

Proceedings and Index of the 52nd Annual Convention - 1990

TABLE OF CONTENTS

MONDAY MORNING SESSION

Call to Order
Welcome Remarks—Marjolaine Botsford, Canadian Coord.
Invocation by Reverend Patricia Lisson
Presentation of Colors
Welcome Addresses—
 Councillor Michael Walker
 Julie Davis
 Jan Pierce
Remarks—Mrs. Karen Horgan
Presidential Address—Morton Bahr
Address—Fred Pomeroy, President, CEW of Canada
Address—Shirley Carr, President, CLC
Rules of the Convention
Report of Credentials Committee
Report of Resolutions and Rules Committee
Recess

MONDAY AFTERNOON SESSION

Call to Order
Report of the Secretary-Treasurer James B. Booe
Report of the Defense Fund Oversight Committee
CWA Defense Fund Members' Relief Fund Rules
Recess

TUESDAY SESSION

Call to Order
Invocation—Rabbi Howard Markose
Report of Resolutions Committee (continued)
Address—Philip Bowyer, General Secretary, PTTI
Report of the Constitution Committee
Address—Richard Trumka, President, United Mine Workers
Report of the Director of Organizing, Larry Cohen
Presentation of Organizing Awards
Report of Resolutions Committee (continued)
Motion re: Constitutional Amendment No. 6
Recess

WEDNESDAY MORNING SESSION

Call to Order
Invocation—Reverend John E. Facey

Executive Vice President M.E. Nichols
Address—Joy Langan (Member of Parliament)
Finance Committee Report
Executive Vice President Barbara Easterling
Savings and Retirement Trust Report
Address—Elizabeth Glaser, Pediatric AIDS Foundation
Resolutions Committee Report (continued)
Appeals Committee Report
Recess

WEDNESDAY AFTERNOON SESSION

Call to Order
Resolutions Committee Report (continued)
Newsletter Awards
Resolution—AT&T Bargaining Strategy
Memorial Service
Motions from the Floor
Resolution—City of Hope
COPE Awards
Resolution—South Africa
Closing Remarks—President Bahr
Adjournment
Communications
Speakers' Index

MONDAY MORNING SESSION

June 11, 1990

The Opening Session of the 52nd Annual Convention of the Communications Workers of America, AFL-CIO, CLC, held at the Metro Toronto Convention Centre, Toronto, Canada, June 11, 1990, convened at nine-thirty o'clock, a.m., Temporary Chair Doug Grey, President, Toronto Typographical Local 91, CWA Local 14030, presiding.

TEMPORARY CHAIR GREY: Delegates, please be seated. We have a very full agenda this morning, so I want to ask all of you to take your seats at this time.

The 52nd Annual Convention of the Communications Workers of America will now come to order. Good morning. Welcome to Toronto and District 1, and welcome to our first Canadian convention. My name is Doug Grey, and I am President of Toronto Typographical Local 91, CWA Local 14030. (Applause)

I have the honor of serving as your Temporary Chair for this morning's session. Now, you wouldn't know you were in Canada if you didn't hear something said in French, so I would like to call upon Marjolaine Botsford, our Canadian Office Coordinator, to welcome you en Francais. Bon Jour.

MARJOLAINE BOTSFORD (Canadian Coordinator): Bon Jour.

... Ms. Botsford expressed greetings to the convention in French, and those remarks translated into English are as follows:

Good morning. It is with pleasure that we warmly welcome you to Canada and most particularly to the City of Toronto, which is the location of our 52nd Annual Convention of CWA, and our first one to be held in Canada.

During this week, your Reception Committee will have a booth at the entrance of the Convention Centre for the purpose of answering your questions and in order to make your visit as

pleasant as possible. We hope that your stay will be very enjoyable as well as productive.

Have a fine visit. Have a good convention (Applause)...

TEMPORARY CHAIR GREY: Merci beaucoup. (Applause) As is our custom in CWA, we will begin our Convention with a prayer. I would like to call upon Reverend Patricia Lisson of the Davenport-Perth United Church of Toronto to lead us in the Invocation. Please remain standing after the Invocation. Reverend Lisson.

REVEREND PATRICIA LISSON (Davenport-Perth United Church, Toronto, Canada):
Good morning.

Just to give you a little context from which I come and what I do in my work, I am a Minister of the United Church of Canada, but I do not preach every Sunday morning. I am affiliated with a congregation in the west end of the city. We are just redeveloping our property and sharing our space with the neighborhood center. So we deal with health care and with senior citizens, with youth and with family and young moms and children.

So, my work is very diverse, and I am glad to be here this morning.

I would like to share with you this morning a story about a village, and that village was situated along a beautiful river, a nonpolluted river, I might add. Many of the villagers went out and wandered along that river for recreation and spiritual growth and just to have a lot of fun. As they were wandering one day, a group of them noticed there was a baby floating in the river. Immediately somebody dived in and rescued the baby. They took the baby off to the village and cared for it and loved it and it stayed with them.

Two weeks later they were walking again along the same river and saw another baby floating in the water. And again the same thing happened. This began to happen on a regular basis. Every day somebody was finding a baby in the water.

Well, a group of people got together and formed a committee, as we all do, and began to study the issue. They set up a royal commission on the subject. They decided that they needed to be by the river to rescue the babies, and, as time went on, more and more babies appeared in the water. It was not only every other week; it was every week and then every day and then three or four times a day.

So they put people along the river, to station them along the river so that they might notice when the babies are starting to come down the river so they could get them and fish them out of the water more quickly.

This happened more often and of course they became more and more busy setting up systems to care for these babies, to adopt the babies, and they became so concerned about rescuing the babies out of the water.

It became such a large problem that they couldn't handle it, and babies began to slip by and people became very nonchalant about these babies that were drifting by and nobody to rescue them.

Finally, somebody said, "Why are these babies in the river? Where are they coming from?" And everybody was so busy caring and setting up systems that they didn't bother asking the question and they couldn't deal with that question at this point. So these babies kept coming and person kept saying, "Why don't we go to the top of the river and find out why the babies are in the water?"

Nobody would listen. They continued to set up more complex systems and social service networks to deal with the babies in the water. But nobody wanted to get to the root cause of why and how and where the babies were coming from.

And as I think of Toronto today, and most of you are not familiar with our city and our social issues, but I am sure you have read about Meech Lake and some of our national issues. One of

the things from a community worker's perspective and from a religious person's perspective is that we need to get to the root of the cause.

In Toronto we have 3,000 homeless people a night on our streets. In this beautiful city of wealth, we have homeless people wandering around. We have huge numbers of people at our food banks, in this rich country of Canada, that go to bed hungry.

That is why we need to go back to that root cause. As you gather here today, to consider your work of your Union, consider how you are going to address the needs of your brothers and sisters within the Union, you need to ask the question of why do we have the problems and how are we going to address them. How are we going to be inclusive; how are we going to include racial minorities; how are we going to include women, the disabled, and are we really going to take them seriously and give them power?

As we think of those babies floating down the river, we do have a mandate, we do have the order, if you want to call it that, to address our brothers and sisters, whether we like it or not, because we are human beings gathered together today as one group of people. Let us pray.

Living God, loving God, we thank You and we praise You for the power of Your presence here in our midst for this opportunity to come together to affirm our identity and to celebrate our common hope. We thank You for the quality of achievement that is represented here among all peoples, among women, racial minorities, physically disabled, for the many diverse people that continue to contribute toward the building of a better world.

Pour out Your spirit upon us. We pray for all members who are not here because of illness, injury on the job, and we pray that they may be strengthened and held and that our prayers may touch them and they may know that we are thinking and concerned about them and that our love and warmth will surround them and help in the healing process.

O, God, we come before You with the concern of our country, the concern of our world. Be with our leaders as they deliberate the needs of our country. Impress upon them that a good deal is based on compassion and justice, not on profits or corporate power; that people must be the prime concern.

O, God, we come before You with the concerns of our global community. We pray for the worn, torn parts of our community, asking for ways of resolving the trouble and seeking peace. We pray for the homeless and the hungry, that they might be more involved in finding the root cause and demand change in the system so that our sisters and brothers share adequate food and shelter.

O, God, as this meeting continues, pour out Your spirit, wisdom and compassion and love on all of these people gathered here today. Confirm and strengthen their visions. Be the hope that sustains us in these changing, challenging times. Be with all of those people who faced the strike situation this year in the United States and struggled so hard to make ends meet. Encourage and challenge the governmental system in the United States and the corporate system so that they consider health care as an important and necessary and right issue; that health care is not a fringe or a frill, but it is a human right of all people.

God, be with all of us as we reach out and touch our brothers and sisters and show them and care for them and experience the love that God has given us.

God of our foremothers and of this world, forever and ever, Amen.

TEMPORARY CHAIR GREY: Thank you, Reverend Lisson. Please remain standing as we prepare for the presentation of the Colors and the singing of the Canadian and U.S. National Anthems.

Donna Ludolph, Secretary in the Printing, Publishing and Media Workers' Sector office in Washington, D.C., will lead us in singing "O, Canada" and "The Star Spangled Banner." Our Colors will be presented this morning by the Metro Toronto Police and Pipe and Drum Band. We

will now have the Presentation of the Colors and the National Anthems. Please remain standing until the Colors are retired.

... The colors were posted as the Metro Toronto Police Pipe and Drum Band played their bagpipes, and the Color Guard retired ... (Applause)

TEMPORARY CHAIR GREY: I was just going to say please join me in a round of applause for the Metro Toronto Police Pipe and Drum Band and to Donna for a great job in getting our convention off to a rousing start.

An enormous amount of planning and hard work have gone into our efforts to make this week a memorable and enjoyable one for you. Our Host Committee has been working overtime to ensure this convention's success.

I want to take just a moment to recognize the members of the Toronto Typographical Local 91 Host Committee. The Committee members are:

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

Secretary-Treasurer Bryan Bennett
Howard Breen-Needham
Charles Cassity
Derek Gillingham
Jim Kilpatrick
Susan Meuer
Tom Ryan
Gary Mirchell
George Lewis

Please take a minute and show the Host Committee our appreciation for their work with a nice round of applause. (Applause)

Throughout the week the Host Committee will be available to answer your questions and help make your stay in Toronto as enjoyable and pleasant as possible. Just stop by their booth in the lobby if you have any questions.

On Tuesday night the Host Committee will sponsor a dance in the Royal York Hotel, the Canadian Room, from nine p.m. to one a.m. This is always one of the social highlights of our Convention, and this year will be no different.

Tickets are \$15 per person and can be purchased at the Host Committee booth.

Please help me welcome our next speaker, Councillor Michael Walker, representing the City of Toronto. Michael. (Applause)

A very significant event occurred this weekend. We still have the country of Canada. We are very proud of that, Brothers and Sisters. (Applause)

We are also very proud that your International Union, the Communications Workers of America, chose this wonderful city to hold its 52nd Convention.

The City of Toronto has been called many things and it has many problems, but it is also a successful city. It is a city that we are proud to say works. We do have problems with the homeless. We very much do have an affordable housing problem. But, overall, it is a city that works.

The exchange rate at the moment is not too advantageous to you as Delegates. I wish it was a little higher for the American dollar so you could buy more Canadian goods. Unfortunately, that is not the case right now.

This is a city that has made a bid for the 1996 Olympics, along with the City of Atlanta,

Georgia. (Cheers and laughter) I want you to know, Delegates, Brothers and Sisters from the State of New York, that your state and various organizations have endorsed the City of Toronto's bid for the 1996 Olympics. We think we have the best bid, and we are very optimistic we will be successful in winning that bid in 1996.

The city has a lot going for it, and I hope that in your stay in the city you go out and enjoy it and meet the people. Say hello to the police officer on the corner. Ask directions of the citizens. They will be friendly and will give you those directions.

Again, in your deliberations over the next several days, I hope you make decisions, and I expect you will make decisions, Mr. Bahr and Delegates, that are in the best interests of your International Union and the various Locals that you all represent, starting with Local 91 in Toronto.

Brothers and Sisters, stay together, and through these hot moments, stay loose. Thank you very much. (Applause)

TEMPORARY CHAIR GREY: Thank you, Councillor Walker.

It is with great pleasure that I introduce our next speaker. Julie Davis brings a wealth of activism and trade union experience to her position as Secretary-Treasurer of the Ontario Federation of Labour, the Province's central labor body.

Julie's rise through the ranks of the Labor Movement is highlighted by a series of firsts-- she was the first clerical staff person with the Canadian Union of Public Employees to become a service rep, CUPE's first woman health care coordinator, and one of the first women elected to the OLF Executive Board.

She is also an executive member of the Provincial New Democratic Party, chairs the Operations Committee of the Pro- Canada Network, and is a member of the Board of Directors of Toronto's Ryerson Polytechnical Institute.

Brothers and Sisters, please welcome OLF Secretary- Treasurer Julie Davis. (Applause)

SISTER JULIE DAVIS (OLF Secretary-Treasurer): Thank you, Brother Grey. Brother Bahr, Delegates and Guests, good morning, and on behalf of the Ontario Federation of Labour, it is indeed a pleasure to welcome all of you here to Toronto.

Councillor Walker forgot to tell you about a local ordinance that we have here in the City of Toronto, and that is that all visitors must, and I want to underline the word "must", support and root for the Toronto Blue Jays while you are inside our fair city. (Laughter)

And to our Brothers and Sisters from across Canada and the United States taking part in this, the CWA's 52nd Annual Convention, I also would like to extend a special welcome to the Province of Ontario. As Canada's largest provincial federation of labor, the OLF represents some eight hundred thousand unionized working men and women, and the relationship between our federation and your Union is long and historic.

You should all take pride in knowing that your Union, the CWA, was a charter member at the OLF's very first convention. back in 1957. As a matter of fact, the CWA has roots in the Ontario Labour Movement, which reach all the way back to the late 1800s. It was Brother Grey's local, the Toronto Typographical Union Local 91 which spearheaded the fight for a nine-hour workday when they went on strike here in Ontario in 1872. This was a time when few strikes were ever won, and most unions were unable to provide any kind of support to striking locals.

But you will be happy to know that the striking Printers and Bookbinders were eventually victorious. But not before the entire executive committee of the Toronto Typographical Union was arrested and charged with seditious conspiracy, a charge I am sure some governments would still like to be able to use today.

While this may seem outrageous by today's standards, it is precisely the type of incident

which serves to remind us what life was really like for working people back then.

The laws of the day left little room for confusion-- workers were forbidden to form organizations which sought to lessen or alter the hours of work, obtain an advance in wages, or quit work before the work is finished-- and I am quoting.

It was largely as a result of that strike by Local 91, your affiliate, that the law was finally changed.

As a bit of a footnote, the strikers settled for a 54- hour week, at a weekly rate of \$10, with premium pay for overtime. Before the year was out, the twelve largest printing shops in Toronto were employing Union workers at Union rates.

The Communications Workers of America has clearly forged a place for itself as an influential supporter of social and economic reforms.

A modern day example of this is the CWA Minority Caucus, which held its conference here in Toronto a couple of days ago. And I am pleased that our Federation of Human Rights Director, Sister June Becock, and a lot of the material we are preparing here in Ontario was in fact used by your Caucus.

In their struggle to win fair and equal treatment from employers for Black, Hispanic and other minority groups, the Caucus illustrates what can be accomplished when like-minded trade unionists work toward a common objective.

What better occasion than this, your annual Convention, where Union brothers and sisters from across Canada and the United States gather to exchange ideas, to debate, socialize, renew old friendships and chart the CWA's direction for the 1990's, to reflect on the relationship between our two great countries.

As many of you know, it is a relationship that is constantly changing and constantly being redefined. About a year and a half ago it underwent a profoundly significant change when the Canada-U.S. free trade agreement went into effect. The bitter debate that preceded the implementation of that trade deal pitted the Labor Movement and other fair-minded organizations in Canada against the right-wing government of Brian Mulroney in Ottawa. I would like to make it very clear to you, our Brothers and Sisters from the U.S., that our struggle was never against you. Our struggle was against the corporate interests in both countries, because we know whenever governments bow to the corporate interests, all workers get hurt. It doesn't matter whether you are in Canada or the United States. (Applause)

And our message throughout that debate, and it has been one substantiated throughout the events of the last year or so here in Canada, was that the Conservative government was going to lay the groundwork of power in corporate hands. And now, as we embark on this, the final decade of the 20th Century, it has become starkly evident that big corporations have taken firm control of the Mulroney government.

Now I would also like to say to those of you who are here today from Ontario, that the same thing can be said of the Peterson Liberal government, and for those of you who have been following the Meech Lake debate, please don't be fooled by David Peterson's Captain Canada's act. He is every bit as much in the hands of the powerful big money interest as is Brian Mulroney.

But I am also here to tell you today, brothers and sisters, that working Canadians' opposition to the corporate agenda has reached the boiling point. Canadians are fed up with the government, which seems content to transfer more and more of the government tax burden onto the shoulders of low and middle income earners, and also the overwhelming response we received from the public as to the Goods and Services Tax is evidence of this.

With the help of a broad-base coalition of community groups we were able to get 2.2 million Canadians to register their opposition to this regressive new tax, over one million of them here in the Province of Ontario, and this was just over a three-day period.

And as they have always been, trade unionists are the front and center in the struggle for economic and social justice.

So in closing, let me say, I know you have your work cut out for you this week, and I also know there will be frank and open discussion about the issues facing all of us as trade unionists: issues like rising health care costs, of concern to everyone, but particularly to you, our American brothers and sisters, who do not have the benefit of a universal health care program. And with health care premiums in some U.S. states now costing workers hundreds of dollars a month, I have no doubt this issue will continue to be a major issue at the bargaining table.

To the Convention organizers and to the CWA leadership, let me congratulate you for undertaking what I know from personal experience to be a monumental task. I hope that everyone gets the chance to taste the sights and sounds of our marvelous city. Toronto truly does have something for everyone, and I am sure it will live up to your expectations. And in the case of our prices, it is likely going to vastly shock them. This is our government's way of making sure that we don't drink too much. If you keep the price of liquor high, then people won't drink very much.

So on that note, let me close by wishing you the best of luck with your Convention. I know your proceedings will be guided by a spirit of solidarity.

Thank you, and once again, welcome to Toronto. (Applause)

TEMPORARY CHAIR GREY: Thank you, Julie.

When we came into CWA in 1987, I was a little concerned about the way we would be received. As a Local President from another country, coming from the Printing, Publishing and Media Workers Sector, I wondered how we would fit in. Well, from day one our next speaker, District 1 Vice President Jan Pierce, made it clear that we had a home; that, in fact, we are all one family in CWA. Jan has been an active member of CWA since his first days on the job with the old Bell System back in 1956. Over the years, he has held virtually every job possible in his local, from steward to President. He served as an International Representative, Area Director, Assistant to then District 1 Vice President, a guy named Morty Bahr, and then Jan was elected to succeed Morty as our Vice President in 1985.

For over 25 years, Jan has been leading the ranks of those of us fighting for workers' rights and social and economic justice. He stands for organizing, for progressive trade unionism, and for building our union from the bottom up.

It is with a great deal of pride that I present to you the Vice President of District 1, Jan Pierce. (Applause)

VICE PRESIDENT JAN PIERCE (District 1): Thank you very much. Reverend Clergy, Counselor Walker, Julie Davis and the Host Committee, I would like for you to join with me once again in showing our appreciation for the Canadian hospitality that was exhibited last evening at the reception, brought to us by that wonderful Host Committee, chaired by Doug Grey. (Applause)

Doug Grey was very kind and generous to share the credit for that reception and putting this convention together with District 1. Let me confess that District 1 and Don Grey and Local 91 is responsible for everything that has gone down so far, and I think it is a tremendous start. Thank you very much, Doug. (Applause)

Let me, at the very outset, attempt at least partially to settle a very, very big debt, a debt of gratitude. On behalf of the District that I am so deeply honored to lead, let me say thanks to all of you for being there during the very difficult and bitter strike against NYNEX. When we talk about the NYNEX strike, it sounds like a battlefield report: 300 hospitalized, 300 arrested, 137 suspended, 90 dismissed. It cost our members \$500 million in lost wages. It cost the union \$27 million. Families were destroyed, finances were devastated, and one member was killed.

But with the exception of the death of Jerry Horgan, it was worth it because, damn it, we won. (Applause) And I mean all of us, all of us: NYNEX, District 1, the entire Union and the entire Union Movement, we won a tremendous victory for all of those forces.

Now, let me say a few words about Jerry Horgan. He was a very, very special guy. I described him before as a guy who could purr when he spoke, but he could roar like a lion. He had a smile that could warm you, but it could also warn you. He was a chief steward of our Westchester Local 1103, a Marine, a volunteer fire fighter, a member of a rescue squad. He was the son of Audrey Horgan, 67 years old, husband of Karen Horgan, 34 years old, daddy to two small baby girls, Christine, 3, and Danielle, a year and a half.

To all of us, he was our brother. When thinking of Jerry, we found the words of E.G. Vance most appropriate. He wrote, "Once in awhile, we meet someone who stands out from the rest of the flock, someone who flies higher and faster and farther than we ever thought possible, and helps us do the same." Jerry, in his much too short life, taught us how to live, and in his death he taught us the true meaning of dedication, commitment and sacrifice.

There are but two journeys in this marvelous path called life. One path promises fame and fortune, power and prestige. Then there is the path less traveled where one is always helping others, lending a hand, caring, compassionate, the path that Jerry chose. For them, God has reserved a special title, one bestowed on Jerry Horgan on August 15, 1989. He was and always will be his brothers' and sisters' keeper.

Now, let me tell you a few things about the Horgan family. I mentioned Jerry's mother, Audrey. She is 67 years old, slightly frail, a beautiful person. Shortly after we buried Jerry, she was driving her car and came upon three big lineman cable trucks. She pulled over, found a piece of paper in her purse and a marking pen, and hand-made a picket sign and started walking around those trucks. A scab walked up to her and said, "Lady, you had better get out of here. You could get killed."

She said, "It doesn't matter. You killed my son." And she stopped that job. (Applause)

Jerry's widow, Karen, she must be all of 100 pounds, shortly after Jerry's death, had the little girls in the car, and she saw a telephone truck on a job being done. With one baby in her arms and the other holding her hand, Jerry's picket sign on her back, she walked up to the job and a scab said, "What are you doing here, lady?"

She said, "I am walking the picket line. I am Karen Horgan. I am Jerry's wife." She shut that job down. (Applause)

Now, think of it. Think of it. Here's a family that has every right to be bitter. Instead, they are helping us to become better. Brothers and sisters, please help me in saying hello and thanks to Karen Horgan.

... The delegates arose and applauded at length as Karen Horgan came to the podium...

MRS. KAREN HORGAN: Thank you for having me here today. I just don't know how to begin to thank you for all the love and support that you have shown me and my family. The road has been a very difficult one, and at times I have felt that it was impossible to make it through another day. But it seems that at those times one of you were always there to take my hand and see me through.

When I think of unions, one word comes to mind, and that is family. I truly believe that you are my family. Thank you.

... The delegates arose and applauded ...

VICE PRESIDENT PIERCE: You know, when you consider the attitude of the Horgan family, after Jerry's death they marched with us in a New York City Labor Day parade. Shortly after we concluded the strike against NYNEX, the family joined us at the Miner's rally at the headquarters at Pittston in Greenwich, Connecticut. They were our guests at the recently concluded District 1

Conference. And just yesterday, when I ran into Karen, she asked me for the name and address of Doris Waterhouse. Doris Waterhouse is the widow of the Greyhound bus driver that was brutally murdered in Los Angeles. She wants to communicate with Doris, thinking perhaps they could help each other.

When you think of that attitude, it says a lot about us, that many of us perhaps fail to recognize or accept. Yes, it is important-- indeed necessary-- to be self-critical, to engage in debate and to air our differences. But it is equally important to appreciate our good points, our many virtues, our common goals, brotherhood and sisterhood. We should let one overriding principle guide us in everything, and that is that we are in this union cause together, and that all of our differences are superficial and meaningless and only the countless ways that we are alike really matter at all.

We are going to have a great convention. As tough as things may seem, and they are tough, there are some good things happening. In the 1980s they were ushered in with Union-busting, but we ushered them out with Union-building. And for any movement to survive it needs victories. And in 1989 we scored some major victories: The Mine Workers victory over Pittston, our victories in CWA both in the public and private sector, our victory in NYNEX.

The 1990s were also started with some important victories. The Machinists now have half their battle won. Frank Lorenzo is history. (Applause and cheers) The Transit Workers are beating and will be victorious against Greyhound. And District 4 just had a big win in Cincinnati. (Applause)

It is against this backdrop that we begin to prepare ourselves for a new decade in this convention. The 1990s will likely be the most challenging decade we have ever faced.

To meet this challenge we need a brand of leadership capable of inspiring commitment and bringing out the best in people, leadership that thinks long term, has political skills, a global perspective, creates change, affirms values and achieves unity.

Morty Bahr was raised in the depths of the Great Depression. He grew up knowing in his bones that Unions helped people.

There are many elements to this fascinating leadership. In his early years he learned valuable lessons from rough times. From his love of baseball he acquired competitive fire and a capacity to hit the ball out of the park. From his years as an organizer, he developed awesome debating skills and mastery of logic. From his family he learned the power of love.

He is a leader with a message, a mission, a vision, a vision based on the concept of family, a commitment for caring for others and each other, on an unselfish dedication to the development of a stronger Trade Union Movement, a fair, free and just society.

Brothers and Sisters, welcome our President, our leader, Morty Bahr.

... The entire delegation arose and applauded ...

PRESIDENT MORTON BAHR: Thank you. Thank you very much, Jan.

Chairman Doug Grey, my Colleagues on the Executive Board, Distinguished Guests and Brothers and Sisters: I know, when Jan and I went up to the wake after Jerry was killed, we were together, and as we walked into the funeral home, I said, "What kind of reception are we going to get?" because the obvious reaction, as Jan indicated, would be one of anger, frustration, perhaps a little bit of hate.

And the first one I was introduced to was Jerry's mother, who thanked me for coming from Washington. I think that gives you an indication of the kind of people Jan was describing to you.

I also want to share with you that the Trustees of the Joseph Anthony Beirne Foundation have voted and have already taken action, as Mrs. Horgan knows, to assure the college education of those two children. (Applause) And I couldn't think of anything that Joe would be

more proud of than for us to have done that.

But we meet in Canada at a time of great importance for Canadian citizens. As visitors, citizens and friends, we are all pleased that a solution that serves the best interests of all Canadians has apparently been reached. A united Canada is important to all North America.

We also meet in a country from whom we can learn much. Unlike the United States where quality health care is fast becoming a commodity of the rich, Canadians have quality health care as a matter of right.

Most Canadian workers can get Union recognition simply by demonstrating majority interest. When elections are held, they must be held within a week after the petition is filed.

And in Canada it is unlawful for an employer to permanently replace a striker. (Applause)

And so even though the Toronto Blue Jays are only half a game behind the Boston Red Sox, it is indeed a pleasure for all of us to be here this week.

In preparing these remarks, I recalled that it was 35 years ago, in 1955, when I attended my first CWA Convention as a delegate. Now, before you get your calculators out, I was only a kid. (Laughter)

But out of curiosity, I went back and reread the proceeding of that convention. I was struck by the many parallels of 1955 and 1989.

1955 was an intense bargaining year marked by several strikes, just as 1989. The most significant one was a strike against Southern Bell. Our members were forced to strike, not solely for economic gain but for principle, the right to honor a Union picket line.

For 72 days, with the support of our members and Long Lines and Western Electric, they stayed on the picket lines with solid unity-- a remarkable achievement considering that eight of the nine states where the strike occurred were "Right-to-Work", and they won.

In 1989, strikes also involved principally our right to quality and affordable health care benefits, benefits that we had negotiated over a period of years. And we won.

CWA members across the nation demonstrated courage and conviction in the finest traditions of our Union, just like in 1955.

In 1955, management used every trick in the book against us. They said we were bad people. They called our members hoodlums. They attacked us as vandals and saboteurs. And little did they realize they were saying these things about their own employees, the same people who would be selling and serving their customers when the strike was over.

Management used the same tactics against us in 1989. At NYNEX, for example, our members fought for 17 weeks to preserve their health care benefits, and I believe that for years to come this will be remembered as one of the great struggles of the Labor Movement

NYNEX management followed the same old script. They took full page ads offering \$100,000 reward for information leading to the arrest and conviction of cable cutters and other vandals, all the while implying it was their own employees.

And I tell you, that no matter what the provocation, CWA members are not and never will be hoodlums. (Applause)

The unity between CWA and the IBEW in the NYNEX strike reflected the close working relationship we developed last year. Never again, no matter how hard they try, will any management split CWA members away from their IBEW brothers and sisters. (Applause)

In 1955, our Defense Fund was deeply in debt. We went into our Convention owing \$8 million. But, delegates, after debate, voted to impose a one-day's pay assessment to pay off the debt and support those who were in collective bargaining.

And as we meet in Convention today, our Defense Fund is some \$16 million in debt, and we have plans to pay off within the next two and a half years.

But today the plain truth is that our Defense Fund is totally inadequate to support our members who are currently negotiating contracts or who will soon be going to the bargaining table.

One way or another, we must deal with the Defense Fund before this Convention adjourns. (Applause)

In 1955, we relied heavily upon voluntary contributions from our members and raised hundreds of thousands of dollars, just as we did in 1989.

I want to thank the many members who contributed, as well as the many local unions that made contributions and interest-free loans. And on behalf of my colleagues on the Executive Board, you have our heartfelt gratitude.

In 1955, we also received significant contributions from other unions. The Steelworkers, for example, gave us a gift of \$100,000, and the CIO guaranteed a loan for one and a quarter million dollars, just as other unions both here and abroad helped us last year.

And today, I would like to thank just a few of those unions: the ILGWU, ACTWU, RWDSU, our colleagues in the German Telephone and Postal Union, and with special gratitude to the Japanese Telephone Workers Union.

As I look back over the years, just as there were many similarities, I can see many changes in our Union and the Labor Movement.

Today, private sector union membership in the United States is down to about ten percent, and many of the great unions of the past that offered us a helping hand no longer enjoy the same power they did 35 years ago.

From our very beginning and until 1984, most of our members worked in a safe cocoon, protected from the changes which affected workers in other industries.

We watched as a new international trading system eroded our standard of living, as unfair trade practices by foreign competitors decimated industries represented by our unions, as North American companies emerged into stateless corporations searching the world for the lowest wage, taking our jobs with them.

We watched, for example, as the ILGWU and ACTWU were decimated as the apparel industry went to Asia.

We saw hundreds of thousands of Steelworkers lose their jobs as foreign steel poured into our nation. We didn't even become too agitated when the press reported that not a single ounce of U.S. made steel went into the construction of the World Trade Center complex in New York City.

In industry after industry we saw neighbors, friends and relatives being laid off as our basic industries were eroding.

Sure, we were concerned; we sympathize with those who lost their jobs. But, brothers and sisters, we did nothing. We didn't have to. After all, we were insulated from all of that because we were still in our safe cocoon.

Then came January 1, 1984 and we were thrust into the real hard, cold world, and our experience proved beyond a shadow of a doubt that what happens to one group of workers, if not challenged, will surely happen to all workers. Yes, the pain that tens of thousands of CWA families have experienced since 1984 is living proof that an injury to one is indeed an injury to all.

Our Union and our members are now affected by these same challenges. But we still have time to develop a response.

In 1955, CWA was a young union with a small membership compared to many other unions in the AFL and CIO. Today, we are among the leaders in the American Labor Movement, one of the strongest, most progressive unions in the world.

What will be our legacy 35 years from now? How will convention delegates 35 years from now judge our response to the challenges and opportunities of today? These are challenges which, if they go unanswered, pose a threat to the long-term health of our Union.

In industry after industry, and, yes, even in the public sector, our members have lay-offs, downgrades, transfers, contracting out, demands for wage and benefits concessions. They are being transferred time and again, only to find themselves laid off in strange communities far away from family and friends.

All of us know about the atrocities. We all have friends and co-workers who have suffered through these difficult times. We are told these things must happen because we live in a competitive world economy. We are told that they must be lean and mean, that you must pay the price for the restructuring taking place in our economy.

This is plain nonsense. We are dealing with ruthless and greedy management who are driven by the dollar, the yen, the deutschmark, and soon, the ruble.

They care only about the bottom line, not about the workers who make their profits possible or the communities which have supported their businesses over the years.

And at the same time that you are asked to make these sacrifices, the Chief Executive Officers and other top executives of every employer represented by CWA earn salaries, bonuses and pensions that are absolutely obscene. (Applause)

Their foreign counterparts in the companies that we are supposed to be competing against do not earn a fraction of what is paid to the top executives of the companies with whom we bargain.

Even *Business Week* magazine, hardly a voice for working families, cites with great concern the growing spread in compensation between the managers and the work force.

Yes, we could spend hours listing the horror stories this double standard has created for our members; the dismay this hypocrisy has caused for hundreds of thousands of workers in North America.

We could spend the entire Convention wringing our hands in worry about the future, or strike out aimlessly like a blind giant in anger and frustration.

Or, we can view these challenges as opportunities to change our attitudes, our ways of operating our Union and begin the process of getting CWA ready to enter the 21st Century.

