution would be sent to them, urging them to let Canadians decide.

In summary, the effect of the U.S.-Canada Trade Deal will be like going to bed with a giant. Think about being in bed with the Chicago Bears' Refrigerator Perry. Who will roll over on to whom? You are right. Canada will roll south.

I am proud to be a Canadian. I am proud to be a trade unionist, and I am proud to be in your great union, the CWA. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Christensen.

DELEGATE BEV CHRISTENSEN (Local 14001): I am chairman of the Canadian Conference of CWA Locals. I am also a delegate from my Local in B.C., Local 868, of the Printing, Publishing & Media Workers Section, Local 14001, of CWA.

It is just under two years since Canadians came back into CWA membership, and we are already here asking for your help. Yesterday I sat here and heard someone refer to Margaret Thatcher as a clone of Ronald Reagan. Well, Canadians have their own clone of Ronald Reagan. First you elected Reagan, and then Canadians elected another Irishman, Brian Muironey, as our Prime Minister, to lead another conservative right wing national government in Canada. The first thing Canadians knew, Reagan and our Brian got together in Washington, and, would you believe it, they formed an international duet, to sing "When Irish Eyes Are Smiling." But they were doing something else in Washington. They were

cooking up a free trade deal, which will hurt workers in both our countries by permitting multinational companies to move work around between our two countries more frequently than they do now.

You heard yesterday that forty percent of Canadian workers are organized, and we are proud of that. But this agreement means much of this work, including government printing, will move to nonUnion shops in right to work states in the United States

If you do not believe me, let me tell you what our Minister of Finance said. He predicted that this agreement will result in the loss of half a million jobs in Canada.

Brothers and Sisters, let me put that into perspective for you. Given that the U.S. population is ten times that of Canada, that is the equivalent of the loss of five million jobs in your country. Think what that is going to do to us, the dislocation it is going to cause to families because of the loss of their job security.

One of the industries that would be hardest hit is the printing industry, in which most of your Canadian members work. Since Canadians joined this Union, we heard you point with pride to our strong labor laws and our universal health care policies. As a Canadian I always thought we would come here and help raise your labor legislation and health care programs to our level. Now we are in a situation in which our government-ordered universal health care system will soon be attacked by U.S. business as an unfair government subsidy. Imagine that. And our government and Canadian-based business will attack our labor laws because they can point to the cheaper labor available outside Canada.

Brothers and Sisters, I urge you to not stand idly by while our two countries put in place an agreement which undermines workers in both our countries, because when work moves from union shops in Canada to non-union shops elsewhere, nobody is going to win.

I want to make it clear. I am not opposed to a trade agreement between our two countries. I am opposed to this agreement, because it contains nothing to protect workers and concentrates instead on creating more opportunities for multinational companies.

CWA members in Canada are doing their part to oppose this agreement by working side by side with labor organizations, and the two Canadian political parties that oppose the agreement.

PRESIDENT BAHR: You have one minute.

DELEGATE CHRISTENSEN: That because of the election, which probably will be held in your country first, I urge you to support this resolution, so the resources of CWA can be used to educate federal candidates about the impact of this agreement and what it will do to workers in the United States and your Canadian members. (Applause)

PRESIDENT BAHR: Microphone No. 1. Delegate Graham.

DELEGATE BILL GRAHAM (Local 4302): Mr. Chairman, I move the previous question. (Applause)

PRESIDENT BAHR: The motion is to close debate. It is not debatable.

All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. Debate is closed.

We have Resolution No. 2 before us. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted, and, as Delegate Grey requested, Executive Vice President Easterling will see that a copy of this resolution goes to every member of the United States Senate prior to the ratification vote. (Applause)

The committee.

CHAIR WEST: If the Delegates would please turn to Page 4 of the Resolutions Committee Report, I will call on Committee Member Joanne Smith to read Resolution 50A-88-3, entitled "Tribute to CWA Women. "

Resolution 50A-88-3

TRIBUTE TO CWA WOMEN

Down through the years, CWA women have always answered the call.

Whether marching on the picket line, handling grievances, organizing, lobbying lawmakers, performing community service work or fulfilling administrative tasks, CWA women were—and are—ALWAYS THERE.

Not too many years ago, there was scant official recognition of this fact. Indeed, it was the prevailing view of society as a whole that a woman's place was in the home, raising her children—not competing with men for jobs in the workforce. The concept that women worked because they wanted to, not because they *had* to, was a cherished establishment myth.

CWA was an early leader in dispelling this myth and in giving recognition to the efforts and achievements of women within its ranks. Through the formation in 1974 of a CWA National Women's Committee and periodic National and District women's conferences since that time, CWA has actively encouraged increased participation of women at every level of our Union's structure. We can indeed be proud that CWA is in the forefront of the ongoing quest to fully enfranchise Labor Union women by according them the dignity, respect and equal opportunity to hold office that their efforts and abilities merit.

On the occasion of CWAs 50th Annual Convention, we honor a rank-and-file woman from each of our Districts for distinguished and dedicated service to our Union. It is our intent in so doing to honor all CWA women, past and present, who have served the best interests of our Union, the Labor Movement and the men and women we represent with loyalty, dedication and integrity.

RESOLVED: That the delegates to the CWA 50th Annual Convention honor the following award winners:

District 1 Jo Ann Diana, Local 1023
District 2 Elaine Harris, Local 2001
District 3 Linda Sutton, Local 3616
District 4 Linda Hinton, Local 4310
District 6 Bertha Van Sittert, Local 6325—Retiree
District 7 Ethel Hynes, Local 7777—Retiree
District 9 Lorraine Darrington, Local 9400
District 13 Rene Rupp, Local 13000, and

RESOLVED: That the 50th Annual CWA Convention recognizes with pride and gratitude the impressive and valuable contributions made throughout our history by all CWA women, past and present, rank-and-file, staff and officers; and that we pay tribute to their efforts, devotion and achievements which have so nobly advanced the goals of CWA and the Labor Movement, and helped build for all of us a better world.

Mr. President, the Resolutions Committee moves the adoption of Resolution 50A-88-3, Tribute to CWA Women.

PRESIDENT BAHR: The resolution has been seconded from the floor.

Microphone No. 3, Delegate Bailey.

DELEGATE LESTER BAILEY (Local 4310): President Bahr, Brothers and Sisters of this 50th CWA Convention.

I rise in support of Resolution 50A-88-3, Tribute to CWA Women.

After reading the resolution I could not agree more of the dedication and hard work of

CWA union women.

I am honored to talk for this resolution because after watching my own president work so hard and diligently, the greatest joy that I have seen on her face after knowing her for over seven years when she was selected by her peers as Woman of the Year for District 4.

Our own President Bahr stated the other day that some of his inspirations comes from his wife, proving the old saying—behind every great man there is a woman. (Applause)

It is time now for them to come forward and be recognized. Thank you. (Applause)

PRESIDENT BAHR: If I might just take the liberty, and I know my wife is sitting back there, she says—alongside of every great man, and not "behind." (Applause)

Microphone No. 3, Delegate Kines.

DELEGATE CAROL KINKS (Local 3902): Mr. President, Brothers and Sisters. Through the years CWA women have always answered the call. I wish to share with you a few achievements of CWA women.

In 1940 Cora Miller was instrumental in securing a \$2.00 per week raise for operators. A woman, a proven leader and negotiator.

In 1945 Mary Hanscom was elected District Director of District 1, the equivalent of today's District Vice President. In 1946 and 1947 she led the New Jersey telephone workers in their strike efforts. A great organizer in her time who related well to the men and women of that time.

Throughout the CWA history we can find women involved in many facets of union work, and they came from all areas of the country. To mention a few, Mary Gannon from the District of Columbia; Mae Mann from Indiana; Lena Trimble of Arkansas; Peg Kennedy from Pennsylvania, Fran Smith from Michigan; Marie Mingerson of St. Louis.

What did women accomplish, you might ask? Marie Demartini of California was instrumental in bringing the California telephone workers to CWA. In 1949 the first women were appointed to staff positions in this union. They were Lou Sobak from Indianapolis, Indiana who was appointed the Virginia Director, and Mary Dees from Tulsa, Oklahoma who was appointed International Representative in District 6. Because of Mary's labor involvement she was a nominee for the Oklahoma Women's Hall of Fame in 1987.

Helen Berthelot of Detroit, Michigan not only made history in our union, but in labor history in this country by being the first female lobbyist in the labor movement.

Those Locals here today from District 3 have a woman to thank for the bidding rights in our Bell contracts. Margaret Smith from Local 3514, Meridian, Mississippi, was the proponent of that achievement.

One of Louisiana's Congresspersons, Lindy Boggs, had a CWA woman at the helm in a successful bid for election in 1973. That CWA woman was Selina Burch Stanford.

The women and their accomplishments that I have mentioned are only a few of many that are a part of our rich history. Most of these accomplishments were achieved when the prevailing view of society was that a woman's place is in the home. But women have led the way not only in their homes, but also on picket lines, organizing drives, and lobbying our nation's lawmakers.

I hope you will join me in support of Resolution 50A-88-3, "Tribute to CWA Women," as we honor the 50th Annual Convention award winners for their valuable contributions made throughout our history by all CWA women past and present.

These awards are an encouragement for the women in CWA to forge ahead in the labor movement and advance the goals of CWA. After all, "A woman's place is in her union."

Thank you. (Applause and cheers)

PRESIDENT BAHR: On microphone 1, Delegate Riggs.

DELEGATE SUSAN RIGGS (Local 4322): Mr. Chairman, I move the previous question. (Applause)

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

All those in favor indicate by raising your hands. Down hands. Opposed by a like sign.

Debate is closed.

Before I take the vote, because of the kind of resolution this is, those who did not get a chance to speak, if your remarks are written down and you bring them over to the platform, we will see that they are included in the daily record.

. . . The following comments regarding Resolution No. 50A-88-3 were submitted to the stenographers for inclusion in the proceedings for Tuesday, August 30, 1988:

DELEGATE GLORIA TERRANOVA (Local 13101): Mr. Chairman and Brothers and Sisters: CWA women are coming to the forefront in our great union. With our membership becoming more populated by females, it is vitally important that women rise to the issues of tomorrow and have representation and a voice in the goals and objectives of CWA.

Our union will be greatly strengthened by our women actively pursuing those issues that affect them. So I encourage our continued effort to achieve justice for women in the workplace, and I respectfully ask this Convention to support this resolution.

Thank you.

DELEGATE MAXINE HOBODY (Local 9400): I rise in support of Resolution 50A-88-3. CWA has always been in the forefront of promoting women, supporting issues concerning women and issues of concern to women and holds the belief that women are a vital and major part of this great union. So it is with these ideas in mind that I urge the delegates at this convention to honor these women as representatives of all CWA women, past present and future, by adopting this resolution. Thank you.

DELEGATE CARLA FLOYD (Local 7901): I am speaking in support of this resolution. In honoring these women, we send a message that women are equal partners in CWA. By working together with our brother unionists to gain pay equity, job security, child care, safe and healthy working conditions and, most of all, Jobs with Justice, is the best tribute the delegates at this 50th Annual Convention can give to CWA women.

DELEGATE DICK WALLEN (Local 1020): I have had the privilege for the last several years of working with Joann Diana of CWA Local 1023. She abruptly was cast into the office of President with the sudden resignation of her predecessor.

She proceeded to computerize her local, merge 1024 and 1023, all this while running a 2000 plus man local covering 85 work locations and several contracts.

She has revitalized and rejuvenated the Commercial Marketing Bargaining Unit with her leadership skills, ideas and energy. She is a dedicated trade unionist and deserves this award.

DELEGATE DAVID NUCKOLS (Local 6325): President Bahr, fellow delegates, I would like to speak in favor of this resolution. Local 6325 represents a cross section of telephone workers. The female/male ratio is approximately 50/50. Our local executive board consists of 18 members, 12 of which are women.

I also have the privilege of representing the local in District 6 that has the woman who was selected for distinguished and dedicated service to our union. That person is Bertha Van Sittert. She retired from the company eleven years ago, but has remained an active member ever since. She is totally dedicated in promoting the union cause and building for a better tomorrow.

This shows the commitment and dedication that women are making and have made in the past in making this union the great union that it is. I urge that everyone support this resolution. Thank you.

DELEGATE STEVE MOSS (Local 2001): I rise in support of the resolution. I am presently serving my third term as President of CWA Local 2001. I have been very fortunate through these years to have had some of the most talented and dedicated women in District 2 and CWA to serve as officers of our local.

Today I am proud to stand before you and advise you that one of these women is our Executive Vice President, Mrs. Elaine Harris, who was selected and will be honored at this year's CWA District 2 Woman of the Year Convention.

With the vast number of job assignments and tasks that a local union receives and is charged with carrying out, I am of the solid opinion that if you want a job done and done right, CWA women have the talents and abilities to get it done. They possess the sensitivity to understand the needs of our members and the strength to fulfill those needs and solve any problem.

So it is with pleasure that I ask for your support of this resolution and echo the words "CWA women were, and are, always there."

DELEGATE MIKE BRANDON (Local 3616): Mr. President, distinguished sister and brother delegates: I am Mike Brandon. I serve our union in the capacity of Local President, 3616, Winston-Salem, North Carolina.

I speak in favor of adopting this resolution to pay tribute to CWA women, those unsung heroines of our union. Traditionally, men have enjoyed the recognition and visibility that often comes as a direct result of the unseen women in the trenches.

I have the distinct honor of having in my local Linda Sutton, the Women's Achievement Award recipient for District 3. Linda is a single parent, a widow, having raised two fine young men on her own. She has been a CWA member for her entire career at Southern Bell where she works as a Directory Assistance Operator.

In those 19 years she has served our union as a job steward, department rep and area vice president of operator services. She is the current Chair of our Organizing Committee, which has signed 75 new members since February. This represents a 20 percent increase in membership in six months.

Linda also serves on Community Services, Women's Activities, the Legislative Committee, Newsletter, and the Education Committee.

She is the Mobilization Coordinator for our local and has already trained 40 people on the one-on-one program. She is a delegate to the Central Labor Union and the current President of the A. Philip Randolph Institute, Winston-Salem Chapter. She is the OWL registrar for voter registration, United Way campaigner, volunteer work for battered women.

Linda, the other seven recipients and the thousands of CWA women like them need to be honored for their unselfish giving of their time and energy spent on promoting Jobs with Justice. Without their contributions and devotion, our union would not be what it is today.

Brothers and Sisters, please adopt this resolution and let's pay tribute where it has been long overdue.

Thank you. . .

PRESIDENT BAHR: All in favor of Resolution No. 3, indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause)

The Chair now recognizes at the Privilege Microphone, Delegate Flavin, who I assume wants to correct the record.

DELEGATE ROBERT FLAVIN (Local 1170): In all due respect to our sister from British

Columbia, talking against the Trade Resolution, I would like to point out to her that not all Irishmen or Irish women come from the same mold as Muironey and Ronald Reagan. (Applause)

So I respectfully point out to the sister that there are a lot of good Irish CWA members, including our Executive Vice President, John Carroll. Thank you. (Applause)

PRESIDENT BAHR: The record will so reflect.

It is now a distinct pleasure for me to introduce our next speaker. She captured the attention and the heart of America last month, with her electrifying, homespun, keynote address at the Democratic Convention. But this dynamic woman is no newcomer to the political spotlight. She is certainly no stranger to the labor movement. At the Democratic Convention she spoke so movingly about her one "nearly perfect granddaughter, Lily." Well, that grandchild is a testament to the kind of woman her grandmother is, and the kind of family she raised.

Lily's parents are both organizers for SEIU in Los Angeles and, at 16 months old, she is already a veteran of picket lines and Jobs with Justice rallies. She has even attended an average of two union meetings a week for the past year. Don't you wish every CWA member had a record like that?

Her political career has been distinguished and ground-breaking: When she was elected Texas State Treasurer in 1982, she became the first woman elected to a statewide office in Texas in 50 years.

Her commitment to bettering the lives of working people is well known throughout Texas. She is such a formidable force that there is no question that she has a bright political future ahead of her. I am certain that she will become even more widely known throughout the rest of the country in the coming years.

People who know our speaker talk about what a dynamo she is; that she possesses a tremendous and remarkable energy level. We learned that one of her secrets is that, like that great leader Winston Churchill, she has the amazing ability to catnap and wake up a few minutes later completely refreshed and ready to go again.

We have a special reason to be proud of our speaker: She is one of us. She is a card-carrying member of TSEU/CWA Local 6186, Austin, Texas. (Applause and cheers)

I am pleased and honored to present to you a great woman, a special leader with true energy, dynamism, heart and humor, who always puts her best foot forward, never in her mouth (laughter), Ann Richards.

. . . The delegation arose and extended a great ovation as the organ played "The Yellow Rose of Texas," and applauded and cheered as Ann Richards was escorted to the podium. .

PRESIDENT BAHR: Brothers and Sisters, Ann Richards. (Applause)

HON. ANN RICHARDS (Treasurer of the State of Texas): Thank you. Thank you.

Thank you, Morty. I want to say a special thanks to Noah Savant and Albert Bowles who picked me up at the airport so I didn't have to walk in. (Laughter) And I want to say a thank you to my old-time friend' Tommy Parsons, who is the Vice President of District 6. (Applause and cheers) He has been a good friend of mine and very helpful to me for a long time.

Well, I have to tell you that after a lifetime of going to union dances and apprenticeship banquets and Labor Day picnics, and standing in picket lines, it is a real honor to be invited to speak to the 50th Anniversary of the Communications Workers of America. And I thank you for that. (Applause)

I have never run a political race without the Communications Workers helping me, and I never would have won a political race without the Communications Workers. (Applause and

cheers)

Morty has already told you that my daughter and her husband are both organizers for the SEIU out in Los Angeles, and that Lily spends most of her evenings at "Justice for Janitors" meetings. (Laughter) And she is being raised right, just like her mama was. I hope all of you don't forget that the tradition of union organizing and the tradition of workers getting together begins when kids are very small. So be sure and take them with you when you go to the union hall. (Applause)

I am particularly proud to be one of you as a member of the Texas State Employees Union, Local 6186. I am delighted to be with my brothers and sisters and my fellow union members of CWA. Thank you so much for having me. (Applause)

We are going to talk straight today, okay? (Applause and cheers) We are not going to leave anything out.

I was so afraid that you might not get to hear a political speech today that I thought I might give one, if that's okay. (Laughter and applause)

But first, let me begin by telling you a little story. Some of you out there are old enough to remember Mae West. Now, Mae was a very attractive and voluptuous star, and Mae walked in one day and her friend was standing, looking at herself in the mirror, in a magnificent mink coat. I mean there was fur going from the shoulders to the floor.

Mae said to her friend, "Oh, honey," she said, "you just look gorgeous." (Laughter)

Mae's friend said, "Well, Mae, I met a man with \$10,000."

About six months to a year passed, and there was a big party and Mae walked in and she was wearing the most resplendent mink coat that you have ever seen. The pelts were just laying everywhere. And her friend goes up to her and says, "Well, Mae, you really look gorgeous. Did you meet a man with \$10,000?" And Mae said, "No, honey. I met 10,000 men with a dollar." (Laughter and applause)

Now, the moral of that story is that we women have always had to work a little harder and a little longer hours to reach our goals. (Laughter and applause) But we never really minded as long as we had the goal in sight. The goal for us is to defeat George Bush in November of 1988.

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

TREASURER ANN RICHARDS: And so you are going to have to make up one at a time what they are going to do with money. We are ready to do it, one after another, because we have had eight years of this Administration, and we women are ready, a dollar at a time, to get us a new outfit. (Laughter and applause)

George Bush tells us that he can pick up where Ronald Reagan left off. And the scary part is that he means it. (Laughter) You know, Bush and Reagan certainly have one thing in common, and that is a very, very bad memory.

Eight years ago, Ronald Reagan told us that government is the problem, and the way they are running things he is exactly right. While they were in charge, a record-breaking 110 federal officials were investigated, charged or prosecuted for wrongdoing and sleazy conduct in government—the worst record of any Administration in the history of the United States. (Applause and cheers)

They were in charge of the fight against terrorism, and then they sold weapons to the worst terrorist of them all, the Ayatollah.

They were in charge of the war against drugs, and then they go and plea bargain with the biggest drug dealing dictator of them all, Noriega. And all of a sudden you begin to question your own sanity, don't you; that you have these guys there on television telling you that they are fighting on your behalf, but then they are doing deals in the back room with the enemy.

Now we find out that that drug dealing dictator was on the CIA payroll all the time, and he

was earning more than the President of the United States.

Of course, as a woman, I understand pay inequities. (Laughter) But as an American, I think we ought to give the the President a little bit more and Noriega a little less, because he has more job security. (Laughter)

They were in charge of our environment and they tolerated acid in our rain, poison in our drinking water, oil on our coasts, needles and vials of blood on our beaches. They were the guys, you remember, I hope, that said "Trees cause pollution. Once you have seen one redwood you've seen them all." You remember that statement, don't you?

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These were the people that were in charge of civil rights, but they worked against the Civil Rights Act, and had a Justice Department that didn't even know the meaning of the words. (Applause)

This administration was in charge of the economy. You remember the campaigns, don't you: "Elect us. We are the conservatives. We are the ones that know how to manage money." But they ran up the biggest debt in the history of the United States, greater than all of the Presidents combined.

They increased our dependence on foreign oil. They let millions of good paying American jobs be stolen by foreign competitors. And now they have the audacity to come back and tell us that they lowered taxes.

Well, I don't know who they lowered them for because they didn't lower them for me. (Applause) Nor did they lower them for you. (Applause and cheers.)

Taxes in this country are up \$3600 for every American above where they were when Ronald Reagan took office. We have had more bankruptcies, we have had more bank foreclosures, we have had more economic disruption in this administration, and they have the audacity to come and tell us that they stand for peace and prosperity.

Well, at this rate, I have had about all the prosperity that I can stand. (Applause)

They act like the "Buy America" Program is a fire sale for the Japanese. (Laughter and applause)

I love it, don't you, when George Bush comes out and he is wearing a hard hat, to get his picture made for the newspapers, or to get on TV, because that is to show you that at heart they are with the working men? But then they have to be begged on banded knee and then threatened just to get them to support a notice of 60 days on plant closings for all American workers. (Prolonged applause and cheers)

I would just as soon they take those hard hats off and show me with action that their hearts are with the working people of America; show me with their votes, and show me with their legislative support.

They talk about full employment when they know that most jobs are low pay and dead end jobs, and the minimum wage is at poverty level in this country, and that no family could possibly

support a child at the minimum wage.

They tell us they have done such a good job, but no matter how you try you can't make a silk purse out of a sow's ear. (Laughter and applause) This has been the most anti-environmental, anti-labor, anti-civil rights, anti-woman, anti-middle class party in the history of this country. (Applause)

To remind you, tomorrow is the seventh anniversary that Ronald Reagan fired all of the PATCO workers. And don't forget that.

And now they want to wrap themselves in the flag and they want to talk about peace and prosperity, and they want to tell us that the real issue in this campaign is the Pledge of Allegiance. Well, give me a break. (Laughter and applause)

There isn't anybody that doubts that Michael Dukakis is a patriotic American and believes in the Pledge of Allegiance to the Flag of the United States of America. George Bush doesn't believe that, but you see, George is running for an office that nobody is going to appoint him to. (Laughter) All these offices, all of this rhetoric is going to be bound up in whatever they think is the most simplistic message that they can feed the American people in case they have forgotten what the real problems are.

Because you see, America's families have real problems. We want leaders who are going to do more than talk about it, who are going to work for us and not against us.

You take education. We know that most of the new jobs from here on out are going to require more than a high school education, and we know that right now 60 percent of our unemployed do not even finish high school. We know that we have a high school dropout rate that is as high as 50 percent in some urban areas of America.

And we know that if we want to put people to work and build a strong economy, education has to be the number one priority for us and for our children. And yet, they have cut the money for Head Start, for young people who are trying to catch up to start public school.

They tried to cut the school lunch program. Do you remember when President Reagan announced that ketchup was a vegetable? (Laughter)

They have tried to cut every major federal program that works in the public school system, and there is not a federal college support program in scholarships or loans that has not been ripped with reductions or eliminated.

In 1986, our national government spent 265 billion dollars on the military budget, and 64/z billion dollars on education. Now, we need a strong defense; don't get me wrong. Of all people, you and I want this nation to be secure. No one is questioning that. But they spent our hard earned money not to make us strong but to make a bunch of crooks rich. (Applause) And my friends, if they will cheat you when you pay, I guarantee you they will cheat you when they deliver the product. We cannot afford to have American soldiers depending on shoddy equipment. (Applause)

Now, I love it when they talk about national defense because we know the record of the tanks that don't work; of the bombers that won't fly. We might as well be arming our people with Tinker Toys for all the good that it does them.

But then when we have a bill that is going to provide money and is going to provide training to the men and women of our armed forces, just last month, what happens to it? President Reagan vetoed it. And the front line of our defense is the men and women who have to operate that machinery that they are dumping all of that money on, and they are the first ones that ought to be getting the support for our defense. (Applause)

I want to ask you, what good are all of those sophisticated weapons if you have a populous going into the army and the navy and the air force and the marine corps that can't even read the instructions to operate them?

You have to give our working people education so that they, in turn, can be a part of the

defense of this country. America's defense starts with good teachers. And if we can't educate our children and prepare them for good jobs and create those jobs and keep our standard of living from falling, then all of the weapons systems in the world will not defend America.

A nation without an adequate education or opportunity to advance, a nation that is divided by income and color and gender, a nation that lives beyond its means and borrows money from foreign countries to live is a nation that is vulnerable to aggression by arms or by economic superiority. And that is not the kind of nation that Americans want.

We want a nation that builds what is best in us. Americans, you see, are patriots. We know that there is no shortcut to the defense of human freedom at home or abroad. Americans are decent people, and we are not so busy taking care of ourselves that we fail to see the farmers and the ranchers in the midwest, whose future has turned to dust, who have lost their land, while we are importing more goods from foreign countries than ever before in our history.

We do not turn away from the homeless of Seattle, Chicago and New York, who are sleeping on grates on the sidewalk. We don't turn our backs on the children of South Texas who are playing in ditches where sewage drains.

And Americans are frugal people. We work real hard for our money, and we want government to respect our tax dollars.

We are fiercely independent. We want the freedom to live out our lives and make choices without censors in our classrooms, snoops in our bedrooms, and extremists in our courtrooms. (Applause and whistles)

Americans are picky. We insist on quality. We honor excellence, and we won't settle for second rate scores in schools, second class products on our shelves, and second best leaders in our government. (Applause)

We Americans believe in buying products that are made by American workers, driving cars that are built by American men and women, clothes that are made by American men and women, who work for decent wages. (Applause)

And we believe in buying telecommunications that are installed and maintained and operated by workers who are organized to represent and bargain on behalf of the interests of their work force.

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

TREASURER ANN RICHARDS: No matter what has been done to test our faith, we really still believe in ourselves. And we believe in the democratic process. We can produce leaders who do more than talk a good game, who are honest and who are forthright, and who know how to help us get this country back on the right track. And we have those leaders in Michael Dukakis and Lloyd Bentsen on the Democratic ticket this year. (Applause)

Now, I have delivered a pretty strong indictment of what has taken place in the last eight years, and George Bush, of course, has been a great part of that. At least he says he is. (Laughter) And this last month, even the President said he had. (Laughter) So I think it is important, not just to talk about what they did, but to talk about what Dukakis and Bentsen have done, because these are men with records of public service that prove that they are ready to lead this country into a new era.

With Michael Dukakis in charge, Massachusetts has created 300,000 jobs in the last three years. (Applause) Massachusetts has the lowest unemployment rate in the country, 3.2 percent, which looks mighty good to us in Texas right now. And I have to remind you that Texas has just gone through one of the worst economic periods since the 1930's, at a time when we supposedly had a Texan who was looking after our interests in the White House, who came out of the oil and gas industry and watched the oil and gas industry go under in Texas without lifting a hand on the federal government's part to help us. (Applause)

It is real important for you all who don't live in Texas to know that people who live in Maine

and have a hotel room in Houston, in Texas are called tourists. They are not called Texans. (Applause and laughter)

Michael Dukakis in Massachusetts has created a training program which has gotten 38,000 workers off of welfare and into productive jobs. He pushed through legislation which guarantees every citizen of Massachusetts access to health care. (Applause) And through his efforts, Massachusetts has established 46 child care centers for state employees, and has worked with the private sector to develop affordable day care centers with adequately trained staff all over the state.

You see, with Michael Dukakis in charge, Massachusetts has increased its police force by 1,500 officers, has decreased drug abuse among the school children, and has cut the crime rate by 13 percent, has the lowest murder rate of any industrialized state in the nation, and George Bush has the audacity to say that he is soft on crime. (Applause)

Now, my good friends, Lloyd Bentsen is the son of a Texan. He is a Senator who is respected by his colleagues, whose qualifications are unquestioned, who is a leader in national and international finance. He pushed through tough trade legislation, legislation that is going to give us a fair shot at an equal playing field to compete with foreign countries.

He sponsored the catastrophic health care legislation that insures medical care for the elderly who suffer from long-term illness. And in contrast, my fellow workers, we have on the Republican side a young man who is not even dry behind the ears. (Laughter and applause)

Now, I don't take it away from him just because he is young. When I was 41 I thought I knew everything too. (Laughter) But if you were to devise any program or any system or any question that you wanted advice on from the federal government, my guess is, when the list was put together Dan Quayle would be at the bottom of it, not anywhere close to the top. (Applause)

I don't have to tell you that I don't care whether he is good looking or not. I might have when I was younger. But if they were going to pick Robert Redford, I'd want the real thing. (Laughter and applause) Because the real Robert Redford's politics are a whole lot better. (Applause)

Michael Dukakis and Lloyd Bentsen have records that show that they care about American families, about real people and real problems, and that they can solve them. We are ready for that kind of leadership.

You know, most of us do our best political thinking at night when the kids are asleep and the house is quiet, and the events of the day begin to replay in our minds. That is when we think about the guy in the grocery store parking lot this afternoon with a sign that said, "I will work for food." That is when we think about our kid's friend at school who was picked up with drugs. That is when we think about the family down the street whose 30-year-old son has just moved back in, just until he gets back on his feet.

That is when we think about our parents, and we wonder if they are going to make it on their social security, and if the health care system will be enough.

That is when we think about a baby in our town in the front page of the paper that was born with Aids.

That is when we think of our kids going to college and wonder how we can handle a tuition bill that is the size of a mortgage.

That is when we think about good old Joe who just got laid off because his firm couldn't compete with the Koreans. And when we realize that our neighbors share those same quiet nights of concern and personal worry, that we think to ourselves that something is not right, that something must be done. And that our needs are pervasive in this country. And I think that's what this election is really all about.

Because, you see, we Americans know that we can do better. (Applause)

And I came here today to ask you, will you help me?

. . .Cries of "Yes". . .

TREASURER ANN RICHARDS: Will you go out in your neighborhood? Will you make those telephone calls that turn out those voters on election day? (Applause)

Will you register your membership to vote and everyone in their family, and then will you get them to the polls when election day comes?

Will you talk to the people in the coffee shop and the elevator operators and the taxi cab drivers and the guys in the parking lot and the people in the grocery store, and tell them that America can do better, and that you are going to see to it that we turn America around and take it back to American families and American workers in November, and we are going to do it with Michael Dukakis and Lloyd Bentsen and the Democratic ticket.

Thank you very much.

. . .As organist played "The Yellow Rose of Texas" the delegates clapped in unison. . .

PRESIDENT BAHR: There are two candlesticks here, Steubenware, made by union craftsmen in Corning, New York.

TREASURER ANN RICHARDS: That's great, thank you. (Presentation—Applause)

PRESIDENT BAHR: The last one was affiliated with the AFL-CIO, and we would like you to have this as a token of our love and appreciation for all you are doing.

TREASURER ANN RICHARDS: Thank you.

PRESIDENT BAHR: And, as a little memory piece, for one of those evenings when you sit around when the house gets quiet to think about all the old friends and new friends that you have here today, and with our commitment that we are going to be out in the trenches with you every hour of every day from now until November 8, and then see you in Washington, D.C. on nomination day.

TREASURER ANN RICHARDS: That's great. Thank you all very much.

. . .The delegation arose and applauded at length. . .

PRESIDENT BAHR: Let me thank the Escort Committee, who I know needs no thanks from this body, for having had the distinct honor of presenting our speaker to us. But they are, for the record:

. . .As each member of the Committee was introduced, as follows, the delegation responded with

a single clap of recognition:. . .

Gloria Parra, President, Local 6143.

Dally Willis, Local 6127, Retired, Representing TPLC.

Wayne Smith, President, Local 6186.

Carroll Magee, Secretary, Local 6215.

Priscilla Brown, Executive Board Member, Local 6201.

Mary Sandoval, Steward, Local 6171.

Cynthia Driskill, Executive Board Member, Local 6222.

Maxine Golightly, Executive Vice President, Local 6118.

Dorothy Bartlett, Secretary-Treasurer, Local 6203.

Mary Dooley, Secretary, Local 6228.

Florence Clopton, Secretary-Treasurer, Local 6132.

Albert S. Bowles, Administrative Assistant to
Vice President, District 6.

T. O. Moses, Assistant to Vice President, District 6.

Thank you all.

Would the Finance Committee make its way to the platform, please. While they are making their

way to the platform, let me introduce to you some of the foreign guests who are with us.

The first one I will skip because he will be speaking in a short while.

Helcio Maghenzani, Inter-American Representative, Postal, Telegraph and Telephone International,

Sao Paulo, Brazil.

Rodolfo Benitez, Regional Director, Postal Telegraph and Telephone International, Panama.

Angel Bucci, Regional Director, Postal, Telegraph and Telephone International, in Argentina.

Akira Yamagishi, President, of Zedentsu, a dear friend of mine, from Tokyo, Japan.

With him, the Chief of International Affairs of Zedentsu, Mr. Kamoshita San.

Another good friend, the interpreter for Zedentsu, Mr. G. Kondo.

Nabor Zuluaga, President of the Telecommunications Federation of Colombia.

And a man who deserves the admiration and respect and support of this Union, who is struggling to build a union in the worst of conditions, who braves the police, bullets, arrest and every other harassment, Hernol Flores, President of the Postal Workers Union of Chile.

Aldo Serrano, the Light and Power Union of Argentina.

And Keith Archer, the President of the Bahamas Communications and Public Officers Union, in Nassau, the Bahamas.

We are so pleased to have all of you with us. (Applause)

Now let me introduce the members of the Finance Committee. I have a Delegate at Microphone No. 1, Delegate Beck.

DELEGATE BECK (Local 4302): Mr. Chairman, the Finance Committee and Fellow Delegates, I would like to move at this time, in the interest of expediting these convention proceedings, that the Finance Committee refrain from reading their report in its entirety and go directly to the motion to accept. Thank you. (Applause)

. . .The motion was duly seconded. . .

PRESIDENT BAHR: You have heard the motion, seconded from the floor. Any discussion? The Delegate has five minutes, if he chooses to speak on the motion.

DELEGATE BECK: Mr. President, within the spirit of the motion, I would only say that the motion speaks for itself, and we all have had an opportunity to review the subject matter, and I would recommend each Delegate vote for this motion's acceptance Thank you.

PRESIDENT BAHR: Seeing no delegate at any microphone, all those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. The motion to dispense with the reading is adopted.

. . .The Report of the Finance Committee was included in the proceedings as follows:

June 30, 1988

Dear Colleagues:

The Finance Committee for the 1988-89 budget year met in Washington, D. C. at the National Union's Headquarters Building from June 26 through June 30, 1988. The Committee received and reviewed the Report of the Strategic Planning and Budget Review Committee which was adopted by the Executive Board.

All of the financial books, records and reports of the Union were made available to the Committee. We met with the independent Certified Public Accountants, KRMG Peat Marwick Main & Co., to review their auditing functions for the Union. The auditors' examinations are made in accordance with generally accepted auditing procedures as they consider necessary. In their opinion, their statement presents fairly the financial position of the Union.

As you recall, last year we projected that our membership figures would continue to decline. This year, the Committee took the optimistic view that our membership figures should stabilize during the 1988-89 budget year. While there will be some losses because of manufacturing changes, attrition, and technological advances, we are, however, confident that these losses will be offset by our internal and external organizing efforts.

Therefore, if our membership does remain stable and we experience the level of income we estimate the various bonus-incentive awards should generate, our overall income will be slightly higher than we currently are experiencing.

This projection is made independent of the PPMW Sector membership. The 1988-89 projected income for the Sector is based on the average income received since the merger.

Even though we project a small increase in our income, we must continue to curtail spending. It will become apparent as you study the Report that some of our expenses, such as postage, rent and utilities, and major increases in insurance and hospitalization continue to rise at an alarming rate regardless of our membership figures.

The Committee also discussed a number of proposed plans and procedures that could result in dollar savings to the Union in areas of escalating costs. The primary example of this is the Union's legal expenses. Major cost-savings changes are already underway through the direction of President Bahr and the Union's General Counsel. The Committee this year also made a number of suggestions to help accommodate this process.

Although the Strategic Planning and Budget Review Committee and the Finance Committee do not recommend a dues increase at this time, it is obvious that even with continued cost-conscious and selective financial management revenues may not be forthcoming to meet expenses without exceedingly painful and dramatic cuts in some parts of our operations.

Considering all recommendations, as well as our evaluation of the requirements of the Union, we have developed the budget which is presented in Exhibits A and 1A of this Report.

Our Report and recommended budget are included herewith for your consideration, and we urge your support and approval.

In unity,

Burne Hill, Chair (Local 4340)
Willie Leggett (Local 2300)
Betty Diamond (Local 3122)
Philip Ferrill (Local 6310)
James B. Booe (CWA Secretary-Treasurer)

**REPORT OF THE
FINANCE COMMITTEE
to the
50th ANNUAL CONVENTION
COMMUNICATIONS WORKERS OF AMERICA**

GENERAL FUND

For the Fiscal Year ended December 31, 1987, Income had exceeded Expense by \$2,159,594. The Fund balance as of December 31, 1987, reflected a deficit balance of (\$91,017). A more up-to-date financial report will be prepared and distributed to all Delegates at the Convention.

OTHER FUNDS

The General Fund provides for the ongoing operations of the Union and, in addition, other earmarked funds are set aside for special purposes. Those funds and their balances as of December 31, 1987, the latest figures available, are as follows:

(1) Building Fund	78,166
(2) Operating Reserve Fund	4,381,895
(3) District Organizing Alloc. Fund	414,154
(4) Citizenship Fund	(21,463)
(5) Defense Fund	13,176,970
(6) Cont. Rpt. & Ratification Fund	472,947
(7) Information Mgmt. Systems Fund	149,847
(8) Pension Fund—Reported on annually by the Auditors, will be reported at the time of the Convention. As of March 31, 1987, The Fund balance was.	114,941,648
(9) Plant Fund (Fixed Assets Acct.)	14,560,596
(10) Automobile Fund	34,037

BUDGET EXPERIENCE

GENERAL FUND

Budget and Income experience related to Expenses over the past several years is demonstrated by the following:

(1)	1985-86 Budget Year (see detail Attachment No. 3)
	Budget ----- \$58,135,465
	Income-----58,367,214
	Expenses -----60,982,246
	Expenses exceeded Budget -----2,846,781
	Expenses exceeded Income-----2,615,032
(2)	1986-87 Budget Year (see detail Attachment No.3)
	Budget -----57,975,939
	Income-----60,782,508
	Expenses -----57,015,023
	Budget exceeded Expenses -----960,916
	Income exceeded Expenses -----3,767,485
(3)	1987-88 Budget Year (see detail Attachment No. 3)

(11 months actual and 1 month projected.)

Budget -----	57,639,230
Income -----	55,021,858
Expenses -----	59,103,731
Expenses exceeded Budget. -----	1,464,501.
Expenses exceeded Income -----	4,081,873

(4) 1988-89 Proposed Budget (see detail Exhibit A)

Budget -----	60,883.887
Anticipated Income less Affiliation Dues -----	60.883.887

AUDITORS' REPORT

The Independent Certified Public Accounting firm of KMG Peat Marwick Main & Co. currently performs an annual audit of the Union's financial records. It should be noted that the Union's budget year runs from July 1 to June 30: the Union's fiscal year, upon which the audit report is issued, runs from January 1 through December 31.

The Committee met with a representative of KMG Main Hurdman and questioned him regarding their examination of the Union's financial records. We are satisfied that their examination was made in conformity with generally accepted auditing standards and that the audit report presents fairly the financial position of the Union.

GENERAL COMMENTS ON ACCOUNTS

This Finance Committee will, as have previous committees, comment on numerous accounts in the proposed budget. This is done for the purpose of highlighting specific items to the Local Presidents and Convention Delegates.

This year, the Committee agreed as a rule to embrace the Strategic Planning and Budget Review Committee Report, as adopted by the Executive Board at their meeting on March 21, 1988.

CITIZENSHIP FUND

The purpose of this Fund is to allow CWA to respond to the civic affairs, programs and activities dedicated to the welfare of all citizens. CWA continues to be the "Community-Minded Union", recognizing the leadership role we have always assumed. It is the Committee's recommendation to increase the funding of this item.

THE COMMITTEE RECOMMENDS \$50,000.

ORGANIZING

If CWA is to remain an effective organization in the future, it is vital to continue our internal and external organizing programs, including efforts in the Sector and Operator Alternative Services.

It is especially crucial this year because the Committee budget allocations are the result of projecting that no overall loss of membership will occur during the 1988-89 budget year.

As we enter a major bargaining year, it is crucial that our membership percentages are healthy.

Therefore, the Committee recommends an additional \$100,000 be allocated over last year's budget.

THE COMMITTEE RECOMMENDS \$2,100,000.

LEGAL

Legal costs continue to be a very significant part of our budget. The Committee feels that the most recent change resulting in our General Counsel now working directly for CWA rather than an independent law firm has removed the profit motive in this area and will have positive long-range benefits. This recent change, coupled with the process already underway of continuing to include proposals of mediation and expedited arbitration provisions in all contracts, will result in savings. In addition, the Committee recommends improvement in our ability to compare week-to-week analytical data relating to cost identification and comparison. The Committee suggests further scrutiny be given to all legal requests, availing ourselves of every opportunity to assign the issue to our District inhouse counsel versus hiring outside counsel.

THE COMMITTEE RECOMMENDS \$3,100,000.

CONVENTION

The average per year amount charged to this account over the past 4 years is approximately \$975,000.

Because of our early convention in May 1989, we have two conventions during the 1988-89 budget year.

Therefore, we will all need to exercise financial restraint if we are to remain within the budgeted amount.

THE COMMITTEE RECOMMENDS \$1,800,000.

COMMITTEES AND CONFERENCES

Due to the large request for funding, it is unfortunate that all requests could not be accommodated since all address important obligations of our Union.

Funds were budgeted for, but not limited to, the following purposes:

- Bargaining Council Meetings—General Tel, Centel
- AT&T and RBOC Bargaining Committee meetings and training
- CWA National Women's Conference
- CWA-DNC Meeting—L/P Coordinators
- District Training Coordinators' Meeting
- Committee on Equity Meeting

Because of the union's financial constraints, we will continue to charge fees for many of these conferences in order to help offset their cost.

This funding does include the cost of preparation, material, professional help, meeting rooms, etc. It also funds expenses of persons serving on any committee or attending any conference scheduled by the President of the Union, provided that serving on such committee or attending such conferences, is at the request of the President of the Union.

THE COMMITTEE RECOMMENDS \$193,141.

PENSION FUND

Each year the condition of our Pension Fund is actuarially reviewed to determine that it is properly funded. A percentage is established which is applied to our full-time payroll to derive the amount needed to be allocated to the Fund.

Because of our current financial situation, we are limiting our funding to 16% of payroll which

is the minimum amount recommended by the actuary.

THE COMMITTEE RECOMMENDS \$3,659,262.

INSURANCE AND HOSPITALIZATION

Included in this account are general insurance policies of the Union, such as liability, automobile, group health, workman's compensation, casualty, fire, theft, etc.

This year we are experiencing a significant increase in our group hospitalization, major medical insurance costs. Our current rates are in excess of *one million dollars* greater than what was budgeted last year. An increase of this magnitude was not anticipated by the Strategic Planning and Budget Review Committee, therefore, projected income is not sufficient to meet this need in of itself.

Therefore, the Committee proposes the Secretary-Treasurer address the shortfall in the following ways:

1. old all budget line items at or below allocated levels.
2. Expedite the already planned sale of union buildings in Greensboro, North Carolina; Elk Grove Village, Illinois; and Omaha, Nebraska which should provide a one-time net revenue source in the range of \$500,000 to \$600,000.
3. Meet any shortfalls not covered by one and two above out of the Union's Operating Reserve Fund.

The Committee would be remiss not to sound an alarm that the Operating Reserve Fund was established for the purpose of accumulating enough funds to operate the Union for a minimum of 90 days in event our income becomes drastically curtailed or cut off completely. It is also noteworthy that CWA has been unable to allocate funds to the Operating Reserve account since 1983. Therefore, we should not start viewing this fund as a source of revenue to continually cover income shortfalls. Such activity defeats the purpose of the fund causing a false sense of security.

The Committee further directs the Secretary-Treasurer's office to continue investigating alternatives to our current insurance programs.

THE COMMITTEE RECOMMENDS \$5,150,828.

CONTINGENCY

The purpose of this item is to take care of unexpected costs and expense amounts that are not known or cannot be budgeted to appropriate accounts at the time the budget is prepared.

This includes any increased cost as a result of additional staff or clerical in any administrative unit.

In addition, expenses such as Staff retirement gifts, 50th Anniversary events, UTW arbitration, nonrepresented Staff salary increases, etc. are charged to this item.

The Committee also included a small allocation to the District Vice Presidents to be used at their discretion.

This account will continue to be used to formulate an "adjusted" budget.

The Committee realizes that more funds are needed in this account. There were, however, limited funds available to be allocated for purely unknown expenses that will arise.

THE COMMITTEE RECOMMENDS \$665,632.

OPERATING RESERVE

In establishing a reserve to respond to the possibility of a drastic drop in income due to any strike, the Committee feels the 90-day operating reserve is necessary. However, in view of the need for revenue in other budget areas, the Committee feels the amount now in reserve cannot

be increased, other than continuing compounding of interest at this time.

THE COMMITTEE RECOMMENDS NO ALLOCATION.

SALARIES ELECTED OFFICIALS

One of the duties of this Committee is to take into account the views of all those who have responsibilities in the determination of our elected officials' salaries.

We looked at our past history through the actions of previous conventions and especially the motion placed on the floor of our convention in Detroit in 1982. That motion which nearly passed contained the view our elected officials should have salary increases that are consistent with the percentage of increase received by the bulk of our members.

That view has been adopted by each of the finance committees since 1982 and the conventions have supported it by adopting the committee reports.

This Committee recommends that the salary of each elected officer be increased by the same percentage that was received by the majority of our members during 1988. It is further recommended this increase be retroactive to July 1, 1988.

DEFENSE FUND

The Defense Fund started the 1987 fiscal year with a balance of \$10,993,966. As of December 31, 1987, there were revenues of \$4,065,882 and expenditures of \$1,882,699, resulting in a Fund balance of \$13,176,970 at the close of the period. Included in the Defense Fund Assets on December 31, 1987 is \$2,060,076 loaned to the General Fund to offset investments in Fixed Assets (buildings and real estate). These loans are being retired by monthly payments from the General Fund.

INFORMATION MANAGEMENT SYSTEMS

The continuing computerization of records and accounting throughout the Union needs to be increased in time for major negotiations in 1989. The Committee recognizes the frustrations associated with inaccurate and/or faulty reporting. Therefore, the Committee recommends continuing the accelerated pace of converting our systems which will result in the complete and accurate mechanization of our Information Management Systems.

THE COMMITTEE RECOMMENDS \$1,734,546.

AUTOMOBILE FUND

The purpose of this Fund is to provide for the operation and purchase of fleet automobiles. While operating costs continue to rise, we have reduced total costs by driving our vehicles longer before replacement.

In 1986, we changed our set allowance replacement policy to a fleet purchase arrangement. This method will reduce our replacement costs and allow for improved monitoring of maintenance costs.

Even with our continued attempts to control costs, an additional \$200,000 is required in this budget over last year's for a total of \$800,000. Therefore, the Committee is requesting through President Bahr a review of the current CWA vehicle administrative practices.

Considering changes take time to be phased in, the Committee recommends that \$800,000 be allocated to this account to cover our anticipated needs for this budget year.

THE COMMITTEE RECOMMENDS \$800,000.

FINANCIAL STATE OF THE UNION

As stated earlier, we are not projecting any overall membership decline for the first time since 1985. As a result, we are projecting our 1988-89 income at a level slightly higher than we have experienced over the past few budget years. Normally, that would be good news. However, we are also experiencing some substantial increases in costs that are presently beyond our ability to control. An example is a recent 25% increase in the cost of hospital medical coverage for our employees. This increase which occurred after the SPBC had completed their report and before the 1988-89 Finance Committee met, has caused the Committee to closely review all line items in the 1988-89 budget. The budget presented by the Committee is a tight one that will only be balanced if:

- (1) All administrative units operate at or below authorized levels:
- (2) We experience some degree of unanticipated income; and
- (3) We are successful in selling our buildings in Greensboro, North Carolina, Omaha, Nebraska and Elk Grove, Illinois.

The Committee has directed the Secretary-Treasurer to closely monitor the items noted above in order to be able to cover the added insurance costs in this budget year. If it is not possible to cover the excess medical insurance costs with the above-noted steps during the budget year, the Committee is then directing the Secretary-Treasurer to ask the Executive Board for authority to transfer funds from the Operating Reserve.

This Committee expects that all administrative units will operate within their budget allocations during the 1988-89 budget year and directs the Secretary-Treasurer to closely supervise the performance of all units to assure expected performance.

THE FUTURE

Budget restraints and constant attempts to find new and better and more economical ways of doing our work have become an absolute necessity in this day and age.

The proposed 1988-89 budget as noted in the previous section of this Report is a tight one that will only be balanced if the specific actions noted are accomplished. There is not any slack in the budget so all units must be vigilant at all times to operate within their authorized limits.

We can only achieve our vision of a bigger, stronger CWA by increasing our membership either by organizing results or merger agreements.

The stark facts are, that if we do not increase dues units we will continue to face even more drastic and difficult restrictions in future budgets.

There are still only *two* ways to substantially increase income to the Union:

- (1) Increase the number of dues payers, or
- (2) Increase the dues.

We are not suggesting a dues increase at this time, but a dues increase is eminent if we do not increase our members.

President Bahr, Secretary-Treasurer Booe, the SPBC and the Board are continuing to seek ways to get the maximum "bang" for every "buck" spent by the Union. However, growth in dues units is an absolute necessity if we are to avoid increasing dues.

We are committed to building CWA into an even greater organization for our members and their families.

THE BUDGET

The Committee reviewed and considered the Report of the Strategic Planning and Budget Review Committee as adopted by the Executive Board of the Union. After thorough and detailed deliberations, this Committee recommends the

following budget for the 1988-89 Budget Year.

Anticipated income to the General Fund Budget will be as follows:

Dues Income:	
40% of 2 hrs' pay (24.52 - 2 hrs. avg.) × 445,246 members × 3 months	\$13,100,918
40% of 2 hrs' pay (24.99 - 2 hrs. avg.) × 445,246 members × 1 month	4,450,679
40% of 2 hrs' pay (24.99 - 2 hrs. avg.) × 450,729 members × 8 months	<u>36,043,897</u>
Total Dues Income	53,595,494
Deduct: Affiliation Dues	2,726,003
Deduct: Allowance for District Organizing Allocation Fund	<u>177,500</u>
Net Dues Income	50,691,991
Add: Other Income (Initiation Fees, Non-Member Dues Equivalent, Sales of Material, Rents, Incentive Awards, Allocation from PPMWS, etc.)	<u>10,191,886</u>
Total Income estimated as available for 1988-89 Budget	<u>\$60,883,877</u>

As in the past, we recommend the Executive Board use this budget as a positive guide and make every effort to operate within the income of the Union during the period represented by this budget.

Our proposed budget follows as Exhibit A.

A line-by-line explanation of each item in the budget may be found in Attachment No. 1.

1988-1989

EXHIBIT A
TOTAL UNION BUDGET

DIST & NAT'L UNITS	DIST 1	DIST 2	DIST 3	DIST 4	DIST 6	DIST 7	DIST 9	DIST 13
1. Salaries—O & S	1,828,109	685,274	1,604,632	1,160,769	1,339,014	1,271,480	1,029,614	490,014
2. Salaries—Ft-Other	563,187	242,251	693,370	458,021	624,304	454,276	494,985	232,314
3. Salaries—PT	127,790	24,621	66,443	74,035	56,962	57,351	51,262	17,234
4. Expenses—FT	291,600	105,300	243,000	178,200	202,500	194,400	153,900	72,900
5. Expenses—PT	127,790	24,620	66,443	74,035	56,962	57,351	51,261	17,234
6. Supplies & Printing	144,191	32,357	75,805	71,841	64,229	54,966	73,503	20,948
7. Postage—Freight	115,353	25,886	60,644	57,313	51,383	43,973	58,802	16,334
8. Rental of Equipment	13,531	11,707	70,436	78,322	54,565	44,605	55,131	28,877
9. Mtc. of Equipment	22,470	8,964	11,868	20,806	10,886	14,756	19,698	4,890
10. Contract Service	107,755	6,276	38,323	74,022	33,060	29,440	21,880	13,148
11. Tel. & Tel.	144,769	36,589	88,790	80,822	73,069	68,561	74,750	23,379
12. Rent Offc Occupancy	305,802	156,645	520,669	179,945	199,539	115,922	383,614	115,311
13. Rent Meeting Rooms	8,640	1,920	4,500	4,260	3,840	3,240	4,380	960
17. All Other	43,257	9,707	22,742	21,492	19,269	16,490	22,051	5,252
TOTAL	<u>3,844,264</u>	<u>1,372,117</u>	<u>3,567,665</u>	<u>2,533,683</u>	<u>2,789,582</u>	<u>2,426,811</u>	<u>2,494,831</u>	<u>1,058,795</u>

INCOME PROJECTIONS—1988-89

	No. of Mem.	Rate	No. of Mos.		
Dues Income:					
40% of 2 hrs. Pay x Mem. x Mo.					
	445,246	24.52	3	13,100,918	
	445,246	24.99	1	4,450,679	
	450,729	24.99	8	<u>36,043,897</u>	
		Total Dues Income			53,595,494
AFL-CIO Reg. Dues	450,729	0.33	12	1,784,887	
IUD Reg. Dues	395,523	0.07	12	332,239	
ULD Reg. Dues	25,000	0.04	12	12,000	
Professional Employees	20,000	0.10	12	24,000	
Maritime Reg. Dues	5,000	0.03	12	1,800	
Public Employees	55,206	0.04	12	26,489	
PTTI	376,007	1.85 franc/mem/mon		542,578	
Additional PTTI Contr.				<u>2,000</u>	
		(1) Less Total Affiliation Dues			2,726,003
		(1) Less Allowance for District Organizing Allocation Fund			<u>177,500</u>
		Net Dues Income			50,691,991
 Non Member Income:					
40% of 2 hrs. Pay x Equiv. x Mo					
	53,014	24.52	3	1,559,884	
	53,014	24.99	9	<u>4,769,351</u>	
		Total Non Member Income			6,329,235
		(2) Other Income			1,809,765
		Allocation from PPMS			1,552,886
		Incentive Award Income			<u>500,000</u>
		Amount Budgeted			<u>60,883,877</u>

- (1) Net dues income computed to exclude affiliation dues and D.O.A.F. Affiliation dues are paid on the actual dues paying membership which fluctuates on a monthly basis. This method eliminates the first four months per capita for new member increases over the previous year. See 'Organizing' for further explanation.
- (2) Other income includes initiation fees, sale of material, subscriptions, rent income from union-owned buildings, etc.

A.T. & T. COM & TECH.	PUBLIC WORKERS	TELECOM	DIST & UNIT TOTAL	HDQTRS.	GRAND TOTAL
703,898	128,014	176,829	10,417,647	2,402,876	12,820,523
190,596	31,343	31,343	4,015,990	4,849,795	8,865,785
50,000	0	0	525,698	48,700	574,398
97,200	16,200	24,300	1,579,500	433,800	2,013,300
50,000	0	0	525,696	10,420	536,116
106,858	0	0	644,498	631,950	1,276,448
74,807	0	0	504,495	490,700	995,195
57,142	0	0	414,316	84,030	498,346
6,008	0	0	120,346	90,000	210,346
29,000	0	0	352,904	200,000	552,904
80,000	0	0	670,749	453,450	1,124,199
234,324	0	0	2,211,771	1,732,720	3,944,491
6,660	4,560	3,120	46,090	11,500	57,580
33,581	5,000	5,000	203,841	246,175	450,016
<u>1,720,074</u>	<u>185,117</u>	<u>240,592</u>	<u>22,233,531</u>	<u>11,686,116</u>	<u>33,919,647</u>

GENERAL

028	Citizenship Fund	50,000
029	Organizing Fund	2,100,000
031	Legal	3,100,000
032	Convention (Incl. Com.)	1,800,000
033	Executive Board	330,000
034	Committees and Conferences	193,141
035	CWA News	1,300,000
036	Pension Fund	3,659,262
037	Insurance and Hospitalization	5,150,828
038	Taxes	2,502,900
039	Affiliation Dues	—
040	Contingency Fund	665,632
041	Equipment Additions	200,000
042	Building Fund	—
044	Bldgs. - Repairs & Mtce.	1,322,096
045	Publicity & Pub. Relations	675,000
046	Operating Reserve	—
047	Foreign Affairs	160,000
048	Education	413,000
056	Professional	237,825
057	Staff Moves	300,000
058	Contract Reports & Ratif. Fund	—
059	Staff — Illness Absence	250,000
063	Automobile Fund	800,000
071	Information Mgmt. Sys. Fund	<u>1,734,546</u>
Total General Budget		\$26,964,250
Total Lines 1 - 17 above		<u>33,919,647</u>
Grand Total		<u>\$60,883,877</u>

EXPLANATION OF EXHIBIT 1A

This Report includes the projected income and recommended budget for the Printing, Publishing and Media Workers Sector (PPMWS).

Again this year, it is listed separately because it is requiring a period of time to modify the Sector's accounting practices.

It should be noted that part of the Sector income has been allocated for general budget expenditure items that are related to the Sector. In the future, it is expected that the allocation for the PPMWS will become consistent with the procedures used in other administrative units.

EXHIBIT 1A PPMWS

INCOME PROJECTIONS—1988-89

DUES INCOME: 33,902 members × 12 months				
Total Dues Income				\$3,485,257
	No. of		No.	
	Mem.		of	
			Mos.	
AFL-CIO Reg. Dues	25,520	0.33	12	101,059
IAPTA	33,902	0.13	1	4,407
Canada Union Label	8,382	0.015	12	1,509
Canadian Labour Cong.	8,382	0.36	12	36,210
(1) Less Affiliation Dues				<u>143,185</u>
Net Dues Income				3,342,072
Less projected expenses that will be paid for from the General Budget				<u>1,552,886</u>
Amount Budgeted to PPMWS				<u>\$1,789,186</u>

BUDGET EXPENSES:	
1. Salaries—O & S	1,325,217
2. Salaries—Ft-Other	136,002
3. Salaries—PT	50,000
4. Expenses—FT	162,000
5. Expenses—PT	50,000
6. Supplies & Printing	10,000
7. Postage—Freight	15,000
8. Rental of Equipment	4,000
9. Mtc. of Equipment	3,886
10. Contract Service	10,000
12. Rent Offc Occupancy	5,000
13. Rent Meeting Rooms	3,000
17. All Other	15,081
TOTAL BUDGETED EXPENSES	\$1,789,186

EXPLANATION OF EXHIBIT 1A

This Report includes the projected income and recommended budget for the Printing, Publishing and Media Workers Sector (PPMWS).

Again this year, it is listed separately because it is requiring a period of time to modify the Sector's accounting practices.

It should be noted that part of the Sector income has been allocated for general budget expenditure items that are related to the Sector. In the future, it is expected that the allocation for the PPMWS will become consistent with the procedures used in other administrative units.

Attachment No. 2

EXHIBIT 1A

PPMWS

EXPLANATION OF EXHIBIT A

(1) SALARIES OFFICERS & STAFF

This reflects the salary costs by District and Administrative Units of all officers and staff and professional employees.

(2) SALARIES FULL TIME—OTHER

This item reflects the salary cost of all full-time clerical employees and salaried Supervisors in the Headquarters, District and sub-District offices.

(3) SALARIES—PART TIME

This item reflects the salary cost of all part-time employees. (Examples: bargaining committees and arbitration witnesses.)

(4) TRAVEL AND EXPENSE FULL TIME

This item shows the travel and related expense costs incurred by officers, staff and fulltime employees.

(5) TRAVEL AND EXPENSE PART TIME

This item covers the travel and related expense costs incurred by part-time employees. (Examples: bargaining committees and arbitration witnesses.)

(6) SUPPLIES AND PRINTING

This item reflects the costs of all office supplies and printing. (Examples: Local

officers' and stewards' mailings, bargaining reports, educational posters, etc.)

(7) POSTAGE—FREIGHT—EXPRESS

This covers the mailing costs for all mailings, except postage for the CWA News. (Examples: Local officers' and stewards' mailings, bargaining reports, educational posters, etc.)

(8) RENTAL OF EQUIPMENT

This item reflects the costs of renting and leasing such items as photocopying machines and miscellaneous equipment such as typewriters, movie projectors, etc., at summer schools and some office equipment where it is advisable to rent rather than purchase.

(9) MAINTENANCE OF EQUIPMENT

This item shows the cost of maintaining all equipment owned by CWA such as typewriters, calculators and duplicating machines.

(10) CONTRACT SERVICES

This item reflects the costs of contract services for such items as payroll dues deductions, employee information, janitorial service and trash removal services.

(11) TELEPHONE AND TELEGRAPH

This item shows the telephone and telegraph expenses incurred by officers, staff, fulltime and part-time employees on behalf of the Union.

(12) RENT & OFFICE OCCUPANCY

This item reflects the cost of renting or occupying the offices required in District and Administrative Units to properly carry out the affairs of the Union. Rent payments included for buildings we are purchasing are actually mortgage payments.

(13) RENT—MEETING ROOMS

This item covers the cost of renting meeting rooms for District and Bargaining Unit caucuses, organizing meetings, and educational institutes.

(17) ALL OTHER

This item is to cover all miscellaneous items of cost that cannot properly be charged to Budget Items 1 through 13, including public relations and contributions.

TOTALS

This reflects the total amount of the budget (all Items 1 through 17) allocated to each District, CWA ATT Unit and Headquarters.

(28) CITIZENSHIP FUND

This item provides funds for good citizenship activities and contributions.

(29) ORGANIZING

This item provides amounts to defray the cost of organizing programs for the Union.

(31) LEGAL

This item covers the costs of retainer fees for legal counsel, lawyers, court reporters for arbitration cases, and court costs. Professional services other than these are provided for in Budget Item (56).

(32) CONVENTION

This item reflects the total general costs of our annual Convention. These costs include auditorium and meeting room rental, printing of verbatim reports and other Convention materials, postage and Convention committees.

(33)EXECUTIVE BOARD

This item includes all expenses associated with meetings of the Union's Executive Board. It includes the travel and other per diem expenses of Executive Board members and others required to be in attendance at such meetings. The cost, if any, of the meeting room is also included.

(34)COMMITTEES AND CONFERENCES

This budget item is intended to provide for expenses for committees and meetings, which are called by the President of the Union. Such expenses would be for "overhead" costs and would not cover expenses of attendees unless authorized by the President of the Union. Also, this item reflects the costs of the CWA Pension Committee and Building Committee.

(35)CWA NEWS

This item covers the total cost of publishing, printing, mailing, and the salaries of the Editorial staff.

(36)PENSION FUND

This item includes the cost of accruals made to the Pension Fund.

(37)INSURANCE AND HOSPITALIZATION

This item covers the total cost of insurance (workers' compensation, liability, burglary, fire, etc.), and hospitalization, vision and dental plans for CWA staff and clerical employees.

(38)TAXES

This item reflects the cost of real estate and personal property taxes, unemployment taxes and employer's share of F.I.C.A. taxes.

(39)AFFILIATION DUES

Explained in Exhibit A.

(40)CONTINGENCY

This item is to supplement the budget when expenses are incurred that were unforeseen at the time the budget was prepared.

(41)EQUIPMENT ADDITIONS

This item is to provide for replacement and additional office machines, equipment and furniture.

(42)BUILDING FUND

This item provides funds to be used to acquire real estate used for Union activities.

(44)BUILDINGS—REPAIRS, MAINTENANCE AND PERATIONS

This item of the budget is set up to cover the cost of maintenance, operating costs and repairs of Union-owned buildings, as well as minor repairs to leased offices.

Each year there are certain basic repairs and maintenance that must be done to Unionowned buildings, as well as on-going costs of operation. As buildings become older, this need becomes more predominant.

(45)PUBLICITY AND PUBLIC RELATIONS

This item covers most of an ever-expanding program of Publicity and Public Relations which brings the story of the Communications Workers of America to the public through the mass media of radio, TV and newspapers.

(46)OPERATING RESERVE

This item is to budget funds, when available, for operation of the Union when its income is withheld or cut off for any extended period.

(47)FOREIGN AFFAIRS

This provides the funds for the participation and cooperation of CWA within the Worldwide Free Trade Union Movement.

(48)EDUCATION

This item covers the expense of the week-long leadership conferences, and the development and delivery of training programs.

(56)PROFESSIONAL

This item includes all fees and costs of professional services, i.e., auditors, actuaries, consultants, etc.

(57)STAFF MOVES

This item includes cost of staff moves in connection with reassignment from one location to another.

(59)STAFF ILLNESS ABSENCE

This item includes necessary expenses to fill in for staff members who are ill for extended periods of time, when and where needed.

(63)AUTOMOBILE FUND

This item is to budget funds for the operation and purchase of fleet automobiles.

(71)INFORMATION MANAGEMENT SYSTEMS FUND

This item reflects the allocations made in the General Budget for the purpose of acquisition of office automation equipment and software at the Headquarters, Districts and CWA ATT locations. Also included is the allowance for the cost of consultants and contract services that may be necessary to implement the Information Management System.

TOTAL GENERAL BUDGET

Total of Items 28 through 71.

TOTAL BUDGET

Total of all Administrative Units, Headquarters and General Budgets.

Attachment No. 2

EXPLANATION OF FUNDS AND ACCOUNTS OF CWA

There are eleven Funds, all of which are examined and reported on by the Auditors. They are:

1. The General Fund
2. The Defense Fund
3. The Pension Fund
4. The Building Fund
5. The Operating Reserve Fund

6. The Automobile Fund
7. The Citizenship Fund
8. The District Organizing Allocation Fund
9. The Contract Report and Ratification Fund
10. The Information Management Systems Fund
11. The Plant Fund (The Fixed Assets Account)

The first ten of the above are Funds that have cash connected with them. The eleventh, The Plant Fund, does not have cash connected with it. In accounting for Fixed Assets, the Auditors report the Union's equity in connection with fixed or capital assets in this Fund.

THE GENERAL FUND

The General Fund is the Fund from which the National operates. All the income—money which comes to CWA—is handled through the General Fund. The status of this Fund is reported monthly to Local Presidents.

The General Fund contains what the Auditors have identified as "Unallocated Receipts." Dues money received by CWA is labelled in this manner until the Secretary-Treasurer's Office can channel or allocate it. As an example: a dues check from an employer is received in the Secretary-Treasurer's Office. It is immediately deposited in the General Fund as unallocated money. When the report, which comes with the employer's check, is processed, CWA checks are made out for the amount due the Locals. Also, transfer of money is made in the proper amount to the Defense Fund. The National's portion remains in the General Fund and is available for use by the National.

THE DEFENSE FUND

The Defense Fund was established by the 1952 Convention and began to operate in September of 1952. It has specific rules, adopted by the Convention, which outline the ways it can be used.

Income to the Defense Fund comes from dues and equivalents in the amount of 50 cents from each payer each month. When checks from various companies are processed in the Secretary-Treasurer's office, this income must be deposited into the Defense Fund account for each payer processed for each month.

Since the Defense Fund was established in September, 1952, income to it (including the one day's pay assessment and interest on investments) has been \$106,544,081 as of December 31, 1987, and expenses have been \$93,367,111; meaning that the Defense Fund, as of December 31, 1987, has a balance of \$13,176,970.

The past year has continued to see the Defense Fund function and become the final financial resort, based on the needs of authorized recipients who took strike action against several companies.

Strikes which continued or occurred during the past year include: Continental Tel of Alabama; DeGraff Memorial Hospital; Chicago Tribune, and other bargaining units within the PPMW Sector.

The total expenditures for the past fiscal year on all of the above strikes, which include advances expended for which final reports have not been received at this writing, was in excess of \$1,600,000.

The Defense Director administers the Defense Fund within the Defense Fund Rules as established by Convention action.

THE PENSION FUND

This Fund provides for our CWA employees' retirement benefits. Periodically, an actuarial review is made of the CWA Pension Fund by an outside firm.

As noted earlier in this Report, we fortunately had a reduction in this year's contribution requirement.

THE BUILDING FUND

This Fund has been used to accumulate finances for purchasing Union office buildings. We currently own buildings in Washington, D.C.; Trenton, New Jersey; Atlanta, Georgia; Chicago, Illinois; St. Louis, Missouri; Omaha, Nebraska; Denver, Colorado; Burlingame, California; and Greensboro, North Carolina.

THE OPERATING RESERVE FUND

The Operating Reserve Fund was established to provide a reserve for the operation of the Union, should income be reduced or expenses unexpectedly increase.

This is a restricted Fund, requiring a two-thirds vote of the Executive Board before expenditures are made.

THE AUTOMOBILE FUND

The Automobile Fund was established as a result of the approval at the 45th Annual Convention. This Fund separates the operation and purchase expenses relating to fleet automobiles from the General Fund.

The program of Union-owned automobiles continues to be an effective one as compared to the leased car industry. The monthly charge against the Fund for each staff car is \$200 and \$225 for each car assigned to an elected officer.

THE CITIZENSHIP FUND

Some years ago, the CWA Convention established the CWA Citizenship Fund. In doing so, the Convention recognized an imperative need for the Union to expand and develop its activity in community and civic affairs, in order to provide significant, meaningful participation and leadership in programs and activities dedicated to the welfare of all citizens.

THE DISTRICT ORGANIZING ALLOCATION FUND

The District Organizing Allocation Fund was established a number of years ago to earmark some additional money for organizing within the Districts and to provide incentive for organizing. Planning for its use and control of its administration is solely within the respective Districts.

Effective July 1970 and annually thereafter, the Fund for each District has received an allocation based on four months' National per capita (not including Defense Fund per capita) for each member by which its membership count in January of the current year exceeds its membership count in January of the preceding year.

THE CONTRACT REPORT AND RATIFICATION FUND

This Fund was established to accumulate the necessary amount to cover the costs of reporting and ratifying contracts. The cost of bargaining with large employers is of such magnitude that an effort should be made to evenly budget over the period of the contract. Due to changes in our bargaining structure and ratification procedure because of divestiture, it is anticipated that the prior years allocations should provide the necessary funding for the modified ratification procedures.

THE INFORMATION MANAGEMENT SYSTEMS FUND

This Fund was established to accumulate money for the purpose of providing a complete information network of automated office equipment and software for transmission between the National Headquarters and District Headquarters. Eventually, should the Locals desire to expend the funds, they would also be able to tie into the network.

THE PLANT FUND

(The Fixed Assets Account)

The Plant Fund normally has no cash or money connected with it. The reporting of fixed assets as a fund is intended as a description and evaluation of money which has been expended for land, buildings and equipment.

Fixed Assets initially were carried as an asset in the General Fund. Because it tended to distort the financial picture in the accounting of the General Fund, the Executive Board acted to set up the reporting of Fixed Assets in a separate account.

The Finance Committee approves the principle of reporting Fixed Assets in a separate Fund because it does simplify, as well as permit, accurate accounting of the General Fund of the Union.

An audit report will be available at the 1988 Convention.

COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

Attachment No. 3

1985-86

	Adjusted Budget	Convention Approved Budget	12-Month Actual	Expense (Over) and Under Budget	Income	Expense (Over) and Under Income
(1) Salaries—Officers and Staff	\$12,725,394	\$12,124,000	\$12,529,202	\$ (405,202)		
(2) Salaries—Full Time Other	8,120,501	8,137,999	7,690,604	447,395		
(3) Salaries—Part Time	554,561	538,011	966,423	(428,412)		
(4) Expenses—Full Time	2,103,188	2,085,300	2,385,602	(300,302)		
(5) Expenses—Part Time	507,404	507,404	621,067	(113,663)		
(6) Supplies—Printing	1,087,951	1,087,951	1,296,218	(208,267)		
(7) Postage, Freight, Express	756,673	756,673	583,409	173,264		
(8) Rental of Equipment	431,321	441,321	435,286	6,035		
(9) Mfce. of Equipment	247,108	247,108	188,023	59,085		
(10) Contract Services	474,244	444,244	476,990	(32,746)		
(11) Telephone and Telegraph	1,070,909	1,070,909	1,244,392	(173,483)		
(12) Rent and Office Occupancy	3,608,541	3,511,781	3,547,550	(35,769)		
(13) Rent—Meeting Rooms	51,354	51,354	100,848	(49,494)		
(17) All Other	474,571	474,571	718,338	(243,767)		
Totals	\$32,213,720	\$31,478,626	\$32,783,952	\$(1,305,326)		
(28) Citizenship Fund	—	—	—	—		
(29) Organizing Fund (2)	1,600,000	1,600,000	2,383,978	(783,978)		
(31) Legal	3,236,581	3,236,581	3,817,625	(581,044)		
(32) Conventions (Inc. Committees)	1,365,191	1,365,191	2,013,809	(648,618)		
(33) Executive Board	450,000	450,000	447,735	2,265		
(34) Committees and Conferences	200,000	200,000	137,191	62,809		
(35) CWA News	1,000,000	1,000,000	1,305,988	(305,988)		
(36) Pension Fund	6,655,042	6,655,042	6,655,042	—		
(37) Insurance and Hospitalization	3,831,114	3,831,114	3,580,860	250,254		
(38) Taxes	2,373,000	2,373,000	2,089,957	283,043		
(39) Affiliation Dues	—	(1)	—	—		
(40) Contingency	294,906	1,000,000	240,832	759,168		
(41) Equipment Additions	152,112	152,112	99,314	52,798		
(42) Building Fund	—	—	—	—		
(44) Building Repairs (and Mfce.)	1,500,000	1,500,000	1,544,764	(44,764)		
(45) Publicity and Public Relations	595,000	625,000	651,719	(26,719)		
(46) Operating Reserve	—	—	—	—		
(47) Foreign Affairs	75,000	75,000	137,503	(62,503)		
(48) Education	500,000	500,000	514,611	(14,611)		
(56) Professional	200,000	200,000	318,827	(118,827)		
(57) Staff Moves	200,000	200,000	525,292	(325,292)		
(58) Contract Reports and Ratification	400,000	400,000	400,000	—		
(59) Staff Illness Absence	150,000	150,000	189,448	(39,448)		
(63) Automobile Fund	—	—	—	—		
(71) Information Management System Fund ..	1,143,799	1,143,799	1,143,799	—		
Total	\$25,921,745	\$26,656,839	\$28,198,294	\$(1,541,455)		
Grand Total	\$58,135,465	\$58,135,465	\$60,982,246	\$(2,846,781)	\$58,367,214	\$(2,615,032)

(1) See Note 1, Exhibit A

COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

Attachment No. 3 (Continued)

1986-87

	Adjusted Budget	Convention Approved Budget	12-Month Actual	Expense (Over) and Under Budget	Income	Expense (Over) and Under Income
(1) Salaries—Officers and Staff	\$12,303,927	\$12,648,782	\$12,232,724	\$ 416,058		
(2) Salaries—Full Time Other	8,146,129	8,173,834	8,023,408	150,426		
(3) Salaries—Part Time	543,622	543,622	935,463	(391,841)		
(4) Expenses—Full Time	2,035,608	2,097,000	2,060,794	36,206		
(5) Expenses—Part Time	504,618	504,618	803,217	(298,599)		
(6) Supplies—Printing	1,203,216	1,203,216	1,176,656	26,560		
(7) Postage, Freight, Express	855,706	855,706	643,867	211,839		
(8) Rental of Equipment	400,569	400,569	444,385	(43,816)		
(9) Mtce. of Equipment	256,591	256,591	187,283	69,308		
(10) Contract Services	526,611	490,611	367,967	122,644		
(11) Telephone and Telegraph	1,099,384	1,099,384	1,210,593	(111,209)		
(12) Rent and Office Occupancy	3,777,052	3,870,603	3,963,688	176,915		
(13) Rent—Meeting Rooms	60,660	60,660	57,978	2,682		
(17) All Other	450,484	450,484	715,636	(265,152)		
Totals	\$32,164,177	\$32,655,680	\$32,553,659	\$ 102,201		
(28) Citizenship Fund	—	—	—	—		
(29) Organizing Fund (2)	2,000,000	2,000,000	1,655,589	344,411		
(31) Legal	3,000,000	3,000,000	3,976,180	(976,180)		
(32) Conventions (Inc. Committees)	200,000	200,000	125,209	74,791		
(33) Executive Board	427,000	427,000	133,901	293,099		
(34) Committees and Conferences	85,000	85,000	73,637	11,363		
(35) CWA News	1,210,000	1,210,000	1,318,016	(108,016)		
(36) Pension Fund	5,200,000	5,200,000	5,200,000	—		
(37) Insurance and Hospitalization	3,883,260	3,883,260	3,949,154	(65,894)		
(38) Taxes	2,635,000	2,635,000	2,344,466	290,534		
(39) Affiliation Dues	—	—	—	—		
(40) Contingency	1,499,031	1,085,568	145,198	940,370		
(41) Equipment Additions	152,112	152,112	171,476	(19,364)		
(42) Building Fund	—	—	—	—		
(44) Building Repairs (and Mtce.)	1,750,000	1,750,000	1,656,351	93,649		
(45) Publicity and Public Relations	589,000	625,000	605,132	19,868		
(46) Operating Reserve	—	—	—	—		
(47) Foreign Affairs	140,000	140,000	46,562	93,438		
(48) Education	450,000	450,000	386,114	63,886		
(56) Professional	270,000	270,000	404,597	(134,597)		
(57) Staff Moves	400,000	400,000	331,719	68,281		
(58) Contract Reports and Ratification	—	—	—	—		
(59) Staff Illness Absence	264,040	150,000	280,744	(130,744)		
(63) Automobile Fund	160,000	160,000	160,000	—		
(71) Information Management System Fund ..	1,497,319	1,497,319	1,497,319	—		
Total	\$25,811,762	\$25,320,259	\$24,461,364	\$ 858,895		
Grand Total	\$57,975,939	\$57,975,939	\$57,015,023	\$ 960,916	\$60,782,508	\$ 3,767,485

(1) See Note 1, Exhibit A

COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

Attachment No. 3 (Continued)

1987-88

1988-89

	Adjusted Budget	Convention Approved Budget	12-Month Actual	Expense (Over) and Under Budget	Income	Expense (Over and) Under Income	Proposed Budget
(1) Salaries—Officers and Staff	\$12,756,558	\$12,550,817	\$12,465,454	\$ 85,163			\$12,820,523
(2) Salaries—Full Time Other	8,487,289	8,487,289	8,551,526	(84,072)			8,865,785
(3) Salaries—Part Time	534,127	534,127	619,837	(85,710)			574,398
(4) Expenses—Full Time	2,040,300	2,040,300	2,211,239	(170,939)			2,013,300
(5) Expenses—Part Time	495,419	495,420	321,654	173,766			536,116
(6) Supplies—Printing	1,208,453	1,208,454	1,398,188	(189,734)			1,276,448
(7) Postage, Freight, Express	859,517	859,514	678,177	181,337			995,195
(8) Rental of Equipment	455,718	455,717	494,792	(39,075)			498,346
(9) Mlce. of Equipment	257,156	257,157	175,289	81,868			210,346
(10) Contract Services	441,200	441,200	574,445	(133,245)			552,904
(11) Telephone and Telegraph	1,083,810	1,083,811	1,144,292	(60,481)			1,124,199
(12) Rent and Office Occupancy	3,102,190	2,933,528	3,094,109	(160,581)			3,944,491
(13) Rent—Meeting Rooms	58,020	59,020	49,045	8,975			57,580
(17) All Other	448,480	448,478	864,661	(416,183)			450,016
Totals	\$32,228,235	\$31,833,797	\$32,642,708	\$ (808,911)			\$33,919,647
(28) Citizenship Fund	25,000	25,000	25,000	—			50,000
(29) Organizing Fund (2)	2,000,000	2,000,000	1,916,618	83,382			2,100,000
(31) Legal	3,500,000	3,500,000	3,861,938	(361,938)			3,100,000
(32) Conventions (Inc. Committees)	900,000	900,000	804,725	95,275			1,800,000
(33) Executive Board	350,000	350,000	326,940	23,060			350,000
(34) Committees and Conferences	114,100	114,100	117,911	(3,811)			193,141
(35) CWA News	1,218,400	1,218,400	1,400,456	(182,056)			1,300,000
(36) Pension Fund	3,720,242	3,720,242	3,749,322	(29,080)			3,659,262
(37) Insurance and Hospitalization	4,498,161	4,498,161	4,688,161	(190,000)			5,150,828
(38) Taxes	2,821,587	2,821,587	2,517,482	304,105			2,502,900
(39) Affiliation Dues	—	—	—	—			—
(40) Contingency	326,758	721,196	717,459	3,737			665,632
(41) Equipment Additions	218,148	218,148	218,045	103			200,000
(42) Building Fund	—	—	—	—			—
(44) Building Repairs (and Mlce.)	1,270,814	1,270,814	1,527,990	(257,176)			1,322,096
(45) Publicity and Public Relations	625,000	625,000	671,005	(46,005)			675,000
(46) Operating Reserve	—	—	—	—			—
(47) Foreign Affairs	160,090	160,090	105,857	54,233			160,000
(48) Education	452,000	452,000	374,958	77,042			413,000
(56) Professional	283,000	283,000	314,106	(31,106)			237,825
(57) Staff Moves	300,000	300,000	490,087	(190,087)			300,000
(58) Contract Reports and Ratification	—	—	—	—			—
(59) Staff Illness Absence	250,000	250,000	255,268	(5,268)			800,000
(63) Automobile Fund	600,000	600,000	600,000	—			800,000
(71) Information Management System Fund ..	1,777,695	1,777,695	1,777,695	—			1,734,546
Total	\$25,410,995	\$25,805,433	\$26,461,023	\$ (655,590)			\$26,964,230
Grand Total	\$57,639,230	\$57,639,230	\$59,103,731	\$(1,464,501)	\$55,021,858	\$(4,081,873)	\$60,883,877

(1) See Note 1, Exhibit A

COMPARISON—BUDGET, EXPENSE BY ADMINISTRATIVE UNITS

Attachment No. 4

1984-85			
	Adjusted Budget	Convention Approved Budget	Expense
District 1	\$ 3,186,696	\$ 3,248,980	\$ 3,340,998
District 2	1,377,537	1,350,789	1,467,792
District 3	2,229,727	2,140,812	2,262,488
District 4	1,371,858	1,337,073	1,615,828
District 5	1,194,510	1,317,584	1,178,067
District 6	1,402,121	1,299,605	1,445,781
District 7	1,010,441	1,002,225	995,810
District 8	1,030,717	1,010,136	1,041,258
District 9	1,543,231	1,423,581	1,555,062
District 10	1,571,831	1,528,991	1,486,082
District 11	1,550,184	1,563,077	1,539,074
District 12	1,482,836	1,466,091	1,464,593
District 13	920,230	889,761	1,069,598
ATT-TECH	1,194,225	1,139,075	1,349,529
ATT-C	664,599	713,370	743,214
Headquarters	<u>10,482,977</u>	<u>10,047,476</u>	<u>10,228,778</u>
Sub-Total	\$32,213,720	\$31,478,626	\$32,783,952
General Budget....	<u>25,921,745</u>	<u>26,656,839</u>	<u>28,198,294</u>
GRAND TOTAL ..	\$58,135,465	\$58,135,465	\$60,982,246

1986-87			
	Adjusted Budget	Convention Approved Budget	Expense
District 1	\$ 3,264,709	\$ 3,277,649	\$ 3,630,681
District 2	1,385,120	1,355,466	1,406,248
District 3	3,797,367	3,808,905	3,850,378
District 4	2,460,113	2,558,113	2,702,038
District 6	2,659,156	2,887,042	2,728,823
District 7	2,355,584	2,492,666	2,490,859
District 9	2,444,401	2,659,628	2,411,629
District 13	1,001,093	920,439	1,122,629
ATT-TECH	1,133,017	1,142,179	1,117,195
ATT-C	705,839	703,301	688,290
Public Workers	173,675	170,873	173,550
Telecom	209,250	170,573	217,608
Headquarters	<u>10,574,853</u>	<u>10,508,846</u>	<u>10,013,731</u>
Sub-Total	\$32,164,177	\$32,655,680	\$32,553,659
General Budget....	<u>25,811,762</u>	<u>25,320,259</u>	<u>24,461,364</u>
GRAND TOTAL ..	\$57,975,939	\$57,975,939	\$57,015,023

	1986-87				1988-89
	Adjusted Budget	Convention Approved Budget	11 Months Actual	1 Month Projected	Proposed Budget
District 1	\$ 3,515,627	\$ 3,466,331	\$ 3,317,847	\$ 311,971	\$ 3,844,264
District 2	1,377,898	1,373,394	1,227,635	121,603	1,372,117
District 3	3,754,930	3,738,742	3,376,402	306,945	3,567,665
District 4	2,319,563	2,267,160	2,330,444	211,858	2,533,683
District 6	2,702,795	2,668,112	2,473,531	224,866	2,789,582
District 7	2,352,723	2,231,810	2,100,245	200,931	2,426,811
District 9	2,374,817	2,367,847	2,059,286	187,207	2,494,831
District 13	1,026,693	1,025,971	972,351	94,395	1,058,795
ATT-COM & TECH ...	1,803,237	1,847,273	1,651,407	160,127	1,720,074
Public Workers	182,588	180,668	169,881	16,443	185,117
Telecom	237,284	235,364	230,815	21,983	240,592
Headquarters	10,580,080	10,431,125	9,923,645	950,890	11,686,116
Sub-Total	\$32,228,235	\$31,833,797	\$29,833,489	\$2,809,219	\$33,919,647
General Budget	25,410,995	25,805,433	23,708,523	2,752,500	26,964,230
GRAND TOTAL	\$57,639,230	\$57,639,230	\$53,542,012	\$5,516,719	\$60,883,887

PRESIDENT BAHR: Let me again introduce the members of the committee.

. . . As each member of the committee was introduced, as follows, a single clap of recognition: . . .

Willie Leggett, Local 2300.

Betty Diamond, Local 3122

Philip Ferrill, Local 6310

Burne Hill, Chair, Local 4330

James B. Booe, CWA Secretary-Treasurer

What we have in front of us now is a motion to adopt the committee's report, and that has been seconded, by the maker of the motion to dispense with the reading of the report.

We now have a motion to divide the regular report from the supplemental report that you were just given. Is there a second to that motion?

DELEGATE ARTHUR CHELIOTES (Local 1180): I requested that the question be divided because I think the supplemental report adds something to the report that is different than what we have read in the past, and requires separate consideration.

I believe those items properly belong with the committee that has been given that duty, and it is my opinion, and I hope it is shared by my fellow delegates, that we should look at the whole notion of review of budget, to be one that is an important process and requires a great deal of detailed work, not able to be carried out on the floor of the Convention with two thousand delegates.

PRESIDENT BAHR: There is no delegate seeking to speak at any mike. The motion before us, if adopted, would be, first, to act on the main body of the committee report, and, after that is disposed of, to deal with the supplemental report separately.

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

We now have in front of us the committee report without the supplement. On Microphone No. 1, Delegate Smith.

DELEGATE CONSTANCE D. SMITH (Local 4108): On Page 8, "Insurance and Hospitalization," the 3rd line, I would like to delete the word "workman's" and substitute the word "worker's."

PRESIDENT BAHR: With the concurrence of this body, we will correct that error and should not need legislation to correct what obviously is an error. If there is no objection, we will make that correction. (Applause)

DELEGATE SMITH: Thank you.

PRESIDENT BAHR: You are welcome.

There is no one desiring to speak. So, the motion I put before you now is to accept the committee's report, without the supplement.

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

SUPPLEMENTAL REPORT OF THE FINANCE COMMITTEE

Since arriving in New Orleans, a number of delegates have expressed concern to the Finance Committee regarding the continuous overspending by some administrative units. Based on these discussions, the Committee issues this Supplementary Report recommending the following:

The Secretary-Treasurer of CWA is directed to closely monitor the expenditures of each administrative unit. If the Secretary-Treasurer determines an administrative unit is significantly overspending its budget, the administrative head is required to explain the over expenditure and obtain approval prior to making any discretionary expenditures.

The President will be responsible for monitoring the Secretary-Treasurer's budget.

If at the end of the budget year, any administrative unit has exceeded its budget, that administrative head will be required to explain the over expenditure to the Finance Committee. After reviewing the explanation, the Finance Committee may recommend that the administrative head make an accounting to the Convention. . .

PRESIDENT BAHR: We now have before us, in accordance with the previous motion, the Supplemental Report of the Finance Committee. On the Questions mike, Delegate Stackhouse.

DELEGATE EDWARD STACKHOUSE (Local 1190): Morty, I would like to ask why 4 percent was taken out of my account in 1986, including 2 percent bonus allocated to my account, in July of 1986.

PRESIDENT BAHR: Eddie, you are on the wrong report. You better save that for the Savings and Retirement Trust.

DELEGATE STACKHOUSE: Thank you, Morty.

PRESIDENT BAHR: Microphone 3, Delegate Pappas.

DELEGATE JAMES PAPPAS (Local 2336): Brothers and Sisters, I would like to speak in behalf of and in support of the supplemental report of the Finance Committee. The Finance Committee Report tells us, "There is not any slack in the budget, so that all units must be vigilant at all times to operate within their authorized limits."

It also tells us that the budget presented by the committee is a tight one, that will only be balanced if, and again I quote, "all administrative units operate at or below authorized levels." They warn us we are not suggesting a dues increase at this time, but a dues increase is imminent if we do not increase our members, and to that I will add that it is imminent if we do not control our spending.

Those of us here know the difficulty we are all experiencing in operating within our locals' budgets. I have talked to man of you. We have all had to cut and slash expenses. We have stood here this week and have decided we can't afford a defense fund. We have lost income through the loss of members, the downgrading of jobs and rates of pay and contracts that do not keep pace with the cost of living.

We are concerned by the report the Finance Committee has given us that, of the twelve administrative units, only four are operating within their budgets for last year. The rest have operated in the red.

Brothers and Sisters, where do you and I get the money when our units operate in the red? We came to the Convention concerned that there are no penalties for exceeding the budgets and no incentives for coming within the budgets. We had a motion to present to you this week, which would have provided incentives for units that met their budgets and disincentives for units that did not.

The Finance Committee met with us and they were concerned that this motion might hamper our union's ability to operate with financial flexibility. Between us, we hammered out a proposal that the Finance Committee, the Treasurer's Office and we believe can work. It requires the administrative units to be accountable in some way, in the same way our members hold us accountable for the way we administer their money.

The supplemental report of the Finance Committee will require units that are going to operate in the red to receive approval for the spending of discretionary funds, and to be accountable to this body, by way of the Finance Committee, for why they have overspent.

Brothers and Sisters, we know that it is not always possible for this house to operate in the black. We have emergency situations, and they are real. We have commitments, and they have to be honored.

I believe that if our house is on fire, this body will understand that you had to buy water.

This report and its provisions allow for flexibility. It does not hamstring our ability to function as some have argued, before we go to our members and ask for more of their wages to meet the expenses of this Union; the least we need from those who spend our money is accountability.

I urge you to read carefully the supplemental report and to vote for accountability. Thank you. (Applause)

PRESIDENT BAHR: Microphone 4, Delegate Cheliotas.

DELEGATE CHELIOTES (Local 1180): I rise against the supplemental issue, because I feel strongly that that flexibility is the key to running any organization. Our Union is not here to run a balanced budget. It is here to deliver services. It is here to see that we organize. It is here to see that we deliver services to our members when needed.

When an issue arises, one should need not look at the dollars to be expended, but address the issue with every resource available.

I am fearful that if we are to put forth the notion that all that matters is the bottom line, we will adopt, in fact, the very same principles of the corporations that we in fact oppose.

Unions are not in the business of running a profit. They are in the business of delivering services to their members, and the only way to do that is to have the flexibility to make decisions as the problems arise.

I know full well this budget was put together with the best of intentions, but the budget committee offered two alternatives to meeting our deficit.

Yes, one was a dues increase. But the second was bringing in more members. I hope we are never in a situation where we decide that we cannot afford to take on an organizing drive, that we cannot afford to make an investment today to have more members coming in the future, who will be dues paying members. Let's not be narrow-minded on this issue. We need to look at it in the long range.

Needs to arise. Issues do come up. We can plan a budget with the best of intentions. We should not be bound by that budget if, under the circumstances, things come up that require our attention.

I urge you to defeat this motion. I urge you to consider the fact that each of you in your districts will have to go to your vice presidents for assistance. Don't put them in a corner, where they tell you, "Hey, guys, I spent whatever we had, because you asked for services last month. Remember?" We don't need that situation. We need to understand that we are there because our members need us, and when the service is needed, it has to be delivered.

Thank you very much.

PRESIDENT BAHR: On Microphone 5, Delegate Buttiglieri.

DELEGATE JANN L. BUTTIGLIERI (Local 2101): If at the end of a budget year an administrative group is under their budgeted amount—in other words, if they are in the black—what happens to that dollar figure?

PRESIDENT BAHR: We are on a zero-based budget, meaning that on July 1st each year, when the new budget goes in, everything starts over again from zero, or whatever the new budget provides.

You are entitled to a second question.

DELEGATE BUTTIGLIERI: I think you just answered it.

In other words, if an administrative group exceeds their budget every year, they are in the red. Then at the first of that year they start off at zero.

PRESIDENT BAHR: If that would have happened, yes.

DELEGATE BUTTIGLIERI: Thank you.

PRESIDENT BAHR: Microphone No. 3, Delegate Crump.

DELEGATE ANN L. CRUMP (Local 4600): Brothers and sisters, I rise in support of the Supplemental Report because, as I was looking through this report this morning, it occurred to me that the question in the song, "There is something happening here. What it is ain't exactly clear."

One of the things that is alarming is that the Locals here, for whatever reason, under the budget, are accepting more and more the financial responsibilities.

It is not unreasonable to hope and to expect under this Supplemental that the vice presidents in charge of the units, whether they be big units or small units, at some point, when necessary, will be asked to explain the over-spending. We hope that is thing does not become a political football.

The rumor on the floor is that maybe somebody is going to use this in a political sense to embarrass someone.

If District 1 needs the money, I am here to tell you that I would support any effort for any program they have. If District 4 needs the money, I hope that all units will support any program that we need.

It is not unreasonable, however, to expect that they report back to the Convention.

What is happening here, it seems, is that we get fewer and fewer reports and less and less information, and that is a concern for some of us. We would like to be the party that rules the union.

So, as a result, this is a reasonable response. Nobody's hands are being tied. So let's support this Supplemental Report.

I would venture, and I could be wrong, that there are not going to be a lot of Vice Presidents to come before the Convention explaining themselves.

But I would also venture that it is reasonable to expect that where we have a great deal of spending going on, and we cannot afford to do that spending, that somebody should

answer for it. And somebody should answer to us for it. (Applause)

Thank you.

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

DELEGATE AL BECK (Local 4302): I move the previous question.

PRESIDENT BAHR: The motion is to close debate. Not debatable. Two-thirds vote is required.

All those in favor indicate by raising your hand. Down hands. Opposed by like sign.

Debate closed.

The motion before us is the adoption of the Supplemental Report of the Finance Committee. All those in favor of adoption indicate by raising their hand. Down hands. Opposed by like sign.

It is adopted. (Applause)

I would like to offer one comment, that while I certainly appreciate the experience that Delegate Cheliotas has, there is absolutely nothing in this Supplemental Report that changes the authority or responsibility that exists today.

The Secretary-Treasurer could do what is prescribed here. The Finance Committee, just as they called me before them, has the right and had the right to ask any Vice President or department head to come before it, and this is a rank-and-file committee who could have recommended, even though it had never been done, that a Vice President or the President or whoever, be asked to come before this Convention.

So as I say, while we appreciate the thought behind and the motive behind Delegate Cheliotas, there is really nothing in here, in my judgment, that hamstring us in the future.

By the Chair's watch, it is now 3:15, and we will recess for 30 minutes, okay? That doesn't mean 3:45.

. . .The Convention recessed for thirty minutes at three-eight o'clock, p.m., and reconvened at three-thirty-eight o'clock. . .

PRESIDENT BAHR: Will the delegates take their seats please. The Convention will be in order.

The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER BOOE: Mr. Chairman, I have some greetings to the convention.

On United States Senate stationery:

"Dear Friends:

"I am pleased to have this opportunity to welcome you to the 50th Annual Convention of the Communications Workers of America.

"Over the years, CWA has played a vitally important role in seeing that the rights of the American laborer have not been overlooked. The Alliance for Employee Growth and Development is but another example of the efforts CWA has made to not only foster good relations between labor and business but also to keep the United States competitive in the world marketplace.

"Again, I extend to you my warmest welcome to New Orleans and hope that your stay in the New Orleans will be a good one.

"Sincerely,

s/Wendell

H.

Ford

United States Senator
State of Kentucky"
(Applause)

From the Industrial Union Department of the AFL-CIO:

"Dear Brother Bahr:

"Congratulations to the Communications Workers of America and to you and your colleagues on the 50th Anniversary of your union. The CWA long ago earned a reputation as one of the most progressive trade unions in this or any country. You have set high standards of responsiveness to your members and of far-sighted leadership for the labor movement as a whole. Today, the CWA is still inspired by its original pioneering spirit, devising new ways to meet the needs of your members in a challenging and changing period, eager to innovate when innovation gives promise of improvement.

"The IUD has been a particular beneficiary of the CWA's enlightened leadership. Your union has long been a pillar of our strength, and today we are especially pleased to be able to work closely with CWA in the Jobs with Justice campaign, which was born in your offices. Through Jobs with Justice the labor movement has been able to bring new inspiration to our members, and strengthen our bonds with our natural allies in the community. Once again, the labor movement owes a debt of gratitude to CWA for leading the way.

"Congratulations, again, on your 50th, and may it be followed by fifty more equally distinguished and productive.

"Sincerely,
s/Howard D. Samuel, President"

PRESIDENT BAHR: Thank you, Jim.

At a time when Trade Union rights and human rights are under attack all over the world, we are fortunate that there are progressive and knowledgeable Trade Union leaders in the industrialized nations. And over the last several years, the bonds between the Japanese Telephone Workers and the American Telephone Workers have grown stronger.

We have seen the President of the Japanese Telephone Workers—and I was present with him as he urged the Chairman of Nippon Telephone and Telegraph Company to open their procurement policies to purchase equipment in the United States made by Union members. He is that kind of individual.

And since his election two years ago, or three years ago, as President of PTTI, he has traveled all over this world with one objective: to help the organization of workers in our industry.

He is a leader in Japan. He is Vice President of the merged Japanese Confederation of Labor, RENGO, and a true friend of the Communications Workers of America.

It is now indeed a pleasure for me to introduce to you the President of Zendentsu, President Yamagishi. (Applause)

. . . Brother Akira Yamagishi, President of Zendentsu, Tokyo, Japan, addressed the convention in Japanese, and it was translated as follows. . .

BROTHER AKIRA YAMAGISHI (President of Zendentsu, Tokyo, Japan): President Morton Bahr, Secretary-Treasurer Jim Booe, Brothers and Sisters and Friends: As President of PTTI, the Postal Telegraph and Telephone International, and also President of the Japanese Telephone Workers Union, Zendentsu, I would first like to pay my utmost tribute to your glorious fifty year history that you have behind you.

You know of the good and long-standing relationship between my Union, Zendentsu, and your Union, CWA. Through these exchanges, I had long ago come to feel your history as something that is indeed very close personally to me. As such a person, I have seen that your fifty years have been years of hardship and struggles for you working men and women.

But at the same time I must mention that you have been blessed with a distinguished leadership, epitomized by your first President Joe Beirne and your second President Glenn Watts in the past. These and other great predecessors of yours with their wisdom, foresight and solidarity, have overcome all the difficulties and hardships in building up the CWA of today, a leading union in the world.

That is why I call your history a glorious history, and I am not being diplomatic in saying these things. And I speak my true heart when I say I pay my deepest tribute to you for these great achievements. And, let me say, too, that we expect your next 50 years to be filled with even greater accomplishments that I am sure you are going to make. (Applause)

I mentioned our close relationship between CWA and Zendentsu. I must say that in this context that the regular top-level policy consultation between our two unions, which started two years ago, has been highly significant not only for our two unions, but also for a greater solidarity between the PTTI, our International family.

In this bilateral consultation we have exchanged information and views on the state of telecommunications in our two countries. We have taken up the U.S.-Japan trade issues, and we have discussed the international tasks that we face at PTTI.

In this coming December, the third such consultation is to take place in Tokyo. We, at Zendentsu, have resolved to do our very best, not only for the success of this coming meeting, but also for further developmental and expansion of this forum of mutual contact.

I now would like to say just one word about the election that you are now engaged in. I must emphasize in this context that the result of this year's presidential election will naturally determine your future, the future of America, but it is more than that.

By virtue of the roles your country plays in the world, it will have a big impact on the world's political and economic situations as well.

We therefore pay great attention, close attention on the progress and the ultimate result of this election.

Now I can be candid and can say that we endorse wholeheartedly the recent decision of the AFLC10 Executive Council in support of Mr. Dukakis, of the Democratic Party. (Applause)

We all know that you have many tasks at hand. We must crush the anti-unionism of the governments, we must crush the anti-unionism of many multi-national corporations. We must also defend justice and human rights and protect employment for our workers, and I do not think that there is any way of achieving these ends other than that of supporting and implementing this recent AFL-CIO decision. (Applause)

It is for these reasons that you must win in this November election. I am sure you are going to have a great fight.

I am certain that this anniversary convention will prove to be a convention of great historical importance in the annals of the trade union history.

Let me close my short remarks by wishing you its successful conclusion, and thank you very much for your kind attention.

. . .The delegation arose and applauded at length. . .

BROTHER AKIRA YAMAGISHI: As a small momentum of our friendship to you and our support to you, I have brought this doll from Japan. If you will put this girl somewhere close to you and remember us and remember our support for your work to build the next half a

century of union history, we will be more than happy.

. . . The delegates applauded at length as Brother Akira Yamagishi presented President Bahr with the gift. . .

PRESIDENT BAHR: I just have one question. What do I do when I get that back and I have four granddaughters back at the hotel? (Laughter)

I think after listening to President Akira Yamagishi, you will agree that it is good to have an ally such as he from the Far East, and I know that everyone who has been part of a CWA team that has either visited one of our sister unions or played host to a sister union that came to this country, as last year the Locals in San Antonio did, that you could not help but think that we were able to have more and more of a personal contact, that trade unionists all over the world were able to exchange views and visit one another, and since it is the children of the workers who fight the wars and the members of trade unions who mourn those who have fallen or maimed in wars, that how much better the world would be with the kind of understanding that is created by these kinds of exchange visits.

It can be only a plus to strengthen democracy, trade union rights and human rights all over the world.

And, on behalf of every one of you, I want to thank President Yamagishi for making that trip from Tokyo, and, believe me, it's a grueling trip, and, so again, thank you, our good friend. (Applause)

At last year's convention 92 local unions came together and formed the CWA Organizing Network. These locals took a pledge to try and organize one hundred new members from new units into the Union. Today it is with a great deal of pride that we honor the 19 of the 92 that reached that goal.

We have asked the president and organizing chair of each local to the platform to receive a very special award. As I call your local number, please step forward and let's all give each local the traditional one clap recognition.

They tell me that I am a little ahead of myself. They say that those locals are not up here. So, for the purpose of getting us into an organizing report, let me introduce the CWA dynamo, Larry Cohen. (Applause)

BROTHER LAWRENCE COHEN (Assistant to President Bahr; Director of Organizing): When you organize, you have to ad lib a little bit.

We thought we were doing one thing, and we are going to do that a little bit later.

Fifty years ago here in New Orleans there were no staff, there were no officers—there were only organizers. (Applause) They were all volunteers. Nobody could live off the union; they could only build the union.

For the first twenty years the union grew by at least 10 to 15 thousand members a year. Dues were less than half of what they are now, as a percentage of income. Yet, the union was stronger then in many ways relative to the power of our employers. It was stronger politically, with new workers' rights legislation won almost every year. And we were part of a labor movement in the United States and Canada that was organizing a million workers a year.

Today, many of us view organizing as something that is good, but it is good for somebody else to do.

In these next few minutes we will hear from some who are still organizing. As we hear them tell their stories, we need to feel that at least in part they are our own.

And organizing is not limited to new workplaces. We distributed today this pamphlet in the shape of a triangle. When the printer printed this, he said, "I have never printed anything in the shape of a triangle before. I think I will keep a few of these," he said.

This is based on the program your leaders laid out when your union was formed—triple threat: representation on the job, a movement in the community, and organize the unorganized

It is a triangle now because, in fact, no side of this triangle can stand without the other two.

Some of us think it is sufficient to bargain a contract. Some of us think it is sufficient to be on a community service committee. But it is not working.

As long as the percentage organized in the country continues to decline, every contract will be a disappointment; every election year we will shake our heads and wonder why.

You heard Morty describe the difference between the U.S. and Canada. It is in the numbers. And, as they are on strike today against Bell of Canada, their wages are now 10 percent higher than ours. In Germany those who do the same work are paid 30 percent more. In Japan, 15 percent more. The wage gap that existed between the U.S. and those countries when we grew up is reversed, and it is all based on organizing.

In front of me you see "Jobs With Justice," and we are going to be talking about that more in a few minutes as we recreate here the spirit of Miami. But, what "Jobs With Justice" is all about is organizing. This pledge card—when a lot of us do a little, we can do a whole lot. If it is left to a few of us, we will do almost nothing.

When Morty gave us the numbers yesterday, as to what would happen if just half of our members took that pledge seriously, put five hours in between now and election day, they would talk to seven million workers, seven million voters; just think what kind of difference that would make in a country where at most fifty million people will vote. And that is all volunteer spirit. And that is what organizing is.

The stories you will hear today are also stories about tremendous individual commitment and individual sacrifice. You will hear from people who are giving more than most of us to building our union. And, yet, they take much less than most of us from the Union.

You will hear from people who know that winning is tough, but that doing nothing only guarantees that they will lose forever.

Think back to Miami. Before we went to the Jobs For Justice Rally, we heard similarly from three workers, who had that same sense of commitment and sacrifice. Where are they now?

Betty Watson—she told us in Miami how she had been fired as a housekeeper in a hospital in New Jersey, trying to organize. On Labor Day, 1987, she told that story on nationwide TV, as part of a Jobs For Justice Panel on the Donahue Show. And then, finally, in January, ten months after she was fired, her trial began in Philadelphia at the National Labor Relations Board.

Ten minutes into her trial, the \$200 an hour management attorney, who got over \$200,000 from that hospital for busting the union, said, "We have no case. We did fire Betty Watson for union activities."

Two days later, she was back on the job organizing again. (Applause)

What penalty did that employer get? Back pay. Back pay, after they subtracted her earnings in a department store where she worked part-time. Back pay that amounted to less than \$800. That was the penalty for that employer after she was discharged for ten months.

We heard from the leader of our campaign to organize MCI in Southfield, Michigan, with Local 4008. As you may remember, rather than face a union election, MCI shut down the entire office and threw 400 people out of work with no notice three weeks before Christmas. He is yet to find another full-time job. MCI has contracted that work out to Sioux City, Iowa. Max Spain, President of Local 7103, started an organizing drive there, to organize a contractor, Pioneer Tele-Technologies. He now has an associate membership program, a

core group of organizers to carry that forward from staff at Southfield, Michigan, to Sioux City, Iowa. Now MCI is threatening to move the work again, to Nebraska and California. Is there no end?

We heard from Ray Alvarez, a communications technician at the time with Pacific Telesis. Two weeks after he spoke to us, his unit of 180 technicians voted to join CWA, and Pacific Telesis, one of our largest employers with 50,000 members, never negotiated in good faith. Four months later, they split the company into three. Today they still have no contract and Ray is part of the smallest unit, 25 technicians in the Northwest, Oregon and Washington. They battle on today, still without a contract, still united for the union.

That is what is going on in this country. That is what mobilization is about. Companies like Pacific Telesis and all the others will know that they are one company. They are not going to divide us into operating companies and subsidiaries anymore. (Applause)

We are still in touch with Reverend Herd, with Betty and Ray. If they were here, despite the difficulties and personal sacrifices, they would say in one voice, "Keep on coming. Don't quit. Organize. Mobilize. Fight for it. Demand: Jobs with Justice. (Applause)

Today, we will hear three more stories, three more local unions that are as determined as the ones in Miami were, symbolic of many others in this union, that will tell us more about what is going on in our country, on the front lines, the lines of organizing the unorganized.

First, from Washington, D.C., Local 2336, organizing cab drivers, sanitation workers, and today to hear about the struggle to organize operators at National Telephone Services Company. The first petition that we filed for any alternative operator service in the United States, I introduce the President of the local, Joanne Bell. (Applause)

JOANNE BELL (President, Local 2336): Thank you, brothers and sisters. It is my distinct pleasure to introduce a woman who has three jobs. She is a mother, an operator, and a union organizer. Needless to say, only one of those pays any money, and she will be telling you how poor those wages are.

Dana Hungerford is from the Washington, D.C. area, raised in Norbeck, Maryland. She graduated from John F. Kennedy High School in 1980. Prior to working at National Telephone Services, the company she is helping us to organize, she went to college for two years and worked for five years. In 1987 she had her first child and in December of that year started with NTS.

Dana represents the epitome of the dedicated organizer working on an in-plant committee. She realizes that companies like NTS fire people for bringing in unions. She knows she could lose her only source of income. But she is also well aware that without a union her future is uncertain, and her wages and benefits are set at the whim and fancy of greedy young yuppies who only care about how much they can take to the bank.

I commend her for her strength of character and her singular vision of purpose: to bring justice to her job and to make the lives of her co-workers dignified and fair.

Brothers and Sisters, I give you Ms. Dana Hungerford. (Applause)

DANA HUNGERFORD: Hi. As Joanne said, I am Dana Hungerford. My daughter, Brittany, decided to go to sleep on us. She has had just a little too much, but I am sure you have all seen her.

I am an operator on the night shift at National Telephone Services. About three months ago we began to organize CWA at NTS. Yes, we are underpaid, but that is not the reason we began to organize. The first problem we faced at National Telephone Services is a lack of respect for the workers by management. This takes many forms. First of all, from having to raise our hands to go to the bathroom, to arbitrary assignment of seats and breaks every day, to favoritism and discrimination in selections for promotion, to promising big raises and then breaking the promise, and finally, to the common reply of management, "If you don't like it, you can leave."

You can compare my job conditions with yours under the union contract. First of all, an NTS operator makes \$6 an hour. We were promised a 90-cent raise but we didn't get it. We used to get 60 cents an hour for the night shift bonus, but they just reduced it to 30 cents for new employees. Customer service pays \$2 more, and most operators would like a promotion into that department. But the company prefers to hire off the street instead of giving operators the opportunity to advance. We pay \$50 every two weeks for our dependent medical coverage. We have no sick leave, only six holidays per year. Every time we are absent or late, no matter what the excuse, we are charged with an "occurrence." After eight occurrences, you are terminated. You never have a right to appeal and no one to speak up on your behalf.

I am sure you understand why we need CWA at NTS. (Applause)

In addition to these poor working conditions, we also face a certain human rights problem at NTS. Most of the employees feel that there is a certain amount of racism on the part of management.

To give you an example of what I mean, 95 percent of the operators at NTS are black, and many are recent immigrants to this country. At one point, there were four white and four black supervisors. Then one day they announced that all supervisors had to reapply for their jobs. Oddly enough, all four whites were retained in the job, but all four blacks were demoted and replaced by whites. So at NTS we now have an unusual situation of an almost all black work force being supervised by an entirely white supervisory group. This seems to NTS employees to be a form of racism, and this is one of the problems that we hope our union will help us to deal with at NTS.

It is not easy to organize a union where you work. After I and a few others contacted the CWA organizers, we were certain that CWA was the organization we needed at NTS. We work at it every day. We write articles for our union newspaper and distribute it at work. We talk to our co-workers and ask them to sign a union card. We explain to them about the union.

Most of them agree that the union is the answer for us, but they are afraid. They know that three CWA organizers, friends of ours, have been fired already. They were two customer service representatives, Maria Witherspoon and Edna Bates, and one operator, Simeon Booker. They also know anything that happens now to affect the employees in any negative form is blamed on the union. And when my co-workers see this, they back off a little bit and then we have to work twice as hard to bring them back to the fold.

We have been struggling for justice at NTS and we will continue this fight until we win. We are grateful to CWA for all the help you have given us. You have been generous with your time and resources. I hope that at the next CWA convention, you will hear the good news that the workers at National Telephone Services have become your brothers and sisters in CWA. (Applause)

Thank you.

. . .The delegates arose and applauded. . .

BROTHER COHEN: Next, we will hear from Local 3109, from Pensacola, Florida, about their efforts over the last year and a half to help workers organize at Humana Hospital. In this case, you will be hearing from the President and organizing chair, again a symbol of workers throughout the country who are dedicated to organizing with leadership and the local getting little in return, spending their weekends, their nights, out there fighting the fight. It is with great pleasure that I introduce Mike Sakalarios of Local 3109. (Applause)

DELEGATE MICHAEL A. SAKALARIOS (Local 3109): Brothers and Sisters, I stand before you for one reason, and that is to introduce my Organizing Chair. Really, we are here for another reason, and that is to give testimony, give testimony to the need to organize and the difficulty in doing it.

For two years, almost two years, CWA Local 3109 has been assisting the Humana Hospital employees in organizing a Labor Union. While we have been unsuccessful to this date, we are committed and we shall provide jobs with justice at Humana at Fort Walton Beach. (Applause)

For those of us who are involved in this endeavor it has been an eye-opening experience, and it has been a priceless education. It has been an education toward the needs of our fellow workers and, in this case, the workers who provide such a vital service to us all in the form of health care. And they deserve jobs with justice. (Applause)

People, it is not easy organizing, especially external. It is not easy. We have watched management threaten, promise, pressure all of the employees, not just the activists. Yet we glow every day like the rising sun as we watch the development of dedicated and loyal Union activists among the committee members that we have been working with for the last two years. And that is what it is all about.

Among those, number one—and I mean number one—no one has better embodied the spirit of organizing than Mary Copp. She has volunteered hundreds of hours with no compensation. Her energy has appeared to many of us as tireless, only stopping long enough to recruit other members in the Local to stand by her side and support this endeavor, each evening driving as far as a hundred miles in an evening, after work, to assist in supporting the committee members at Humana.

If we, today, are to rebuild a climate in this country that is conducive to Union building and organizing, we all must make this type of commitment and determination to organizing that Mary has made, which is the same with many of my Sisters and Brothers here today.

If we do, we can and we will, and we shall make the difference in improving the betterment of the workplace for all working men and women in the United States and Canada.

With that, I will say to you this. I, like many of you out here, are proud of all my Executive Board Officers, Stewards and members; but it gives me today great pleasure to present to you the organizing committee Chair of CWA Local 3109, Mary Copp. (Applause)

SISTER MARY COPP (Local 3109): Thank you, Brothers and Sisters. I have never done this before, so if my voice kind of shakes a little bit, just overlook it. Okay?

CWA Local 3109 was contacted about two years ago by the employees at Humana Hospital in Fort Walton Beach. Shortly thereafter, we started our external organizing process. We were all excited. We believed that we would have a quick election and, of course, a great victory.

We believed also that even the people who would not sign the cards would still, in the end, vote "Yes."

We soon began to realize that an unsigned card without the commitment for that "Yes" would be a "No" vote, and it would take time to gain the confidence and support necessary to win.

One of our biggest obstacles is fear that has been instilled by Humana in Fort Walton Beach. They preach health care, that is true. They are in the health industry. But they preach it for a profit and to keep a union-free workplace.

And I am here to tell you today that CWA Local 3109, out of Pensacola, Florida, does not intend, nor do our employees at Humana, intend to stand for that. They will be organized with our Brothers and Sisters of CWA. (Applause)

Humana is the second largest chain of hospitals in the United States, and at this moment there is only one nurses' unit that is organized. Even with this knowledge, we cannot have predicted that two years later we would still be building our committee, reaching for our support that is needed among all the employees to see this through.