At AT&T, for example, we do have opportunities. This company has started a new credit card company that will ultimately employ about 10,000 people, and has been carefully constructed to be kept non-union. They located in South Florida, paying wages as low as \$4.00 an hour. And one newspaper columnist in a Fort Lauderdale newspaper questioned whether it was good to have economic development of this kind that pays Southeast Asia wage rates to Florida.

The credit card operation is also located across the street from a CWA represented facility which pays union wages and benefits.

So I suggest to you that we have a golden opportunity to enlist the help of our members there to educate these workers on the value of union representation and their rights as workers. And, above all, we must be determined to win recognition regardless of the opposition or hostility from AT&T.

We have also launched a nationwide campaign to win the support of concerned community

leaders about the future of AT&T facilities. We are building coalitions with community and political leaders to form a united front to fight back against plant and office closings taken for greed, not need.

In Cleveland, we won the support of the Mayor and City Council. Similar community coalitions are building across the nation.

AT&T is still the largest long distance telecommunications company in the world, and the only union long- distance company in the U.S. We must use our strength within that company, not only to fight the atrocities against our members, but to bring the benefits of trade unionism to all non- union workers in the industry.

We are poised for a major confrontation at United Telecom and Sprint. The situation not only affects workers at that company, but also has a long-term impact on workers throughout the nation. United has consolidated all of its operations, and in July will change its name to Sprint. So when we refer to Sprint, we mean the combined company.

Now last January, Sprint imposed a cafeteria health care plan on its management and non-union workers, a plan that requires them to pay a part of the premium, increases deductibles and co-payments. It violates the entire concept of group insurance.

Six CWA contracts and several IBEW contracts with Sprint covering thousands of workers expire this year. Two weeks ago Vice President Moses, Tom Hichman, Executive Assistant to IBEW President Barry and I met with top company executives in Kansas City.

While management was willing to discuss health care as a national problem requiring a national solution, they were not willing to discuss the issue with us on a companywide basis. Their intent is clear. They want to try to force union members to accept their inferior health plan by taking us on unit by unit. And obviously, if Sprint were to be successful, their strategy will be repeated by other employers. And so August 30th will be Sprint Unity Day. We will be asking all CWA and IBEW locals to join in this national demonstration of support for all of our Sprint members.

We have an opportunity not only to aid our brothers and sisters at the bargaining table, but to expand our union beachhead in Sprint by launching an all-out organizing campaign.

Some 3,000 unorganized Telephone Operators in Sprint are working for about \$6.00 an hour under the harshest working conditions that prevail anywhere.

So there is a double objective here. Clearly the Sprint workers need union representation. Of equal clarity is that by paying substandard wages and benefits, Sprint poses a serious challenge to the standards we have established in the industry over 50 years.

Just as the low wage companies in the United States threaten our standards, so does the challenge of the growing power of transnational corporations.

We need only to look at our own telecommunications industry. Every single one of the domestic telephone companies is now a multinational corporation with interests all over the world. The proliferation is so rapid and poses such an enormous challenge that on June 28 and 29, the PTTI will convene a meeting of telecommunications unions from 45 nations to receive an in-depth analysis and to draft a plan of action.

I ask you to reflect, particularly if you have ever served as a member of a bargaining committee, as to the impact on collective bargaining when the company you are negotiating with is receiving half or more of its revenue from abroad.

So, we have the chance to turn this challenge into opportunity by developing a new policy based on mutual self-help with the International Labor Movement. The issue of greater international union solidarity is so important that we are devoting a good part of this Convention to this subject.

We face the challenge of building our membership. Within the telecommunications industry, we must take advantage of the new member orientation rights the Union won in 1989 negotiations. Vice President Russo told me that District 3 locals are experiencing a 95 percent sign-up rate by utilizing this procedure. This is remarkable when you take into account that eight of the nine states are "Right-to-Work." We must make use of the neutrality clauses and card check agreements where they exist.

Some four million health care workers desperately need union representation, and we must be there to respond to that need.

The newspaper publishing industry is another area of potential growth. While trade union representation is on the decline, employment is up significantly. There are currently 500,000 workers employed in the United States alone, with less than 30 percent organized. Similar growth has taken place in Canada.

We cannot allow the anti-union activity by a number of publishers to freeze us into inaction on the organizing front. This is a challenge that must be met by union printers talking to their non-union counterparts.

And high on our agenda is the challenge to restore balance in our labor laws by making it unlawful for an employer to permanently replace strikers. (Applause)

Representative Bill Clay and Senator Howard Metzenbaum have introduced legislation to ban striker replacements. Hearings were begun last week, and AFL-CIO Executive Vice President Barbara Eaterling will be dealing with this in a little more detail on Wednesday, but I think we are in agreement that no issue is of greater concern to American workers.

Our Union has never before had to deal with such complex and interrelated problems. We have no blueprint to follow. Obviously, no one strategy is going to work. Nor should we put all of our energies into one course of action.

The only responsible approach for us is to follow a multi-track strategy: cooperate with management where cooperation is a two-way street: adapt to technology when it enhances the work environment and fight changes such as robot operators that dehumanize and threaten our jobs. (Applause)

Accept productivity improvements when our members benefit but oppose those so-called quality programs that turn out to be nothing more than a cover-up for speed-ups.

Assume the responsibility to organize the company when management insists on operating half-union and half-scab.

Demand that our employers pursue a policy of job creation and refuse to bargain concessions that make it easy for employers to get rid of our members. (Applause)

The challenges and opportunities I have outlined represent the new realities that confront us as a Union. The new realities mean that what we do today and the way we hope to live in the future are tightly linked. When NYNEX strikers protected their health care, you won. If Sprint succeeds in cutting our health care, you may be next. When AT&T or any other employer shuts down a plant, everyone in the community suffers as the tax base erodes. When public health care workers are denied their union rights, other workers become afraid to join a union. When the powerful media barons at the New York Daily News refuse to bargain in good faith, collective bargaining gets tougher for everyone. And there is no vaccine in Canada to protect against the disease of American-style union-busting. It is vigilance that will be the protector.

I am confident that we will respond to these challenges with the same sense of commitment, urgency and determination that we demonstrated last year and in the years past.

As the world events of the past year have proven, no obstacle is insurmountable. When Lech Walesa stood at the podium of the AFL-CIO Convention, I was inspired. He sparked a revolution of freedom that tore down the walls of communism and totalitarianism throughout Eastern

Europe. He is only one person, but he made a difference.

I watched with awe and inspiration on television when Nelson Mandela walked free after twenty-seven years in prison. He is sparking a revolution of freedom in South Africa. (Applause) He is sparking a revolution of freedom in South Africa and giving hope to millions of people who once had little hope for the future. He is only one person, but he is making a difference.

Last week we marked the first anniversary of the massacre at Tiananmen Square. President Bush dishonored that anniversary by granting the Chinese regime favored nation status. (Applause)

Who can ever forget that inspiring sight of that lone Chinese student standing in front of that line of tanks, putting his life on the line. One person. And he made a difference.

CWA is a union of more than 600,000 families in Canada and the United States, representing the workforce of the future. We have a strong tradition. We have solid values. We have a powerful Union. Above all, we have the people who make the difference.

The future of our Union is in the hands of my colleagues here on the platform and the staff who work with them on behalf of our members. The future of our Union is in the hands of our members. The future of our Union is in your hands. And I urge you to seize the day, seize the opportunity, make a difference, and seize the future.

Thank you very much.

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

TEMPORARY CHAIR GREY: Before I turn the gavel over to President Bahr, I want to thank all of the Delegates for the opportunity of serving as your Temporary Chair. It has been a special privilege for me, an experience that I will not forget.

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

Thank you very much.

... President Bahr assumed the Chair ...

PRESIDENT BAHR: Please join me in thanking Doug Grey for a wonderful job that he has done to get us started. (Applause)

It is now indeed a pleasure for me to introduce my friend, my colleague, a great Union leader, the President of the Communications and Electrical Workers of Canada, Fred Pomeroy. (Applause)

Fred honored us with a speech at last year's Convention, in Los Angeles, and we are pleased to be in his home country and that he could be with us again.

Fred is a former CWA Staff Representative, one who made good. He went to work for Saskatchewan Telecommunications in 1957 and soon became active in what was then the largest CWA Local Union in Canada. He was elected the founding president of the 40,000 member CWC, Canada's leading Union in the telecommunications and electrical industries in 1972. When the Communications Workers merged with the Canadian membership of the International Union of Electrical, Radio and Machine Workers in 1984, he became the first president of the merged Union.

Fred is a member of the Executive Council of the Canadian Labour Congress and is active in the New Democratic Party.

In our bargaining last year, unions from all over the world were crucial to our ultimate success. In many ways our sister union, the Communications and Electrical Workers of Canada, stood out in answering our call for assistance.

Today, at about noon, following an address from Canadian Labour Congress President Shirley Carr, Fred Pomeroy and I will hold a news conference to make a major announcement. Our two Unions have agreed to enter into a new alliance of mutual help, an alliance that recognizes the need for international worker solidarity.

This agreement, believed to be the first of its kind between a Canadian and U.S. Union, covers collective bargaining, organizing, mobilization and political action, while recognizing the full autonomy and national rights of each Union's members and organizations. There is no doubt that this new alliance will serve to strengthen both of our Unions.

Please give a big CWA welcome to our Canadian Brother, our friend, President Fred Pomeroy of the Communications and Electrical Workers of Canada.

... Delegates arose and applauded ...

BROTHER FRED POMEROY (President, Communications and Electrical Workers of Canada): Thank you very much, President Bahr. Members of the CWA Executive Board, honored guests and Brothers and Sisters, it is a real pleasure and an honor for me to have this opportunity to welcome you to Toronto and to bring you greetings from the officers and members of the Communications and Electrical Workers of Canada. I have what can only be called a world class cold, so I am not quite sure how long my voice is going to hold up this morning. To your advantage, I will be very much shorter than I might otherwise have been today.

As Morty mentioned, our Unions have been working very closely together over the last number of years, but I am really excited about what we are going to be doing later on this morning, and that is signing the alliance that Morty spoke of. I think this is the logical next step in the relationship between our two Unions, and I think it is going to end up being a model for international cooperation for other unions around the world to follow in years ahead.

I am, given the events that have been going on in Canada the last few months, really glad we are calling it an alliance and not an accord. We seem to have a little problem up here putting accords together. (Laughter)

I think it is particularly important at this juncture in time, because the globalization of business that is accompanying the increasing mobility of capital and technology, that is making it mandatory for us as trade unionists to find new ways of representing the people that we represent and expanding trade union representation to many people in this world who do not have adequate protection by trade unions. Increasingly, what we are facing is multinational employers that are based in North America, Europe or Asia, and increasingly these multinational employers are adopting strong antiunion positions as they move from country to country, sometimes even in situations where they may have recognized unions in their home country and have a reasonable collective bargaining relationship with those unions.

And it's a threat, even in those countries where there is a good working relationship with the employers, because as they get away with more and more anti-union activities in the other countries that they go to, they then use the threat of competition from those countries to come and try to erode our collective bargaining power and contractual rights in the home countries. The very competition that they are helping to set up is being used against us.

So I think it is particularly appropriate that CWA and CWC are the first union, the first two unions to be undertaking this kind of alliance, and that we are making this move first. We are in an industry, a world class industry, and we have a long and strong record of mutual assistance and working together to build on.

I just want to take a few minutes of your time to talk about a couple of examples of some of the things that we have done together. When I spoke to you in Los Angeles, I had the opportunity to thank you for the support that you gave our members who had to go on strike against Bell Canada for four months in the summer of 1988. And I mentioned then that CWA was the very first union to come forward with an offer of financial assistance as well as moral support in that dispute.

Last summer, as Morty mentioned, we had the opportunity to in some way repay some of that assistance when Local 1109 had to go on strike against Northern Telecom. In case you are not aware of it, Northern Telecom is a Canadian multinational. We are not the world's biggest country, but we do have some world class corporations operating from here. It is really owned by the Bell System. They had been adopting a clearly anti-union, union-busting strategy in the United States for some months. They were closing plants, selling off operations, and moving jobs. It finally got down to the last group of workers that were organized, and ended up being forced out on strike.

We got involved by going to the head office, the people that owned Northern Telecom, and saying to them, "Look, you can't have your cake and eat it too. You can't claim here that you want to have a decent working relationship with workers in Canada, and yet on the other side of the Canadian/American border be operating as though it was a Third World country and union-busting at will. We are going to take action. And even though that may seem like a rather holy threat to you, we are going to have an impact over the long haul."

As Morty mentioned, we were able at one point to go to the bargaining table in New York and tell that company face-to-face that while we hoped it was not union-busting, that it sure looked like it, and that we had the impression, the message was coming to Canada to be operating that way. And if that was the case, we wanted them to know that we had friends. We were members of the PTTI, representing employees all over the world, members all over the world, and that if we had to, we would follow them to the end of the world to try and put a dent in their business, as long as they were adopting these anti-union strategies.

Well, somehow, with that and a lot of work by the local and CWA headquarters, we were able to end up with a settlement in that particular dispute. While I was in New York, I had the opportunity to go and walk on the picket line, the NYNEX picket lines that were going on at the same time, and to offer our solidarity to those members.

I could not help but be struck how similar that strike was to the strike that we had had a year before in Bell Canada. In fact, both of them went around the same length of time, around 16 weeks. I was impressed with the commitment and the solidarity of the members on that picket line. I was impressed at the way the union was running that strike, and taking on NYNEX under very difficult conditions. And I was very distressed when one of our brothers was killed on that picket line. It is always a sad occasion. It was one that we felt as much in Canada as you did in the United States.

More recently, CWA and CWC have had an opportunity to work in another arena together, in the field of organizing. There is an employer here in Canada, or is headquartered in Canada, who has a manufacturing operation here in the Province of Ontario. They also have one in the Province of Quebec and another one in Upstate New York. And they pay the normal substandard wages and working conditions and exploit immigrant workers and all of the normal things that these types of employers are involved in.

And every time people try to organize, they threaten to move the jobs to one of the other locations around the country. So what we are doing now is kicking off an international organizing campaign where CWA is going to be going after this employer in Upstate New York and CWC is going to be running organizing campaigns in the two plants in Canada.

We are going to make it a situation where that employer has nowhere to run to so that the employees have a fair chance to join the union and get the representation that they need.

There are other examples of cooperative efforts that have been going on between our two unions, and to some degree with others in the industry as well, that I could refer to this morning. But you have a very heavy agenda ahead of you this week, and I don't want to take up too much of your time. I think that the examples that I have raised attest to our special relationship over the years.

As I have said, it is entirely appropriate that we are signing alliance documents today. I think

it is a natural next step in our relationship and it will build international solidarity while respecting each of our union's autonomy within our own countries.

I am convinced, as Morty said, that it is going to enable us to do a better job on behalf of our members, and it is going to enable us to do a better job of getting out and representing those workers that are increasingly being faced with the problems that Brother Bahr spoke about in his opening address.

So in closing, I want to take just a brief moment to pay tribute to Brother Bahr. I said in Los Angeles last year that I was always impressed with the leadership of CWA. I also am amazed that when you have someone of the caliber that I think is just top notch, somehow when they move on to retirement, someone else with even greater ability comes along to take their place. I have been really impressed working with Brother Bahr. We would not be at the stage of signing this alliance without his vision and commitment to moving the line forward internationally for working people, and I want to say, Morty, I really appreciate working with you and I look forward to doing that for an awful long time to come.

Yet, I want to wish you all the very best in your deliberations here this week. If you had been here only about six months or so later, you could have gone just about a half a block down the street and watched part of the World Series, maybe. (Laughter) But there are other things to do in Toronto and I am sure you are going to enjoy it. I wish you all the best and all the solidarity we can muster between our two unions. Thank you very much. (Applause)

... The delegates applauded as Fred Pomeroy and President Bahr signed the agreement ...

PRESIDENT BAHR: Let me just read one paragraph to you, and this, of course, will be published in its entirety in the CWA News. It is the second paragraph.

"The Communications, Electrical and Publishing industries are increasingly dominated by transnational corporations based in North America, Europe and Asia. This alliance shall unite our organizations where necessary in order to strengthen the abilities of workers in Canada and the United States to organize and bargain collectively."

As Fred said, if this example that you just witnessed today can be spread throughout the world where all unions have this kind of partnership, the transnational corporations who continue to search for the lowest wage in whatever country they can get it will have no place to flee, because a union will be there waiting for them with the knowledge that the rest of the world supports that effort. And that is what this is all about. (Applause)

I would like to give you a token of our appreciation and our friendship, and a little memento of your visit with us today. (Presentation - applause)

Our next speaker will be familiar to some of you because she electrified our convention three years ago in Miami. As President of the Canadian Labour Congress, Shirley Carr knows her way around picket lines and Parliament buildings. The Canadian Labour Congress is Canada's national labor organization representing some eighty affiliated unions with a total membership in excess of two million.

Shirley Carr became active in the Labor Movement in 1960 in the Canadian Union of Public Employees, and served in various capacities at the local, provincial and national levels. In 1974, she was successful in her first bid for election to the office of Executive Vice President of the CLC. She was re-elected to this position on four separate occasions before being elected Secretary-Treasurer of the CLC in 1984.

President Carr has been active around the world for peace and human rights, for workers' rights and against apartheid. Please give a warm CWA welcome to our sister, Shirley Carr.

... The delegates arose and applauded ...

SHIRLEY CARR (President, Canadian Labour Congress): Thank you very much. Well, obviously, it is wonderful to be here with you. You have a great convention center, so that you

can see the daylight as we sit here and you sit here going through all of these very difficult resolutions and speeches and all that sort of thing, wishing you were on the other side enjoying the sun. While you are here, make sure you find time to do that because it is a wonderful, wonderful city. On behalf of the Canadian membership of the Trade Union Movement, I want to say welcome to Canada to our American Brothers and Sisters.

You are very much appreciated.

Well, Brothers and Sisters, you also have just come through a very, very significant statement which has been signed by the two leaders of the two Unions, Brother Pomeroy and Morty, and I want to say how impressed I am. It is very, very good news to stand together in solidarity, particularly between our two countries, and particularly because of the difficulties of the Union Movement you belong to in the global economy.

Well, we have some good news and we have some bad news. And the good news is that that is a great Union, is it not? (Applause)

Of course, the bad news is that you have a President in the United States and we have a Prime Minister in Canada which we are going to do everything we can to get rid of them next time around. (Applause and cheers)

But let me tell you, politics is serious these days, and it is very, very serious in our two countries because the style and the nature of the living conditions of you and I and those people we represent are never going to be the same if we keep the Republicans and the Progressive Conservatives in power in either one of our countries. (Applause)

Now, we have a government in Canada that wants the working people to reduce their income and not take very much for granted as far as wages are concerned and at the collective bargaining table. Make sure you do not ask for too much because we are causing too much difficulty.

It is mighty interesting for the government of Canada to be asking the workers of this great country to do that when you read in today's paper that the big bosses in Ottawa and the business community in Ottawa, not only do they give themselves a bigger increase, but they also fudge it off by saying, "We are going to give some bonuses, and the bonuses are up to 25 percent." Pretty nice if you are making a couple of hundred thousands dollars a year. Wouldn't you like that at the bargaining table? (Applause)

Well, let me tell you, you know what to tell them. You know what to tell them at the bargaining table. "What is good for you is good for us and our members." That is what you tell them. And there are no concessions, and there are no rollbacks, and you are going to make up for the losses you have had in the last two or three years. That is what you are going to tell them at the bargaining table. (Applause)

And the one thing that is going to happen in Canada, as you have already done between your two great Unions, you have decided to stand in solidarity together. Well, in Canada, the Trade Union Movement, if one is on the picket line, we are all on the picket line. (Applause) And that is how we have to work these days.

And it is not going to be easy. It never has been to defend the working people of this country or the working people around the world. It never has been easy. But there is not one worker in our two countries that would have had what they have, and there is not one employer that would have the gains that they have had if it had not been for the democratic process of the democratic labor movements in our two countries. (Applause)

Do we have tolerance? Do we have understanding in our two countries? Do we have the capacity as people of our two countries? Yes, we do. Yes, we do because we deal not only with our two countries but we also deal within the international framework of the Trade Union Movement.

My concern, as it should be, is with the kind of economic interdependence propelled by the mobility of capital, and the impact of this mobility, the impact that it has on the working people, and the have-nots, and those who are poor, and those who have no hope of ever having the amount of money to buy a loaf of bread.

And we also have to speak out on behalf of the bag ladies and, yes, the bag men. And we have to speak about equality and human rights and common, fundamental decency. That is what we stand for and that is what we can never forget, and that is what we fight for. (Applause)

Now, within the context of this Union, the word "international" has a very specific meaning. It means the membership in both Canada and the United States. And, of course, in the broader context, Brothers and Sisters, "International" refers to all nations and to all workers in all nations. And that is the big picture that is increasingly coming into focus.

Just listen to the corporate community and just listen to the governments and see how they like to mess things up.

Let's talk about the free trade between Canada and the United States and now Mexico. Brothers and Sisters, I want to say one more time to all of you, this is not a fight between the working people of Canada and the working people of the United States or the working people of Mexico. This is a fight that is put before us by the governments of our countries, and it is something that we are not going to accept. (Applause)

We did not ask for this. Between Canada and the United States, Canada already trades with the United States. You are our biggest trading partner.

This morning, on "Canada A.M.," anybody who happened to listen to the economist that was on that program, he talked about the new negotiations that are going to take place between Canada, the United States and Mexico. And one of the questions that was raised to the economist was, "But Shirley Carr, the President of the Canadian Labour Congress, has said that Canada has already lost 100,000 jobs as a result of the trade deal between Canada and the United States."

And the answer was, "Well, she is sort of exaggerating a little bit." But the truth of the matter is that just before the question was put to him, Brothers and Sisters, he himself had admitted to 110,000 jobs lost in this country already.

Now, who is fudging, and who is lying on behalf of the Canadian government?

It is true, we have lost over 105,000 jobs already. And to our American Brothers and Sisters, we want people to work. We want everyone to have a right in their own countries to have jobs. But we do not want to take away yours, nor do you want to take away ours; nor do we want any worker in Mexico to continue to earn 60 cents an hour, (applause) while the corporations earn millions of dollars in profits, and the corporate leaders earn millions of dollars in salaries and bonuses or fringe benefits. That is slavery, and we did away with that years ago in our two countries.

I am happy the 1980's are gone because of what we have seen. You know what the "Right-to-Work" states are in the United States. You know what you can be faced with. But if they decide, if the three leaders of those three countries decide to sign a trade deal, Brothers and Sisters, look at what is going to happen to your jobs in the United States. Do you think they are going to stay? They are going to go down there to where 60 cents an hour is the norm, or less. And that is what you have to fight against.

If you believe in human rights and dignity, Brothers and Sisters, we, together, collectively as an International Trade Union Movement, and particularly between our two countries, cannot allow that to happen in Mexico. We cannot. (Applause)

At our Congress, we adopted a policy statement, "A New Decade - Our Future." And the 1980's was a decade in which societies became more divided and more polarized than ever

before in the history of our times.

It is tragic that unemployment around the world has soared by 75 percent. And it is also tragic when you realize that around the world there are 25 million people who have not got a job, and yet our governments wish people in our country not to have a job.

And the interesting thing is that from our tax dollars there is money that goes to help the developing countries, and those are the have-nots. And we are prepared to continue to do that.

But with a new decade, we have many things to do. You already started to talk about the new decade. Organizing the unorganized is a priority in both of our countries. That is the only way we can continue to grow as a Trade Union Movement. (Applause)

And that also means, Brothers and Sisters, you do not organize the organized. You do not raid. You go on and organize those that need to have a Union to fight for them. And that is the priority of the 90s. And I know that the AFL-CIO also has a priority of organizing the unorganized.

As we go into the 1990's, it will be a decade of more internationalized markets. But if this is not to lead to growing polarization and under-security, then this must be underpinned by a strong social component.

Where are we? There are some things we should understand very clearly. I met with the President of the United States last week to talk about trade, to talk about the international debt, to talk about the right to have a free democratic Trade Union Movement in our countries and around the world. And the President of the United States, in his opening comment, said that it was the Trade Union Movement that wanted to be independent and democratic; it was the Trade Union Movement that led democracy opening up Eastern Europe. But he did not say, Brothers and Sisters, that they have the right, and we must insist on having a democratic Trade Union Movement to assist them to grow. That is what the President did not say.

But what he also said was that when I talk about a social clause to protect the workers in other countries from the free trade agreements, that I was not talking about the things that he was talking about. He claims that I want to keep secure in Canada what we have. I had to remind him it was the exact opposite. We have a good standard of living in Canada. We have national health care. We have all of these things we want to keep and protect. We don't want them brought down to the level that they have in Mexico. We want everybody to be brought up to what we have. And that is what we are fighting for, Brothers and Sisters. (Applause)

We are fighting for the right for workers to have a job. People need jobs and there are jobs which need to be done. We are fighting for workers to make sure they have a right to a democratic union. And I talked about that. We are fighting also for workers to have a right to a living wage, and not 60 cents an hour, in extreme poverty, with no health and safety, with nothing to work with.

We are fighting for workers to have a right of a healthy life and a safe workplace. No workers, no matter what country, should go to work thinking or knowing they may not go home that night to their families. They should have the right to refuse in every single job. (Applause)

Workers have a right to retire in dignity with a pension they can live on. Workers have a right to fair competition and workers have a right to freedom from discrimination. Workers have a right to education. And workers have a right to respect. Workers have a right to have respect. If we have a strike, brothers and sisters, a scab is a scab is a scab. (Applause) They should not be on the job. (Applause and cheers)

That is what solidarity is all about. If there are any of you on strike in the United States, that means we have to help in this country. If any of us are on strike in Canada, you have to help us. That is what international solidarity is all about.

You had better tell your employers the same thing, because the ballgame is over. We are in it together in the '90s. (Applause)

Now, a powerful message they had better learn, and that powerful message, Brothers and Sisters, has to be to people everywhere that when workers decide they have had enough, when workers decide we want change, when workers decide to reject economic and political systems that fail to meet our basic needs and wants, when workers decide to hold fast to the values and the principles associated with the quest for bread, peace and freedom, and when workers decide to unite and to sacrifice whatever is necessary to achieve a common purpose, when these conditions exist, whatever the country, Brothers and Sisters, there is no power greater than the force of those workers and there is no changing that is beyond our grasp-- no change. (Applause)

Peace is not beyond our grasp, nor prosperity, nor justice, nor a clean and safe environment, nor real democracy, economic as well as political, because it is the workers, ordinary men and women like you and me, ordinary women and men, who make this world run. And sometimes we make it stop. We can do that too, if only to allow some sanity to come back into this nation.

I want to talk about one more thing, if I may, Brother President. That is about the international area. Yes, it is true that Brother Walesa climbed over a wall and opened up a whole new world in Eastern Europe. That is why we, as a Trade Union Movement, have to stand solidly behind Brother Walesa and Solidarity, and all those countries that are fighting like hell for democracy. (Applause)

But I also want to talk about South Africa. Nelson Mandela will be in our countries in a few weeks; as a matter of fact, in a few days. And I should tell you that I had a very proud moment when I represented Canada, the Canadian Labor Movement, that is, to the independent state of Namibia. There is nothing greater nor was I more proud than to watch the South African flag come down and a free democratic Namibia flag go up. (Applause)

But I want to share something else with you. I got to Namibia, I was taken from my aircraft to a very small aircraft on the skirts of the tarmac, and I was asked to go inside. Me, I don't normally take orders very well, and I refused at first. But finally, I was persuaded to go. And Brothers and Sisters, I went inside the aircraft, and guess who was there? Brother Mandela. (Applause) What a wonderful, wonderful moment in my life.

But he gave me a message. And the message is one that I now want to give to you. And that is, Brothers and Sisters, no matter what happens, until they decide as a black community inside South Africa for sanctions to be lifted the sanctions are to stay until they are free. (Applause and cheers)

And we are to listen to no one-- no one until the freedom of democracy is there in South Africa for every single black man, woman and child. (Applause and cheers)

And when we get that message, we will then all stand and cheer and know finally the people are free and there will be no more jails, and no more beatings, and no more torture, and no more murder, and they will be able to walk with dignity. (Applause)

And then we have the Latin American countries, and the same goes for there. People, the working people of every one of these countries have to be free, and we as a Trade Union Movement will do everything we can to help them. Thank you very much.

... The delegates arose and applauded ...

PRESIDENT BAHR: Thank you, Shirley, for once again giving us such an inspiring message. And I guess the juices flow and I hope they continue to flow until all of the things that you have outlined are a fact accomplished and there is peace on this planet with dignity for all people.

And just as a token of our friendship, we would like to present you with one of the few remaining crafts in the United States. It is made by the Pottery Workers Union. It is a Lennox vase, and we hope as you look at it you will think of us as your dear friends. (Presentation - applause)

SISTER CARR: Thank you very, very much. (Applause)

PRESIDENT BAHR: I want to thank the Escort Committee for Shirley Carr.

... As the members of the Escort Committee for President Shirley Carr were introduced, the audience responded with a single clap for each member as follows: ...

Laura Unger, President, Local 1150

Charlie Batts, President, Local 2101

Rhonda Taylor, Vice President, Local 3902

Josephine Gordon, President, Local 4216

Erline Jones, President, Local 6377

Stanley Lepper, President, Local 14003

Ellen West, Secretary-Treasurer, Local 9588

Santo DiNunzio, President, Local 13551 Rosemary Adams, President, Local 14018

PRESIDENT BAHR: And I would like the Credentials Committee to come to the platform. But in the meantime, particularly for those Delegates who are here for the first time, let me describe to you the use of the microphones and our rules.

In the back of the Constitution, on Page 21, there is a copy of the Permanent Rules of the Convention. Let me advise the first timers about the microphones on the floor, how they are to be used, how you get recognized to speak, how you make motions or ask questions.

The 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 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 immediately in front of me and labeled "Motions," is for the Delegate to do just that - make motions.

The telephone which is associated with the Motions mike is connected directly to our Parliamentarians. They are seated immediately behind me. I would like the three to raise their hands so you can see them:

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

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

Leon Adair, Special Counsel to District 3.

Jennings Wooldridge, Northern Area Director, District 6.

When you pick up the Motions mike to telephone, you are to advise the Parliamentarian of the motion you wish to make. They will give you a preliminary parliamentary ruling, and if it is in order, the Chair will be advised. If you disagree with the preliminary ruling, advise them. They will bring that disagreement to the attention of the Chair. The Chair will 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 in the center of the hall, the Privilege microphone, No. 2. Use it to make a point of order or raise a point of personal privilege. It is also connected to the Parliamentarians.

Many of you will recall that you may also make a point of order by calling out in a loud voice from the floor without going to a microphone.

Microphone No. 4 to my right is the Against microphone. Use it to speak against an issue that is on the floor.

Microphone 3 to my left is the "For" microphone. Use it to speak to any motion or issue before the Convention when you are in favor.

The last microphone in the back of the hall down the center, the "Questions" mike, Mike 5, is for that very reason, to raise questions or to clarify an issue that is before the Convention or simply to seek information.

We rotate on these microphones under our rules. The maker of a motion may speak for his or her 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. Put it on. You will see it on up here. That will give you a four-minute warning. Also, a small red light at the microphone telephones. And, if I am on the ball, I will go like this (indicating) to let you know that you have one minute. But don't count on that, because sometimes you are saying such interesting things that I get caught up in it. So watch the light.

After that fifth minute, your microphone will go dead.

In rotation, the movement will be from the "Motions" mike to the platform to Microphone No. 4-- or the platform, I should say, to Microphone No. 4, the "Against" Microphone, and then to Microphone No. 3, the "For" microphone. The rotation also includes Microphone No. 5 if there are people at the "Questions" mike.

So we go from the maker of the motion to the "Against," the "For," the "Against," and interspersed, if there are any, Questions.

The rotation continues until at least two people have 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 your state, or, in Canada, your province. You will be recognized in the order called for under our Rules.

Let me introduce the people who will be handling the switchboards, answering as you call from the microphones Nos. 3, 4 and 5. They advise the Chair to recognize you. They are seated on my left, and they are-- will you rise as I call your name:

... As each of the Microphones and Switchboard attendants was introduced, as follows, the delegation responded with a single clap of recognition: ...

Doug Thompson, CWA Representative, District 1.
Kathleen King, CWA Representative, District 1.
Tom Diekman, CWA Representative, District 3.
Mary Mays-Carroll, Headquarters Staff.
William Thornburg, CWA Representative, District 7, Chair.

PRESIDENT BAHR: 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-- let me tell you this first: Oftentimes there is a very important debate going on, and you want to really get your position on record, and there is a motion to close debate that passes.

I would suggest to you now that if you are one of those people, and if your remarks are down in writing that can be read, and if the debate is closed and you would like your remarks reported in the record-- whom do they bring them to? Clara? Your speech, your remarks, should be brought to Clara Allen, and we will see that your remarks will be recorded as if they had been presented to this Convention.