Throughout the two years, I have been encouraged and sustained by the employees who are leading our effort inside. I have watched nurses gain the confidence to talk to co-workers, wear Union buttons, and pass out Union literature.

Our laws do not provide for Union access in the workplace or employer neutrality. So we had to overcome some hesitancy about home visits, which is, to me, one of the main things that is necessary to reach out and get your people organized on a one-to-one basis. So many employees will only discuss the Union in the security of their own homes. We visited those who were uncomfortable talking at work, but were interested and open-minded about the Union.

Through our combined efforts we are building confidence, growing stronger and, most important, working together to our common goal: organization.

Hundreds of hours have been volunteered by members of Local 3109 and myself to insure that Humana employees have our continued support. The Humana employees know that we believe that in unity there is strength, and in strength there is justice. When they stand together they can provide decent health care and be organized.

I have learned a lot in the last two years and hope that all of you here in the south, across the United States and in Canada will join with me as we prove that change is possible and that working people like us will stand together and have a stronger voice for our future.

Thank you. (Applause)

BROTHER COHEN: And finally, a story that needs no introduction. Yesterday's video was introduction enough.

Local 6186, organizing without any collective bargaining law, without dues check-off, they have organized 4,000 members. And when some of their members' work was contracted out, as we saw in the film, they did not stop. They organized the contractor, one of the most vicious companies in the world, ARA.

It is a great honor to introduce Wayne Smith, himself the Fire Marshall from Texas, and the President of Local 6186, the Texas State Employees Union. (Applause)

DELEGATE WAYNE S. SMITH (Local 6186): It is a great honor for our Local 6186, the Texas State Employees Union, to bring you the status of our organizing drive among Public Workers in Texas.

CWA showed great courage in 1980 in starting the ambitious organizing project of the scope of TSEU. We are organizing 180,000 state workers in over 120 agencies, in hundreds of locations throughout the state, from El Paso to Beaumont, from the Rio Grande Valley to Lubbock. State workers are joining CWA. We now have over 4,000 members in our Local. We are building the Union without the laws in place to help us organize. We have no dues deduction. We have no collective bargaining rights. We have no right to strike.

We look on our organizing project as the Unions of the early years did when they built the great Unions we have today.

We are building our Union from the bottom up, one member at a time. There are those who said it could not be done. There are those who say we cannot do it. But we say to them we can and we will. (Applause) We have and we are.

And no one can keep us from building CWA for state workers in Texas.

It is not easy. We did not think it would be. There have been many attempts to stop our organizing drive by state agency after state agency, by the governor and by the attorney general, but, with the help and the encouragement we have had from all of CWA nationwide, we will build a union.

Today I am before you to introduce one of our own, who went through the fight to build our union. She will tell you of the struggle for dignity and justice that our local has fought

through the years in Nacogdoches, Texas. Mattie Stegall represents the heart and soul of our union. She was the first PSEU-CWA member at Stephen F. Austin State University. She lost more than half of her paycheck when her state job was contracted out to bust our union. But, she and her sisters at CWA-PSEU refused to quit.

Just as all of Local 6186 is fighting for the long haul and for the long range improvement of our members' lives, Mattie and her sister members in CWA at Nacogdoches are fighting still and will continue to fight for jobs with justice. (Applause)

It is now my honor as President of Local 6186 to present to you the spirit and soul of Nacogdoches— Mattie Stegall.

. . .The Delegates arose and applauded. . .

SISTER MATTIE STEGALL (Local 6186): Good evening. I am Mattie Stegall from Nacogdoches, Texas. I would like to share this quote with you:

"It is the policy of this company that the workplace atmosphere be one of mutual dignity and respect. Use of profane or abusive language by supervisors towards employees will not be condoned."

It is a sad world we live in today, that we should need such words in a contract. With these words we agreed to end one battle for dignity and jobs with justice. We had won. We had a written contract. We demanded that those words be in the contract. We had rights on the job. We had a union. The CWA.

It was a tough fight, but we never gave up. As you saw in that movie yesterday, the state tried to deny us a decent standard of living, to deny us our rights to employment security, to deny us our rights to organize. But, we won. We never gave up. (Applause)

Nacogdoches, where I was born, is a symbol of the Old South—the Old South, with slavery and discrimination, where human decency is measured by the color of your skin and the amount of money in your pocket, a place where blacks are supposed to wash dishes, mop floors, be seen but not heard, a place where blacks can train the whites to be supervisors and bosses, but never themselves.

I remember once, when I came back to Nacogdoches, from West Texas, there was this one particular washeteria. It was divided in half. On one side it said "White"; on the other side, "Colored." I went to this washeteria with a goal in mind, that they would remove those signs. I put my white clothes to wash on the side where it said "White" (Laughter and applause), and I put my colored clothes on the side where it said "Colored." This particular day the management was there. She said, "What are you doing?"

I said, "Well, I am just following the directions of your sign."

She said, "I think you have a misunderstanding." I said, "No. The sign says 'White' and this one says 'Colored,' so I am washing my white clothes over here and my colored clothes over there."

I went back to that washeteria a couple of weeks later, and there was no sign. (Applause)

I went to work at Stephen F. Austin in the cafeteria as a dishwasher in 1966, after moving back to Nacogdoches from a little town in West Texas called Seymour. Even though segregation was against the law, it was all around us. The children of my generation could not go to school in the good schools, which we always felt were the white schools. The books that the blacks had in their school were two years old. They were the ones that had been used at the white school two years before.

You could not get a good job in Nacogdoches, or at the university. If you were black and applied for a job at Stephen F. Austin, they would automatically put a big circle around the letter "N" on your application. We know what that means.

Blacks were sent to jobs in the cafeteria, as maids, and as janitors. Even if you had a degree or you were a librarian or a policeman, with years of experience, it didn't matter.

In 1975 we went to federal court and proved that blacks and women were being discriminated against. We won that case. And it is 1988, and we still have not gotten what we want. But, we have not given up. (Applause)

In 1983 we started to organize the CWA. We knew we needed a union to help us, because of the strength it would give to us. You see, we had all worked together for so long for what we believed in. We felt that with the help of the Union we could accomplish more, because there is a difference when you have a lot of people doing one thing and people see this and know that there is strength in numbers.

We were prepared to fight. We did fight. But, the state struck back and contracted out our jobs. They cut our pay. They cut our hours. They cut my pay from \$400 every two weeks to \$189 every two weeks. But we did not give up. We couldn't.

Then we got an election, and the night before the date we were supposed to have the election for the union, they called it off. People were low in spirit. Some of us felt that we had lost. But we knew in our hearts that we could not give up. We had to stick together, pull together, and we did. We had to keep hope alive.

Our brothers and sisters in CWA came time and time again to Nacogdoches, and we were nourished by their strength. We demonstrated, picketed, at first with 26, then 73, and then 150. We worked together, ate together, sang together and prayed together. We fought them at the workplace and in the courts. We never gave up.

We had our election, and we won.

Then our members chose the negotiating team, It was with Shorty Tall, Janice Hart and myself. We worked long, hard hours putting together a contract, sometimes until 1:00 or 2:00 in the morning.

We thank God for sending Johnnie Ware to address us as a CWA Rep. She gave us so much of herself and never asked nothing in return.

Negotiations were rough, but we had our prayer meetings, I like to call them, while our co-workers and community people, sponsors, would get together and would talk things over, and it would give us the strength to go on, to move, to keep driving.

Then came that December day, with the Jobs For Justice Rally. We knew that our brothers and sisters in CWA would be there, as they had so many times before. But we weren't sure about other people.

Then, on that day, the buses began to come, people from all over the southwest, from so many different unions, from the NAACP, to the NOW organizations, Blacks, Whites, Mexican Americans and Indians, young children, even people in wheelchairs were marching with us. I can't describe the feeling I had at seeing all that unity.

That day I knew for sure that we would never give up. That day I knew we had won. We had won dignity, we had won the right to have our union. We had won the right to organize and bargain collectively. With the Jobs For Justice, it was a victory march for us all.

Well, the contract came, and with the words I began with today I close with. The battle is not over. The night we signed the contract we knew it was the end and it was the beginning.

We have the words to give us dignity and justice on the job. But those words on a contract are nothing without the power of our union to make the words live. (Applause)

We are still fighting. We are using what we have learned. Through the Union there is strength. That by sticking together with the help of our brothers and sisters in CWA, we can win.

We still have problems on the job. We still have problems in our town and in our state.

But the Union will give us the strength to fight on. We will fight. We will win, We will keep hope alive. We will never give up until we live those words made famous by Dr. Martin Luther King, "Free at last— Free at last—Thank God Almighty we are free at last."

Never give up. Thank you. (Prolonged applause)

BROTHER LARRY COHEN: What are we fighting for? Jobs With Justice. Jobs With Justice.

. . . Delegates applauded in unison, chanting "Jobs With Justice". . .

BROTHER COHEN: Good practice. You are going to have to do that again in a few minutes.

Before we honor those 19 Locals who have organized a hundred or more workers in the last year in new units, we need to stop and salute those who worked just as hard but did not win.

Massive employment opposition can be impossible to overcome. It's from no will of trying, no lack of energy, no lack of desire.

Deserving special notice are several Locals who attempted to organize huge units:

Local 4008, at Bi-County Hospital, where they lost an election for 600 workers.

Local 4319, with the Bowling Green unity, where they lost an election for 200 workers.

And Local 1040, the first health care Local in CWA lost two elections at the Monmouth Medical Center for over 2,000 workers, by less than 30 votes.

And, after the second election, the leader of the inside Organizing Committee, Diane Fiero called me on the phone and she said, "Larry, I just want to thank you for giving us the chance, and we won't quit until we win."

As we call these Locals forward, remember there is no secret, no one secret to their success, and they stand not only for winning, but for those that are trying to organize. The key is trying by talking union. Even as we are here in New Orleans, Local 9415 at dinner last night started to organize the restaurant, and I have the names of two people who want to form an inside committee. Local 2105, the name of a cab driver who wants a union here. And that should be a motto for all meetings we have.

The question is when we are not there in communities, in our communities, wherever we may be with our families, are we talking union. And if we are, we will have more than Locals up here next year; we will have 200 Locals or more up here next year. (Applause)

So as we call those Locals forward, salute them for fighting their fight in the toughness of times, and winning. (Applause)

PRESIDENT BAHR: Thank you, Larry. And as I acknowledge each of these Locals, let's acknowledge them with a single clap.

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

Local 1038, New Jersey, organized 101 workers at the Cumberland County Judiciary.

Local 1081, New Jersey, organized 325 clerical workers at the Essex County Welfare Department.

Local 1087, New Jersey, organized 145 judiciary workers in Monmouth County.

Local 1101, New York, organized 325 faculty members at C. W. Post University.

Local 1104, New York, organized 291 workers in five different units, including 250 nurses at Beekman Hospital.

Local 1120, New York, and you recall the recipient of last year's President's Award for organizing, just keeps rolling along. This year the Local organized another 154 workers in 11 different employers.

Local 145, Quebec, brought 483 new members into CWA with 12 different employers.

Local 2001, West Virginia, organized 240 clerical workers at the AT&T Credit Management Center in Charleston.

Local 2336, Washington, D.C., organized 185 cab drivers without the benefit of any established representation procedure or dues check-off.

Local 3263, Georgia, organized 350 clerical employees at the AT&T Norcross Cable plant.

Local 6132, Texas, organized 63 workers at OPCOA, at the Dallas Airport and 100 workers at the University Co-Op in Austin.

Local 6186, TSEU, Texas, organized 100 workers employed at ARA at Stephen F. Austin University in Nacogdoches—a place none of us will ever forget.

Local 7800, Washington, organized 113 workers into CWA Pacific Northwest Bell residence credit, dial telephone services in Seattle.

M38, Manitoba, organized 71 workers at the Brandon Sun in three different units, and 44 workers at the Winnipeg Sun.

M70, British Columbia, organized 145 workers at Flyer Force into CWA.

Local 9400, California, organized 130 new union members in 7 different units.

Local 9415, California, organized 181 technicians at PACTEL INFO Systems and 15 clerical workers at TCI.

Local 9509, California, organized 15 employees of DYN Corporation, 225 health care workers at the Home of the Guiding Hand, and 80 employees in 5 different units at Pacific Bell.

Local 13100, Delaware, organized 106 associate members into the Delaware Bank Employees Association without the benefit of any representation procedure and without dues check-off.

These are the 19 Locals. Let's show them our appreciation.

. . . Delegation arose and applauded at length. . .

PRESIDENT BAHR: This is the plaque that will be presented to each one of these Locals, and it says, "CWA Organizing Network. In recognition of organizing more than 100 unorganized workers within the last year. Presented to—" with the name of the Local. Congratulations and thanks of this entire Convention to the job you have all done. (Presentation—Applause)

I can't imagine a more appropriate time than this minute to present the President's Annual Award for Organizing.

Certainly we have on the platform some of the union's outstanding Local leaders, those who share with me and Larry a vision of the importance of organizing the unorganized.

The President's Annual Award was first presented by Joe Beirne in 1972. Today, as at every Convention since, it sits over at my right near the platform. The names of every winner, since 1972, are engraved on one of the side panels of the Award, and I hope that before you leave here this week you will have come by and looked at it and appreciated its beautiful simplicity.

When Joe created the President's Award, he hoped that it would serve as an inspiration

to officers and staff to increase their organizing efforts. I share that dream with Joe today.

Winners are chosen just the way Joe said they should be, by the President of the Union. That is a tradition that Joe and Glenn followed, and the one that I now follow.

I do so with the recommendations and suggestions from the Executive Board, but ultimately I make the choice.

Today I have chosen two winners. They are Ralph Maly, the President of Local 3263 in Atlanta, and his organizing committee, their man, Bill Kiser. (Applause)

I am sure that Ralph would be the first to tell you that Bill has really done most of the work and deserves most of the credit. But Ralph Maly presides over a really active Local Union. First, it is among the best organized Local on a percentage basis among all Locals located in right-to-work states.

Secondly, it is the kind of Local that has a pool of volunteers willing to step forth and carry out the Local's work when called upon.

And Bill Kiser is one of those volunteers, and without Ralph's hopes and assistance he could not succeed in his organizing missions.

I want both of these leaders to step forward so I can present them with the President's Annual Award.

The plaque, with a replica of Joe's hat, says, "The President's Annual Award to Ralph Maly, President CWA Local 3263, in grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program, and dedicated effort directed to making that policy effective, and awarded by the President of the Communications Workers of America, on behalf of the organization. August 1988."

It is a pleasure for me to present this to you, Ralph. (Presentation—Applause)

This plaque is a replica of what you see as the President's Award that is to the right of the platform. It says precisely the same thing as is on the plaque, but is something that I know Ralph will put in a most conspicuous place in his office, as something that the entire local union can be extremely proud of. (Applause)

And a similar one to Bill Kiser. (Applause)

We hope they don't run out of walls, because these certificates are replicas of the other two awards, but are more suitable for framing. And, again, to hang in a most distinguished place in a distinguished office of a CWA local. Bill and Ralph.

. . . Presentations of the plaques and scrolls are made to Brothers Kiser and Maly. . .

PRESIDENT BAHR: I now present to you for a few remarks, I suppose, Ralph and Bill. (Applause)

DELEGATE RALPH DALY: Bill had asked me to make my speech very quick, because he had a lot of things he wanted to say.

In 1972, when I first was in Miami at the Convention—that happened to be my first convention—I saw Fritz Clark win this award, and I said some day I would like to be involved in a local that did it, and I am proud to say today I am involved.

But I cannot take credit alone. There are an awful lot of people over the years in Local 1162 and Local 3263 and members of the Atlanta Metro Organizing Council who were involved.

So, on behalf of all of those people, I accept this award and thank you. (Applause)

DELEGATE BILL KISER: Thank you. (Applause)

PRESIDENT BAHR: Thank you all very much. (Applause)

We now have an opportunity to be part of a film that will not only spread the message of Jobs with Justice, but will keep it alive well into the future.

Barbara Kopple, who made the Academy Award Winner "Harlan County," is now making a new film about corporate greed. The film will tell the story in human terms, of the effects of so-called competition in driving down wages, forcing plant and office closings and busting unions.

Barbara told us she wanted to end the film on a positive note, and therefore wanted to film some Jobs With Justice footage. Much of the film describes the lives of those in the packing house industry, and that explains why Lewie Anderson from the Packing House Division of UFCW will be with us today.

I would like those in the gallery to please move to the floor, all of you in the gallery on the left. Would you please come down now from the gallery and move to the floor and fill in all the vacant areas, so that as much as possible we can recreate the spirit of Miami, the spirit of Nacogdoches, Buffalo, Denver, Portland and Atlanta. This will be quite brief.

So, as the gallery empties, I would ask that we all stand and begin the chant that is reawakening America. Join with me: "Jobs With Justice. Jobs With Justice. Jobs With Justice."

. . .The Delegates and guests arose and began to chant "Jobs With Justice," holding up signs declaring the same message and clapping in unison. . .

PRESIDENT BAHR: Would you please remain standing while I introduce our speaker, and we would appreciate your remaining standing.

As I said today, we are recreating the spirit we began in Miami just one year ago. Since then more than forty Jobs With Justice campaigns have begun around the United States. In some places Jobs With Justice has been a one-day rally. But in others a series of actions tied together by hundreds and even thousands of pledge card signers.

Bill Kiser, for example, has been turned loose by his Local to do nothing but organize. And bill eats, sleeps and dreams organizing, putting in 60 and more hours a week because he is dedicated, enthusiastic and a true believer in the cause.

First of all, he set out to organize the 334 member clerical unit at AT&T's Norcross, Georgia cable plant.

He started off with two strikes against him, because in the past ten years we lost on two occasions. But Bill wasn't discouraged, and he systematically went about meeting the people, listening to them, working with them and encouraging them to organize themselves.

He brought in friends to help him and to encourage the workers. These friends who helped included some very popular athletes and sports stars in Atlanta, members of the Atlanta Falcons Football team and the Atlanta Hawks basketball team. Now, I don't see how anybody could argue with them, because these sports stars have met Bill when he walked with them on picket lines, and they agreed to help him in his organizing efforts in Norcross.

These top-notch athletes participated in demonstrations, as well as cold calls at people's homes, asking them to sign a card supporting CWA. And, finally, Bill took advantage of a bargaining victory.

We won in the 1986 negotiations with AT&T. It was in that contract that AT&T agreed to provide what was, in effect, consent recognition if we could prove that a majority of the workers in a given unit want the CWA as their bargaining representative.

How this has worked in practice is that we get the workers to sign cards, and when we have a majority, we notify the company. The cards are then sent to an impartial arbitrator for crosschecks on signed cards with the company payroll records. And, upon certification by the arbitrator that we do have a majority, we are recognized as the bargaining agents for those workers and no election is held.

As a union we have approximately 15,000 AT&T workers sitting out there, without union representation, who could be brought into CWA, using the card check procedures.

Let me repeat that. Fifteen thousand potential members in unorganized AT&T bargaining units out there for grabs. And, to the best of our knowledge, no such agreement exists in any other major contract in America.

Using these card check procedures is exactly how Bill Kiser did the job in Norcross, where two previous efforts had failed. Bill has now turned his attention to other AT&T units and to other CWA locals, working with Gene Head, administrative assistant to Gene Russo. Bill Kiser and other local leaders in Atlanta have created the Metropolitan Atlanta Organizing Committee. Members of the Committee are Locals 3204, 3215, 3218, 3250, ITU Local 48 and Kiser's home local, Local 3263.

Will the representatives of these locals please stand, from District 3? There they are.
(Applause)

And, as you would expect, Bill Kiser serves as the chairman of the multi-local organizing committee. And today I want to say loud and clear that I hope all of these locals will join us on this platform at our 51st Annual Convention as members of the CWA Organizing Network.

Together, these locals have already filed for recognition among the 70 workers at AT&T Treasury operations and are preparing to file for the 1100 workers in AT&T's financial operations center in Morgan's Falls, an Atlanta suburb.

I want to share with you some insight into the systematic way that Bill Kiser approaches an organizing target.

As he began working on the 1100-member financial operations project, he set out to meet the workers so that they would know him and he would know them. Today I am told he can address practically every one of these workers on a first-name basis.

That's hard work, learning the names and faces of 1100 people. And organizing is hard work—brutally hard work. But it has not stopped Bill Kiser or Ralph Maly from rolling up their sleeves and tackling it head on.

Now Ralph Maly is no newcomer to organizing. His natural talent was recognized some eighteen years ago, when he worked at the Western Electric Plant in Tonawanda, New York and I was the District 1 Vice President. I frequently called on Ralph for organizing assignments, and he was always available.

Ongoing campaigns have then resulted in those communities, such as Miami, Denver, and Nashville, and employers as a group in those regions have begun to realize that their free ride may be over.

Next Monday, Labor Day, will be commemorated with Jobs With Justice rallies and other events in more than sixty locations of the United States, as well as Toronto, Canada and Johannesburg, South Africa. CWA Jobs With Justice T-shirts have been sent to Johannesburg where the Mineworkers will be wearing them on the job on Labor Day.
(Applause and cheers)

In the United States, those attending will sign a special pledge card volunteering to be there five times in the coming year, for someone else's fight, as well as their own. And also to be there at least five hours before election day, working for candidates who support the goals of Jobs With Justice.

In South Africa the Mineworkers will wear those T-shirts into the mines as a statement that Jobs With Justice in South Africa will not end until apartheid ends. (Applause and cheers)

To speak to us now is a man who is no stranger to Jobs with Justice. He leads the packing house division of the UFCW. The packing house industry is the most dangerous place to work, according to government statistics. It has also been the scene of probably the

worst union-busting in North America in recent years.

Lewie Anderson has led the fight against the corporate robber barons of today. They are employers whose greed knows no bounds. And yet, Lewie and his members will not give up.

I am pleased to present to you Lewie Anderson. (Applause)

BROTHER LEWIE ANDERSON: Thank you very much.

The campaign for Jobs with Justice, which the CWA is in the forefront of, supporting and advancing on a national basis, which I consider to be of crucial importance to all American workers. If the movement is effectively going to deal with the forces which constantly undermine the workers' economic well-being, their job security, safety at the workplace, and dignity not only on the job but in society as well, then labor can't wait for a crisis before it marshalls its forces. It can't wait to develop strategy and it can't wait before it makes a call for solidarity.

Brothers and sisters, we are faced with very powerful, well organized companies in this country who have hearts of stone and their fingers are that of the most skilled pickpockets, when it comes to taking a worker's wages.

In comparison, the corporate profiteers of the turn of the century are pikers compared to those multi-billion-dollar conglomerates with tentacles in many companies and profit centers all over.

Let me give you an example: 18 months ago, we took 4,000 people to the street in Sioux City, Iowa, and Sioux Falls, South Dakota, in the John Morrell plant. Of those 4,000 people, one year later, less than 300 people went back in to go to work in the plant. During that one year period, the company admitted by their own figures that they lost over \$60 million in taking that fight on.

Eighteen months later, the company still cannot get the type of production and the type of quality products that they need to make a profitable operation, even after scab-herding for 18 months. By any standard and measure that you would use, this should have been a victory for the workers at both Sioux City and Sioux Falls. But the one thing that was not factored in was the parent company, United Brands, who is a large conglomerate.

The fact of the matter is that this particular conglomerate has chosen to bankroll a losing operation in John Morrell. Even though the company may go under, they chose to do this—they hate unions that much—to pour millions of dollars into an operation that they are not going to probably realize any profits out of.

The point I want to make with this is more and more workers who are struggling are not just struggling against one plant, and they are not just struggling against a store or one official or even one company. More often than not, workers struggling for survival find that they are fighting large conglomerates. That is why I say that Jobs with Justice is very important, and it is very important to all American workers because it is a process that begins to link all workers together. It is a process that brings together workers in one common struggle. It is the building of a larger base by working people in this country so we can fight the power of the greedy, the power of the conglomerate.

I can assure you that all workers have one thing in common: greed does not discriminate. It attacks the young, it attacks the old, it attacks union and non-union workers alike, black and white, male and female, industrial workers, public employees, and service sector workers.

It destroys jobs, and, believe you me, in the packing house industry we know how greed can destroy jobs and how monopoly can destroy jobs, because since 1970 we had 1,300 meat packing plants close up on us. It radically reduces the workers' standards of living. It tears families apart. You can go from one community to another, clear across this country, and see what corporate greed has done in terms of tearing families apart.

It creates economic havoc in communities when workers no longer have the money that they once had to put back into the community. Quite frankly, with the reduction of wages and benefits, and the creation of low-paying jobs and tiered wage structures, and part-time jobs, it has drained the spirit of this nation.

That is why rallies such as this one and others that have been taking place going back to a year ago in Miami are important, because I think it is the awakening of the American people. I believe that what is happening out there as a result of the unchecked corporate greed is workers are starting to mobilize, they are resisting, they are challenging corporate greed and corporate irresponsibility.

Even in this Democratic primary, we heard candidates talk about, for the first time, the destruction of the American dream. But working people and Unions have been talking about the destruction of the American dream many years ago. But the fact is they are starting to discuss it now and talk openly about it. They are talking about the plight of workers in this country, the destruction of decent paying jobs and the replacement of those jobs with low paying jobs.

The fact of the matter is they are starting to talk about action, and that is a positive. We are now starting to see hearings held on the Hill in Washington, D.C. relative to such issues, such as the plant closing bill.

Activist groups who may be outside of the Labor Movement see what is happening and how far corporate greed has gone, and they are the ones again connecting and networking and mobilizing and discussing and asking hard questions. They are demanding answers, and they are demanding accountability, just as many workers are across this country.

What the "Jobs for Justice" can do by pulling people together, by mobilizing them, and with hard work and preparation, and with mobilization, "Jobs with Justice," the workers and the Union can capitalize on the national backlash that is starting to take place in this country against corporate America's rape and pillage of this nation's workers, communities and its national resources. (Applause)

A movement is starting to take shape and "Jobs with Justice" can be in the vanguard of that, in which hard questions are being asked, such as "How is it that in a short period of time corporate profits can soar 130 percent, and in one year the salaries of corporate executives can increase by 47 percent, and workers are being asked to reduce their wages, reduce their fringe benefits, work harder for less, and in the most dangerous working conditions?" (Applause and cheers)

People in this country are no longer accepting that property and money comes over all else, especially that owned by the wealthy. They are starting to ask "Does corporate America have any social obligation to working people beyond providing them with just employment when they need them and if they want them?" You bet corporate America has a responsibility to provide people with jobs, and on a steady basis, and at a decent wage, and with some job security, and in a safe place to work. (Applause)

People are starting to ask those people in communities that run the local government, who at one time were bidding against each other to bring businesses into their communities, giving away tax dollars and land to bring people in, stealing for one state and one community from another, but they are now starting to say, "Does corporate America have any responsibilities to communities where their factories and offices are located?" And once again, you bet they have a responsibility to those communities. (Applause)

We have to ask ourselves, "What rights legally and morally do American workers have and are entitled to in the richest nation of the world?" I want to say to you: We have a right to a decent paying job. We have a right to a safe place to work. We have a right to job security and, by god, we have a right to a decent quality of life, just like those who live who are paying our wages. (Applause)

People are saying and asking, in regard to American workers, "What kind of future can

they look forward to, and what sort of social changes should be taking place?" Well, the kind of social changes that should be taking place are those that look out for the workers in this country, the most precious resources that America has. They should be looking out for us as well, and not just big business and the wealthy. That is what kind of agenda American workers need. (Applause)

The destruction of 13 some odd million good paying jobs in this country and the replacement of low paying jobs—about two-thirds of them are low paying jobs, \$7,000 or less—that were created under the Reagan administration. It is time that people are looking for and they are ready for in this country a domestic economic policy that calls for the creation of jobs at decent pay, not dead end jobs, flipping hamburgers at McDonald's. (Applause)

We are looking for a program and legislation that places heavy penalties on companies who redirect their capital and production to low wage markets, here and abroad, just so that they can exploit low wage labor. They ought to not be allowed to close up a factory or a store and just walk away and leave everybody high and dry.

We are looking for the guarantee of workers' wages and jobs in corporate acquisitions and mergers and spin-offs. It is one of the most scandalous things in this country when one company buys another company and executives become multi-millionaires, and investment bankers become multi-millionaires, lawyers become multi-millionaires off of that, but all too often the workers have to make a choice of either reducing their wages, and all too often the former worker force does not even get their jobs back at all because they want to void a Union contract or void wages; and that is a national scandal and it has to stop. (Applause and cheers)

We are looking for a program that guarantees guns and bombs do not take priority over conquering hunger and poverty and homes for the homeless in this nation, which is another scandalous thing that is taking place as well. (Applause)

We believe that people in this country—and again, that is where "Jobs with Justice" can play such an important role in mobilizing—that people in this country are now starting to understand that the bashing of Labor Unions is counter-productive and it is destructive, because Americans are discovering that when Organized Labor is weakened or destroyed wages of workers plummet; and we are finding out that not only the wages of some workers plummet, but what has happened over the last eight years is that the standard of living of this entire nation has taken a radical drop as a result of Labor bashing by anti-Union companies.

Even the simple right—and in the packing industry we know it better than anyone—even the simple right, when they weaken a Union, the simple right to a safe place of employment is denied, when 58 workers out of 100 are injured on the job, and when over 25 percent of our 100,000 workers are walking around with carpal tunnel syndrome; and in one plant 97 workers out of 100 are injured on the job. So when the Labor Unions are weakened you do not even have a right to a safe place of employment, and we cannot tolerate that in this nation anymore. (Applause)

In the decade of the 1980's, corporate robber barons took America from the working people. The corporate robber barons and the Reagan administration and his reactionary cronies made the American workers—and I mean all the American workers—pay a heavy price for their program, a program that benefited the wealthy and big business at a terrible cost to tens of millions of workers.

Through "Jobs with Justice" and with preparation on your part and on the part of other workers in the country, as we approach the 1990's, this nation's men and women will regain America because, by god, this country belongs to the people and not the corporate profiteers and exploiters.

Thank you very much.

. . . The delegation extended a great ovation to Brother Lewie Anderson. . .

PRESIDENT BAHR: Thank you very much, Lewie.

...The delegation applauded in unison and chanted "Jobs with Justice; Jobs with Justice."...

PRESIDENT BAHR: Okay, thank you. Thank you very much, Lewie. I think that Lewie Anderson said things just the way they are, and we know what our job is ahead of us.

The telephone Platform Observers for tomorrow are Jim Hilleary, President of Local 2207; and Charlotte Jamieson, President of Local 13100.

And the Escort Committee for tomorrow is:

Joe Mojica, Executive Board Member, Local 9415; Marcie Hill, Secretary-Treasurer of Local 9502; Robert Baum, President of Local 14831; Frances Rotkiske, Secretary-Treasurer of Local 13500; Freddie Green, Executive Vice President of Local 3410.

These Delegates should report to Doug Stearman at the transportation desk at 12:15 p.m. tomorrow.

I want to thank the telephone platform observers for today for the job they have done.

And I will recognize Secretary-Treasurer Booe now for some announcements.

SECRETARY-TREASURER BOOK: First, I have a lot of found items.

I have a silver and black CWA jacket from—it has Local 1058 on the back of it, and it is a large size. If it were a little bigger, I would not have announced it. Here we go.

I have a glasses case and a set of bifocal glasses that were left in the smoking section in the back— okay, I see you. You can pick it up here.

I just happened to be wandering through the ladies room and this was found in the ladies room. It is a packet of—it looks like cards and things, purchased at the Hoomis House in Burnside, Louisiana. That can be picked up here.

And then there are a lot of announcements, bits of information. The following locals have not picked up their dinner tickets for tonight: Locals 1044, 1080, 1118, 1122, 4038, 431 and 14408.

The tickets should be picked up at the 50th Anniversary Booth in the lobby.

For the purpose of electing District 1's Defense Fund Committee members, the delegates will meet at 11:30 a.m. tomorrow in Room 2628 here in the Convention Center. District 2 will be having a meeting immediately following the adjournment of the Convention tomorrow in Room MR-10 for the purpose of electing a Defense Fund Committee member. District 4 PPMW Sector, 11:30 a.m., Wednesday morning, Room 19 of the Convention Center.

District 7 will have a meeting for women's Issues and Concerns. Everyone from District 7 is invited, at the Convention's end, on Wednesday in Room MR12 and 14.

The CWA National Minority Caucus will be set up in the Newberry Room of the Hilton Hotel beginning at 10:00 p.m. tonight, for the purpose of accepting applications and registering new members.

Our brothers and sisters from the American Postal Workers Union have asked that we support their fight for full restoration of postal services to the American Public.

A petition has been distributed and is at each district table. CWA can help a fellow union to take a message to congress, urging curtailment of budget cuts and insisting that the United States Postal Service management restore postal service and operations to its previous level.

You are asked to sign the petitions, and they will be picked up by delegates tomorrow.

There are more of the Dukakis Cords here for sale. All proceeds from the sale of the cords out of CWA Local 7060 in Phoenix will go to the Dukakis Presidential Campaign.

I have a message here from Thomas Luedy, the Executive Vice President of Local 9586.

"James E. White (Whitey) would like to thank all his good friends in CWA for the nice letters and cards that he had received this past year. Whitey will not be able to be with them again this year. Again, thank you very much."

Is Danny Chisolm here? Danny Chisolm, the president of Local 3510, the Mississippi Delta Local, and his wife Marilyn, are celebrating their 18th wedding anniversary today. Congratulations. (Applause)

Our CWA COPE and Political Director lost a jacket today. It is a silky material, navy colored, trimmed in beige. That is Loretta's. She said she was hugging somebody and it fell off. The jacket, that is. (Laughter)

David Baker of Local 6127 lost a black address book and calendar. (Laughter) And it says there is a reward. (Laughter)

I have a note here that says a delegate lost a packet on a bus. Does anybody have it? There is no name. Has anybody seen it? So, if you saw a packet on the bus, turn it in someplace.

The bus schedule for Wednesday to the Convention Center will be extended from 10:00 a.m. to 1:00 p.m.

That constitutes all of the announcements, Mr. President.

PRESIDENT BAHR: We will stand in recess until 12:30. Don't forget the COPE Quorum Reception and then the dinner tonight.

. . .The Convention recessed at five-thirty-five o'clock p.m. . .

WEDNESDAY SESSION

August 31, 1988

The 50th Annual Convention of the Communications Workers of America, AFL-CIO, CLC, reconvened on Wednesday, August 31, 1988, at twelve-thirty o'clock, p.m., President Morton Bahr presiding.

PRESIDENT BAHR: Will the delegates please take their seats. The Convention will come to order.

As is our custom and practice, we begin each day with a prayer and seek divine guidance. It is my pleasure to introduce to the convention Rabbi Harley Karz-Wagman, Executive Director of B'Nai B'Rith Hillel.

RABBI HARLEY KARZ-WAGMAN: Thank you. Our Jewish tradition presents a vision of an ideal world. It is a world characterized by the word "Shalom," which means not only peace but a sense of balance and harmony of everything fitting together. This is the world we strive for in our lives. Shalom can be a feeling within ourselves. The same kind of balance and harmony can exist in relationships, such as those between a worker and his fellow worker, between a supervisor and her supervisee, between labor and management, and there can even be a sense of Shalom in relationships within factions of a union.

In order to reach this vision, to reach this highest human ideal, we need a sense of dignity and a sense of pride in ourselves.

What the unions of the United States have accomplished for so many of us is to provide that source of pride, to provide a means to demand and maintain a sense of individual dignity and

allow us to pursue those highest ideals and work toward that world of Shalom.

As we do that, we also provide support for each other. And I have the sad duty to announce that one of the members here, Elizabeth Mosley, has been hospitalized this morning. She is in intensive care right now at Tulane Hospital. She is a retired dues-paying member of Local 6321, from Kansas City, Missouri.

I know that your support and your prayers and your contact with her at this time will do a great deal toward helping her maintain that sense of ideal, that possibility of Shalom in her life even at this moment, as you all provide help and support for each other.

We ask God's support of Shalom, the God who provides Shalom in the highest heavens, provide that sense of Shalom upon us. And for all human beings, may that possibility of that balance and harmony of Shalom in our lives be there as we all say Amen.

PRESIDENT BAHR: At Microphone No. 1, Delegate Ramm.

DELEGATE RICHARD RAMM (Local 4300): I move that in the interest of time, only the Resolves of each of the remaining resolutions be read. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard a motion. It has been seconded. Any discussion? All those in favor of the motion signify by raising your hand. Down hands. Opposed, by like sign. It is adopted.

The Resolutions Committee is on the platform now, and the Chair recognizes the committee.

CHAIR WEST: If the Delegates would please turn to Page 13 of the Resolutions Committee report, I will call on member Richard Dann to read Resolution 50A-88-12, entitled "The Nursing Shortage".

DELEGATE RICHARD DANN (District 1, Member, Resolutions Committee):

THE NURSING SHORTAGE

A critical nursing shortage threatens to undermine the quality of medical care in this country. Eighty percent of the nation's hospitals have been affected by the shortage, estimated at 300,000 nurses. The American Hospital Association has traced high incidences of delayed admissions and surgeries and temporary closings of emergency rooms to the lack of skilled nurses. Eighteen percent of large urban hospitals last year were forced to reduce the number of available beds because they did not have enough nurses to attend to the patients. Now when the demand for nurses is greatest, nursing school enrollments have dropped by as much as 50 percent.

In order to ease the nursing shortage, the American Medical Association, a trade association for doctors, announced the development of a pilot project to establish a new category of hospital worker, called registered care technologist or RCT. The new worker would receive two to six months of training to perform such essential bedside patient care duties as bathing patients, changing sheets, and emptying bed pans. The RCT would be directly accountable to the physician.

The AMA proposal is not a solution to the nursing shortage. Indeed it will only exacerbate the problem by creating another substrata of low-paid health care workers in dead-end jobs. Such splintering of nursing duties will make both RCT and nurse jobs less effective. Some bedside nursing duties will be taken over by the RCT, but in turn the nurses will be required to take on more supervisory responsibilities. In addition, the RCT position will further confuse the program of patient care in an already complex hierarchy of nurses aides, medical technologists, LPNs, registered nurses, doctors and administrators.

More importantly, the AMA proposal does not address the central causes of the nursing shortage which are readily apparent to those in the profession and those in the labor movement. Low pay, stressful working conditions, intense work schedules, lack of control over work, and

lack of respect from doctors and administrators are the issues that are driving nurses out of the profession. Lack of staff support and an overabundance of clerical, administrative and supervisory duties are preventing nurses from nursing. Any real long term solutions to the nursing shortage must address those issues.

RESOLVED: That the Communications Workers of America oppose any attempts by the American Medical Association to implement the pilot project for registered care technologists since the solutions to the nursing shortage are better pay and better working conditions for nurses, and

RESOLVED: That the Communications Workers of America work for the reform of Medicare, Medicaid and other third party hospital reimbursement policies, but only if a greater portion of hospital budgets are devoted to personnel, nursing services and direct care providers, and

RESOLVED: That the Communications Workers of America support legislative initiatives to provide training and education in order to lift financial barriers that may be preventing workers from entering the nursing profession and to provide retraining and financial incentives to attract nurses who have left the profession, and

RESOLVED: That the Communications Workers of America will support all efforts on the part of nurses and other health care workers to organize, since for health care workers as for all workers, union organizing and strong union representation are the keys to attaining and maintaining decent wages and dignity on the job.

Mr. President, the Resolutions Committee moves the adoption of Resolution 50A-88-12, "The Nursing Shortage."

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

Microphone No. 3, Delegate Hayes.

DELEGATE DEBORA HAYES (Local 1168): President Bahr, and fellow delegates, Local 1168 represents three thousand health care workers in Buffalo and Western New York, 1200 of which are registered nurses. Our first bargaining unit consisted of 750 RN's at the Buffalo General Hospital. We had to go out on a very bitter 80-day strike to obtain our first contract. We received an incredible amount of support from the National Union and District 1 during this strike, which included Morty making trips to Buffalo and to our picket lines.

During one of these visits--and, Morty, I know you will remember this, we were involved in a pre-press conference discussion. We were reviewing the status of the strike and some of the pertinent issues surrounding the strike.

Morty stopped and looked at me and said, "Debbie, I really don't know much about nursing." My response to him was, "Morty, you help us settle the strike and teach us how to be a strong union, and I'll teach you everything you need to know about nursing."

In the past five years we have learned a great deal and will continue to learn the principles of unionism. My purpose today is to continue your education on the profession of nursing and the correlating legislative activity requiring our support, for my belief that education is essential to fully comprehending the significance of the resolution before us.

Registered nurses are highly skilled health care professionals who must be registered to work in their respective states. Prior to writing our registration exam, which consists of two full days of testing, we must complete course work in the areas of anatomy, physiology, biophysics, biochemistry, psychology, sociology, statistics, pharmacology, nutrition, physical assessment and nursing courses inclusive of obstetrics, pediatrics, adult medicine, surgery and psychiatry.

This knowledge, coupled with the long list of technical skills, is practically applied in

developing and implementing plans to care for our patients, plans of care which allow our emergency department nurses to deal with the body traumatized by a motor vehicle accident, and our staff nurses to help the chronic medical patients get through yet another exacerbation of his or her illness.

We are with our patients 24 hours a day, seven days a week. We know what their needs are, and we know how these needs can best be met. As doctors spend on the average of 27 minutes a week with hospitalized patients, our assessment evaluations and judgments are critical in the physician correctly doing his or her job.

That is why I am personally and professionally insulted that the AMA believes a registered care technologist can replace a nurse at the bedside. Although we are currently experiencing a severe nursing shortage, RCT's are dangerous and short-sighted solutions.

CWA must oppose the AMA proposal for RCT's as it will compromise patient care and add another fault to an already faulty system. We must enact legislation increasing state and federal reimbursement to hospitals, thus allowing RN's to be paid a fair salary.

We recently negotiated--

PRESIDENT BAHR: One minute.

DELEGATE HAYES: Okay. --increases which will translate into a 61.5 percent increase over two years for some of our senior RN's. A month following the ratification of this contract, we had 14 RN's laid off because the new salaries were an incredible strain on the hospital's budget.

Finally, we must organize unorganized RN's. We at the Buffalo General have been able to make significant improvements in the area of wages, benefits and working conditions, and on professional issues through contract negotiations. We have accomplished all of this and more because we are members of a strong national union. This affiliation has been a significant factor in the goals accomplished. (Applause)

PRESIDENT BAHR: On microphone 3, Delegate Harris.

DELEGATE ANN HARRIS (Local 1126): Brothers and Sisters of CWA: I am a registered nurse and here to address Resolution 50A-88-12. In Central New York, as in most of the nation, the nursing shortage which has hit critical proportions, thus forcing entire facilities to close due to the lack of professional nurses.

We are working staggering hours and delivering inadequate medical care due to the numbers of patients and technology involved versus help available. We are losing good, dedicated people due to intolerable working conditions.

This trend of nurses leaving the profession must be reversed now before more hospitals are closed, and this country finds it is without readily available emergency care.

We as health care providers are asking you to stand by us and support the nursing shortage resolution. Please be fair to those who care. (Applause)

PRESIDENT BAHR: On mike No. 1, Delegate Roberts.

DELEGATE CRYSTAL ROBERTS (Local 4302): Mr. President, I move the previous question. Thank you. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The motion is to close debate. It is not debatable. It requires two-thirds vote. All those in favor of the motion to stop debate, indicate by raising your hand.

Down hands. Opposed by a like sign. Debate is closed.

The Resolution before us--let me just state to those who were on line at the No. 3 mike, because of the emotion and the importance of this resolution, if you have your remarks written out

and would like them entered into the record, be sure your name and local number appears and bring them up to the platform. (Applause)

... The remarks on Resolution No. 12 of the following Delegates were brought up to the platform and presented to the reporters for inclusion in these proceedings, as follows:

DELEGATE NANCY DEHM (Local 7181): Mr. President, fellow delegates, I urge you to vote for this resolution.

I represent 109 RNs at BMC. The issue before you speaks for itself. It is a stand I take.

Ten years ago CWA came to us with a message and direction and gave us hope. By standing together, we had power. The issues we bargained for then and for our last two contracts are even more important now. I have lost 20 nurses since our last Convention, not to other hospitals, but to burnout, a term used to describe being worn out and fed up with heavy patient loads, long working hours, inflexibility of staffing offices, and being unable to get time off when we asked.

The nurses that are gone are not being replaced, because there is no one to replace them.

We are being asked to work overtime to fill in the spaces. I ask you to stand with us, the nurses of CWA, and support this resolution. I cannot afford the loss of experienced nurses, and we need to encourage people to take up nursing.

DELEGATE PATTY DeVINNEY (Local 1168): Critical care nursing is a highly technical art and science requiring a broad knowledge base, including that of ventilators, hemodynamic monitoring, arrhythmias, current medications and advanced physical assessment skills, all of which are needed to detect subtle changes in patient status before emergent conditions occur.

The nurse must be able to organize and prioritize patient care assignments. He/she must initiate independent judgment and formulate a plan of care based on the correlation/ interpretation of data derived from physical assessments and technically sophisticated equipment.

Through all the equipment surrounding the bedside, it is the compassion of the nurse who never loses sight of the patient, regardless of the patient's inability to speak due to an endotracheal tube, hear as a result of a comatose state, or move as a result of trauma or drug induced paralysis to improve ventilation.

It is also the nurse who spends the most time at the bedside communicating with the patient and reassuring and consoling family members. It is the nurse who acts as a relay station of information, coordinating care between the physician and various hospital departments.

Nurses working in the critical care areas are multi- talented, skilled professionals. Take, for example, Mr. X and the nursing care required. Mr. X was a 48-year-old white male, having coronary artery bypass grafts performed. However, he suffered a massive intraoperative MI. This necessitated employment of an intra-aorta balloon pump to decrease the workload of his heart and a ventricular assist device to temporarily support the function of his own left ventricle. Immediately, in the early postoperative course, the patient was very unstable and the cardiac surgeon assisted by the nurse inserted a Swan-Ganz catheter to measure pressure in the various chambers of the heart. Mr. X was ventilator dependent and hypothermic. Despite all these measures, Mr. X was in profound cardiogenic shock.

The nurse at the bedside was required to make frequent assessments and record vital signs every fifteen minutes, monitor a Foley catheter, nasogastric tube, chest tubes, an arterial line, a peripheral line, take blood samples every four to six hours, taking all of the readings/indicators, present to tertiary medications being used and plan this patient's course of care. Neurologically, Mr. X would never regain consciousness.

Mr. X then developed DIC, disseminated intravascular coagulation, which is a bleeding disorder. During the course of the 12-1/2 hour shift, Mr. X received 22 units of blood and blood products.

Besides rendering intensive care to the patient, the nurses had to help console a grieving wife, who, at first, refused to acknowledge that this was in fact her husband. Later, after the wife accepted the fact that her husband was gravely ill, the nurse spent time with her in the grieving process.

Six hours after this nurse finished her shift, Mr. X expired from profound cardiogenic shock. No one could have coordinated the care for Mr. X better than his bedside nurse.

The job is stressful. We work weekends. We work off shifts, we work holidays, we must work overtime to cover critical staffing shortages, all for \$25,000 a year.

Extremely qualified and experienced nurses are leaving the profession and our needed skills are going to other professions that provide more job satisfactions, decent hours and schedules and more rewarding salaries.

The AMA, the American Medical Association, the association of physicians, has proposed a new category of hospital worker, the Registered Care Technologist. A new category of worker, and only two to six months training, is an absurd solution to my stress as a critical care nurse, and to the national nursing shortage.

I urge the Delegates to this Convention to pass the resolution at hand, which truly takes on the entire scope of nursing issues.

We, as nurses, deserve better, and you as potential health care recipients must demand the very best.

DELEGATE PAUL DONNELLY (Local 1180): I rise in support and in favor of this resolution. As the husband of a registered nurse, I can speak with first-hand knowledge regarding the raw deal nurses have suffered over the last fifteen years.

My wife is a graduate of the Hines County Nursing Program from New York City. The training and knowledge my wife obtained from this three-year program is invaluable. However, the salary she is currently earning as a visiting nurse is well below the standard she is expected to maintain in making life and death decisions on a daily basis.

Like myself, my wife is a unionist. Currently, she is a member of her negotiating team. These negotiations are in a reopener to their original contract. The only reason why management has agreed to this reopener is because so many of her fellow workers are leaving for a better paying job.

Unlike my sisters in Local 1168, I am sorry to say that my wife is represented by the New York State Nurses Association. I stress the word "Association." Unlike this great union, an association has their priorities in wrong order. Instead of focusing on the major needs of their members--i.e., wages and medical benefits--they would rather encourage their members to continue their education and obtain B.S.N.s, and, even after completing that arduous process, to go further, in obtaining their Master's.

We have nothing against furthering one's education. However, what is the point of spending all that time, effort and money if there is no net profit in doing so.

In conclusion, I would like to speak against the AMA's proposal of establishing a new category of Registered Care Technologist. Make no mistake in understanding where doctors are coming from insofar as this proposal. Their proposal is sexist in nature. If you don't believe me, ask any nurse who works with doctors. Instead of treating nurses as fellow professionals, doctors, in a majority of the cases, usually treat them as handmaidens.

Therefore, I ask you to please support this resolution. Thank you.

DELEGATE BILL SULLIVAN (Local 1126): I would like to speak for this resolution. I believe that the medical assistance position is totally negative from a health care provider standpoint. Also, it is a negative position to solve the nursing shortage.

What is needed is higher wages, better conditions and dignity to the profession. Health care professionals deliver 99.9 percent of the care to the patient. They know what is needed and know what to do about it. Nursing and the health care delivery to the patient is their job. It is done well.

In CWA Local 1126, Utica and Ilion, New York, we are doing something about that shortage. Their negotiations have made a difference. Under the leadership of Ann Harris, Dee Pfohl, Joanne Bolton and staff Jerry Hayes, the issues to bring health care professionals and health care delivery bargaining team the best contract in the nation. We have a lot to do before we finish, and I am proud to say that it started in Utica, New York. Thank you.

DELEGATE CAROLYN C. WADE (Local 1040): Mr. President, I rise to speak in support of this resolution.

Local 1040 represents some 7,000 health care workers in New Jersey in the Departments of Human Services, Corrections, and other non-governmental health care facilities. In state services we represent more than 1,000 Registered Nurses.

The proposal by the American Medical Association will not attempt to resolve the nursing shortage problem, but will add more confusion to a system that is already struggling.

The State of New Jersey is one of the few states that is currently economically well off. We have a surplus in excess of \$1 billion. Yet, institutions within the state's domain are suffering from a shortage, not only of nurses, but of sufficient health care workers. Low salaries, horrible working conditions, lack of respect, and many other horrendous problems, have caused nurses in the system to flee to other workplaces and professions. And the State of New Jersey has not been successful in luring others into the system.

To address the shortage in the community, our state legislators set up hearings to address the private, for-profit hospital shortage, but there were no invitations extended to state institutions. But, we spoke at their hearings anyway.

We not only told them at their hearing how bad things were in state institutions, but we also marched on the State Capital, demanding the promulgation of legislation to increase the salaries of state nurses. We demanded shift differential, the creation of a nurses' committee of rank-and-file nurses, to make and review policies and procedures governing the medical profession in state government, and we demanded legislation to create a teaching hospital in one of the current state institutions. And we want fully-paid nursing scholarships for nurses and nursing students that are not politically controlled.

Commitments were made from several legislators to sponsor legislation that would respond to our needs. Currently, there are four bills pending.

This is where we need to concentrate our efforts. We do not need any health care technologist or any other substitutionary low-paying titles. We need to return dignity and respect to the nursing profession. We must demand adequate salaries and decent working conditions for nurses and health care workers.

DELEGATE MARY JO AVERY (Local 4600): President Bahr, sisters and brothers. Isn't it a shame that the people in this country who provide the primary care for the members of our families and ourselves must struggle on all of the main questions surrounding this issue.

It seems to me that our values must change. Isn't it a shame that the nurses and all other health care provider workers must struggle for a decent wage and decent working conditions.

We organized, some years ago, a nursing home in Milwaukee. While we have improved considerably the contract, it sickens us to see the workers being used by big corporations for the sole purpose of lining their pockets. The nursing home industry is a perfect example of this, in order to continue the quality of health care that is needed so desperately in our country.

We must encourage our young people who have an interest, especially given the shortage of nurses, the health care workers are needed.

And with the help of unions such as our great union, CWA, we will be there to assist and improve the wages and working conditions for these workers.

I urge you to organize and mobilize. I urge your support. Thank you.

DELEGATE DOLORES PFOHL (Local 1126): We would like to praise CWA, for showing more insight into the reasons for the nursing shortage than the AMA, whose members work with us every day. They would like to continue to control every aspect of health care delivery in this nation, and we all know what a good job they have done so far.

Creating RCT does nothing to address the issue of a nursing shortage. Lack of financial support for training, low wages, minimal benefits, poor working conditions and subservient status, all contribute to nurses leaving the profession. These same conditions discourage entry into the profession, when there are so many other options available to women today. I speak of women, because a high percentage of nurses are women.

Nurses want and need to control their own profession. To do this, we know that we must organize and stand together.

With guidance from our Local 1126 President Bill Sullivan and staff representative Jerry Hayes, the nurses and health care workers of Utica and Mohawk Valley have made great strides to improve conditions. Our voices are being heard and we are controlling our own profession locally.

Nurses are now part of CWA and asking our brothers and sisters who have been in our positions to speak out and support us in addressing these issues.

This resolution concerns every one of our members because it will affect the delivery of health care. We ask every member to vote yes in support of Resolution 50A-88-12, and to go a step further.

Since CWA seems to understand our problems, we ask that CWA address more health care issues and become a leading force in the necessary changes long overdue in nursing. ...

PRESIDENT BAHR: All those in favor of Resolution 50A - 88-12 indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted, I believe, unanimously. (Applause)

It is now my pleasure and honor to introduce to you for the purpose of making a report our Senior Executive Vice President, John Carroll. (Applause)

EXECUTIVE VICE PRESIDENT JOHN C. CARROLL: Delegates, Alternates, Members, Retirees and Guests: I am pleased to have this last opportunity to report to you on the activities of my office in its last year.

During the past 12 months, I have been able to attend all Executive Board Meetings and Strategic Planning and Budget Committee Meetings. As Chairman of the Appeals Committee, I, along with Executive Vice Presidents Easterling and Nichols, have handled 21 appeals to the Executive Board.

In addition to my duties as an officer of the Union, I also have responsibility for two Departments: The Contract Section and the Development and Research Department. Both offices have been quite busy and contributed a great deal to CWA over the past year.

The Contract Section. The Contract Section experienced an extremely busy year both in terms of assisting CWA Officers and Staff and in providing information to other organizations.

Staff researched contract language on several topics, including payroll deductions for COPE, recall rights, plant closing notice, health insurance carriers and monitoring, in order to assist Staff at both the bargaining table and in the legislative arena. The Contract Section has been involved in preparation for 1989 negotiations and expects activities will increase during the coming months.

The computerization of major contracts is an ongoing task in the Contract Section. In early 1988, a massive effort was undertaken to improve the records maintained in Headquarters of all bargaining units. CWA's Membership Dues and Information Management Departments, all Vice Presidents and the Contract Section worked together to update this information which is now in the MAPPER Database. The Project Completion and Change/Deletion Notices used in the field have been revised as part of this process and the Contract Section is now responsible for maintaining the database.

The Department continues to provide information on arbitration cases to CWA Staff and attorneys. Summaries were prepared for 250 arbitration cases between August 1987 and July 1988, an increase of 27 percent since last year.

The Contract Section also provides information on requests from schools and state employment agencies on careers in the telecommunications field. There was a substantial increase in the number of these requests during the last 12 months. We believe this is due to CWA's excellent reputation and to the bright outlook for jobs in this industry.

Martha Murrill and Margaret Walker are the Staff Representatives assigned to the Contract Section.

Development and Research Department. The Development and Research Department continued to undergo many changes in the last year. With the departure of two long-time Staff and the reassignment of Ronnie Straw as the Administrator of the CWA Health and Welfare Trust Fund, the four remaining Staff are kept busy.

Ronnie Straw, of the Development and Research Department, has taken over as the Administrator of the Health and Welfare Trust and works with Trustee Steve Olney, Assistant to Executive Vice President Barbara Easterling. As Administrator of the Fund, Ronnie disseminates information on the Fund's coverage, talks to Locals explaining what the Fund offers, reviews claims, and assists the Union's Trustees.

During the past year, the Development and Research Department participated in several major projects for the Union. Patrick Hunt engaged in the joint labor-management evaluation of all the represented jobs at ATTIS' Orlando Accounting Center. The Staff worked with other departments researching information used in the "Jobs with Justice" campaign, writing speeches for Staff and officers, and meeting with foreign labor representatives from Sweden, Japan, Africa, and England. The Department also conducted financial analyses to assist in negotiations and organizing campaigns.

Department Staff have worked on a myriad of issues during the past year including: Quality of Worklife, Analysis of HMOs, Child Care, Discrimination, Technology, Training and Retraining, and, of course, Collective Bargaining.

In the area of collective bargaining my office held, for the first time, training for 55 staff, who have been designated as chairs of the various collective bargaining committees in AT&T, Regional Bell Operating Companies and GTE.

The two one-week sessions came about as a result of suggestions from members of the Executive Board, the bargaining chairs themselves and members of various bargaining committees.

The training was held at the George Meany Labor Studies Center during the latter part of April. The discussions were designed to promote a sharing of information, through lecture, discussions and workshops. The Development and Research Department provided financial analysis and wage and benefit information on the companies, along with an overview of the bargaining climate, bargaining issues and training on costing a contract.

Staff conducted a contracting session and Development and Research Department attended the session and made presentations to the bargaining chairs.

We have also planned training for all bargaining committees at the next year's convention, which will include many of the issues covered by the bargaining chairs, as well as issues identified as priorities in 1989 negotiations.

As an additional aid to the bargaining chairs, a research economist has been assigned to each CWA District to assist the committees in bargaining. We expect that this assignment will help the research department to better serve the Districts. Members of the research department include Margaret Hilton, Patrick Hunt, Greg Nicklas and Lisa Williamson.

Coordinated bargaining:

During my report to you last year, I mentioned that CWA was working on reaching an agreement with the IBEW on coordinated bargaining. That effort became a reality on January 17 when we agreed to a coordination of bargaining in the AT&T units. CWA and the IBEW signed an agreement with AT&T last January that calls for the two unions to co-chair common bargaining tables on subjects the unions and the company identify as national bargaining issues.