Shortly after adjournment a complete set of Convention Proceedings will be mailed to you. You will have thirty days to review the record and report to us any errors you may wish to have corrected. An errata sheet will then be sent to all Delegates reflecting these corrections.

Each day you will be receiving a CWA Convention Newsletter which will summarize the

previous day's activities. The first edition was distributed to you today.

The individuals who are editing and indexing for us are:

... As Staff Assigned to Edit the Daily Proceedings was introduced, as follows, the delegation responded with a single clap of recognition: ...

Johnnie Ware, CWA Representative, District 6

Charles Strong, CWA Representative, District 9

William Metz, Representative, Printing, Publishing & Media Workers Sector.

Clara Allen, Administrative Assistant to Vice President, District 1, Chair.

PRESIDENT BAHR: To help us with who is to be recognized and to be sure that we follow procedures as outlined in the Constitution, each day we have two Delegates 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 to you at this point. Tom Perrins, Executive Vice President, Local 2201, and Debbie Snow, President, Local 6401.

The Chair recognizes the Chair of the Credentials Committee, Don Arnold.

CHAIR DONALD ARNOLD (CWA Representative, District 7, Chair, Credentials Committee): Thank you, Mr. President.

Mr. Chairman, Delegates and Guests, I am happy to announce on behalf of the Credentials Committee that we have registered over 3,000 Delegates, Alternates and Guests to the 52nd 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. Again, we appreciate the cooperation and assistance of the Delegates over the last three days as the committee has worked to complete its assignment.

Since our last Convention new Locals have been added to our ranks. They are 46 in total. I will not burden you with a reading of all of them, but I would ask that you join with me in welcoming them to this Convention and to this Union. (Applause)

The committee will 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.

Category 1, credentials properly executed and on time.

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

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

... The motion was duly seconded ...

PRESIDENT BAHR: Is there any discussion? Seeing no one on the microphone, are you ready for the question? All those in favor of the motion read signify by saying aye. Opposed? It is carried.

CHAIR ARNOLD: In Category 1A, new units to existing Locals, Locals 1120, 3172, 4255, 4340, 7200, 7201 and 7777.

In Category 2, credentials properly executed but late credentials: Locals 1082, 1110, 14109, 14117, 14127, 2004, 2009, 2185, 3177, 3179, 3606, 3716, 4008, 4106, 4303, 4777, 14434, 6186, 6373, 7750, 7775, 9411, 9470, 9495, 13575.

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

PRESIDENT BAHR: It is so moved. Is the motion seconded?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Any discussion? I see no one at a microphone. Are you ready for the question? All those in favor indicate by saying aye. Opposed, nay. It is carried.

CHAIR ARNOLD: In Category 3, those credentials that were improperly executed. The committee is pleased that it has been able to clear all problems in that category.

In Category 4A, proxy credentials properly executed but late, a proxy from Local 14115 to Local 14109 and a proxy from Local 3719 to Local 3716.

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

PRESIDENT BAHR: Is there a second to that motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Is there discussion? Ready for the question? All those in favor, aye. Opposed, nay. So ordered.

CHAIR ARNOLD: The committee is pleased that it has no report to make in Category 5, under unusual circumstances.

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 shortly at the registration counters in the lobby.

Mr. Chairman and Delegates, this completes the committee's report at this time.

PRESIDENT BAHR: Let me first introduce the members of what really is one of the most crucial and hardworking committees of the Convention.

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

Audrey Buchanan, Executive Board Member, Local 1365

David Catalano, President, Local 1108
Elaine Harris, Executive Vice President, Local 2001
Johnny Bailey, President, Local 2276
Walter Andrews, Executive Vice President, Local 3204
Malcolm Babin, Secretary-Treasurer, Local 3490
Jean Stockton, President, Local 4203
Daniel Gilmore, Executive Vice President, Local 4340
Carrol Magee, Secretary, Local 6215
Billy Wildoner, Jr., President, Local 6402
Edward Mawk, Treasurer, Local 7060
Barbara Spradlin, President Local 9417
Rhonda Jennett, Executive President, Local 9575
Albert Caterino, Jr., President, Local 13591
Robert Baum, President, Local 14831
Michael Ash, Upstate New York, N.E. Director, District 1, Co-Chair
Dorcas Ditmer, CWA Representative, District 4, Co-Chair
Donald Arnold, CWA Representative, District 7, Chair.

PRESIDENT BAHR: I would like to say a few words about the Chair of this Committee, Don Arnold. This is Don Arnold's last Convention as a working member of the Staff. I know, and I hope, that he will be visiting us in the future. But he will be retiring at the end of this month.

I would like to call to your attention that he has been involved as either Co-Chair or Chair of this committee since 1968. (Applause)

I think, until you have an opportunity to serve as a member of this committee, you cannot in any way really appreciate the work the committee does and the awesome responsibility of the person who serves as the Chair.

So, Don, on behalf of all of the officers of this Union, the staff, and I know I speak for all the Delegates who were here from 1968, and those who are here today, to thank you for your dedication, for your expertise, and your ability to help us start each one of those Conventions in the way that you did. (Applause)

The Chair recognizes his "son" at Microphone No. 2, Delegate William Hirsch, Local 7060.

DELEGATE WILLIAM HIRSCH (Local 7060): Delegate William Hirsch, Local 7060, Phoenix, Arizona, where my highest paid member is Don Arnold (Laughter and applause). All of the presidents and the staff from the Unions that Don now represents are at this microphone to say thank you. (Applause)

PRESIDENT BAHR: That is the shortest speech Bill Hirsch has made in his entire life. (Laughter)

But, seriously, it was most opportune, I think, in those few words, Don, we have all expressed our affection for you, and Godspeed.

CHAIR ARNOLD: Thank you, my Brothers and Sisters, for your very kind and generous response. Thank you very much. (Applause)

PRRESIDENT BAHR: I would like the Resolutions Committee to come to the platform. While they do, let me just recognize another brother of ours. He is the Tennessee Commissioner of Labor, but for a long time was not only a member but President of our local union in Memphis, Tennessee, Commissioner Jimmy White. (Applause)

While the Resolutions and Rules Committees come up to the platform, I would like to advise you of our process.

Resolutions 1, 2 and 3 are prepared and will be reported by the Committee today.

Our normal procedure calls for us to report our resolutions in numerical order. However,

there are occasions where, in order to accommodate the Schedule of Events, it may be necessary to rearrange the order in which the resolutions are reported out. But we will do our best to keep them in numerical sequence.

Let me introduce the Committee to you.

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

Peggy Adams, Executive Vice President, Local 3104.

John Holland, President, Local 4370.

Richard Kneupper, President, Local 6171.

Robert Horvath, President, Local 7270.

Vern Daniels, Vice President, Local 9421

Abby Demel-Brown, President, Local 1031, Chair.

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

CHAIR ABBY DEMEL-BROWN (President, Local 1031, Chair Resolutions Committee):

REPORT OF THE RESOLUTIONS AND RULES COMMITTEE

The Resolutions and Rules Committee met in the City of Toronto, Canada, beginning on June 5, 1990, 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 52nd Annual CWA Convention recommends no changes be made in the Permanent Rules.

PRESIDENT BAHR: If I could just interrupt and call to the attention of those delegates who are leaving, if you are not going to be in the Official Photograph, you will not be able to prove you were here. I suggest you wait a few minutes.

Abby, continued, please.

CHAIR DEMEL-BROWN:

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 52nd Annual Convention shall be as follows:

On Monday, June 11, 1990, the Convention shall be called to order at 9:30 A.M. The Convention will be in recess from Noon to 1:30 P.M. and from 3:15 to 3:45 P.M. and shall be recessed subject to the call of the Chair, but not later than 5:30 P.M.

On Wednesday, June 13, 1990, the Convention shall be called to order at 9:00 A.M. and shall

recess from Noon to 1:30 P.M. and from 3:15 to 3:45 P.M. and will continue until all business has been concluded.

PRESIDENT BAHR: You heard the resolution. Is there a second.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Is there any discussion?

No one dares to speak on this resolution. Are you ready for the question? All those in favor indicate by saying aye. Opposed, no. It is adopted.

The Chair on your behalf thanks the Committee. The Official Photograph for the Convention will be taken now, and we will get our instructions from the gentleman on the ladder.

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

PRESIDENT BAHR: Thank you.

The Chair recognizes the Secretary-Treasurer for some announcements.

SECRETARY-TREASURER BOOE: I have an announcement that the National Commercial Marketing Conference is having a caucus tomorrow morning at 11:00 a.m. in Room 203B of the Metro Toronto Convention Centre.

... Further convention announcements ...

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

... The Convention recessed at 12:00 noon ...pg 26

MONDAY AFTERNOON SESSION

June 11, 1990

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

PRESIDENT BAHR: Will the delegates please take their seats. The Secretary-Treasurer will read some greetings to this convention. Jim.

SECRETARY-TREASURER BOOE: Before I start with the greetings to the convention, at the time we broke, just after almost everybody had left, we got an emergency call for Carolyn Wade, the Executive Vice President of Local 1040. I asked the people who were here if they saw Carolyn to give her the message. Is she in the hall now? Is there anyone here from Local 1040? If anyone knows Carolyn or sees her, tell her that she has an emergency call that came from her home and the message is to call Gus, and they said she would understand that.

I have correspondence on the stationery of the American Federation of Labor and Congress of Industrial Organizations to Morton Bahr, President.

Dear President Bahr,

On behalf of the unions of the AFL-CIO, may I extend warm fraternal greetings to you, your brother and sister officers and delegates, and the members of the Communications Workers of America on the occasion of your 52nd Annual Convention.

Your union's courageous and successful battles to preserve health care benefits for telephone company workers nationwide were among the labor movement's most important victories in 1989.

As all unionists face the challenges of a new decade, they will continue to look to the CWA's commitment to activism and solidarity as a symbol of hope and promise for working men and

women.

The CWA has throughout its history truly demonstrated the strength and potential inherent in your convention theme, "Solidarity for the World of the '90s."

I wish you and the members of the CWA success in your convention activities and in your continued efforts toward a more just and peaceful world.

Sincerely and fraternally,

s/ Lane Kirkland
President

Morton Bahr, President, CWA
1925 K Street, N.W.
Washington, D.C. 20006

Dear Morty,

On behalf of the 54 affiliated international unions and the 4 1/2 million members of the Industrial Union Department, I am pleased to take this occasion to salute the Communications Workers of America, its officers and you personally on its 52nd Annual Convention.

During the past year, as it has so regularly throughout its history, the CWA has again demonstrated its leadership and its influence in the labor movement as a whole. Your success in your negotiations with many of your principal employers assured continued benefits to your members and established a target for other unions in other industries.

The IUD has been a major beneficiary of your leadership, particularly in the continued effectiveness of the Jobs with Justice program. We have been gratified to have worked with you and your staff in developing a program for the 1990's which will continue to serve as a rallying point for union members generally.

We have also been pleased to work with your new Printing, Publishing and Media Workers Sector through the Newspaper Industry Coordinating Committee, which has led to an unprecedented degree of cooperation among the unions in the newspaper industry.

We also look forward to working with you and your colleagues on the legislative campaign to end the permanent replacement of economic strikers-- a goal which all of us in the labor movement agree is of critical importance in our struggle to strengthen our unions.

On the occasion of your annual convention, we extend to you and to your fellow officers and to the delegates best wishes for a successful convention and a productive year ahead.

Sincerely,

s/ Howard D. Samuel
Industrial Union Department
AFL-CIO

And from the U.S. Senate:Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, N.W. Washington, D. C. 20006

Dear Morty,

I would like to extend my warmest greetings to the members of the Communications Workers of America on the occasion of your 52nd Annual Convention.

Your membership is a vital part of one of the most dynamic industries of the 20th century, and you have experienced many changes in this industry during your existence. Often,

communications issues become legislative issues, and I have had the pleasure of working with the CWA on a number of occasions.

The future undoubtedly will bring many changes and more opportunities for cooperation, and as we move into an era of increasing competition, I'm looking forward to working with you to ensure that American communications products and services remain the best there are-- in markets at home and abroad.

Again, best wishes for a successful convention.

Daniel K. Inouye - Hawaii
Chairman, Communications >
Subcommittee

And lastly, from the Congress of the United States:

Dear Morty,

My best wishes go to CWA officers and members from all across the country as you mark the 52nd Annual Convention of the Communications Workers of America.

Working together for the betterment of CWA families and of our country, members of this convention are acting in the great American tradition of mutual benefit through cooperation.

You have my congratulations on reaching this milestone and, again, my best wishes for continued progress.

Sincerely,

s/ Edward J. Markey - Massachusetts
Chairman, Subcommittee on
Telecommunications and Finance

PRESIDENT BAHR: Thank you, Jim. You know, the acoustics in this hall are somewhat difficult. Any noise that comes from the back of the room just bounces around these walls and it is very disturbing to the conduct of the Convention. So in order to permit the delegates to participate, if you feel you must converse, all of us would appreciate your leaving the hall to do that. (Applause)

Delegate Eric Cox of Local 3519 raises a question of privilege as to whether the logo that is on the front of this podium is the appropriate logo. Of course I had to go and take a look at it, and in checking I find that this is the same logo that has been on the front of this podium every Convention for a number of years. So I hope Delegate Cox's concern is put to rest.

Is that Delegate Cox? The Chair recognizes Delegate Cox at mike No. 2.

DELEGATE ERIC D. COX (Local 3519): The question was not about the one on the front of the podium, because I certainly, after all the years I have been here, recognize that one as the appropriate logo.

The question that I had is on our badges, and on the podium, at the top, while this is much better than the new logo we debated in the 1980's, I like this one better, maybe it is a good one.

My question is, is this going to be the debate of the 1990's on a new logo? It seems inappropriate as we walk around town in Toronto, that our brothers here that have recognized us by the logo on your podium, it does not appear anywhere on our badges or on our ribbons, and it is somewhat difficult for me to have recognition in this community of CWA with solidarity. I have no problem with solidarity, but being we are in a foreign country I don't want to be confused with Poland. (Applause)

That was my question, Morty. (Applause)

PRESIDENT BAHR: Your point is taken. I was just conversing with Jim Booe as to whether the logo was on the badge every year, and we are not sure if it was. So, no, this is not a new logo. There is no intent for it to be a new logo. But I am glad you qualified your question.

I would like to call to the attention of this body the fact that we have with us the President of a Retired Members Club from Local 7200, a young gentleman by the name of Walter Blomgren, who has been President of the Retired Members Club for the last 18 years. At the age of 85 he has chosen not to run for that office again. So in absentia, would you give a round of applause for a man who has served this union for more than 40 years. (Applause)

The Chair recognizes the Secretary-Treasurer for a report.

SECRETARY-TREASURER BOOE: Thank you, President Bahr. I don't know why I get treated like this, but the first thing, one of my good friends for a lot of years down here says, "Are we broke?"

The answer is, "No." But we are severely stretched. The circumstances of the past year have proven beyond a doubt that our great union and the members of that union have the courage and conviction to face adversity squarely and deal with it effectively. Little did we know when we attended last year's convention that before we would have the opportunity to meet again over 150,000 of our members would be forced to strike in order to protect the basic rights and benefits that we have worked and fought for for many, many years.

These circumstances caused major impacts on the operation of your Secretary-Treasurer's office. While we have previously endured major strikes in CWA, none of them had the impact, the financial impact, that the NYNEX strike caused on our Defense Fund. It now appears that nearly 70 percent of our members in the NYNEX unit required some type of direct assistance from the Defense Fund during that 17-week strike; and in the strikes at Northern Telecom and Pacific Telephone and Bell Atlantic and Ameritech, even though those strikes were shorter, our current estimates are that almost half the striking workers in those units received direct assistance from the Fund.

Our goal regarding the Defense Fund is to have all of the outstanding local defense fund accounts reconciled by the end of September. We ask all Local leaders who are responsible for those accounts to cooperate with your District Defense Fund agent to expedite this process.

Later today you will be hearing a detailed report about the Defense Fund and the elected oversight committee will be presenting their recommendations for changing the Fund to you.

If the Defense Fund is to remain as it has been for more than thirty-five years, an integral part of our overall bargaining strategy, it is necessary for us, us that are here in this hall, to make some significant changes.

I hope that you will give the report your careful consideration.

Now, the strikes also had a significant effect on the General Fund of CWA. In September and October of last year we had to use nearly half of our operating reserve just to sustain the required cash flow to cover our day-to-day operations and keep the Union functioning. Last fall I asked all of the department heads and the vice presidents to curtail any activities and meetings that we were not committed to or which we could delay or cancel, and their outstanding cooperation helped us through the crisis.

However, we as a Union must continue to monitor our spending and determine how we can resolve our financial problems on a long-term basis.

This year's Finance Committee once again brings these problem areas to our attention, and I ask that you carefully review their report.

The strikes that we had last year also provided for us a clear example of why we are involved

and why we must continue to be involved in the International Trade Union Movement, with our free-trade colleagues around the world-- the PTTI, the Postal, Telegraph and Telephone International, and the CFTU, the International Confederation of Free Trade Unions. As Shirley Carr said this morning, free trade union solidarity that knows no boundaries is a must for working men and women in this age of multinational corporations.

Those corporations recognize no boundaries or organizational loyalties. All they seek aggressively is profits at the expense of the workers. So the solidarity and support that was given to us by our fellow Trade Unionists in PTTI and from other Unions in this country and around the world during our 1989 strikes are shining examples of what our international activities and international solidarity is all about.

Now, since our last convention, we have renegotiated labor agreements with the five Unions that represent your employees. As an employer, we are faced with some of the same tough issues that we faced across the industry bargaining table when we are wearing our Union hat. However, my office, in a little different vein than some of the companies we deal with, is committed to work with our employee representatives and through cooperative efforts, such as our health care cost containment committee, we hope to find ways to resolve the problems that face our employees and their families and do it in a way that we can all live with it.

Our efforts to better manage our employee pension plan are now paying off handsomely. As of this budget year, our contribution as an employer to our employees' pension plan, as a percentage of payroll, has been reduced by over 18 percent just since 1985.

If we were currently required to contribute at the 1985 rate it would cost us 3.8 million dollars more each year in the budget.

In addition, a number of locals have responded and taken advantage of the AT&T long distance program that we offered through our office, and we also have a national agreement with office equipment vendors whereby the locals can also save money through the purchase and lease agreements that we have. Any local that is interested should contact my office for further information.

We are working with the representatives of the Printing, Publishing and Media Workers sector to allow the Allied Label to be used on our in-house printing. The proposal will be reviewed by the Washington area Allied Printing Trades Council in the near future. And I hope to be able to announce that is a done deal very soon. (Applause)

We have engaged in a new records management system that is saving us a lot of time and a lot of space. And anytime you save time and space, you save money. We have disposed of a high volume of records that we are no longer required to keep. We hope eventually to make the principles of the system available to locals, thereby reducing the expensive record retention costs that we face.

Now, I took the time to point out some of these various programs so that hopefully you will have a better understanding of what the people in the Secretary-Treasurer's office are trying to accomplish for our union. We are charged with operating the business end of the union and doing it within the revenue that is available for that purpose.

During the past year, as a result of financial restrictions, we have, cut costs. Our operational expenses in the current budget year, 89-90, are approximately \$416,000 less than the previous year. Part of that savings is a reduction in the number of employees. Part of the savings is the cutting out of almost all overtime. While this affected the service provided by my office, it was necessary in order to finance other priorities in our union during this stressful year.

Now, during the July to October period of '89, we replaced our main frame computer and as a result we have increased our processing speed and disk storage capacity by 50 percent. We were able to take advantage of favorable pricing at that time and realized savings of over \$200,000 per year for the next four years.

The timeliness of dues reports for units of 200 or more members has improved substantially since the last convention. Of the 166 units in this category, 117 are currently being turned around within ten working days from the time we receive both the dues check and data reports from the employers. An additional 43 units are being turned around well within 60 days as is required by the New Orleans convention action. At this time, only six units with more than 200 members remain outside the 60-day period. And these are units in which we have serious reporting problems and discrepancies with the employers.

As I make this report, we have our full crew, except for the people that are here, which is very limited this year, who are working at home diligently to process units and get them out on a timely basis.

Our goal is to have all reports processed within ten working days after we receive the dues and all of the required information from the employer.

Now our local collection program is up and running with the first reports mailed out last month. Now you may recall from my previous report, that this process allows the locals with bargaining units of 50 or less to receive dues directly from the companies involved and then forward the per capita and Defense Fund payments to the International Union upon receipt of a "pre-list", which provides membership and dues information generated by our computer.

Now we have 174 units converted to this process. This program is voluntary, and if it were adopted by all the locals that have that kind of small units, we expect that it will reduce the processing time of those units by one-third.

Now I believe that the programs and changes that we have made, and those which are currently underway, are long term solutions to problems that have plagued us as an organization for many years.

But please don't misunderstand me. I am not trying to paint anyone a rosy picture. I know and I have been advised, as usually happens, particularly since arriving in Toronto, that we still have problems that exist with the accuracy of some reports. And our experience is that face to face meetings with those people involved has proven to be the best method to getting those kinds of problems resolved.

So I am going to expand on this approach during the next year. I will schedule conferences in each district where local Secretaries, Treasurers and Secretary-Treasurers, and any other local officer that may want to attend, will have the opportunity to sit with me and all the staff from my office who are responsible for processing dues reports in that district.

I honestly believe that some of our difficulties are the result of a lack of communications and understanding, not one way-- both ways. (Applause)

I hope that these conferences will allow us to improve our communications and a better understanding of all of our roles, and what all of us are facing in this frustrating job of identifying and reporting where the members are, who they really belong to and the amounts involved.

We will share the problems that we have in dealing with the employers and try to better understand the locals' problems by sitting together face to face along with the dues coordinators for each district.

I will try to schedule these conferences through the district vice presidents, and attempt to hold them in conjunction with some other meetings in order to help all of us hold down costs. Where possible, we will try to schedule them around officer training, because we know we will have new officers-- the election is coming up and this will give us the opportunity to go over the procedures that we have and to have these kind of meetings with those who are newly elected as well as those who are re-elected, and hopefully get to the root of these problems.

In addition, as soon as possible following the Convention, my office will be having a meeting with all the district dues coordinators, because it is apparent that we need to do this immediately,

and to help identify and correct our problem areas.

We will also continue to be meeting with the company representatives in accounting and data processing in order to solicit and try to get their cooperation in correcting these problems also

Now we have come a long way, and I think we have made a lot of progress. However, we recognize that we have got a long way to go before we meet the kind of objectives that we all expect in the level of performance that you deserve.

The basic framework I think is in place to collectively resolve our problems, and so consequently I am a little concerned when I hear that there are people who believe that the Unions' best interests would be served if we changed who and how we determine the responsibility for maintaining membership records and distributing income and dues.

I honestly believe that I am open-minded to any changes which can make us function more effectively. However, all of the ramifications of any kind of change really must be considered before we act, and that is, I guess, where I have the concerns, that this may not be the case in the emotions of the moment on what is being proposed.

If we act out of emotion instead of logic, it may make us feel good, but it would not be consistent with the wisdom this body has demonstrated over the years.

When I opened this report, I commented on the adversity that we in CWA have all faced during the past year. That adversity has caused us as a Union to make some damned tough and difficult decisions regarding how the total resources of this Union are to be allocated, and also how we plan the future direction of our Union in these challenging times.

Those tough, difficult decisions have occasionally been made after very heated debate, where many of the members of our International Executive Board have strongly disagreed. I have heard people say that those strong disagreements are negatives within CWA. I don't believe that. I believe that strong views, clearly articulated and intelligently debated are one of the strengths of our democratic organization, whether that debate takes place at the Local level or at the Executive Board or here at our Convention.

Often, though, in times of crisis and adversity, human beings like us have a tendency to begin to attack and assault each other, because we are close and handy. That is out of frustration. Of course, those of us in CWA are above that human frailty.

But, just in case, we all must never lose sight of the fact that whether we are Local officers, Staff, officers of the Union or Delegates to the Convention, our purpose and responsibilities are all the same. Our job and our commitment is to provide the very best leadership and service possible to the members that all of us are privileged to serve.

And, as Morty started saying, and I think we are all beginning to believe now, we are the Union family, and we are all committed to having our Union remain a strong, vibrant organization.

Thank you very much. (Applause)

PRESIDENT BAHR: Thank you very much, Jim.

Bob Olangy, Delegate from Local 2108, raised a question about not being permitted to distribute a leaflet inside the auditorium which would outline the position of the Maryland locals on the Defense Fund proposal.

When this was given to me, I checked and found that our policy has been one of many, many, many years, a consistent policy, that the distributions on the inside have never been permitted on issues that Convention committees were reporting to you, that in those cases you all have been given leaflets on your way into the auditorium. So, Bob, all I can tell you is this has been a consistent position, and only this Convention can change it.

I want to introduce to you now a hard working committee. They have been working for a long

time, and I know that at least this aspect of their job they hope will be finished today, because they don't want to revisit it anymore than you do.

It is a pleasure for me to introduce them to you.

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

Joanne Bell, President, Local 2336
Terry Laurent, Secretary-Treasurer, Local 3411
Gregory Riemer, Vice President, Local 4309
James Allen, Treasurer, Local 6215
Ron Cook, Chief Steward, Local 7400
T. Santora, Executive Vice President, Local 9000
James Willer, Executive Vice President, Local 13000
Arthur Cheliotos, President, Local 1180
James B. Booe, Secretary-Treasurer

Robert Lilja, President, Local 1104, Chair The Chair recognizes Brother Lilja. Let me just at the outset lay out the procedure they are going to use. There are three reports. The first report will be their annual report about the committee activities. The second report will be the Defense Fund Report. And the third will be recommendations on Defense Fund rules.

We will take each one as they come up. The Chair recognizes the Chair of the Defense Fund Committee, Bob Lilja.

CHAIR ROBERT LILJA (President, Local 1104, Chair, Defense Fund Oversight Committee): Thank you, Mr. Chairman.

First, I would like to call on Joanne Bell to read the annual report of the Defense Fund Oversight Committee to the 1990 CWA Convention.

... Delegate Joanne Bell, Local 2336 and Delegate Terry Laurent, Local 3411, shared the reading of the Annual Report of the Defense Fund Oversight Committee to the 1990 CWA Convention, as follows: ...

ANNUAL REPORT OF THE DEFENSE FUND OVERSIGHT COMMITTEE

Based on the charge of the Convention, the Defense Fund Oversight Committee has taken the following actions:

- * Elected a chairperson and determined that only Committee members elected to the Defense Fund Oversight Committee shall vote on matters properly before the Committee;
- * Approved \$300,000 for Public Relations expenditures associated with collective bargaining;
- * Due to the new rules, and based on the grave financial condition of the fund, we disallowed a number of non-strike related expenditures totaling \$388,207, and requested reimbursement from the operating budget to the Defense Fund;
- * Developed and initiated internal reporting procedures for the Committee to monitor the Defense Fund;
- * Reviewed the investment policies and found them to be in order. (See Financial Statements and Report of Internal Auditors, Statement of Assets, Liabilities and Fund balances);
- * Established polling procedures necessary for voting on non-strike related expenditures;
- * Established a random audit mailing to members to verify their receipt of Defense Fund monies;

* Prepared recommendations for changes in funding and administrative rules.

The Defense Fund Rules require that the Districts and Locals must document and account for every expenditure. The Secretary-Treasurer's Office has coordinated reviews and audits of various Locals randomly or where discrepancies or complaints are noticed.

As of April 30, 1990, the audits and reviews of the strikes occurring in 1989 have found that approximately \$87,000, may not have been distributed per the Defense Fund Rules. These funds have either been returned or are in the review process. Audits are continuing and an updated report will be presented to the next Convention. In addition to these amounts, the Fund has received refunds from COBRA, insurance and medical payments made during the 1989 NYNEX strike of approximately \$1.3 million.

We reviewed a random sample of Local Defense Fund Reports. We commend the Locals for doing a fine job of administering the Defense Fund; it is often a thankless and demanding job and they did it well.

We acknowledge and appreciate the full cooperation and assistance of Secretary-Treasurer Jim Booe, his Executive Assistant Paul Anderson, and his office staff.

The Committee moves the acceptance of this report.

PRESIDENT BAHR: There is no action required on this report. The record will reflect that the committee's report has been received by this Convention.

The Chair recognizes Bob Lilja.

CHAIR LILJA: The report before you, needless to say, is not perfect, but there is no perfect solution. The nine people that you have elected to represent you on the Defense Fund Committee all have a different opinion of what the perfect solution is.

In order to accommodate everybody's ideas and come up with something that we could all live with, we all had to compromise. If you remember, at last year's Convention we could not even agree to come up with one report. We put before you two reports, because not only could we not agree on one report, but some of our meetings almost turned into fistfights, and some people even cursed at each other.

... Cries of "Oh, oh"...

CHAIR LILJA: It wasn't me, though.

This year everything is different. The reason it is different is because our Union is in trouble. We still cursed at each other, but our Union is in trouble. We are \$15 million in debt. That has to be rectified. We can't go into 1992 negotiations with no money in the Defense Fund. The present funding that is coming into the Defense Fund will take care of our debts. But everybody on the committee realized that we have to do something to be prepared for 1992.

This report, besides preparing us for 1992, puts a little more control in the Locals' hands. It puts more control in the Locals' hands because you are going to have an opportunity by district to decide whether you want a flat payout or whether you want to go on an as-need basis.

That will be decided by District, by bargaining unit, or multiple bargaining units striking the same employer.

Like AT&T, AT&T will be decided by District, whether there will be a flat payout or whether it would still go on an as-need basis.

When you read this report, don't think for a minute, just because it says we are projecting for 1992 \$50 per member made available per Local per member per week, that that is a cutback from what we have been getting now, because just recently, during the NYNEX strike, which lasted four months, the average per Local per member per week, \$44 per member per week was spent.

So, it is actually an increase.

The only way we could see that we could get ready for 1992 bargaining and fund our Defense Fund properly is with a dues increase.

If we had money in the Defense Fund, some money going into 1992, we might have the luxury of looking at different alternatives. But anything we do short of a dues increase is just going to be in vain because we will have no Defense Fund as we enter 1992 bargaining.

If you had occasion to go through a strike recently, as I have, my local was part of the 17-week strike against NYNEX where a bunch of greedy pigs that run NYNEX were trying to take our health care benefits away (applause), and the hardship put on the people that are out of work for three or four months, you just cannot appreciate unless you have recently gone through it. I went through the 1971 strike also, and that was a 7-month strike. Believe me, that was a lot easier than the 1989 strike which was only four months. Many members suffered during this past four months, and without the Defense Fund our strike would have collapsed and we would be paying for our medical benefits today.

So it is most important that anybody out there in any bargaining unit, if their corporation is going to come after them for givebacks, for medical payments, will need a strong Defense Fund to protect everybody against that. And the only way we are going to get it is take a good, hard look at the proposal that we are presenting to you today, and think about it long and hard before you say "No." We need a "Yes" vote in order to prepare for 1992.

Now I will ask the committee to read the report. Thank you. (Applause)

... The Defense Fund Oversight Committee read the report to the Convention as follows: ...

DEFENSE FUND OVERSIGHT COMMITTEE REPORT

Successful collective bargaining is the first responsibility of CWA to our members. To that end, a strike is just one of the traditional tools in our collective bargaining process. Consequently, the Committee strongly feels that the Executive Board needs to develop more comprehensive bargaining strategies, and use these new strategies to educate our members and successfully achieve our goals. This Committee's charge is limited to developing one component, the Defense Fund. In the fall of 1986 a renewed effort began that would make our Defense Fund an effective deterrent to companies who would force us on strike. Each of the Committees since that time has concluded that more money must be allocated to the Defense Fund to provide realistic support for our members throughout a collective bargaining dispute.

The Defense Fund Oversight Committee was established by the 1989 Convention. Beginning in January, 1990, your elected Committee met to review the crisis situation of our existing Fund.

THE STATUS OF THE FUND TODAY

During 1989, the following major strikes had an adverse effect on the Fund:

PAC-TEL The strike started August 12 and lasted 14 days affecting 42,000 strikers. \$1.4* million was advanced for an average cost of \$16.66 per striker per week.

AMERITECHQB The strike started August 12 and lasted 17 days. There were 39,000 strikers, and \$1* million was advanced for an average of \$10.26 per striker per week.

BELL ATLANTICQB The strike started August 6 and lasted 23 days affecting 38,500 strikers. \$2.5 million* was advanced for an average of \$19.68 per striker per week.

NYNE The strike started August 6 and lasted 120 days. A total of \$27.8 million* was advanced for direct member assistance for 37,000 strikers for an average of \$44.20 per week per striker. Strike costs per member increased considerably at 30 and 60 days.

For the first time, health care costs became a substantial expense to the Defense Fund.* (Not

all Local strike accounts are closed as of 4/24/90, some adjustments are likely because of medical insurance refunds, disallowed expenses, reimbursements to Locals, etc.)

During this period of strikes, the Defense Fund collected \$1,461,827 from nonstriking units, \$663,039 in interest income, \$429,805 in contributions of which the Japanese Communications Workers Union (ZENDENTSU) gave us \$60,000. ZENDENTSU gave us an unsolicited loan of \$15,479,200 at the very favorable interest rate of 5.8% *(well below 10.5% prime rate), payable in six payments over 36 months. This is a true act of union solidarity that will save our Defense Fund nearly \$1,200,000 in interest costs alone. It shows that in this strike-breaking world of international corporate giants, working people also have a common ground.* (The effective interest rate is 5.065% due to the purchase of yen futures that takes advantage of the dollar to yen exchange rate. This saves in excess of \$207,000 on the cost of the loan.)

As the graph on the previous page demonstrates, the net effect of all the 1989 strikes on the Defense Fund was to virtually decimate the Fund and incur a debt for CWA of approximately \$15 million (this does not include interest amounts). All current income to the Defense Fund is required to repay this debt and funds from the National Union's General Budget must also be used to meet the required loan payments. Under our current funding, this situation is expected to continue into 1993.

IMPLICATIONS FOR NEXT ROUND

Our experience of 1989 illustrated our need to develop new strategies to win good contracts. New technology, the political and economic climate, and the increases in health care cost make a traditional strike less effective on the employers and more burdensome on the members.

The divestiture of AT&T, new affiliations and organizing, particularly in the Public Sector, have created many more bargaining units. This can be an advantage for the Fund but only if contract expiration dates were staggered to expire in different years.

In 1989 and for the foreseeable future, the contracts representing a majority of our membership will expire in the same seven month period (e.g. May to December, 1992). Our experience shows that strike benefit costs escalate considerably with each succeeding week as personal savings are depleted and our strikers cannot meet their monthly obligations. We have learned from 1989 that a lengthy strike of any major unit in 1992 will need much more than the \$16 million we had before the strike of 1989.

We have also learned that our Union's collective bargaining ability is affected when we must borrow millions to pay for a strike.

Therefore, we need to prepare ourselves for what we can reasonably expect to occur, given our experiences of 1989.

The following recommendation creates a new Fund with a funding mechanism (1/4 hours dues) that will offer as much protection in 1992 as we had in 1989, and begins to build a substantially stronger Fund which will be a strike deterrent.

RECOMMENDATIONS

We recommend a separate fund be created to be used for the relief of strikers and victims of bargaining strategy. The new Fund will be called the Members' Relief Fund. Members who do not have the right to strike under law shall neither contribute to nor benefit from the Members' Relief Fund.

FUNDING Minimum dues be increased for those eligible to strike, from the present 2 hours (1.15%) dues to 2 1/4 hours (1.3%), with the additional 1/4 hour (.15%) being allocated to the Members' Relief Fund starting with the dues that are processed for the month of January, 1991. Based on our current membership figures and hourly rates, we project that this funding will raise over \$16 million on an annual basis. That when the Members' Relief Fund reaches \$100 million, .1% (equivalent to two-thirds of the increase) will be allocated to the Local. When the Fund drops

below \$70 million, this .1% will be reallocated to replenish the Members' Relief Fund.

- o That .05% (equivalent to one-third of the increase) will continue to be allocated to fund the Members' Relief Fund regardless of the Fund's balance.
- o That the 2% allocation from the Local and National Unions' income to the existing Defense Fund, which was established by the 1989 Convention, be discontinued effective January 1, 1993 (2% effective 10/1/91 - currently 1%).
- o That the \$.50 per dues payer per month contribution will continue to be allocated to the existing Defense Fund.

PAYOUT Commencing on the 15th day of a strike or when payroll stops, \$50 per week per striker or victim will be available for use by the Local for assistance (subject to availability of funds). Payments to Locals will end on the 7th day following the conclusion of the strike, or payroll begins, (in cases involving litigation, payments would end seven (7) days after a final settlement).

- o The Defense Fund Oversight Committee will monitor the progress of the Members' Relief Fund and recommend changes in payouts when applicable.
- o A uniform method for payout to the strikers shall be determined by the Locals for each employer group which may be struck within each District.
- o At the time that the Members' Relief Fund is established and funded, strikers' relief will no longer be paid direct from the current Defense Fund. Picket line maintenance shall continue to be paid by the Defense Fund per the Defense Fund Rules.

Respectfully submitted, Defense Fund Oversight Committee.

CHAIR LILJA: Mr. Chairman, I move the question.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

The Chair recognizes Mike 3, Delegate Creegan.

DELEGATE EDWARD CREEGAN (Local 1106): I rise in favor of the Committee's report. I had an opportunity to speak at the AT&T conference in Houston, and I would like to address some of the same issues here.

I know that some people believe, particularly if you are from New York and from New York Plant, why wouldn't you be in favor of this report, because you just went and spent all the money anyway. Why not get some more in?

We did it in 1971. We did it in 1989. I guess every 18 years we are going to be doing the same thing.

But I think it is critical for everybody to understand. You have heard a lot about the NYNEX strike, and I will tell you a little bit more about it. It was not just the issues that were addressed here so far. There were many other things that were said to us by the company.

First of all, the company walked out of bargaining with 36 hours to go, and said they had to prepare for a strike. The company told us they were going to take away all-night differentials. The company told us they were going to take away all our seniority rights and transfers of up to 400 miles. The company told us that they were going to take away all our seniority rights in layoffs. And then in contract labor, the company made it very clear not only were they not going to improve on the contract language on contract labor, they intended to increase contract labor dramatically.

This is what we were faced with, and this is why we went out. We didn't go out because of a Defense Fund. We went out because they were going to take away 50 years of gain and we

were not going to let them do it. (Applause)

We had something else going for us this time we never had going for us before. For the first time in our lives we had traffic, accounting, commercial and plant, and CWA and IBEW in New York and New England. Sixty-thousand strong. And they didn't expect it. They thought we were going to take us down and they did not.

It was not an easy strike. It was a bloody strike. Not only was one of our pickets murdered by a scab, but many more were run down, many more in the hospitals, many more were fired. Over 90 people were fired in New York. Many of them we got back on the job, thanks to Morty Bahr and Jan Pierce.

Today in New York, my Vice President, Dick Halladay, who many of you know, is in court. And the company stacked the court with special agents because they are trying to put him in jail. They are not satisfied they took away his job, they want to put him away in jail along with many other members. That is why we are still fighting.

I had an RSA 23 years old, and agents came in with cops who took him out of the bureau in cuffs six months after an incident they accused him of doing. He had nothing to do with the incident. He is still waiting for his job back.

If you don't take a position and do something about this Defense Fund, what they did to us they are going to do to you, if they didn't do it already.

We are standing by New York to stand by and help you if you have to go out and fight the same battle that we did. We have to fight this battle together. You have to support this committee report.

Thank you very much. (Applause)

PRESIDENT BAHR: On mike 2, Delegate Schaeff.

DELEGATE JERRY W. SCHAEFF (Local 4322): I rise to place an amendment on the floor. I have a copy here.

PRESIDENT BAHR: Would you give me a copy?

DELEGATE SCHAEFF: I can read the amendment word for word, or I could summarize, it would be up to the Chair. We have distributed these all morning.

PRESIDENT BAHR: I would suggest that you read it word for word for the record.

DELEGATE SCHAEFF: Okay. The amendment is as follows: Beginning on line 87 under "Funding", "Funding - Minimum dues be increased. Delete "for those eligible to strike, from the", and then go on with the regular, "from the present 2 hours (1.15%) dues", to delete "2 1/4 hours (1.3%), inserting the following: "1.5% of the annual base wage", leave the word "with", then delete "the additional 1/4 hour (.15%)"; insert "(.15%) for the number of members equal to those eligible to strike being allocated to the Members' Relief Fund."

Delete the word "starting", then insert "This would start", then it goes on with the original language, "with the dues that are processed for the month of January, 1991. Based on" delete the word "our", go on with the original words, "current membership figures and hourly rates", delete the words "we project that", insert "it is projected" and regular words, "this funding will raise over \$16 million on an annual basis", delete the period, insert "for the Members' Relief Fund".

Simply speaking--

PRESIDENT BAHR: That is the motion. Is there a second for that motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. The delegate now has five minutes to speak on his motion.

DELEGATE SCHAEFF: Before I make my speech, I would like to summarize what I just said.

Basically, the Defense Fund Committee is proposing a dues increase to 1.3 percent, with a total increase going into the Members' Relief Fund. I am amending that to make it 1.5 percent, add an additional .2 percent, with the Members' Relief Fund being established the way the Committee has proposed with the additional .2 percent going into the General Fund for the 60/40 split back to the locals and also the International.

The Officers and delegates in this Convention Centre are the leaders in our great Union and elected to deal with these problems facing our future. I am sure we are all tired of hearing about biennial conventions, trouble with our reports, checks not arriving on time, meetings being cut, our staff reps being told not to fly any longer, and their cars being taken away. I am sure we are all very tired of being abused by AT&T, the Regional telephone companies, municipalities, and other employers, simply because we have no war chest which would give us the opportunity to compete.

Brothers and Sisters, we could defeat this amendment and pass the Committee Report. However, that would only accomplish one thing-- we would have a Members' Relief Fund. Our Union's financial condition would be the same the day we leave this country as it was the day we entered. We would have once again not taken care of a controversial issue which haunts us every year.

Believe me, as a Local President I do understand all the reasons we seem to find to avoid making a decision on this issue. I realize this year is election year; however, I believe we are here to serve our members and elected to make these difficult decisions. I know last year it was because of the major contracts expiring, and next year we will have another reason, then in '92 contracts and so on. We have allowed our excuses to place us in a vicious never ending circle.

I am speaking now as a President whose local did take the bull by the horns and proposed a general dues increase to our members. We gathered our facts, presented them honestly, and our members did pass the increase, however, not just to 1.5 percent, but 2 percent of the annual base wage. Our local is still actively organizing, and the dues are not a deterrent to the groups we work with.

I will never believe the membership in Dayton, Ohio, or any other locals whose members have passed dues increases are any different than members across the country. The members are intelligent, they are educated, they are innovative, they are the best people in the world, and believe me when I say, your members and mine know how to analyze the facts and would support a decision to make our Union healthy once again.

We must make this decision and never allow this problem to plague our Union again. The financial commitment is small, somewhere in the neighborhood of 4 1/2 cents per hour on an average, however, the gains we would make are overwhelming.

We must keep this amendment and the main motion separate. If the main motion is to pass, do we want it to pass without this amendment? Do we want to place our fellow Officers in a position to tell their locals we passed a dues increase, however, it will not help our local's financial condition?

Do we really want to tell our brothers and sisters, in the public sector, we cannot afford to help you fight for legislation which allows you the right to strike as we have in Ohio? We cannot place our brothers and sisters in the "Right-to-Work" states in a position to try and organize into a union that may have a financially shaky future.

How could we leave Canada knowing our locals who deal with Pac-Tel and others are going under because of the Company's increasing restrictions on Joint Conference time?

We must be able to finance our battles in the future. Therefore, I urge and plead for your support for the passage of this amendment.

Thank you very much. (Applause)

PRESIDENT BAHR: Microphone no. 4, Delegate Clark.

DELEGATE FRITZ J. CLARK (Local 1111): Brothers and sister delegates, I rise in opposition to this amendment, not because I don't understand and appreciate what the good brother delegate is proposing, but primarily because I think this Committee we elected a couple of years ago to do a real tough job has wrestled with the kind of idea he suggests and a lot of others and came up with the solution they are proposing to us today.

I think we need to support the Committee without amendment. They have done a tough job, a real tough job on a real tough question. (Applause)

Last year we took some budgetary restraint action to strengthen the Defense Fund before we took on the Bell system in 1989. Unfortunately, our 1989 bargaining experience proved to us the action we took last year was inadequate. And now we are here again with the opportunity to take some further action to prepare CWA for the collective bargaining battles of the future.

The Defense Fund Committee has wrestled with this problem and resulted in a solution of \$1.00 a week per member. It has been thoroughly explained to our members in the CWA News, and it is what we must do to be prepared to win good contracts in 1992.

CWA has met the collective bargaining challenge in the past by daring to do what is necessary to win the fight for fairness with the employers we face at the bargaining committee. We now need to take another historic step in that direction. We need to vote yes to support the Committee, to be prepared in 1992 and that means we have got to vote against those amendments.

I urge you all to vote no against the amendment and support the Committee in the final resolution.

PRESIDENT BAHR: Microphone no. 3, Delegate O'Neill.

DELEGATE ELEANOR J. O'NEILL (Local 4209): I am on the wrong side of this one, according to your applause, but let's wait a minute, take a look at what we are really and truly looking at, okay?

We were on strike also with the Bell System, and they were just as tough as anybody, as any of the other companies were. We represent totally women-- a few men who couldn't find better jobs became operators and then we tried to get them promoted, because this is very hard concentrated work. (Laughter and applause)

But let me tell you what happened. In 1986, when the AT&T group went out-- we are a poor local. I cry poor mouth and I am a poor local, and as a result of that they said to me, "Find us a solution through the Executive Board of our local so that we can have some money if we go on strike. We do not do anything to the Defense Fund because we are told if we do it and it is not right, we have to pay it back and where are we going to get it?"

So we assumed the responsibility of the entire local and we took our savings and put it into monies for food, not rent, none of those things. When they came to rent, the Executive Board themselves tried to get together, scrape up money, go in and beg and keep these people from being evacuated from their homes and their cars being taken away, okay?

After looking at that, we went back and seriously looked at a dues increase, not like we are looking at here. We seriously looked at one, and what we looked at really affected the people, and I felt sure it would not carry. I felt sure it would not carry.

We went for 1/2 of an hour, or 3/4 of an hour, and I had a tough battle, and if you don't believe me, ask some of my staff that went with me.

I walked up and down those aisles. I literally cried to get those people to understand that it's

your health we are looking after. You told us to do it. We are doing it. By golly, help us.

And what do you know, they took the 3/4. Now they bitched afterwards, but now that it is all over they say, you know, that was a lot of good common sense. We don't mind it too much, because cigarettes went up, meals went up, and if they were here in Canada they would really see it up. (Laughter)

And as a result of that they are satisfied. You can have, out of my local, .75. And by golly, I think it is time we quit trying to play -- and I have been in this Union since way back-- I got those dues from those members, by the way, Morty, 15 and 20 cents at a time to keep from losing them because if they didn't pay their day's assessment I was to eject them from the Union and then go back and organize them. So I took a dime, a nickel, a quarter, until I got their day's assessment, and it took me a long time to get it.

So I want to point out that we are playing politics in here. Let's cut it out. Let's listen. And I am surprised at my friend in New York getting on the "No" mike. For they spent a whole million of our money and we didn't take a nickel out of it, but we want this Union secured, and I think the only way that we are going to secure it is get off a dead end and vote for this amendment and get moving.

Thank you. (Applause)

PRESIDENT BAHR: On microphone no. 5, Delegate Bates.

DELEGATE CHARLES D. BATES, JR. (Local 2101): I have a question.

PRESIDENT BAHR: Go ahead.

DELEGATE BATES: It is on the proposed amendment. It says that .15 percent of the money would go to the members eligible to strike.

My question is, where would the other 1.35 percent go?

PRESIDENT BAHR: The maker of the motion can correct me if I am wrong. I thought I heard him say that .2 percent would go to the General Fund, to be divided 60/40.

It is an increase of .35, he says, of which .15 would go to the Defense Fund as the Committee reports, but he adds another .2 cents, which would be divided 60/40.

DELEGATE BATES: Thank you.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE BATES: No other question, thank you.

PRESIDENT BAHR: Microphone no. 4, Delegate Henning.

DELEGATE WILLIAM HENNING, JR. (Local 1180): My brothers and sisters, I rise in opposition to this amendment, as well intended as I believe the maker is in putting it forward.

Personally, I agonized over this issue. In fact, I spoke against the proposed Defense Fund Committee Report at our District 1 meeting last month. I have since been convinced of the need for the adoption of this report as moved by the Committee.

My concerns revolve around the issue of continuing to tax at greater amounts a shrinking membership base. My fear is that this will work against our long-term interests to, in the words of Larry Cohen, "Organize. Organize. Organize." And that is his tone, too. (Laughter)

This morning President Bahr indicated that at the present time only 10 percent of the U.S. private sector work force is organized. Most knowledgeable observers predict that number will shrink to 5 percent by the end of this century, not 10 years away. Although our brothers and sisters here in Canada are doing somewhat better, I believe their needs also involve expanding the base. That is what is wrong with this amendment. In order to address the serious short-term

problem of our need to repay debts incurred in several strikes this year, and to quickly replenish the Defense Fund for our critical round of bargaining in 1992, we ought to be willing to increase in a small but meaningful way our dues.

But a 30 percent dues increase invites trouble. It invites trouble not only in our ability to bring in new units to CWA but in keeping some of the units we now have.

There is a delicate balance to maintain, and this amendment tips that balance unacceptably. Make no mistake, the recent success of the United Mine Workers of America in their battle against the Pittston group was due in no small measure to the abilities of a well-funded Defense Fund to never allow those 1700 strikers to be starved into submission. Despite considerable obstacles, we had the same intent in our support of our Sisters and Brothers in NYNEX who maintained the longest telecommunications picket line in the last year.

As a public worker, I was concerned with the two tiered dues structure we are establishing, one which says if the state does not allow us to strike, we won't make the proposed members' relief fund available to those units that may be forced, in order to defend our members' interests, to engage in an illegal strike.

We should feel no obligation to abide by laws made by bankers, corporate raiders and their legislative representatives, which have such a negative impact on working people, no matter who their employer.

But on the other hand, to increase dues by such an amount as this amendment proposes works against our long term interests to organize sufficient new public workers to increase our abilities to have a major political impact and to swell the ranks of our country's organized labor force.

And by the way, Local 1180 and most of the public worker locals I know gave major and direct support to the Defense Fund and particularly to the NYNEX strikers, and we still do.

You heard the Committee Chair describe this amendment as a compromise. Indeed, it is. If all we do is adopt the Committee report it will not be enough. It will not be enough to adequately fund our strikes and not enough to stem the erosion of organized labor's power.

Let's recommit ourselves to increasing our numbers and to funding our strikes. The original compromise report allows us to do this. This amendment does not.

I urge you to defeat this amendment. Thank you. (Applause)

PRESIDENT BAHR: Since there is no one at the "For" microphone, a motion is now in order. The Chair recognizes the Delegate at Mike 1, Delegate Morin. Would you turn the mike on at Mike 1.

DELEGATE MELISSA A. MORIN (Local 1400): Mr. President, I would like to move the question.

... The motion was duly seconded ...

PRESIDENT BAHR: The question has been called for. It has been seconded from the floor. The effect is to close debate on the amendment. It is not debatable. It requires a two-thirds vote.

All those in favor of closing debate indicate by raising your hands. Down hands. Opposed, by like sign. Debate is closed.

The amendment before you has the effect of increasing the dues by .35, with .15 going to the Defense Fund and .2 being divided 60-40 according to the formula.

All those in favor of the amendment indicate by raising your hands. Down hands. Opposed by like sign. It is defeated. (Applause and cheers)

On Microphone No. 4, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): I have to stand here today to urge you to vote against this committee's report, accepting this committee's report, and raising our dues.

I do this despite the fact that many eloquent speakers have spoken before me in favor of it. There is a great deal of personal feeling, but the bottom line is \$50 a week ain't diddly. The rhetoric that the company looks at a large defense fund when deciding whether or not to take us out on strike-- that logic may have been good in the '30's, but that is not true now. The company looks at the non-union members, and in a "Right-to-Work" state adoption of this report will amount to more non-union members.

Now, if you believe that there aren't members out there who would get out in a heartbeat for any issue, tell them dues increase.

In 1979 we stood in Detroit, Michigan and heard that we would never have another dues increase. (Applause and cheers) And we went home and gave that message to our members. The eight "Right-to-Work" states in Bell South, in District 3, are the highest COPE participants in this Union. (Applause) They are the highest percentage organized in "Right-to-Work" states. And we don't want to lose that status.

We agree that we need a defense fund, but we need other ways to fund it.

In correspondence with you, President Bahr, I have made suggestions on how to cut our expenses. Secretary-Treasurer Booe stood up earlier and gave us a great report on what you are all doing. But I think you need to do more before I can sell a dues increase to my membership.

Thank you. (Applause and cheers)

PRESIDENT BAHR: On Microphone 5, Delegate Princiotta.

DELEGATE ANN PRINCIOTTA (Local 1023): I have a question, and I want to direct your attention to Line 121 of the report. "At the time that the Members' Relief Fund is established and funded, strikers' relief will no longer be paid direct from the current Defense Fund."

Does that mean that by accepting the committee's report, we are in fact changing the rules of the Defense Fund as we know them now, that no payments for mortgages, rents, car payments, will be made to the members who qualify from this Defense Fund?

PRESIDENT BAHR: I will refer that to the committee.

CHAIR LILJA: That is correct. The members' Relief Fund will take care of all of those things if in fact you vote as a district, within your district, within the bargaining unit striking the same employer, to go on an as-need basis. Then all the car payments and the mortgage payments will come out of the strikers' Relief Fund, the Members' Relief Fund, not out of the Defense Fund.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE PRINCIOTTA: Do you feel the members' Relief Fund, then, will be able to handle these demands made on it by that \$50 that is going to be allocated per member?

CHAIR LILJA: The average spent on the NYNEX strike, because it was four months long, got into the rents, car payments and the mortgages, unlike the other strikes around the country. And the average spent during the NYNEX strike was \$44 per member per week, which is six dollars less, obviously, than the \$50 that is proposed in the recommendation.

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

DELEGATE DELBERT McBRYDE (Local 9510): I have an amendment to make to the Defense Fund Committee report. You have a copy.

PRESIDENT BAHR: I have a copy. Go ahead.

DELEGATE McBRYDE: The amendment would read as follows: I move that the Defense Fund Report, from Line 77 to Line 125, be deleted, and insert the following language:

"All negotiated hourly wage increases effective after August 1990 that result in an increase of the current dues that both the National and Locals would receive be diverted into the current Defense Fund until January 1992. This would be in addition to the 50 cents plus the 1 percent and 2 percent approved at the 1989 Convention.

To continue to finance the Defense Fund for 1992, negotiations that the dues be increased for the current Defense Fund, starting in January 1992, to one half hour per member.

The 1992 Convention shall review the increase and either stop or modify for future funding of the Defense Fund. The increase would exclude those public employees who cannot strike.

If I get a second, I would like to speak on the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It is seconded from the floor. You may speak for five minutes.

DELEGATE McBRYDE: Fellow Delegates, I don't believe in being against things unless you have an alternative to offer. I feel this proposal will put in excess of \$10 million into the Defense Fund over the next eighteen months from the dues that the Locals and the National Union would receive. This would take care of any strikes that could occur in any of the smaller bargaining units if there was a strike. This would fund the current Defense Fund, with no dues increase until 1992.

In December of 1991 the Locals and the National Union would start receiving the increase of dues that would have been diverted into the Fund for 1990 and 1991. In January of 1992 the dues would increase one half hour for the CWA Convention in 1992 to consider and review.

The Convention could and should act to stop the dues increase, because for that period of time, that would put an additional \$17 million into the current Defense Fund. This proposal would put over \$28 million into the Defense Fund over the next 24 months. Each Convention has the right to act on the dues amount, and this would relieve the fear that many people have felt that a shorter period could be viewed as an assessment and could be a legal burden for the National Union.

Most of all, the members that we are privileged to represent know that the Defense Fund needs to be fixed for 1992. But they feel they should not have to carry the full load to correct it.

The National Union and the Locals could carry the Fund until 1992. Then the members would pick up the increase and have an adequate fund that would be larger than any CWA Defense Fund in CWA history has ever been, with no changes in the benefits they would receive, as the members who struck in 1983, 1986 and 1989 received.

I cannot justify to my members to raise the dues and receive less benefits than the Defense Fund Committee has recommended with their proposal.

Everyone at this Convention knows we have to correct the problem. No one feels that a permanent dues increase in addition to the 50 cents plus the one percent and two percent is necessary to correct the problem with the Defense Fund.

The members feel that the Fund is necessary and have expressed their feelings to me to continue the current Fund if at all possible.

In closing, there is an old saying that can apply to those who would want a permanent dues increase in addition to the two hours dues we now have. It simply goes like this: Pigs get fat and hogs get slaughtered.

I ask that you consider this amendment as an alternative to the Defense Fund Committee's report.

Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 4, Delegate Cox.

DELEGATE ERIC D. COX (Local 3519): I rise to speak against this, and any dues increase to fund the Defense Fund. We recognize in the South, in the "Right-to-Work" states, that a Defense Fund is important. In all the years we have had the Defense Fund, all the strikes we have been through down there, though we may not have been striking as long as the New York strike-- and I applaud my brothers in New York for their stand, and anybody who strikes, but, as we find out in the South, in the "Right-to-Work" states, that you cannot buy unionism. You just can't buy it.

In light of replacement worker laws, in light of divestiture, the splitting up of the companies, our members are hanging on to that which they see as their security, and that is that money, and that job from the company. We have had successes, and I am proud of what this Union has done. But, right now we are fighting things that we have lost in the contracts day after day after day.

When we go on strike down there, they are mad, and they are for the issue, not the Defense Fund. We need one.

Our members in the South, in my area, will not go for a dues increase, with the benefit the lowest we are paying, and regardless of what you have heard about the District 3 contract, there were a number of take-backs, prescription drugs, for example--we have people that are sick on the job, and they are being brought back to work. People with operations that need time off. Tons of problems. We have people put on permanent retirement because they are trying to use their benefits. This is what our members are looking at as services. And I recognize the International is trying to do things to make it better, and I notice this Convention, as one of the things that we have done to cut back on expenses, has taken the CWA medal off the ribbons, and I resent that. (Laughter) That is not a cost cutter. That is an insult. But we better wake up.

Our members will support a defense fund. I support my Brothers in New York. But in the South we have to get rid of our stocks, we have to get rid of our savings accounts, we have to get rid of all income. We do not have striker assistance. We do not have food stamps. We do not have unemployment. By God, in the South, when you go on strike, you go on strike because you believe what the hell you are doing. (Applause)

Five hundred dollars a week is not going to keep a scab on the street if he is going to be a scab. He is going to go with the company, because he is afraid of being replaced.

The thing that bothers me with the philosophy here is not the Defense Fund, because, by golly, I believe in it, but the fact that we are promoting the issue, this Convention and last Convention, that you can't, by God, buy unionism, and you can't. It is time to go back to the street, tell our members what they are dealing with, let them take an honest look and shoulder their responsibility in this, too.

We will work on a Defense Fund, but a dues increase in my area will result in non-members until we get the services back. They don't understand the Defense Fund, because they, by God, never got nothing out of it.

Thank you. (Applause)

PRESIDENT BAHR: Microphone 5, Delegate Daly.

DELEGATE TERRY DALY (Local 1101): Brother Lilja, some time ago I was on that Committee. I know we studied a proposal very similar to the one that is in front of us at the moment. My question is to the committee now: Did your committee take into account any of the arithmetic as far as what type of revenue this would produce, this amendment, in terms of additional funds for the Defense Fund and the Member Assistance Fund?

CHAIR LILJA: Yes, we did. What we found is that the average amounts of the dues

increases is not in fact three percent or better, because of the churn of jobs, where we are losing members every day in high-priced jobs, and we are organizing people in lower-paying jobs. And, in addition, we are losing members on top of that, and also lump sum payments being involved in part of the wage increases, where the actual number of dues increase for the increases is still-- well, it is actually between 1.8 and 1.9 percent, as opposed to a little over 3 percent. And, instead of generating \$10 million a year, if we took all the new moneys that came in for the dues, it would only generate like \$2.4 million.

In our investigation, that is what we found.

DELEGATE DALY: Thank you.

PRESIDENT BAHR: A second question?

DELEGATE DALY: No further questions.

PRESIDENT BAHR: Thank you, Terry.

Microphone No. 1, Delegate Tanner.

DELEGATE FRANK TANNER (Local 9410): I rise to offer an amendment to the question that was put on the floor by Brother McBryde. The amendment would be as follows:

In the third sentence of his motion, to delete the words "until January 1992" and add a period after the word "Fund."

In the fourth sentence, after the period after the word "Convention," to delete all the wording beginning with "to continue to finance the Defense Fund for 1992 negotiations," all the way to the end of the motion.

That would leave it read:

"All negotiated hourly wage increases effective after August 1990 that resulted in an increase of the current dues that both the National and Local would receive would be diverted into the current Defense Fund. This would be in addition to the 50 cents plus the 1 percent and 2 percent approved at the 1989 Convention."

PRESIDENT BAHR: Is there a second to that amendment?

... The motion was duly seconded ...

PRESIDENT BAHR: You can speak on the motion, Frank. It has been seconded from the floor.

DELEGATE TANNER: We have heard some very eloquent speakers speak both pro and con on the whole question, which is the central question of raising our membership dues.

Brother Fahrenholt recalled quite accurately, as I recall, though I was not there, but I was told-- I was a member at the time, and my delegation came back from the Convention and informed me that in 1979 or after the 1979 Convention that though we went to a two-hour dues structure, we never had to worry again, that we would never get another dues increase.

I remind you I was not at that Convention, but I took their word that they were carrying the message accurately back to me and the rest of the membership.

I am opposed to the dues increase at this time, per se, in any form or fashion, be it two and a quarter hours, two and a half hours, one point five percent, one point three five percent, period, as opposed to the one point one five our members currently pay. I am opposed to that.

I think there are things we can do internally, just as we would in our homes, in our families, when the need arises to pay off a debt, and we did not have the opportunity to legislate new money into our income. We would figure out ways to use our current income and to shift some of our spending habits to pay off that debt. (Applause)

There is no doubt in my mind, and I am sure none in the minds of everybody here today, that we have an obligation that must be discharged, an obligation first to take care of the debt that we have incurred; the second obligation is to do the very best by the members we represent.

It is from this premise that I again state that I am opposed to the dues increase in any form. I am in favor of the good minds and the good hearts in this Union getting together and saying, dammit, there is a way we can do it, and we can figure it out, and we are going to get this thing done, and we do not have to put our hands in our members' pockets to do it. (Applause)

There is no doubt in my mind we are good enough to do that. I urge you to support this amendment. I urge you, should you get to that point, to vote no on a dues increase. We do not have to do that. (Applause)

PRESIDENT BAHR: On mike 4, Delegate Rhodes.

DELEGATE H.D. RHODES (Local 1127): We do not need watered down amendments or watered down amendments to amendments. We do need to take responsible, definitive action to establish a real war chest. A Defense Fund Oversight Committee studied and studied and studied. I am sure that this proposed idea and many others were carefully considered by the Defense Fund Committee. And after many, many months, the committee reported their recommendations, which were carefully arrived at after much deliberation and consideration.

I have read those committee recommendations carefully, as I am sure you have. They make sense, and they do not need watered down amendments. I urge you to defeat this amendment to the amendment, and the amendment, and go on and vote for the report as reported by the committee. Thank you. (Applause)

PRESIDENT BAHR: On mike 3, Delegate Land.

DELEGATE WILLIAM LAND (Local 3372): I rise in favor of this amendment because I believe this is the fairest solution to the problem, in the best interest of our members-- a problem that is not accredited to our members. This, in my opinion, and any dues increase, is a take-back. And we all know what we think about take-backs.

Let's once and for all take action that is in the best interest of our members. Let's do something for them. Let's not do what is in the best interest of our Executive Board, and let's approve this amendment. Thank you. (Applause)

PRESIDENT BAHR: On mike 3, Delegate Paige.

DELEGATE LARRY PAIGE (Local 3402): I too rise in support of this amendment. I think it is only fair that we ask this for our members back home, our brothers and sisters. What we demand of our union is what we demand of our elected leaders, and that is to get the most mileage out of dues that we currently pay. At this time, brothers and sisters, I concur with Brother Fahrenholt. I don't think that is happening. I think we can get more mileage out of money that we are currently paying. And I encourage you to vote for this amendment. (Applause)

PRESIDENT BAHR: There are no others speakers wishing to speak on the amendment to the amendment, so the question before you is the amendment put forward by Frank Tanner, that in effect deletes the increase that would accrue after 1992.

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

On mike 3, we are back on the amendment. Mike 3, Delegate Walker.

DELEGATE KEN WALKER (Local 9505): I rise in favor of the original amendment to the proposal.

Guests, Members, Delegates: lend me your ears. This is an election year for Local CWA officers, but I would rather be right than Vice President.

To fund or not to fund, that is the question. It is nobler in their (the management's) minds, that we should suffer the slings and arrows of outrageous fortune. In our minds it is nobler to protest the employers' wrong of our working people, the insolence of office, and against a sea of trouble by walking the picket line.

You have heard the Defense Fund Report. Now hear the rest of the story.

In 1978 the minimum two hour dues structure was amended in a manner that would have caused a four percent increase, plus the fifty cents per capita per month to go into the Defense Fund. The amendment was defeated.

During the 1979 Convention, an amendment was offered to the Finance Committee Report with 60 cents from the locals and 40 cents from the national. It was defeated.

At the Conventions of 1980 and 1991, no discussions of the Defense Fund came from the convention floor.

An amendment to the report of the Finance Committee of the 1982 Annual CWA Convention that the Defense Fund be increased to \$2.00 per duespayer per month was suggested. The motion was discussed and defeated.

During the 1983 Special Convention, Resolution SC 83-13 was amended and was defeated without discussion.