Signing off on the agreement were CWA President Morton Bahr, and myself; IBEW President Jack Barry and his Assistant Tom Hickman; and signing for AT&T, Vice President Ray. Williams and Director of Labor Relations Robert Livingston.

Because we were able to reach early agreement on this issue, President Bahr has had the opportunity to name the CWA members of the 1989 AT&T bargaining committees.

That AT&T National Operations Table will be co-chaired by Vice President James Irvine and includes Dina Beaumont, Executive Assistant to the President; Louise Caddell, CWA Representative; and Ken Sharp, Administrative Assistant to District 4 Vice President Robert Johnson. The IBEW committee members will be Arthur Perry, Co-Chair and IBEW Director of Telecommunications; Peter Pusateri, Vice Chairman IBEW Coordinating Council TCC-1; Joan Toth, Secretary IBEW TCC-1; and Richard Howell, Treasurer IBEW TCC-1.

The ATTCOM-ATTIS Local Table will be chaired by John Agee, Assistant to Vice President Irvine, along with Larry Mancino, Assistant to District 1 Vice President Jan Pierce.

The Operator Services Subcommittee will be chaired by Burldene Leininger, Administrative Assistant to District 6 Vice President T.O. Parsons.

The AT&T National Manufacturing Table will be co-chaired by Ron Allen, Assistant to Vice President Irvine, and includes A. D. Walker, CWA Representative; Ralph Maly, President of CWA Local 3263; and George Tolley, President of CWA Local 3061. The IBEW members will be: Robert Stander, Co-Chair and IBEW Director of Manufacturing; Mike Quinlan, IBEW International Representative; Robert Myers; Chairman, IBEW System Council EM-3; and Nicholas Falcone, Secretary, IBEW System Council EM-3.

These are major steps for CWA, the IBEW and AT&T in improving relations between the unions and coordinating our efforts to enhance the representation of our members.

This agreement came about as a result of many months of work by the representatives of CWA and IBEW. The IBEW representatives were: Tom Hickman, Executive Assistant to President Jack Berry; Art Perry, Director of Telecommunications; and Robert Stander, Director of Manufacturing, The CWA representatives were: Vice President Jan Pierce; Ron Allen, Assistant to Vice President James Irvine; and myself.

No longer will AT&T be able to play one union off against the other, and attempt to gain an advantage at the bargaining table, trying to drive a wedge between the two unions.

Now that I have reported on the activities of my office over the past year, I have a few personal remarks that I would like to make.

The coordination of the activities of my office could not have run as smoothly as they did this past year without the steady hand of my assistant, John Kulstad, who continues to make a

tremendous contribution to the members of CWA in whatever capacity he has been assigned, in addition to the duties he has taken on as President of the CWA International Federal Credit Union which takes a great deal of his personal time. I will miss his counsel and friendship.

I also want to digress from my official report and share some other thoughts with you.

Last week I had lunch with Paul Anderson, Assistant to Secretary-Treasurer Jim Booe, and during our conversation he advised me that he had had a dream the night before. His dream was that I had used this opportunity before this Convention to blast everyone I had disagreed with over the many years I have been a representative of the union. (Laughter)

Paul, that was not a dream--that was a nightmare. Louis Knecht and Jim Booe, who have been friends of mine for over 40 years, could tell you that that is not my style. Any disagreements that I might have had with any person, that person was the first one to know, and I discussed it with him and after resolving the disagreement we went on with the business of representing the members.

Paul, you can go on vacation now, knowing that you can sleep well and not have that nightmare again. (Laughter and applause)

In another area, I have been a charter member of Local 9505 since it was chartered in 1951. I want to introduce you to my local President, Alice Alvarez. (Applause) Alice, would you please stand up. (Applause)

Alice is the first Hispanic and the first woman to be President of the local in its entire history. Thank you. (Applause)

I also have an adopted local. It is Local 6143 in San Antonio, Texas. Ken Wiley, the former President of the local, nominated me when I first ran for Executive Vice President in 1980.

The local has also honored me by presenting me with a Stetson hat, which is very significant in that it was only the second time they had made such a presentation. The first recipient was the President of the CWA, Joseph Anthony Beirne, so you can see I am so proud to be in such good company.

Last, but certainly not least, I have noticed that there are a vast number of delegates who are at the convention for the first time. I would like you to meet the best half of the Carroll family, my lovely wife. Where is she? (Applause as she arose) Mary Carroll. (Applause)

As most of you know, this will be the last official report I will be making as an Executive Vice President of CWA, since I will be retiring shortly after this convention. I want to take this opportunity to thank President Bahr, my colleagues on the Executive Board, both past and present, the staff of the union, and all the local officers, stewards and members for the support you have given me in all the years I have had the pleasure of representing the members of CWA.

I leave the union in your hands. Take good care of our union.

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

PRESIDENT BAHR: You know, this has to be both a sad and a happy moment. It is always sad when a long-time colleague and friend, and one who is so greatly admired, leaves our side. But, we realize the happiness, in that John Carroll is ready for the change he has made. He has thought it through. He is healthy. He is looking forward to a whole variety of new activities. And I can tell you in the years that I have been privileged to work with him, from the time he was Vice President of District 8, when we served on the Board together, that he always was the voice of reason. And, as chairman of our National Bargaining Committee, he demonstrated the knowledge, the integrity, the dedication, not only to our Union, but to what this trade union movement really means.

We have seen passing from our ranks a giant. And the record that John Carroll has established for thousands and thousands of our members will from this moment on be spread

across the pages of CWA as our history is written in the years ahead.

And, John, on behalf of all of your friends, whom you know and whom you do not know, but who know you, we wish you long years of health and happiness, and always know that you are love and have a special place in the hearts of all of those who worked with you.

Thank you very much for what you have meant to our Union and what you have meant to me personally. (Applause)

The Chair recognizes the Resolutions Committee.

CHAIR WEST: If the Delegates will please turn to Page 5 of the Resolutions Committee Report, I will call on committee member--

PRESIDENT BAHR: Let me interrupt you. There is an order of business I must take, that I just slipped up on. I am recognizing a Delegate. I can't read the name. Somebody had better write better. But, the Delegate at Microphone 2, for a point of personal privilege.

DELEGATE FRED P. QUENZER (Local 1128): I would like to bring to everyone's attention that the non-union caterer, ARA, here at this Convention, is the same caterer that took our sisters' and brothers' places in Nacogdoches Texas.

I ask you, my fellow delegates, in the name of jobs with justice, to join me in purchasing our refreshments elsewhere. Thank you. (Applause)

PRESIDENT BAHR: I am advised that the caterer in here is organized. Secretary-Treasurer Booe just advised me of that. It is things that we do try to check out as we make arrangements to come to a convention.

SECRETARY-TREASURER BOOE: ARA is a big company, that is non-union in Texas and other places, but they are organized here.

PRESIDENT BAHR: Would you recognize the Delegate at Microphone 2, please?

DELEGATE QUENZER: We did check that out, Morty, with the workers. They are not organized. We checked it out with the head of security of the Convention Hall. They are not organized. And we checked it out with the head of the ARA management here at the Convention Center, and they are not organized. (Applause and boos)

PRESIDENT BAHR: Okay. We were told they were. You heard it from the delegate at Microphone 2, and act accordingly.

Thanks for bringing it to our attention. (Applause)

The chairman of the Resolutions Committee.

CHAIR WEST: If the Delegates will please turn to Page 5 of the Resolutions Committee Report, I will call on committee member Ellie Benner to read Resolution 50A-88-4, entitled "Executive Vice President Restructure."

DELEGATE ELLIE BENNER (Local 430):

Resolution No. 50A-88-4

EXECUTIVE VICE PRESIDENT RESTRUCTURE

Divestiture and deregulation have changed our environment forever. We live and work with the full knowledge that the only change that is constant is change itself.

A significant strength of our Union has been our willingness to change, diversify and adapt to the changing environment. We've learned that there may not be permanent solutions or fixed structures for CWA if we are to grow in strength and numbers. This willingness to change has held us in good stead, while holding steadfast to our Trade Union principles and commitment.

Collective bargaining for some 85% of our members was historically highly centralized, with a single employer. Today, for these members, collective bargaining is decentralized with several employers. Almost at this very moment, individual employers are restructuring and reorganizing for reasons of deregulation or for other strategic reasons. The collective bargaining implications of these continuing changes are of paramount importance to the Union because of the impact on our members and their living standards, whether employed in the public sector or the private sector; whether employed by General Telephone or U.S. West; by Murdoch or AT&T.

CWAs most recent restructure was completed in 1987 when we elected a Vice President for our Printing, Publishing and Media Workers Sector and when we elected a single Vice President with full collective bargaining responsibility for AT&T.

Since 1980, the coordination of collective bargaining has been assigned by Presidents Watts and Bahr to an Executive Vice President as his virtual sole assignment. Executive Vice President John Carroll has ably carried out this important assignment with dedication and distinction. The announcement of Executive Vice President Carroll's retirement permits the Executive Board to consider the steps that should be taken in view of these dramatic changes.

The fundamental changes in the structure of the industry no longer make the continuation of this assignment feasible. The continuing decentralization of collective bargaining makes it even more imperative that the President take responsibility for all collective bargaining coordination within the Presidents Office.

RESOLVED: That pursuant to its authority under Article VI11, Section 7(f) of the CWA Constitution, the 50th Annual Convention determines that the vacancy created by the retirement of John C. Carroll shall not be filled and that there only be two (2) Executive Vice Presidents.

Mr. President, the Resolutions Committee moves the adoption of Resolution 50A-88-4, Executive Vice President Restructure."

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

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

DELEGATE PATRICK GORMAN (Local 4900): Brothers and Sisters, I take this opportunity to speak in favor of this resolution, that would lessen our Union's Executive Committee by one, because at this time in our history it is the right thing to do.

Our Union has always been moving forward in an attempt to better represent our members. The bargaining of a single contract for the old Bell System was a job that Executive Vice President Carroll performed in a manner that all local officers and members truly appreciate.

While a majority of John's time was spent in this endeavor, the bargaining with AT&T now rests with the office of a vice president, and the bargaining with the RBOCs is assigned to the appropriate District Vice President.

The office of a third EVP is no longer necessary under these conditions.

As our union grows, we have the flexibility to re-establish this office if necessary and needed. As an officer in a local that restructured four years ago, I have seen first-hand the benefits of utilizing the resources of this union in new ways for the betterment of its members. Even though it is hard to turn loose of the past, we must live in the present and plan for the future, and by eliminating an office of executive vice president we will be doing just that.

As we take this step, it is also saving us the very difficult task of finding someone of John Carroll's stature to replace him. In addition to asking for your support for this resolution, I ask that you join me in thanking John for guiding us in our relationship with AT&T during these last nine years.

John, we will miss you. Thank you. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Courts.

DELEGATE H. JAN COURTS (Local 2001): I rise in support of Resolution 4. I believe our Union needs to restructure to meet the needs of our members. With the divestiture, this third E.V.P. position is no longer needed, due to the fact that we do not have national bargaining.

I believe our members would be better served by eliminating this unnecessary position and utilizing these funds for other purposes. In keeping with the dedication that Executive Vice President John Carroll has given so graciously over the years, we can be most assured that he has entrusted the future task of bargaining to those that can follow in his footsteps.

For these reasons, I ask for your support. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Walker.

DELEGATE KENN WALKER (Local 9505): I also support Resolution 4, but I want to talk about, or basically say thanks, John.

John, I have come to praise you, because you are truly an honorable man.

We, the members of Local 9505, know that you are charitable, that you are courteous, that you are concerned with our union's welfare, and Mary thinks you are cute. (Laughter)

Also, John Cleveland Carroll, we like you. We love you. And we will miss you. Thank you very much. (Applause)

PRESIDENT BAHR: Microphone 1, Delegate Parker.

DELEGATE SHELLEY PARKER (Local 4489): I move the previous question.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion is to close debate. Seconded from the floor. Not debatable. It requires two thirds vote. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. Debate is closed.

We have Resolution 50A-88-4, "Executive Vice President Restructure" before us. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted. The committee.

CHAIR WEST: If the Delegates will please turn to Page 6 of the Resolutions Committee Report, I will call on Committee Member Ed Graham to read Resolution 50A-88-5, entitled "City of Hope."

DELEGATE EDWIN GRAHAM (Local 13550):

Resolution No. 50A-88-5

CITY OF HOPE

CWA and other AFL-CIO unions throughout the country have helped the City of Hope raise millions of dollars through fund-raising events over the years.

For the past 25 years, the Office and Professional Employees International Union have had a history of harmonious labor relations with the City of Hope. Unfortunately, the City of Hope has now hired a law firm known for its anti-union philosophy to negotiate a new contract with OPEIU Local 30.

The City of Hope has joined the ranks of other union busting organizations by insisting on deductions in pay, increased hours, and destruction of the union members' security rights.

A non-binding arbitration panel has found that the OPEIU positions have been responsible and reasonable and urged that its proposals form the basis of a new agreement, but the City of Hope management has ignored the recommendations of the arbitration panel. In fact, during

negotiations, City of Hope President Sanford Shapiro declared that City of Hope is prepared to kiss off all financial support from Organized Labor:

We in the Labor Movement cannot and will not, allow any of the money contributed by us to be used to pay for union busting tactics. However, this in no way diminishes our commitment to helping those less fortunate than ourselves. Community services is still one of our top priorities. There are many excellent organizations that need our time, energy and financial help.

RESOLVED: That the Communications Workers of America terminate the City of Hope as an officially endorsed program and work with charitable and service organizations that want and need our support.

Mr. President, the Resolutions Committee moves the adoption of Resolution 50A-88-5, "City of Hope."

... The motion was duly seconded ...

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

At Microphone 3, Delegate Dunn.

DELEGATE CHARLES J. DUNN (Local 9430): President Bahr, Sisters and Brothers, I rise in support of this resolution, but I do so with a great deal of regret, for Shirley D'Amico, Local 9430's Past President, has a memorial plaque at the City of Hope.

Times change, however, and so do institutions. The time has come to examine the position the City of Hope has taken in using union funds to hire anti-union lawyers to represent them in negotiations with their labor force.

Local 9430 has supported the City of Hope for many years, and it saddened us to be forced to take this stand. But we cannot in good conscience continue to support such a management attitude. We must take our time, energy and dollars to support another cause, one that will treat its employees, our Brothers and Sisters, with justice and dignity. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Dehnhardt.

DELEGATE SUE DEHNHARDT (Local 9586): President Bahr and fellow delegates, the City of Hope is in the jurisdiction of our Local 9586 in Duarte, California. Several years ago our locals had CWA members maintaining GTE telephone equipment in the City of Hope. About two years ago City of Hope President Shapiro decided, along with the board of directors, to install their own system, using outside contractors to install the system. And now the clerical workers of the OPEIU Local 30 are working more hours without any more pay.

CWA, other great unions, and our members throughout the country, have contributed time and money to the City of Hope because of the great work that the doctors have done to either save lives or to comfort our members who have been faced with life threatening catastrophic diseases. I myself am an outpatient at City of Hope and know the wonderful work that the doctors do.

If it were not for them, those doctors, I might not be here with you today.

Many of the doctors have left the City of Hope also because of the way the administration has treated them.

So, I rise in favor of this resolution, because the City of Hope administration is trying to break the unions within the City of Hope, and they feel that they can survive without any union support.

Please help me in supporting this resolution, so that I may take our message of support back to the clerical workers of OPEIU Local 30. Thank you. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Santora.

DELEGATE T. SANTORA (Local 9574): I do not have any prepared remarks today, but I

would like to say a few words about my experience with the City of Hope.

About five years ago I was asked to head up CWA's United Way Drive for the General Telephone in California. Beginning at that point I worked very hard to raise funds for City of Hope. I was very proud of the wing that we have there. As a matter of fact, last year I helped organize to get a videotape to show to all our members through GTE California what we have done for the City of Hope.

Shortly after that, this whole fiasco began with the OPEIU.

I also am a member of the Los Angeles County Board of Directors for United Way. As one of the few labor people on that board of directors, I am just appalled at the way thin are going at City of Hope. I feel very strongly about the need to contribute, to help the people that need the help that the City of Hope has provided. But I cannot condone giving dollars to any anti-union, union-busting organization of any kind, no matter what they do, and I won't do it anymore. And I am going to speak out with the United Way, with the members of the GTE California and anywhere else I can.

I urge your support for this resolution. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Dinunzio.

DELEGATE SANTO DINUNZIO (Local 1305): I did not come to this microphone to be stoned. I just am a little bit unsure about what we are doing. I do not support the efforts of anti-union people, but I am afraid we might shoot ourselves in the foot by taking a step like this.

We claim to be very pro-union, and things like that, but then we just found out five minutes ago that the caterer of this place is not unionized. Shouldn't we rethink this whole position?

... Cries of "No" ...

DELEGATE DINUNZIO: I hear you.

Again, I say I don't support anti-union people or union-busters. But our members are going to be very confused about our positions, what services are going to be available to them, can they still refer to the City of Hope, and all those other kinds of things, and I am just wondering if it might not be in the best interests and the better part of wisdom to rethink this whole thing. Thank you very much.

PRESIDENT BAHR: I would like to take the privilege of the Chair and maybe treat the last speaker as if he were at the "Question" mike.

I call to your attention that all we are doing here in this resolution is terminating the City of Hope as the official charity of this Union as it was designated more than thirty years ago.

At any time in the future, should the climate change, every local union is free, as they are today, to make contributions to the City of Hope, as they do to many, many other charities around the country.

So, we are simply, if this passes, terminating it as the official single charity of the Communications Workers of America.

On Microphone 1, Delegate Keeney.

DELEGATE JAMES KEENEY (Local 4322): Mr. Chairman, I move the previous question.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion is made to close debate. Seconded from the floor. Not debatable. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. Debate is closed.

On Resolution 5, all those in favor indicate by raising your hand. Down hands. Opposed, by

like sign. It is adopted. (Applause)

We have heard all during the Iran-Contra debate about our forces in Nicaragua and the CIA activities, about the "Freedom Fighters," and I want to introduce to you now a truly honest to goodness freedom fighter, who for the past twenty-three years has served as the General Secretary of the Postal, Telegraph and Telephone International, a man who literally lives out of his suitcase as he travels around the Free World visiting with the 100 affiliated unions of the PTTI, a man who speaks out against trade union injustices and human rights violations, whether they be in El Salvador or South Africa, a man whose whole life has been dedicated to helping to build solid, honest, dedicated, strong trade unions in our industry throughout the free world.

I am especially proud to introduce him today, because last Monday he was selected by the AFL-CIO Executive Council to receive the 1988 Award that is known as the George Meany Human Rights Award, a highly-coveted award.

So, it is indeed a personal pleasure and privilege for me to introduce to you that great fighter for workers all over the world, the General Secretary of the PTTI, Stefan Nedzynski.

... The Delegates arose and applauded ...

BROTHER STEFAN NEDZYNSKI (General Secretary, PTTI): Thank you, Morty. Thank you for your wonderful introduction. You are a man with a generous heart and a silver tongue.

Brothers and Sisters, I am delighted to be here to bring you the greetings of the PTTI and also to thank you on behalf of all your foreign guests for your hospitality.

It is great to be with you at this Convention. We have come from different countries, some of us from far away places, to share in your pride and in your joy as you celebrate the fifty years of the CWA.

On the occasion of your anniversary we congratulate your great union on its remarkable achievements up to date, and we wish this generation of CWA members and leaders further and even greater successes in the future. In your anniversary year you deserve a special victory. You must have a victory this coming November. The American people need a change. Workers in other countries want you to have a change, because many of them have also had enough of the same policies that their governments have adopted by imitating the U.S. administration of the last eight years.

You and they have suffered enough from anti-labor policies. You and they have had enough of tax breaks for the rich and cutbacks in social services for the poor and the needy. They have had enough of governments that do not care for working people, that advocate greed and have turned compassion and solidarity into dirty words.

So you must, and I know you will, turn things around in this great country of yours before this year comes to an end. (Applause)

There are other anniversaries right now, and I want to speak of three of them.

Today is a great anniversary for the workers and the people of Poland. Exactly eight years ago, the 31st of August, 1980, after strikes in all parts of the country, Lech Walensa and the other members of the inter-factory strike committee signed an agreement with the government representatives. In this agreement, the government recognized, for the first time in the history of any communist country, the right of the workers to have a free trade union, a union of their own choice. The independent union Solidarnacz was born, and in a few weeks gained the strength of ten million in a nation of 37 million.

For fifteen months it spoke for the Polish workers, for the Polish people. But the communist rulers, with the power of the Soviet Union behind them, decided to crush Solidarnacz. On the 31st of August, 1981, marshall law was declared, the Union was banned, and a period of harsh repression followed.

However, Polish workers refused to give up the union. Solidarnacz has survived in factories across Poland. Strikes in April and May of this year demonstrated the workers' support for the union. In the latest wave of strikes, which started in mid-August, the workers one more time have demanded that Solidarnacz should be legalized again. And again today, on the 8th Anniversary of the Gdansk agreement, the media report that the communist government is on the verge of agreeing to negotiate with Lech Walensa and other leaders of Solidarnacz. (Applause)

This is a very significant success, and I am absolutely that Solidarnacz will be legalized again, maybe in the near future. If not, after another war of strikes.

We have all supported Solidarnacz all these years. We should continue to support it. We can take pride in the latest success of the union, and we shall celebrate, I am sure quite soon, with the Polish workers, their victory today that the legal battle of Solidarnacz is lifted.

Another anniversary, anniversary of the successful settlement of a strike last year, an important anniversary for our brothers and sisters in South Africa,

In August of 1987 the black workers employed in the postal and telecommunication services of South Africa responded to the call of their union, POTWA, and went on the first national strike ever held in the public sector of that company. This was the climax of the struggle, and followed several regional strikes. The employer reacted by dismissing thousands of strikers and by engaging in their place unemployed people. On behalf of the PTTI, the Deputy General Secretary of the Communications Workers in Great Britain, Tony Clarke, who was introduced to you the other day, went to South Africa. With his advice and help POTWA negotiated a settlement which gave black workers better wages, ended some of the inequalities and contained the employer's undertaking gradually to re-employ the dismissed.

Unfortunately, this last promise has not been fully implemented up to this date.

The PTTI and its affiliates, including CWA and other affiliates of the PTTI, and also the International Confederation of Free Trade Unions have been helping up to the present day the workers who have not been re-employed. We have also assisted this young union by providing finances for organizing and education. A huge program has been in operation for the last two years, and in spite of the hard latitude of government, POTWA has grown in size. We must and we shall continue to support them.

At this point, I want to recall that we in the PTTI are absolutely, totally opposed to the obnoxious system of racial discrimination and exploitation known as Apartheid. (Applause) Apartheid brings shame on the whole of humanity, and it is the task of all humanity to fight Apartheid. In South Africa a minority government terrorizes the majority of the population. Jesse Jackson was right when he said South Africa is a terrorist state. Democratic platform is right when it says that South Africa is a terrorist state.

For more than 20 years the PTTI has called for state economic sanctions against South Africa. They must be imposed. The sooner the better.

Yet another anniversary, a very sad anniversary for the Chilean workers and people. It will soon be 15 years since the constitutional government of Chile was overthrown, and the military dictatorship of General Pinochet.

Since then the people and workers of Chile have suffered from regression, from constant violations of human and trade union rights, but they have not given up their aspirations. They have waged ever stronger in the struggle for freedom and democracy.

Courageous workers like Hernol Florez, who were introduced to you yesterday, have led the struggle and created a strong movement for freedom and democracy.

General Pinochet has just been nominated by the head of the military forces to be the one and only candidate for the president of Chile. But there is a massive opposition movement, and there is a very good chance that Pinochet will lose, will be defeated in October and the Chilean

people will be on the way to democracy again.

We have always supported the struggle of the Chilean workers and we shall rejoice with them when their democracy shall be instilled in Chile.

I have spoken of three countries, taken as examples, but I want to assure you that your international organization, the PTTI, is totally committed to oppose any kind of dictatorship, to fight for human and union rights in any and all countries, east or west, south or north.

Millions of workers are denied their basic rights, their dignities are trampled underfoot and justice is denied them. We shall never forget any of them, those in Poland, South Africa, Chile, Central America, Paraguay or any place else.

The workers of any country must have the protection which only free and effective trade unions can give them. Therefore, we have taken upon ourselves the task of helping our brothers and sisters who do not yet have such unions, to build them up.

For example, the PTTI has conducted for this purpose hundreds and hundreds of trade union meetings every year in more than 60 different countries.

The CWA has participated in this tremendous endeavor for many years by supporting the PTTI's work, and by special union to union projects with South American unions, by giving political support for those fighting for humanitarian rights, for justice and for dignity.

You have always been in the forefront, and on behalf of the Communications Workers of many countries who have been sustained in their struggle by your solidarity, I say to you, thank you, CWA. (Applause)

In conclusion, I want to express once again the wish that this union grows ever stronger, continues to make gains for its members, and that it plays a decisive role in bringing about a victory for justice for the working people of this country next November.

You need a friend of labor in the White House. We all need a friend of labor in the White House. (Applause)

You can put him there. We count on you. Thank you very much.

Dukakis and Bentsen.

... The delegation arose and applauded ...

Finally, Brothers and Sisters, I want to recall that the CWA has had for many years special and close relations with the unions in Central and South America, and they have done a lot to help unions in those two parts of the world.

My colleague and friend, the PTTI InterAmerican representative, will, together with me, on your anniversary, present you with a token of our gratitude and the gratitude of your brothers and sisters in Latin America. (Presentation - applause)

PRESIDENT BAHR: Let me just read it. It is a beautiful plaque. "The InterAmerican Office of the Postal, Telegraph and Telephone International to the Communications Workers of America on your 50th Anniversary as an expression of thanks and appreciation for its important contribution to the union-to-union program. New Orleans, August 1988." Thank you very much. (Applause)

Stefan, I might add, you mentioned the plebiscite that is taking place in Chile, we think in October, where there is a reasonably good chance that if there is an honest election Pinochet can be overthrown, and we have been asked to participate by being election observers. Don Arnold of District 7 will be joining other American trade unionists who will be in Chile during the period of the election so that we, as impartial observers, will be able as a group to report to the entire world whether there was an honest election or whether the election was stolen.

We thank you, Stefan, for being with us here today. (Applause)

Let me introduce to you the CWA Savings and Retirement Trust Members.

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

R. Terry Daly, District 1.

Donna Batson, District 2.

Arthur L. Copple, District 3.

Burne Hill, District 4.

James MacKenzie, District 4.

Claude F. Barron, District 6.

John D. Marshal, District 6.

Tom Anesi, District 7.

Anthony Bixler, District 9.

Richard Evanoski, District 13.

James Booe, National Trustee.

DELEGATE CLAUDE BARRON (District 6):

Mr. President, I move this report be received in its entirety.

PRESIDENT BAHR: You have heard the motion to receive. The Parliamentarian has advised me that this is not something that we have to take a vote on. So at microphone 5, Delegate Rogers.

DELEGATE LOUISE ROGERS (Local 9509): I have a question on the first paragraph where it talks about the report is "unqualified." It goes on to say that this means that the independent auditors are satisfied that the Trust assets are accounted for. My question is: Are they just satisfied or are the records accurate?

PRESIDENT BAHR: The committee.

CHAIR BARRON: The records are accurate. That is a standard audit report. That is all you will ever get from an auditor.

PRESIDENT BAHR: The delegate is entitled to a second question.

DELEGATE ROGERS: And I have one.

PRESIDENT BAHR: Go ahead.

DELEGATE ROGERS: The fourth paragraph, it says that a trustee was fired. My question is: It is unfortunate that this situation came about to begin with, and I would like to know what, if any, actions have been taken to avoid this kind of a situation happening again?

CHAIR BARRON: Well, I certainly think that we have learned from experience that we should have moved quicker. I think the trustees will monitor the plan administrator more carefully in the future.

DELEGATE ROGERS: Thank you.

PRESIDENT BAHR: Microphone No. 5, Delegate Riemer.

DELEGATE GREG RIEMER (Local 4309): I have had money going into the CWA Savings

and Retirement Trust since its inception, and my contributions stopped when Ameritech suspended its contributions. They now go to the company plan.

What I would like to know is what is it going to take for Ameritech to reinstate its contributions?

PRESIDENT BAHR: Can the committee answer that?

CHAIR BARRON: I believe so. I hope I can. AT&T and Ameritech suspended contributions because our audits were not current. They are now current and we advised our attorney, who was working with the legal department of AT&T and several RBOC's and was making progress toward reaching 401-K agreements. We instructed him on leaving this city last Saturday to begin negotiations with those people again and see if the audits would satisfy their needs.

PRESIDENT BAHR: The delegate is entitled to a second question.

DELEGATE RIEMER: Okay. We have tried to sell the CWA Savings and Retirement Trust as a viable option to our members, but we do not have an effective way to advertise it. Can our Board of Trustees develop some promotional material that we could use to help sell this plan to our members?

CHAIR BARRON: We are trying to get some current information, but it is hard to take participants' contributions and buy promotional literature with it. There is a fine line as to what we can and cannot do. But we are in the process of getting some up-to-date material that would mean something to the press, and ought to the people.

PRESIDENT BAHR: Microphone 5, Delegate Stackhouse.

DELEGATE ED STACKHOUSE (Local 1190): Morty, I have been in the CWA/SRT since 1979, the first year the savings plan was available to us. My question is: Why in 1988 is two percent interest taken from my account, plus two percent that was credited to my account in 1986?

CHAIR BARRON: I would like to refer to a letter dated July 26, 1988, that was sent out to all participants with their statements. The second paragraph of that letter, "For participants who were in the Trust on March 31, 1986, and remained in the Trust through December 31, 1986, the reallocation reduced the earnings rate for the period by approximately 2.3 percent, and eliminated the 2 percent special allocation posted in April 1986."

I might add that if that needs clarification, our plan administrator credited interest to your account which simply was not there.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE STACKHOUSE: As this report reflects Peat Marwick Main & Company, and you just answered on the question that the accounts are accurate and their audit is complete, why does the committee and the First American Bank refuse all participants access to 10 percent of the balance of their account?

CHAIR BARRON: If you will notice the statement that you received is one year behind. It was through, I believe, June 31, 1987--or March 31, 1987. The corporate trustee is in the process of bringing those records for the past year up to date. In order to prevent any payouts that people were not fully entitled to, we took the position that if you wanted to withdraw all your money we would keep 10 percent in the trust until the up-to-date audit and recordkeeping was posted and we knew that we would not pay out to a participant more money than he had coming.

PRESIDENT BAHR: Claude and members of the committee, this has been a difficult period for all the participants and mostly for each of you who were elected and I know you will look back at the time you ran for election and wonder why you did it.

I point out to each of you that these are fellow rank and file members who have been doing

an extraordinary job under the most difficult of circumstances. But we at the Executive Board level believe that it is under control; that problems of the past are now in the past; and that the future will be brighter.

So on behalf of the convention, let me thank each of you for the sincere and dedicated effort that you have put into this project. Thank you very much. (Applause)

... The Report of the Trustees of the Savings and Retirement Trust was included in the proceedings in its entirety as follows:

REPORT TO THE 50TH CONVENTION OF THE COMMUNICATIONS WORKERS OF AMERICA

BY THE BOARD OF TRUSTEES OF THE COMMUNICATIONS WORKERS OF AMERICA SAVINGS AND RETIREMENT TRUST

Fellow members, this is my last year to report to you on behalf of the Trustees of the Savings and Retirement Trust (S&RT). As you all know, the S&RT has had its problems this year. The problems, however, are not as great as first anticipated. We have received a certified audit report for the years ending March 31, 1985, 1986 and 1987. This report from Peat Marwick Main & Company, one of the world's largest accounting firms, is unqualified. This means that the independent auditors are satisfied that all of the Trust assets are accounted for. We are incorporating the accountant's opinion and the Summary Annual Report for the plan year ending March 31, 1987 as part of our Report.

The figures for the S&RT are impressive. Currently, we have approximately 5400 active participants and assets of more than \$33 million.

We are having the audit done for the Plan year ending March 31, 1988. We will distribute a 1988 Summary Annual Report as soon as the audit is completed.

In early May, the Trustees fired our long time Plan Administrator and Record Keeper, Trust Fund Administrators, Inc., (TFA). It was discovered that TFA was not adequately set up to handle the complexity of our Trust brought about by the divestiture of 1984 and the 1986 bargaining. Our investigation revealed input errors and earnings calculation errors. This, forced us to recalculate earnings in participants' accounts from March 31, 1986 through June 30, 1987. Despite these adjustments and the market crash October 1987, The Trust had a positive return in each year. 1988 shows a marked increase in earnings, due to our investments in equities. Participants are enjoying an annualized gain of 10.25% for the first six months of 1988.

The record keeping problems mentioned earlier delayed completion of the audits required by AT&T and several RBOCs. AT&T and Ameritech suspended contributions to the S&RT and we were not able to complete arrangements to make the S&RT an available investment option for 401(k) contributions under the AT&T and several of the RBOC plans. We had made a great deal of progress with these companies, when the delayed audits resulting from these record keeping problems brought us up short. We are confident that we can obtain agreements to allow 401(k) contributions to be made in the S&RT now that the problems are being solved.

We are in the process of selecting a new Plan Administrator and Record Keeper. In the meantime, The Corporate Trustee has been handling the plan administration functions.

The Individual Trustees and First American Bank, The Corporate Trustee, have the situation in control. We are not out of the woods yet, but we are on the right path.

R. Terry Daly	1
Donna Batson	2
Arthur L. Copple	3
Burne Hill	4
James MacKenzie	4
Claude F. Barron	6
John D. Marshall	6
Tom Anesi	7

Anthony Bixler
Richard Evanoski
James Booe

9
13
National Trustee

KPMG Peat Marwick

Certified Public Accountants
Peat Marwick Main & Co.
2001 M. Street, N.W.
Washington, DC 20036

Telephone 202 467 3000
Telex 440477 PMMDCUI
Telecopier 202 223 2199

The Board of Trustees

Communications Workers of America Savings and Retirement Trust:

We have examined the statements of net assets available for plan benefits of the Communications Workers of America Savings and Retirement Trust as of March 31, 1987, and the related statement of changes in net assets available for plan benefits for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the aforementioned financial statements present fairly the net assets available for plan benefits of the Communications Workers of America Savings and Retirement Trust as of March 31, 1987, and changes in net assets available for plan benefits for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Our examination was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplementary information included in Schedules 1 and 2 is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the examination of the basic financial statements and, in our opinion, is stated fairly in all material respects in relation to the basic financial statements taken as a whole.

May 6, 1988

SUMMARY ANNUAL REPORT

COMMUNICATIONS WORKERS OF AMERICA

SAVINGS & RETIREMENT TRUST

EIN52-1137722

This is a summary of the Annual Report for the Communications Workers of America Savings & Retirement Trust for the year ending March 31, 1987. The Annual Report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of

1974 (ERISA).

FINANCIAL STATEMENT

Benefits under the Plan are provided by a Trust. Plan expenses were \$4,270,065. These expenses included \$253,031 in total operating expenses and \$3,957,026 in benefits paid to and in behalf of participants and beneficiaries, and \$60,008 paid to insurance carrier or similar organization for provision of benefits. A total of 5,464 persons were participants in the Plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the Plan, was \$31,109,314 as of March 31, 1987, as compared to \$27,008,360 as of April 1, 1986. During the plan year, the Plan experienced an increase in its net assets of \$4,100,954. The Plan had total income of \$8,371,019, including contributions of \$5,329,655 and earnings from investments of \$3,041,364.

YOUR RIGHTS TO ADDITIONAL INFORMATION

A copy of the full Annual Report, as submitted to the Internal Revenue Service is kept on file at the Fund Office. The report includes:

1. Assets held for investments;
2. Transactions in excess of 3 percent of plan assets;
3. Insurance information, including sales commissions, paid by insurance carriers.

If you want a copy of the full Annual Report, or some part of it, please feel free to write or call the Fund Office at the following address:

Board of Trustees
CWA Savings and Retirement Trust
P. O. Box 7417
Washington, D.C. 20044
Telephone: (202) 637-7585 or toll free (800) 638-8825

There will be a charge to you to cover the copying costs. It will be 50 cents for the full Annual Report or 10 cents per page requested. There is no copying charge made for providing you with the statement of assets and liabilities and the statement of income and expenses. The copying charge for the full report does not include these items.

Needless to say, you can always come into the Fund Office at First American Bank, N.A., 740-15th N.W., Washington, D.C. to personally examine the Annual Report. The Fund Office is open weekdays from 8:30 a.m. to 4:30 p.m. You can also examine the Annual Report at the U.S. Department of Labor in Washington, D.C. or obtain a copy from the Department of Labor. They will charge you for copying costs, as well. Requests to the Department of Labor should be addressed to:

Public Disclosure Room, N4677
Pension and Welfare Benefits Programs
Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20216

The Trustees hope this information has been helpful to you. We look forward to another year of progress and service to you and your families.

Sincerely,

Board of Trustees

PRESIDENT BAHR: Jim Booe has done some checking and we find that although we were assured by the New Orleans Convention Center people that ARA was union, the delegate was correct: They are not union. We have a catered operation behind the stage here that takes care

of the needs of the people on the dais. We have shut that down. (Applause) While we can't shut the operation down in the auditorium, we urge all the delegates, alternates and guests to fulfill the spirit of the delegate at the Privilege mike and do not patronize ARA. (Applause and cheers)

This is that time of the convention when we hear from our retirees, or one retiree representing all of them. Today it is my pleasure to introduce Ron Renish. Ron is currently the President of his Retired Members Club located in Orange County, California. Local 9510 has sponsored this club since its formation in 1975.

Ron worked for Pacific Bell from August 8, 1955 to August 1, 1986. He was a steward for his local for 20 years and currently serves on the Community Service and Member Assistance Program. Join me in welcoming Ron Renish. (Applause)

RETIREE RON RENISH: Before I get started, I would like to congratulate John Carroll on his retirement, and I hope that he signs up with us right away. I have known John for a good number of years. He went to grammar school with my sister in Alhambra, California. I went through the same school a few years later, right after they got electricity. (Laughter) Congratulations, John.

In the past, the individual that was representing the retired members had to come up here and tell what they were trying to do and plead for your help. I can remember, as a delegate, that I was always glad to hear the retirees speak, because it meant that the convention was coming to an end. But it is a little bit different this year, and I would like to give a short reading of "The Station." This is condensed and there are a few words changed in it. I am not the one that condensed it, but I did change the words because there are some foreign products mentioned in here that I don't think should be in here.

Tucked away in our subconscious is an idyllic vision.
We see ourselves on a long train trip spanning the continent.
Through the window we drink in the passing scene
Of cars on nearby highways,
Of children waving at us from a crossing,

Of cattle grazing on a hillside,
Of smoke pouring from a power plant,
Of row upon row of corn and wheat,
Of mountains and valleys,
Of city skylines and village halls.

But uppermost in our mind is our destination.
On a certain day at a certain hour,
We will pull into the station.
Then wonderful dreams will come true.
"When I reach the station, that will be it,"
We tell ourselves.

"When I am 18.
"When I buy a cad.
"When I put the last kid through college.
"When I get that big promotion.
"When I retire,

"I shall live happily ever after."
Sooner or later, we realize there is no station,
No place to arrive at once and for all.
The true joy of life is the journey.
The station is only a dream

That constantly outdistances us.
"Relish the moment" is a good motto,
Especially when coupled with Psalms 118.24:

"This is the day which the Lord hath made;
"We will rejoice and be glad in it."

So stop pacing the aisles and counting the miles.
Instead climb more mountains,
Eat more ice cream
Go barefoot more often,
Watch more sunsets,

Laugh more.
Live life as you go along.

I would like to tell you about some of us that are on that union train forever. In Ohio, the phone company sent out the typical notice that they send out about what the raise will be for the retirees and it was a pittance. No, it was not that much. It was much lower than a pittance.

The President of the Retired Members Club, Ted, who is with us today, contacted his retirees and they got a letter campaign going. They requested that the telephone company sit down and talk to the retirees.

As you know, the National Union and the Local Union cannot bargain for retirees. But the power of numbers and the letters that went out, through his efforts and through the retired members, backed the phone company down. They got the same percentage raise not because of a threat of a strike, but a picket line.

Now who wants a bunch of picketers in front of their shops telling them how cheap they are and how they are treating the retired members? They got the same raise that California did.

Another person that is on that train and has no intention of getting off is Deane Armstrong, the Mayor of Jonestown, Texas--let's hear it for Texas. (Applause) You left your flags home--and also D.L. Delley Wills, full time lobbyist, Austin, Texas, both Democrats, both of them retired, and both of them members of the Retired Members Club.

The work that is being done by retirees is unbelievable. We know we can help. There are a good number of us involved in legislation, phone banks, stuffing envelopes, office work, donated time, especially for those locals that are small and cannot afford full-time help.

One other thing that I would like to bring to your attention is that in the New England states they just had a picnic, which I guess they have been putting the picnic on for two or three years, and 3,000 retired members attended that picnic. They came from as far as Florida, the State of Washington--from all over the United States, people who have retired to New England and have moved to retirement areas of their choice.

How would you like to have those people on a picket line for you? (Applause) Those people who spent many years with this wonderful organization, going to do your legislation, doing your lobbying for you, how would you like to have that?

Well, we are here and we mean to be heard. Yesterday, the Advisory Board had its first meeting on the bylaws. I was informed today that they have completed those bylaws. We will be having a meeting, such as we had in St. Louis, on May 6 and 7, only it will be in Las Vegas this time. The reason it will be in Las Vegas is it is one of the cheaper places for us to go.

Now I would like to talk about finances. We started Monday morning to raise our own money. As the old phrase that President Kennedy used to use goes, "It is not what CWA can do for us, but it is what we can do for CWA." (Applause)

So we started our own fundraising. My local had some things made in the past that had not been used. I brought them. They were donated. They have all been sold.

The National donated some beautiful briefcases that sold very reasonably. And I think we have raised between \$800 and \$900 in the last two days. So there are some things still out there

and we are looking for your support.

As you know, in the amendment to the Constitution that makes us part of this wonderful union--excuse me a second as I gather my thoughts. I have a disease called CRS. I won't go into that. If you will come by the booth, I will explain the disease.

We have some pins for sale for those other folks who do have that disease.

What I was about to say about the Constitutional change, we have the ten cents that goes into effect on January 1st of next year. We have to have one more major meeting between now and next May. Because of your action this year, there will be eight delegates sitting on the floor as full members. So consequently, those locals that have already sponsored your Retired Members Clubs, we thank you. For the locals that have been unable to, we are here to help you. So contact us. We will help you put those Retired Members Clubs together.

We are also, if you would like, as a local to go back to your locals and say "Hey, we have a Retired Members Club that is going to be out organizing"--and you know, it sort of tickled me when they brought in that amendment for organizing because I don't go into a store without organizing. I walk in and say, "Show me the American Union-Made clothes." And I think that is the first step in organizing. It gets people thinking.

We have so many thousands of retired people out there that we have to contact to get them into these clubs, to let them know that we are organized; that we do belong; and that we are back on the train.

At this time there is one other thing that I would like to point out that is so very, very important. There is no group in the United States that votes like your retired members. They come out on the national elections and they tell you that 34 percent voted, or 51 percent voted; but if you were to break that down into classifications, 60 percent of your retired members vote. (Applause)

I do not want to carry on too long. What I would like to do is tell you that in the past we have always had the retirees stand up. They are sitting over there against that curtain. Please do not applaud at this time. We had them stand up and we used to applaud them. We are not going to do that this year. We are going to ask them to stand up and applaud you and say "Thank you for bringing us back on this train," because we are glad to be here and you will see a tremendous change and that group will double by next year. Thank you. (Applause)

PRESIDENT BAHR: Thank you, Ron, very much.

Secretary-Treasurer Booe for a couple of announcements.

SECRETARY-TREASURER BOOE: I have a message from the "Privilege" microphone asking us to remind the Delegates of the smoking policy. No smoking up here; smoking at the tables in the back.

Some announcements about the AT&T units.

The ATTIS/ATTCOM elections will be held today. The run-off elections are to be held fifteen minutes after the adjournment of the convention in Rooms 39 and 40, today.

The run-off election of the ATTIS Southern EORS Region Alternate, ATTCOM, At Large Number 2. And the polls will be open for 45 minutes at the adjournment.

The results of the elections today:

In the Western Region: Tom Duffy was elected. (Applause and cheers)

Dick Godwin is the Alternate.

Southern Region: Joe Smith, Committee Member. (Applause and cheers)

At Large: Joe Gallagher, Member. (Applause)

Sarah Smith, Alternate. (Applause)

ATTCOM, Operator Services: Sally Tidwell, Member. (Applause and cheers)

Addie Brinkley, Alternate.

At Large Number 1: Roy Jones, Member; Jerry Klimm, Alternate. (Applause)

AATCOM, At Large Number 2: Bob Vasser and Dan Buelte will be in the run-off.

MMS/MLO, At Large, elected John Simon.

At Large Number 2, Floyd Larabee.

At Large Number 3, Vince Liberio.

At Large Number 4, Frank Burns.

Two Alternates: Dave Loake and Bob Walarik.

Another reminder about the petitions that we had put out late yesterday that many of you may have missed, from the American Postal Workers Union. It is a petition asking the Congress to stop destroying the postal service and urging that the Delegates sign the petitions.

PRESIDENT BAHR: It is a pleasure for me to introduce to you , for the purpose of making a report about the activities of the past year, Executive Vice President M. E. Nichols. (Applause)

EXECUTIVE VICE PRESIDENT M. E. NICHOLS: Thank you, Mr. President.

It is a pleasure for me to have this opportunity to share with you the activities and accomplishments of my office and staff during the last twelve months.

On this, our 50th anniversary, it is only natural for us to look back at the goals and dreams of those men and women who built this union and to ask ourselves, "Have we remained true to their dreams and ideals?"

President Beirne spoke frequently of the need for Unions to make our communities better places to live. Nothing pleased him more than to hear a speaker refer to his beloved CWA as the "Community Minded Union."

It is fitting, given this tradition in community services, that the first major event in 1988, the 50th year of our Union, was a National Community Services and Safety and Health Conference. The conference brought together more than 200 members and staff who are active in their local community Services and Safety and Health Committees. We listened to experts on drug testing, EAP's, and alcoholism. We spent an entire day on AIDS because our members indicated they needed more information on this dreadful disease.

We discovered in the course of our discussions that many members had mourned a victim of suicide, either in their family or in the family of a friend, and were in need of information. We returned to Headquarters from the conference committed to filling this need and developed two brochures containing practical information on "How to cope with suicide," and "How to recognize the warning signs." You may pick up a copy at the Community Services booth.

I would also like to commend both Mary Mays-Carroll and Dave LeGrande for an excellent job at that conference.

Joe Beirne's legacy of community service lives on today in the work that our Locals and members do in communities across the country.

Whether it be the Special Olympics, a blood drive, fund-raising, a new burn unit, purchase of equipment for the handicapped, or relief for hurricane victims, our staff, our Locals and members are there to give of themselves, and to make a difference.

Along with a number of committees, Mary Mays-Carroll also serves on the Labor Committee

of the Boy Scouts of America, and this committee finally persuaded the Boy Scouts to issue a merit badge for Labor. As a result, thousands of boys will learn more about Organized Labor. We have not been that successful with the Girl Scouts, although Mary assures me that we will keep trying.

I also need to remind you that due to the large amount of negotiations in 1989 you need to get your Community Services Committees working, and we stand prepared to assist, if we can, in any way.

We also have a tradition in CWA of supporting workers in other industries in their struggles. Let me take a moment to bring to your attention the life-threatening conditions that are being inflicted on the men and women who work on our farms.

In the past, farm workers have been threatened with their lives because of Union activity and hundreds have been fired. Some have been killed because they attempted to organize into a Union.

And now, if that were not enough, the babies of these farm workers are being born with spinal defects. Their children are dying in unprecedented numbers of cancer because of the poisons being used in the fields. Farm owners, and California's governor, ignore laws that specify a waiting period after a field has been sprayed before pickers may return. Instead, farm workers are ordered back in the fields only minutes after spraying.

Jesse Jackson, in support of the Farm Workers' problems, has begun a chain of three-day fasts. Jesse completed his first three days last Wednesday. He will be continuing with those fasts to bring attention to this problem.

Cesar Chavez's fast and continuous sacrifice are both an example and challenge to all of us. Chavez is asking all of us to adopt a store in our community and demand the removal of California table grapes from the fruit counter. We hope that you will consider and help them out. (Applause)

In the office of Women's Activities, we continue to track the participation levels of women in the Union. I am pleased that a recent study conducted by my office found that 27 percent of our International Staff are women at this time.

While we are not yet staffed proportionate to our membership, we continue to improve and are dedicated to continue moving in that direction. Our top local officers also continue to show more women at the top, and that is a very healthy sign.

During the last twelve months, the Women's Activities Office has assisted Districts plan and coordinate District Women's Conferences, led workshops, and chaired the meetings of the National Women's Committee.

The members of the CWA National Women's Committee for this past year are:

Julia Fuentes, Local 1150.
Sandy Chorovich, Local 2323.
Barbara Sims, Local 3204.
Dodie Ditmer, Local 4311.
Sandra Cox, Local 6326.
Annie Hill, Local 7904.
Maxine Hobdy, Local 9400.
Sarah Cassidy, Local 13500.

The members of the CWA National Women's Committee, recognizing the contributions women have made in building our Union, recommended to the Executive Board that CWA honor, in this anniversary year, one woman from each District who has made an outstanding contribution to her Local, the International and the Labor Movement. The Board enthusiastically accepted the recommendation and last night we honored eight very special women.

The CWA Women's Activities Office has also been actively involved and influential in coalitions dealing with broad issues of concern to all families. The Women's Activities Office devoted countless hours in the planning for the American Family Celebration that brought 40,000 people to Washington, D.C. on May 14th.

The celebration was sponsored by CLUW, 30 International Unions, and 165 organizations representing churches, civil rights, consumers, senior citizens, and women's organizations.

The day-long celebration focused attention on family issues that have received almost no attention in the eight years of Ronald Reagan's presidency. Issues like child care, elderly care, education, and jobs and economic security were discussed.

CWA members came from as far away as Hawaii, and many Locals brought bus loads of members and their families. Altogether, 4,000 CWA members attended this inspiring family day celebration.

The Women's Activities Office continues to work with the Alliance for Better Child Care, the group of over 70 organizations that has developed and is supporting a national child care policy. Legislation has been introduced in Congress that will significantly expand and improve the child care options available to American families.

Child care has suddenly become a "hot" campaign issue. Even George Bush now says he is for child care in the form of tax credits. But what I want to know is "Where was George" during the last eight years, while Unions, church, civil rights and women's organizations were lobbying and testifying for public funds for child care? Where was George?

In the area of occupational safety and health, we continue to investigate repetitive motion problems caused by VDT's. In a study of the members of Local 7777 we found that out of 1500 directory assistance operators employed at Mountain Bell, 500 have been diagnosed as having some form of repetitive motion pain. Of these 60 have been identified as having carpal tunnel syndrome, a potentially disabling hand and wrist illness. Especially alarming is the fact that 40 of the 60 workers have had carpal tunnel surgery. We plan to continue our investigations in other locations.

In a very significant victory, we were able to resolve a case in which 52 members of Local 4900 employed by Indiana Bell were unknowingly exposed to life-threatening asbestos.

After nearly two years of attempting to negotiate a resolution, CWA filed legal action against Indiana Bell. After several months of negotiations, on May 2, CWA and Indiana Bell reached an out of court settlement. The settlement exceeds the Union's pre-trial demands and establishes guidelines that will hopefully eliminate member exposure to asbestos problems--not for those exposed, but at least for those of our future members, and if we can use that as a model for other companies

We are also involved in several safety and health studies, including the largest and most comprehensive occupational stress study ever conducted. The study was begun in August 1987, with leading scientists at the University of Wisconsin. The results of this research will be used to substantiate necessary improvements in working conditions in our collective bargaining and legislative efforts.

Most recently, we have begun to study the safety and health problems of the Printing, Publishing and Media Workers. Responses to a questionnaire sent to those Locals identified safety and health problems, such as chemical exposures, air quality, unsafe equipment, and noise and job stress. Of particular concern are the high numbers of health symptoms such as headaches, sneezing, eye irritation, skin rashes, light-headedness and dizziness reported among Printing Sector members.

We are currently holding talks with the Newspaper Guild and the Graphic Communications Union to develop a multi-Union occupational safety and health training program for workers in the printing and publishing industry.

In the Office of Ethnic Affairs, we continue to assist Districts in the preparation of District Minority Conferences and to coordinate the activities of the National Committee on Equity. The National Committee on Equity met March 23-31. The Committee's recommendations were submitted and approved by the Executive Board. The members on the 1988 National Equity Committee are:

Carolyn Wade, Executive Vice President, Local 1040.
Willie Leggett, Executive Vice President, Local 2300.
Warren Livingston, Member of Local 3684.
Linda L. Hinton, President, Local 4310.
Lynnette Jenkins, Treasurer, Local 6316.
Henry Sanchez, Chief Steward, Local 7090.
Addie Brinkley, Vice President, Local 9409.
Joanne Meades, Member of Local 13550.

In an effort to identify and honor the men and women who have served on Equity Committees, we have designed a special pin. The design on the pin is of three hands--a black, a white and a brown--clasped in unity. The pins are available for \$1.00 at the Ethnic Affairs Booth.

The Office of Ethnic Affairs continues to heat up CWA's efforts in the boycott of Shell Oil. We have helped plan anti-apartheid rallies and demonstrations around the Shell boycott and we will continue in those efforts.

In the area of education, we continue to work to provide staff and Locals with practical and timely educational materials and experiences.

The Training Department worked closely with Executive Vice President John Carroll's office to design the curriculum and materials for a collective bargaining session held this past April for 55 Staff who will be chairing negotiations during the next twelve months.

Currently we are working with the President's office on the Mobilization Program. We have actively participated in the training of District Mobilization Coordinators and the development of resource materials. I have approved the postponing of work on other projects in order to assist in the development of the Mobilization Program. I can think of no other program that will be as critical to our members and our union as this, and I urge each of you to attend the Mobilization meeting on Thursday and go back home and begin the process of strengthening the union.

This year we made the decision to produce all future educational audio-visual presentations on videotape. The Education Department has purchased portable video players and monitors for every CWA district and area office. I hope the availability of this equipment will allow staff the flexibility to incorporate informative quality videotapes produced by CWA and other organizations into their education and organizing efforts.

In honor of our 50th Anniversary, we have put together a 30-minute videotape on the "History of CWA." There was an orange colored form for the history videotape on your tables Monday morning. Please fill out the form and take it to the training department booth where you will receive your complimentary videotape. But please, only one per local.

In closing, let me say that the Social Action Group and the CWA Training Department remain committed to providing you with the assistance and resource materials that you need to get the job done. In an effort to familiarize you with what is currently available, we have put together a directory of materials which was recently sent to each local. We will update the directory as new materials are developed. You can pick up a copy of the directory at the training booth.

I would like to thank my staff for their dedication and hard work: Mary Mays-Carroll, Community Services; Andrew Clark, Minority Concerns; Lela Foreman, Women's Activities; Dave Legrande, Occupational Safety and Health; Yvette Herrera, Assistant to Executive Vice President, Training.

And my most heartfelt thanks to my personal friend and assistant for the past eight years.

This union and I owe a great debt of gratitude to Ken Ferguson for over 40 years of superb service to this union. Ken will be retiring after this convention, and he will be missed.

Thank you very much. (Applause)

PRESIDENT BAHR: Thank you very much, Nick.

The Resolutions Committee is back on the platform. The Chair recognizes the Committee.

CHAIR WEST: If the delegates will please turn to page 7 of the Resolutions Committee report, I will call on Committee member J. R. Garrison to read Resolution 50A-88-6, National Affiliation with State Central Bodies.

DELEGATE J. R. GARRISON:

Resolution 50A-88-6

NATIONAL AFFILIATION WITH STATE CENTRAL BODIES

The need for trade union solidarity and grass roots labor involvement and mobilization has never been more urgent. The Reagan Administration has deliberately shifted responsibilities from the federal government to the states and, at the same time, eliminated or cut back federal funds for needed services. As a result, the decisions made by state legislatures, city and county councils and local elected officials have increased the importance of an effective voice for labor at state and local levels. State Central Bodies have proven an effective coalition for protecting and advancing the interests of working men and women at the state and local level.

In recognition of the growing importance of state central bodies, the AFL-CIO Convention adopted a constitutional amendment which allows each national and international union to affiliate its entire membership with the various state central bodies. Unions which affiliate their entire membership pay to the AFL-CIO monthly a state central body national affiliation fee equal to 75 percent of the per capita charges by the various state bodies weighted to reflect the distribution of the membership among the states.

The national affiliation fees received by the AFL-CIO will be rebated to the state central bodies on the basis of their membership, per capita rates and needs. National affiliation with state central bodies is critical if CWA is to play a meaningful role in developing and implementing labor's agenda on the state and local levels. CWA should be a part of the labor movement in every state and community. By increasing our numbers we will increase our importance.

RESOLVED: That CWA recognizes the increasing role that state central bodies play in the struggle to represent and protect workers rights and endorses and supports the active involvement of all locals in their respective state bodies, and

RESOLVED: That by May 1989 CWA affiliate its entire membership with the various state central bodies by paying to the AFL-CIO monthly an affiliation fee equal to 75 percent of the per capita charged by the various state bodies, and

RESOLVED: That the Secretary-Treasurer deduct from each local's monthly dues its portion of the state central body affiliation fees based on local membership.

Mr. President, the Resolutions Committee moves the adoption of Resolution 50A-88-6, National Affiliation with State Central Bodies.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 3, Delegate Rosen.

DELEGATE SETH M. ROSEN (Local 3209): From the home of next year's Superbowl champion, Cleveland Browns. (Applause) I wanted to give anyone that wanted to boo a chance

to get it out of their system.

Brothers and Sisters, we have spent a lot of time at this Convention talking about our 50th Anniversary, We are not only celebrating this anniversary simply because we are history buffs, but because we are building for the future.

Fifty years ago, when telephone workers formed a national organized, and years later when CWA formed its present structure, there were those who opposed those changes. They said it's not democratic. They said it would eliminate local control. They said it could cause financial hardship.

Fortunately, the wisdom of those visionary delegates who shaped the CWA that we know today ultimately prevailed. They were able to walk beyond the present and into the future.

Today, we face a similar decision about our future. Not just about the future of CWA, but about the future of the entire labor movement.

The question before us is, will the labor movement in the next century be a force for change throughout society?

Sisters and brothers, the labor movement will never be able to be that force unless we have strong, progressive and financial stable State Federation of Labor.

Are there major problems in some of these state feds? You bet there are. In fact, I have heard that about them in detail from some of my friends here over the last couple of days, But until we take our responsibility in making a financial political and moral commitment to bring these state feds the quality of leadership the CWA can provide, they won't ever change.

You know, I always think that makes a difference. People who have had training programs in health and safety, workers' compensation, public employee collective bargaining might be non-existent without the work of the Ohio AFL-CIO. But it is a fact that some of our own locals in Ohio can enjoy these benefits without paying their share, and that's not fair. (Applause)

This issue is not a public against the state feds. This issue is not about free choice for local control. This issue is about the future of the labor movement,

After we pass this resolution, many years from now, delegates of the CWA convention will look back and remember that we looked to the future.

I urge you to vote yes on this resolution. Thank you very much. (Applause)

PRESIDENT BAHR: Microphone No. 4, Delegate Liebman.

DELEGATE EVELYN LIEBMAN (Local 1037): I am from Local 1037, which represents public workers in 13 northern counties in New Jersey.

I rise to speak against Resolution 50A-88-6. We are proud that CWA is a democratic union, an essential ingredient in democratic unionism, because knowledge is power, or at least the first step toward power.

Where I come from we consider educating and informing our membership the first step in building a strong shop floor organization. We believe in that approach because it works. Knowledge and workers are committed union activists. The same principle of organization applies to this body today, We delegates have before us an important vote on whether or not to force our local membership to join the AFL-CIO State Federations.

Unfortunately, we do not have the necessary benefit of full information. We are being asked to make a democratic decision without having the knowledge to realize exactly what we are voting on. Such a decision is not democratic at all.

This resolution does not tell us the dollar amount of the national affiliation fee. Currently, state fed fees range from five cents to one dollar. What will our fee be? Today, we do not have

that information.

According to the AFL-CIO Constitution, the national union will receive a 25 percent discount on its national fee. But will that discount be passed on to the locals? Today we do not have that information.

According to the AFL-CIO Constitution, the 25 percent discount expires in February 1989. What happens to the fees paid by the locals six months from now? By how much will our local fees increase? Today we do not have that information.

Under this plan, and according to the AFL-CIO Constitution, the fees generated from one state can be diverted to another state whenever the President of the AFL-CIO sees fit. How much of the income generated from our local members will stay with the state feds to which those local members belong? Today we do not have that information.

Brother and sister delegates, these are tough questions which under the AFL-CIO mandatory affiliation fee plan have no answer. We do not want to find out what a yes vote on this resolution means after we return home to our states and after our members start asking you these same tough questions.

I urge you to vote no on Resolution 50A-88-6. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Samaripa.

DELEGATE KAY SAMARIPA (Local 6106): I have two questions. The first question, if we pass the resolution on mandatory affiliation, will the 25 percent reduction expire in February of 1989?

PRESIDENT BAHR: No. That has been misinterpreted. The 25 percent reduction will be 25 percent reduction of whatever the state fed per capita is in your state. So if it is a dollar, you would pay 75 cents.

The period to March of 1989 is the period during which the per capita for your state is determined. So if in November or December of 1988 your state passed a per capita increase, that would not go into effect until March of 1989, which would be the next 12 month period from which you would then get the 25 percent discount. You are entitled to a second question.

DELEGATE SAMARIPA: My second question was, how would an increase in per capita be handled?

PRESIDENT BAHR: The same way it is now, with the delegates at your state convention or whatever other method is used, would not be changed. This has nothing to do with the way per capita changes within the state.

Microphone No. 1, Delegate Creegan.

DELEGATE EDWARD CREEGAN (Local 1106): I move to refer this resolution to a study committee, and that it be brought back to the Convention in 1989, (Cries of "No") the committee to be composed of rank and file members, elected rank and file members, and members of the National Executive Board.

... Cries of "Object to consideration" ...

PRESIDENT BAHR: There is a motion to object to consideration.

... Cries of "Second" ...

PRESIDENT BAHR: It is not in order. Go ahead, Ed.

DELEGATE CREEGAN: On my motion, Morty, there is much too much confusion on this issue and much too much rancor at this particular Convention. I believe, if this were referred back to a committee, where the rank and file could get input from the local unions in their districts and refer it back to the next Convention, we could have a resolution we all could live with, and

that is what I think this is all about. (Applause)

PRESIDENT BAHR: The motion has been seconded, and the Delegate has already taken advantage of his opportunity to speak. He is, however--Eddie, you do have five minutes, if you want to say anything else.

DELEGATE CREEGAN: No. That is all.

PRESIDENT BAHR: We have a motion to refer to a study committee, as outlined. It has been seconded from the floor. Is there anybody--I can't tell, with everybody lined up. Let's give a moment for anybody who wants to speak on this to call in.

Microphone 4, Delegate Rhodes.

DELEGATE HARTWELL D. RHODES (Local 1127): I rise in opposition to this motion to refer. I think the delegates at this Convention understand the issue and should face up to it squarely and make a decision. (Applause)

I urge that the resolution be defeated after this motion to refer is defeated. This resolution talks about--

PRESIDENT BAHR: You are out of order, Dusty. Speak on the motion to refer.

DELEGATE RHODES: Okay. This resolution talks about trade union solidarity--

PRESIDENT BAHR: Dusty, you are straying off the motion to refer. The issue on the floor is solely the question to refer. We have to vote that up or down, without getting into the substance of the resolution.

DELEGATE RHODES: Thank you, Mr. Chairman. I have made my point.

PRESIDENT BAHR: On Microphone 3, Delegate Clark.

DELEGATE FRITZ CLARK (Local 1111): Sister and Brother Delegates, I think we need to be very careful on this issue that we are now considering. We must vote yes to refer this resolution, because we can't afford to let our great union appear to be a free rider in the AFL-CIO. We elected our great President, Morty Bahr, to lead us into the future, and he proudly represents us on the AFL-CIO Executive Board. Let's not embarrass our President or ourselves by refusing to pay our dues to the AFL-CIO or appear that we are trying to circumvent that obligation.

... Cries of "Out of order" ...

DELEGATE CLARK: I am the president of the AFL-CIO central body, and I can assure--

PRESIDENT BAHR: Let's give each other the courtesy of the floor. There is room for differences in this room. That is what makes us strong. (Applause)

Go ahead, Fritz.

DELEGATE CLARK: I am the president of an AFL-CIO local central body, and I can assure you there are far too many unions weakening the labor movement because they are not paying their per capita dues.

Here in Jackson Square just down the road--

... Cries of "Out of order" ...

PRESIDENT BAHR: Fritz, stay with the motion to refer. (Applause)

DELEGATE CLARK: I urge you to vote for this motion to refer, because we simply don't know all the details yet. We don't know exactly how this rate averaging would affect us all. There are a lot of questions that are coming at us too fast and furious to deal with it well. All we are saying here is let's take some time. We have annual conventions. We settled that matter this week. Let's take some time and study it in detail. Let's get a full report. Let's know exactly what

it is going to cost us before we vote on it.

We are being asked to vote on a resolution here that was passed in the AFL-CIO. We don't know exactly from the report we have so far what it will do relative to the rate averaging, and so on. I don't know what the per capita is in every single state body of this country. If you are going to average that all together, you don't know what you are going to pay. We don't know enough. We don't do business like that here in CWA.

I love this union and so does everybody here. We have to be careful about these kind of things. So vote for this motion to refer. Let's study it and do it right next year. Thank you.
(Applause)

PRESIDENT BAHR: Microphone 1, Delegate Beck.

DELEGATE BECK (Local 4302): I move the question.

... The motion was duly seconded ...

PRESIDENT BAHR: The question has been called for. It has the effect of closing debate. It is not debatable. It requires two-thirds. All those in favor of closing debate indicate by raising your hand. Down hands. Opposed, by like sign. Debate is closed.

What we have in front of us is the motion to refer this subject to an elected committee from each district. All those in favor of the motion to refer indicate by raising your hands. Down hands. Opposed, by like sign. It is defeated. (Applause)

Microphone 3, Delegate Hogate.

DELEGATE ARMINE HOGATE (Local 9573): One of the things I think we can all be proud of is that we do think fast on our feet, and when things come at us fast and furiously, we can come up with the answers, and we usually come up with the right ones.

The cost of leadership is not cheap, but we have an opportunity now to have a bargain rate, and that is a good thing. Because I have some personal experiences which lead me to believe the only way that CWA, the most democratic, the most intelligent union in the United States, is going to take their place as leaders throughout the United States is by controlling our state feds.

Recently I attended a Steelworkers convention, because my husband happens to be the president of a Steelworkers local. The first week in August they passed this very same motion, and they are now getting a discount, because they want control, too. They have similar experiences to our experiences.

My personal experience began eight years ago with an election, the same election that put Ronald Reagan in office. At that time we in the State of California had determined to support a certain candidate with our COPE money. We went to the state endorsing convention, and, unfortunately, we did not have the votes. We, along with the Steelworkers and a few other industrial unions, did not have the votes that the Building Trades, who usually control all the state feds, had.

The particular candidate we were supporting had voted against the building of a bridge, a bridge for a good reason, but the Building Trades felt that was anti-growth and anti-them, and it did not matter what that particular person's past legislative record was for labor. All that mattered was that that person voted against a bridge, and they kept us from giving our COPE moneys to that particular person.

Two years after that my husband, a Steelworker, was put out on the street, after twenty-three years in his plant, with no notice. He was put out on the street without a pension. That I attribute to the Ronald Reagan administration and to the fact that we are not as effective as we really need to be in controlling those COPE moneys and where our dollars go.

We cannot afford anymore to be an ostrich and stick our heads in the legislative sands, so to

speak. We must take control and get some progressiveness out of our state feds, and we cannot do it if we are not in that position of leadership.

Other unions are having the foresight, and that is amazing, because I never usually give them the same credit that I give us. I really do feel strongly, after having been a vice president of a central labor council for two terms, that we are the best union in the United States, and for that reason we should be entitled to that leadership. But we can't do it without paying our dues.

I urge you all to support this motion. Thank you. (Applause)

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

DELEGATE EDDIE W. JONES (Local 4501): Mr. President, I would like to make the following amendment: to delete the second two Resolveds, and to substitute the following Resolved:

"RESOLVED, that all CWA Locals be encouraged to affiliate and fully participate in their respective state central bodies."

PRESIDENT BAHR: Is there a second to the amendment?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Delegate Jones can speak for five minutes.

DELEGATE JONES: Mr. President, fellow Delegates, the original resolution that you have before you has created a division in our united house. Affiliation with a state central body should not be a major issue of a national affiliate of the AFL-CIO. We could well spend our time brainstorming how we can become more involved in joint efforts of organizing, lobbying and spreading the message of unionism in conjunction with our state central affiliates.

The substitute motion which I have presented is not a mandate, but a strong encouragement for all of us to participate in our central bodies, if we have not done so in the past, or to increase our participation if we currently are.

My Local, Local 4501, is an affiliate of the Ohio AFL-CIO. We may not agree with everything they do, but, without them, we believe we would all lose. We encourage all of you to join, participate, and help make the entire union movement grow. Thank you. (Applause)

PRESIDENT BAHR: Eddie, would you give me a copy of that amendment, please?

On Microphone 3, Delegate Ervin.

DELEGATE JAMES ERVIN (Local 4501): Thank you, Mr. Chairman. I rise to support the amendment, for the following reasons. I believe if we would vote upon what is before us, other than this amendment that I am speaking to, our local has had the experience that the head of our body was the chairman of the board in Ohio State University, and during that time we had much contracting out, and union busting activities. We could not reach this person. I don't have to give the name, because you can check the records and find out who the chairman of that board was at the time.

Also, the person that is head of the central body at this time is a member of the board of hospitals which allowed and did not speak up in defense of the labor union when we were organizing 800 members, and we lost, because they used strikebreakers

I feel that if you pass what is before the body at this time, Resolution 50A-88-6, that you take away the leverage that the union, our local, would have, by locking us into the dues structure.

I don't think there would be much concern on their part about our position. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Crump.

DELEGATE ANN CRUMP (Local 4600): Delegates, I rise against the amendment, with all due respect to the brother. You know, the Defense Fund Committee came before us this week. We had some hard decisions to make, and we made them. Let's not wimp out on this thing. Let's vote it up or vote it down and let's talk about what the merits are and what the drawbacks are to the proposal itself. (Applause)

As a member of the Executive Board of the Wisconsin State AFL-CIO, my choice would be that we put some chutzpah behind what we are doing in the labor movement by affiliating with the AFL-CIO. The amendment the brother offers is wonderful. We do it already. We encourage affiliation. Unfortunately, some member locals chose, for whatever reason, not to affiliate. We have to do more than encourage affiliation. It is time we take some action on that.

I don't want to be a wimp and I hope nobody out there wants to be a wimp. With all due respect to the good brother, his intentions are fine, but it is like putting an American Flag resolution before us. We already encourage it. Let's vote it up or down. Let's debate the issue. (Applause)

PRESIDENT BAHR: Microphone 5, Delegate Drake.

DELEGATE MICHAEL DRAKE (Local 9510): I have already asked the question of the Parliamentarian, and it has been answered, so thank you.

PRESIDENT BAHR: On Microphone 3, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): Brothers and Sisters, I speak for encouraging voluntary affiliation. My local crosses state lines. We pay our per capita dues to the New York State AFL-CIO, and in New Jersey, in 1985, we pulled out of the state fed because we felt their legislative program no longer represented the interests of our members.

It is a strange state of affairs when the most persuasive argument to mandatory affiliation is that it will put the CWA in a better position to make the long overdue changes needed in many of the state feds and help rebuild the labor movement.

I am certainly sympathetic to that argument. Many of the state feds need to be dragged kicking and screaming into the fight for justice and equality. However, I don't believe that making affiliation mandatory is the road to doing that.

We have to assess the situation in each state. We have to make plans and alliances. Mandatory affiliation doesn't mean mandatory participation. We in AT&T who have the agency shop know that. We know we have to organize, mobilize and build coalitions to make changes.

Therefore, I support the amendment to the resolution, that we voluntarily plan on our affiliation and that it not be a mandatory decision of this body. Thank you. (Applause)

PRESIDENT BAHR: Microphone 1, Delegate Graham.

DELEGATE BILL GRAHAM (Local 4302): I move the previous question.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. It has the effect of closing debate. It is not debatable. It requires a two-thirds vote. All in favor of the motion to close debate indicate by raising your hands. Down hands. Those opposed, by the same sign. Down hands. Debate is closed.

The amendment before us to delete the last two resolves on Lines 22 through 26 and substitute the following resolved: That all CWA Locals be encouraged to affiliate and fully participate in their respective state central bodies.

All those in favor of the amendment indicate by raising their hand. Down hands. Opposed, by like sign. It is defeated.

Microphone 5. Delegate McCall.

DELEGATE SAMUEL McCALL (Local 9510): Brother Bahr, my question concerns the cost to locals if the resolution is passed, and specifically the second resolved, which reads that by May 1989 CWA affiliate its entire membership with the various state central bodies by paying the AFL-CIO monthly an affiliation fee equal to 75 percent of the per capita charged by the various state bodies.

What is the average cost per member per month in the United States?

PRESIDENT BAHR: I don't know what the average cost is, but we had two ways to go. The option in front of each international union is to choose to do the way we have suggested to go, which the Executive Board has, that whatever it is in your state, you would pay 75 percent, and you know what it is in your state. Or, if we were to opt to take the average of each state, weighted by the number of members we have affiliated in each state at the present time, and the present per capita of all the states with which we are affiliated, it would be 26 cents per month per member for CWA.

The Board, in presenting something to this body, to go up or down, and there should not be any great acrimony over this, felt that it would be the fairest if this passed, that everyone receive a 25 percent reduction, rather than go to the average, where I think in six states it would cause an increase, because those states are now less than 26 cents.

So, the proposal before us is that whatever it is you are now paying, it would be 25 percent less.

You are entitled to a second question.

DELEGATE McCALL: I don't know if you answered my first one--

PRESIDENT BAHR: You asked me what the average is for all the states, and I can't tell you that, because it is different for every union, depending on how many members you have affiliated.

As an example, if you have 10,000 members affiliated in New York, where the per capita, I think, is 18 cents, give or take a penny, and 15,000 in Louisiana, where the per capita is a dollar, it is going to be different for another union where the numbers are reversed.

So, all you can go by is what the per capita is for your union as a whole or for you in a particular state, and that is all that is relevant.

DELEGATE McCALL: So my second question would be, if I am to understand the first, for example, my local in California, we would pay 75 percent of whatever the per capita is in California?

PRESIDENT BAHR: Yes.

DELEGATE McCALL: Thank you.

PRESIDENT BAHR: Microphone 3, Delegate Tilson.

DELEGATE STEVE TILSON (Local 2011): Brother Bahr, Brothers and Sisters, I rise in support of the resolution, Resolution No. 6, mandatory affiliation with state central bodies. I come from a highly-organized state, which is in a bitter fight with a National Right-To-Work Committee. Without the state federation we would have no unified movement to fight this anti-worker movement.

The benefits received far outweigh the costs. A unified movement to fight right to work for less, low cost highly effective lobbying, and positive legislation that effects workers' safety and workers' rights are a few of the benefits we receive from our state federation. We also receive help on workers' compensation cases and unemployment compensation cases.

The arguments used to fight mandatory affiliation are the same arguments used by the

National Right-To-Work Committee. We all know right to work for less is wrong. What this paper, "What's wrong with mandatory affiliation?" stands for is repulsive and repugnant to me. It stands for right to work. Right to work is wrong. Likewise, a "no" vote on Resolution 6 is wrong.

Union yes. Democracy yes. Affiliation yes. Thank you. (Applause)

PRESIDENT BAHR: I am going to ask all the delegates to be patient as we interrupt the order of business for the Memorial Service, which will then go into the recess. And when we come back, we will pick up with Ann Princiotta at Microphone No. 4, and wherever you are in order, it will be so as we come back.

So let me give you a moment to recapture your seats.

PRESIDENT BAHR: Now it is time for our traditional memorial service.

... The house lights dimmed as the Bugler played "Taps" and soft organ music began ...

PRESIDENT BAHR: Assembled here in New Orleans, Louisiana, for the 50th Anniversary Convention of the Communications Workers of America, it is fitting for us to 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,

At this time, we set aside all else to honor our colleagues who have been called to a higher purpose during the past year.

Let us now join in remembering eight members of our CWA Family who have passed from us.

SECRETARY-TREASURER BOOE: CHARLES BEN BLANKENSHIP.

For a quarter of a century, Ben Blankenship served the men and women of our union as a legislative representative in the CWA Headquarters.

Before coming to Headquarters, at the request of CWA's founding President, Joseph Beirne, Ben was a legislative representative for CWA members in the nine states of the deep south.

Before that, Ben worked as a Western Electric installer in his home town of Birmingham, Alabama and New Orleans, and later for Southern Bell Telephone. Ben was tireless in his devotion to promoting the passage of laws favorable to working people. For his efforts, we are all grateful.

VICE PRESIDENT HARRY IBSEN (District 9): LINTON M. GRAY.

Linton began his telephone career with Pacific Telephone and Telegraph as a PBX repairman in 1969 and immediately became active in the union. As a CWA member and leader of Local 9502 in downtown Los Angeles, he served as a steward, then as an Executive Board Member, and later as Executive Vice President of the Local.

Linton became a temporary CWA organizer in 1981, and he was named a CWA Representative the following year.

At the time of his tragic death in an auto accident, he was working with CWA Local 9550 which represents AT&T workers throughout Southern California, and with Local 9573, which represents General Telephone of California members in San Bernardino.

In Linton Gray we lost a friend and a dedicated CWA servant.

VICE PRESIDENT JAN D. PIERCE (District 1): OSCAR JAGER.

Oscar Jager was a dedicated trade unionist who will also go down in the annals of the labor movement as an outstanding communicator. He devoted his life to an informed membership, first as editor of the CWA News and later as a public relations consultant for various CWA Districts.

Oscar, born in Suffern, New York was a union activist and editor virtually from his first day on the job with AT&T in New York City in 1929. He was among the founders of the American Union of Telephone Workers in the mid 1930s, and he served as editor and public relations director for the Telephone Workers Organizing Committee of the CIO from 1947 to 1949, when he came to CWA.

Oscar Jager personified the union ideal, and we will sorely miss him.

PRESIDENT BAHR: MICHAEL A. MIGNON.

Mike Mignon was more than a true union leader and a pioneer unionist in the telegraph industry. He was also a teacher, dedicated to helping those he represented to understand the cause of unionism, the way to win battles, big and small, and the way to help themselves by helping others.

I was among those who Mike Mignon taught the ropes of trade unionism. He was my mentor and my teacher.

After Mike Mignon was fired by management of Mackay Radio for his union activities, he was hired by CWA as a temporary organizer in March of 1952. He later served as a CWA Representative and retired as an assistant to the National Director of Long Lines.

Mike Mignon exemplified the best in trade union ideals. We will miss him for an eternity.

VICE PRESIDENT VINCENT MAISANO (District 13): DOROTHY INEZ MORABITO.

Dorothy came to CWA as a leader of the Federation of Telephone Workers of Pennsylvania when the FTWP merged with CWA in 1984. She served CWA members as a staff representative out of the union's office in Pittsburgh, Pennsylvania until her passing.

Between 1963 and 1982 Dorothy served as President of the Federation's Accounting Local in Pittsburgh, and she became the full time President of the Statewide Accounting Division in October of 1982.

She will be remembered for her many contributions as a union organizer and dedicated servant in various city, state and national political campaigns. Inez will be missed by all of us in the CWA Family.

FORMER EXECUTIVE VICE PRESIDENT JOHN CARROLL: PATRICK J. MORGAN.

Pat Morgan exemplified the leadership qualities that have made CWA a great union. Quick-witted, vibrant and compassionate, he headed up CWA's Western Electric installation unit as national director from 1962 to 1977, CWA's founding President, Joseph Beirne, designated the installers, under Morgan's leadership, to set the bargaining pattern for the union in 1968 and in 1971.

After national CWA-AT&T bargaining was finally achieved in 1972, Pat sat on the first national negotiating team in the 1974 round of talks.

Following the 1977 elections, Pat became CWA's South Carolina director and then an administrative assistant to the Vice President of District 3 until his retirement in 1984.

In Pat Morgan we lost a true leader, a friend and a dedicated trade unionist.

VICE PRESIDENT GENE C. RUSSO (District 3): JOHN W. SCATES.

John Scates served CWA members in both Ohio and Florida during his years as a CWA Representative.

Starting as a PBX repair technician for Ohio Bell in 1952, he later served as a two-term vice president of Local 4301.

John became a full time union staff person in Ohio in 1973 and transferred to Florida in 1981.

His current assignment had been to work with several public sector locals in Florida whose members worked for city and county governments, libraries and school boards.

John Scates was a dedicated member of the CWA Family. We will miss him.

VICE PRESIDENT ROBERT JOHNSON (District 4): ALBERT A. VERHAEGHE.

Al Verhaeghe was one of the true founders of this union in the state of Michigan, where he spent his life working for and on behalf of CWA members. Al was the elected Detroit area director for CWA's old Michigan Division No. 15 and became a full-time CWA staff representative on April 4, 1951, as the union made the transition to the two-level structure. He later served the members as CWA's Michigan Director and as a CWA Representative before his retirement on June 1, 1981. Al Verhaeghe was a long-time, dedicated member of the CWA family and we shall remember him for eternity.

PRESIDENT BAHR: Let us now also pause to remember those CWA Local Officers who have passed from our midst since our last Convention.

Greg Tubby, Local 1101 Secretary.
Sylvia Newman, Local 1180 Secretary.
Stuart Womeldorph, Local 2205 Executive Vice President.
Robert Carland, Local 4008 President.
David Ogle, Local 4623 Secretary-Treasurer.
Joel Williams, Local 7970 Vice President.
Harry F. Rosenbaum, Local 13552 Vice President.

Let us now offer our solemn prayers of love for all of those who spiritually march by our side.

We shall never forget their loyalty, their courage, their ideals. Each created a priceless legacy that will forever bring us closer together, a legacy of devotion to CWA and to the men and women whom we represent. They have provided us with examples that light the path toward human dignity. We pledge to follow their examples and to carry on the high standards that they exemplified.

We call upon all members of the Communications Workers of American to symbolically join us in heart and mind as we pay solemn homage to Charles Ben Blankenship, Linton M. Gray, Oscar Jager Michael Mignon, Dorothy Inez Morabito, Patrick J. Morgan, John W. Scates, Albert Verhaeghe, the members, the stewards the local officers, the staff and all the elected leaders who have departed from us.

May they rest in peace.

May they rest in the Lord.

... "Taps" was played by the Bugler ...

PRESIDENT BAHR: We will stand in recess for thirty minutes.

... The Convention recessed at three-fifteen o'clock p.m. until three-forty-five o'clock p.m. ...

*eof

PRESIDENT BAHR: I would like the delegates to find their seats. The Convention will be in order.

As I stated, with the concurrence of the convention, we had suspended the Rules to go to the ceremony, and then the recess. We are picking up and going back right now to precisely where we were at the time we moved to the Memorial Service. I understand they decided who is next at microphone 4, and the Chair recognizes Delegate Rhodes.

DELEGATE HARTWELL RHODES (Local 1127): I rise in opposition to this resolution. This resolution talks about trade union solidarity and the importance of affiliation of CWA local unions

with State AFL-CIO federations. While I agree it is very important for CWA locals to affiliate with State Federations, it should not be made mandatory.

Our local union, like most CWA locals in New York State, is affiliated with the New York State AFL-CIO, which in turn does a fine job for us. We are proud to be affiliated with the New York State AFL-CIO and feel that our affiliation dues are well spent.

We should urge, not mandate, CWA locals to affiliate with their state AFL-CIO federations and work within those federations where appropriate to replace poor officers with good ones, and to change bad policies with sound ones.

When you do not participate, do not complain. While I am opposed to this resolution because of its destructive effect on democracy, I would remind those locals not affiliated with our state federations that you cannot correct wrongs if you are not part of the organization. You cannot correct bad policies of those state federations if you are not part of that federation.

Isn't that what we tell our non-members, free riders, and agency shop dues-payers?

But we do not live in dictatorship. We are proud members of the greatest and most democratic Union in the world. The adoption of this resolution will take a little away from that. It makes us a little less democratic. It is a step in the wrong direction. I urge the defeat of this resolution. Thank you. (Applause)

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

DELEGATE MARIE PHILLIPS (Local 4401): Mr. Chairman, I move the previous question.

... The motion was duly seconded ...

PRESIDENT BAHR: The question has been called for.

... Cries of "No" ...

PRESIDENT BAHR: Let's hold it. The precise number of delegates speaking at each mike, in accordance with the Rules, has been fulfilled and the motion is, therefore, in order. It has the effect of closing debate. It is not debatable. It requires a two-thirds vote. All those in favor of the motion to close debate, indicate by raising your hand.

Down hands. Opposed by a like sign. The motion is defeated. (Applause)

On microphone No. 1, Delegate Egan.

DELEGATE JOHN EGAN (Local 4034): Thank you, Morty. I have an amendment on Line 23 after the word "bodies" and insert "and local central bodies."

PRESIDENT BAHR: I would have to rule that out of order, because the proposal for 75 percent of the per capita is not applicable to the central bodies, and thus would not fit into that Resolved.

If you insert your amendment in there and read the entire Resolved, you will see that it is not applicable.

DELEGATE EGAN: Thank you, Morty.

PRESIDENT BAHR: Is Delegate Tilson at mike 3? No, I'm sorry. Delegate Crump.

DELEGATE CRUMP: I yield to the next speaker.

PRESIDENT BAHR: Delegate Farrell.

DELEGATE PHIL FARRELL (Local 6310): Those who are arguing against mandatory affiliation should listen to themselves. Their arguments are very similar to the arguments we hear from right-to-work advocates and non-members. (Applause)

Some argue they don't agree with their state feds' positions. They should listen to their own answer to non-members who say this about CWA or their local union. Their answer would be, "Join. Get involved so you can participate and have a voice in those policies."

Some argue that the local loses the right to choose whether it wants to affiliate or not. Doesn't this sound like the argument of some of the right-to-work advocates? Shouldn't the same concept apply to us as a national labor organization that applies to our own CWA union?

Some argue that 75 percent per capita affiliation would be very expensive. It sounds like a bargain to me. I am proud to say my local, 6310, is 51 years old this year and we have been 100 percent affiliated with our state and local AFL-CIO organizations as long as they have been in existence. Those of us who have been active in our labor community, as I believe we all should be, will find 75 percent per capita a real bargain.

Yesterday I read a letter to you from Jake Schacht, the first President of my local, and one of only two surviving delegates to our first convention--D.L. McCowan and Jake Schacht.

You heard his comments in his letter about the AFL-CIO. There is no doubt in my mind he would be very ashamed of us if we turned this down.

In closing, I would just like to say there has been no other time since our union was formed, 50 years ago, when it was so important that we practice what we preach and join together as a national AFL-CIO labor organization. Thank you, Mr. Chairman. (Applause)

PRESIDENT BAHR: On mike 4, Delegate Princiotta.

DELEGATE ANN PRINCIOTTA (Local 1023): Local 1023 was chartered in 1961, and I am a charter member. I am the Secretary currently. I was the Local President for 20 years and five years Secretary of the independent union which preceded CWA.

I only point this out to tell you that I am speaking from experience and from a responsible position. I am not in favor of right-to-work concepts. I can only be realistic that we cannot service our members if I put any more money into the AFL-CIO per capita. I am only speaking against this resolution because I object to the mandatory aspect of it.

Our local is affiliated with the state body and pays per capita for a percentage of our local membership. We also pay a per capita into county councils, and into the industrial union council in the State of New Jersey.

Our Local in New Jersey geographically covers nine counties. If we are required to affiliate our entire membership to the state body, it would cause our Local and many other locals great financial difficulties.

We as Local officers have a responsibility for setting financial priorities in our Local. And we must answer to our Local membership for those priorities. As Local officers we are the people closest to the problems of our members. We best know where to allocate our Local monies. We should not give up the right and the responsibility to set priorities for our locals.

If you do not defeat this resolution, you will be turning over your responsibility to the national AFL-CIO. The national AFL-CIO was not elected by your members. They have no accountability for their actions to your local members.

In our state, the New Jersey State Federation President overrides the decisions of his own county councils, and makes his own endorsements for state offices. He does not have to answer to my members for his actions.

I urge you to defeat this resolution and retain your autonomy and uphold the responsibility you have been elected to by your local members.

Thank you. (Applause)

PRESIDENT BAHR: The Chair recognizes Delegate Terranova.

DELEGATE GLORIA D. TERRANOVA (local 13101): I move to amend Resolution 50A-88-6 by deleting the last Resolved.

PRESIDENT BAHR: I have notified the delegate through the parliamentarian, I notify you now that I have ruled that out of order, that there is no provision in the Finance Committee Report that you have adopted here this week that provides any money from the budget that was allocated to pay for this affiliation. The delegate has appealed that decision, and what is before you now is in effect a challenge to the decision of the Chair.

The vote--

DELEGATE TERRANOVA: Yes, I would--

PRESIDENT BAHR: No, it's not debatable. You have made your motion. I have given a decision, and now the motion before the house is whether to sustain the decision of the Chair. A vote yes is the stated decision of the Chair, A vote no is to overturn the decision of the Chair.

All those in favor of sustaining the decision of the Chair indicate by raising your hand. Down hands, opposed by like sign.

The Chair is sustained. (Applause)

Microphone No. 5, Delegate Kines.

DELEGATE D. E. KINES (Local 3902): Mr. Chairman, I will refer you to line 14 and 15 of the resolution, and my question is, where the words state, "per capita rates and needs," what is the meaning of that?

PRESIDENT BAHR: The meaning of that is that first, every state would be guaranteed to get not less than what it now receives. It also provides that, for example, a year or two ago when the State of Idaho had a fight on the question of repeal or to institute right-to-work, and there are not that many union members in Idaho, as we had in Oklahoma, that there would be that pool of money to assist in those states for situations where workers rights are under attack, and where there is not sufficient members to carry the burden.

Very similarly, as to how in our own union; where COPE dollars that are contributed in one state are also used to help elect senators in another state where we have very few members.

You are entitled to a second question.

DELEGATE KINES: Thank you, Mr. Chairman.

PRESIDENT BAHR: Microphone No. 3, Delegate Johnson.

DELEGATE KINES: I have a second question.

PRESIDENT BAHR: Go ahead with your second question.

DELEGATE KINES: Thank you. What percent of CWA locals are non-members of the State Federation?

PRESIDENT BAHR: According to the last figures, CWA locals are affiliated at 77 percent.

DELEGATE KINES: Thank you.

PRESIDENT BAHR: 77 percent of our members, or locals representing 77 percent of our members, were affiliated.

Microphone No. 3, Delegate Johnson.

DELEGATE RICHARD O. JOHNSON (Local 7200): I rise to support the Resolution No. 6 for affiliation with the State Central Bodies. CWA is not an island unto itself. Just as other unions need our support, we also need the support of all organized labor. If we are committed to moving organized labor forward, then we must be totally committed at all levels of the labor movement

with our support.

We have all been critical of the individuals who won't pay their fair share or do their fair share. It is no different for each individual local. Many locals already support their state central bodies at 100 percent. We need the support of everyone if organized labor is to reach its full potential. It is important for labor's voice to be heard at the city, county, and state level of government.

How loud and effective that voice is will depend on how many of us are speaking. Those locals that are affiliated are speaking for all locals, even those locals that choose not to affiliate.

We have found on many occasions the AFL-CIO at the state level has been an effective tool in applying the needed pressure at the state legislature to bring the major employers we deal with to positions CWA needed to protect its members.

I urge your support. Thank you. (Applause)

PRESIDENT BAHR: Mike 4, Delegate Villela.

DELEGATE LOUISE VILLELA (Local 1100): I'm from the great Empire State of New York, belonging to District 1. (Applause)

Now, District 1 happens to be very much involved in the political arena. I would have before supported Brother Jones' recommendation to ask and try to promote locals joining the AFL-CIO statewide. However, mandating would cripple every small union in the CWA, and stop them from helping service their own people. (Applause)

Now, as far as legislation is concerned, District 1 has been a leader, with the help of Liz Reardon, for the VDT bill. We did it without the local AFL-CIO. I am saying, in states where they do not have legislative committees to take care of the wants and needs of the people, then by all means join. But making it mandatory where these AFL-CIOs are getting our money, they are getting it in because it is mandatory. They will sit on their fat asses and not do a damn thing to help the people. (Applause and cheers)

I want to know where the local AFL-CIO is on the issue of Jobs with Justice. (Applause) We cannot close out and force the bankruptcy of smaller locals who cannot pay the affiliation dues. And just for some of you, in case you don't know, the people in my local pay three bucks a week.

With the down-sizing of the unions and the down-sizing of the departments, all we would be doing is paying the AFL-CIO, CWA, and it would be redundant, because if we had the likes of you, Mr. President, who we are very confident in, on the Council in Washington, anything that has to do with legislation affecting our members, we would be right there. That is what the hell Mobilization is all about. And I want to thank you for this opportunity of speaking. (Applause and cheers)

PRESIDENT BAHR: Microphone 1, Delegate Creegan.

DELEGATE EDWARD CREEGAN (Local 1106): I move the question. (Applause and cheers)

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion. Its effect is to close debate. It requires a two-thirds majority.

All those in favor of the motion raise your right hand.

Down hands. All those opposed by a like sign. The debate is closed.

... The remarks on Resolution No. 6 of the following Delegates were brought up to the platform and presented to the reporters for inclusion in these proceedings as follows:

DELEGATE GEORGE KREVET (Local 1037): The way this proposal is being presented to the locals reminds of me a man on TV hawking magazines, "If you subscribe now you get a 25

percent discount." The only problem with this deal is, come February you can't cancel the subscription. You are stuck with it.

And if you happen to live in New Jersey, you are stuck with a state fed which opposed the OSHA law for public workers, you are stuck with a state fed which opposed worker-oriented civil service reform; you are stuck with a state fed which supported a drug testing bill; you are stuck with a state fed which characterizes progressive labor leaders as revolutionaries and Communists, including our District Vice President; and you are stuck with a state fed whose president was censored by Lane Kirkland for unethical behavior and was branded a disgrace to the labor movement by yourself, Mr. President.

We shouldn't even be made to associate, never mind affiliate, with this den of thieves. But you might say well, that's New Jersey's problem. That's the exception, our state fed is responsive to our program.

Fine. Affiliate with your state fed, affiliate for 100 percent if you choose. That's your right. But don't deprive our local the right to invest our revenues as we see fit, in those organizations with whom we share a common ground, because, if we start down that road of being mandated, there is no turning back, and local autonomy and self-determination will be history.

DELEGATE LAURA UNGER (Local 1150): Brothers and sisters, I rise to speak for encouraging voluntary, not mandatory, affiliation with the AFL-CIO State Bodies,

My local crosses state lines. We pay our per capita in the New York State AFL-CIO. In New Jersey, in 1985, we pulled out of the state fed because we felt their legislative program no longer represented the interests of our members.

It is a strange state of affairs when the most persuasive arguments to mandatory affiliation is that it will put the CWA in a better position to make the long overdue changes needed in many of the state feds and help rebuild the labor movement.

I am certainly sympathetic to that argument. Many of the state feds need to be dragged kicking and screaming into the fight for justice and equality. However, I don't believe making affiliation mandatory is the road to do that. We have to assess the situation in each state. We have to make plans and make alliances. Mandatory affiliation does not mean automatic participation. We in AT&T who have the agency shop know that. We know we need organization, mobilization and coalition building to make change.

I urge you to support the amendment for voluntary, not mandatory affiliation.

DELEGATE PETER D. BURKHALTER (Local 1034): President Bahr, Executive Board Members, brothers and sisters. I rise in opposition to mandatory affiliation with the State Feds AFL-CIO. This resolution is the antithesis of the progressive and democratic ideals which CWA embraces.

One of the fundamental ideals on which our country was founded is the freedom of choice. This resolution, if adopted as written, denies us that choice. The possible gains in solidarity created by this affiliation would be outweighed by the loss of our freedom of choice and the loss of any incentives for the state feds to listen to and address our concerns.

I am glad that state federations in some states are open to divergent views. This is not the case in New Jersey.

The result of this affiliation for New Jersey CWA locals, public worker locals in particular, would represent a step backwards.

The New Jersey state fed is run by morons and automatons whose only concerns are their own personal political agendas.

They haven't been willing to listen to our concerns and have taken actions which undercut gains we have made for our members.

I emphatically oppose this resolution and any others that would erode the principles of democracy.

No taxation without representation!

DELEGATE JOE PEISECKI (Local 1023): Fellow delegates, I rise in opposition to this mandatory national affiliation of all locals with their state AFL-CIO bodies.

Many locals already have budgets that are strained to the breaking point, and this resolution will only worsen their situation.

Also, this resolution will have the added effect of lessening the autonomy of the locals and hence the control exercised by the dues paying members.

And lastly, it fails to consider what is given up by some locals in order to pay for the mandatory affiliation. Those locals that are deeply involved in organizing, legislative activities, community services, et cetera, may now have to cut back immediately in order to pay for this.

The locals themselves should set their priorities and dedicate their funds to where they think it will do the most good at the time.

Thank you.

DELEGATE CAROL R. KINES (Local 3902): Jobs with Justice is a recently founded coalition of labor unions and other organizations, Why do labor unions find themselves in need of forming this type of coalition?

I submit to you that we are so consumed with the task of taking care of our own in CWA that we do not have the time and means to reach out and know the problems and concerns of other unions in our respective states.

Affiliation with AFL-CIO State Central Bodies is the means through which we would know our brother and sister unions and be in communication with one another on an ongoing basis. In the heat of our various struggles, time does not often permit us to go out and "recruit" help from others.

Whether one be a paperworker, miner, steelworker, public employee or telephone worker, we can all reach our goals if we are unified and come to the aid of one another in our times of need.

Being involved personally with the Alabama AFL-CIO, it is clear to me that many times our efforts are being duplicated in a lot of areas. We can reach the masses easier and more effectively if we pull together and approach our problems in an organized fashion with our brother and sister unions. Whether it be contract negotiations, attempts to achieve legislative relief or a community problem that needs our attention, we have and can be more successful if we, at a statewide level, utilize the joint venture approach with other unions that is available to us through national affiliation with state central bodies.

A wise man once said, "there are only two kinds of power in America: political power and economic power. If you have one you are respected; if you have both you are feared; if you have neither you are oppressed."

We working people are never going to have economic power, but we can have political power. Business and industry indeed have more economic power, but what most of us do not realize is that organized labor is the largest organization of private citizens represented in Washington and our state legislatures under the umbrella of the AFL-CIO. We have the numbers, and there is more power in these numbers than money can buy.

Just as non-members of those units without agency shop clauses and right-to-work states continue to "free load" and receive the benefits that are secured with our dues money, we need to consider that the state central bodies represent and work on behalf of both affiliated and non-affiliated local unions. Are we not in danger of the pot calling the kettle black?

One of the reasons that I have heard at this Convention for opposing this resolution is that some locals cannot afford not to. United we stand, divided we fall. Let's unite with our brother and sister unions in the national affiliation with state central bodies. In unity there is strength.

I urge your support of Resolution 50A-88-6. Thank you. ...

PRESIDENT BAHR: The Resolution before you is 50A-88-6. Now let me give you a moment to sit down.

All right, are you ready for the question?

All those in favor of the resolution indicate by raising your right hand. Down hands. Opposed by a like sign. It is defeated. (Applause and cheers and whistles)

While we get ready for the COPE awards, part of this afternoon's program, those who were required to be up on the platform, if you would make your way there. While we are doing that, I would like to introduce to you the foreign guests who are with us today on the platform.

From the PTTI Inter-American Region in Brazil, Carlos Freitas. (Applause)

Armando S. Carvalho, Telecommunications Workers Federation in Brazil. (Applause)

Geraldo V. Cardoso, President, Union of Telecommunications Workers, Brazil. (Applause)

Ivanor Alonso, President, Telecommunications Workers Union, Panama. (Applause)

V. Estario Chittick, Regional Director, Postal Telegraph and Telephone International, Curacao. (Applause)

And our own Ron Smith, Program Officer of the Asian- American Free Labor Institute. (Applause)

Wattana Iambamrong, President, Thai Trade Union Congress. (Applause)

I apologize for some of these pronunciations.

Sanan Boon-Ngok, President, Bangkok Mass Transit Authority Workers' Union in Thailand. (Applause)

Fusen Hu, Coordinating Council for North American Affairs, Republic of China. (Applause)

Mr. Bo Adolfsson, Embassy of Sweden in Washington. (Applause)

Heinz Matthiesen, Labor Counselor, German Embassy in Washington, D.C. (Applause)

Thank you all for being with us.

It is now a pleasure for me to turn the program over to Jim Booe.

SECRETARY-TREASURER BOOE: Thank you, Mr. President.

In addition to a number of special district and local awards, we will present awards to those locals that reached or exceeded 100 percent of their CWA/COPE quota for 25 years consecutively in 1987.

We also want to express our appreciation and congratulation to all of the 100 percent locals. 1987 was another good year for CWA/COPE. We raised \$1,234,761.25. That is another record-breaker. You ought to be proud of it. (Applause)

Our two most successful programs, the CWA/COPE Quorum and the Platinum Quorum, have grown substantially since our last convention. We now boast 2,985 members in the quorum and 1,607 in the Platinum Quorum.

The list of locals that achieved 100 percent of their CWA/COPE quota in 1987 was distributed this morning.

As happens when we are working with a program as large as CWA-COPE, there are a few errors and inadvertent omissions on the 100 percent list. They are:

Local	President
7795	Warren Morrison
7803	Ron Nygaard
9404	Bernard V. Chiaravalle

We regret these mistakes, and if there are any other errors, they will be corrected in the official proceedings. At this time, I ask that the 100 percent list, as amended, be incorporated in the official Convention proceedings.

... CWA'S 50TH ANNUAL CONVENTION NEW ORLEANS, LOUISIANA AUGUST 1988 CWA-COPE PROGRAM 100% LOCALS

LOCAL	PRESIDENT
1000	Linda Menie
1001	Mary T. Quirk
1004	Frances Mongiello
1006	Vera M. Johnson
1007	Josephine Dentino
1011	Vivian Connole
1020	Dick Waller
1022	Lynn Buckley
1074	Jo Ann Marchal
1075	Gary Banghart
1082	Don Rice
1085	Richard A. Dann
1101	Ed Dempsey
1111	Fritz J. Clark
1114	William R. Cooper
1115	Earl A. Frampton
1117	William S. Lindsey
1118	James P. O'Hara
1120	John M. Alphonse
1122	Michael J. Ferrentino
1124	April A. Rizzo
1127	Hartwell D. Rhodes
1128	Fred P. Quenzer
1129	Steven M. Miller
1152	John P. McCann
1200	Hakim K. Abdullah
1250	Robert H. Damrau
1270	Anthony Molinaro
1273	Randy McKiver
1280	Richard Graham
1281	Louis Sarno
1282	Walter O. Lee
1290	Alfred J. Amirault
1295	Sean Canning
1301	Thomas Miller
1356	Ronald A. Ferris
1366	Daniel J. Cardillo
1370	Robert A. Morais
1372	Michael Grieco, ADMN.
1380	Matthew J. King
2001	Stephen T. Moss

2002	Gary F. Hatfield
2003	Mark S. Smith
2004	Gary W. Bohn
2006	Frank Carnahan
2007	Richard D. Mabrey
2008	Eddie Walton
2009	Gregory A. Pelfrey
2010	Richard L. Heavner
2011	Linda Aman
2066	Larry Saylor
2100	Gail Hall
2101	Charles D. Bates, Jr.
2104	Donald A. Rameika
2105	Carroll D. Via
2106	Ralph E. Jenkins
2107	Michael Bello
2108	Robert J. Belanger
2109	William V. Partlow
2110	Maevon C. Garrett
2150	Jerome U. Klimm, Jr.
2185	Rick P. Collins
2201	William C. Evitt
2202	Michael D. Upton
2203	Shelton G. Wine
2204	David V. Layman
2205	James E. Stroup
2206	Eugene C. Bloxom
2207	James W. Hilleary
2250	Hector A. Elmore, Jr.
2275	Alvin Sweeney, Jr.
2276	Johnny Bailey
2277	William E. Gillispie
2288	Edward A. Schultz, ADMN.
2300	Blondell Stewart-Ware
2323	Sandy D. Chorovich
2336	Joanne C. Bell
2350	Karl R. Busl
2381	Jon A. Swanson
2382	Myles Johnson
2390	W. F. Sheridan
2395	Charlie W. Hendrickson
3060	E. P. Hubbard, Jr.
3061	George H. Tolley
3101	Alan H. Keith
3102	Sylvia A. Lopez
3103	Marty Hinson
3104	Donald A. Larotonda
3105	Debra Booth
3106	John Bryan
3107	Gregory D. Jordan
3108	Linda B. Crawford
3109	Michael A. Sakalarios
3110	T. R. Emery
3111	Michael Tartaglio
3112	C. E. Ryan
3113	John Schatch

3114	Sally Tidwell
3120	James Donohue
3121	Robert A. Krukles
3122	Betty Diamond
3151	Gina M. Saucer
3171	Dorothy E. White
3173	James Vickers, Jr.
3174	Danny Ryals
3176	Jake Cason
3177	Theresa Flinn
3180	Kathleen Geyer
3181	Rick R. Poulette
3201	Roger L. Todd
3203	Robbie Casteel
3204	Clarence M. Atkins
3205	Sherri Dee
3207	C. Edward Heath
3209	W. K. Parks
3212	L. N. Wofford
3215	Elder James
3217	Diann Rawlins
3218	Harry McFarland
3220	Donald L. Birge
3270	Anthony W. Sellers
3271	Dannie K. Bell
3272	J. Allen Vickers
3275	Pete Moran
3301	Jerry Wilson
3304	Ben Henson
3305	Paul Whitley
3309	Donnie Lancaster
3310	Booker T. Lester, Jr.
3313	Harold McGeorge
3314	Herman R. Clayton
3317	Johnny M. Slone
3321	Ted Bilbrey
3350	Darryl D. Lillie
3371	Larry Peterman
3372	Gwenn D. Anderson
3402	Larry Paige
3403	Walter J. Bagot
3404	Joe Hollard
3406	Norry Williams
3407	Michael W. Kaough
3410	Michael J. Fahrenholt
3411	Thomas J. Koenig
3412	Louis Lirette
3414	James R. Young
3450	Roy E. Jones
3451	Travis L. Jordon
3490	A. L. Stafford
3502	Kenneth B. Allred
3504	R. Dean West
3505	Charles E. Bingham
3509	A. D. Boutwell
3510	E. D. Chisolm

3513	James P. Rollinson
3514	Larry Dearing
3515	Blanche Delaughter
3516	Carl Madden
3518	Oscar Denton
3550	George W. McLelland
3601	Wayne Wood
3602	Ronnie Braxton
3603	Tina C. Loving
3605	Sharon Tsenhour
3607	C. R. Carroll
3608	George Sumpter
3609	Frank W. Wishart
3610	David A. Pingel
3611	Wallace Weaver
3613	Don Harris
3615	Shirley J. Moore
3616	Michael D. Brandon
3618	T. M. Phipps
3650	R. R. Bartlett
3672	Teddy F. Rudisill
3673	Charles T. Cathey
3680	Rocky A. Barnes
3681	Jasper J. Gurganus
3682	Alton Hanford
3684	Tim Ledford
3685	R. H. Harris
3702	Joe K. Thomas
3704	Jerry D. Keene
3706	Sylvan Brady
3708	D. A. Poston
3710	Joyce Thompson
3716	C. Y. Parris, Jr.
3719	Linda C. Houck
3762	Harry Monroe
3802	James M. Ledford
3803	Joe L. Smith
3804	James W. McKee
3805	Jack E. Hays
3806	H. W. Starnes
3808	Beverly A. Hicks
3850	John H. Holliday
3871	Darrell W. Freeman
3895	Steve F. Markham
3901	Lowell G. Bryant
3902	J. E. Sartain
3903	Larry Orr
3904	R. Terry Young
3905	Sam Suttles
3906	J. M. Hughes
3907	W. E. Lassiter
3908	Chele H. Ward, Jr.
3909	Joe W. Watts
3910	Larry R. Palmer
3911	J. W. Stell, Jr.
3912	Barney P. Thompson

3950	H. R. Quillen
3966	Arthur L. Whiting
3971	Farrell B. Whatley
3972	Frank Woodham
3974	Larry H. Anderson
3976	Olen Goble
3990	K. C. Wray
4008	John R. Shukwit
4009	Dominic Guadagni
4010	Theresa A. Ryan
4011	Dana E. Christener, Jr.
4013	Kristie Darling
4015	James J. Bundoff
4017	Gary Odom
4018	James D. Ruddock
4021	Karl E. Jackson
4022	Henry D. Otis
4023	Thomas Rouse
4025	Robert H. Campbell
4031	Theodore R. Kurnat
4035	Jonathan L. Lemonnier
4037	Roger K. Brumm
4038	Greg Faust
4039	Roderick Williams
4041	Gerald L. Pitcher
4090	L. J. Horton
4101	Leonard P. Potocki
4102	Larry J. Booher
4103	Richard A. Short
4105	Raymond R. Love
4107	Robert H. Springborn
4109	Judy Aeschliman
4202	Addie La Bella
4203	Jean E. Stockton
4208	Ruth A. Lavin
4209	Eleanor J. O'Neill
4211	Gayle Gray
4212	Evelyn Ross
4213	Loretta Platter
4214	Phyllis Haines
4215	Diana K. Bryant
4216	Josephine H. Gordon
4217	Jim R. Rachell
4260	Richard Babic
4270	Ronald Adams
4290	John A. Smykowski
4300	Joseph N. Minno
4302	Allan Beck
4303	Clyde Nau
4310	Linda Hinton
4311	Sherry A. Hart
4315	Norma B. Craden
4318	Charles H. Groves
4319	Greg G. Hill
4320	Bud McNichols
4321	R. Edward Kenily

4322	Jim Keeney
4323	John E. McCord
4325	Mike Gavin
4326	Gerald L. Powell
4340	Burne Hill
4350	Arthur K. Runyon
4351	Gerald W. Souder
4353	Rodney L. Miller
4354	Kent R. Cales
4371	Steve L. Adams
4372	Robert B. Arnett
4373	James Whitehair
4375	Ralph Davis
4377	Dave Roether
4378	Doug Morrison
4379	Robert C. Upton
4380	Sam J. Sullenberger
4385	Jennie L. Kane
4395	Adrian Seifert, ADMN.
4400	G. M. Johnston
4401	Marie Phillips
4471	Tim H. Johnson
4473	Johnnie B. Kidd
4475	Gerald R. Calvert
4479	Robert R. Wright, Jr.
4480	William Rathgaber
4486	Jerry Long
4510	Carolyn Powell
4512	Molly Duncan
4600	Ann Crump
4603	George R. Walls
4611	Michael W. Webster
4620	Richard J. Everard
4621	Marilyn J. Peterson
4622	Thomas Domer
4623	William Rabbitt
4626	Bruce J. Genrich
4630	Ava McLucas
4631	James A. Soddy
4640	James Clark
4641	Gene McKahan
4642	John Hawley
4646	James Learn
4650	Douglas Moen
4670	Ambrose Gaul
4671	Michael Oliver
4672	Gary Ackerman
4674	Carla Radtke
4675	Lavon Herwig
4690	L. L. Shepler
4703	Tim Teives
4711	Ralph E. Hiatt
4714	Bea Sigler
4770	Larry Martin
4773	Edward Lowdenslager
4780	Roland J. Michael

4782	Ann Bohlander
4790	Robert G. Richart
4800	Mary Worth
4802	Carrol Hostetler
4818	Thomas Vernon
4850	David B. Wilson
4900	L. Keith Dooley
6001	Clint Boling, ADMN.
6007	Elvin C. Crites, Jr.
6009	Jerry Butler
6012	Bob C. McClanahan
6014	Charles R. Fine
6015	Bill Torbett, Jr.
6016	Kay Samaripa
6050	Ralph L. Jeffrey
6101	Larry Russell
6113	David A. Rawson
6118	Fred Byers
6127	David K. Baker
6128	Bill Utterback
6132	Andy Milburn
6137	Walter Nobles, Jr.
6139	Joe Greenwood
6143	Gloria Parra
6150	Robert Gadberry
6171	Richard Kneupper
6174	Ronnie H. Holloman
6200	Lonnie Hare
6201	Roger L. Owen
6202	Jackie D. Wilson
6203	Dirk Parks
6206	Michael E. Miller
6210	Mark Ewig
6214	Glynne R. Stanley
6215	J. D. Williams
6217	J. C. Hill
6218	Jimmy L. Powers
6222	Burgess J. Etzel
6225	Joe P. Marshall
6228	Ronnie Gray
6229	Richard R. Tarver
6290	R. H. Linnell
6300	Betty Albrecht
6301	Carrie McGinnis
6310	Philip Ferrill
6311	Mark K. Van Dolah
6312	Glenn R. Augustine
6313	Stanley Walker
6314	Virgil J. Koechner
6316	Jim H. May, Jr.
6320	James Tucker
6321	Alice Perez
6322	Rick Lemmon
6324	Kenneth Northcraft
6325	David R. Nuckols
6326	Sandra Cox

6327	Roberta Browne
6333	Larry H. Niemeyer
6372	George Moreland
6373	Greg L. Cox
6374	Steven R. Jones
6375	Barbara Sylvester
6376	Martin Peine
6390	Tom L. Mitchell
6391	K. W. Flanagan
6395	David P. Locke
6401	Debbie Snow
6402	Billy D. Wildoner, Jr.
6406	Dewey M. Craig
6407	Tim Clark
6409	Jeffrey C. Logan
6410	Jerry D. Jordon
6411	Mary W. Nave
6412	Condy Mowry
6450	Elizabeth L. Eft
6474	Richard R. Stogsdill
6500	Juanita Waring
6502	Gary D. Gray
6503	Robert O. Saunders
6505	M. D. Patton
6507	Nell Carlock
6508	James Conner
6573	Donald B. Adkins
6733	Samuel Barela, Jr.
7009	Charles F. Nichols
7011	Ronald J. Wolters
7013	Reed E. Lowell
7019	Reed Roberts
7027	Wayne Johanson
7032	L. D. Shelton
7037	Joseph Aceves
7072	Stella Madrid
7090	Terry Siville
7101	Gene Porter
7102	Mary Ann Stull
7103	Mercedes M. Spain
7106	Leonard L. Rotschafer
7108	Miram Tyson
7109	Gayle Tellin
7110	Francis Giunta II
7113	Ken E. Rains
7115	John M. Hart
7117	Erma J. Wiszmann
7118	Donald L. Reeder
7150	Rhonda L. Bailey
7171	Dean Scheideman
7172	Caroll L. Herndon
7173	Jerry Halder
7175	Barbara A. Malone
7176	Andy Ertz
7177	Dale Fenton
7181	Nancy V. Dehm

7182	Rhonda Wilson
7200	Richard O. Johnson
7201	James P. Mahoney
7202	C. J. Hanson
7203	Pat J. Hitchcock
7205	Douglas J. Ardoff
7208	Eugene L. Marks
7212	Joseph J. Tabatt
7213	Sandra Venaro
7214	Tom Anesi
7219	Arvid Torgerson
7220	Terry F. Lefor
7270	Robert Horvath
7272	Michael Aakhus
7290	B. H. Baumann
7295	John J. Simon
7301	Paul Indergaard
7302	Ron Pederson
7303	Leroy Christensen
7304	C. A. Wysocki
7400	E. Dan Dolan
7401	Neal E. Kelley
7470	Jerald Garrison
7471	Charles Clark
7476	Darryl Malesker
7500	Rose Bailey
7504	Bill Pierce
7505	Aleatha Pesek
7506	Robert M. Melstad
7601	Toni L. Joy
7610	Victor N. Nelson
7621	R. D. Marsden
7630	Craig Roberts
7640	Teddie R. Price
7670	Kevin Humphrey
7704	Randy D. Warner
7705	Lee B. Linford
7707	Donald Sheridan
7716	James E. Harper
7717	Myrna N. Lutz
7743	Duane Watford
7755	Harvey Hoffman, CHMN.
7774	Bob Black
7775	Quency Moye
7777	Mary T. Blue
7795	Warren Morrison
7800	John Hamilton
7803	Ron Nygaard
7804	Jack M. Davis
7805	Misty Davis
7810	Bill Jenkins
7812	Ken Harding
7814	Cindy M. Cook
7815	Rod Carter
7816	Al Bopp
7817	Michael S. Watson

7818	Alvin L. Simon
7901	Carla Floyd
7904	Annie Hill
7906	Bruce McDowell
7908	Larry Hurst
7970	Alvin L. Still
9400	Tony Bixler
9402	Thomas R. Runnion
9403	Richard M. Herrero
9404	Bernard V. Chiaravalle
9407	Rick Becker
9408	Clay Seals
9409	Val Afanasiev
9410	Marie C. Malliett
9411	Pete Peralez
9412	Bob Chiapetto
9413	Jay Seabert
9414	Carl Hilgeman
9415	Jessie M. Wilson
9416	Linda Halbrook
9417	Barbara J. Spradlin
9418	Joan McCurdy
9419	John Norton
9421	Gerald T. Briggs
9423	Sue Feller
9426	Dianne Dion
9430	Charles J. Dunn
9431	Cliff Bryant
9432	Walter Borrer
9470	Henry J. Curran
9495	Floyd J. Larabee
9502	Janice Wood
9504	Terry Collette
9510	Delbert McBryde
9511	Ron Smith
9550	Hector Fabela
9573	Michael D. Norberg
9575	David W. Bengtson
9576	Jerry Teixeira
9583	Charles Farncomb
9587	Robert Duggan
13000	Robert J. Powell
13550	Edwin Graham
13551	Santo L. Dinunzio
13570	Mark Barlow
13571	Richard Evanoski
13572	Ray Kissinger, Jr.
13573	Robert Kreger
13574	Alfred W. Kipp
13575	Richard Dykeman
13577	Michael G. McMackin
13580	Zelma Barckhoff
13585	Joseph Hock
13591	Albert J. Caterino, Jr.
13595	Robert B. Wolarik ...