In 1986, the membership of CWA Local 9505 moved that the Local President send a letter to the CWA Convention Finance Committee instructing the Committee to explain to the membership of CWA why, in over 30 years, the Union convention delegates and past Finance Committees have not seen fit to increase or improve the National Defense Fund.

I told you so-- and often.

As a result of this and other activities, a supplemental report of the Finance Committee recommended that the President appoint a committee to study the Defense Fund.

During 1987, the Defense Fund Study Committee was prepared to offer a report to the convention; however, some felt that the timing was wrong because it was an election year for Local Officers. So an interim report was made. In 1988, some of the convention delegates felt the report should be referred to a new elected committee for further study. It was done. And there was no discussion by the delegates on the issue.

The 1989 Defense Fund Study Committee brought to the Los Angeles Convention two options for the delegates' consideration. The choice was Proposal B, modified, of course.

Now you know the rest of the story. The original Defense Fund committees understood the necessity for payments by need-- to prevent the loss of the family home, automobile and furniture.

The Oversight Committee's recommendation does not contain provisions to protect your home, furniture and automobile. Fifty Dollars a week will not buy enough food for a family of more than one. That proposal alone will not give the basic necessities of life of food, shelter and clothing.

There was a time when we, the workers, negotiated with the employers facing the possibility of a strike. We would save our money and be prepared to go without a paycheck. Most of us made the sacrifices and most of us survived the work stoppages. Benefit payment by need must be maintained.

We enjoy benefits now and will in the future as a result of the sacrifices of the past. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Marler.

DELEGATE EUGENE E. MARLER (Local 3907): This amendment has something in common with the Defense Fund Oversight Committee's recommendation. It puts money over members.

You have heard other speakers tell you that, but it is so. I was here in '79 when we approved the two hours dues, and it cost us members, and it cost some people elections. But politics is not the question here. Members is the problem.

And you know, it is kind of ironic. Canada has solved the problem by negotiated discussion. In 1978, we questioned the two hours dues because it was going to effect some of the big locals that had more than two hours dues structures. There was a compromise worked out for them.

What we are asking now, the South went along with that, so go along with us. We do not have mandatory dues. You can fault us for that but if you can come down there and get them for us we would love it.

Our members participate voluntarily. They pay dues voluntarily. But they have a little problem understanding where their money goes these days. We went from 1400 members to 600 members. We are going to lose another 100 or so this year. We have lost a lot of rights over the years. Our members are disturbed. They are disappointed.

Are you going to put a match to the gasoline when you force this dues increase on the South?

If it were up to me, we would be paying a lot more dues. I will pay for my representation, but we are Union leaders here. Those are people who see their friends' jobs being taken away, who see their own jobs threatened. And to come back and tell them, "Well, you're going to pay \$4.00 a month more for a Defense Fund that you have not participated in, that you have not been eligible for in past strikes," they are not going to buy that.

Give us a chance. Work with us. Let's come up with something. Let's take it out of existing dues. Let the Locals sacrifice a little bit, and let the National sacrifice a little bit. Every member we have is precious to us. To lose a member over something being forced down his throat is not acceptable to us. Don't let it be acceptable to you.

Vote down the amendment and the recommendation and let's come up with something that the South can live with. Thank you very much. (Applause)

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

DELEGATE ANDREW KOSAR (Local 1153): I call the question.

... The motion was duly seconded ...

PRESIDENT BAHR: There is a motion to call the question. It is not debatable. It requires a two-thirds vote. And the amendment before you is the deleting from line 77 to 125 and inserting the amendment that had been made, which I think you all know.

I am sorry. They corrected me. I did not take the vote to close debate.

All those in favor of closing debate indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

The amendment to the main motion is now in order. All those in favor of the amendment indicate by raising your right hand. Down hands. Opposed by a like sign. The amendment is defeated. (Applause and cheers)

It is now the orders of the day. We will recess for 30 minutes and come back. Remember where you are standing.

... Thirty minute recess ...

PRESIDENT BAHR: will the delegates please take their seats.

On mike 1, Delegate McDowell.

DELEGATE BRUCE McDOWELL (Local 7906): I would like to amend the report. The amendment should read, starting on Line 104, after the word "convention" add "be continued until the Defense Fund debt is retired and it reaches a level at least equal to the level of the Defense Fund on January 1st, 1989."

... The motion was duly seconded ...

DELEGATE McDOWELL: The purpose of this amendment certainly is not to water down the report, and I do appreciate the efforts that went into the report. The concern from my local was that the Defense Fund itself would not be built back to an adequate level soon enough.

So if we do indeed continue to put in the one percent up until October 1st of this year, and then two percent after that until the fund again reaches the level it was at prior to the depletion in 1989, we would be out of debt and retire the loan we have with the Japanese workers and be much better prepared to meet the future negotiators, and the Defense Fund is going to be critical. Thank you very much.

PRESIDENT BAHR: There are no delegates desiring to speak on this amendment. The amendment is now before you. All those in favor of the amendment indicate by raising your right hand. Down hands. Opposed by like sign. The amendment is defeated. (Applause)

On mike 1, Delegate Gary Harper, Local 6016.

DELEGATE GARY HARPER (Local 6016): I would like to delete a portion of the committee report, ending on Line 107, I believe, where it talks about the 50 cents per member per month that we have been paying all along, it would be amended to read \$1.00 per member per month.

Also, I would like the fund rather than be funded by a dues increase to be funded by 5 percent coming from each local and five percent coming from our international. All dues payers would be involved in paying into this fund. Locals that have a clause which prevents them from striking will be able to draw per capita from the relief fund, five percent in relation to those locals ineligible to strike, with the fund going for legislative or collective bargaining to gain strike provisions.

Otherwise, the monies in the membership relief fund would be used for those locals on strike.

PRESIDENT BAHR: You are now making a speech on behalf of your amendment. Let me see if I can characterize it and you can correct me. You are raising the 50 cents to a dollar, and a division of 55, 35 and 10 cents is the amendment.

DELEGATE HARPER: That is correct.

PRESIDENT BAHR: Is there a second to the amendment?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded by a delegate from the floor. The delegate may now speak on his motion.

DELEGATE HARPER: Much like most of the speeches I have heard already, I feel this would adversely affect our membership with CWA on a national level.

Also, I know in Oklahoma we are facing elections where we could be the next "Right-to-Work" state. And if we have membership dropping out, that is more likely to happen. I do not think we need any more "Right-to-Work" states in America.

I think this would show a responsible leadership. I feel like that we need to tighten our belts a little bit tighter, and find out other ways to operate that are more efficient. And I appreciate your time. Thank you.

DELEGATE GAIL MURCOTT (Local 1100): I rise to speak against the amendment. We are

a relatively new Local to CWA. We represent many women, many of whom are the sole supporters of their families. Our members would not have survived a four months strike without the Defense Fund.

The Defense Fund Committee proposal may not be perfect but I believe it is the best solution to the problem.

Let's stop with the amendments to the amendment and accept the recommendations of the Defense Fund Committee. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Lassiter.

DELEGATE WILLIAM E. LASSITER (Local 3907): Morty, I would like to ask the Chair to give me the amount of money that the International received in 1983 versus January 1990 from the members.

PRESIDENT BAHR: We can research it, but Jim says he does not carry that around in his pocket.

DELEGATE LASSITER: Can he give me any figure then, without forfeiting my second question, because I have another one, that he could tell me what we received any time?

PRESIDENT BAHR: Well, we can tell you what the income is now. It is in the Finance Committee report.

DELEGATE LASSITER: Tell me that then.

PRESIDENT BAHR: You have it in your kit. Are you talking about the total income to the Union?

DELEGATE LASSITER: Right.

PRESIDENT BAHR: It is approximately-- and I am going out on a limb-- \$150 million, which is split 60/40. That is close enough.

DELEGATE LASSITER: For the year?

PRESIDENT BAHR: For the year.

DELEGATE LASSITER: Now?

PRESIDENT BAHR: Now. I do not know what it was in 1983.

He says he is willing to call Louis Knecht. (Laughter) Seriously, Louis probably has it. (Laughter) But we would have to look back into the Finance Committee report of 19-- you asked for January of '83. That would be in the '82 convention Finance Committee report. And I think it is reasonable to assume we do not just normally carry those numbers with us.

We have 1983, which is close to '82. Okay? The total income was approximately \$130 million as opposed to \$150 million this year.

You are entitled to a second question.

DELEGATE LASSITER: Yes. Can you tell me what kind of increase that the 1990 contracts would generate for this Union after our raises go into effect?

PRESIDENT BAHR: The average increase would be about 3.2 percent.

DELEGATE LASSITER: Morty, you mean 3.2 as opposed to what?

PRESIDENT BAHR: I thought you asked--

DELEGATE LASSITER: I wanted to know how much money is this going to generate for the International? One million? Two million? Twenty million?

PRESIDENT BAHR: It is in the budget. The budget that you have in front of you is calculated to a projection of the wage increases that will come through between now and through next June.

DELEGATE LASSITER: That must have been one of the few items that I overlooked in the budget.

PRESIDENT BAHR: Well, it is there, and you have your second question.

Microphone No. 3, Delegate Hicks.

DELEGATE BEVERLY A. HICKS (Local 3808): Brothers and Sisters, I rise to speak in favor of this amendment. North, South, East or West, we cannot stand alone. Together we are strong.

We here today have a problem we must address. Together this problem can be solved without the loss of members. I repeat, without the loss of members.

If we increase dues and lose as much as 20 to 25 percent of our members, we in CWA have gained nothing. My Local is willing to give up even more of the 60/40 split than we already have, and we will tighten our belts wherever necessary. However, we believe a dues increase will tighten not only the belts of the Locals but the belts of all CWA beyond our wildest dreams.

Please, on behalf of our Brothers and Sisters in "Right-to-Work" states, we ask you to vote "No" to a dues increase, and vote "Yes" in favor of this amendment. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Tucker.

DELEGATE JIM TUCKER (Local 6320): With complete and total respect and admiration for my fellow Brothers who have proposed this alternative to the membership relief fund, I have studied it very carefully and I would like to make a comment on the fact that they do believe in their report that five percent would result in the same amount from the 60 and the 40.

I also would like to speak in favor of the amendment, for Locals that are currently on a tight budget and that do not have large numbers of membership; and I would also like to say that I do believe we will lose more members if we continue to have staff cutbacks and continue to cut back on representation, which I totally believe a five percent reduction in both our budgets would do. Thank you. (Applause)

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

DELEGATE WILLIAM R. LAND (Local 3372): I rise in favor of this amendment as a reasonable and intelligent way to approach the situation that is not handled properly.

My Local has managed our dues income to a surplus, and it has not been easy, but it has been with the help of my fellow officers and the Executive Board.

We do not wish to go back to our members asking for dues increases. We ask for better use of the money that we currently pay. (Applause)

I know my Local can afford this amendment. I know the Executive Board of this Union can do the same. Local Presidents have made suggestions to you, Morty, that if implemented will allow the Executive Board of this Union to afford this amendment.

Keep in mind that all high tech jobs are now moving to the South, which is the site of the "Right-to-Work-for-Less" states. Let's not burden these Locals with a threat of losing additional members. Let's not spend our monies in trying to organize new, low-paying members. Let's keep the ones we've got, and let's keep them happy. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Frampton.

DELEGATE EARL A. FRAMPTON (Local 1115): My question to you, Morty, is you mentioned something about the Bell South strike and the assessment of each member, a day's

pay. Would that amount to what we are talking about right here?

PRESIDENT BAHR: Well, I was talking about what happened in 1955, and the application of that was that each Local Union could determine what the average pay was in that Local Union. And I was Local President at that time. I remember the average pay in my Local was \$15.00 a day.

And while Eleanor O'Neill said she went around collecting ten and twenty cents, since we were high paid workers we collected at the rate of fifty cents a week.

But it was an average of \$15.00 in my Local, and it varied from Local to Local.

You are entitled to a second question.

DELEGATE FRAMPTON: My question then is could the Locals themselves collect that kind of money from the Locals over a year's time?

PRESIDENT BAHR: I don't know the answer to that question. Only the locals themselves can respond to it.

Microphone no. 1, Delegate Morin.

DELEGATE MELISSA A. MORIN (Local 1400): I would like to move the main question.

PRESIDENT BAHR: There has been a motion to close debate.

...The motion was duly seconded...

PRESIDENT BAHR: It is non-debatable. It requires two-thirds vote. All those in favor of closing debate indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

You have the amendment before you. It would have the effect of the current dues split 55, 35, 10, and the 50 cent Defense Fund being raised to \$1.00.

All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign. The amendment is defeated. (Applause)

We are back on the main motion now. On Microphone no. 4, Delegate Cox.

DELEGATE ERIC D. COX (Local 3519): We just witnessed an opportunity to move forward and work on our problems on a compromise like we did with the two hour dues and some other areas. That was rejected, and we will stand with that.

If we are going to pay us a dues increase, let's pay us a good one. Let's get an hour and a half or two hours. Let's not mess around. Let's put two hours in it, because I will catch no more hell in my "Right-to-Work" state for an hour and a half or two hours than I will for a quarter of an hour. (Applause)

And I have always been one to stand by the actions of this Convention, even though I may not have agreed with some of them, but if I am going to go out, I am going to go out in a world of fire, not over a damn quarter of an hour. (Applause)

The long term of this action, if it is passed, I understand there is a Supreme Court ruling where in the agency shop states it is probably going to affect your ability to collect dues. If that stands, it is going to be a disaster at best anyway. The agency shop states are going to have to do like we do and get out and knock on doors to get their dues. They are going to deal with members, not dues equivalents.

We have had to deal with members, and I don't want to sound negative to our Brothers and Sisters in the North, I think they did a good job, but I think the administration of the Defense Fund in this last try left things to be desired.

There are certain questions that have been asked of the Executive Board and have yet to be answered, and I suppose if they had been responded to we would not have this debate today.

But since we are not going to deal with those and we are going to deal strictly with this vote, this is either up or down, just remember long term; all of us in short term are going to have to be dealing with members: Services of the Union, representation, quality leadership of its members. It works in the South. It is going to have to work in the North one of these days.

This is an easy way out one more time. You can't buy unionism.

If you have a Defense Fund, the day the money runs out, that person is going back to work in many cases, and you cannot build a Defense Fund that will last as long as some strikes are going to last in the future. (Applause)

I personally would pay \$10.00 a month for a Defense Fund, but my members won't. What I am willing to do is not always what my members are willing to do.

I travel east. Sometimes it is hard to get there, but mark my word, we will have serious problems, until we get Union members that strike on issues, Union members that strike on commitment. This Defense Fund thing that we are talking about right now and the attitude we have developed is just like the philosophy of QWL, the workers circles, the autonomous work groups.

I read a phrase one time in a Bible. If you break bread with your enemy, you are going to lose.

And every time we sit down in a partnership with the company or try to buy union members, we are fooling ourselves. The company and the union are 180 degrees apart. I don't care what the national policy on QWL says, come down there, Morty. Come to the field. (Applause)

Come find out why we have to spend ten and twelve hours a day and six and seven days a week just trying to handle our members' problems, because we are not getting support, because we decided to let QWL committees and partnership circles handle them.

By God, I want a Union and Union members that will stand on issues and if you give me ten Union members--

... The Delegate's microphone went dead ...

PRESIDENT BAHR: On Mike 5, Delegate Devine.

DELEGATE JIM DEVINE (Local 1116): Morty, what consideration was given to having one fund for strike-related activity rather than two?

PRESIDENT BAHR: I have to refer that to the committee. It is their report. Bob?

CHAIR LILJA: The feeling of the committee, Jim, was, in keeping the two funds separate and so the funding would not get mixed up, that the funding that is currently going into the Defense Fund is going to be used strictly to pay the debt and for some legal expenses and the normal things the Defense Fund is used for. Everything, with the exception of relief for strikers, because we have the feeling from members in different parts of the country, all over the country, that they would not stand for a dues increase to a fund where people could get their hands on it and use it for something other than aid to strikers. And that is why the separate fund was created, because the members' relief fund, which the .15 percent was going into, is strictly for aid to strikers.

PRESIDENT BAHR: You have a second question, Jim.

DELEGATE DEVINE: Do the hundreds of thousands of people who have voted themselves out of the process, public sector folks, have the right to vote on this issue?

PRESIDENT BAHR: Yes.

DELEGATE DEVINE: Thank you.

PRESIDENT BAHR: On Microphone 3, Delegate Bates.

DELEGATE CHARLES D. BATES, JR. (Local 2101): Morty, I would like to defer to Dave Layman from Virginia.

DELEGATE DAVID V. LAYMAN (Local 2204): I am from Roanoke, Virginia, a "Right-to-Work-for-Less" state.

President Bahr, members of the Executive Board, fellow Delegates and my friends in District 3: I am from a "Right-to Work" state, I am from Virginia, and have other Delegates from my state surrounding me, and another "Right-to-Work" state. My Local is 97 percent organized and will continue to be after we have a dues increase. (Applause)

It does work in a "Right-to-Work" state. We have already implemented a dues increase as a local strike fund, and in a 23-day strike against Bell Atlantic we had no members-- that is none-- cross the picket line. (Applause)

Also, we had 15 of our 30 non-members honor the picket line for 23 days. (Applause)

We paid every member \$95 a week for four weeks. This is not a North-South issue. This is a Union issue. (Applause)

We watched while our brothers in UMWA struck Pittston Coal for nine months, and we in CWA were there with them. They are strong Union members, but they also were receiving two hundred dollars per week in strike benefits.

Maybe you can't buy unionism, but you can help members during a strike.

Members in a "Right-to-Work" state are no different than others. They have bills. They have needs. And they are strong Union members. We should not be using right to work as a cop-out to do what we all know needs to be done. Thank you. (Applause)

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

DELEGATE TANNER (Local 9410): I rise to amend the motion.

... Cries of "No, no" ...

DELEGATE TANNER: At line 121, after the word "rules," begin a new sentence, that reads:

"The question on the recommendations in this report be put to a referendum of the members of the Communications Workers of America." (Applause, cheers and cries of "No, no".)

...The motion was duly seconded...

PRESIDENT BAHR: The amendment is at 126.

It has been seconded from the floor.

Delegate Tanner may speak on his amendment.

DELEGATE TANNER: I will only say that I think the wording of that amendment speaks for itself. Let's vote on it. (Applause)

PRESIDENT BAHR: There appears to be no Delegate desiring to speak on this amendment. It would require putting the Defense Fund Committee report out to a referendum vote of the members.

All those in favor indicate by raising your hand. Down hands. Opposed, by like sign.

... Cries of "Roll call" ...

PRESIDENT BAHR: Hold it a second. Hands down. Would everybody take their seats?

We will put the question to you now that everyone is back in their seats. All those in favor of the motion to submit the question to a referendum vote indicate by raising your hand. Down hands. Opposed, by like sign. (Applause and cheers) Hands down.

I am going to call the two Platform Observers and get three sets of eyes. It is extremely close.

... Cries of "Roll call" ...

PRESIDENT BAHR: Your two rank and file platform observers are here. We are going to have three pairs of eyes look at this now. Okay?

All those in favor indicate by raising your right hand and hold them up. Down hands. All those opposed, hold them up. Down hands.

We are unanimous in declaring the motion defeated.

... Cries of "Yes" and "roll call", applause and cheers ...

PRESIDENT BAHR: We will--

... A chant of "Roll call, roll call, roll call" ...

PRESIDENT BAHR: This will get you nowhere. We have rules of order. We have rules of order, and we will observe them. But I expect everyone to be tolerant of each other's views, because when we leave here, we are going to be marching united, no matter how this outcome is.

So let's be tolerant of each other. (Applause)

There has been a motion for a roll call vote, and I would ask you to go along with me and take another ten minutes, and we will have a division of the house. If by the division of the house we cannot determine what the outcome is, we will have a roll call.

So, all of those who are in favor of the motion will go to this far side of the room, and those opposed to my left, we will have a division of the house.

All in favor to my right.

... Those voting in favor of the amendment moved to the side of the hall indicated by President Bahr ...

PRESIDENT BAHR: Those opposed to this side over to my left.

... Those voting against the amendment moved to the side of the hall indicated by President Bahr ...

PRESIDENT BAHR: I will ask the people in the Guest Section to be seated so that you do not influence the vote. Please be seated in the Guest Section.

I would ask Mike Fahrenholt to please come up to the platform. Would Mike Fahrenholt please come up here?

I would like any Delegate from my right to come up here and join Mike. Anyone. Whoever-- I am sorry. Would you come up here?

... The observers and President Bahr conferred on the results of the division of the house ...

PRESIDENT BAHR: We cannot get agreement here, so there will be a roll call vote. (Applause and cheers)

While you are getting to your seats, I am going to ask Jim Booe to explain the process to you, because I believe this is the first time we have had a roll call since we amended the rules as to how to conduct it some years ago. Because you are going to be going to different rules, please

give Jim Booe your attention.

Jim?

SECRETARY-TREASURER BOOE: We need ten to fifteen minutes to set up the counting procedures. As you know, a number of years ago, about four, or maybe you don't know, we put together a new roll call procedure that hopefully would enable us to complete a roll call within a couple of hours instead of six or seven, as it has always taken us. So we have that procedure in place and have had it in place for four years, and now we get a chance to use it.

What is going to happen is we are going to take the Convention and divide it into three groups. We are going to keep one group here in this hall; we are going to have the second group go into the next hall, Hall C, over and two doors back in the corner, to the back of you and to your left, to my right, into Hall C; and then they will have a roll call. We will have a roll call. And the third group will go downstairs to Room 205B.

I will conduct the roll call here. Executive Vice President Nichols will conduct the roll call in Hall C, and Executive Vice President Barbara Easterling will handle the roll call in 205B. We will have one of my assistants with each of the group and staff people who are experienced and work on the program. We will have computers in each section. What we hope to do is conduct the roll call simultaneously and then tally the results of the three and announce the decision of the delegates at that time.

We need about, as I said, 10 to 15 minutes to review the procedure and where you will be going. The general procedure is, we will be using our computers to conduct a roll call in three segments at one time, as I said.

DELEGATE MIKE UPTON (Local 2202): Point of privilege.

SECRETARY-TREASURER BOOE: What is the point? Get to a mike. Come to microphone No. 1. I cannot hear you. I don't know whether anybody else did.

DELEGATE UPTON: What is the cost of this and who is going to bear the brunt of the cost of a referendum if it passes?

PRESIDENT BAHR: I have to rule your motion out of order.

DELEGATE UPTON: It is not a motion.

PRESIDENT BAHR: I am sorry, I have to rule your question out of order during this roll call vote. (Applause)

SECRETARY-TREASURER BOOE: We will be using our computers to conduct a roll call in these segments. Please pay attention, as I am now going to tell you where you will be voting.

District 1, 2 and 13 should remain in this hall. Districts 3 and 4 should report to Hall C. That is the hall to my right, to your left, facing the podium, and the doors will be opened at the back of the hall to your left.

Districts, 6, 7 and 9 will be voting in the registration area, 205B.

Now, when you have assembled in those respective roll call areas, the person chairing that roll call area will have further instructions for you as to how the roll call will commence.

Now, will the voting delegates please now leave and assemble in your respective areas.

Hold it, wait a minute. I don't want to get crossways with anybody, but at the point that a roll call starts, I am not sure a point of order is ever in order. Let me check with the Parliamentarian.

DELEGATE JAMES G. PAPPAS (Local 2336): I am raising a point of order. The question asked by the brother earlier that was ruled out of order, I am questioning that.

Is it not true in that case that the cost to this Union will be equivalent to the cost of a

Convention, \$1 million, borne by this Union to do this bail-out?

PRESIDENT BAHR: I state again, Brother, you are out of order. (Applause)

SECRETARY-TREASURER BOOE: We have another person at mike No. 1. Let me hear everybody out.

DELEGATE DIANNE DION (Local 9426): Jim, are we going to reassemble in this hall after the roll call, or are we going to wait until tomorrow?

SECRETARY-TREASURER BOOE: We are going to reassemble here at the end of the roll call. There will not be a result announced in any of the halls. The complete tally will be announced from the podium.

One more at mike No. 1.

VOICE FROM THE FLOOR: Those locals that are carrying proxies, will we have to get our proxy vote certified from the Committee to vote those proxies?

SECRETARY-TREASURER BOOE: The proxy votes are already in the computer. If you were certified to carry a proxy, that is in the computer record, and all you have to do is identify yourself.

PRESIDENT BAHR: Let me remind you to come back here after your roll call.

... The delegates left for their assigned room and the roll call vote was conducted beginning at 4:40 p.m. and concluding at 6:45 p.m., which resulted in the following ...