SECRETARY-TREASURER BOOE: Congratulations to the Officers and members of the 100 percent Locals for an outstanding performance.

Before I announce the winners of this year's Convention Awards, I want to ask all the winners to gather for a photo session just off the stage, to my left, when these proceedings are over.

The first Award is presented to the Local that has contributed the most CWA-COPE dollars during 1987.

We are happy to present this Special Local Award to Local 1101, which contributed \$41,823.74. The President of Local 1101 is Ed Dempsey. Congratulations, Ed! (Presentation - applause)

The next Award goes to the Local that has contributed the highest percentage of its CWA-COPE quota in 1987. We are delighted to present this Award to Local 1301 again this year, which raised 4837.7 percent of its quota.

The President of Local 1301 is Thomas Miller. Congratulations, Tom, and members of 1301. (Presentation - applause)

The next award is the District Sweepstakes Award which is presented to the District that has raised the highest percentage of its quota by the end of calendar year 1987. The winner of the 1987 Sweepstakes Award is a district that raised 191 percent of its quota in 1987, and that is District 3. (Applause and cheers) Congratulations to Vice President Gene Russo and the District 3 staff and locals. (Presentation - applause)

We will now present a Special Gold Mercury Plaque to those locals that have achieved 25 or more consecutive years of 100 percent participation in CWA/COPE. Those locals with 25 consecutive years are:

Local 1127, President Rhodes, who is not here. Jan Pierce will pick it up. No, here he comes, President Rhodes.

Here he is, "Dusty" Rhodes, President of Local 1127. (Applause)

Local 1301, Thomas Miller. (Applause)

Local 2109, William V. Partlow. (Applause)

Local 3305, Paul Whitley. (Applause)

Local 4215, Diana K. Bryant. Accepting for Diana will be Hermaline Saxton. (Applause)

Local 6210, Mark Ewig. Accepting will be by Faye Green, the Local Vice President. (Applause)

Local 7172, Carroll L. Herndon. (Applause)

Local 7906. He is not here.

Local 9412, Bob Chiapetto. (Applause)

Local 9431, Cliff Bryant. (Applause)

Now the Locals with 26 consecutive years: Local 4107, Robert H. Springborn. The award will be accepted by Chief Steward Marilyn Franick. (Applause)

Local 4213, Loretta Platter. (Applause)

Local 4320, Bud McNichols. That is not Bud. That is not Bud. Judy Dixon-Smith for Bud. (Applause)

Local 6228, Ronnie Gray. (Applause) This is Mary Dooley accepting for Ronnie Gray. (Applause)

And now the Locals with 27 consecutive years, and they are:

Local 6174, Ronnie H. Holloman. (Applause)

And Local 6324, Kenneth Northcraft. That is not Kenneth. It is David Nuckols for Kenneth Northcraft. (Applause)

Now the Locals with 28 consecutive years, and the first one is:

Local 3716, which is not here.

Local 4311, Sherry A. Hart. (Applause)

Local 4641, Gene McKahan. (Applause)

Local 6128, Bill Utterback. (Applause)

And those Locals with 29 consecutive years:

Local 4270, Ronald Adams. (Applause)

Local 6200, Lonnie Hare. (Applause)

And Local 7707, Donald Sheridan. (Applause)

One of the Locals with 25 years, Local 7906, is here now and we will take him. Bruce McDowell. That is not Bruce. Joe McMahon for Bruce McDowell, with 25 years. (Applause)

And now those Locals with 30 consecutive years of 100 percent COPE performance:

Local 4372, Robert B. Arnett. (Applause)

Local 4711, Ralph E. Hiatt. (Applause)

Local 6300. That is not Betty Albrecht. Tom Mitchell is accepting for Betty Albrecht. (Applause)

Local 6321, Alice Perez. Vicki Hart for Alice, Local 6321. (Applause)

We have one Local that has achieved 100 percent participation in the CWA COPE program for 31 consecutive years. The President of that Local is Sandra Cox, but Marie Gibson, the Second Vice President, is accepting it for Local 6326. (Applause) That is 31 consecutive years.

In the 28 year category, Local 3716, C. Y. Parris, Jr. (Applause)

Now we have two Locals that have the outstanding record of achieving 100 percent for 32 consecutive years. They are Local 6313, and the President is Stanley Walker, and he is not here.

Local 7621, Jim Payne. (Applause)

In 1978, we instituted a new Convention Award: the Special State Award. And that award goes to any state in which there is more than one Local and where all the Locals in that state have contributed 100 percent or more of their CWA-COPE Quota. This year we have ten states who are winners, and they are:

Alabama, accepted by CWA Representatives Dennis Dearing and Nola Vaughn. (Applause) This is Nola, not Dennis. (Laughter and applause)

Arkansas, accepted by CWA Representative Dale Magee. (Applause)

Connecticut, accepted by the President of the Connecticut CWA Council, Hakim Abdullah, who is not here. Jan will take it.

Louisiana, accepted by CWA Representatives Noah Savant and Doug Stearman. (Applause) This one here is Doug. (Applause)

Maryland, accepted by CWA Representatives Grace Leonard and Jim Mazzi. There is Grace. (Applause)

North Dakota, accepted by CWA Representative Grace Kaveney. Come on, Gracie. There she comes. (Applause)

Nebraska, accepted by Assistant to the Vice President and Legislative/Political Coordinator for District 7, Tom Burns. (Applause)

Okalahoma, accepted by CWA Representatives Edith Jones and Clint Boling. There is Edie. I don't know what happened to Clint. (Applause)

South Carolina, accepted by CWA Representative Robby McNeeley. (Applause)

And West Virginia, accepted by CWA Representatives Gary McCallister and Jerry Belanger. (Applause)

We give our congratulations to the Staff and the Locals in those 100 percent states for an outstanding job in 1987. (Applause)

The next award is presented to the Local that achieved the highest percentage of membership participation in the CWA-COPE PCC Checkoff Program in 1987. This special Local checkoff achievement award is presented at this convention to a Local who has 74 percent of their membership participating in the 1987 CWA- COPE PCC Checkoff Program-- 74 percent. And the Local is 3719. (Applause)

The President of the Local, Local 3719, is Linda Houck. Is Linda here? She is signing up people to COPE Checkoff to get that other 26 percent. (Laughter and applause) But congratulations to Linda and to the other officers and members of Local 3719 who worked so hard in signing people up on checkoff.

The next award goes to the Local that had the largest number of members signed up on CWA-COPE Checkoff in 1987, and that is a Local which has 4,332 members signed, and that is Local 1101. And the President is Ed Dempsey, who went back with his other awards. He is out renting space for the awards. (Laughter)

Here he comes. We give our congratulations to Ed Dempsey, the President of the Local, and to the other officers and members of Local 1101. (Applause)

And now we present the distinguished award--it says President's Award--for outstanding achievement in raising voluntary, or free, dollars. That award goes to the local that met its quota with the highest percentage of voluntary dollars in 1987.

It is a pleasure to present this President's Award to Local 1301, which raised 4,837.7 percent of its 1987 quota of \$342, for a total of \$16,545 for COPE. (Applause)

Then we have another distinguished President's Award, and it is presented to the local that met its quota with the most voluntary dollars. That award goes to Local 1101, which raised \$41,823.74, all voluntary dollars. Congratulations again, President Ed Dempsey. (Applause) I told you he was out looking for space to put these awards. (Laughter) To the officers and members of Local 1101, congratulations.

Now, because of the phenomenal success of our CWA/COPE QUORUM Program, we are now going to present two CWA COPE QUORUM Achievement Awards for 1987. The first one goes to the local which had the most members in the CWA/COPE QUORUM in 1987. And it is a pleasure to present that award to Local 3204 with 112 members. The President of that local is Clarence Atkins. (Applause) Here he comes now. What is he doing way back there, smoking? All right. I thought maybe he was cooking something up back there. (Laughter)

The Second QUORUM Award is presented to the District that had the most members in the CWA-COPE QUORUM in 1987.

We are proud to present this Award to District 3 with 992 members. Will Vice President Gene Russo please come up and accept this Award. (Presentation - applause)

We will now present two Special District Annual Achievement Awards for calendar year 1987.

The first of these Awards is presented to the District that achieved the highest percentage of membership participation in the CWA-COPE PCC Checkoff Program in 1987. I am delighted to present this award to the District that has 10.2 percent of its membership on checkoff as of the end of the calendar year, and that District is District 6. (Applause) Will Vice President Tommy Parsons please come up and accept this award. (Applause)

There he comes. Nick was going to take it, but he got here just in time. (Laughter)

Congratulations, Tommy. (Presentation - applause)

The second Annual Achievement Award goes to the District that raised the most CWA-COPE dollars during the calendar year of 1987, and we are proud to present that Award to a District that raised \$310,790.88, and that's District 3. (Prolonged applause)

If you will come up here, Gene.

Congratulations to Vice President Gene Russo and the District 3 staff members and officers. (Presentation - applause)

We will now present our two 1987 Platinum Quorum Awards. The first one goes to the Local that had the most PQ members in 1987, and that goes to Local 3204, which had 54 members in the Platinum Quorum in 1987. (Applause) Again, that's Clarence Atkins. (Presentation - Applause)

And the second Platinum Quorum Award is presented to the District that had the most PQ members in 1987, and we are proud to present that Platinum Quorum Award to District 3 again, who had 361 members. (Applause)

District 3 has got 361 members in the Platinum Quorum. Congratulations to Gene and District 3 again and again and again. (Laughter) (Presentation - Applause)

Now as exemplified by several of the Special Awards we have presented today, one particular District has done an extraordinary job in raising money for CWA-COPE. That District was at the bottom a few years ago, and under the exceptional leadership of its Vice President then, it quickly rose to the top and remains there today.

That District is District 3, and the Vice President then was Ben Porch. (Applause)

Ben Porch provided that leadership. Ben Porch proved that leadership begins at the top. Ben consistently and persistently pushed CWA-COPE in District 3, and instructed his staff that CWA-COPE was a top priority on the agenda of every meeting held in that District. And Ben's legacy continues under the leadership of Gene Russo.

The standards set by Ben Porch for excellence in CWA- COPE fundraising and political action should serve as an example to all CWA Districts.

President Bahr and I are proud to announce today the establishment of the Ben Porch CWA-COPE Hall of Fame. (Applause)

The Hall of Fame--he thinks he's going to get an Award. (Laughter)

The Hall of Fame is displayed on a beautiful bronze casting at our Headquarters in Washington, D.C. A replica of the Ben Porch CWA-COPE Hall of Fame will be presented to the Vice President of the CWA District which achieves a comparable record of excellence in CWA-COPE fundraising and political action.

This year, there is only one District that has met the standards set by Ben Porch, and that is District 3. (Applause) We feel that it is only fitting and proper that the first person inducted into

the Ben Porch Hall of Fame is Ben Porch himself. (Presentation - Applause)

After all, Ben is just a very recent retiree, and so we want him to accept this honor with our gratitude and our love and our warmest good wishes. (Applause)

Now the challenge is there to all CWA Districts. You can meet it with the right amount of determination and support and hard work. There is plenty of room in the Hall of Fame for all the Districts.

Now, although the money we raised in 1987, \$1,234,761.25, sounds like a lot, that money was contributed by less than ten percent of our members. Only six percent of our eligible members are contributing through payroll deduction. Imagine how much money we could raise for our political activities if we could increase that even to just twenty percent.

If each of you will do your part and sign up new CWA- COPE contributors on payroll deduction, you will be making a sound investment in the future of our union and the future of the members that we represent. After all, we do need to elect a Congress that is going to work with our new President, Michael Dukakis next year to get legislation that will benefit all the working people in this country.

Thank you, and again congratulations for a great COPE year. (Applause)

PRESIDENT BAHR: Thank you, Jim, for another good year's work.

It is a pleasure now to introduce for the purpose of making a report about the activities of her responsibilities, Executive Vice President Barbara Easterling. (Applause)

EXECUTIVE VICE PRESIDENT BARBARA EASTERLING: Thank you.

For fifty years legislative and political activity has been at the core of our movement, and yet our job is far from finished.

Today, just as five decades ago, we must continue to work to get decent laws and to protect ourselves. We must work constantly to elect decent legislators and to carry out our very progressive goals and our dreams.

The workers' movement, our constant struggle for dignity and justice, always rests on three essential ingredients: Organizing, reaching out to the community; and political pressure.

We simply cannot survive unless we fulfill each one of these mandates. This was true fifty years ago, and it is even more true today after eight years of conservative rule.

We all know how Ronald Reagan has destroyed the workers' rights. We have had to fight incredibly hard against the right wing political tides just to preserve our basic rights to union representation, to OSHA protection, to freedom from discrimination and the like.

But, what is worse is that Ronald Reagan has exported his policies to the world. He was not alone in turning back the clock. It is also Brian Mulroney in Canada, Margaret Thatcher in England and Peter Botha in South Africa that have done it. The results are always basically the same--the workers have lost security, wages, homes, jobs, while these leaders have created safe havens for the anti-union multinational companies.

But, don't let me dwell on the bad news today, because, despite the adversity and the odds stacked against us, the CWA Government Relations Department has strenuously advocated the workers' concerns. We have broadened, not narrowed, our sphere of influence. Our legislative program has enhanced CWA's reputation in Congress and the public arena and in the government agencies.

This past year we have led the fight on issues of concern to a new work force. For the first time in our union's history we introduced national legislation to ban the practice of secret eavesdropping in the workplace. Our legislation, written by the CWA, introduced by CWA, and lobbied by CWA, made an unforgettable impression on the face of labor politics.

I wish to tell you that these bills were about to be signed into law. Unfortunately, opposition reared its ugly head on a key subcommittee. But the good news is that the members of CWA, through their hard work, through their letters, phone calls, demonstrations, petitions and the like, gathered 172 co-sponsors for the House bill and 12 for the Senate bill, and these co-sponsors were from both parties. They were from the liberals and the conservatives, and they came from all regions of our country.

But, let me put this in a perspective, because this truly is a major success for CWA. First of all, the issue is a brand new issue for Congress. It helps all workers who use telephones not just those in telecommunications. And it breaks new ground in terms of workers' rights.

Secondly, in just one year we got about as many co-sponsors for our anti-bugging bill as there were for other successful labor bills, like polygraph and plant closings.

But, here is the difference. We got this support in one year. Those other bills were on the congressional agenda for seven years, and the third reason you should be proud of your efforts is that our employers have taken note. At first they doubted we could succeed. Now they are scared. We know that. They know we can deliver the goods in congress and they have begun to change their monitoring practices as a result.

We already have plans to renew this legislation, hopefully with President Dukakis offering his support. (Applause)

Let me just add that we fully intend to take up the VDT bill, passed in Suffolk County, New York by CWA District 1, and push it as a national law. Thus, preventing companies from relocating in order to circumvent the law.

This past year we also broke new ground with our telecommunications employee protection act. Today we can claim 94 co-sponsors after just a few short months of work. We have also gotten a lot of attention focused on the long overlooked crisis facing workers who found themselves out of a job or forced to transfer or pushed into lower wage occupations, all because of the government's decision to break up the world's finest telephone network.

As you know, we have had hearings on the bill, and our friends in congress have made it clear that there will be no change in telecommunications policies without making sure there are employee protections attached. (Applause)

And let me just share with you part of a letter that was sent to us by Congressman Al Swift from the State of Washington. He is the congressman that introduced House Resolution 2828. I will read just part of it.

"Ninety-five of my colleagues in the House have joined with me to co-sponsor H.R. 2828, legislation that would give qualified former employees of AT&T, the Bell operating companies or their respective subsidiaries, the first opportunity to fill any eligible positions that become available in the industry.

"This bill goes a long way to recognize that our nation's ability to compete in the international marketplace starts with the skill and commitment of experienced workers. We have that skill and the commitment right here, in you, the Communications Workers of America.

"Thank you for all of the efforts you have made on behalf of the legislation. Time is short in this Congress, but I will reintroduce and support the Telecommunications Employees Protection Act again during the 101st Congress." (Applause)

Continuing some of our other victories, we certainly cannot forget the epic battle we all fought for sixty-days plant closing notification, in the face of some very extreme opposition by the Chamber of Commerce and Ronald Reagan. We scrambled. We fought. And we won these very minimal rights. We never gave up, despite the President's veto, and despite congressional skepticism. CWA, instead, linked arm and arm with our labor and our citizen allies, can rightly claim victory today.

We also finally secured some restrictions on the use of lie detectors in the workplace, and, as I have said, as I have traveled from district to district, these are the machines that are not even considered to be reliable enough to be used in a court of law, but they will always get you convicted in the kangaroo courts of the personnel offices, and they have. (Applause)

But now, finally, employers cannot use this technology as an excuse to intimidate workers. This year we also pushed very hard for trade legislation, gaining some protections, but losing others. We tried to secure the important high risk notice bill, so that workers can at least know what hazards exist, and, right now, we are also battling to restore the tax exemption for the tuition reimbursement and employee training programs.

This is a typical Reagan administration non-tax tax, which gives tax breaks to the rich and has workers paying more. But, we are going to make sure that one is stopped.

In the area of civil rights, we worked many long and hard hours to pass the Grove City law, which returned the basic liberties after they were stolen by Ronald Reagan. No more can government funds be used to sanction and support discrimination against women and minorities.

And then there was what is perhaps the single most important victory for CWA and our friends this year. We defeated the nomination of Robert Bork for the Supreme Court. (Applause)

It was truly frightening to contemplate that man making decisions affecting all Americans for a lifetime. Here is a man who made his opposition to civil liberties and justice for minorities perfectly clear. Here was a man who said labor union members should not have some very basic rights, and here was a man who said that women should be sterilized if they suffered miscarriages because of hazardous work.

Well, Brothers and Sisters, in my opinion, it is Robert Bork who was a miscarriage-a miscarriage of justice. (Applause)

Thankfully, the United States Senate agreed with us, and the sanctity of the Supreme Court was saved.

Let me turn now to some public sector issues. CWA pushed back the IRS's attempt to impose new taxes on workers. As incredible as it may seem, the tax collectors tried to make public employees pay taxes on deferred compensation benefits, like vacations, sick leave and severance pay. But, after a huge negative reaction from CWA, from unions and from politicians, the IRS has taken back this proposal.

Another high priority was welfare reform. The House and the Senate each have passed bills which reworked the welfare system, and, while we agree that welfare reform is necessary, we strongly disagree with proposals which would substitute poorly paid welfare recipients for public workers and which would insist welfare dependents get a job, but without adequate child care and other support.

Such suggestions are doomed to failure, and we are determined to get good welfare reform.

As always, we are in the trenches in federal budget battles, and for eight straight years we have fought to retain humane budget policies.

If Ronald Reagan and George Bush had their way, we would find plenty of money to develop and nurture weapons in outer space, but not a dime to pay for the care of our children.

They are eager to buy bullets and guns, but not books or education for our young. And, even as they speak with pride about retiring an old battleship, they turn their backs on our elderly by cutting social security, medicare and other benefits.

But, we have not stood idly by. In the past few years CWA's diligent lobbying has begun to pay off, and we are seeing some sane budget policies restored.

In a related matter, we worked very hard this year to expand health care, and we were

successful in passing the catastrophic health insurance coverage, a significant step forward for all of us.

Unfortunately, we failed to pass the so-called Pepper bill, which would permit medicare financing of long-term health care needs.

And, as you know, from my obvious exuberance yesterday at the passage of the Retirees Amendment, my department has also the responsibility for developing the CWA Retirees Program. I am proud to say that thanks to all of you, we are well on our way. In preparation for this Convention we held a very successful national meeting of the retirees and it was there that our program was defined, and we have conducted several regional meetings to get it started, as well.

In addition, we have begun publication of the "Journeys" Newsletter, aimed at our retirees. This will complement our biweekly "Capital Comments" newspaper.

Now, while it is impossible to list all of our activities from drug testing to pensions, local service deregulation, South Africa sanctions, let me emphasize just a few more key matters. The parental leave and the child care bill.

These are two of our top priorities, and after many months of advocacy, it looks like we are now poised for success. In fact, the House of Representatives will be voting on the parental leave bill in mid-September, and we expect the child care legislation to be considered shortly.

Yesterday we distributed to you an urgent appeal to begin generating letters to your congressmen on these two bills. Don't file that information away in your briefcases. Call your locals back home. Get your legislative committees working on this. In fact, you can go ahead and write a letter and go to the Postal Booth back there and get a stamp and mail it from here.

Those are two important issues to the workers today.

In addition to all of these activities, we also had the support of some of our major employers when our interests were mutual. But let me tell you something. These positions and this activity has not always been cost free. We have taken a lot of heat from some very powerful people in congress, who would prefer to have us on their side, and we know that many employers of the companies we represent are in this hall today, and we want them to listen very carefully to our message and then take it back to their CEOs. We will stay in a tough fight for two very important reasons: First of all, we believe that our positions are in our members' interests, and that shall always been our number one consideration. (Applause)

But, secondly, we fully expect that our sacrifice, our hard work, our steadfast support of our employers, will be reciprocated. We are calling in the chips, whether it is in bargaining contracts or in organizing new units. We expect--no, we demand--that our employers support us just like we have them. (Applause)

So, let the word go out today to those who face us in the workplace or across the bargaining table: We can form a good team together. But we do not give away our support and our hard work for free. We always will use our legislative activity and our clout to secure workers' rights. So, if you are with us, that is great. But, if you are not, Roger Vee said it last night: It will be a cold day in August.

The challenges facing CWA are many and varied, whether in the communications industry, the public sector, publishing trades or health care field. When I was elected Executive Vice President, I vowed to make government relations an integral part of these challenges. We have a guiding theme for our legislative program. It must work together with our collective bargaining, our organizing, our public outreach programs, in servicing our members. We have not been 100 percent successful, but we have made tremendous gains.

We have demonstrated that CWA is an innovative and creative and active force. Our friends in labor and the community know they can rely upon us, and we have built relationships that will

provide support for us in return. And our potential enemies know they cannot ignore us or discount us any longer.

We have shown that we know how to fight back.

Finally, I want to take a moment to thank you for these success stories. While I am very proud of my staff--they should be here, but they are not--

... Cries of "There they are" ...

EXECUTIVE VICE PRESIDENT EASTERLING: Stand up for just a minute. They worked very hard. (Applause)

While I am very proud of them, they know and I know that we could not succeed without your help. Our power lies in the grassroots at home, CWA staff, local officers, stewards and, most importantly, our members have put CWA in the lead, and we intend to keep her there. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Barbara.

I want to put a question before this body at this point. It is five o'clock. We have about one hour's work, as best I can estimate it. And I would like this body to tell us what you would like to do--continue? Or come back and finish tomorrow?

All those in favor of continuing, please raise your hands. Down hands. Opposed?

We will stay. The Chair recognizes--

... Cries of "No, no" ...

PRESIDENT BAHR: We will stay here for a roll call as to whether we should stay. (Laughter)

The Chair recognizes the Resolutions Committee.

CHAIR WEST: If the Delegates will please turn to Page 8 of the Resolutions Committee report, I will call on Committee member Joanne Smith to read Resolution 50A-88-7, entitled "Local Telecommunications Service Deregulation."

DELEGATE SMITH:

Resolution 50A-88-7

LOCAL TELECOMMUNICATIONS SERVICE DEREGULATION

There's little question that the AT&T divestiture of 1984 wreaked havoc on the nation's telecommunications systems. Though some consumers like large businesses profited handsomely, most found themselves confused and frustrated. While some extra choices were produced, those most reliant on local service found themselves paying higher rates.

For the workers, divestiture was an unmitigated disaster. More than 100,000 jobs disappeared from what was known as the Bell System. Longstanding and hardworking employees were out of jobs, or forced to take wage cuts or driven to uproot their families just to hold on to their life's work.

Making matters worse, not a single thought was given to this country's international trade position when divestiture was announced. Virtually overnight, the doors of America's telecommunications market were thrown open to every foreign competitor while barriers existed—and still remain—to their telecommunications market. President Reagan never considered negotiating bilateral trade agreements providing a phase-in of competition by foreign companies.

And what has been the result in less than four years? Where we once posted a \$900 million dollar trade surplus in telecommunications before divestiture, we now have a \$2.7 billion trade

deficit. Tens of thousands of jobs have been lost by CWA and IBEW members in AT&T factories, as work formerly done by Americans has been transferred overseas. Just recently, AT&T shut down a manufacturing plant in Winston-Salem, North Carolina. Today, not a single residential telephone is Made In America

That was Divestiture Number One and now Divestiture Number Two is around the corner. We're heading for another break-up, this time involving local telecommunications service. The trends are in place to split apart local telephone companies, just as four years ago AT&T was broken up.

A principal cause is deregulation. Many states are making the same decisions that, at the federal level, set the stage for 1984's divestiture. These decisions are picking apart the building block of telecommunications, the local network. Certain services are being deregulated, which in turn sets the stage for a break-up.

CWA understands and supports the need for flexibility and change in telecommunications policies. It is not desirable to simply maintain the status quo. We must move into the future.

Yet we must take care to protect the best of the past and to ensure that the benefits of the future are available to all and not just to a select few. Similarly, we must provide assurances to consumers and workers that telecommunications policy changes will not result in hardship.

These policies are not absolutes. Each deregulatory proposal need not contain each and every provision from state to state. Each community faces different issues and as such will take different approaches.

Yet our general approach must be similar. The basic needs of our members must be paramount. Thus, this policy must shape our approaches and our actions as we continue to deal with the local service deregulation.

RESOLVED: That the Communications Workers of America adopt the following positions:

(1) All deregulatory proposals must be scrutinized carefully. We must ensure that they will preserve universal service both today and in the future and that they contain no provisions which will directly or indirectly wreak hardship on consumers and workers. We will actively support such proposals as are in the workers, the industry's and the public interest.

(2) Decisions about telecommunications structure and policy should be in the hands of those most closely responsible and responsive to the needs of telecommunications users. The legislatures of the states should be making the basic decisions. Regulators such as Public Service Commissions should carry out those decisions, as is their historical mandate; they should not determine the basic precepts that will affect millions.

(3) It is essential that new telecommunications policies include specific protections for employees. We have learned the painful lesson of the absence of such protections. These guarantees may be legislated, or included in regulations, or achieved through some other means, but we should strive to ensure they exist.

(4) Given that changes in telecommunications regulation can create uncertainty, confusion and risk, we must ensure that the employees of the future have access to the support and protection afforded by union representation. Similarly, deregulation must not be a vehicle to erode the bargaining unit and build up or create non-union subsidiaries or to lay off union employees and replace them with workers paid substandard wages and benefits. Deregulation proposals must be linked to agreements with our employers that there will be neutrality in organizing efforts. Since the industry believes that deregulation will lead to growth, it must support the ability of the Union and our members to share in that growth.

Mr. President, the Resolutions Committee moves the adoption of Resolution 50A-88-7, "Local Telecommunications Service Deregulation."

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the resolution. Seconded from the floor. Microphone 3, Delegate Honse.

DELEGATE RON HONSE (Local 4319): Brothers and Sisters, I rise in support of Resolution 50A-88-7, "Local Telecommunications Service Deregulation."

As the resolution notes, divestiture number two is right around the corner. In some places it has already struck. During our last round of negotiations in the summer of 1986 we witnessed some of the fallout of this problem, as some public service commissions began to take sides with the company and involve themselves in the collective bargaining process.

Over the years we have learned that we cannot survive if we ignore politics and politics is intertwined in the regulatory process, like it or not.

Let us learn from our unhappy experience with divestiture number one. We can be certain that the regional companies are already hard at work to device deregulation policies in their jurisdictions, policies which will pave the path of profits for themselves. We can be certain, too, that they will see deregulation as an opportunity to undercut this union and to mortgage the future of our members.

It is incumbent upon us to enlarge and strengthen our relationships with state legislators, who should ultimately make the policies which the public service commissions will be required to carry out.

It is up to us to test the reliability of the often repeated claims that our employers give us.

Are we full partners or not? If we are, then our employers should find no inconsistency in our demand that we share in the expected area of growth and development that should follow a thoughtful and rational deregulatory approach.

Deregulation, like the word "reform", can have many meanings. If we define the word as the simple removal of unnecessary regulation, then we cannot blindly oppose the concept. But, we all know that the word conjures up many other meanings among our employees. For them it can mean new regulations for the bargaining unit and reduced regulations for their business operations. That is the kind of deregulation we must oppose.

Finally, it is vital that we remind our legislators, our regulators, the company and consumers, and especially our own members, that our interest is first for our union and its members. We must insist that deregulation be a gateway to growth, not another quagmire. Thank you.
(Applause)

PRESIDENT BAHR: Microphone 3, Delegate Clow.

DELEGATE GORDON CLOW (Local 7901): Brothers and Sisters, I rise in support of this motion. We do not need any more lessons from management on why we cannot trust them when their word is not in writing. And we need language in our contracts, laws, et cetera. The first divestiture, as well as some of the recent in-house splits, like our own experience on merging the U.S. and West works into our organizing group, are quite enough.

I am sure the public, our customers and our workers, even our company, would feel much better if all affected groups are represented in any proposals to our regulators.

PRESIDENT BAHR: Microphone 1, Delegate Cudahy.

DELEGATE GORDON CUDAHY (Local 4621): I would like to call the question, please.
(Applause)

PRESIDENT BAHR: The question has been called. It has the effect of closing debater. It is not debatable. Two thirds vote. All those in favor indicate by raising their hand. Down hands. Opposed, by like sign. Debate is closed.

... The remarks on Resolution No. 7 of the following Delegates were brought up to the

platform and presented to the reporters for inclusion in these proceedings as follows:

DELEGATE VERYLE HEARD (Local 4004): Mr. Chairman, fellow CWA delegates and friends. I rise in support of Resolution 50A-88-7, Local Telecommunications Service Deregulation.

As Vice President of a local that lost 30 percent of its membership to divestiture, I strongly urge passage of this resolution to stop the "greed driven" irresponsible deregulation decisions and tactics we face in the work force today.

We must guard against further stress-related illness among our membership, as well as guarantee our great union CWA continues to be at the forefront in building a solid telecommunications industry for all of America.

Thank you. ...

PRESIDENT BAHR: Resolution 7. All those in favor indicate by raising their hand. Down hands. Opposed, by like sign. It is adopted. The committee.

CHAIR WEST: If the Delegates will turn, please, to page 9 of the Resolutions Committee report, I will call on Committee member Ellie Benner to read Resolution 50A-88-8, entitled "Alternative Operator Services."

DELEGATE BENNER:

Resolution 50A-88-8

ALTERNATIVE OPERATOR SERVICES

Known as Alternative Operator Services (AOS), approximately 35 companies with more than 10,000 employees across the country provide telephone users with operator services for person-to-person, third party billed, credit card, calling card and collect calls. These companies, established about a year and a half ago, lease long distance services from interexchange companies such as AT&T and resell them to traffic aggregators' like hotels, motels, airports, universities, hospitals and public pay phones. For a commission, the host businesses route customer interstate calls through AOS providers. Experts predict that AOS firms will nearly quadruple their share of the operator services market in three years, servicing approximately one million telephones by 1991.

All of these AOS companies are non-union and most exploit their workers. Typical of this treatment is National Telephone Services (NTS). An NTS operator earns at most only \$5.50 to \$6.00 per hour with no opportunity for promotion. An NTS operator receives no regular raises, gets poor benefits which are partially paid for by the employee and is often subject to arbitrary treatment based on favoritism, race and sex discrimination by management.

AOS companies not only abuse workers, but also consumers. Thousands of complaints have been filed in 43 states and with the federal government, the vast majority citing excessive charges and lack of notice to customers. Many callers, unaware that they are using an AOS rather than their preferred long distance carrier, find that they have been charged as much as three times the usual rate. Additional complaints describe billing for uncompleted calls and failure to respond to consumer complaints.

The Federal Communications Commission (FCC) and state public utility commissions, prompted by this surge of complaints, have begun investigating the industry and formulating new rules. But frequently, the action is inadequate, often because these companies are not legally subject to regulation. Consequently, the consumer is trapped in the middle of a lax regulatory policy and vague AOS responsibilities.

Immediate steps must be taken to combat the consumer fraud and abuse and worker exploitation perpetrated by aspects of the ever-growing AOS industry. Consumers, workers and policy makers must be united in an effort to ensure these companies operate in the public interest.

RESOLVED: That CWA implement a campaign for consumer and worker protection in the alternative operator services industry, including:

- fair rates
- fair wages and benefits
- easy access to information regarding rates and services
- freedom of choice in gaining access to a preferred long distance carrier
- uniform regulatory treatment, and

RESOLVED: That this campaign involve federal and state legislative-regulatory activities, as well as organizing, community relations and public outreach. Part of this campaign must involve economic pressure on NTS as it represents one of the most extreme examples of worker and consumer abuse.

Mr. President the Resolutions Committee moves adoption of Resolution 50A-88-8, Alternative Operator Services.

PRESIDENT BAHR: You have heard the resolution.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 3, Delegate Villarreal.

DELEGATE GENE A, VILLARREAL (Local 6143): Mr. President, distinguished staff members, citizens, brothers and sisters: As an AT&T employee in operator services, I believe that the AOS's addressed will be the catalyst that the company will use in future bargaining, demanding things to alter the valuable worth of the long-distance telephone operator, The majority of these AOS's are in Texas, purposely established there because, embarrassingly, Texas is a right-to-work state. It is frustrating to hear that these AOS's have a carte blanche in their rates and services.

Be not deceived when AT&T has expressed concern about this issue on one hand, and then on the other gives these AOS's permission to use calling credit cards and other services. This has the effect of helping to undercut our security and steal from the customer.

I implore you, my fellow delegates, to favor this resolution, because once these AOS's are subject to the same regulatory policies and responsibilities that other long-distance carriers are subject to. Motivation to organize in these non- union companies will have more substance and aid in attacking worker abuse.

Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Webb.

DELEGATE SHERRY WEBB (Local 9415): President Bahr, sisters and brothers. I rise and speak in favor of all operators being treated as people. I rise and speak in favor of all operators being paid at a level equal to their value and their worth. I rise and speak in favor of respect and dignity as opposed to a sweatshop environment.

I rise and speak in favor of consumers being educated so they can understand their rights and their choices.

I rise and speak in favor of making it clear that CWA cares about and stands up for all operators. I rise and speak in favor of Resolution 50A-88-8.

Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate Church.

DELEGATE SARAH CHURCH (Local 4303) I move the previous question.

PRESIDENT BAHR: The question has been called for. It has the effect of closing debate. It is not debatable, requires two-thirds vote.

All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

... The remarks on Resolution No. 8 of the following Delegates were brought up to the platform and presented to the reporters for inclusion in these proceedings as follows:

DELEGATE GWEN D. HOLLAND: (Local 4800): Mr. Chairman, I rise in support of Resolution 50A-88-8.

Regardless of the fact that I have had misgivings about the competition from AOS companies because our local represents both AT&T and Bell operators, I nonetheless feel strongly that by organizing the work force of these companies, CWA will see to it that AOS management be more sensitive to the needs of their employees, more honest in their dealings with customers, and, through legislative, regulatory and economic pressure from state and federal agencies, AOS's be curtailed from taking unfair advantage of our organized units in the telecommunications industry.

DELEGATE GAYLE H. GRAY (Local 4211): While Local 4211 represents over 400 telephone operators in Naperville, Downers Grove, Joliet and Ottawa, Illinois, I first experienced the reality of Alternative Operator Services only six months ago while attending a CWA/AT&T Safety Advisory Committee meeting in Orlando, Florida.

As a CWA Local President and a telephone company employee I consider myself a relatively educated consumer, at least when it comes to placing long-distance calls from varied locations and equipment.

As is our custom, our meeting was held and rooms reserved at a hotel which used AT&T and Bell equipment.

After checking into my room, I attempted to make the customary calls to family and office. Following the usual dialing instructions at the hotel's telephone concerning placing a long-distance call to be billed to a credit card, I was intrigued to hear an operator respond with, "Thank you for using NTS."

Thinking "NTS" must be an acronym for the local telephone company, I questioned the young woman what those letters stood for. She responded quickly with "National Telephone Services."

NTS, as you know, is one of several new companies spawned as a result of divestiture, referred to as Alternative Operator Services or AOS's. These AOS's provide businesses which initiate a high concentration of operator assisted traffic, such as hotels, airports, hospitals, universities and prisons, with commissions or kickbacks for routing their customer's/client's interstate calls directly to the AOS without notifying the consumer. The caller's only hint that something out of the ordinary is happening is the operators answering phrase of "Thank you for using whatever AOS the business/client/hotel has contracted with."

The average consumer assumes his call has been completed and billed by the preferred long-distance carrier of his choice. The startling reality dawns when the unsuspecting caller receives his billing from the AOS, a company the caller wasn't aware he/she was doing business with. Often these charges are much higher than the rates of the callers preferred by long-distance carrier.

Nevertheless, the unsuspecting public is not the only target for exploitation by companies offering Alternative Operator Services, workers performing the operator's job are not currently protected by a union contract. All AOS companies are non-union. We heard Sister Dana Hungerford, an employee of National Telephone Services and CWA organizer describe the all too familiar deplorable working conditions these workers are subjected to.

As participants in this great labor movement, CWA members cannot allow this exploitation to continue.

We must resolve to implement campaigns for consumer and worker protection in the Alternative Operator Services industry through organizing, community relations, public outreach and legislative activities.

We must continue our long tradition of working for justice, dignity and equality.

I urge you support of this resolution.

DELEGATE MAXINE HOBDY (Local 9400): Brother and sisters, I urge your support of this resolution. We must take the AOS campaign seriously and, more than that, they need to take us seriously. We must work for regulation, consumer protection, our protection, and we must organize these workers and bring them into the union family. If they want to play with the big kids, we will show them how.

Please support Resolution 50A-88-8.

DELEGATE LULA B. ODOM (Local 4000): President Bahr, fellow delegates and guests, I rise to support this resolution on Alternate Operator Services. AT&T is the only company with unionized workers. The AOS's are substandard in service, not unionized, and threaten job security to operators who are unionized.

DELEGATE FRAN MONGIELLO (Local 1004): I rise in support of Resolution 50A-88-8 if we are to sustain our jobs and keep salaries at an equitable standard, as to guarantee our equity in wages, working conditions, union contracts and consumer protection, against the AOS's. We must organize the unorganized, lobby our legislators at both the state and federal level, and support all legislation that is helpful to both ourselves and the consumers.

We must go back to our grass roots and exhaust every means at our disposal including our retired members, and also educate the general public, as this does not only apply to us but to them as well.

Mr. Chairman, I urge the adoption of Resolution 50A-88- 8.

DELEGATE WILLIAM F. CHOMA (Local 4309): As a Residence Billing Service Representative for Ohio Bell, I can testify to the effects of these AOS companies on the consumer. Ohio Bell bills and collects for the AOS companies. These companies are popping up like mushrooms.

Many customers still don't understand what happened with divestiture, and now with AOS a monthly bill can have long distance charges billed by four or five different companies.

It is uncomfortable to sustain calls for AOS companies. These companies don't have evening, night and weekend rates. Many have a flat 99-cent per minute rate. Try sustaining a ten- minute call for \$9.90 by NTS, Central Corporation or International Telecharge.

How could the federal government rule the old AT&T a monopoly, order it divested, yet in the name of deregulation allow these AOS companies to rape the public? Brothers and sisters, demand fairness and justice in the long distance market. If these AOS companies are here to stay, let us also commit ourselves to organizing them. While the AOS companies mean income for our Bell companies, they represent a threat to our jobs.

DELEGATE BILL LEWIS (Local 2336): Brothers and sisters, I rise to speak in support of Resolution 50A-88-8. In June of this year, I met with a group of employees from National Telephone Services. They were interested in bringing CWA into their work place, and with good reason. The conditions they are required to work under are more reminiscent of the sweatshops of the '20s and '30s than what most of us enjoy in many of our work locations.

Since June, three organizers have been fired and others are harassed almost daily. Workers

were promised raises of 90 cents an hour after three months. They saw nothing after three, four, five or six months. Shortly after we filed our petition for an election with the NLRB, a select few people got 60-cent an hour raises. Others were told they couldn't get raises because the NLRB might view it as an attempt to buy votes.

NTS has grown from a company handling 3,000 calls a day in November of 1987 to one that processes 30,000 calls a day. They have no problem giving their clients 15 percent kickbacks but for reasons purely borne of greed they won't pay decent wages and benefits to their employees. They cut night differentials in half so they can line their own pockets. And they've threatened to move the company if the union gets in. They rip off customers and workers alike.

We intend to be successful in this election and we will work hard to correct the inequities and provide a workplace where they can hold their heads high without fear of intimidation and retribution from the strawbosses. I urge you to support this resolution so we can show these workers that a half a million people strong are with them in their struggle.

Thank you.

DELEGATE ANNIE HILL (Local 7904): President Bahr, sister and brother delegates: I rise in support of this very important resolution. It is bad enough that we have to deal with job erosion as mechanization and technological change within our bargaining units. Now since divestiture, we have watched many jobs that were done solely by CWA members move to other companies and corporations.

Alternative Operator Services is a prime example of this happening. Not only do they take our jobs, but most of these corporations are non-union, pay these people a pittance, they provide no benefits, and most exploit their workers.

This has to stop now. We must educate, organize and lobby whoever it takes to assure consumer and worker protection in the alternative operator services industry. I urge your support and thank you. ...

PRESIDENT BAHR: We will now vote on Resolution 50A-88- 8, Alternative Operator Services.

All those in favor indicate by raising your hand. Down hands opposed by like sign. It is adopted. (Applause)

Committee.

CHAIR WEST: If the delegates will please turn to page 10 of the Resolutions Committee report, I will call on Committee Member Ed Graham to read Resolution 50A-88-9, entitled "Mobilization for Victory".

DELEGATE EDWIN GRAHAM (Local 13550):
Resolution 50A-88-9

MOBILIZATION FOR VICTORY

This coming year—1989—brings the expiration of collective bargaining contracts covering some 80 percent of our membership. This presents us with tremendous challenges and opportunities. Victory is within our grasp, but it depends on the active involvement of all of our members.

To help guarantee success, an intensive Mobilization program has been designed to put the grassroots membership of our union directly into the bargaining process. It reaches into every job site and work unit to tap the energy, inventiveness, intelligence, and the collective power of the members of CWA.

Never before have we or any other union begun bargaining preparation this far in advance. In fact, we are preparing for more than bargaining. We are

strengthening our union from the bottom so that we can more effectively organize, and build our community and political action programs for years to come.

In some respects Mobilization is a unique, bold and ambitious undertaking. Yet the program also is a return to basics. The techniques of one-on-one, worker-to-worker, unit-by-unit organizing built CWA 50 years ago. It took discipline, spirited rank-and-file action and creative tactics to win recognition and respect from our employers in the early days. Today, many of the conditions of those early days are back again, partly because of political changes and partly because of economic reorganization.

Mobilization consists of three basic parts—strengthening Locals, inside or "in-plant" actions and using community support to mount effective "corporate" campaigns.

This effort depends on the active involvement at all locations and levels of the union. Each CWA District has a mobilization team. Each Local needs a mobilization coordinator. Each work group (up to 20 workers) needs a coordinator who will talk to his or her co-workers about key issues and actions throughout the year. And in locations with more than one work group, one of the work group coordinators needs to serve as building or site coordinator.

This structure is designed to enhance communication and participation; without it, our employers will communicate more effectively with our members than we will. This is the essential foundation of our Mobilization CWA.

There is a labor ballad called "Carry It On" which extolls each generation to fight to protect what the previous generation won and to build on these gains for the next generation. Many of the things we take for granted—health benefits, pensions and the like—only were achieved through heroic struggles by our predecessors. They can be eroded or taken away unless we are prepared to stand strong and fight, for ourselves and our children.

We are a movement, not merely an organization or a bureaucracy. CWA is its people. It is only as strong and successful as its members are united and actively supportive. Its future is only as positive as the resolve and spirit of its rank-and-file.

RESOLVED: That the Communications Workers of America will carry out the goals of Mobilization CWA to involve each and every CWA member in the challenges and opportunities of bargaining in 1989, and

RESOLVED: That this program will include designating Local, work group and building mobilization coordinators; participating in one-on-one programs to talk with co-workers about issues, goals and strategies; and reaching out to our families and our communities for support, and

RESOLVED: That CWA at all levels of the Union will immediately begin to implement the goals and timetable of Mobilization CWA to ensure victory in 1989 and beyond.

Mr. President, the Resolutions Committee moves the adoption of Resolution 50A-88-9, Mobilization for Victory.

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. And on Microphone No. 3, Delegate Quirk.

DELEGATE MARY T. QUIRK (Local 1001): Mr. President, members of the Board, fellow delegates. I rise in support of Resolution 50A-88-9. In order to achieve and protect the benefits we have gained in the past, we need the type of mobilization program we have planned for 1989

bargaining and for the future.

Ever since our strike against AT&T in 1986, management has been practicing all sorts of union-busting tactics on our members. The only way to get to our members is to educate and involve them on a day to day basis, talk to them one on one. That is what mobilization is all about.

If you represent AT&T or public employees or independent telephone companies, any other employee, let me warn you, you will experience the same anti-union tactics.

If one company is successful in breaking our union, it will not be long before they will all follow suit. Mobilization is the way to build and strengthen our union.

Mr. Chairman, I urge support for Resolution No. 50A - 88-9. And then go home from here and mobilize, mobilize, mobilize. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Bates.

DELEGATE CHARLES D. BATES, JR. (Local 2101) Mr. President and fellow delegates. We are all very familiar with the trend that our fellow unions have been facing and that we faced in 1986 as we all tried to negotiate a decent standard of living for our members.

Today we stand within a few short months of the expiration of those 1986 contracts. We can forget about negotiating a quality contract that our members are accustomed to and rightfully deserve if we continue to allow those members to be overwhelmed with complacency.

The Reagan Administration in its attempt to bring about the demise of labor union has caused the resurfacing of conditions that we and our forefathers fought so hard to erase. Therefore, it has become evident that we must revert to what is successful. Nothing comes easy in the labor movement. For every one ounce of success, there is one pound of struggle. This we must not forget, nor must we let it be forgotten.

It is imperative that we establish and implement an effective method to unionize the organized, and to organize the unorganized, because there is strength in numbers.

We must be prepared in 1989 and we must begin preparations now. We must communicate with and educate the rank- and-file. Mobilization is the machinery that will enable us to do just that.

This great Union was built 50 years ago with one on one, worker to worker and union to union organizing. This is what has to be done. This is what was successful and this is what we must do.

There is an old saying that goes, "Dance with the one that brought you."

Brothers and sisters, the struggle goes on and I urge the adoption of Resolution 50A-88-9. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate Woitena.

DELEGATE GARY W. WOITENA (Local 6143): Mr. Chairman, I move the previous question.

PRESIDENT BAHR: Motion is to close debate. It is not debatable.

All those in favor indicate by raising your hand. Down hands opposed by like sign. Debate is closed.

Let me say at this time that I have two questions: one on the AFL-CIO affiliation resolution, and the other on AOS, to put their remarks on the record. So let me say to those two resolutions as well as the current one, that if you have your remarks written out, put your name and local number on the remarks and bring them up to the platform. They will be included in the record.

... The remarks on Resolution No. 9 of the following Delegates were brought up to the platform and presented to the reporters for inclusion in these proceedings as follows:

DELEGATE JOHN RYAN (Local 4309): President, Bahr, Brothers and Sisters, all of us need to not only pass this motion, but make this a top priority of our Union until we all achieve justice in our contracts. Clearly, mobilization is just what the doctor ordered.

Yesterday we heard about the success story in Steven Austin. It was a moving story how our great Union, other unions and the community worked together to fight racism and unfair treatment of the workers. But we cannot forget that CWA would not have been successful without a sound mobilization program of the membership.

I know in our district, Vice President JOhnson has already made strides in carrying our message of jobs with justice to every member. Together, with each member, we can achieve justice.

Thank you.

DELEGATE BILL HENNING (Local 1180): I rise in support of this resolution, "Mobilization for Victory." Having just concluded a most successful mobilization ourselves, we can tell you of the benefits of member involvement. Our stewards were the ones who were responsible for the outstanding participation by our members in the July 13th demonstration at New York's City Hall, where we took on our anti-union mayor and his henchwoman, the City's Personnel Director. Likewise, the tremendous support we received from other unions, from bus drivers, musicians, autoworkers, flight attendants, public workers and especially from our brothers and sisters in CWA Locals 1105, 1150, 1181, 1182 and 1183, was an inspiration to our members at the same time as our members' mobilization in their own interests was inspiring to our supporters.

Additionally, Local 1180's participation and leadership in the struggles for peace, women's rights and against racism in our city were key in gaining community support for our battle with our major employer, the City of New York.

I hope the Delegates have taken the opportunity to see some of our members in action in the CWA TV reporting on our rally and read about this mobilization in the CWA News and in our local newsletter, the Local 1180 Communique. Our activists are already talking about ways to improve on our last mobilization in our quest for dignity, justice and respect.

DELEGATE MAGGIE EBERTS (Local 1058): President Bahr, Brothers and Sisters, last year Organizing Local 1058 asked this Convention body to allow us an opportunity to organize AT&T Headquarters Workers. We promised to go back to New Jersey and organize.

During this past year we have signed up over 1,000 new members, bringing our membership to over fifty percent. We had started last year at lower than 35 percent.

We were able to accomplish this work by first doing a one-on-one member-to-member organizing campaign. We had to talk with members to find out what they were willing to do for CWA.

From this original base of members, we developed forty new stewards and over 100 organizers who pushed us over the 50 percent mark. They gave us the strength to form our new local.

The technique of one-on-one, worker-to-worker, unit-by-unit organizing, which built CWA 50 years ago, does work.

I urge this great convention to adopt Resolution No. 9.

DELEGATE ELLYN S. EDWARDS (Local 9503): I rise in favor of the resolution 50A-88-9, "Mobilization for Victory."

Mobilization of the membership is the very essence of what CWA is all about. To organize,

unionize and mobilize our members on the issues is essential to our growth and future as a viable element of the Labor Movement.

I encourage all locals to commit to the mobilization project and go forward and build ownership within your members to our success in 1989.

I urge your support of the resolution on mobilization. Thank you.

DELEGATE T. SANTORA (Local 9574): I rise in support of Resolution 50A-88-9, "Mobilization for Victory."

My personal commitment to my members was made months ago to implement the one-on-one process in my own local. During negotiations with the deregulated entity of GTE California late last year, we were confronted with the reality that the communications vehicles that we have relied on for so many years was inadequate. Particularly now, because this small unit is scattered all over California, and most of the technicians drive directly to their job sites in company vehicles and return to their homes without ever reporting to a yard or other central location. This is a relatively new concept for us.

What we found was that the members had developed their own communication network outside the union. We quickly took advantage of that network, brought it into focus and formed a committee of rank and file members from the unit to unionize the process.

This early and rudimentary process was the spark that lit the fire we feel now, as we approach 1989 bargaining with GTE California.

We are first out of the box, and we know we will set the tone for the rest of the industry negotiations in 1989.

We have committed to being there for the rest of you. We cannot afford a failure in California, and we will not fail. Mobilization works. We have experienced it and through use of the process of one-on-one contact with our members, we will deliver the best contract we have ever had in California. I urge your support for this resolution, but, more importantly, I urge your commitment to Mobilize for Victory.

DELEGATE JOE SALIMBENE (Local 1101): President Bahr, Sisters and Brothers, I rise in support of this resolution, because, like so many others in this hall, I believe that for the past 50 years CWA has held a leadership role in aggressive collective bargaining methods. This time we intend to be both aggressive and innovative.

In the past the responsibility and burden of bargaining has been left to a handful of individuals. Now we intend to reach out and involve the membership to a greater extent at the grassroots level. We in District One under the leadership of Vice President Jan Pierce, have already begun this process.

As an example, in May of this year we attended the NYNEX Shareholders' meeting, with the enthusiastic support of over 10,000 members who signed over their million and a half proxy votes to Vice President Pierce.

A loud and clear message was sent to the barons of Wall Street, that we in CWA are not locked into the same old bargaining processes and methods of the past. We are prepared to bring the battle to their front door.

The mobilization process is aimed at not only involving our members, but also gaining their support for the bargaining process through programs which must include political action, community support and membership education, and communications.

No longer will the strike be the only weapon at our disposal.

We in CWA have before us an opportunity to chart a new course for working people to participate in the bargaining process.

In conclusion, I urge your support for mobilizing the membership. I believe we have a responsibility to achieve the best possible contract with the least amount of sacrifice to the members. An early and sincere mobilization of the membership is a positive step in that direction. ...

PRESIDENT BAHR: We have in front of us now Resolution 50A-88-9, "mobilization for Victory".

All those in favor indicate by raising your hand. Down hands opposed by like sign. It is adopted. (Applause)

Committee.

CHAIR WEST: If the delegates will please turn to page 12 of the Resolutions Committee report I will call on Committee Member Bill Sonnik to read Resolution 50A-88-11, entitled "New CWA Building Approval Procedures".

DELEGATE BILL SONNIK (Local 2105):

Resolution 50A-88-11

NEW CWA BUILDING APPROVAL PROCEDURES

As part of an ongoing commitment to finding new revenue sources, and to using those revenues in the most efficient manner in order to better serve our members needs, the CWA Executive Board unanimously authorized pursuit of possibly acquiring a new CWA headquarters building in Washington, D.C.

Consequently, negotiations with reputable real estate developers have occurred, and an attractive proposal has been designed. This proposal offers CWA many benefits and cost savings.

The Executive Board has determined that among the advantages for CWA of this new building arrangement are that:

- It will not require us to pay out or budget more for rent or mortgages annually than we have been doing in recent years. There is no additional cost to the members nor a diversion of funds from Union programs.
- It will allow us to purchase the building, contingent on Convention approval, after seven years of lease for a pre-set amount likely to be well under estimated market value.
- It will allow our CWA headquarters to move into the vicinity of the U.S. Capitol complex where increasing amounts of our time and effort are expended on behalf of our members legislative needs.
- It will allow CWA to own two first class office buildings in Washington, D.C. for our own needs and rental to achieve outside income to the Union for the future.
- It will give CWA of the future an opportunity to be in much better financial condition than we are at this time which, clearly, is in the best interests of our members.

Under the proposed development plan, CWA would enjoy a ten-year lease, with an option to purchase the new building at a fixed price of \$55,000,000 in the eighth, ninth and tenth years of the lease. This option does not have to be exercised. CWA can decide to buy the building or to continue to lease. This decision should be thoroughly and carefully considered by all affected parties at

the appropriate time.

RESOLVED: That any decision to exercise the option to purchase a new CWA headquarters building must be first submitted to the appropriate CWA Convention for discussion and approval.

Mr. President, the Resolutions Committee moves adoption of Resolution 50A-88-11, New CWA Building Approval Procedures.

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor.

On Microphone No. 3, Delegate Pappas.

DELEGATE JAMES G. PAPPAS (Local 2336): Brothers and sisters, at this time I am in agreement that it is in the best interest of CWA to pursue acquiring a new office building.

I do, however, believe that prior to exercising the option to purchase the building the lease, the issues should be discussed by the delegates to a CWA convention. This would ensure that Local Representatives have the opportunity to provide their input and ideas prior to CWA entering into the purchase agreement.

Issues, such as property values, leasing costs and operating costs should be revisited at the time we are contemplating making the purchase. These issues and possibly others we are not aware of at this time need to be reviewed by this decision.

We should continue having the convention direct our actions on major endeavors such as this resolution proposes. Thank you. (Applause)

PRESIDENT BAHR: On microphone 5, Delegate Rogers.

DELEGATE LOUISE ROGERS (Local 9505): I have a question. Will the new building provide child care facilities for the employees of CWA?

PRESIDENT BAHR: The Secretary-Treasurer tells me "it can be if we want to," to quote him. He knows all the facts. Let me call on him.

SECRETARY-TREASURER BOOE: We are now at the stage of developing the inside structure of the building, and if that is a determination that is made that we want, yes, it can be.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE ROGERS: Could you please explain to me what would be the appropriate action to take to make sure that we look into and develop child care facilities?

PRESIDENT BAHR: There is no action that would be required to look into it, but again, we have to look at the spaces available. We have to make a determination among our employees as to the need. We have not done that yet, the usual survey, as we do with our employers who employ our members. The involvement with regard to cost--and we spent a lot of time this week discussing costs--which would be whether it was a non-profit operation or one that CWA as the employer would be making a contribution to. There are a whole variety of things.

The building is almost two years from completion, so this thing can be revisited again, and perhaps at next year's convention we would be in a better position to discuss this in more detail.

Jim tells me that an investigation is already under way and there are some problems with the law in the District of Columbia. But we will make a further report to you, and the suggestion would be in the Secretary-Treasurer's report at the next year's convention that he cover this and give you a progress report.

On microphone 3, Delegate Demel.

DELEGATE ABBY DEMEL (Local 1031): President Bahr, Brothers and Sisters: On behalf of the seven New Jersey State Worker locals, collectively representing 32,000 New Jersey State Workers, I would like to thank the Resolutions Committee for adopting our resolution with some modifications. We were greatly concerned that a financial undertaking of the magnitude of \$55 million for the purchase of new CWA headquarters in Washington, D.C. would be approved by the national Executive Board without this proposal coming before the national convention.

We are pleased to learn that the decision to purchase new headquarters will be considered by the convention for discussion and approval prior to any final decision. Therefore, I urge you to adopt Resolution 11. (Applause)

PRESIDENT BAHR: At microphone 1, Delegate Quattro.

DELEGATE ANTHONY QUATTRO (Local 4300): Mr. Chairman and delegates, I move the previous question.

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

Debate is closed.

All those in favor of Resolution 11, indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted.

CHAIR WEST: If the delegates will please turn to 14 of the Resolutions Committee report, I will call on committee member Richard Dann to read Resolution 50A-88-13 entitled "AIDS and the Workplace."

DELEGATE RICHARD DANN:

Resolution 50A-88-13

AIDS AND THE WORKPLACE

Acquired Immune Deficiency Syndrome (AIDS) is a major health problem in the United States and Canada. As of July, 1988, over 50,000 AIDS cases have been identified in the U.S. Experts predict that between 1 and 1.5 million Americans have been infected. By the end of 1992, it is believed that there will be 270,000 U.S. AIDS cases. In Canada, experts believe that more than 50,000 people have been exposed to the AIDS virus.

AIDS is a disease for which there is no known cure that damages the body's immune system. The death rate among AIDS victims to date is more than 50 percent. But for those who were among the first to be diagnosed as having the disease, the death rate is now approaching 100 percent.

AIDS is believed to be caused by a virus that may be transmitted through intimate sexual contact, exchange of contaminated needles, blood transfusions, and from the mother to the developing child during pregnancy. Blood to blood contact and semen to blood contact appear to be the primary routes of transmission.

High risk groups include intravenous drug users, recipients of blood products, homosexual or bisexual men with multiple partners, heterosexual contacts with persons who have AIDS or who are at risk for AIDS, or to children who were born to infected mothers. Occupations of increased risk, i.e., those in which workers frequently come into contact with the blood or body fluids of AIDS-exposed persons, include health care workers, correctional officers, public safety personnel, teachers, and personal service workers (hairdressers, barbers, cosmetologists, manicurists, pedicurists, and massage therapists).

Much of the fear surrounding AIDS is due to misunderstanding and misinformation. There is no known risk of AIDS transmission to co-workers, clients, or consumers through casual contact with AIDS victims or high-risk group members through sweat, saliva, the air, from dishes or eating utensils, drinking fountains, bathroom facilities, office equipment, or sharing telephones. In addition, AIDS is not transmitted through the preparation or handling of food or beverages.

CWA representation includes both members who are employed in high risk occupations and, as a result of life styles, are in high risk groups. As a result of these factors, CWA has been actively promoting AIDS education and research. In 1986, delegates at the union's 48th Annual Convention unanimously adopted a resolution on AIDS.

However, due to the severity of the AIDS disease, further action is necessary. Informed, nondiscriminatory and humane AIDS policies are essential for the workplace. A shared acceptance by labor and management of the burdens and responsibilities can achieve this.

President Reagan's Citizen's Commission on AIDS Policy recently issued workplace guidelines:

1. People with AIDS or HIV (Human Immunodeficiency Virus) infection are entitled to the same rights and opportunities as people with other serious or life-threatening illnesses.
2. Employment policies must, at a minimum, comply with federal, state, and local laws and regulations.
3. Employment policies should be based on the scientific and epidemiological evidence that people with AIDS or HIV infection do not pose a risk of transmission of the virus to co-workers through ordinary workplace contact.
4. The highest levels of management and union leadership should unequivocally endorse nondiscriminatory employment policies and educational programs about AIDS.
5. Employers and unions should communicate their support of these policies to workers in simple, clear, unambiguous terms.
6. Employers should provide employees with sensitive, accurate, and up-to-date education about risk reduction in their personal lives.
7. Employers have a duty to protect the confidentiality of employees' medical information.
8. To prevent work disruption and rejection by co-workers of an employee with AIDS or HIV infection, employers and unions should undertake education for all employees before such an incident occurs and as needed thereafter.
9. Employers should not require HIV screening as part of pre-employment or general workplace physical examinations.
10. In those special occupational settings where there may be a potential risk of exposure to HIV (for example, in health care where workers may be exposed to blood or blood products), employers should provide specific, ongoing education and training, as well as the necessary equipment, to reinforce appropriate infection control procedures and ensure that they are implemented.

RESOLVED: That CWA adopts the "Ten Principles" as set forth in this statement and urges its international and local leadership to work with represented

employers to adopt and implement these "Ten Principles," thus providing leadership and direction on this complex and emotionally charged subject. In turn, the guidelines should be translated into educational materials and activities and distributed to CWA members and management workers.

Mr. President, the Resolutions Committee moves adoption of Resolution 50A-88-13, "AIDS and the Workplace."

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It is duly seconded from the floor. Microphone 3, Delegate O'Hara.

DELEGATE TIM O'HARA (Local 9410): President Bahr, fellow delegates and guests: I dedicate my remarks today to two of our members who have AIDS, Dave Goodenough, a steward, and Tema Luft of Local 2101 in Baltimore, a woman with AIDS.

Both of these members are leaders on AIDS education in their communities. I am proud and privileged to stand here today to share with you the success of AIDS education in the workplace, which has taken place with Pacific Bell in San Francisco and throughout California.

Through our combined efforts we have put into place a support system for workers with AIDS and for those who work side by side with them. Our efforts have been well received by our members and the community, and is now recognized throughout our nation as a model to follow.

Managers, stewards and members have joined forces in a common purpose to provide AIDS education, the only defense against AIDS. The facts of AIDS are now known to the work force. Attitudes have shifted from fear and anxiety to compassion and understanding for co-workers. Our members have adopted an attitude of caring. It is accepted and understood that you cannot catch AIDS in the workplace.

Our efforts in AIDS education took time. People needed to talk about AIDS openly in front of co-workers. They needed to feel comfortable talking about AIDS. All of our efforts and success have only been made possible with the help of the San Francisco AIDS Foundation, AIDS Project-Los Angeles, the American Red Cross and the health educators of our communities who provided the necessary training and quality control on this sensitive issue.

CWA's major role in this process of education has been to lead and encourage our members to get the facts. It has been found that being a leader on this subject has not been an easy task. It has taken a great deal of courage, courage which our CWA leadership has demonstrated time and time again by adoption of a resolution on AIDS in 1986, to the vision of Vice President M.E. Nichols and his staff who provided the first national workshop on AIDS in January of this year, to Vice President Harry Ibsen who has supported our efforts within our district, to my local President, Marie Malliett, who leads on AIDS education and who supports me, the steward.

Leadership requires courage. Leadership makes AIDS education happen. In closing my remarks today, I have chosen to share with all of you my own diagnosis of ARC, an AIDS-related condition. My purpose in sharing my health problem is that the Surgeon General of the United States has stated that "Until every person in the United States knows someone with AIDS, only then will attitudes begin to change."

So, my fellow delegates, my CWA family, I need your help. I need your courage. I need your leadership. We need to educate to protect our members, our families, our communities, our nation and our world.

It has taken a great deal of personal courage to stand up before you today to speak. I am wearing a T-shirt designed especially for you. It says "Stop AIDS--Educate." This shirt was to benefit the AIDS Project-Los Angeles, the primary educational resource in that community, who is in financial need due to right wing, Republican Party opposition. We brought 600 shirts. We sold

only 60. Please help. Buy a T-shirt. Start education. Thank you.

... The delegates arose and applauded ...

PRESIDENT BAHR: On microphone 3, Delegate Falcone.

DELEGATE BARTOLO FALCONE (Local 1058): President Bahr, Brothers and Sisters of this great convention, friends and guests: Bob Geldoff started his autobiography by a quote from Beckett, "Waiting for Gadot":

"Let us not waste time in idle discourse. Let us do something while we have the chance."

I am a little nervous. I'm not nervous because I'm speaking in front of so many people. That is easy. I am nervous because of the issue involved. In the past, when I talked about AIDS, I can see the questions form: "Is Bart gay? Does Bart shoot up?"

This disease is seen as a disease that affects disposable members of society. In a union where our battlecry is "We are family," I say none of my brothers and sisters are dispensable. (Applause)

Reagan's America is on a dangerous course, borne of fear and ignorance; a course that parallels that of Germany in the early '30s. Some call for tattooing of AIDS victims for identification. Some call for quarantine. I call these quarantines concentration camps. But many support these ideas.

William Buckley, Senator Hatch, William LaRouche--I call these men Hitlerists. You may say to yourselves, "I am not gay. I don't shoot drugs." I say, when the rights of one are denied, the rights of all are threatened. (Applause)

Finally, this is not a disease that affects gay men, lesbians, I.V. drug users. It affects men, women and children, human beings of all types. It can't be trusted by any rules. We are all at risk. We need to educate, not persecute; support our members, not crush their spirit. If you are scared, the courage of others can be a beacon to keep you going.

In closing, I urge you to vote yes on this resolution. Thank you for listening, and to those of you with AIDS, keep on fighting. I support you 100 percent, and I love you. (Applause)

PRESIDENT BAHR: On microphone 1, Delegate Powers.

DELEGATE TERRY POWERS (Local 4303): I move for the previous question.

... The motion was duly seconded ...

PRESIDENT BAHR: The question has been called for. It requires a two-thirds majority. It is not debatable.

All those in favor of closing debate, indicate by raising your hands. Down hands. Opposed by a like sign. It is adopted. Debate is closed.

... The remarks on Resolution No. 13 of the following Delegates were brought up to the platform and presented to the reporters for inclusion in these proceedings as follows:

DELEGATE DAVID MULL (Local 7901): I am for Resolution 50A-88-13. As an active member of the CWA-US West AIDS Education Committee and an officer of Local 7901, I urge this convention to approve this resolution.

Our Union is, as its name implies, a Union of Communications Workers and includes Public and Health Care Workers. We need to communicate the facts about AIDS to our co-workers and employers. This communication can and will educate. Education is the most effective way to combat fear and ignorance.

Our Union has a long and proud history of overcoming fear and ignorance around issues of great social and political importance. AIDS is just one of the latest in the fight for a more just and

equitable society.

DELEGATE CHARLES MURPHY (Local 1058): President Bahr, Brothers and Sisters: As we celebrate 50 years as a driving, progressive force in the American Labor Movement, many of our Brothers and Sisters are suffering with Acquired Immune Deficiency Syndrome--AIDS.

As a steward and Local officer, I am faced with the concerns and the fear in the workplace of this disease. Our members are concerned about AIDS and they fear what will happen to them by management and their peers in the workplace, even though the Union and the company have distinct policies governing these issues.

Education is the only weapon we have to fight this disease, and armed with that education we can dispel the concern, calm the fear, and find a cure for this disease.

I urge my Brothers and Sisters to adopt Resolution 13.

DELEGATE TOSHI ABE (Local 1034): Mr. Chairman, Fellow Delegates, Brothers and Sisters: I rise to speak in support of the resolution on AIDS And The Workplace. I represent workers at the New Jersey State Department of Health, and the fight against AIDS in our state is a top priority.

The AIDS crisis long ago reached epidemic proportions in this country, and I am glad to see the inroads that the medical and scientific communities have made in the prevention and treatment of this disease. But we still have a long way to go in the understanding of this disease in our communities and at our work sites.

I am distressed by stories about children who are prevented from going to school because the community fears that they may infect other children. And I am further upset by incidents where workers are subjected to needless discrimination and loss of jobs because of their co-workers' and employers' fears.

Just as there is a high priority in the medical community to find a cure, there must be an equally high priority in the workplace to educate workers and management in the nature of this disease in order to promote enlightened employment policies.

By your support of this resolution, the Communications Workers of America will help us all go a long way in our fight for "Jobs with Justice."

DELEGATE GEORGE SMILNAK (Local 4309): Fellow Delegates, I strongly urge you to support this resolution. We are a great and progressive Union, and as all Unions it should serve as a humane and compassionate model for all of society. Therefore, I am pleased that we have chosen to address the issue of "AIDS In The Workplace."

I am pleased, however, for even a more personal reason. Last fall I lost my good friend and Union Brother, Tom McComsey, to AIDS.

Tom was involved in Local 4309 for many years. He was an excellent shop steward and former Chair of our Political Action Committee.

Tom was a true activist. He was involved in the Cleveland Democratic Party, ran a softball league, and donated his time to many other social causes.

But most importantly, Tom was a truly good man. He was kind and gentle and really cared about his members' problems. When he was sick he helped counsel fellow AIDS patients until he was too weak to continue. That's just the kind of guy he was.

Right around the time Tom was diagnosed, our Local, in cooperation with Ohio Bell, started holding AIDS education seminars in our workplaces.

I am convinced that these workshops have helped our members look at AIDS in a rational manner, and have helped them understand that people with AIDS, or any other serious disease, deserve to be treated with dignity and respect.

When Tom told me he had AIDS last year, it hit me hard. Suddenly AIDS stopped being just a topic of newspaper and TV stories. Suddenly, for me, it had a human face--the face of a friend.

Sister and Brother Delegates, we all need to reach into our hearts and put a human face on this disease by supporting this resolution. Thank you. ...

PRESIDENT BAHR: Before I call the vote, we have a request for a personal privilege. And that is that when this is adopted, if we would all rise and observe a moment of silence, in memory of our members or their families who have died as a result of AIDS.

All those in favor of the resolution indicate by raising your right hand. Opposed by a like sign. Motion carried.

Would you please rise.

... The delegates arose and stood in silent tribute to the memory of those who have died of AIDS ...

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PRESIDENT BAHR: Thank you. (Applause)

CHAIR WEST: If the delegates will please turn to page 16 of the Resolutions Committee report, I will call on committee member JR. Garrison to read Resolution 50A-88-14, entitled "Justice for Printing, Publishing and Media Workers."

DELEGATE GARRISON:

Resolution 50A-88-14

JUSTICE FOR PRINTING, PUBLISHING & MEDIA WORKERS

In the history of the American Labor Movement, many labor disputes have continued for long periods of time, most notably the J. P. Stevens boycott.

Within CWA's Printing, Publishing and Media Workers Sector there are currently two groups whose heroic efforts and long struggle for dignity deserve our special recognition.

In Wilkes-Barre, Pennsylvania, four Local Unions known as the "Four Blocks of Anthracite" have carried on a labor tradition in an area that gave birth to the Mine Workers Union which fought exploitation of workers in decades past.

These four Unions, including CWA Local 14837, have been on strike since October 6, 1978 against the Wilkes-Barre Times Leader, owned by Capitol Cities/ABC, Inc. Today these Unions continue to publish their own alternative newspaper, the Wilkes-Barre Citizens Voice whose 50,000 daily paid circulation has exceeded that of the struck newspaper.

The Denver Mailers, CWA Local 14708, has been in negotiations with the Denver Post for approximately 21 months. The Denver Post has recently announced it will unilaterally implement its last offer on August 29th. It includes a journeyman pay cut of 42% and a provisional pay cut of 50%. Also, it would only allow those grievances that management agrees to be arbitrated.

RESOLVED: That this 50th Annual Convention of the Communications Workers of America go on record in support of CWA Local 14708 in Denver, Colorado in its struggle against the Denver Post, and that we encourage CWA Locals to provide all possible support to this effort for justice, and

RESOLVED: That this Convention salutes CWA Local 14837 in Wilkes-Barre, Pennsylvania and the newspaper, Citizens Voice, on the occasion of its 10th Anniversary. We also urge all CWA Locals to join in this salute by taking advertisements in the 10th Anniversary issue to be published in October, 1988.

The committee moves adoption of Resolution 50-88-14.

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded...

PRESIDENT BAHR: It is seconded from the floor.

On microphone No. 3, Delegate McNurlin.

DELEGATE JAMES McNURLIN (Local 14708): I am Vice President of the Denver Mailers Union. President Bahr, Fellow Delegates and Guests: I would like to speak in favor of this resolution. It makes no difference if you are earning \$3.00 an hour or \$30.00 an hour, no family can escape unscathed by forced wage cuts of these proportions. You cannot afford to pay 1988 prices with 1968 wages.

What these unilateral concessions amount to is economic homicide, with working men and women and their children the victims of corporate greed.

This practice of management manipulation of their employees must be stopped. If allowed to continue to escalate, before long we are all going to be working for McDonald's just to pay the rent on our tents.

We cannot allow these things to happen in Denver or Wilkes-Barre or anyplace else where we have a say in our future.

I urge you to vote "Yes" on this resolution. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Blue.

DELEGATE MARY T. BLUE (Local 7777): I rise in support of this resolution because it is time to take a stand.

When President Reagan crushed the 12,000 member PATCO Union we were not there. It was them, not us. But next, the Pilots came, the Auto Workers, The Steelworkers, the poor, the homeless and the American dream.

I speak on this resolution because on Monday of this week, the opening day of our 50th Annual Convention, the owner of the Denver Post, a carpetbagger by the name of William Dean Singleton, imposed a 50 percent pay cut on the Denver Post Mailers. A 50 percent pay cut means shattered dreams. It means for some not being able to pay the mortgage, the car payment, or fulfilling the promise of sending a child to college.

It is an attack on our middle class, because the average Mailer would earn \$10,000 below the middle class family income level.

If Dean Singleton claims he needs to cut the buying power of his workers by 50 percent, then we call on Mr. Singleton to set an example and to take the first 50 percent cut.

We oppose taking the dollars out of the pockets of the working families. It is unjust. It is bad economics. It will only feed the recession.

Think about it. Do not high wages of the workers, Union wages, improve the economy? Isn't it decent wages which give the workers the buying power to propel the economy forward?

The Printing, Publishing and Media Sector will be spearheading a nationwide campaign that will put pressure on every newspaper across the country owned by William Dean Singleton. It will take your support to be successful.

I urge you to take out advertisements in the Wilkes-Barre 10th anniversary issue supporting the striking employees of Wilkes-Barre, the Denver Mailers, and "Jobs with Justice."

Will you be there? Say "Yes" by voting "Yes" on this resolution. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate Hart.

DELEGATE SHERRY A. HART (Local 4311): I would like to call for the previous question.
... The motion was duly seconded ...

PRESIDENT BAHR: There is a motion to close debate. It is not debatable.

All those in favor indicate by raising your hand. Down hands. Opposed by a like sign.
Debate is closed.

... The remarks on Resolution No. 14 of the following delegates were brought up to the platform and presented to the reporters for inclusion in these proceedings as follows:

DELEGATE ROBERT E. KIRK (Local 14837): President Bahr, Brothers and Sisters, I rise to support this resolution.

Ten years is a long time to be on strike. It is even more amazing when you consider that after ten years, 124 of the original 204 strikers remain on strike. The 124 strikers, members of four Locals and three International Unions, have stood united and determined through those ten years, and the success of their strike paper, "The Citizens' Voice," has served as an inspiration to working men and women across the United States and Canada.

"The Citizens' Voice," from its first publication October 9, 1978, three days after the strike began, until today, has dominated the scab paper in the Wilkes-Barre market area. The scab paper is owned by Cap Cities/ABC, a multi-billion-dollar corporation based in New York City. To date they have suffered losses of over 50 million dollars.

To celebrate this Tenth Anniversary, "The Citizens' Voice" will publish a special anniversary edition, Friday, October 7th.

This anniversary edition will serve notice to all Union-busters and employers who would deny working men and women the dignity they deserve in the workplace that Labor is alive and united, and that through sacrifice, struggle, sweat and tears we can and will survive and we will prevail.

We invite all Local and International Unions across this great nation and Canada to join us in this Tenth Anniversary Celebration by placing ads in this special edition. We also invite any Unions with news items or photos to submit them for inclusion in that section.

Please contact me if you have any questions or to place your ad, or write: "The Citizens' Voice," 75 N. Washington Street, Wilkes-Barre, Pennsylvania, 18711, or call me at 717-821-2028.

The cost per ad is \$700 for a full page, \$375 for a half page, and \$225 for a quarter page. The copy deadline is September 30th.

A copy of this anniversary edition will be sent to all participants.

Thank you very much, and I ask for your support of this resolution. ...

PRESIDENT BAHR: All those in favor of Resolution 14, "Justice For Printing, Publishing and Media Workers," indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause)

The Chair recognizes for a point of personal privilege, at microphone No. 2, Delegate Malerbo.

DELEGATE EUGENE J. MALERBO (Local 14842): I am Vice President of the Mailers Section of the Printing Sector. Last year, at the 49th Convention in Miami Beach, Florida, Hunter Phillips, President of the Mailers Section of the Printing Sector, asked the Officers and Delegates of this great Union for their help and support on behalf of the Mailers of the Printing, Publishing and Media Workers Sector in our struggle against the ruthless anti-labor union-busting publishers across the United States and Canada.

I would like to take this opportunity to thank you for that support, for you have reacted to the problems and the desires of our membership.

The CWA has truly done all that it said it would be committed to do during our merger discussions and, in fact, you have, in many cases, exceeded our expectations.

We extend a warm and personal thanks to President Bahr, the CWA Executive Board, and our own own Section Officers under the direction of CWA Vice President Bob McMichen, and all the Staff Representatives who have assisted us in our troubled times. We have seen the fruits of your assistance and applaud your continued support for our Brothers and Sisters in Chicago, Washington, D.C., and Pittsburgh.

We were pleased to hear of the attention which has been given to our members of the Denver Mailers. You have shown us that when we hurt you hurt.

As President of a Local which has depended on assistance for its locked-out members, I am well aware of the many resources of the CWA. In addition to those mentioned, we have received assistance from the Public Relations Department, the District and Local Staffs, and CWA's Defense Fund.

It is also important to mention that our Sector Defense Fund, which pays our locked out members a maximum \$200 a week benefit and is financed by a half percent assessment, which we gladly pay, has also helped our members to survive this long and bitter struggle.

We Mailers are extremely grateful for you have listened to our problems, you have responded to our needs, and you have fulfill our wants in the fashion indicative of a great Labor Union. Thank you. (Applause)

PRESIDENT BAHR: We appreciate those remarks. And it may be a good time for me to call to the attention of this Convention that last Thursday night, the ITT Bargaining Committee of the Typographical Workers from Chicago came here, where they are now in the 37th month of a strike/lockout, and I gave them the results of the last meeting that I had with the mediator and the top management of the company.

On September 25th, at a membership meeting, that proposed settlement will be recommended unanimously, and we expect the 38-month strike/lockout at the Chicago Tribune not only to be resolved but for the Union to be preserved, with the probability of growing stronger again. But the important thing is that there will still be a Union, CWA, in the Chicago Tribune. (Applause)

And, as I kind of jokingly said to the committee, you know that you have been working when the flight attendant on that United run from Washington to Chicago says, "Gee, I missed you last Monday." (Laughter)

But it has been a most difficult time, I can tell you, in learning the industry, as all of us must do when we get new units in. It has been a most interesting and rewarding and, I guess, another one of those experiences that those of us who serve in the movement and deal with people's problems have once in awhile; a feeling that I share with the people at the Chicago Tribune and our members now share, as they know that this very tough ordeal of 38 months is coming to a conclusion.

We do appreciate those remarks. The work of the Resolutions Committee is now completed, and on behalf of this convention, I would like to thank them for the hours and hours and hours of work that they put in to make this convention work as smoothly as it has.

Thank you very much. (Applause)

As the Appeals Committee comes to the platform, I want to instruct the recorders, the keeper of the records, to insert all of the greetings we have received into the record, rather than take the time of this convention to read them.

The members of the Appeals Committee:

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

Anne Lawless, President of Local 1069.

Mark Johnston, President of Local 4400.

T.C. "Gill" Gillespie, Vice President, Local 6201.

Frank Tanner, Vice President Local 9410.

James Mahoney, Chair, President of Local 7201.

DELEGATE JAMES MAHONEY (Chairman, Appeals Committee):

The appeals committee convened on August 24th, 25th, 26th, 27th, and 28th, 1988, at the Fairmont Hotel, New Orleans, Louisiana and on August 29th and 30th at the convention Center for the purpose of reviewing and disposing of appeals referred to it in accordance with the CWA Constitution and the appeals procedure of the Union as established by prior Conventions and/or the Executive Board.

The Committee was available on August 27th and 28th between the hours of 2 p.m. and 6 p.m. Outside of these hours, the Committee was available by appointment.

APPEAL #1

The appeal of Dorothy Williams, Local 6222, regarding denial of reimbursement for conference registration fees was withdrawn by the appellant on August 29, 1988.

As no action is required on Appeal No. 1, committee member T.C. Gillespie will read Appeal No. 2.

DELEGATE T.C. GILLESPIE:

APPEAL #2

On August 7, 1987, Patricia Haritonovich of Local 4340 appealed the CWA Executive Board decision to deny her appeal of June 10, 1987 because of its initial untimeliness and failure to meet requirements of the Union's Constitution under the Internal Appeals Procedure. On June 17, 1986, Patricia Haritonovich was fired as a Steward of Local 4340.

After careful consideration, the Committee finds that by her own personal statements submitted in her appeal, Patricia Haritonovich was aware of her firing on June 17, 1986 at the earliest or June 18, 1986 at the latest. Article XX, Section 2(b) of the CWA Constitution specifies that "charges must be submitted within sixty (60) days of the time the accuser became aware of the alleged offense" Ms. Haritonovich did not file written charges until September 23, 1986 which was clearly more than the 60 day time limitation.

For this reason, the Committee recommends the CWA Executive Board decision be upheld and the appeal be denied.

CHAIR MAHONEY: Mr. President, I move that the recommendation of the Appeals Committee be adopted.

PRESIDENT BAHR: You have heard the motion by the Appeals Committee. Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: It is seconded from the floor.

Seeing no delegate desiring to speak, all those in favor of the motion indicate by raising your hands. Down hands. Opposed by a like sign. It is adopted.

CHAIR MAHONEY: Delegate Anne Lawless will read Appeal No. 3.

DELEGATE ANNE LAWLESS:

APPEAL #3-Case #1988-1

On May 14, 1988, Edwin Graham of Local 13550 appealed the decision of the Independent Referee Alan Kistler assigning jurisdiction of the AT&T employees at Grant Street location in Pittsburgh, Pa. to Local 13000.

On April 15, 1988, the Independent Referee, after reviewing all the facts, offered the following opinion and decision:

The Agreement, whose execution brought Local 13000 into being, clearly protects the representational rights that Local and its predecessor, FTWP, brought to the merger. The language of the Merger Agreement affirms the right of Local 13000 to continued jurisdiction over those for whom it formerly, as FTWP, acted as bargaining agent. Local 13000's claim to continued representational rights for the forty-eight (48) disputed AT&T employees at Grant Street locations in Pittsburgh is affirmed.

The Independent Referee concurred with the CWA Executive Board's designation of Local 13000 as the exclusive representative.

The provisions of the CWA Constitution as amended July 1987, Article XIII, Section 4(a)2, provide 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. Therefore, it is now before this Convention.

PRESIDENT BAHR: Just for a point of clarification as to the procedure, those locals that are appealing--and there were three such appeals--know that they have to go to the motions mike and move to have the referee's decision overturned. That is what would be before the body.

On microphone 1, Delegate Graham.

DELEGATE ED GRAHAM (Local 13550): I move that the decision of the referee be overturned and affected employees be placed in the jurisdiction of CWA-13550.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. The delegate has five minutes to speak.

DELEGATE GRAHAM: Thank you.

I rise today to ask your support to overturn the decision in this case by the independent referee. First, for the record, let me state that we are not opposed to the third party jurisdiction dispute process adopted at last year's CWA annual convention. However, this case unequivocally requires your attention and decision. Let me quote from the award handed down by Mr. Alan Kistler, the independent referee assigned to this case. "It is not within the parameters of the independent referee's authority to deal with that broad international issue."

The broad international issue that Mr. Kistler makes reference to is the CWA/FTWP merger agreement, and the ensuing overlapping and therefore illegal charter of Local 13000. This

merger agreement called for the establishment of District 13 and establishment of the FTWP as a statewide CWA local with retention of any divested elements. Local 13000's charter which became effective on August 1, 1984, called for jurisdiction over work performed by employees employed by the AT&T company. Local 13550's current charter as a result of the clarification and review process also became effective August 1, 1984. It also calls for jurisdiction over the same employees employed by AT&T.

However, our present charter is essentially a rubber stamp of our original charter which established 13550's jurisdiction over all AT&T employees under the CWA agreement in January of 1951.

Therein lies the crux of this dispute. Mr. Kistler, as he so stated, was unable to hand down a ruling on what is the focal point of this dispute. These disputed employees were divested from Bell of Pennsylvania to AT&T Communications. At that time, they followed their work and carried the FTWP contract with them. However, subsequently, AT&T Communications was granted a unit clarification which placed all these employees under the 1983 CWA/AT&T Long Lines Agreement.

At that point, the 48 employees became subject to 13550's jurisdiction.

Even though the number of those in dispute has diminished over the years, Local 13000 with a membership of some 11,000 has flat-out refused to relinquish jurisdiction of these few employees. I must say that we, as well as most of you, were also impacted by divestiture. Local 13550 had members divested to the Bell Company. However, we did the right thing. We did not resist when those employees were placed into Local 13000. It can only be appropriate that Local 13000 reciprocate.

It is our opinion that had the merger agreement not come into play, Mr. Kistler would have ruled in 13550's favor. He stated in part, one would presume that at any time and for any group, Local 13000 could waive its representational prerogative. Local 13000 has not, the independent referee could not, and therefore, it is now up to you.

I must add, we had intended to move that this dispute be referred back for another hearing, a fair and open hearing where the referee would have authority to rule on the focal point of this dispute. However, in the new process that option is not available. Unfortunately, we are faced with a win-lose-only proposition.

Every one of these disputed employees works side by side with 13550's members, doing work historically represented by 13550. Local 13550's union office is located less than two city blocks from these employees' worksite in Pittsburgh, while Local 13000 is headquartered some 300 miles away in Philadelphia. Those in dispute are the only employees within 13550's jurisdiction prohibited from 13550's representation.

By all means, brother and sister delegates, I ask that you do the right thing. Please support Local 13550's appeal and allow justice to prevail. Thank you. (Applause)

PRESIDENT BAHR: On microphone 4, Delegate Powell.

DELEGATE ROBERT POWELL (Local 13000): Mr. President, my brothers and sisters, delegates to this 50th Annual Convention of the Communications Workers of America: Each of you this morning on the way into the convention hall should have been handed a handout which explains the issue. But I would like to take this opportunity to read it to you.

DELEGATES TO THIS 50TH ANNUAL CONVENTION OF THE COMMUNICATIONS WORKERS OF AMERICA

The issue before you is an appeal raised by Local 13550 involving 48 members in the following titles: Communications Systems Technicians, Building Mechanics, House Service, TG-5 Clerical and TG-4 Clericals.

The CWA Executive Board and Alan Kistler, former Director of Organization of the AFL-CIO and currently the mediator in the AFL-CIO's Organizing Responsibilities Procedure and the Umpire in this case, has assigned these members to Local 13000.

In another jurisdictional dispute between Local 13000 and Local 13550, the CWA Executive Board and Umpire Kistler awarded a larger number of members who work in the Billing Finance Group to Local 13550. Local 13000 has withdrawn its appeal on that issue despite the fact we believe that work belonged to Local 13000.

Jurisdictional disputes are emotional and difficult problems that must be decided. Many times they are self-destructive and devious to CWA Locals, and last year this Convention, in its wisdom, adopted a procedure to decide jurisdictional disputes. That process allows a fair hearing of the issues by an impartial and professional person.

In all good conscience, Local 13000 cannot pursue an argument that in effect would state Alan Kistler was right on one issue which was awarded to us and wrong on the other issue which was awarded to Local 13550. An argument such as that would make a mockery of the procedure we have adopted and question the ability of the Impartial Umpire, Alan Kistler, to make a fair decision.

I sincerely request the Delegates to this 50th Annual Convention of CWA to uphold the decision of the CWA Executive Board and Umpire Alan Kistler.

Respectfully submitted,

Robert J. Powell, President

CWA Local 13000

Thank you very much. (Applause)

PRESIDENT BAHR: On microphone 3, Delegate Donaldson.

DELEGATE DAVE DONALDSON (Local 13550): The question here is clearly one of charter clarification. Local 13000 was given jurisdiction in its affiliation charter that has been contained in our charter since 1951. That is in violation of the CWA Constitution. The independent arbitrator stated in his report that he could not bypass the merger agreement.

It is for that reason that we must bring this dispute before this body. Please correct this error by supporting Local 13550's position. Thank you. (Applause)

PRESIDENT BAHR: On microphone 4, Delegate King.

DELEGATE BILL KING (Local 13000): Dear brothers and sisters: I rise to seek your support in upholding the decision of the Executive Board and the impartial arbitrator on this

appeal. The people in question work at 6535 Grant Street in Pittsburgh. They have worked there on exactly the same jobs that they have been doing since the building was opened. Nothing has changed.

We have represented them since the building opened. I ask your help in keeping these people in the local that they wish to belong to. When you came in this morning, you were given a flier that has a petition on it with 43 names of the people that are involved. They signed the petition that they wanted to stay with Local 13000. Thank you. (Applause)

PRESIDENT BAHR: On microphone 1, Delegate Schaeff.

DELEGATE JERRY W. SCHAEFF (Local 4322): I move the previous question.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been made to close debate. It is not debatable.

All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

In front of you is the motion to overturn or set aside the decision of the umpire. A vote in favor would be a vote to set aside. A vote against would be a vote to sustain the umpire.

All those in favor of the motion to overturn the umpire indicate by raising your right hand. Down hands. Opposed by a like sign. The motion is defeated. (Applause)

The Appeals Committee.

CHAIR MAHONEY: Member T. C. Gillespie will read Appeal No. 4.

DELEGATE T. C. "GILL" GILLESPIE (Local 6201):

APPEAL #4

The appeal of Robert J. Powell of Local 13000 regarding a jurisdictional dispute between Local 13000 and -. Local 13595 was withdrawn by the appellant on August 28, 1988.

CHAIR MAHONEY: As no action is required on Appeal No. 4, Member Mark Johnston will read Appeal No. 5.

DELEGATE MARK JOHNSTON (Local 4400):

APPEAL #5

The appeal of Robert J. Powell of Local 13000 regarding a jurisdictional dispute between Local 13000 and Local 13550 was withdrawn by the appellant on August 28, 1988.

CHAIR MAHONEY: As no action is required on Appeal No. 5, committee member Mark Johnston will read Appeal No. 6.

DELEGATE MARK JOHNSTON (Local 4400):

APPEAL #6

On June 27, 1988, Karl R. Busl, Local 2350, appealed the decision of Independent Referee Murray Finley assigning representational rights for the employees of AT&T Technologies, F.S.O., at 1100 Wayne Avenue, Silver Spring, Montgomery County, Maryland to the jurisdiction of Local 2108.

On June 3, 1988, the Independent Referee offered the following conclusion and award:

"It is the opinion of the referee that Local 2108, though its charter does not specifically name AT&T Technologies, F.S.O. has jurisdiction of the

employees, employed by that division of AT&T employed at 1100 Wayne Avenue, Silver Spring, Montgomery County, Maryland. This is consistent with the Local having represented employees at 1100 Wayne Avenue since early in 1986, its representing of employees of other divisions of AT&T in Montgomery and Prince George Counties, though not specifically named in its charter"

The provisions of the CWA Constitution as amended July 1987, Article XIII, Section 4(a)2, provide 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" Therefore it is now before this Convention.

PRESIDENT BAHR: The Chair recognizes at Microphone No. 1, Delegate Robert J. Belanger.

DELEGATE ROBERT J. BELANGER (Local 2108): Mr. President, fellow delegates, I move that the decision of the independent referee finally be adopted as printed, and the appeal be denied. If I can get a second, I would like to speak on it.

PRESIDENT BAHR: Is there a second to the motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. The delegate has five minutes.

DELEGATE BELANGER: Sisters and brothers, we are a union family and proud. That is the slogan we embraced in a convention just like this one two years ago.

This Convention marks our 50th Anniversary. We didn't get this far and we won't go much farther if we begin to permit cracks in the unity we have worked so hard to build.

What we have here is not a simple argument over the interpretation of words on paper. What we have is a conflicting claim for the representation "rights" of a group of workers.

Local 2108 willingly submitted to our constitutional procedures which require a hearing and a decision by an impartial third party. That process resulted in a decision favoring our position. It would be a disservice to both the members involved and to our Constitution to override that decision.

But, more importantly, we maintain that representation of workers is not so much a "right" as a privilege; a privilege earned and strengthened over the years by close attention to the issues that affect these men and women by vigorous pursuit of justice on the job.

Our record indicates that we have earned that privilege. Local 2350 contends that they represented the forerunner of this unit before divestiture. I submit to you that many Locals across this nation represented the forerunner of this unit. If we follow that logic, then we would have to presume that someone claiming to have been part of the old Federation of Telephone Workers in the 1930's could reasonably claim the right to all of us CWA members.

Divestiture is water over the dam. Today's reality is that we are less than a year away from facing a monumental challenge to negotiate yet another contract with AT&T. It is conceivable that we may call on these very members to once again walk picket lines and stay off their jobs if that is the only way we can win a fair contract.

I ask you, would these particular members be willing to make such a sacrifice if they knew that their Convention ignored established procedures and awarded their "rights" to another Local, disregarding the evidence and disregarding the decision of an experienced impartial third party?

Sisters and brothers, I would remind you that since divestiture, CWA has made a concerted effort to resist attempts by the company to involve itself in our internal affairs. If I were sitting in corporate Headquarters, I would be very interested in how this vote is finally decided. If we set the wrong precedent here, it could be an invitation to the company to meddle with our structure any time they please. We could be sending them a signal to "Mix and match" units to create friction between our Locals, leading us to forget what our original purpose really is.

To conclude, fellow delegates, 1100 Wayne Avenue, Silver Spring, Maryland, which is the building in dispute, was exclusively represented by Local 2108 since it opened. In August 1986, Local 2350 had approximately 160 employees transferred there, which they refused to relinquish. Originally, they wanted to maintain these 160 employees; now they want all 400 employees in the building and their Charter to reflect this.

In my 20 years of being a union activist, Local 2108 has always given up people who were transferred out of our chartered geographic area, and we demand the same when people are transferred in.

Vote to uphold the referee's decision. Keep the FSO in Local 2108. They have been our members since the inception of the federal systems organization.

Thank you very much. (Applause)

PRESIDENT BAHR: Microphone No. 4, Delegate Busl.

DELEGATE KARL R. BUSL (Local 2350): I hope to come before you today to speak in favor of a motion to set aside this decision. Now I will speak against a motion to sustain it.

The members at 1100 Wayne Avenue, affected members, CWA members, have signed petitions to be able to vote on their destiny. We had requested in 1986 in meetings with Local 2108 and with the District staff assigned by the constitutional procedure on jurisdictional disputes, requested to have these members vote.

Local 2108 refused to allow these members to vote to determine their own destiny. This was reported by the staff back to the District 2 Vice President. Consequently, you have no choice but to go to a new third party.

The members in this building work for a new company created in 1986, a new company, a new building and under a totally new contract between CWA and the Federal Systems written in 1986. No one had jurisdiction over these people in 1986.

The thing that people are asking for is to vote in their own destiny. Reverend Jesse Jackson has probably done more to register new voters for this presidential election than any other candidate, people who will be voting for the first time and voting for a Democratic president.

I have here the signatures of 158 CWA members, three-fourths of affected CWA members at this location from both 2108 and 2350 who wish to exercise that same democratic procedure within CWA, a procedure we have outlined to the benefit of the membership and strength of CWA.

As the first line of our CWA's 50th Anniversary Song, "We stand together", states, "I have a voice, one that can speak for me. I have a say in my own destiny."

I urge you to defeat this motion, and I would then make another motion to allow these people to have a say in their destiny.

Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 5, Delegate Buttiglieri.

DELEGATE JANN L. BUTTIGLIERI (Local 2101): Morty, prior to divestiture, was the work now performed at FSO work of C&P Telephone Company, or was it work of AT&T long lines?

PRESIDENT BAHR: AT&T long lines.

You are entitled to a second question.

DELEGATE BUTTIGLIERI: My second question is, has Local 2108 ever represented workers from AT&T long lines?

PRESIDENT BAHR: Prior to divestiture, no.

On Microphone No. 3, Delegate McCall.

DELEGATE SAMUEL McCALL (Local 9510): Fellow delegates, sisters and brothers, I rise in support of the referee's decision in the jurisdictional dispute between Local 2108 and 2350. First, I am not from the Local or the District, so I have no vested interest in this Appeal except that I strongly agree and do have a vested interest in the process this Convention passed in 1987, to resolve jurisdictional disputes like this. (Applause)

Just a recollection of that, step one is, upon agreement of the Locals involved, an election shall be conducted in accordance with rules and procedures adopted by the Executive Board and shall be conducted under the supervision of the District Vice President.

Step two, if the Locals will not agree to an election, the dispute shall be referred to an independent referee appointed by the Executive Board and approved by this Convention.

Step three, the decision of the referee may be appealed to the CWA Convention. For whatever reason, both Locals, and I repeat both Locals, did not want to do step one. So it went directly to step two, where an independent referee approved by this Convention carefully and diligently analyzed the facts and made an impartial and fair decision.

This Convention has a duty to do what is fair and just. Sisters and brothers, we are CWA's final ruling body. Make the right decision, uphold the ruling of the independent referee of the independent referee.

Thank you. (Applause)

PRESIDENT BAHR: I will let Delegate Belanger go to the Privilege Microphone because I have a message that I have misrepresented the facts. If I have done so, I certainly, and so will you, want the record corrected.

Go ahead, Bob.

DELEGATE ROBERT J. BELANGER (Local 2108): Mr. President, fellow members, these people were C&P employees prior to divestiture, were transferred over to ATTIS Information Systems where clerical people in ATTIS prior to divestiture or since divestiture in January 1 of 1986, they were moved in FSO technologies. They were not ATCOM people, President Bahr.

PRESIDENT BAHR: Thank you,

On Microphone No. 4, Delegate. Bell.

DELEGATE JOANNE C. BELL (Local 2330): President Bahr, brothers and sisters. If you have read the hand-out, you know then that neither Local 2108 or 2350's Charter specifically gives them jurisdiction over this particular group.

The third party's ruling was made based on geography, but there is a couple other third party rulings that I think you have to consider,

I know of one third party ruling that was based on the work that was performed. One that was based on geography and still another that was based on the Local who could best represent. So I say to you that there is no rule of thumb on how these decisions are made.

The people that are in this group came from four different Locals. They came from 2108, 2350, 2323 and my Local, 2336. In my Local those people were C&P at first but prior to

divestiture they became ATTCOM. 2323 and 2336 released these people to Local 2350. These people, since that time, have been thoroughly confused as to which Local they belong to, because even during the period of time when we had the temporary Executive Board ruling that regardless of where the people went they stayed in your Local. 2108 was signing up our people, and that confusion still exists today.

I feel that it is fair that these people have the opportunity to exercise their democratic right. 150 of the 200 people involved in this dispute have signed a petition to ask this Convention to let them choose their own destinies.

This is my twelfth consecutive Convention. And during the course of these Conventions I know that we have voted to allow people to choose their own destinies. There was a case where we allowed one singular individual to choose which Local. There are other cases where we allow hundreds of members to choose their own destinies.

I feel that it will help strengthen unity in this workplace if these people are able to participate in the choice of their own Local, and what makes the union stronger there will make it better for all of us all tolled.

So I ask you to defeat the motion. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate Beck.

DELEGATE AL BECK (Local 4302): I move the previous question.

PRESIDENT BAHR: Motion has been made to close debate. Not debatable. All those in favor indicate by raising your hand. Down hands opposed by like sign. Debate is closed.

Now, unlike the previous Appeal, this is a motion to affirm the umpire's decision. So if you vote "yes," you are affirming. If you vote "no," you are voting in effect to overturn.

All those in favor of affirming the umpire's decision indicate by raising your hand. Down hands opposed by like sign. It is adopted. (Applause)

Chair of the Committee.

CHAIR MAHONEY: Member Mark Johnston will read Appeal No. 7.

DELEGATE MARK JOHNSTON (Local 4400):

APPEAL #7-1988-3

On July 8, 1988, Alice Perez, Local 6321, appealed the decision of Independent Referee Alan Kistler regarding the jurisdictional dispute between Local 6321 and Local 6326.

On June 20, 1988, the Independent Referee offered the following conclusion and award:

"I. Local 6326's claim to representation rights for the eligible employees returning to the Southwestern Bell Telephone Company's location at 14250 E. 32nd Street, Independence, Missouri is upheld. Its Charter should establish that right as an addition to the present charter jurisdictional designation.

II. Local 6321's right to represent both AT&T and Southwestern Bell employees in its area of geographic jurisdiction (excepting Local 6326's jurisdiction in the Metropolitan Kansas City, Missouri area) is affirmed, that right should be reflected in its charter'

The provisions of the CWA Constitution as amended July 1987, Article XIII, Section 4(a) 2: "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" Therefore, it is now before this Convention.

PRESIDENT BAHR: The Chair recognizes microphone No. 1, Delegate Cockburn.

DELEGATE JAMES W. COCKBURN (Local 6333): Mr. Chairman, I would like to move that the decision of the independent referee, Alan Kistler, on the jurisdictional dispute of Local 6321 and Local 6326 be overturned and the appeal of Local 6321 be upheld.

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion. Seconded from the floor. The Delegate can speak for five minutes.

DELEGATE COCKBURN: Thank you, Mr. Chairman.

Mr. Chairman, and fellow Delegates, the charter of Local 6321 defines jurisdiction by geographical boundaries and specific work performed by operator service forces of Southwestern Bell Telephone Company. The charter for Local 6326 gives them jurisdiction over operator services employees employed at AT&T in the Metropolitan Kansas City area.

In 1986 the National Union carefully reviewed the charter of 6321 and had every opportunity to make changes, but chose not to do so. If the charter of both locals was approved by the National Union, any review of the old charters by the referee for consideration in the decision should have been disallowed, as the documents were no longer valid.

In 1988, as AT&T employees began returning to Southwestern Bell, Local 6326 claimed jurisdiction in violation of their own charter. Their charter specifies jurisdiction of AT&T only.

In an attempt to settle the dispute, and because Local 6321 felt that the returning operators should have a voice, Local 6321 agreed to an election. Local 6326 refused this offer. Local 6321 has made every attempt to settle this dispute before bringing it to the Convention floor, but failed to come to reasonable terms, which forced Local 6321 to this recourse.

Due to the divestiture, their local has lost and will continue to lose members to Local 6326, something the National Union said would not happen or be allowed.

To give jurisdiction to Local 6326 would be in direct violation of the charter of 6321, and the charter would arbitrarily have to be rewritten.

These employees are returning to Southwestern Bell. Local 6321 is the receiving local. They are rightfully their members. They need your support to correct this situation.

Thank you, Mr. Chairman.

PRESIDENT BAHR: On Microphone 4, Delegate Cox.

DELEGATE SANDRA COX (Local 6326): I am Sandy Cox, President of Local 6326. Fellow Delegates, I rise in opposition to the motion to overturn the decision of Referee Alan Kistler in the jurisdictional dispute between Local 6326 and 6321. The referee spent well over two hours hearing both sides of the story from both locals. He asked numerous questions of both locals and was given documentation to support the arguments of both sides. He rendered an impartial and fair decision.

To overturn his decision would not only be detrimental to Local 6326, but it would be detrimental to the union as a whole.

I would like to quote from a letter written by the President of Local 6321 to her staff representative in regard to this dispute, and I quote:

"Location changes due to divestiture will now make jurisdiction by location obsolete. Jurisdiction must be maintained by operating company, as opposed to location."

The referee in his decision has said that President Perez considers Local 6321 as the Southwestern Bell local and Local 6326 as the AT&T local. Yet, Local 6321 represents AT&T members, as well as Southwestern Bell member.

Brothers and Sisters, I urge you to uphold the decision of the referee. Local 6326 has historically represented these members. Our original charter gave us jurisdiction over all toll traffic operating employees employed by Southwestern Bell in the Kansas City, Missouri metropolitan area, and the original charter of 6321 excluded toll traffic operating employees in the Kansas City metropolitan area.

At divestiture all of the toll traffic operators transferred to AT&T, which meant that at divestiture the Local 6326 represented only AT&T employees and we changed our charter accordingly.

Local 6321 did not change their charter, and the district charter review committee changed it for them and inadvertently left out their AT&T jurisdiction, and the exclusion of the toll traffic operators.

Local 6326 has historically represented the members in question. They were our members prior to divestiture, when they were employed by Southwestern Bell. After divestiture, when they were employed by AT&T, and after take-back, when they returned to Southwestern Bell, they should still remain our members.

To overturn the decision of the referee would take 112 members away from the local that has historically represented them and would increase another local's membership by 112.

Local 6321 has never represented these members. To overturn the referee's decision is saying, yes, local jurisdiction should be maintained by operating company as opposed to geographical location.

At divestiture it was said that no charter jurisdiction would be changed as a result of divestiture. Operator take-back is a part of divestiture. To overturn the referee's decision would be to change Local 6326's jurisdiction.

We are asking only that we be allowed to retain the membership that we have always had.

I urge you to defeat this motion. Thank you. (Applause)

PRESIDENT BAHR: Microphone 5, Delegate Dolan.

DELEGATE E. DAN DOLAN (Local 7400): My question is does Local 6321 have members that are employed by AT&T?

PRESIDENT BAHR: We will try to find out from someone who knows.

They do have some, yes.

You are entitled to a second question, Dan.

DELEGATE DOLAN: The second question is: Has Local 6321 offered to give these members up to Local 6326 or any other local?

PRESIDENT BAHR: Not to our knowledge.

On Microphone 3, Delegate Hart.

DELEGATE VICKI L. HART (Local 6321): President Bahr and fellow Delegates, I would like to speak for this motion, for the following reasons: A local's most definitive guideline for establishing jurisdiction is its local charter. When policy provides for arbitrarily changing our charters to fit our desires as they arise, we are doing the system a grave injustice.

It is true ten, twenty, even thirty years ago, no one could have possibly predicted the state of the telecommunications industry as it is today. Nor can one predict its future. We can only react to the environment the industry is in today.

Local 6321's charter specifies work performed by operator service forces in Southwestern Bell Telephone Company. When we, Local 6321, lost operators, we had always represented, to Local 6326 due to divestiture, we bit the bullet, because we believed in the system. We respected and acknowledged the charter.

Now, however, when some of our original operators are returning to the jurisdiction defined in our charter, Local 6326 cries foul.

If we as a union are not consistent in obeying charters that were reviewed and approved by the National Union, why bother with the time, effort and commitment it requires to establish them?

Your support is needed to correct this problem. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Waring.

DELEGATE JUANITA WARING (Local 6500): Fellow delegates, I urge you to vote against this motion to overrule the decision made by Independent Referee Alan Kistler regarding the jurisdictional dispute between Local 6321 and Local 6326.

I understand that sometimes it is necessary to bring in a third party to understand a dispute more clearly and without prejudice. I feel the referee based his decision on valid information furnished by both locals.

I urge you to uphold Referee Kistler's decision and vote against this motion. (Applause)

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

DELEGATE C. EDWARD HEATH (Local 3207): I move for the previous question.

PRESIDENT BAHR: Motion has been made to close debate. It is not debatable. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted.

The motion before us on Appeal No. 7 is to overturn the umpire's decision. All those in favor of the motion to overturn indicate by raising your right hand. Down hands. Opposed by like sign. It is defeated. (Applause)

The committee.

CHAIR MAHONEY: Member Anne Lawless will read Appeal No. 8.

DELEGATE ANNE LAWLESS (Local 1069):

APPEAL #8

On March 30, 1988, Mark Fertig of Local 1180 appealed the July 21st decision of the CWA Executive Board denying his election as automatic Delegate for the 1988-1989-1990 CWA National Conventions.

This appeal is based on the bylaws of Local 1180 and the CWA Constitution, Article VIII, Section 4B.

The Committee, after careful study of Local 1180's bylaws, finds that only those individuals winning election to the Office of President, 1st Vice President, 2nd Vice President, Secretary, Treasurer, Recording Secretary, and nine (9) Executive Board Members-at-Large are to be automatic Delegates to the 1988-1989-1990 CWA National Conventions. Mark Fertig was a candidate for Executive Board Member-at-Large but did not acquire a sufficient number of votes to secure a seat on the Board. He therefore would not be an automatic Delegate to the CWA National Convention. Therefore the Appeals Committee recommends that the CWA Executive Board decision be upheld and the appeal of Mark Fertig be

denied.

CHAIR MAHONEY: Mr. Chairman, I move the recommendation of the Appeals Committee be adopted.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 4, Delegate Jenkins.

DELEGATE LINDA JENKINS (Local 1180): I am Linda Jenkins, First Vice President, Local 1180, New York City.

Brothers and Sisters, in the interest of fairness, I come here to speak on behalf of member Mark Fertig's appeal.

As this is probably the only place where he can put this appeal, this issue, before rank-and-file members of this Union, I come to you in his behalf.

It has been Local 1180's tradition to send our full quota of delegates to all CWA conventions. In accordance with our bylaws, and this has taken place over the past twenty years.

Local 1180's bylaws, Article XIV, Section C, indicates that the number of delegates to be elected shall be determined by the formula established in Article VIII of the Union Constitution. Following that formula, Local 1180 should have sent 18 delegates to this convention.

In 1985 Local 1180 bylaws were revised. The revision referred to the term of office for Executive Board members. It states:

"Beginning with the term of office in 1988 and the nominations and elections for that term of office, candidates for a position on the Executive Board shall also be candidates for delegate to all conventions for the Union for a term of three years."

This revision did not eliminate the formula for determining the number of delegates to be sent to the convention. It simply determined that the first 15 delegates would be the elected executive board members..

The revision does not read only executive board members shall be elected delegate to all conventions of the union for a term of three years. That was not the intent.

It is clear to me that Mr. Fertig and those candidates receiving sufficient numbers of votes to be sent here as delegates have been denied their rights as members.

According to our Constitution and 1180's bylaws, our local is entitled to 18 delegates. There are 13 here from Local 1180. That is two less delegates than 1180's fifteen executive board positions.

Unfortunately, this spring Local 1180's executive board secretary passed away, leaving one delegate position to be filled. According to Article XVI, Section F of Local 1180's bylaws, which provides for the first alternate to fill a delegate vacancy, Mr. Fertig, by virtue of having the 16th highest vote, should have been recognized as an elected delegate at this convention. Mr. Fertig is here today, wearing a guest badge.

Brothers and Sisters, I speak to you out of concern for the loss of rank and file participation in my local. We have not had a general membership meeting to address the business of the local in more than a year. And now rank and file membership is being denied access to participation in the union.

The credentials committee at this point at least recognizes Mr. Fertig as an alternate. Our executive board does not recognize him at all. It is unjust to re-interpret existing bylaws because you want to punish someone or to exclude rank and file participation.

I urge you to vote against the appeals committee's recommendation and to uphold Mr. Fertig's appeal. Thank you. (Applause)

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

DELEGATE CHELIOTES (Local 1180): I guess this is the continuing saga of Local 1180, since this is our third convention where appeals have come from our local.

It is very trying and difficult, but, you know, being in the CWA, democracy is the way things are done. And in Local 1180 we believe in democracy. And I would not have it any other way.

We are here today because there is an appeal before you. The committee, the Executive Board of this union, has reviewed every detail. They have seen the specifics. We have been able to put together a couple of hundred copies of the bylaws revisions that were sent out to the members in December of 1985.

The previous speaker, my sister and first vice president, spoke as to the intent of the bylaws revisions.

I would like to read to you the paragraph preceding the revision that she spoke to regarding Article XIV. It begins with a heading "Third Revision." It states:

"Finally, the third bylaw revision is introduced to synchronize the election of delegates to the national convention with our regular elections. It also places the responsibility for representing members at the national union convention with those elected by the membership to the executive Board."

It then proceeds to enumerate the provision. Let me read that to you.

"Add paragraph H to Article XIV. Nomination and election of delegates and alternates in 1986 shall be for all conventions of the union held in 1986 and 1987. Beginning with the term of office in 1988 and the nominations and elections for the term of office, candidates for a position on the executive board shall also be candidates for delegate to all conventions of the union for a term of three years."

Clearly the intent is there. The executive board, the elected executive board, those elected to serve on the executive board, would be delegates to this convention.

Unfortunately, a very dear, dear secretary of the local passed away. It has been a great loss for the local. One of the members at large is on an educational leave and could not be here. That is why we have thirteen delegates.

As to the issue of membership meetings, our local schedules, holds and invites the entire membership to attend membership meetings. Unfortunately, we do not always get a quorum, and we have been unsuccessful in doing so in the past.

But, as the communique that you received shows, we are mobilizing our membership; we are getting the rank and file out on the issues. Unfortunately, the rank and file has grown very, very tired of a small group disrupting membership meetings, and I think many of you recall the tape recordings that were played at the last convention regarding those disruptions.

It is bad enough that people have to travel the subways of New York, but to come to a meeting that is disrupted that way certainly does not encourage people to attend membership meetings, and I don't think there are many of you around here that don't have that same problem.

PRESIDENT BAHR: One minute.

DELEGATE CHELIOTES: I sincerely request that the members, the delegates here, vote to uphold the committee and I certainly want you to know that we understand that at every convention Local 1180 may be up here, and, again, we never want to change that.

We want to give everyone the opportunity to be heard. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): It seems like a month ago, but wasn't there a discussion of this by the Credentials Committee when we first began the Convention, on this same issue?

PRESIDENT BAHR: The Appeals Committee says yes.

DELEGATE UNGER: What was the decision of the Credentials Committee?

PRESIDENT BAHR: Obviously, not to seat Brother Fertig.

DELEGATE UNGER: Is that two questions?

PRESIDENT BAHR: Well, I will let you--

DELEGATE UNGER: Was that voted on by this body? Was there a vote taken on that by this body?

PRESIDENT BAHR: Yes, there was.

On Microphone No. 5, Delegate McSwain.

DELEGATE KERRY McSWAIN (Local 6222): A question, Mr. Chairman. Did the By laws of this local union restrict delegates who are either an officer of the union or sit on the executive board? In other words, are there no at-large positions where a rank and file member can run as a delegate to this convention?

PRESIDENT BAHR: There are, and there was. You are entitled to a second question.

The Delegate refuses.

On Microphone 5, Delegate Hogate.