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
1000	357	*MENIE, LINDA		179	
		CROSBY, CAROLYN	178		
1001	328	*QUIRK, MARY T.	328		
1002	382	*ROSKELLY, DOROTHY V.	191		
		MONGIELLO, FRANCES	191		
1003	157	*RIVIELLO, FRANCES	157		
1006	342	*FREELAND, CAROLYN L.	171		
		HARROLL, MARY L.	171		
1007	113	*DENTINO, JOSEPHINE	113		
1009	334	*GRIFFITHS, ROSALIE	167		
		SCHEUERMANN, MARIE E.	167		
1010	411	*MASSONI, MICHAEL	137		
		FETT, THERESA	137		
		HUNTLEY, LYSTRA	137		
1011	183	*MAGLIONE, DAWN	183		
1012	243	*TRUMAN, SUZANNE F.	122		
		FIELDS, DORREATHEA F.	121		
1013	220	*ETTORE, DOLORES	110		
		MINNEY, REBECCA	110		
1020	196	*WALLER, DICK		196	
1021	318	*RALSTON, WILBUR		159	
		FREEMAN, LINDA		159	
1022	449	*BUCKLEY, LYNN		151	
		RUTTER, JOHN H.		149	
		TRAVALI, MICHAEL C.		149	
1023	1,945	*DIANA, JO ANN	487		
		PEISECKI, JOE	486		
		PRINCIOTTA, ANN	486		
		WALSH, KIKI	486		
1031	1,596	*DEMEL, ABBY	320		
		BERENS, LOUISE	319		
		HUNT, DENICE	319		
		KOOKER, MICHELLE	319		
		SMITH, IVA M.	319		
1032	3,554	*CERENZO, PETER L.		714	
		BERNARD, CAROL	710		
		FERRARO, M. J.		710	
		MARCHUK, LOUIS J.		710	
		PARROTT, WILLIAM T.		710	
1033	4,497	*JOHNSON-HENDRIX, DARLENE		383	
		EDWARDS, DOROTHY		374	
		GALLAGHER, JAMES		374	
		GARNER, JAMES		374	
		HENDRYX, JULIAN		374	
		KELLY, JOHN D.	374		
		MACK, GLORIA		374	
		MARSHALL, ROSE		374	
		MCCORMACK, JOHN	374		
		MOSER, EDWIN		374	
		PERRY, MARK		374	
		WILLIAMS, CONSTANCE G.		374	
1034	3,297	*MULHOLLAND, JAMES D.		413	
		ABE, TOSHI		412	
		ADAMS, CHRISTINE A.		412	
		BURKHALTER, PETER		412	
		GRIMES, KATHLEEN		412	
		MUELLER, ROBERT T.		412	
		SALTER, CHARLES		412	
		THOMPSON, ANNIE		412	
1038	1,589	*ALEXANDER, PAUL M.	321		
		BAYLOCK, SHARON	317		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		BIGLIN, MICHAEL	317		
		GULLO, JAMES	317		
		LOFTUS, RAYMOND	317		
1039	2,780	*ADAMS, TIMOTHY	2,780		
1040	5,637	*LEAVENS, NORMAN	2,819		
		WADE, CAROLYN C.	2,818		
1042	210	*PIZZULLO, MARIAN	105		
		BARGE, BEN	105		
1048	19	*KOLLER, RAYMOND W.		19	
1051	1,128	*LLOYD, WILBUR K.		564	
		PORT, ROBERT R.		564	
1058	1,307	*EBERTS, MAGGIE A.		329	
		CUNNINGHAM, BRENDA J.		326	
		LEWIS, CAROLE		326	
		MURPHY, CHARLIE		326	
1060	514	*SERAFIN, WALTER J.	172		
		FAZIO, JOHN S.	171		
		FAZIO JR, JOSEPH J.	171		
1061	289	*KALINOWITSCH, BOGDAN	145		
		FLOOD JR, FRED	144		
1062	340	*SCHNECKENBERGER, WILLIAM	170		
		REGAN, PAUL V.	170		
1065	513	*KUKOR, LINDA	171		
		LEMONGELLI, HELEN	171		
		MAGUIRE, HELEN	171		
1066	83	*ALLEN, RUTH L.		83	
1068	50	JOHNSON-HENDRIX, DARLENE		50	
1069	117	*LAWLESS, ANNE E.	117		
1070	309	*LACAPRIA, VIRGINIA	155		
		BRUMMER, JOHN	154		
1075	278	*COTUGNO, ELIA M.		139	
		ROCHELLE, JACQUI		139	
1077	351	*FIORENTINO, JAMES		175	176
		SCONIERS, ETHOLIAN		175	
1080	290	*HARTSFIELD, JOAN	145		
		FEARING, JEFF	145		
1081	695	*WEINER, DAVID		233	
		GOUDINE, ELEANORE		231	
		KORNEGAY, ROSE		231	
1082	493	*RICE, DON		247	
		BAILEY, LINDA J.		246	
1084	458	*WALKER, DORIS		229	
		SCRIBER SR, HAROLD A.		229	
1085	833	*DANN, RICHARD A.	279		
		BAGBY, MILTON	277		
		CIPRIANI, ELLEN	277		
1086	214	*WALLER, VICTOR	107		
		WILLIAMS, JAMES	107		
1088	339	*PLATH, SHARON E.	170		
		MCGEEHAN, MARY	169		
1089	221	*DONATELLO, EMIL J.			111
		CESAREO, JUDY			110
1090	424	*ADAMS, RAY E.		142	
		CLOUSER, WILLIAM J.	141		
		TRAVERS, MICHAEL W.		141	
1100	1,475	*MURCOTT, GAIL		295	
		ASHHURST, ELEANOR		295	
		GADZINSKI, GLORIA		295	
		ROBINSON, ROSELL		295	
		ZERBO, CAMILLE		295	
1101	9,245	*DEMPSEY, ED		1,849	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		BROWNE, ARTIE		1,849	
		CONNOLLY, JOE		1,849	
		DALY, TERRY		1,849	
1102	247	MCALEER, JOE			1,849
		*HEARN, HENRY		124	
		RICE, EDWARD		123	
1103	1,939	*MCCRACKEN, ROBERT E.		324	
		BARCA JR., JOSEPH		323	
		BLACK, JOHN		323	
		PETTY, GEORGE		323	
		SHEAHAN, DOUGLAS		323	
		ZOCCOLILLO, RALPH A.		323	
1104	2,137	*LILJA, ROBERT P.		429	
		CONNELLY, EDWARD W.		427	
		DILLON, THOMAS		427	
		MURTHA, LAWRENCE		427	
		PEREYRA, STELLA		427	
1105	4,884	*MESSINA, VINCENT		4,884	
1106	2,198	*CREEGAN, EDWARD		1,099	
		MCCLANE, BILL		1,099	
1108	1,425	*CATALANO, DAVID J.		475	
		BIESTER, MAX		475	
		FRANCIS, RICHARD P.		475	
1109	3,693	*MATARAZZO, TONY		924	
		CARRARO, THOMAS		923	
		SHELLENBERG, JAMES		923	
		WATSON, DAVE		923	
1110	4,457	*BUCKLEY, PAULA		558	
		FIELDS, ADDIE		557	
		FINNIGAN, GLADYS		557	
		KELLY, WILLIAM		557	
		PATRELLA, JOYCE		557	
		PURNELL, BETTY E.		557	
		SAVASTANA, MARIE		557	
		URSILLO, RAE		557	
1111	942	*CLARK, FRITZ J.		237	
		NADER, JAMES A.		235	
		PALMER, DAVID A.		235	
		TENNANT, VICTOR M.		235	
1112	2,152	*CONROY, DONNA M.		538	
		BOBAK, SHARON M.		538	
		DAWSON, MARLENE H.		538	
		YOUNG, KIM A.		538	
1113	346	*NOONAN, JOAN H.		173	
		MC DERMOTT, JANET		173	
1114	137	*COOPER, WILLIAM R.		137	
1115	133	*FRAMPTON, EARL A.		133	
1116	143	*DEVINE, JIM		143	
1117	94	*CHENEZ, ROGER L.		94	
1118	821	*O'HARE, JAMES P.		275	
		DONNELLY, PAUL T.		273	
		GREENWAY, RICHARD E.		273	
1120	1,243	*ALPHONSE, JOHN M.		313	
		CARTER, GLENN A.		310	
		HEUER, JAMES J.		310	
		JORDAN SR., MICHAEL K.		310	
1122	1,403	*FERRENTINO, MICHAEL J.		1,403	
1123	719	*FIKES, KATHLEEN L.		241	
		MOWINS, MARK		239	
		RYAN, PATRICK J.		239	
1126	1,007	*SULLIVAN, WILLIAM H.		337	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		DURKEE, RONALD J.		335	
		PFOHL, DOLORES		335	
1127	176	*RHODES, H. D.		176	
1128	82	*QUENZER, FRED P.		82	
1129	59	*MILLER, STEVEN M.		59	
1141	168	*FREER, BEATRICE	168		
1150	1,922	*UNGER, LAURA		322	
		GREENE, ROBERT		320	
		MARTINEZ JR., ENRIQUE		320	
		MECKLE, PATRICIA		320	
		SWANSON, ROBERT S.		320	
		TYREE, RONALD A.		320	
1151	110	*KARL, FRANCIS E.		110	
1152	446	*MCCANN, JOHN P.		150	
		CRAIG, RODNEY B.J.		148	
		ROUX, SUSAN E.		148	
1153	844	*KOSAR, ANDREW		282	
		GARDNER, MARY J.		281	
		VICARI, JOHN S.		281	
1168	1,996	*BIFULCO, PHYLLIS		998	
		CYRULIK, HELEN		998	
1170	834	*FLAVIN, ROBERT J.	210		
		MCGRATH, LINDA A.		208	
		TUBOLINO, ANTHONY		208	
		WALKER, THOMAS A.		208	
1180	9,065	*CHELIOTES, ARTHUR		825	
		ALLMAN, ELAINE		824	
		BROWN, GERALD		824	
		CALISE, SUSAN		824	
		DONNELLY, PAUL		824	
		FENIMORE, DIANNE		824	
		GOLDBLATT, ALAN		824	
		HENNING JR., WILLIAM		824	
		JENKINS, LINDA		824	
		PAYNE, EVELYNE S.		824	
		RICHARDSON, GWEN		824	
1181	278	*ROCK, SAMUEL		139	
		HALL, MADELYN		139	
1182	1,660	*BROCKENBURY, FRED		1,660	
1183	455	*WAGNER, C. RICHARD		455	
1190	842	*PASQUALE, JOSEPH	212		
		CARENA, ROY	210		
		INGRAFFIA, JOSEPH	210		
		MOTT, WILLIAM	210		
1191	285	*OLIVER, WHITNEY H.		143	
		GIFFORD, PAUL		142	
1200	96	*ABDULLAH, HAKIM K.	96		
1250	321	*TRAINER, JOHN		321	
1270	118	*			118
1281	76	*BAUER, PAUL W.		76	
1290	289	*AMIRALTY, AL	145		
		BROWN, RON	144		
1295	105	*POZUCEK, PETER		105	
1301	258	*ALCOTT III, GEORGE R.		129	
		WHITE, ROGER		129	
1314	309	*			155
					154
1365	4,455	*FERRIS, RONALD A.		891	
		BELANGER, JOSEPH A.		891	
		FOURNIER, BETTY A.		891	
		MCINTIRE, CLIF	891		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		TUCCOLO, DANIEL A.		891	
1366	910	*VINCENT, MARCELLA D.		910	
1370	280	*MORAIS SR., ROBERT A.		140	
		WASELESKI JR., EDWARD L.		140	
1371	66	*VAUGHN, JOSEPH		66	
1373	39	MORIN, MELISSA A.		39	
1380	192	*KING, MATTHEW J.		192	
1395	287	*BURNS, FRANCIS			144
		JESSON, JAMES			143
1400	93	*MORIN, MELISSA A.		93	
14011	75	*LEBLANC, GARY E.			75
14014	23	*			23
14018	118	*ADAMS, ROSEMARY L.		118	
14020	412	*MURRAY, BERNARD T.		412	
14022	142	*HICKS, KAREN		142	
14023	91	*			91
14030	824	*GREY, DOUGLAS W.		206	
		BENNETT, BRYAN W.		206	
		BREEN-NEEDHAN, HOWARD		206	
		KILPATRICK, JAMES		206	
14032	161	*BARNARD, KARL			161
14105	27	*			27
14109	24	*SAGNELLI, RICHARD J.		24	
14113	63	*MENERIO, JOSEPH M.		63	
14115	146	SAGNELLI, RICHARD J.		146	
14117	696	*TACK, DAVID P.			696
14122	39	*SWENSON, STANLEY P.			39
14124	56	*MINSKY, RALPH R.		56	
14127	53	*WALSH, ROBERT E.		53	
14131	60	*LOISELLE, JOSEPH		60	
14133	26	*BAROODY, BENJAMIN			26
14139	164	*LEMPICKI, STANLEY			164
14140	779	*KRAUT, FRED			261
		MYERS, DON			259
14147	16	*BENNING, FRANK H.		16	259
14156	2,163	*POWERS, BERTRAN A.			363
		CAMPBELL, JOHN		360	
		DISALVO, ANGELO		360	
		GALLAGHER, JACK		360	
		MCSHANE, KEVIN		360	
		PEPLOSKI, ROBERT		360	
14164	537	*MACDONALD, ELSA		179	
		HUDSON, KATHY		179	
		OSTRANDER, DIANE		179	
14169	125	*BORDONARO, LAWRENCE R.		125	
14170	1,068	*MITCHELL, WAYNE			356
		CONNORS, DENNIS M.		356	
		TUTTLE, RALPH		356	
16100	1	*BIONDO, RITA		1	
2001	1,637	*MOSS, STEPHEN T.		277	
		BURFORD, DONALD R.		272	
		COURTS, H. J.		272	
		HARRIS, ELAINE A.		272	
		PERRY, MICHAEL W.		272	
		PHILLIPS, MATTHEW S.		272	
2002	116	*HATFIELD, GARY		116	
2003	207	*SMITH, MARK S.		104	
		GREINER, ANEKIA A.		103	
2004	236	*DUGAN, JOHN		118	
		ADAMS, HAROLD		118	
2006	203	*CARNAHAN, FRANK N.		102	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		JONES, CHARLES T.		101	
2007	176	*MABREY, RICHARD D.		176	
2009	246	*PELFREY, GREGORY A.		246	
2010	71	*HEAVNER, RICHARD L.	71		
2011	239	*AMAN, LINDA		239	
2066	158	*SAYLOR, LARRY		158	
2100	1,314	*HALL, GAIL L.		330	
		GERHARDT, CHARLES		328	
		HOLLAND, WILBUR S.		328	
		HUGHES, JEFFREY G.		328	
2101	1,983	*BATES JR., CHARLES D.		333	
		BALL JR., E. ALAN		330	
		BURY, MARIA M.		330	
		BUTTIGLIERI, CHARLES P.		330	
		BUTTIGLIERI, JANN L.		330	
		VIVIRITO, MICHAEL		330	
2104	129	*RAMEIKA, DONALD A.		129	
2105	313	*FARRIS, JAMES E.		157	
		TRUMPOWER, VERNON B.		156	
2106	318	*JENKINS, RALPH E.		159	
		MULVEY, BARBARA		159	
2107	547	*BELLO, MICHEAL W.		183	
		BOWERS, JOHN A.		182	
		CROWE, JANICE A.		182	
2108	2,856	*BELANGER, ROBERT J.		320	
		BAILEY, DENIS		317	
		EVANS, LESLIE D.		317	
		JOHNSON, EARL F.		317	
		MALTBIE, TERRY L.		317	
		MAZZI, KATHLEEN H.		317	
		MURRAY II, ROBERT J.		317	
		SNELL, LYNETTE C.		317	
		STROUT, DENNIS B.		317	
2109	118	*PARTLOW, WILLIAM V.		118	
2110	638	*GARRETT, MAEVON C.		214	
		DAVIS, BARBARA J.		212	
		SMITH, CATHERINE		212	
2150	379	*KLINN, JEROME U.		190	
		STATTON, WILLIAM		189	
2177	75	*BROCKERT, RICHARD C.		75	
2185	150	*DUDASH, JOSEPH	150		
2201	2,009	*EVITT, WILLIAM C.		287	
		AKERS, P. DAVID		287	
		GATHERS SR., DONALD E.		287	
		MOSS JR., THOMAS E.		287	
		PERRINS, THOMAS J.		287	
		WHITE, DIANE O.		287	
		WOOD, ROGER H.		287	
2202	1,171	*UPTON, MICHAEL D.		295	
		BAGWELL JR., WILLIAM H.		292	
		PARKS, ROBERT A.		292	
		SCINALDI, LOUIS J.		292	
2203	266	*WINE, SHELTON G.		133	
		HART, PHILLIP C.		133	
2204	873	*LAYMAN, DAVID V.		219	
		GUILLIAMS, MICHAEL E.		218	
		KING, MELVIN L.		218	
		STOUT, WILLIE R.		218	
2205	512	*STROUP, JAMES E.		512	
2206	43	*BLOXOM, EUGENE C.		43	
2207	309	*HILLEARY, JAMES W.		309	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
2252	1,280	*BUSL, KARL R.		640	
		JOHNSTONE, MARVIN W.		640	
2260	909	*BRADBY, REAL		228	
		EDWARDS, CURTIS A.		227	
		HARTON, SHELLY M.		227	
		THURSTON, TOMMY A.		227	
2261	619	*BURTON, BILL D.		207	
		DUNCAN, BUSTER L.		206	ALT
		MORRIS, VIRGINIA W.		206	
2275	554	*SWEENEY JR., ALVIN		277	
		BROWN, TIM		277	
2276	299	*BAILEY, JOHNNY L.		150	
		BAILEY, HENRY		149	
2277	148	*GILLISPIE, WILLIAM E.		148	
2300	1,008	*STEWART-WARE, BLONDELL		252	
		ARRINGTON, JAMES		252	
		BROWN, DAISY		252	
		LEGGETT, WILLIE		252	
2323	1,732	*CHOROVICH, SANDRA D.		292	
		CARTER, DAVID V.		288	
		COLLIER, CHARLIE		288	
		PAYNE, ROBERT T.		288	
		RUCKER, KENNETH A.		288	
		YOUNG, KAY L.		288	
2336	2,860	*BELL, JOANNE C.		324	
		AGNEW, MICHAEL M.		317	
		CALERY, AUDRELL E.		317	
		COOKE JR., JOSEPH N.		317	
		LEWIS, WILLIAM R.		317	
		MCBRIDE, MARION L.		317	
		PAPPAS, JAMES G.		317	
		SCHELLIN, MARC A.		317	
		TRUESDALE, SANDRA E.		317	
2381	74	*HENSON, EMMA R.		74	
2382	75	*MOSS, BONNIE	75		
2386	77	BELL, JOANNE C.		77	
2390	648	*SHERIDAN, WILLIAM F.	216		
		KETNER, JON I.	216		
		SEXTON, ROBERT	216		
2395	118	*HALL, DALLAS L.		118	
14200	2,260	*PETERSEN, ROBERT E.		565	
		BOEHMLEIN, RAYMOND J.		565	
		BURGESS, WILLIAM		565	
		SHIRKEY, EARL E.		565	
14201	697	*PHILLIPS, R. HUNTER		233	
		COX, JAMES D.		232	
		ROWE, THOMAS E.		232	
14202	285	*KEES, THEODORE J.		285	
16200	1	*WOOD, IMOGENE		1	
3060	551	*STEWART, G. T.	551		
3061	370	*TOLLEY, GEORGE H.	370		
3101	402	*AMOS, MIKE	134		
		COMEAU, CHERYL	134		
		LENARD, MARILYN	134		
3102	457	*LOPEZ, SYLVIA A.	457		
3104	1,941	*LAROTONDA, DON	389		
		ADAMS, PEGGY	388		
		GREEN, PAT	388		
		HULL, SHARON	388		
		INGLE, RICHARD	388		
3105	405	*BOOTH, DEBBIE	405		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
3106	2,386	*BRYAN, JOHN C.		478	
		EDENFIELD, JOHN H.		477	
		HARTLEY, SHELBA S.		477	
		PICKETT JR., A. G.		477	
		WITTE, BETTY J.		477	
3107	659	*JORDAN, GREGORY D.	659		
3108	1,867	*CRAWFORD, LINDA B.		469	
		CASENOVE, HENRI P.		466	
		KENNEDY, PATRICIA		466	
		SMITH, SARAH J.		466	
3109	395	*SAKALARIOS, MICHAEL A.		395	
3110	81	*EMERY, T. R.		81	
3111	398	*TARTAGLIO, MICHAEL A.	199		
		SMITH III, ELMER A.	199		
3112	1,013	*RYAN JR., C. E.		254	
		NELSON, RUTH M.	253		
		PEEPLES, RICK		253	
		THOMPSON, SANDRA K.	253		
3113	91	*SCHAICH, JOHN C.	91		
3114	209	*TIDWELL, SALLY M.		209	
3115	111	*BURDETTE, HOLLIS	111		
3120	255	*MORRIS, EVA A.	128		
		CLEMONS, EDNA M.	127		
3121	1,309	*KRUKLES, ROBERT A.	265		
		DONOVAN, EDWARD F.	261		
		ESCOTT, LORI	261		
		GOMEZ, RITA	261		
		HENDERSON, VICKI	261		
3122	1,606	*DIAMOND, BETTY		322	
		BARRETT, JAMES T.	321		
		LAPORTE, RHONDA L.	321		
		LEWIS, MICHAEL J.	321		
		STONE, JACQUELYN C.	321		
3150	429	*VASSER, ROBERT M.	143		
		MCCLUNG III, WILBUR	143		
		PITA, BERNARD	143		
3151	75	*SAUCER, GINA		75	
3170	477	*DONNELLY, LINDA M.		477	
3171	68	*WHITE, DOROTHY E.		68	
3172	134	*FRANCISCO, ROGER A.		134	
3174	132	*RYALS, DANNY	132		
3176	317	*CASON, JAMES W.	159		
		MCKINNEY, EARL M.	158		
3177	76	*BAJUSZ, JOHN	76		
3179	199	*PATTERSON, WILLIAM		199	
3190	362	*OBERLE JR., E. J.	181		
		NELSON, L. J.	181		
3201	349	*TODD, ROGER	175		
		STEWART, TED	174		
3203	372	*CASTEEL, ROBBIE	186		
		PAUL, MARK	186		
3204	5,244	*ATKINS, C. M.	358		
		ADAMS, FORREST	349		
		ANDREWS, WALTER D.	349		
		BARFIELD, W. E.	349		
		CONINE, BILL	349		
		GREENBERG, CAROL	349		
		HUDSON, BOBBIE	349		
		KIMBROUGH, BOBBY	349		
		LEAPHART, JIM	349		
		LEONARD, GLORIA	349		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		NICHOLSON, TERRY	349		
		POUNDS, EVA	349		
		PRATHER, DAVIS	349		
		SMITH, M. M.	349		
		SMITH, SERENA	349		
3205	419	*DEE, SHERRI L.	141		
		RAY, ROBERT L.	139		
		SHUBERT, J. VERNON	139		
3207	471	*HEATH, C. EDWARD	157		
		DENNIS, JUDITH R.	157		
		RICHARDS, J. E.	157		
3209	57	HEATH, C. EDWARD	57		
3212	738	*WOFFORD, LARRY N.	738		
3215	310	*JAMES, ELDER	155		
		FAULKNER, J. DANNY	155		
3217	749	*HARTLEY, DIANN J.	251		
		PHILLIPS, JOE	249		
		WISE, WAYNE	249		
3218	1,385	*MCFARLAND, HARRY	693		
		SMITH, J. C.	692		
3250	2,310	*GRIZZLE JR., C. H.		462	
		BROWN, JANINE M.		462	
		FINCH, IRREL B.		462	
		POGUE, THEODORE N.		462	
		SMITH, SAMMY A.		462	
3263	1,808	*FINN, JOE E.	452		
		BRUMBELOW, STEVEN E.	452		
		CLEVELAND, WALTER J.	452		
		ERNST, JAMES F.	452		
3277	104	*DEBRUYN, DON	104		
3290	302	*ROGERS, GRADY M.	151		
		HILDERBRAND, R. S.	151		
3295	482	*MCCLOUD, KENNETH L.		241	
		MILLER, R. SCOTT		241	
3301	90	*WILSON, JERRY R.	90		
3304	133	*HENSON, BEN	133		
3305	186	*WHITLEY, PAUL A.	186		
3309	71	*LANCASTER, DONNIE R.		71	
3310	1,712	*LESTER JR., BOOKER T.	287		
		COOK, SUE	285		
		CUNNINGHAM, NAOMI	285		
		GRAY, NOLA		285	
		SMITH, JOANNE		285	
		WALLACE, RICKY E.	285		
3312	78	*DEVINE, LARRY T.	78		
3313	62	*MCGEORGE, HAROLD T.	62		
3314	328	*CLAYTON, RANDY	164		
		MULLIGAN, MIKE	164		
3315	269	*REYNOLDS, KARIN	269		
3317	129	*SLONE, JOHNNY M.	129		
3321	127	*BILBREY, TED	127		
3371	308	*WITHROW, BEVERLY	154		
		BOCOOK, LINDA	154		
3372	765	*LAND, WILLIAM R.	383		
		GOSS, PAUL S.	382		
3402	245	*PAIGE, LARRY M.	123		
		PELLERIN, BETTY	122		
3403	756	*BAGOT, WALTER J.	756		
3404	366	*HOLLARD, JOSEPH P.	183		
		APPLEWHITE, DIANNE C.	183		
3406	395	*WILLIAMS, NORWOOD L.	198		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		ROMERO JR., EDWARD	197		
3407	288	*KAOUGH, MICHAEL	144		
		BREAUX, RONNIE	144		
3410	2,059	*FAHRENHOLT, MICHAEL J.	687		
		GLYNN, SERITA E.	686		
		GREEN, FREDDIE	686		
3411	877	*KOENIG, TOM	220		
		DUPUY, STEVE	219		
		HARRIS, WILMA	219		
		LAURENT, TERRY	219		
3412	199	*LIRETTE, LOUIS J.	199		
3414	410	*YOUNG, JAMES R.	138		
		BONNETT, MARY H.	136		
		COOK, BARBARA J.	136		
3450	102	*JONES, ROY E.		102	
3451	32	*JORDAN, TRAVIS L.			32
3490	228	*STAFFORD, A. L.	114		
		PIERCE, J. L.	114		
3504	113	*WEST, R. DEAN	113		
3505	39	*BINGHAM, CHARLES E.	39		
3509	259	*BOUTWELL, A. D.	259		
3510	262	*CHISOLM, DANNY	262		
3511	1,051	*DEAR, DEARLD	265		
		ALEXANDER, BOBBY L.	262		
		RICE, ERNESTINE	262		
		RUTLEDGE, KIM K.	262		
3513	41	*WHITTINGTON, JAMES D.	41		
3514	266	*DEARING, LARRY	133		
		TRAMMELL, RONNIE	133		
3515	110	*DELAUGHTER, BLANCHE	110		
3516	149	*MADDEN, CARL	149		
3517	190	*HOOD, WILBURN E.	190		
3519	247	*COX, ERIC D.	124		
		COX, PATRICIA S.	123		
3550	35	PIERCE, J. L.	35		
3601	408	*WOOD, WAYNE		204	
		BATES JR., LEE ROY		204	
3602	57	*BRAXTON, RONNIE		57	
3603	1,642	*LOVING, TINA	548		
		HUNTLEY, GENEVA	547		
		MERRITT, DAVID	547		
3605	377	*ISENHOUR, SHARON D.	189		
		BROOKS, ROSE	188		
3606	64	*BARBEE, J. R.	64		
3607	708	*O'BRIEN, H. F.		236	
		CARROLL, C. R.		236	
		SPIVEY, KATHY		236	
3608	93	*SUMPTER, RICK	93		
3609	33	*WISHART, FRANK	33		
3610	97	*PINGEL, DAVID A.	97		
3611	724	*WEAVER, WALLACE	242		
		GOODWIN, TOMMY	241		
		JONES, PAUL	241		
3615	209	*MOORE, SHIRLEY J.	209		
3616	470	*WAGONER, ANN	158		
		BOWERS, DIANNA	156		
		PARK, ROBIN	156		
3617	121	*IVEY, MALLOY	121		
3618	66	*PHIPPS, T. M.	66		
3650	438	*BARTLETT, RODNEY	146		
		KELLER, ALAN G.	146		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		MOORE, MITCHEL L.	146		
3672	186	*RUDISILL, TED			186
3673	256	*CATHEY, CHARLES T.	128		
		POOL, TOMMY	128		
3680	510	*BARNES, ROCKY A.	255		
		MATHEWS, REBECCA F.	255		
3681	391	*GURGANUS, JASPER J.		196	
		KNIGHT, RONALD X.		195	
3682	568	*HANFORD, ALTON	190		
		CARLISLE, DANNY	189		
		SPEIGHT, GEORGE	189		
3684	36	*LEDFORD, TIM M.	36		
3685	81	*HARRIS, ROBERT H.	81		
3695	120	*HASKETT, DEAN	120		
3702	213	*THOMAS, JOE	107		
		EVANS, DAN	106		
3704	632	*ANDERSON, RICK L.	632		
3706	1,131	*BRADY, SYLVAN	566		
		HENDERSON, MARTHA H.	565		
3708	172	*REYNOLDS, RONNIE	172		
3710	536	*SUTTLES, LARRY	536		
3716	272	*WARD, JOYCE S.	272		
3719	146	WARD, JOYCE S.	146		
3762	339	*MONROE, HARRY	339		
3790	265	*WADE, H. T.	133		
		BRUHN, T. C.	132		
3802	510	*LEDFORD, JAMES MARK	170		
		GROW, DAVID G.	170		
		NEBLETT, JOHN B.	170		
3803	192	*KELLEY, SHIRLEY H.	192		
3804	386	*MCKEE, JAMES	193		
		MORGAN, JOVITA	193		
3805	1,118	*HAYS, JACK E.	281		
		MCCOY, B. J.	279		
		MILLER, CAROL A.	279		
		QUERTERMOUS, VICKI L.	279		
3806	1,398	*STARNES, H. W.	351		
		COLBERT, RUTH	349		
		JOSHLIN, W. R.	349		
		SPURYER, PAULA	349		
3808	2,472	*HICKS, BEVERLY A.	309		
		DUCKWORTH, CLEO S.	309		
		MORRIS, BECKY J.	309		
		ROBINSON, CONNIE P.	309		
		SHARPE JR., C. F.	309		
		STEVENS, R. W.	309		
		SUMMERS, DOROTHY G.	309		
		WASHINGTON, MICHAEL A.	309		
3871	772	*FREEMAN, DARRELL	772		
3879	186	*PARRISH, JESSE E.	186		
3890	209	*WILSON, LARRY	105		
		MITCHELL, CHARLES	104		
3895	210	*MARKHAM, STEVE	210		
3901	166	*BRYANT, LOWELL G.	166		
3902	3,232	*FINERTY, LLOYD A.	325		
		ABBOTT, SONJA N.	323		
		BRADY, ROBERT H.	323		
		DAVIS, TERRY R.	323		
		FUINO, ALFRED D.	323		
		GILLIAM, MARYILYN C.	323		
		KINES, CAROL R.	323		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		MONK, DAVID S.	323		
		TAYLOR, RHONDA L.	323		
		WHITE, LOUISE A.	323		
3903	267	*ORR, LARRY P.	134		
		MORGAN, NANCY	133		
3904	194	*YOUNG, TERRY	194		
3905	385	*SUTTLES, SAMUEL	193		
		JOHNSON, J. P.	192		
3906	36	*HUGHES, JERRY	36		
3907	567	*LASSITER, WILLIAM E.	189		
		MARLER, E. EUGENE	189		
		WILLIAMS, GLORIA J.	189		
3908	670	*WARD JR., CHELE H.	224		
		PALMER, LARRY	223		
		QUEEN, LINDA	223		
3909	54	*WATTS, JOE W.	54		
3910	50	*HOLMES, RICHARD A.	50		
3911	94	*STELL JR., J. W.	94		
3912	153	*THOMPSON, BARNEY P.	153		
3950	194	*QUILLEN, RAY	194		
3971	67	*BROWN, MIKE	67		
3972	368	*WOODHAM, FRANK	184		
		BURKE, ELTON L.	184		
3990	151	*WRAY, KENNETH C.	151		
14309	66	*WATERS JR., WIMBLEY	66		
14349	34	*MITCHELL JR., ROBERT C.	34		
16300	1	*KINES, D. E.	1		
4000	688	*ODOM, LULA		230	
		SIMMONS, LINDA	229		
		SLEOGE, ANNIE L.	229		
4004	788	*PAYNE, NORMA E.	264		
		HEARD, VERYLE	262		
		MCADOO, TYRONE	262		
4008	878	*SHUKWIT, JOHN R.		221	
		KRIEGER, MARSHA		219	
		MYER, JOHN		219	
		RICHTER, CARL		219	
4009	1,769	*GUADAGNI, DOMINIC		299	
		DAVIS, MARIAN		294	
		DECKER, CARL		294	
		STREBY, GREGORY		294	
		TORONGO, KAREN		294	
		WICKER, JUDITH		294	
4010	523	*RYAN, THERESA A.	175		
		BROOKS, KIM M.	174		
		MOSES, JEANNETTA	174		
4011	262	*CHRISTNER, E. DANA		131	
		GREENFIELD, PETER P.	131		
4013	1,043	*DARLING, KRISTIE	263		
		CARLETON, THOMAS I.	260		
		FERNANDEZ, DIANE	260		
		ORMSBY, DAVID R.	260		
4015	1,065	*BUNDOFF, JAMES J.		267	
		GOUGEON, GEORGE		266	
		MARSHALL, DONNA L.		266	
		MCGEE, THOMAS C.		266	
4017	257	*ODOM, GARY	129		
		RODRIGUEZ JR., ROBERT L.	128		
4018	154	*RUDDOCK, JAMES D.	154		
4021	42	*JACKSON, KARL E.		42	
4022	105	*			105