DELEGATE HOGATE (Local 9573): I have a question regarding Article XIV, Paragraph H, reading: "Beginning with the term of office in 1988 and the nominations and elections for the term of office, candidates for the position of executive board shall also be candidates for delegate to all conventions of the union for a term of three years."

It does not say that they will also be automatic delegates. Does that mean for the term of three years they will automatically be nominated?

PRESIDENT BAHR: No. It is obvious that if elected to the office of executive board member, they would also be elected as convention delegate.

DELEGATE HOGATE: Well, the wording should then be, should it not, "automatic --"

PRESIDENT BAHR: We are not going to change the wording that was voted on and adopted by the members of Local 1180. But, it seems clear that if you are a candidate for, say, local president, and a candidate for convention delegate, if you are elected president of the local, you are also elected as a convention delegate. And that is not in dispute as part of this dispute.

DELEGATE HOGATE: Thank you.

PRESIDENT BAHR: There is no one else at a microphone desiring to speak. You have before you Appeal No. 8. The motion is to uphold the Appeals Committee and deny the appeal of Mark Fertig.

All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. The motion is adopted. The Appeals Committee.

CHAIR MAHONEY: Member Frank Tanner will read Appeal No. 9.

DELEGATE FRANK TANNER (Local 9410):

APPEAL #9

James Duffy, Typographical Union #6, appealed the decision of the Executive Board regarding the legality of the format used by Typographical Union #6 on the referendum ballots in the May 20, 1987 election.

Mr. Duffy contends that because there was more than one part to each referendum, each part should have been addressed as a separate issue requiring a separate vote. Mr. Duffy also contends that the manner in which each of the three referenda was presented, misled and confused the general membership.

After reviewing the facts presented and consulting with legal counsel, the Committee finds that the referenda were proper and legal in format. The content of these referenda had been thoroughly explained in a membership bulletin just one and one-half months prior to the election and again on the back of the ballot itself.

The Committee investigated Mr. Duffy's charge that proper notice was not given as per Article XXII of the CWA Constitution. This article relates only to notice requirements for referenda conducted by the International Union.

For these reasons, the Committee recommends that the CWA Executive Board decision be upheld and the appeal be denied.

CHAIR MAHONEY: Mr. Chairman, I move the recommendation of the Appeals Committee be adopted.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

Microphone 3, Delegate Adler.

DELEGATE RICHARD ADLER (Local 14156): Brother and Sister Delegates, the subject at issue was put properly before our local membership through a referendum, the most democratic method of deciding an issue, and our local membership overwhelmingly approved it. I don't understand why, but this member has refused to accept the will of our membership and has appealed to our local and lost. He then appealed to our president and lost. He appealed to the Executive Board and lost. And now, finally, he has appealed to the Convention and has once again lost.

Brother and Sister Delegates, I ask that you finalize this issue once and for all, and vote to approve the decision of your Appeals Committee. Thank you.

PRESIDENT BAHR: On Microphone 5, Delegate Ryan.

DELEGATE JOHN W. RYAN (Local 4309): How much notice was given prior to the election?

PRESIDENT BAHR: Does the Appeals Committee have that information?

CHAIR MAHONEY: A month and a half.

DELEGATE RYAN: Thank you.

PRESIDENT BAHR: You are entitled to a second question.

Okay, if there is no one else desiring to speak on this motion, you have before you Appeal No. 9. All those in favor of upholding the decision of the Appeals Committee indicate by raising your hand. Down hands. Opposed by like sign. It is approved.

The Committee.

CHAIR MAHONEY:

APPEAL #10

David White, member of Local 7800, was dismissed by the Pacific Northwest Bell Telephone Company on August 15, 1986 for gross discourtesy to a customer. An investigation was made by the Local and a grievance was filed on behalf of Mr. White.

The grievance progressed through the various steps of the procedure and was not recommended for arbitration. David White is appealing the Executive Board's decision not to arbitrate his dismissal.

The Appeals Committee spent many hours reviewing Mr. White's grievance. Investigation of Mr. White's past record revealed that he had previous incidences of discourtesy to customers. On September 21, 1982, he was suspended for 13/2 days for discourtesy. Mr. White was also given warnings on 7 separate occasions between September 1982 and April 1986 when on April 22, 1986 he was involved in a discourtesy and was warned that any further incidences of discourtesy could result in dismissal. These facts were acknowledged by Mr. White and never grieved.

The incident which caused Mr. White's dismissal occurred on September 5, 1986. Mr. White admitted that he initiated a phone call to a customer who had repeatedly been dialing "Operator" Mr. White used obscene language to the customer causing her, after numerous call-backs from Mr. White, to finally call the police.

The Appeals Committee determined that the preponderance of evidence in this case was overwhelming and the Committee could find no reason to reverse the decision of Vice President Maulis, President Bahr, and the Executive Board, not to arbitrate the dismissal of David White.

For these reasons, the Committee recommends that the CWA Executive Board decision be upheld and the appeal be denied.

Mr. Chairman, I move the recommendation of the Appeals Committee be adopted.

... The motion was duly seconded ...

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

No delegate desires to speak on this issue. You have before you Appeal No. 10. All those in favor of the committee recommendation indicate by raising your hand. Down hands. Opposed, by like sign. It is approved.

The committee.

CHAIR MAHONEY: Committee member Frank Tanner will read Appeal No. 11.

DELEGATE FRANK TANNER:

APPEAL #11

Dianna B. McCracken, Local 13500, appealed the decision of the Executive Board regarding the bylaws change referendum on March 3, 1988, challenging the security of the ballots in the post office box at the Fort Washington Pennsylvania Post Office.

After careful consideration of all the facts, the Committee finds no evidence to substantiate the charge that the security of the ballot box was breached.

For this reason, the Committee recommends that the CWA Executive Board decision be upheld and the appeal be denied.

CHAIR MAHONEY: I move the recommendation of the Appeals Committee be adopted.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 3, Delegate Byrne.

DELEGATE JAMES N. BYRNE (Local 13500): Fellow Delegates, Mr. Chairman, I rise in favor of the decision of the Appeals Committee. This appeal has been reviewed by the Executive Board of Local 13500, District 13's Vice President, President Bahr and the CWA Executive Board, and now the Appeals Committee, all of whom have reached the same independent conclusion, that there is no merit to the challenge of the security of our ballot box.

The balloting process conducted under the old Pennsylvania Telephone Guild's constitution consisted of a secret mail ballot, mailed to every member in good standing of our local, a post office box number obtained for the returning of our ballots, and all returning ballots were enclosed in a secret envelope and a coding system was established to avoid the possibility of any member returning any more than one ballot. A business reply account was opened at the Post Office for payment of all returned ballots. No return ballot could be picked up and paid for by any individual without payment being logged to our business account.

A copy of this log was provided to President Bahr, and the CWA Executive Board during its investigation of the challenge. All return ballots were accounted for and certified by the tellers of election. Arrangements were made with the Post Office to hold all returning ballots addressed to our post office box, a post office box that was opened specifically for the purpose of this balloting. They were picked up at twelve o'clock noon, March 3, 1988. The arrangements with the Post Office included the provision that no ballots would be placed in the post office box itself, but that all ballots returned to this post office box number were put aside.

The Postmaster of the Fort Washington Post Office in Pennsylvania, in a letter supplied to President Bahr and the CWA Executive Board, attested to the fact that at no time during the balloting process did anyone have access to the ballots prior to the tellers of election picking them up on March 3rd at twelve noon.

In order to allow our union to get on with the business of representing its members, I urge the Convention body to uphold the decision of the Appeals Committee.

PRESIDENT BAHR: Microphone 3, Delegate Petrini.

DELEGATE JOHN D. PETRINI (Local 13500): Mr. Chairman, Brothers and Sisters, I rise before you to support the recommendation of the Appeals Committee to uphold the CWA Executive Board decision.

This appeal is groundless and without merit. The issue is the security of the ballots and the Post Office Box at Fort Washington Pennsylvania Post Office. The Postmaster there was given instructions by our Secretary-Treasurer not to release any mail until March 3, 1988, at noon, when our local elections committee would be in to pick them up. The election committee went to the Post Office on March 3, 1988 at noon and the ballots were released to them.

The Election Committee also opened the small post office box that was assigned to this election and found no mail enclosed. Only a note by the Postmaster advising the postal workers to hold all mail.

The Election Committee then proceeded to the Holiday Inn and counted the ballots. The number of ballots received and counted equaled the count exactly to that which the post office charged the local for our return postage permit. Every envelope was postmarked and canceled.

This entire appeal is based on the fact that the key to the post office box, which held no mail

at any time, was in the possession of our Secretary-Treasurer. This appeal is based on what could have happened, what ifs. But the fact is nothing happened other than a clean, fair and honest election process.

I urge you to uphold the vote of the membership of Local 13500. Uphold the position of CWA's Executive Board and adopt the recommendation of the Appeals Committee. Thank you. (Applause)

PRESIDENT BAHR: On microphone 4, Delegate Kmetyk.

DELEGATE SANDRA KMETYK (Local 13500): Mr. Bahr, brothers and sisters, I am asking for your patience and understanding but most of all your assistance. This is my first CWA convention, and I am also a newly-elected officer. I don't want my inexperience to affect the outcome of this appeal, because today I say I truly know the meaning of "truly stand alone."

What I am asking you for is some assistance. Apparently, there is a little bit of confusion. I tried to go to the motions microphone and make a motion because of certain circumstances, because Dianna McCracken was not able to be here. I am truly not prepared to give her complete defense. I tried to make a motion that this appeal be tabled until the next convention. I was told that I could not do that, and I was sent here. So could you please advise me?

PRESIDENT BAHR: You were told you could not make a motion to table that section of the committee report because it is out of order through all parliamentary procedures. You cannot table the Appeal Committee's recommendation to this convention. It must be voted up or down.

It was Dianna McCracken who appealed it. She is entitled, one way or another, to have her appeal resolved through the Constitutional procedures, which is what is happening now.

That is why they told you that your alternative was to go to the Against Microphone.

DELEGATE KMETYK: Okay, then I would like to explain a few things, and try to tell you why I made that request.

Dianna only received official notification late Friday afternoon that this appeal was going to be heard this week. As a matter of fact, she only received the post office receipt for the certified mail on Monday.

I have a statement prepared by Dianna that I would like to read to you.

"Dear Brothers and Sisters:

"I regret not being able to attend this 50th CWA Convention with you in New Orleans, Louisiana. For the past two years, I have enjoyed the electrifying atmosphere of the conventions from my delegate seat on the convention floor.

"It is fortunate we are to have a body of union brothers and sisters to support one another in good times and in bad. It is also good fortune to be able to settle differences in a democratic and reasonable fashion.

"The unfortunate part is that differences do arise, and when they do we must carefully decide what stand to take, and then pursue the avenues which are available to us. In the interest of due process and democracy, I ask you not to render a decision without hearing both sides of this issue.

"Not being a delegate this year, and also receiving a notice late Friday that the appeal I sent had been received in time for this convention, I was not prepared with travel arrangements to be present. This notification came at an inopportune time because of serious illness in my family.

"For these reasons, I ask that my appeal be tabled until the next convention. I trust that you will make a--"

PRESIDENT BAHR: One minute.

DELEGATE KMETYK: "--democratic decision. God bless you." Signed "Dianna McCracken."

PRESIDENT BAHR: I'm sorry, is the delegate finished?

DELEGATE KMETYK: Yes.

PRESIDENT BAHR: The Chair of the Appeals Committee has asked to speak on this.

CHAIR MAHONEY: Dianna McCracken did not receive that letter last Friday. Her time limit to appeal to this convention ran out on Friday the 19th, and on Friday the 19th she sent it in to Mr. Booe, who received it on Monday the 22nd and who properly, on the same day, sent an acknowledgment by certified mail that it would be before this convention. So her time limit did not run out.

PRESIDENT BAHR: On microphone 5, Delegate Murphy.

DELEGATE BILL MURPHY (Local 6320): Mr. Chairman, am I to understand that during this election there were two separate ballot boxes which the election ballots could go to?

PRESIDENT BAHR: I will refer that to the committee.

CHAIR MAHONEY: No, there was not. There was not.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE MURPHY: No, thank you.

PRESIDENT BAHR: On microphone 3, Delegate Rotkiske.

DELEGATE FRANCES ROTKISKE (Local 13500): Sisters and brothers, I stand here before you today to urge you to reject the motion by our good sister, and to postpone her appeal for Dianna McCracken. Our local has worked hard to address our independent union Constitution and to confirm the CWA Constitution. Many hours and dollars have been spent to seek conformity.

We now have these bylaws in effect, and Dianna McCracken is currently a candidate for the office of President of Local 13500. Ballots will be counted on September 9, 1988. To postpone this appeal for another year would only serve to cloud and confuse every issue addressed under our bylaws, including our election.

I urge you to vote on this motion and to conform with what the Appeals Committee has addressed. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates who wish to speak on this motion. You have before you Appeal No. 11.

All those in favor of the committee's recommendation indicate by raising your hands. Down hands. Opposed by a like sign. It is adopted. (Applause)

The Chair is going to recognize Delegate Maurer for the purpose of appealing the decision of the Chair in regard to an appeal. So I will recognize the delegate. Delegate Maurer will have an opportunity to put his case before you, and then I will respond why it has been ruled out of order.

DELEGATE FRED MAURER (Local 13552): All right. First, let me tell you the motion that I had intended to make before I give an argument.

The motion was to move that the charter complaint file of Local 13552 and the Executive Board decision of March 22, 1988, be referred to the Appeals Committee.

Now, in dealing with this, I am challenging the ruling of the Chair. Mr. Bahr, your procedural ruling to prevent me from making a motion to refer a four-year-old charter review and charter issue complaint to the Appeals Committee would deny me my Constitutional right of timely appeal

from Executive Board rulings and allegations of constitutional violations.

Your staff has insisted to me that there is an administrative rule that any matter remotely touching on jurisdiction should only proceed through the jurisdictional disputes clause, and I believe that is a wrong opinion. I believe some matters were retained for normal convention review, and I relied on your statement of principles when we adopted the jurisdictional dispute clause as found in the convention minutes on Page 47 and 48 of last year.

You defined the type of complaint and scope to be assigned. Jurisdictional disputes are not defined in any other way except where one local claims the members of another local, or where there is a new location that two or more locals seek recognition over. We are talking about members, not work.

The thrust of this is not to be complicated. The kind of disputes that have been plaguing these conventions the last several years are the kinds we are talking about. Can others somehow fit in?

Perhaps. So rather than try to make it complicated, let's assume that we are directing this toward those kinds of disputes that have been so difficult to resolve at this convention. It does leave some questions open. I am sure, when they come up, some kind of disputes, there may be a question and we will deal with them as they come up. They will be subject to appeal, but they will be few and far between.

It seems to me that the disputes intended to be referred to the disputes clause were limited, and did not include complaints alleging officer actions or board rulings.

How could you apply the jurisdiction disputes clause to my case? Can I have a Section 1 election when the question is between the local and the union officers? If I choose a Section 2 referee, does this clause empower him to overturn the Executive Board action that caused my complaint?

And what kind of justice would I expect if only you appointed the referee to decide the dispute between me and the President's office?

I think that the first revision of my local charter in 33 years as part of the structure review and the redistricting is few and far between enough to be assigned to the Appeals Committee.

This type of complaint has not come to the convention since the 1951 restructure, and the constitution at that time prohibited issuing new charters in conflict. The uncomplicated philosophy and principles enunciated so well last year seem to exclude my complaint. So I believe that the convention Appeals Committee is appropriate and responsible to review my complaint.

In order for me to refer my complaint for peer review to the Appeals Committee, I need to first overturn the ruling of the Chairman, a very difficult process, and I don't like to go through it. But I do ask the delegates to not sustain this ruling of the Chairman, so I may present a complaint to the Appeals Committee.

Thank you.

PRESIDENT BAHR: I will be very brief. The appeal came from Delegate Maurer and his local. The Executive Board has determined that this was a jurisdictional dispute that must go to an umpire. He was so advised. We offered to expedite the process so that it would be completed prior to this convention so that if his local lost he would have the opportunity to put his appeal to the umpire's decision before you, as three other locals have done.

He came here, met with the Appeals Committee, and the Appeals Committee told him the same thing: that in accordance with the constitution, he should have gone to an umpire.

He phoned his motion in to the Parliamentarian, where he was told the same thing. So this is the recourse. We had the right and he had the right to make his case. I gave the reasons, and now the motion before you is to sustain the decision of the Chair.

DELEGATE MAURER: President Bahr, I would just like to correct something.

PRESIDENT BAHR: Go ahead.

DELEGATE MAURER: The problem is that I filed for an appeal to the convention Appeals Committee, and the committee is not allowed to receive it. I did not meet with the committee. Who I met with was the Chairman and your staff, in order to discuss whether the committee should receive it. They are not allowed to receive it.

My problem is I want the committee to receive it. They can't act on it; they can't do anything. But if I am prevented, then what you said about what I was told, no, that is very inaccurate. I was not allowed to present it to the Appeals Committee, and that is what I am trying to do.

PRESIDENT BAHR: We recognize what you are trying to do, and I don't want this to be a debate between us, but the Appeals Committee has told us that it is a jurisdictional dispute as well. And so what is before you is to sustain the decision of the Chair or overturn it.

If you overturn it, we would direct the Appeals Committee to hear it.

All those in favor of sustaining the decision of the Chair indicate by raising your hand. Down hands. Opposed, by a like sign. The Chair is sustained. (Applause)

The work of the Appeals Committee is now completed, and I think each of those members on that committee will say that while they worked their tails off, that is the place where you find out how this union is run, and there is a feeling of some self-satisfaction and gratification.

On behalf of the entire Convention, please accept our thanks for your tireless efforts. (Applause)

The Chair recognizes Delegate Chiaravalle, at Microphone No. 1.

DELEGATE BERNIE CHIARAVALLE (Local 9404): President Bahr, I would like to move that this Communications Workers of America will continue to organize the unorganized workers, including those non-union workers presently employed in the construction industry. CWA will actively protect our members' rights to continue to work in the construction industry and oppose any interference from any other organizations.

To reach this goal, this Convention will request the President of the CWA to actively pursue new rules and regulations to be adopted by the AFL-CIO at its national, state and local levels that will prevent any other union affiliated with the AFL-CIO from interfering with any other AFL-CIO affiliate's rights to perform work in the building and construction industry or any other industry.

If I have a second, I would like to speak to it.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

DELEGATE CHIARAVALLE: President Bahr, members of the Executive Board and fellow Delegates, I urge you to support this motion. This motion is intended to try to resolve an ongoing problem that many of us have been having with another specific labor union that I would rather not identify by name. However, their initials are the IBEW. (Laughter)

This motion will guide our union, or at least attempt to guide our union, and the AFL-CIO, to deal with an important issue facing our union and many of our members..

This morning I received a telephone call from a construction worksite in California. Our members had been working on the job for the past three to four weeks. However, seven of our members on that job were forced to leave work because the members of the IBEW walked off the job, stating to the general contractor, and I quote, "The IBEW does not recognize CWA as an authorized union."

The general contractor, trying to avoid some bad publicity and a major work stoppage, asked

the contractor that employs our members to please don't come back on to the job until we can try to resolve this issue with the IBEW.

But, on that same job the IBEW has raised no objection whatsoever to other non-union workers employed right on that same jobsite.

They are after our work and our members. (Applause)

Now, I know that President Bahr has been working very hard to try to resolve some of these problems with the leaders of the IBEW. But, I think he needs some help from some of the other affiliated member unions in the AFL-CIO.

From what I have seen, most of them are just taking their hands off and looking the other way.

The last thing we need is for labor unions to be fighting one another.

Fifty years ago this same type of mentality was the cause of the breakup of the labor movement, and it took a long time to get us back together again.

We should be fighting to organize those fifty percent plus of non-union workers in the construction trades.

Today we had to finally resort to filing an NLRB charge against that IBEW local, just so we can get our members back on the job. And to let you know how bad it has been, there were three unions altogether that all made a claim for jurisdiction of the same work that we are doing. Three different unions.

I am beginning to believe that there is a definite attempt to just keep us out--period.

While President Barry was addressing this Convention, his members were walking off the job, telling their contractor that they don't consider CWA a legitimate union.

I choose to believe that President Barry is sincere in his remarks about unity with CWA, because I believe that is what we need. But, unfortunately, good intentions are not enough to change the attitudes of some of those with archaic mentalities.

The AFL-CIO needs some firm, new rules that will promote the unionization of unorganized workers.

PRESIDENT BAHR: You have one minute.

DELEGATE CHIARAVALLE: Not policies that tend to think along the lines of the old horseshoers that we all know about. If President Bahr and President Barry are successful in adopting such a policy in the AFL-CIO, perhaps locals in both unions can divert the wasted time and money that we spend fighting in the NLRB and put that money and time into additional efforts to build the Labor Movement and organize its unorganized. And, perhaps, when we are successful, we can use this achievement as an educational tool to show the local unions the importance of affiliation in other labor bodies, such as state and local levels.

So, I urge you to adopt the motion. I thank you very much. (Applause)

PRESIDENT BAHR: Microphone 5, Delegate Santora.

DELEGATE T. SANTORA (Local 9574): President Bahr, my question is would the passage of this motion in any way compromise your efforts with the IBEW?

PRESIDENT BAHR: No. You are entitled to a second question.

On Microphone No. 3, Delegate Devine.

DELEGATE JIM DEVINE (Local 1116): Mr. President and Delegates, I rise in support of this motion. Most unions today represent a wide variety of workers and crafts. CWA continues to

grow in numbers and diversity of work. Gone are the days when unions represented single groups or crafts alone.

It is unfortunate that some unions who share work that we consider sacred refused to recognize CWA's right to participate in work that they considered their own.

Far be it from me to say what is good for the goose is good for the gander, but I will say we must insist on fair play, and we must use all means at our disposal to let offending parties know where we stand.

I urge support of this motion. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Tucker.

DELEGATE JIM TUCKER (Local 6320): President Bahr, I would like to ask a question. What is the status of our developing relationship with the IBEW at this point?

PRESIDENT BAHR: I stated earlier--it might have been at the rally Monday night or at the time of my remarks earlier Monday, I don't remember exactly--but they are developing better than I expected.

I did say that it is going to take some time for President Barry to get the acrimony and the practice of some forty years changed out in the field.

On major disputes, and some such as Bernie laid out, because I have worked with him on some, a phone call to Bob Georgine, the President of the Building Trades, and/or Jack Barry, gets it resolved.

We want to go beyond that. We do not want it to develop in the first place, and I am confident that with or without this resolution, I stated that I don't believe this would hamper me one bit, that we are progressing, and we will see these kinds of problems continue to diminish.

But, no one should believe that by waving a wand they are all going to go away. But there is progress.

You are entitled to a second question.

On Microphone No. 3, Delegate Eddy.

DELEGATE PAUL R. EDDY (Local 4040): Thank you. I was very, very pleased to see this motion come before this body. We were beginning to think maybe in Michigan we had a unique problem, and now we find out that it is happening all over the country.

We, in Michigan, in several locals, have had similar problems with the IBEW construction sector. Our members have been moved off jobs at least in three different incidents and several different locals with different members of our locals moved off those jobs, at one jobsite on two separate occasions.

I will be very brief, but I just wanted everybody to know that I think we have a problem that is blooming out. I think it is a problem that we need to deal with. And I urge you all to support this motion. (Applause)

PRESIDENT BAHR: No one else caring to speak on the motion, all those in favor indicate by raising your right hand. Down hands. Opposed, by like sign. It is adopted. (Applause)

On Microphone No. 1, Delegate Vaughn.

DELEGATE JOHN VAUGHN (Local 4354): I come before this body with a motion, the motion being that the CWA national office be mandated to regularly update the H-166 membership roster with name changes, new members, drops, transfers and any reconciliations; that the period of H-166 updates to be no less than monthly; and that the H-166 membership rosters be forwarded to each CWA local at least monthly and within sixty days of the month being reported.

If I have a second, I will explain. (Applause and cheers).

... The motion was duly seconded ...

PRESIDENT BAHR: I think it has been seconded. (Laughter)

You can speak on your motion.

DELEGATE VAUGHN: Thank you. I will make this as brief as possible. I know that it is getting late.

I am a product, as many of my members which I represent are, of divestiture. In 1984 I left Canton, Ohio to go to Columbus, Ohio. I was an elected overseer in Canton, Ohio. When I went to Columbus, Ohio. I soon assumed the office of vice president of Local 4320. For three years both the local secretary and myself petitioned to the National Office to change my address, so that I could at least benefit from the mailings from the National Office, including the CWA News. Recently I have moved again, and I am finally getting the CWA News, after my last letter.

We have jurisdictional disputes on this floor. We have dues that are not being properly paid to locals. We have members who have deceased and their families are still receiving mail from the National Office, which prolongs the hurt placed on these families.

We have stood before this body and pooled out money to update computer systems for the staff so that this can be recognized. This has not happened as of yet. At this Convention, we received another report that we will try to go and meet tape to tape to print out discrepancies.

Brothers and sisters, meeting tape to tape and printing out discrepancies does not change what is already in the computer. You must manually input the updated information. (Applause)

I urge that you support this motion that would mandate the National Office to assure that we have a claim against H-166. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 5, Delegate Hester.

DELEGATE MARY B. HESTER (Local 4309): If this motion passes, how soon will it be put into effect? (Laughter and applause)

SECRETARY-TREASURER BOOE: You may find this hard to believe, but we are trying to do exactly that. But, as I said in my report, we are hamstrung by the colony of information that we get from the employers, and we are working at it, and whether you pass this motion or not, we will continue working at it to do it as fast as we can.

PRESIDENT BAHR: You are entitled to a second question.

On Microphone No. 3, Delegate Cales.

DELEGATE KENT CALES (Local 4354): Thank you. I rise in support of the motion to mandate that the H-166 be updated in a timely manner.

I realize that some progress has been made in this area, but that progress has been very slow. This document as an administrative tool has become useless to the Locals, with almost 30 percent inaccuracies in our own Local's H-166. When we can only get a member moved to our print house almost two years after he passed away.

If we are to function efficiently as a Local and stewards of the rank-and-file members, we must have accurate and timely information.

I urge you to support the motion. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate Beck.

DELEGATE AL BECK (Local 4302): I move the previous question.

... The motion was duly seconded ...

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

All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Motion carried.

All those in favor of the motion, which needs not be reread, signify by raising your right hand. Down hands. Opposed by like sign. It is adopted.

Let me say really, in all sincerity, that we--and notice "we"--that means me along with Jim, will do everything humanly possible so that this doesn't come up on the Convention floor again. We don't like it any more than you. (Applause)

I would like, and we have a motion to adjourn up here, but I would like you to be patient just a few minutes longer.

I would now like to call the two top winners of the 1988 Newsletter Awards and the Oscar Jager Award winner to come forward to receive their awards.

While they are coming to the platform, I want to share with you my hope that every local union represented at the Convention has a newsletter that goes to your members. And I hope you send me a copy as well. As many of you who know, I read them, because I have written letters to your editors. The CWA Local Newsletter Contest, now in its fifth year, is our way of honoring those Locals that make a real effort to keep their members informed on union activities.

I agree with this year's judges who say, "The dedicated men and women who write, edit and produce CWA's Local Newsletters are to be congratulated for the energy, insight, humor and hard work they contribute to the progress of their Union."

Communicating with our members is vital to a healthy organization. It is especially important when looking toward 1989.

The Newsletter Contest is open to all Locals that regularly publish newsletters. The winners are selected by professional editors and journalists.

This year's judging panel included Peggy Simpson, the Washington Bureau Chief for "MS. Magazine," Dianne Curry, Executive Director of Publications for the Transportation/Communications Union, and retired CWA Public Affairs Director, Lee White.

At this time I want to present the top Awards to the winners in two separate categories. These are the General Excellence Awards in the categories of Mimeographed Publications and Professionally Printed Publications.

The basic criterion the judges used to assess general excellence was: Does the publication serve its members well? The judges felt two publications did just that in a special way.

The General Excellence Award in the Professionally Printed category goes to "The Defender," the publication of Local 1058--Valerie Caffee is the managing editor.

"The Defender," according to the judges "is packed with information and demonstrates a people-oriented approach."

Congratulations to Valerie and Local 1059. (Presentation - Applause)

The General Excellence Award in the Mimeograph, Office Copier Publications category, goes to "On The Line." publication of Local 2105, editors Dave Via, Vickie Layton and Bill Sonnik. (Applause)

The judges, in selecting "On The Line," say it contains "an interesting variety of material and stylish writing, set off by very clean, careful and inviting graphics."

Congratulations to Dave, Vickie and Bill. (Presentation - Applause)

Our next Award is special to me because it is dedicated to a pioneer in labor journalism and

my friend, Oscar Jager.

Oscar, who was the first editor of the publication that became the CWA News, passed away this year. He was a student of trade unionism and an astute Observer of the telephone industry. And so we establish this Award in his honor.

In assessing entries for the first Oscar Jager Award, the judges tried to select the writer who dug into facts and got "the whole story," as Oscar was so famous for.

The winner of the 1988 Oscar Jager Award is "Perception," the Newsletter of Local 4309, writer Seth Rosen and editor George Smilnak.

The judges say the winning story, "Perception VDT Survey Indicated Problems and Progress", based on a follow-up survey to a 1984 study by the Local on the effects of VDT use by members, is "a solid, well-written article, based on a good concept, demonstrating continuing action by the Union on an issue of substantial importance."

Congratulations to Seth and George. (Presentation - Applause)

I would just want the record to reflect, as a delegate pointed out to me, to point out that this year Gordon Cole passed away.

Brother Cole was the Editor Emeritus of the Machinists. And as for many of the CWA editors in our Union, at the George Meany Center for Labor Studies, and while he was not actually a CWA member, Gordon did truly consider himself one of us, and he will sorely be missed not only by his fellow workers and editors, but by the Trade Labor Movement in general.

I will offer some closing remarks, but Jim has some important announcements to make, then I will be brief.

SECRETARY-TREASURER BOOE: We have a lot of jewelry that has been found. One is a tie tack that indicates that it is from someone that was with South Central Bell for 15 years. It can be claimed up here.

One of CWA's 50th Anniversary rings found at the coke booth.

A lady's watch, found in the Fairmont Hotel this morning.

A silver lady's bracelet that the note says, it either belongs to a delegate or an alternate who went to high school in Georgia. I don't know how they can tell that. It is a silver bracelet, though.

A very pretty little Filigree butterfly pin.

The little black book that we were looking for yesterday just showed up. It's Dave Baker's. (Applause)

With the first announcement, you probably figure it out, the wine and cheese reception for Vice President John Carroll has been delayed. (Laughter)

The meeting time for the AOS meeting has been changed. They are asking these persons to meet in front of the platform tomorrow morning at 8:30.

We were advised today that there were two AT&T employees on the Delta flight that crashed today in Dallas. Two AT&T employees. We are not sure whether they are members or not, but both survived. (Applause) One has been released from the hospital and the other is in critical condition, but they say they will be okay.

There were some petitions on the tables today to the Congress of the United States for a national health care plan. These petitions were being put out by Ted Karabinus, a District 4 member, who says he is a retiree and a recycled teenager. (Laughter)

The CWA dance tonight, a reminder that it is from 9:00 p.m. to 1:00 a.m., in the International Ballroom at the Fairmont. The District 3 Host Committee is putting it on, and tickets are still on

sale at the Host Committee table here and at the door at \$10.00.

There will be a general staff meeting tomorrow, Thursday, at noon, in Room 2628 here in the Convention Center.

There will be a District 2 meeting immediately following adjournment today in MR-10 for the purpose of electing a Defense Fund Committee member.

District 7 will have a meeting for Women's issues and concerns. Everyone from District 7 is invited. That's in Room MR-12 and 14.

AT&T Units District Mobilization Representatives will meet Wednesday--that's today--immediately after the adjournment of the Convention in Room 41.

Local 3410 will hold a drawing for its operators conference raffle at the close of the mobilization meeting tomorrow. And there is a reminder to everyone that the operators conference will be held here in New Orleans, November 27th to 30th.

Locals 9550 and 9590 are having a close-out sale on all the items they were selling for COPE.

Local 3108 and 3113 are developing anniversary plates with very beautiful pictures of our founding president, Joseph Anthony Beirne on them. All the proceeds go back to CWA charities. They may be purchased at the 50th Anniversary booth.

Someone has lost a gold tear-drop cut diamond earring at either the Hilton or the Fairmont. If found, please contact Leonard Potocki, Local 4101.

I don't make these up. They just write them and I read them. (Laughter)

There will be a meeting for the friends of Bill W. and Dr. Bob tonight at 7:30 in Room 696 at the Fairmont Hotel. I am advised that that is an AA type meeting.

The Delegates from the Sector are advised that they should participate tomorrow in the Mobilization Meetings in the District that they are from. There won't be a special Sector Mobilization Meeting, but in the District they should participate.

The order forms for all the video programs shown during the Convention can be obtained from the CWA Ness Room--that is Convention Room 38--including the video message from Governor Dukakis. The order forms will also be distributed in the Union's weekly mail dispatch following the Convention.

Winners of the raffles. The doll is won by Gina Saucer of Local 3151.

The telephone company print was won by G. D. Cox of Local 6407.

In the Local 6012 raffle, the Indian was won by Pat Feilner of Local 6382.

The 50/50 drawing was won by Frank Sarmiento of Local 9509.

And the Man-Del-La was won by Angi Burgess of Local 9410.

The Local 2101 "50/50 Raffle" from Baltimore was won by Vickie Layton, CWA Local 2105. The winning ticket was drawn by Dale Kitchell of Local 6012 of Tulsa, Oklahoma. Local 2101 thanks everyone for their support.

Local 4351 had their "Split the Pot" drawing for COPE, and the winner received \$211 and can pick up his money from Gerald Souder--if you can find him. (Laughter) He will be at the District 4 Meeting. The winner is Art Calloway of Local 4320, in Columbus, Ohio.

Local 4008's Annual COPE raffle of Union made, custom hand crafted golf clubs and Union balls. The winner is Gayle F. Wyatt, Route 2, Box 668, Angola, Indiana.

And the last one is an announcement. There was a drawing for two for a four-day cruise

donated by International Travel Corporation. The lucky winner is Cynthia Delgado of Local 6143. (Applause) She will be contacted by the ITC, or she can go to the booth and see Mr. Hank Dralle.

I think that constitutes all of the announcements. All of the jewelry can be picked up if you can just identify it, either here or in the Emerald Room at the Fairmont.

PRESIDENT BAHR: I am going to put the motion to adjourn before you by asking Delegate Wood to come to Microphone No. 1 and ask you to vote on it; and then please be seated for just a couple of more minutes. Delegate Wood.

DELEGATE JANICE WOOD (Local 9502): President Bahr, as you stated, I asked to be recognized to move for adjournment. But I would like to take a second before I do because I want to invite all the Locals to join us in Los Angeles for our 1989 Convention.

I know you have enjoyed New Orleans, but like the song says, "You'll Love L.A."

Mr. Chairman, I move for adjournment. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion, seconded from the floor.

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

Brothers and Sisters, I think you will agree with me that we have participated in the greatest democracy that is available to workers. Indeed, there was democracy in action here.

Yes, we have had some fun, but we also debated some very tough issues. We argued different points of view with regard to the Defense Fund. And we have asked another group of our rank and file to take another look, and using the benefit of the debate that took place here, and other input that you were able to give them, to come back next year and try again.

We all know that we must come up with a Defense Fund that adequately takes care of our members when we have no other alternative but to hit the bricks.

We, today, had very strong differences of opinion on the question of affiliation, and I am sure that this subject will continue to crop up, and I am hoping as there becomes a better understanding of the need to belong, of the need to pay our fair share, of the need to recognize that political action is at the grass roots, whether it is in our Union or in the states, or in the cities where we live; and if we have rotten leadership in those State Feds you will never get rid of them from the outside. (Applause)

In fact, as we stay outside, we have been able to give the politicians the ability to get off the hook by saying, "When you get your act together then come back to see us." Nothing ever gets changed.

Now, I respect all the views that were presented here because that is how we change each other's way of thinking. And I know that adoption of that resolution, or some form of it, is inevitable. I do not know when, but as more and more Unions adopt it it is going to be natural.

And right now, had we passed it today, we would have been one of the pioneers because right now it is in the American Federation of Teachers. We heard from a Delegate, it is in the Steelworkers, and the American Federation of State, County and Municipal Employees--three big Unions, and three of America's finest Unions.

And so that will be back in the future and we will deal with it when it does come up.

We adopted a number of resolutions that chart the course of this Union for the next year. And we talked about mobilization and really the need for everybody to be in their seats tomorrow as we hear from a couple of invited guests.

I really am proud that you went along to stay a little later tonight. And I know John Carroll, as

much as he wants us to share this night with him, said to me earlier that this was the right thing to do because tomorrow's Mobilization work should not be diluted by anything that we discussed today. It is all too important, not only for collective bargaining in 1989, but for the elections on November 8th.

We need Mobilization to support our bargaining committees, which many of you elected today. But if you elected 20 Albert Einsteins, without the support in the field from the rank-and-file on all the work sites, you might as well put 20 dummies at the bargaining table (applause), because the strength comes from the rank-and-file.

We have all the eloquent arguments and the facts and the statistics, but our strength is from the bottom up, not the top down. (Applause)

And I would not want any one of us to wake up on the morning of November 9th and say, "My god, I wish I had done something more." Because when we go to bed November 8th--and I hope we are up and I hope we are not all waiting for California to come in. I hope it is decided for us before then, and I hope that we have all done everything that we possibly could and that we did make a difference and that the eight years of Reagan and Bush have come to a screeching halt. (Applause and cheers)

There are a lot of tough fights out there. We talked about the Denver Post and the disaster to 100 men and women who just had their wages cut in half.

When I talked about the "Chicago Tribune" earlier, I only talked about the Typographical Workers. You see, there still is a dispute where 400 Mailers of the Tribune have been permanently replaced; and they were permanently replaced before the affiliation with CWA even took place.

Our people continue to hang in there, and they know that are working so very hard to get the settlement with the Chicago Tribune for the Typographical Workers so that we have a collective bargaining relationship that permits us now to go to the top of the company and try to work something out for the 400 of our members who have been permanently replaced.

We are going to need your support and we will never give up.

But so much of this could have been avoided with the right political people in office. And as you heard Tom Donahue talk about registration, your Central Labor Council--because CWA is a participating Union--can supply your Local Union with a list of your members, marked off as to who is registered and who is not registered.

You recently received a letter in the Local Office with the list of states and the last day for registration. The first thing next Tuesday morning, someone ought to be down at that CLC picking up your list. You ought to have that Committee ready, registering people on the job site, home calls, whatever ways are necessary to make sure that every non-registered member has been contacted, because usually where the member is not registered you will find the spouse is not registered, if there is a spouse. That should be paramount.

At the rally on Monday night, where I shared a lot of thoughts with you, I pointed out something, and I would like to close in the same way.

Today is the eighth anniversary of the birth of Solidarnacz, the Polish Trade Union Solidarity. You have been introduced to a large number of Trade Unionists this week who would give anything to have the rights that we have and really do not exercise. The fellow I introduced to you and made a few remarks about from Chile, he came to a meeting that Jim Booe and I attended and brought with him a newspaper clipping that showed his bullet-riddled automobile, where the police, who are like the militia, following a Union demonstration, shot up his car. Fortunately he was not in it, but his son was. Only the good Lord was smiling down and he escaped, but he was hurt as a result of the automobile crashing.

And there are pictures of these police kicking what they thought at first was a corpse. And

the young man not only is fine but Stefan Nedzynski, who you heard this morning, offered to take the wife and the children of Brother Flores out of Chile, where all of the PTT Unions would support them and permit him to carry on the fight without worrying about the safety of his family.

And Brother Flores did not have to say "No," because his wife and children said "No," because they are committed to what we take for granted.

Virtually every one of those South American countries, the people you have seen here, have been in jail. They have been routed out of bed every night and maybe they have not been heard of for months.

And do you know the guts that it took for the President of the United Mine Workers of South Africa to participate in a news conference with me and several other Union leaders via telephone in Johannesburg just a week ago to pledge his support and his Union's support for "Jobs with Justice", not only in the United States and Canada, but wherever jobs with justice does not exist? (Applause)

And can you just imagine the courage that it is going to take for those miners to go to work this coming Monday wearing CWA "Jobs with Justice" shirts?

And so I think it is absolutely ludicrous and shameful for us not to take advantage of what the laws do permit us to do.

You know, we have been using the figure of 17 percent organized in the American work force, but if you take the Public Sector out, because we were at a high point of 37 percent a few years ago and there were no Public Workers organized, we are down to 10 percent of the private sector work force.

How much lower before we are not taken seriously? If the same present course prevails, by 1990 we will dip under 10 percent.

Every Union with fewer than 500,000 members last year lost members. That tells you something. George Meany used to say, "If you have fewer than 100,000 members you had better find another Union to be a partner with." And now it is up to 500,000.

And as the multinationals continue to control the world economy our movement is under duress. But if we can remember the example of Lech Walensa, as I said Monday night, as he addressed the thousands of shipyard workers in the Gdansk shipyards, and the troops were beginning to make their way into the shipyard to crush the Solidarity Movement, and I paraphrased what he said. He said, "Our Union will always live and will always be strong as long as you know the person to your right stands strongly with you. And you know if the person to your right stands strongly with you it makes a perfect circle.

So I would ask, and I know we are spread out, and it is unfortunate that many of our members have left, but I would ask that we come together and that we grasp the hand of the person to your right, and that we let this symbolic handclasp symbolize our solidarity and unbroken chain that binds us one to the other at every work site, in every town and every village, and every city throughout the United States, throughout Canada, and throughout the free world. And that those who look back fifty years from today will be able to say about us that we had the vision, the guts to do whatever was necessary to leave them a little better Union than we found.

Join me in saying to this we pledge.

... The entire delegation responded, "To this we pledge" ...

PRESIDENT BAHR: Now, if you would be seated, we want to show the slide presentation.

... A very thrilling and delightful slide presentation depicting the highlights of the 50th Anniversary CWA Convention was shown to the Delegates, including a panoramic view of the Convention Delegates during the three days of the Convention, which was followed by prolonged applause...

PRESIDENT BAHR: The 50th Annual Convention of the Communications Workers of America is adjourned. God bless you all. (Applause)

... The 50th Annual Convention of the Communications Workers of America adjourned, sine die, at eight-seven o'clock, p.m. ...

... The following announcement was presented to the Reporters for inclusion in these proceedings:

The "Three-for-a-Dollar" raffle of Local 9505, Arcadia, California, was won by Lupe Garcia. She is donating her winnings to the AIDS project. ...

... The following communications, which had been received by the 50th Anniversary Convention of the Communications Workers of America, were presented to the reporters for inclusion in these proceedings as follows:

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, N.W.
Washington, DC 20006

Dear President Bahr:

The Labor Council for Latin American Advancement (LCLAA) conveys a message of solidarity and good wishes to the men and women workers represented by the Communications Workers of America (CWA) on the occasion of your union's 50th Annual Convention, scheduled for October 29, in New Orleans, Louisiana.

As you are aware, LCLAA is the Hispanic arm of the AFL- CIO created for the specific task of promoting and enhancing the social and political advancement of all Hispanic workers, whether union members or not.

I take this opportunity to thank you and the CWA for the invaluable assistance and support you have rendered to LCLAA since its inception. Specifically, we express our gratitude to you, your predecessor Brother Glenn Watts and to Secretary- Treasurer Jim Booe for your unbending support over the years. In addition, we are thankful for the contributions that CWA leaders such as Rudy Mendoza and Frances Valencia have made to LCLAA's development and advancement as members of our National Executive Board.

Again, congratulations and best wishes for a successful 50th Annual Convention.

Saludos y buena suerte!!

Fraternally yours,

J.F. Otero
National President
Labor Council for
Latin American Advancement

Mr. Morton Bahr, President
Communications Workers of America (AFL-CIO, CLC)
1925 "K" Street, NW
Washington, DC 20006

Dear Sir and Brother:

On behalf of the entire membership of the Glass, Molders, Pottery, Plastics & Allied Workers International Union, I am deeply pleased to extend fraternal greetings to the 50th Annual Convention of the Communications Workers of America.

This historic Convention, which marks the 50th anniversary of the founding of the CWA, provides you, the delegates, with a great opportunity. Through the exchange of views and open discussion of issues your organization can create policies and programs that will improve lives of CWA members and will strengthen our society. We in the GMP are confident that your Convention will meet with many successes.

As you know, the GMP has worked with your great organization on many issues of major importance. We look forward to future efforts of mutual concern.

At this key time, when Labor has the chance to help fashion a more just and more prosperous America, we salute you and send our best wishes in the true spirit of solidarity.

With kindest personal regards, I am

Sincerely and fraternally yours,

James E. Hatfield,
International President
Glass, Molders, Pottery, Plastics &
Allied Workers International Union

Morton Bahr, President
Communications Workers of America
1925 K Street, N.W.
Washington, D.C. 20006

Dear Morty,

Congratulations on the 50th Anniversary of the Communications Workers of America. I want to extend my greetings to your union which has such a long history of solidarity and struggle on behalf of working people.

Despite eight tough years of attacks by the Reagan Administration, CWA remains a progressive force in the labor movement. I look forward to 50 more years of hard work and success by CWA in fighting for basic labor rights and good jobs at decent wages.

Sincerely,

Mike Lowry,
House of Representatives
Seventh District, Washington
Washington, D.C. 20515

Secretary -Treasurer, CWA
1925 K Street, N.W.
Washington, D.C.
U.S.A.

Dear Brother:

Fraternal Greetings. On behalf of my union and myself, I send our felicitation on the occasion of your 50th Convention.

We salute you for your courage in the fight for social justice for your members and workers worldwide.

Aluta Continua.

Yours fraternally,

for Precision, Electrical and Related
Equipment
Senior Staff Association
J.A. Kolawole, General Secretary
Lagos, Nigeria

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, NW
Washington, D.C. 20006

Dear President Bahr:

We would like to take this opportunity to extend the best wishes of the Maritime Trades Department, AFL-CIO, to the Communications Workers of America for a most rewarding convention.

The Communications Workers of America has made splendid progress in improving the working conditions of its membership and through the hard work of its leadership and members have gained many fine achievements which all those affiliated with the Communications Workers can be justly proud.

We are happy to have your organization affiliated with the MTD, and on this occasion of your 50th Annual Convention, we trust that you will have the best of luck and success for the important work you plan to undertake at the convention.

With best wishes and kind personal regards, we are

Sincerely and fraternally,

Michael Sacco, President
Jean F. Ingrao, Executive Secretary-
Treasurer
Maritime Trades Department AFL-CIO

MORTON BAHR, PRESIDENT CWA
THE FAIRMONT HOTEL
UNIVERSITY PLACE
NEW ORLEANS, LOUISIANA
AUGUST 29, 1988

DEAR PRESIDENT BAHR:

ON BEHALF OF THE BOARD, OFFICERS AND STAFF OF THE DEPARTMENT FOR PROFESSIONAL EMPLOYEES, I SEND GREETINGS AND BEST WISHES FOR A SUCCESSFUL CONVENTION. AS A FOUNDING MEMBER OF THIS DEPARTMENT TEN YEARS AGO, CWA HAS BEEN A CONSTANT SOURCE OF WISE COUNSEL, ACTIVE SUPPORT AND INSPIRATION NOT ONLY FOR HIS DEPARTMENT BUT FOR THE ENTIRE LABOR MOVEMENT.

CWA WAS IN THE FOREFRONT OF THOSE IN LABOR WHO RECOGNIZED THE GROWING IMPORTANCE OF PROFESSIONAL TECHNICAL AND SALARIED EMPLOYEES IN THE AMERICAN WORK FORCE AND TO THE LABOR MOVEMENT. THE CWA HAS REPEATEDLY LED THE WAY TO THE INNOVATIVE IDEAS AND PROGRAMS NECESSARY TO ORGANIZE AND SERVICE THIS RAPIDLY GROWING AND CHANGING SEGMENT OF THE WORK FORCE.

FULLY COGNIZANT OF BOTH THE PROBLEMS FACING OUR SOCIETY, AND THE POWER OF SOLIDARITY, CWA HAS DEVISED AND LED PROGRAMS WHICH RALLY UNION MEMBERS AND COMMUNITY SUPPORT TO ADDRESS THOSE PROBLEMS. JOBS WITH JUSTICE, THE SPREADING COALITION WHICH IS DRAWING UNIONS AND ALLIED GROUPS TOGETHER ACROSS AMERICA, IS ONE SUCH EXAMPLE. CWA HAS RECOGNIZED THAT THE SPIRIT OF SOLIDARITY HAS BEEN BEHIND EVERY ACHIEVEMENT OF WORKING PEOPLE. THROUGH ITS ACTIONS IN THIS DEPARTMENT AND ELSEWHERE, IT SERVES AS AN EXAMPLE OF SOLIDARITY AT ITS BEST.

ON THE OCCASION OF ITS 50TH CONVENTION, DPE CONGRATULATES CWA FOR ITS INNOVATIVE AND PROGRESSIVE WORK AND LOOKS FORWARD TO MANY MORE YEARS OF WORKING TOGETHER IN SOLIDARITY.

SINCERELY AND FRATERNALLY,

JACK GOLODNER, DIRECTOR
DEPARTMENT FOR PROFESSIONAL
EMPLOYEES

Mr. Morton Bahr, President
Communications Workers of America
Fairmont Hotel
123 Baronne
New Orleans, Louisiana

Dear Morton:

I'd like to warmly welcome you and the members of the Communications Workers of America to the Crescent City.

I am delighted that you have chosen New Orleans to celebrate your 50th Anniversary and I wish you the most successful convention. I hope that you will find time to fully explore all that New Orleans has to offer. I would also encourage you to venture into my district, south of New Orleans to the Gulf of Mexico, where the Bayous, swamps, good food, and cajun hospitality await you. If there is any way that I can make your stay more enjoyable, please don't hesitate to call on me.

Again, please accept my congratulations on your 50th Anniversary Convention. Laissez le bon temps roulez.

Yours very truly,

S/ Billy Tauzin
Member of Congress

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, N.W.
Washington, D.C. 20005
U.S.A.

Dear Colleague Bahr,

On behalf of communication workers in Australia, I wish to congratulate you, your officers, the delegates assembled at your convention in New Orleans, and the 700,000 members of the Communications Workers of America in this historic 50th year of your organization.

The Australian Telecommunications Employees Association has special regard for the energy and endeavor demonstrated by the CWA, both in the international sphere, where we frequently meet in the councils and the committees of the Posts Telegraphs and Telephone International and in the U.S. where the CWA has provided valuable information and most gracious hospitality to our visiting delegations.

One half century ago delegates, meeting as you are in New Orleans, created a landmark in the organization of labor in the United States of America that became an example to communication workers across the world. We, in Australia, are proud to be associated with the CWA in working together toward the betterment of the living standards of workers everywhere.

In conclusion, the ATEA wishes the conference all success in its deliberations in the pursuit of the enhancement of the lives and lifestyle of working people.

Yours fraternally,

I. M. Musumeci,
Joint Federal Secretary
ATEA/ATPOA

Mr. Morton Bahr, President
C.W.A.
Washington, D.C.

Dear Colleague,

GOLDEN JUBILEE OF CWA

Your letter dated 28th June 88 brings the delightful news of completion of 50 years of the service rendered by your organization. In India, we designate the celebration of the 50th anniversary as a "Golden Jubilee."

The FNPO very warmly congratulates the C.W.A. on the struggles it has been waging with great determination to ward off injustices and advance the interests of the membership. Though several thousands of kilometers of distance may separate us, the hearts of my colleagues are with you.

In India, we had just turned the corner but once again a disturbing situation is developing. The problems here and in U.S.A. are not dissimilar except in the wage sector where America has taken strides.

The FNPO greets the Golden Jubilee convention and wishes it great success.

With deep regards.

Yours sincerely,

K. Ramamurti, Secretary General
Federation of National Postal
Organizations
New Delhi, India

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, N. W.
Washington, D. C. 20006

Dear Sir and Brother:

The more than four million building and construction trades workers of the United States and Canada join us and their sixteen General Presidents in extending to you and to the more than 3,000 delegates and alternates to the 50th Annual Convention of the Communications Workers of America, our most sincere wishes for a productive convention.

Your theme -- "The Union Makes Us Strong" -- could not be more appropriate at this period of history, where the joint cooperative efforts of the labor movement represent perhaps the best hope of the ordinary American and Canadian to achieve a life of security, dignity and opportunity.

We shall follow with great interest your discussions of important issues and the decisions your Convention makes. And, we heartily congratulate the C.W.A. on its 50th Anniversary.

With kind regards, we are

Sincerely and fraternally,

Robert A. Georgine, President
Joseph F. Maloney, Secretary-Treasurer
Building & Construction Trades Dept.
AFL-CIO

Mr. Morton Bahr, President
Communication Workers Of America
1925 K Street, N.W.
Washington, DC 20006

Dear President Bahr:

On behalf of the five million workers represented by the Metal Trades Department, AFL-CIO, I send our sincere congratulations to you, your fellow officers, and the 3,000-plus delegates assembled in New Orleans.

As you go about the business of your convention, may your minds go back to the founding of your union in 1938 and the many miles traveled and accomplishments that have been made by your union and the labor movement as a whole. God knows the fight and the struggles are still at hand, now more than ever in this election year. The answer for us must be "The Union Makes Us Strong."

May you all enjoy this golden anniversary of your founding and share in golden experiences and memories.

Fraternally yours,

Paul J. Burnsky, President
Metal Trades Department, AFL-CIO

Korean Federation of
Communication Trade Unions
10th Floor, Central Telephone Office Bldg
21, 1-ka, Chungmu-ro, Chung-ku
Seoul 100, Korea

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, NW
Washington, DC 20006

Dear Brother Bahr,

We were very pleased to receive your letter of June 28, informing us that your union will hold its 50th Annual Convention on August 29 to September 1. On behalf of our union, Korean Federation of Communication Trade Unions, we would like to extend to your delegates and you our heartiest congratulations on this special Convention.

We are convinced that your delegates and you will make meaningful decision for the next bargaining negotiations for your members through this year's convention. Even though we live and work in different parts of the world, we believe firmly that our ambitions and dreams are joined in a united effort to better the living standards of workers everywhere.

We hope that both Union's solidarity will be more strengthened than ever.

Sincerely yours,

Choi, Sang-Yong, President
Park, Soo-Keun, Advisor

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, N.W.
Washington, D. C. 20006

Dear Brother Bahr:

On behalf of its 32 affiliated international unions representing some 4 million federal, postal, and state and local government workers, the AFL-CIO Public Employee Department extends warm fraternal greetings to the officers and delegates assembled in the 50th Annual Convention of the Communications Workers of America.

Your meeting this year comes amid some of the most formidable challenges ever to face the labor movement. Our nation has seen years of reactionary leadership assault workers' interests, seeking to subvert our basic collective bargaining laws and turn them into useless instruments.

Yet, even in this climate, the Communications Workers of America has managed to meet the challenge, undaunted in its struggle to protect the interests of its members as well as those of all American workers. We salute you and take this opportunity to express our appreciation for the support and helpful role played in PED affairs by your union. Such cooperation is essential to a strong labor movement. It has allowed us to safeguard our successes and will be vital for expanding the protections of collective bargaining to all our brothers and sisters in both the private and public sectors.

Our hearty good wishes for a most successful convention.

Fraternally,

Al Bilik, President
John F. Leyden, Secretary-Treasurer
Public Employee Department, AFL-CIO

Mr. Morton Bahr, President
Communications Workers of America, AFL-CIO, CLC
1925 K Street, NW
Washington, D.C.

Dear Mr. Bahr:

For half a century, your union, the Communications Workers of America, has been a bulwark in the fight of working men and women to achieve rights and dignity. It is my very great pleasure to express the warmest, most sincere congratulations and greetings of the National Association for the Advancement of Colored People to the CWA on this milestone, and to extend fraternal greetings to all in attendance at your 50th Annual Convention.

Strong ties of common purpose long have bound the great movements of organized labor and civil rights. Together, our adherents often marched shoulder to shoulder in the struggle to create a more open society. We, too, understand that "union makes us strong."

Best wishes for a successful convention.

Sincerely,

Benjamin L. Hooks,
Executive Director
NAACP

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, NW
Washington, DC

Dear Morty,

It is with great pleasure that I send my greetings and best wishes to all of the delegates on the occasion of the 50th Annual Communications Workers of America Convention in New Orleans. I understand that it is especially noteworthy because you are meeting in the city where CWA members gathered for the very first national convention fifty years ago.

Nearly 100 of my colleagues in the House have joined with me to co-sponsor HR 2828, legislation that would give qualified former employees of AT&T the Bell operating companies, or their respective subsidiaries, the first opportunity to fill any eligible positions that become available in the industry. This bill goes a long way to recognize that our nation's ability to compete in the international marketplace starts with the skill and commitment of experienced workers. We have that skill and the commitment right here--in you, the Communications Workers of America.

Thank you for all of the efforts you have made on behalf of the legislation. Time is short in this Congress, but I will re-introduce and support the Telecommunications Employees Protection Act again during the 101st Congress.

I am sorry I can't be with you in person, but I would like to wish you a successful 50th Annual Convention.

Sincerely,

Al Swift,
Member of Congress

Mr. President,

On behalf of the Swedish National Union of State Employees, representing more than 200,000 members working in the public sector in Sweden, I want to convey our most sincere congratulations to your Union, its members, representatives and convention delegates celebrating 50 years of trade union work for the workers in telecommunications and in related industries.

In the USA as well as in other countries, the aim of this political fashion of so-called liberalization has been to introduce even more of short-term profit rather than concern for fairness and justice by allowing everybody access to communication services regardless of their wealth or the part of the country in which people live.

At a time when the employers are more eager than ever to tear down the boundaries, reduce the influence of the trade unions, split them up and wipe them out from the workplaces, and at a time when governments are eager to sell out public-owned companies, privatizing the main parts of public services in most Western countries, attacking labour codes and workers rights by deregulation, the international trade union solidarity within PTTI is more important than ever.

There are, without doubt, great but I hope realistic expectations in the Swedish trade union movement that the right wing administration now in power in the USA will come to an end.

With these words I want to take the opportunity to address your 50th Annual Convention, expressing the solidarity of our Union with our sisters and brothers in the USA. We hope that your coming bargaining negotiations will be successful and that the result of the United States Presidential Election will implement a policy of general welfare, better workers and union rights, and the people's right to a decent environment.

Our best wishes for fruitful deliberations and a successful convention.

Curt Persson, President

Swedish National Union of State
Employees
Statsanstalldas Forbund