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
4023	7				7
4024	21	JACKSON, KARL E.		21	
4025	161	*CAMPBELL, ROBERT H.		161	
4031	63	*SCHNYDERS, RICHARD J.		63	
4032	69	*CARLSON, RANDY W.	69		
4033	30	*FERGUSON, STEVEN L.			30
4034	1,246	*EGAN, JOHN J.		250	
		FORD, C. NANCY		249	
		LUEHRS, TOM		249	
		RODE, JACQUELINE		249	
		UNGREY, RALPH		249	
4035	46	*OCOBOCK, LARRY		46	
4037	31	*BRUMM, ROGER K.	31		
4038	210	*FAUST, GREGORY L.		105	
		LAVALLEE, JOHN		105	
4039	403	*WILLIAMS, ROD		135	
		LYONS, PAM		134	
		PLUTA, TERI		134	
4040	678	*EDDY, PAUL		226	
		HANCHETT, RICHARD		226	
		LILLARD, MAYLA		226	
4050	235	*BATES, BILLY H.		118	
		RYBA, WILLIAM		117	
4070	69	*GUTOWSKI, GREGORY		69	
4090	375	*HORTON, L. J.	188		
		KLEIN, M. F.	187		
4100	1,934	*NELSON, GERALD L.	324		
		ANDERSON, REBECCA	322		
		CABRAL, ANTONIO	322		
		JAGER, DOUGLAS	322		
		LESSLIE, MARTHA	322		
		PERRY, ANDREW B.	322		
4101	93	*POTOCKI, LEONARD		93	
4102	41	*BOOHER, LARRY		41	
4103	434	*SHORT, RICHARD A.		146	
		HERRICK, WILLARD A.		144	
		RYAN, JOHN	144		
4105	70	*LOVE, RAYMOND R.		70	
4106	80	*WESTON, WILLIAM H.		80	
4107	317	*SPRINGBORN, ROBERT		159	
		VANESS, LILLIAN M.		158	
4108	1,408	*VONDETTE, JOHN T.		284	
		BAIN, WILLIAM H.	281		
		DOOZAN, FRANK	281		
		EWBANK, TERESA M.	281		
		SMITH, CONSTANCE D.	281		
4109	256	*AESCHLIMAN, JUDY		128	
		ADKINS, ROGER L.		128	
4202	307	*LABELLA, ADDIE		154	
		BOLIN, JUDY		153	
4203	198	*STOCKTON, JEAN E.		198	
4208	145	*RUSSELL, JANET		145	
4209	234	*O'NEILL, ELEANOR J.		117	
		BERENOES, BARB		117	
4211	369	*GRAY, GAYLE		185	
		REFFETT, KELLY		184	
4212	364	*ROSS, EVELYN M.		182	
		HUDDLESTON, CINDY		182	
4213	265	*PLATTER, LORETTA		265	
4214	202	*HAINES, PHYLLIS		101	
		CRAWFORD, MARY C.		101	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
4216	635	*GORDON, JOSEPHINE H.		213	
		JENKINS, VEOLA V.		211	
		MELVIN, ESTHER L.		211	
4217	432	*RACHELL, JAMES R.		216	
		STROHM, ROBERT G.		216	
4250	1,696	*TISZA, STEVE G.	340		
		BROWN, MILAS	339		
		GARY-JONES, TANYA D.	339		
		KOROTENKO, JOSEPH W.	339		
		PETERSON, DONALD R.	339		
4270	96	GRAHAM, BILL		96	
4273	94	*CRANDALL, DENVER L.			94
4277	45	*WIELGAT, DANIEL J.		45	
4290	531	*SMYKOWSKI, JOHN A.			531
4295	727	*LIBERIO, VINCENT	243		
		KERBY, DANNY	242		
		RIVERA, KAREN	242		
4300	691	*MINNO, JOSEPH		231	
		BARONE, ANN		230	
		QUATTRO, ANTHONY		230	
4302	1,116	*LACAUSE, SAL		279	
		GRAHAM, BILL		279	
		ROBERTS, CRYSTAL		279	
		SALLAZ, SHERRIE		279	
4303	770	*NAU, CLYDE F.		258	
		CHURCH, SARAH		256	
		MACKEY, PAUL		256	
4309	1,852	*RYAN, JOHN W.	312		ALT
		HESTER, MARY B.		308	
		RIEMER, GREGORY		308	
		RUNYON, ARTHUR K.		308	
		SMILNAK, GEORGE		308	
		WOODS, TEREZ E.	308		
4310	1,192	*HINTON, LINDA L.		298	
		BAILEY, ILESTER		298	
		TORRES I, WILLIAMS A.		298	
		WORLEY, BOB		298	
4311	404	*BEAL, SHERRY		136	
		FLACK, ANNIE		134	
		SCOFIELD, HARRIETTE		134	
4315	401	*STORK, KAREN K.			135
		HILDING, STEPHEN K.		133	
		VAUGHN, DARLENE		133	
4318	117	*GROVES, CHARLES H.		117	
4319	710	*HILL, GREG		238	
		HONSE, RON		236	
		HULL JR., ROBERT V.		236	
4320	1,513	*MCNICHOLS, RALPH		305	
		ASKEW, CARL E.		302	
		DIXON-SMITH, JUDY		302	
		HAMLETT, REX L.		302	
		HUBER JR., JACK R.		302	
4321	217	*KENILY, ED		109	
		POLCYN, MIKE		108	
4322	803	*SCHAEFF, JERRY W.		203	
		DUNLAP, GEORGE M.		200	
		HOGG II, EDWARD L.		200	
		RIGGS, SUSAN M.		200	
4323	106	*MCCORD, EARL		106	
4325	59	*UHL, JEFF		59	
4326	63	*BRUMFIELD, GREGORY L.		63	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
4340	3,738	*HILL, BURNETTE		1,246	
		GILMORE, DANIEL E.		1,246	
		MALONE, MICHAEL J.		1,246	
4351	1,199	*SOUDER, GERALD W.	302		
		JACOBS, SANDRA	299		
		PRIVETTE, DON	299		
		THOMAS, ROBB	299		
4353	14	HAMM, GLEN G.	14		
4354	351	*CALES, KENT R.		176	
		FLYNN, LINDA		175	
4366	7	*BECKSTEAD, DAN J.		7	
4370	204	*HOLLAND, JOHN E.		204	
4371	525	*ADAMS, STEVE		263	
		DROLLINGER, TAMI		262	
4372	419	*ARNETT, BOB		210	
		CORIELL, BOB		209	
4373	159	*HUGHES, CHARLES E.		159	
4375	130	*DAVIS, RALPH E.		130	
4377	50	*ROETHER, DAVID		50	
4379	26	DAVIS, RALPH E.		26	
4380	170	*CORNETT, PEGGY		170	
4385	162	*PARRY, JENNIE L.		162	
4390	291	*WISKOFF, ARTHUR L.	291		
4400	1,548	*JOHNSTON, G. MARK		312	
		BURKETT, JACKIE		309	
		DONOGHUE, TIMOTHY M.		309	
		GIVIN, CHARLES A.		309	
		TIMMERMAN, WILLIAM M.		309	
4401	1,405	*PHILLIPS, MARIE N.		469	
		BUTLER, LINDA M.		468	
		MCPHERSON, LINDA D.		468	
4470	292	*WARD, HARMER L.		146	
		WATTERSON, TERRI R.		146	
4472	98	*MANGIN, VALERIE		98	
4473	39	*KIDD, JOHNNIE		39	
4474	72	*BLACK, VAUGHN		72	
4485	108	*LAMBIDIN, JOHN	108		
4487	111	*GRAY, CHARLES G.			111
4501	2,273	*ERVIN, JAMES C.		383	
		GREENO, DAVID		378	
		JONES, JR., EDDIE W.		378	
		JOSEPHSON, GARY A.		378	
		LIKERS, BRUCE		378	
		STEINHOOR, TAMMI		378	
4510	81	*POWELL, CAROLYN		81	
4527	117	*CHICHICK, MIKE		117	
4530	641	*SMITH, GLAYDS		215	
		INMAN, FRED		213	
		NIEFT, CAROL	213		
4531	88	JONES, JR., EDDIE W.		88	
4600	568	*CRUMP, ANN L.		190	
		AVERY, MARY J.		189	
		O'CONNELL, KATHY		189	
4603	2,060	*WALLS, GEORGE R.		296	
		BURNS, GREGORY J.		294	
		COBUS, JAN		294	
		GUINEY, EDWARD P.		294	
		SERVIS, NANCY E.		294	
		STAPELFELDT, ERICH F.		294	
		THRUNE, JAMES R.		294	
4611	128	*WEBSTER, MICHAEL W.		128	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
4620	225	*EVERARD, RICHARD	225		
4621	366	*PETERSON, MARILYN		183	
		VERKUILEN, THOMAS E.		183	
4622	144	*NELSON, MARYKAY		144	
4630	830	*MCLUCAS, AVANELL N.		209	
		BROWN, DAVID		207	
		KRAMER, CONSTANCE		207	
		MULLIKIN, GARY A.		207	
4631	105	*ANDERSON, ALBERT		105	
4640	374	*CLARK, JAMES C.		187	
		PAULUS, CHRISTINE M.		187	
4641	51	*MCKAHAN, GENE		51	
4642	62	*HAWLEY, JR., JOHN D.		62	
4645	13	*MEIEROTTO, LAWRENCE R.		13	
4646	97	*LEARN, JAMES		97	
4650	136	*MOEN, DOUGLAS A.		136	
4670	42	HAWLEY, JR., JOHN D.		42	
4671	501	*OLIVER, MICHAEL M.		167	
		MCNEARY, ANN M.		167	
		WILCOTT, CHERYL		167	
4672	397	*ACKERMAN, GARY		199	
		BOLTE, DON		198	
4674	188	*DREW, DENNIS		188	
4675	208	*HERWIG, LON	104		
		WILKE, RICHARD L.		104	
4676	3	*MCQUERRY, WILLIAM R.		3	
4690	150	*SHELPER, LARRY	150		
4695	83	*JONES, JANICE		83	
4702	120	*SMITH, ROBERT E.		120	
4711	39	*LANE, MARVIS		39	
4714	776	*SIGLER, BEA		260	
		LYNCH, CONNIE		258	
		PINNER, NORMA		258	
4770	102	*MARTIN, LARRY D.		102	
4773	877	*SIBICH, NED		220	
		SILHAVY, PAT		219	
		SWAGER, RICK		219	
		WHITE, PEG		219	
4777	5	*BELCHER, LEON		5	
4780	155	*MICHAEL, ROLAND J.		155	
4782	57	*BOHLANDER, ANN M.		57	
4790	123	*RICHHART, R. G.	123		
4795	361	*JONES, CECILIA H.		361	
4800	708	*WORTH, MARY M.		236	
		HACKETT, BELINDA R.		236	
		HOLLAND, GWEN D.		236	
4802	211	*HOSTETLER, CARROL		106	
		MEDLIN, PATRICIA		105	
4818	298	*BAXTER-FLEMING, SUSAN		149	
		CARTER, A. D.		149	
4900	2,313	*CAVE, LARRY	579		
		HENNINGER, LARRY	578		
		PRATT, RONALD	578		
		VANETT, DON		578	
4998	851	*HAMM, GLEN G.	215		
		BUOY, HARRY W.	212		
		DOYLE, WILLIAM J.	212		
		WILSON, DAVID B.	212		
14406	84	*SMITH, HUBERT C.		84	
14407	90	SMITH, HUBERT C.		90	
14408	1,148	*KRONOVITS, ALEX		384	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		BERMAN, STEVEN D.		382	
		DEROSA, PATRICK R.		382	
14430	469	*LAMBESIS, LOUIS J.		235	
		CONWAY, PATRICK		234	
14434	35	*EARL, WILLIAM R.		35	
14440	259	*MARQUIS, TRINA J.			130
		RALEY, JUDY B.			129
14503	631	*CELLINI, ALEXANDER J.		631	
14523	103	*STEWART, PAUL A.			103
14537	46	*RILEY SR., DENNIS P.		46	
14549	219	*SCHELL, RONALD J.			110
		SANTNER, ROBERT A.			109
16400	1	*KARABINUS, TED		1	
6007	101	*CRITES, ELVIN C.	101		
6009	234	*BUTLER, JERRY		117	
		MCPHAIL, PRESTON		117	
6012	1,627	*MCCLANAHAN, BOB C.		272	
		BEEN, JERRY		271	
		KITCHELL, DALE		271	
		LOEGERING, CAROL		271	
		TEMPLETON, L. JANE		271	
		WASHBURN, NORMA		271	
6014	218	*FINE, C. R.		218	
6015	230	*RHODES, GRANT	230		
6016	2,078	*SAMARIPA, KAY	302		
		CAIN, DOROTHY	296		
		CRAFT, TONYA	296		
		GARDNER, BARRY		296	
		HARPER, GARY	296		
		MCKEE, WILLIAM		296	
		OZMENT, FRED	296		
6050	227	*JEFFREY, RALPH LINN		114	
		COWELL, BILLY GENE		113	
6113	125	*RAWSON, DAVID		125	
6118	321	*GOLIGHTLY, MAXINE		161	
		BAXTER, ROBERT		160	
6127	418	*BAKER, DAVID K.	140		
		PETERSON, SUSAN K.	139		
		WOOD, CHARLIE L.	139		
6128	410	*UTTERBACK, BILL	138		
		FORD, MARGIE	136		
		TITUS, MARSHA C.	136		
6132	1,559	*MILBURN, ANDY	315		
		BRUTON, GAYLE		311	
		CELOVSKY, ELAINE		311	
		CLOPTON, FLORENCE		311	
		PIERCE, DOUG	311		
6137	743	*NOBLES JR., WALTER E.	249		
		MASSENGALE, E. L.	247		
		VANDEVENTER, LARRY J.	247		
6139	665	*SONTAG, ARTHUR L.	223		
		PAGE, BYRD	221		
		SANFORD, CHARLES W.	221		
6143	3,247	*PARRA, GLORIA	367		
		ANDERSON, DAN R.	360		
		DIAZ JR., JOE	360		
		FEY, CATHERINE	360		
		HARRELL, NEOMI	360		
		MECHLER, LAWRENCE E.	360		
		RANGEL, DORA	360		
		WOITENA, GARY	360		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		WORTHEY, MARY	360		
6150	1,185	*SMITH, JAMES D.		297	
		LAZNOVSKY, LARRY		296	
		MOORE, CORA		296	
		PATTON, GARY D.		296	
6171	5,081	*KNEUPPER, RICHARD	569		
		CALDWELL, RON	564		
		CHURCH, DORIS	564		
		DOUGLAS, JACKIE P.	564		
		JAMES, LINDA	564		
		JONES, SHIRLEY	564		
		SHUTTLEWORTH, FRANK	564		
		STRONG, VICKIE	564		
		WILBURN, JIM	564		
6174	176	*HOLLOMAN, RONNIE	176		
6177	43	*BROCK, HARRELL W.	43		
6178	87	*MALONE, BRENDA	87		
6179	6	*KULA, LESLIE R.	6		
6181	97	SONTAG, ARTHUR L.			97
6186	3,290	*SMITH, WAYNE S.		3,290	
6200	213	*SMITH, PAMELA	107		
		MCCAFFITY, R. L.	106		
6201	2,133	*OWEN, ROGER L.		309	
		BROWN, PRISCILLA		304	
		CROWE, PAT		304	
		GILLESPIE, T. C.		304	
		JOHNSON, CHRISTENE W.		304	
		KRAMER, DENNY		304	
		SOUTHALL, KATHY		304	
6202	160	*WILSON, JACKIE D.		160	
6203	420	*PARKS, DIRK	140		
		BARTLETT, DOROTHY	140		
		WORKMAN, REVA	140		
6206	65	*MILLER, MICHAEL E.		65	
6210	158	*EWIG, MARK J.		158	
6214	244	*STANLEY, GLYNNE R.		122	
		JACKSON, DAVID		122	
6215	5,029	*WILLIAMS, J. D.		362	
		ALLEN, JAMES L.		359	
		BLACKWELL, CAMILLE G.		359	
		CROW, W. F.		359	
		ELDREDGE, R. R.		359	
		GIBSON, WAYNE W.		359	
		GLOVER, CONNIE G.		359	
		HALL, NANCY M.		359	
		HOLBROOK, JAMES W.		359	
		HUNTE, A. S.		359	
		JOHNS, JEFF		359	
		KENT, RANDA R.		359	
		MAGEE, CARROL N.		359	
		RUIZ, JENNY E.		359	
6218	276	*POWERS, JIM	138		
		DAW, BOBBY	138		
6222	4,857	*ETZEL, B. J.	447		
		BARKER, DOROTHY	441		
		BINGHAM, RICHARD	441		
		DRISKILL, CYNTHIA	441		
		HEBERT, JO CAROLYN	441		
		JENSEN, ARLINE J.	441		
		JENSEN, RUBY J.	441		
		ORSAK, W. L.	441		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		SIMMONS, VALERIA	441		
		STAUDT, RUDY	441		
		YBARRA, ERNEST	441		
6225	224	*MARSHALL, JOE P.	112		
		SAULS, JOHNNIE R.	112		
6228	392	*GRAY, RONNIE	196		
		DOOLEY, MARY	196		
6229	526	*TARVER, RICHARD R.		263	
		SALDANA JR., BERNARDO		263	
6260	738	*AMESDQUITA, DAVID	738		
6290	595	*LINNELL, R. H.	199		
		HOBBS, DENNIS D.	198		
		PARRISH, ROY O.	198		
6301	846	*MCGINNIS, LAVON		423	
		BRADLEY, LINDA		423	
6310	1,951	*FARRELL, RICHARD M.		326	
		ELLEBRACHT, TONY		325	
		KERSTEN, DWAYNE L.		325	
		KONECNIK, WILLIAM J.		325	
		MCGOWEN, DAN		325	
		VOORHEIS, RITA M.		325	
6311	193	*VAN DOLAH, MARK K.		193	
6312	623	*AUGUSTINE, GLENN R.	209		
		DODD, PAT	207		
		NUNN, DALE	207		
6313	107	*			107
6314	174	*KOWCHNER, VIRGIL J.	174		
6316	332	*MAY JR., JIM	166		
		STORCK, JAMES E.	166		
6320	3,106	*TUCKER, JIM		448	
		ANGUS, JERRY		443	
		GARRETT, CAROL		443	
		HILL, TONY		443	
		LAMMERT, NANCY		443	
		MITCHELL, PERTIE		443	
		TURNER, VICKI		443	
6321	283	*PEREZ, ALICE	283		
6325	1,026	*NUCKOLS, DAVID R.	258		
		GREEN, LINDA KAY		256	
		LEMMON, RICK	256		
		POLLY, ELIZABETH	256		
6326	368	*RUSSELL, FRANCIS		184	
		GIBSON, MARIE		184	
6327	513	*BROWNE, BOBBIE	171		
		VILLEGAS, A. J.	171		
		VILLEGAS, VIV	171		
6333	808	*NIEMEYER, LAWRENCE H.	202		
		CAMP, SANDRA D.	202		
		COCKBURN, JAMES W.	202		
		MACEY, LARRY B.	202		
6350	436	*			436
6355	1,181	*FEILNER, PATRICIA		591	
		SETSER, SHARON		590	
6360	1,191	*ENYEART, RAYMOND L.	300		
		BAUSBY, HENRY L.	297		
		ROY, PHYLLIIS A.	297		
		SAXTON, DAN	297		
6372	571	*DUCKWORTH, HENRY E.	191		
		JONES, MARGARET A.	190		
		TITTEL, PEGGY H.	190		
6373	44	*KIMBLE, CARL W.	44		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
6374	56	*JONES, STEVE R.	56		
6375	121	*SYLVESTER, BARBARA		121	
6376	153	*RUDDER, GEORGE	153		
6377	1,020	*JONES, EARLINE	1,020		
6390	597	*MITCHELL, TOM L.			597
6391	60	*FLANAGAN, K. W.	60		
6395	233	*LOCKE, DAVID P.		117	
		HUTCHINSON, HAROLD		116	
6401	665	*SNOW, DEBRA J.	223		
		ALFREY, RANDY L.	221		
		PATTON, KEVIN J.	221		
6402	1,064	*WILDONER JR., BILLY D.		266	
		BAILEY, ROBIN L.		266	
		KEEF, JENNIE M.		266	
		ROSE, BLANCHE I.		266	
6406	73	*SHOFF, YVONNE M.	73		
6407	73	*GARDNER, JANET	73		
6410	113	*REED, LINDA M.	113		
6411	125	*NAVE, MARY	125		
6412	41	WILDONER JR., BILLY D.		41	
6450	1,870	*EFT, ELIZABETH L.		374	
		BROWN, NANCY S.		374	
		ELBERT, DAMONA M.		374	
		HERNANDEZ, MARY L.		374	
		HOSLER, MARY P.		374	
6477	18	*JARNEVIC, CHARLES R.			18
6500	466	*WARING, JUANITA		156	
		GRANT, GILDA		155	
		YOUNG, BERTHA		155	
6502	274	*GRAY, GARY D.	274		
6503	235	*SAUNDERS, BOB	118		
		GRAVES, RONNIE	117		
6505	300	*PATTON, MICHAEL		150	
		ESTES, DENNIS		150	
6507	222	*CARLOCK, NELL	111		
		ANTHONY, LETA	111		
6508	881	*CONNER, JAMES	221		
		OWEN, DEBBIE	220		
		SMITH, E. ANN	220		
		WILSON, THOMAS W.	220		
6733	510	*BARELA JR., SAMUEL	255		
		MERGIL, JUAN P.	255		
14616	448	*EBELING, JOHN J.		448	
14620	233	*			117
					116
14625	112	*FURR, VESTER	112		
14629	98	*MARINO, SUZY G.	98		
14632	181	*GIBSON, RUBERTA J.			181
14641	27	*RICHARDSON, RICKEY			27
16600	1	*ZARETZKY, GENE		1	
7001	175	*CLEGG, JAMES N.		175	
7009	36	CLEGG, JAMES N.		36	
7011	1,276	*MUNERA JR., ED		426	
		GREENE, GLORIA S.		425	
		RAY, GAYLE E.		425	
7019	3,830	*ROBERTS, REED W.	383		
		EGGERT, JAMES	383		383
		GLASS, LINDA	383		
		GOSIGER, JOE	383		
		HAILEY, RHODA V.	383		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		HOLDEN, LORI	383		
		STEVENSON, DOTTY	383		
		WOOD, DAVID	383		
		YEAGER, RODNEY	383		
7026	933	*MCGRATH, FRED A. T.		234	
		HAMPTON, GLORIA S.		233	
		MCGRATH, MICHAEL E.		233	
		PETERS, KEITH		233	
7037	108	*ISRAEL, STEPHEN T.		108	
7050	453	*DIAZ, PAUL S.		227	
		BARNER, KEN		226	
7060	1,408	*HIRSCH, WILLIAM P.	704		
		MARZEC JR., JOSEPH J.	704		
7090	255	*SIVILLE, TERRY D.	255		
7096	65	*CANTRELL, BRIAN L.	65		
7101	354	*PORTER, GENE		177	
		MAHER, CINDY		177	
7102	1,492	*STULL, MARY A.	300		
		ARNOLD, SHIRLEY		298	
		KONCHALSKI, DANA		298	
		MILLER, BRENDA K.	298		
		ROGERS, JAMES		298	
7103	217	*SPAIN, MARCEDES M.		217	
7106	27	*ROTSCHAFER, L. L.		27	
7107	34	*MADISON, RALPH		34	
7108	228	*TYSON, MIRIAM		228	
7110	41	*GIUNTA, FRANCIS		41	
7113	164	*RAINS, KEN		164	
7117	270	*WISZMANN, ERMA J.		135	
		GETTY, TERRENCE		135	
7118	56	*REEDER, D. L.		56	
7150	251	*MADDEX, RHONDA B.	126		
		UDROVICH JR., ED	125		
7171	110	*RAMUS, DENNY		110	
7172	186	*HERNDON, CAROLL L.		186	
7175	27	*HEKEL, ANN		27	
7176	53	*ERTZ, ANDREW C.		53	
7200	3,318	*JOHNSON, RICHARD O.		374	
		BAHMA, BOB		368	
		DOLIN, STEVE		368	
		KASIN, SANDY		368	
		LOVAASEN, TIM		368	
		OMAN, KATHLEEN J.		368	
		SCHNICKELS, DAWN H.		368	
		TAYLOR, MARY L.		368	
		WERNER, ROBERT K.	368		
7201	1,533	*MAHONEY, JAMES	309		
		HURTGEN, CARLE R.	306		
		LINDSTROM, DAVE	306		
		OLINGER, JIM	306		
		RECK, KATHY	306		
7203	226	*HITCHCOCK, PATRICK J.		113	
		HELDER, CHERYL A.		113	
7204	54	*BREGEL, JAMES M.	54		
7205	43	*ARDOFF, DOUGLAS J.	43		
7206	27	HITCHCOCK, PATRICK J.		27	
7212	265	*TABATT, JOSEPH J.		133	
		CLEMENT, DAVE J.		132	
7213	192	*VENARO, SANDRA A.		192	
7214	401	*ANESI, TOM		135	
		BALTZELL, DARREL		133	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		NEWMAN, TERRI		133	
7219	50	*TORGERSON, A. W.		50	
7250	697	*LELAND, LEN	349		
		SCHWAB, CRAIG	348		
7270	137	*PIKER, ALAN E.		137	
7290	310	*BAUMANN, BRUCE H.	155		
		LEE, RICHARD A.	155		
7295	27	*SIMON, JOHN J.		27	
7301	206	*TILLEMA, WADE		103	
		REIDY, STEPHANIE J.		103	
7303	535	*CHRISTENSEN, LEROY	268		
		ROBILLARD, JAMES		267	
7304	104	*WYSOCKI, CYRIL		104	
7400	1,724	*DOLAN, DAN		289	
		BUELT, R. W.		287	
		CAMMARATA, CRAIG A.		287	
		COOK, RONALD D.		287	
		JANNEY, MICHELE M.		287	
		PERROTTO, ANGELO A.		287	
7401	277	*KELLEY, NEAL E.		139	
		REGAN, ROSALIE		138	
7470	944	*GARRISON, JERALD R.		236	
		BELL, G. MICHAEL		236	
		NICKELL, M. DOUG		236	
		RATH, LUCILLE		236	
7476	492	*MALESKER, DARRYL		246	
		BERGMAN, RON		246	
7500	482	*CLAUSON, DAVE		241	
		GAYKEN, KAREN		241	
7503	21	CLAUSON, DAVE		21	
7504	67	TILLEMA, WADE			67
7505	146	*PESEK, ALEATHA		146	
7506	23	PESEK, ALEATHA		23	
7601	542	*JOY, TONI	182		
		GLASER, DAVID	180		
		SUNDERMAN, BETTY J.	180		
7603	292	*MUNDEN, ROBERT J.		292	
7610	69	ROBERTS, CRAIG C.		69	
7621	173	WARNER, RANDY D.		173	
7630	63	*ROBERTS, CRAIG C.		63	
7640	204	*HOWARD, MARYLYN L.		204	
7670	562	*MOORE, DAVID		188	
		CLEARY, CHRIS		187	
		MARTINEZ, DIANA	187		
7702	203	*MARONEY, JOHN		102	
		GOLD, JAMES		101	
7704	1,661	*WARNER, RANDY D.		281	
		BORKMAN, JOHN W.	276		
		GEORGE, STEVEN L.		276	
		MARTINEZ, JIMMY L.		276	
		NOYCE, CALVIN J.		276	
		PETERSON, JOSEPH L.		276	
7705	156	*LINFORD, LEE B.		156	
7707	442	*SHERIDAN, DONALD J.	148		
		EGER, KAREN	147		
		VOSHEL, GERRIT	147		
7708	651	*SEEGRIST, LINDA L.		326	
		PARRISH, SUE I.		325	
7716	40	*MCCORMICK, LARRY P.	40		
7743	363	*WATFORD, DUANE		363	
7750	373	*BYRNES, MARTY		373	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
7774	206	*MARTINEZ, PATTY		103	
		VANDYKE, JUDY ANN		103	
7775	127	*MOYE, QUENCY		127	
7777	5,139	*BLUE, MARY T.		2,570	
		KREIS, SHERRY A.		2,569	
7795	196	*MORRISON, WARREN S.		196	
7800	2,134	*HAMILTON, JOHN		359	
		BECKER, TOM	355		
		DEMPSEY, PATTI		355	
		EBERHARDT, DAVID		355	
		MALONEY, JACK		355	
		STEVENS, DEBBIE	355		
7803	841	*WEGIEL, ROSE M.	841		
7804	636	*DAVIS, JACK M.		212	
		DOLAN, DENESE J.		212	
		GODWIN, RICHARD W.		212	
7805	110	*DAVIS, MISTY L.	110		
7810	267	*JENKINS, BILL	267		
7815	24	DAVIS, MISTY L.	24		
7816	174	DAVIS, JACK M.		174	
7817	50	HAMILTON, JOHN		50	
7818	764	*SIMON, AL		256	
		DIXON, HAROLD		254	
		MONTGOMERY, MARLENE		254	
7901	2,004	*FLOYD, CARLA	334		
		BUTLER, MARGARET	334		
		CARPENTER, JEANNE	334		
		MULL, DAVID		334	
		TAYLOR, LINDA	334		
		WALTMAN, WES	334		
7904	390	*HILL, ANNIE		195	
		ROBIDEAU, RICK		195	
7906	508	*MCDOWELL, BRUCE		170	
		MCMAHON, JOE		169	
		SAETHER, MORGAN		169	
7908	223	*HURST, LARRY C.		223	
7955	133	FLOYD, CARLA	133		
7970	205	*STILL, ALVIN		103	
		METCALFE, PHIL		102	
7990	145	*SPENCE, T. R.	145		
7991	84	*WILLIAMS, PAUL F.	84		
14000	72	*RUFO, LUIS M.		72	
14002	724	*FUNK, HAROLD		362	
		SMYTH, BOB		362	
14003	256	*LEPPER, STAN		256	
14005	445	*SETEK, ADOLPH T.		149	
		CAMERON, A. KEN		148	
		DYCK, ABE		148	
14038	30	RUFO, LUIS M.		30	
14705	238	*STEVENS, RUTH F.		238	
14708	284	*PUTNAM, BOBBY R.			142
		BENOIT, RAYMOND P.			142
14729	432	*WILLIAMS, LARRY T.		216	
		JAEHNERT, PAUL G.			216
14748	28	CHRISTENSEN, LEROY			28
14749	53	WYSOCKI, CYRIL			53
14761	469	*HAGGBLOOM, ROBERT A.		157	
		KING, JEAN S.			156
		KING, MELVIN M.			156
16700	1	*HYNES, ETHEL			1
9000	3,424	*WOOD, JANICE		384	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		DUFFY, THOMAS A.		380	
		HILL, MARCIA R.		380	
		MCGEE, ANDRIEA		380	
		MORRIS, JERRY		380	
		SANTORA, T.		380	
		VELASCO, ALBERT G.		380	
		WASHINGTON, MARY		380	
		WESTFALL-MOSLEH, ELAINE		380	
9400	7,988	*BIXLER, TONY		388	
		ANDERSON, CHARLES		380	
		BECK JR., ALVIN		380	
		BIXLER, MARK		380	
		BURNS, CYNTHIA		380	
		CAWDREY, RONALD A.		380	
		CHURCH, L. M.		380	
		DALTON, HELEN		380	
		DAVIS, CAPITOLA		380	
		FORSTER, GAIL		380	
		FORZANO, MICHAEL		380	
		HARTIGAN, MICHEAL J.		380	
		HOBDY, MAXINE		380	
		HOSLER, ROBERTA		380	
		METCALF, JUDITH		380	
		PEREZ, JUDITH		380	
		SHAMAS, ROBERT		380	
		SMITH, ROBERT		380	
		SPEED, GERALDINE		380	
		TERFLINGER, MARJORIE		380	
		WHITNEY, ROSE		380	
9402	996	*RUNNION, TOM		249	
		ALEXANDER, JAN		249	
		CROSS, FRANK		249	
		HUMPHREY, ANITA		249	
9403	870	*HERRERO, RICHARD M.	435		
		TERREL, SHARON A.	435		
9404	478	*CHIARAVALLE, BERNIE			239
		AMODEO, FRANK			239
9407	78	*BECKER, RICHARD	78		
9408	1,106	*SEALS, CLAY		370	
		COX, NADINE		368	
		SCHULTZ, JIM		368	
9409	871	*AFANASIEV, VAL		220	
		BRINKLEY, ADDIE C.		217	
		KOWSKI, ANN		217	
		MEEHAN, BARBARA J.		217	
9410	2,291	*MALLIETT, MARIE C.	329		
		CARRERAS, BOB	327		
		DEMPSEY, JACK	327		
		LOBO, ROBERTO	327		
		MOORE, JOAN	327		
		O'HARA, TIM	327		
		TANNER, FRANK	327		
9411	324	*VICE, MARY		162	
		WHICHARD, CAROL	162		
9412	1,290	*CHIAPETTO, BOB		430	
		COTNER, H. C.	430		
		GARCIA, MAE	430		
9413	584	*SEABERT, JAY S.		196	
		JONES, EDWIN L.		194	
		NOLAN-TACKETT, JOANNE		194	
9414	288	*HILGEMAN, CARL W.	288		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
9415	2,772	*WILSON, JESSIE M.	350		
		AKAGI, PAUL		346	
		BLASINGAME, LOREN E.		346	
		HAMILTON, ROBERT	346		
		HART, KARIN		346	
		MEDINA, JOAQUIN	346		
		MOJICA, JOSEPH		346	
		PENN, TRENIA	346		
9416	402	*HALBROOK, LINDA	402		
9417	678	*SPRADLIN, BARBARA		226	
		HAAG, RICHARD		226	
		KNAPP, PENNY		226	
9418	348	*MCCURDY, JOAN		174	
		REYNA, VALERIE		174	
9419	230	*NORTON, JOHN C.	230		
9421	2,305	*BRIGGS, GERALD T.		385	
		DANIELS, VERN		384	
		FLANAGAN, MICHAEL C.		384	
		HOWELL, DENNIS C.	384		
		HUGH, HOWARD		384	
		RICE, DOLLY A.		384	
9423	2,748	*FELLER, SUE A.	552		
		BIAGINI, NANCY A.	549		
		LANDERS, JIM	549		
		MULLEN, GIL	549		
		SMITH, DAVE	549		
9426	220	*DION, DIANNE	110		
		CHIOINO, THERESA	110		
9430	618	*DUNN, CHARLES J.	618		
9431	330	*BRYANT, CLIFF		330	
9468	75	*STANKIEWICZ, DORIS		75	
9470	34	*MONTSERRAT, JACK L.	34		
9490	473	*MCCLUSKEY, DAVID C.	237		
		ESPINDOLA, AL M.	236		
9495	552	*LARABEE, FLOYED J.		184	
		ABERO, MELVIN		184	
		BISHOP, KENNETH D.		184	
9503	1,606	*EDWARDS, ELLYN S.		271	
		CALHOUN, DEWEY		267	
		DAVIS, PAULINE C.		267	
		LORRAINE, SHERRY	267		
		PACHECO, NANCY		267	
		SHOEMAKER, MARGARET	267		
9504	151	*NORTON, PAUL		151	
9505	2,008	*ALVAREZ, ALICE M.	502		
		ARENFELD, DON	502		
		GARCIA, LUPE	502		
		WALKER, KENN	502		
9509	2,372	*WOODBURY, DOUGLAS J.	397		
		HERMANN, NANCY	395		
		ROGERS, LOUISE	395		
		SARMIENTO, FRANK	395		
		SARFIELD, BOB	395		
		STEGALL, CAROL	395		
9510	3,219	*MCBRYDE, DELBERT		1,073	
		DURBIN, CHARLOTTE		1,073	
		SWIFT, RICHARD		1,073	
9511	629	*SMITH, RONALD		211	
		KASITZ, RAYMOND		209	
		LOFTIN, ROGER		209	
9550	534	*FABELA, HECTOR	178		

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		CHANTLAND, DONALD R.	178		
		PORTER, LINDA D.	178		
9573	831	*NORBERG, MICHAEL D.	831		
9575	1,643	*FOY, JERRY W.		331	
		CASTILLO, GLORIA	328		
		JENNETT, RHONDA L.		328	
		KROUSE, ROBERT E.		328	
		MORENO, NANCY J.		328	
9576	693	*TEIXEIRA, JERRY	231		
		JENSEN, ELIZABETH	231		
		PHILLIPS, JAN	231		
9584	69	TEIXEIRA, JERRY	69		
9586	3,408	*AZLIN, RONALD R.	426		
		BURNS, TERESA A.	426		
		CROWELL, MARK K.	426		
		HAYS, DAVID C.	426		
		LUEDY, THOMAS W.	426		
		SAUNDERS, BARBY E.			426
		VANDYNE, SHERYL L.	426		
		YORK, M CECILIA	426		
9587	883	*DUGGAN, ROBERT	295		
		MCGONIGAL, CLAUDIA	294		
		TAVAKOL, LORETTA J.	294		
9588	3,612	*STRICKLAND, JOHN	332		
		BELISLE, CONNIE	328		
		BROWN, MARVELLE	328		
		CROWELL, MICHAEL	328		
		FARRIS, CHERYL		328	
		GULLEY, DAN	328		
		MALLORY, SCHERYL	328		
		MCKEOWN, MICHAEL	328		
		MISTRETTE, ERMIE	328		
		SCOTT, SHAREN	328		
		WEST, ELLEN	328		
9590	387	*STARR, R. C.	194		
		WARD, WES L.	193		
14900	81	*KNOX, ERNEST R.		81	
14901	953	*GOLDMAN, MORRIS			477
		SEARS, ARNOLD C.			476
14904	357	*FOGARTY, BILL	357		
14912	12	*			12
14917	387	*HUGHES, C. B.		129	
		CURRAN, GERALD M.		129	
		DUNCAN, DONALD A.		129	
14921	155	*AHUE, JERRY K.			155
16900	1	*ESCUE, F LOU	1		
13000	10,158	*POWELL, ROBERT J.		382	
		BAKER, ROBERT I.		376	
		BRADLEY, JAMES F.		376	
		CARR, EDWARD T.		376	
		CLINTON, JOSEPH V.		376	
		CONTE, ANTHONY D.		376	
		EMMETT, CHARLES W.		376	
		EVANS, DAVID V.		376	
		EWING, JOSEPH R.		376	
		GALLAGHER, JOSEPH J.		376	
		IRWIN JR., JAMES L.		376	
		KING, WILLIAM P.		376	
		LAMBERT, ROBERT J.		376	
		LAVANGA, FRANK V.		376	
		MAISANO, PATRICIA		376	

*Chairman of Delegation

LOCAL	VOTES	NAME	YES	NO	NOT-VOTED
		MARTIN, DENNIS J.		376	
		MARTIN, GEORGE A.		376	
		MCCALLA, THOMAS D.		376	
		PRITCHARD, DONALD T.		376	
		PUSATERI JR., ANTHONY J.		376	
		RODHAM, BARBARA		376	
		RUCKER, JOANNE C.		376	
		SALITRIK, GARY S.		376	
		SCHLACHTA, ROBERT F.		376	
		SHORT, JAMES J.		376	
		TRAISTER, MARJORIE J.		376	
		WILLER, JAMES P.		376	
13100	149	*JAMIESON, CHARLOTTE	149		
13101	838	*LLOYD, JOHN J.	280		
		DIGUGLIELMO, DAN J.	279		
		TREIBLE III, WILLIAM G.	279		
13500	3,260	*BYRNE, JAMES N.		545	
		KMETYK, SANDRA L.		543	
		OLEY JR., MARTIN G.		543	
		PETRINI, JOHN D.		543	
		REAGAN, ROBERT		543	
		ROTKISKE, FRANCES M.		543	
13550	935	*GRIMES, LOIS J.		236	
		BEEBOUT, MONICA		233	
		GATTO, KAREN		233	
		HILYARD, DWAYNE		233	
13551	141	*DINUNZIO, SANTO L.	141		
13552	655	*MAURER, FRED W.	219		
		HAAS, JEFFREY	218		
		KANAGIE, DENNIS	218		
13568	34	*MCLAUGHLIN, JAMES B.		34	
13571	268	*EVANASKI, RICHARD A.		134	
		IDE, BRADLEY		134	
13572	32	*KISSINGER, RAY A.		32	
13573	19	*KREGER, ROBERT A.		19	
13574	21	*KIPP, ALFRED W.		21	
13575	30	*DUKEMAN, RICHARD		30	
13590	273	*STEITZ, E. R.	273		
13591	153	*CATERINO JR., ALBERT J.	153		
13595	547	*WOLARIK, ROBERT B.		183	
		BURKE, EDWARD J.		182	
		JENKINS, MARGARET T.		182	
14826	339	*COLL, JOHN E.		339	
14827	392	*MCCANN, ROBERT J.		392	
14831	117	*BAUM, ROBERT R.		117	
14837	59	*MICHINSKI, EUGENE C.		59	
16800	1	*			

*Chairman of Delegation

... The following tally of the roll call vote was submitted to the reporters for inclusion in these Proceedings as follows:

District	Yes	No	Not-Voting	Totals
1	21,459	87,029	5,760	114,248
2	944	29,992		30,936
3	58,378	11,819	218	70,415
4	15,395	46,346	1,594	63,335
6	31,013	29,512	1,696	62,221
7	14,768	31,425	1,343	47,536
9	26,309	28,031	2,024	56,364
13	2,209	16,211	1	18,421
Grand Total	170,475	280,365	12,636	463,476...

PRESIDENT BAHR: Will all the Alternates and Guests who are on the convention floor leave the delegate seating area please. The convention will come to order please.

The vote tally that I am going to give you now is the unaudited vote. You will later have a certified vote. The votes in favor of the amendment were 170,091. Opposed to the amendment,

279,858. (Applause and cheers) So the amendment is defeated and the Chair recognizes Delegate Kosar at mike 1.

DELEGATE ANDREW KOSAR (Local 1153): I move the question. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: A motion has been made to close debate on the main motion, the committee report. It is not debatable and requires a two-thirds vote.

All those in favor of closing debate indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

... The comments of the following Delegates, on the issue of the Defense Fund Report, were submitted to the reporters for inclusion in the proceedings without being spoken from the floor of the convention:

DELEGATE EDWIN MOSER (Local 1033): Local 1033, New Jersey State Workers, representing workers in and near Trenton, has had substantial discussion on this issue.

On the one hand, we are concerned about the establishment of two tiers of membership. We also are concerned about the assumption that just because striking is illegal it is impossible. We do not accept that.

However, since we would not participate either in the financing or the benefits of the Strike Relief Fund, we do not believe that we should influence the outcome and, therefore, our Local unanimously abstains.

DELEGATE CHARLES D. BATES, JR., (Local 2101): President Bahr and fellow Delegates to this, our 52nd Annual Convention: I rise in support of the Defense Fund Committee's recommended dues increase. For too long we have come to these conventions and repeatedly put this issue on the back burner by putting it into committee and at report-out from committee sending it back for further study and discussion. Now, Brothers and Sisters, there are some Local Officers who are opposed to taking action here in fear of an adverse effect politically in the fall.

As Delegates, we are supposed to come to the convention with the intent of and for the purpose of making decisions and deliberations that are in the best interest of our rank and file members who have elected us. Regularly, we speak out against "the greedy oppressing the needy." In President Bahr's opening address, he spoke of the greedy and needy. I submit to you, Brothers and Sisters, our striking members are the needy, and if we as officers are going to sacrifice their need for our political longevity, then we become the greedy.

In his opening address, President Bahr also gave his opinion on the difference between a good union and a great union. I believe the difference is a great union's leaders make decisions based on benefiting their members and not on their personal, selfish goals and ambitions.

As a Local President, I would rather approve a dues increase now, become unelected in the fall, and have our striking members receive a respectable benefit in 1992, than to defeat an increase, be re-elected in the fall and have no ability to conduct an effective strike in '92.

There is a scripture that reads "What profit a man to gain the whole world but to lose his own soul?" It is time, Brothers and Sisters, to bite the bullet. If we are going to be leaders, then let us lead and lead with the integrity that our members expect us to. We must not lose our focus. Let us concentrate on protecting and improving our members' conditions and not on protecting and improving our political positions.

We can all appreciate the number of times in the past that attempts were made to improve the Defense Fund which failed. We can also appreciate the intent behind the two-hour dues structure. Everything that we did or did not do in the past has proven to be insufficient, simply by the lengthy debate we have been having. I believe all of the intentions were good, but be

reminded, the road to hell is paved with good intentions. We can correct those wrongs today.

I ask you, Brothers and Sisters, stop trying to cloud the issue with amendments, and I urge you to support the recommendation of the Defense Fund Committee. Thank you.

DELEGATE J.D. WILLIAMS (Local 6215): Fellow Delegates, I urge you to adopt the Defense Fund Oversight Committee Report as presented to this Convention. We have already squandered several opportunities to create a fund to support our members if they are forced to strike their employer to gain a just contract.

The committee, elected by us all, spent hundreds of hours researching all of the options available. I feel it would be a mistake for any of us to now attempt to change the committee's final recommendation. We cannot possibly, in the short period of time that we have at our disposal, obtain the necessary facts to offer an adequate option to the committee's proposal.

I want to share with you a little bit of Texas labor history. I am sure all of you remember the notorious Wall Street tycoon and robber baron Jay Gould. Railroads were the primary industry in the United States during the late 1800's, and a third of the rail lines in Texas were controlled by Jay Gould.

In the winter of 1884-85 Gould cut wages by 10 percent on most of his railroads, though the average wage of less than two dollars a day was already at the poverty level and the work week was seven days. Southwestern and Midwestern workers on Gould's railroads went out on strike.

Peaceful beginnings of the walkout later gave way to violence and the destruction of property. What killed the strike and helped Gould win within two months of the start of the walkout was the virtual absence of a strike fund, the availability of cheap scab labor, the presence of corporate spies in all the union assemblies, and corporate control of the judicial courts.

I plead with you, fellow Delegates, don't let history repeat itself as in the case of the railroad strikes in the 1880's. Do not let the modern day Jay Goulds think for one minute that they can defeat this Union in its collective bargaining efforts in 1992.

I am also from a "Right-to-Work" state, and I share the same concerns my brother from District 3 stated earlier. However, I believe if we go to the members one-on-one, face to face, and explain that every penny of the dues increase will be spent to aid them during a strike, they will not drop out of this Union.

I urge you to adopt this report without amendments. ...

PRESIDENT BAHR: All those in favor of the committee report indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause and cheers)

The Chair recognizes the Chair of the Defense Fund Committee.

CHAIR LILJA: The next piece of business we have at hand is the Rules that you all got in your kits. We are not going to bore you by reading them.

... The CWA Defense Fund Members' Relief Fund Rules were submitted to the reporters for inclusion in these Proceedings as follows:

CWA DEFENSE FUND MEMBERS' RELIEF FUND RULES

Part I - Purpose

A. The purpose of the Defense Fund shall be the defense of the Union, its Locals, their members, officers and agents when circumstances arising out of labor disputes make such defense necessary.

NEW.

B. The purpose of the Members' Relief Fund shall be for the relief of strikers and victims of

bargaining strategy.

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.

Effective October 1989, the Defense Fund financing was increased by a one percent allocation of the International portion of dues and a one percent allocation of the Local portion of minimum dues.

Effective October 1991, the Defense Fund financing will be increased to a two percent allocation of the International portion of dues and a two percent allocation of the Local portion of minimum dues.

NEW

Effective January, 1993, the two percent allocation by the International and Locals will cease and their portions will revert to the International and Locals respectively.

- C.** The Defense Fund shall be invested in interest-bearing accounts. All interest earned shall be placed in the Fund.

NEW

- D. The Members' Relief Fund shall be funded by an increase in minimum dues of (1/4 hr.) .15% per month to the minimum dues for those members eligible to strike. This increase shall become effective January, 1991. In the future, the funding will be adjusted subject to the following conditions:**
 - 1. When the Members' Relief Fund reaches \$100 million, .1% (two-thirds of the increase) will be allocated to the Local.**
 - 2. When the Fund drops below \$70 million, this .1% will be reallocated to replenish the Members' Relief Fund. .05% (one-third of the increase) will continue to be allocated to fund the Members' Relief Fund regardless of the Fund's balance.**

Part III - International Administrative Rules

A. ADMINISTRATIVE EXPENSE

- 1. Costs incurred by the International Union in connection with the administration of the Funds (both Defense and Members' Relief) 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 Fund monies and for other expenditures of a like nature associated with the administration of the Funds.
 - c. Wages and salaries of agents and field representatives appointed on a temporary or part basis at the time of strikes.

B. FINANCIAL REPORTS

1. Matters related to the Funds at both the International and Local levels are to be included in all required financial reports of the respective levels.
2. A finance report of both Funds' income and expenses shall be made to each CWA Convention.

C. EXECUTIVE BOARD AUTHORITY AND RESPONSIBILITY

CHANGE

1. The Executive Board shall appoint *one Director who will be responsible* for the Defense Fund and the *Members' Relief Fund*.
2. The Executive Board may:

CHANGE

- a. Appoint such necessary full-time Fund agents as may be required to aid in the administration and operation of the Funds and to fix the salary payments thereof.
(Deleted CWA Defense Fund Director)

CHANGE

- b. Delegate authority to the 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 *Funds*.

CHANGE

- 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 or *bargaining strategy*.
- 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 Fund Oversight Committee.

3. The Executive Board shall:

CHANGE

- a. Supervise the activities of the CWA *Fund* Director
- b. Be responsible for the investment of suitable portions of both Funds.

CHANGE

- c. Constantly review the operations of the *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 Funds as time and experience dictates the need for such changes.

CHANGE

- e. Provide an educational program to inform the membership and officers as to the purposes and provisions of the *Funds*.
- f. Report all actions relative to this Section to the Defense Fund Oversight Committee for review.

CHANGE

- g. Cause an annual audit of *both Funds*.

D. DEFENSE/MEMBERS' RELIEF FUND OVERSIGHT COMMITTEE—COMPOSITION, AUTHORITY AND RESPONSIBILITY

The Committee:

CHANGE

1. Shall be comprised of one (1) elected representative from each District and one (1) elected Public Worker Sector representative with the Fund Director as a *non-voting* member.
(Deleted ex-officio)
2. Chair is to be elected by and from the Committee.

CHANGE

3. Shall have terms of office of three (3) years with staggered terms. **(Reworded)**

CHANGE

4. Is responsible to review receipts, disbursements, educational programs, administration and in vestment of the *Funds*.
5. Shall make reports to each regular CWA Convention.
6. Shall meet at least once each year and at the Convention.

NEW

7. **Shall establish initial rules and procedures for the Members' Relief Fund, subject to the approval of the 1990 Convention.**

CHANGE

8. May recommend changes and improvements in the *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 FUND DIRECTOR — pāwAND RESPONSIBILITY

CHANGE

Under the supervision of the Executive Board, the CWA *Fund* Director is to admininster the Funds and shall:

CHANGE

1. Direct the activities of the agents and field representatives in connection with the operation of the *Funds*.

CHANGE

2. Devise methods and procedures for obtaining maximum use of the *Funds*.

CHANGE

3. Furnish to the Locals such forms and instructions as are necessary for the proper operation of the *Funds*.
4. *Furnish information and assistance to the Locals, enabling them to develop an effective ComServices program within their Locals.*

CHANGE

5. Assist the Executive Board and the Oversight Committee in their responsibilities to constantly review the operation of the Funds. **(Deleted Defense Fund)**
6. Approve, as required, expenditures which may be made at the Local and International levels.

CHANGE

7. Serve as a *non-voting* member of the Oversight Committee. **(Deleted ex-officio)**

F. AGENTS AND FIELD REPRESENTATIVES —AUTHORITY AND RESPONSIBILITY

CHANGE

Agents and field representatives of the *Fund* Director shall:

CHANGE

1. Work under the direction of the *Fund* Director.

CHANGE

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 Fund Direc, but shall remain in force pending a decision and thereafter unless modified or reversed. **(Deleted Defense Director or some higher level)**

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. **(Deleted telephone and telegraph)**

CHANGE

2. Expenditures for unusual additions to office supplies, printing, and things of that nature directrelated to defense activity may be paid from the Defense Fund. *Such expenditures require advance approval by the Fund Director.*

CHANGE

3. Travel expenses 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 Fund Director. **(Substituted "may" for "shall")**

CHANGE

4. Expenditures of Defense Fund money for publicity purposes *related to a CWA strike* is prohibited, except upon specific approval of the CWA Defense Fund Director.

NEW

5. **Application for reimbursement of expenditures from Defense Fund advances may be made when thirty percent or more of the working advances has been spent.**

H. ADVANCES OF FUNDS TO LOCALS

CHANGE

1. The CWA *Fund* Director shall authorize the issuance of Local Defense and Members' Relief Fund advances for use in connection with an approved strike.

CHANGE

2. Such advances will be issued in a timely manner to allow Local accounts to be established. **(Deleted advances will not be issued until after a strike is in progress and strike conditions warrant)**

CHANGE

3. The amount of advance to a particular Local shall be determined by the *Fund* Director based on recommendations of the agents, field representatives and the Vice President. Additional admay be issued upon request from a Local. Fund advances not distributed to strikers or victims of bargaining strategies must be returned to the appropriate Fund.

CHANGE

4. Locals are prohibited from transferring to any other Local any portion of the advances they receive. **(Reworded)**

CHANGE

5. Local *Fund* advances are to be deposited and maintained in separate cnecking accounts designated "CWA Local Defense Fund" and/or "C WA *Loca/ Members' Relief Fund,*" and shall be kept separate from all other funds of the Local.
 - a. These accounts must be established and maintained in accredited banking institutions.

CHANGE

- 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.

I. CONTROL OF THE FUNDS AT INTERNATIONAL LEVEL

CHANGE

1. The Funds are to be used when circumstances arising out of labor disputes or *bargaining strategies* make such use necessary.
 - a. Whether or not circumstances are such as to make use of the Defense Fund "necessary" is a matter of judgment to be exercised at some given point.

CHANGE

2. The 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 *Funds*.
 - a. The International Union, then, is the point to determine whether or not use of the Defense Fund is "necessary" in given circumstances.

Part IV —LOCAL Administrative Rules

A. ADMINISTRATION EXPENSE

CHANGE

1. Any costs incurred by Locals in connection with the administration of the *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 FUND ADVANCES BY LOCAL

CHANGE

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 exstrike which makes defense and *aid* necessary, it may pay for authorized expenditures from its *Fund* 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 Fund Director.

C. STRIKE PROSECUTION EXPENDITURES FROM THE DEFENSE FUND

NEW

The following expenses may be paid from the Defense Fund subject to proper authorization:

1. Necessary actual travel expense for strikers, stewards, representatives, officers and agents in connection with strike activity.
2. Necessary common carrier fares or actual gasoline expenses where required for picket line maintenance.

CHANGE

3. Except for actual out-of-pocket expenses authorized under (1) and (2) above, no amount of money is to be paid to strikers as such, nor as compensation for picket duty or any other strike duty. (Deleted membership assistance)

CHANGE

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 con. (Substituted "strikers" for "members")
5. Subject to prior approval of the Fund Director, agents or field representatives, fines imposed by the courts or other legally constituted authority and legal aid.

CHANGE

6. Necessary placards, arm bands, handbills, picket line *refreshments*. (Substituted "refreshments" for "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 acover and above that which would normally be required. (Substituted "communications" for "telephone and telegraph")
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 Funds Direc, agents, or field representatives.

D. ASSISTANCE FROM THE MEMBERS' RELIEF FUND

NEW

Payout Plan:

- 1. Commencing on the fifteenth day of a strike, \$50 per striker per week will be provided (subject to availability of funds) for use by the Local for strikers' assistance. Payments to Locals will end on the seventh day following the conclusion of the strike.**
- 2. Payments may also be made on a case-by-case basis for victims of collective bargaining strategies, this to be determined by the Fund Director.**
- 3. The Defense Fund Oversight Committee will monitor the progress of the Members' Relief Fund and recommend changes in payouts when applicable.**
- 4. A uniform method for payout to the strikers shall be determined by the Locals for each employer group which may be struck within each District.**
- 5. At the time that the Members' Relief Fund is established and funded, strikers' relief will no longer be paid directly from the current Defense Fund. Picket line maintenance shall continue to be paid by the Defense Fund per the Defense Fund rules.**

E. RESPONSIBILITY AND ACCOUNTABILITY OF LOCALS

CHANGE

- 1. A Local shall be responsible for all Funds monies received and expended and all expenditures shall be properly vouchered and reported to the CWA Fund Director, agents, or field representation forms furnished by the International.*

CHANGE

2. A Local shall be responsible and held accountable for the Funds monies that may have been disbursed by the Local in violation of Funds rules or in excess of the amount advanced to it from the Funds by the CWA Fund 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. **(Substituted "90 days" for "days")**
4. All expenditures from the CWA Funds shall be properly vouchered and reported to the Fund Director on forms furnished by the International.

Part V - Local Defense/Members' Relief Funds Ground Rules

CHANGE

- A.** Local Defense and Members' Relief Funds Ground Rules, issued by the CWA Fund 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 Fund Director from time to time as 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 member-ships 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.

CHANGE

The CWA Constitution requires all Locals to establish Community Services Committees. XQS 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.

CHANGE

Since workers contribute generously to all such campaigns in times 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 the Members' Relief Fund and in many cases supplement expenditures from the Funds.

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. ...

Mr. Chairman, I move we adopt the Rules.

... The motion was duly seconded ...

VOICE FROM THE FLOOR: Point of order.

DELEGATE BILL LASSITER (Local 3907): I thought that the rules, Morty, said that we could adjourn at 5:30. We heard the vote and we adopted that last vote. I would like to know why we are not adjourning. It is past 5:30.

PRESIDENT BAHR: At the start of the committee report, I indicated the single report had three parts, of which we would deal one part at a time. So in effect, this piece of business is not yet concluded. Upon the conclusion of the report that you now have in front of you and all it is now is a recommendation on a vote, we will have the orders of the day.

DELEGATE LASSITER: The committee has moved adoption of the proposed rules that have been distributed to you. Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

There does not appear to be any delegates wishing to speak on this motion. Are you ready for the question? All those in favor of the motion indicate by raising your hand. Down hands opposed by like sign. It is adopted. (Applause)

On behalf of the Convention, and I mean the entire Convention, because this debate is now concluded, and in the true democratic fashion we are going to hear the differences and support the will of the majority. And so on behalf of all of you I want to thank this Committee for the work that it has done since the last Convention in a most diligent way.

Join me in thanking them. (Applause)

The Telephone Platform Observers for tomorrow are: Sal LaCause, President, Local 4302 Gregory Gonzales, President, Local 7037. They are to come to the platform at 12:15 tomorrow and report to Doug Stearman, Platform Sergeant-at-Arms.

I would suggest you just wait for two or three minutes. You are going to miss some announcements.

I want to thank today's Escort Committee for Reverend Lisson.

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

Dan Anderson, Secretary-Treasurer, Local 6143

Debbie Owen, Executive Vice President, Local 6508

Jack Davis, President, Local 7804

Rhoda Hailey, Secretary-Treasurer, Local 7019

Richard Evanoski, President, Local 13571 Francis Rotiske, Secretary-Treasurer, Local 13500.

The Invocation tomorrow will be given by Rabbi Howard Markose. His escort committee will be:

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

Richard Everard, President, Local 4620

Carol Hostetler, President, Local 4802

Robert Hamilton, Executive Vice President, Local 9415

Al Gribble, Vice President, Local 9000

Vester Furr, Secretary-Treasurer, Local 14625

Lawrence Mechler, Chief Steward, Local 6143.

I want to thank today's platform observers for the job they did.

I want to remind you to take all of your papers and belongings with you today and each day.

For some announcements, the Secretary-Treasurer.

SECRETARY-TREASURER BOOE: In order to permit the Host Local, the Toronto Typo Local 91, to properly prepare for the dance on Tuesday evening, they would appreciate it if you would buy your tickets in advance. Please make every effort to attend and purchase tickets as soon as possible. The tickets can be purchased at the Host Committee booth.

... Convention announcements ...

SECRETARY-TREASURER BOOE: No more announcements, President Bahr.

PRESIDENT BAHR: We stand in recess till 12:30.

... The Convention recessed at seven o'clock, p.m. ...

TUESDAY SESSION

June 12, 1990

The Convention reconvened at twelve-thirty o'clock, p.m., President Morton Bahr presiding.

PRESIDENT BAHR: Will the Delegates please take their seats. Please take your seats.

As we do each day in opening our convention, we seek Divine guidance. It is my pleasure to introduce for that purpose Rabbi Howard Markose of Shaar Shalome Synagogue, in Thornhill, Ontario.

RABBI HOWARD MARKOSE (Shaar Shalome Synagogue): If I could ask the delegation to rise please.

Lord of the Universe, we pray to You on behalf of those assembled in this convention of the Communications Workers of America. In our ancient literature, we read of a Rabbi Hillel who cautioned, among his many sage ethical teachings: "If I am not for myself, who will be for me? If I am only for myself, what am I? And if not now, when?"

Each of these three points addresses itself to the members of this Union together for its 52nd Annual Convention this year in Toronto, Canada.

If I am not for myself, who will be for me? Hillel is teaching us that it is not only acceptable but also admirable to concern ourselves with our own dreams and desires. Only when our personal needs are met satisfactorily can we reach out to help others with strength and comfort.

The purpose of a union as large and strong as the Communications Workers of America-- and it has come to my attention that you have become even greater this week with a new addition to the family of a Canadian sort-- is to establish and fulfill personal goals.

When I say "personal goals," I refer to those which will be in the best interests not necessarily of the individual but rather of the entire Union membership as a whole.

Secondly, Hillel said, "If I am only for myself, what am I?" What are we, he asks, when the actions that we take are purely self-serving, lacking the sensitivity to the vulnerability, weakness or legitimate needs of another.

May God grant us the insight and ability to recognize the importance of putting ourselves in the shoes of others, treating them with fairness, empathy and compassion. If not now, when? Now is the time, as you have gathered together, to clarify your goals and strengthen your ranks that the tasks coming to all of you will be crystallized through discussion and debate and through your united labor.

With the help of God, you will succeed. May we all be placed here as well as the many troubled regions of this unsettled world with the much needed blessing of "Shalom," of peace, to which we say, Amen.

PRESIDENT BAHR: Thank you very much, Rabbi Markose.

The Chair recognizes the Co-Chair of the Credentials Committee, Mike Ash, for a supplemental report.

DELEGATE MICHAEL ASH, Co-Chair, Credentials Committee): Mr. Chairman, the Credentials Committee Supplemental Report is as follows:

In Category 2, Late Credentials, a late credential, Local 14133, Delegate Baroody.

The committee moves this Local be seated.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Discussion? Ready for the question? All those in favor say aye. Opposed, no. So ordered.

DELEGATE ASH: One additional. In Category 4A, a late proxy, Local 1101 to Local 11004, Delegate Lilja.

The committee moves this be granted.

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Any discussion?

All those in favor say aye. Opposed? So ordered.

DELEGATE ASH: That concludes the supplemental report.

PRESIDENT BAHR: Would the Resolutions Committee come up to the platform, please?

The Chair recognizes the Resolutions Committee. Delegate Richard Kneupper will read the first resolution.

DELEGATE RICHARD KNEUPPER (Chair, Resolutions Committee): If the Delegates will please turn to Page 1 of the Resolutions Committee Report, I will read Resolution 52A-90-1, entitled "Maquiladoras."

Resolution 52A-90-1

MAQUILADORAS

The loss of American jobs and the increase in imports due to Maquiladora production has weakened the U.S. industrial base. For Mexican workers, Maquiladora jobs offer little hope for a brighter future. Because of their low pay, these jobs perpetuate poverty rather than relieve it. Mexican workers need jobs that will allow for higher wages to raise their living standards. Maquiladora jobs do not provide these opportunities.

Maquiladora workers earn less than \$1 an hour. Seventy percent are women under the age of 21 who typically work 9 hours and 35 minutes a day. Their earnings fail to meet their basic needs of food, shelter and clothing.

To many Texas communities along the Rio Grande, Maquiladoras represent a major source of toxic waste dumped into the public water supply, expelled into the atmosphere and left in piles on the surface of the earth.

In 1986, the Department of Commerce, for several months, promoted a conference in Mexico on the many "benefits" for United States' companies of setting up Maquiladora operations. The Congress passed legislation forcing the Department to cease its promotion.

The way to restore healthy economic development in the U.S. and Mexico is to advance the interests of working people.

RESOLVED: That this 52nd Annual Convention of the Communications Workers of America express its strong support of the following remedial policies, to include legislation and executive action:

Eliminate provisions in the U.S. tariff code, Items 806.30 and 807.00, that encourage offshore production, by allowing tariffs to be assessed only on the foreign value added embodied in imported goods.

Oppose any and all U.S. government efforts to promote the shifting of production from U.S. to Mexican plants.

Support efforts of Mexican workers and their unions to improve wages and working conditions in Maquiladora plants, specifically those owned by CWA employers such as AT&T, and its Mexican contractors.

Support and participate in efforts of workers and community groups on both sides of the border to force companies that are generating toxic waste and pollution to properly dispose of such materials and to pay the cleanup costs for toxic materials that present a danger to border

communities.

Mr. President, the Resolutions Committee moves the adoption of Resolution 52A-90-1, Maquiladoras.

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 Dinunzio.

DELEGATE SANTO L. DINUNZIO (Local 13551): Mr. President, Officers and Sisters and Brothers, Delegates, Alternates and Guests. For any of you I have worked with, I am known as "Super Dago."

One important reason for us to gather at our annual Convention is to become more aware of what is going on within our Union, within our companies, within our countries and our world community.

Certainly in the short time that we have been in this great city of Toronto, Canada, we have learned something, or I should say we should have learned something.

As we meet, we are blessed by ministers of the religious community, and we are addressed by heads of labor, government and family.

Yesterday we were advised by the invocator not to just deal with situations, but to find the root cause of the problem. If you remember, the reverend never told us what the root of the problem was in her story. Apparently, no one took time to investigate. We can all make assumptions.

The President of the Canadian Labour Congress reminded us that good relationships between Canada and the United States exists; that neither of the workers on either side of the border want to take away each other's jobs.

But that may not necessarily be the priority of the corporate bigwigs.

In order to conceal their greed, they claim that in order to improve impoverished countries they take their work to locations where workers are paid pennies a day.

You can be sure that they are not getting to the root cause of the problem. Rather, they are creating yet more problems.

I challenge our governments, our employers and, yes, sisters and brothers, each of us, to seriously consider the recommendation of Reverend Lisson and find and correct the root cause of our problem.

With your support of Resolution 52A-90-1, we will make a step in that direction. But we must not be fooled by thinking that moving one more baby from the river, we have solved the problem.

Thank you very much. (Applause)

PRESIDENT BAHR: Microphone no. 3, Delegate Velasco.

DELEGATE ALBERT G. VELASCO (Local 9000): Delegates, as I speak to you today, we have just received word from the White House on the free trade agreement discussed by President Salinas and Bush yesterday and, yes, Canadian jobs and markets are threatened as well.

Other sensitive industries such as auto and wage sensitive industries are threatened not only at home, but here for the Canadian worker.

It has been the policy of the Bush Administration to enter into negotiations on the

Maquiladoras, who are morally bankrupt, that allows corporate friends of the administration to close plants at home, displacing workers and reopening them just south of the border.

These opportunistic employers' only motive, guided by corporate greed, is profit, not providing decent employment for the Mexican worker. They pay less than \$1.00 an hour, as you have heard. Their sole opportunistic goal is exploitation of a cheap and unrepresented work force. This entire issue is one that CWA has worked internationally on for many years supporting programs such as Operation South America and other worldwide endeavours, further underscoring our need to be internationally involved on these types of issues so that one day these multi-nationals won't be able to go abroad and exploit workers in other markets.

I urge your support of this resolution. Thank you. (Applause)

PRESIDENT BAHR: Microphone no. 3, Delegate Tarver.

DELEGATE RICHARD R. TARVER (Local 6229): Brothers and Sisters, I rise to ask you to support this Resolution 52A-90-1.

Now in Mexico there are over 2,000 plants with over 450,000 jobs to the border cities. If the new trade agreement goes through, right now we are doing a \$60 billion in trade with Mexico, it will increase to \$1 trillion. Within the next ten years I estimate between three and four million more jobs will go to the area.

There are two or three aspects on the Maquiladoras program, and living on the border, I have been involved in it for a number of years.

Just on down the River in Loreto, Nuevo Loreto, with nearly a million population, they have no sewer disposal plant. The U.S. government has agreed to pay \$40 million for that particular plant. Loreto dumps 25 million gallons of raw sewage into the Rio Grande daily.

Eight and a half million dollars was paid out of this year's Bush's budget, \$12 million next year, and they will start the plant in 1991. All up and down the border you see this, and it is estimated another ten plants by the end of '91, as we see them more and more into those areas.

They dump their toxic waste into those plants. A few months ago in the General Motors plant in Matamoris, Mexico, they dumped toxic waste in that plant with 2,400 workers. Seventy-six workers were injured because people were trying to get out of the plant and they couldn't breathe and the doors were locked to try to keep them in. Most of these people are 16 to 18 years old, female, in these particular plants, and they actually live in cardboard houses.

Matamoris, Mexico alone has 100 colonies with 15,000 to 16,000 people in the colonies. They rent a lot, 25 by 25, at 30 cents a month and build their houses out of cardboard. The only source of income is one young female working in the Maquiladoras plant and, yes, working for AT&T. That is the way they treat their employees.

They build a big, fine plant out there, but there are people living in poverty. They have no water, no sewer, no electricity.

The only source of drinking water is out of a chemical barrel with the top cut out of it, and it shows it should not be used. They give four dollars per barrel to get these barrels back that the plants were supposed to ship back to Mexico, not dump into Mexico.

We ask that we make these corporations responsible for cleaning up the conditions along the border and quit exploiting the Mexican worker in these particular areas. They have brought more people to these border cities. For every one job, ten more people move to the border cities. Where border cities used to have 50,000, they will be from a million to a million and a half, where they can't even provide services for the 50,000.

I urge you to support this resolution. (Applause)

PRESIDENT BAHR: Before I recognize the motion to close debate, I want to publicly

recognize and thank Toby Tarver for the work he has been doing in this area, living down on the border. I have volunteered and am now a member of the AFL-CIO Maquiladoras Committee, and I am looking forward to working with Toby to alleviate the kind of conditions he just laid out. Thanks very much, Toby.

On mike 1, Delegate Schultz.

DELEGATE JIM SCHULTZ (Local 9408): I am formerly a proud member of Local 4302, Akron, Ohio. I call for the question on this very worthwhile motion.

PRESIDENT BAHR: Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: It is not debatable. It requires a two-thirds majority. All those in favor indicate by raising your hand. All those opposed by like sign. Debate is closed.

... The following comments on Resolution 52A-90-1 were submitted to the reporters for inclusion in these Proceedings without being presented on the convention floor:

DELEGATE BILL BURTON (Local 2261): Mr. President, Brother and Sister Delegates, my name is Bill Burton, proud president of Local 2261, New River Valley, Virginia. This past January my Local was informed that the New River Valley Works was closing and a portion of the works was going to Mexico.

Due to an agreement reached in local bargaining, I was sent to visit the Matamoris Plant and to see first-hand the workers and their lifestyle.

Bring from a rural area, I thought I knew what poor was, but I soon learned I had always been rich. I had never seen mothers and small children begging, children being sent to work, not school, houses like chicken coops, or fifty people packed in a van.

But the worst realization of all was AT&T was proud of what it was doing. They did not see the people--the workers. They just saw profit.

Brothers and Sisters, we can't save New River, but we might save you, for I can tell you that if New River is not safe, then no one is, because we were good-- damn good.

Closing New River will be a tremendous shock to our small community, but we will be back, somewhere, someday, and hopefully CWA.

But, to Bob Allen:

With all your money and no pride,
Like the rest of us, you too shall die.
Then, when you reach the top of the hill,
With your friends in their suits and Coup DeVilles.
They'll say their piece and leave you still
To the man who'll lower you down
To that six-foot hole, dark in the ground.
And then, as he starts to throw on dirt,
I hope it's a Mexican for you whom he worked.
And I hope you can see the shovel that on the side
Says "Union Labor-crafted with pride."
And the last bit of dirt that lays you to rest
Comes from Virginia, some of America's best.
And as that common man that now you're with
Brushes that dirt from his Union feet
And goes home with pride for a job well done,
For he'll know in his heart the Union has won. ...

PRESIDENT BAHR: All those in favor of Resolution 52A - 90-1 indicate by raising your hand.

Down hands. Opposed by like sign. It is adopted and I hope you may not only have listened but have absorbed these three speakers' comments on a most important issue that affects many human beings.

The Chair recognizes the Resolutions Committee.

DELEGATE JOHN HOLLAND (Local 4370): If the Delegates will turn to Page 2 of the Resolutions Committee Report, I will read Resolution 52A-90-2, entitled "Economic Policy."

Resolution 52A-90-2

ECONOMIC POLICY

Over the past decade, the standard of living for most Americans has fallen. This is the key economic problem facing our nation.

The average worker's purchasing power has dropped 7% since 1980.

Wages of a high school graduate were 20% less in 1987 than they were in 1979 and no higher than the wages earned by his/her parents in 1963.

23.7 million Americans-- one-fifth of the U.S. work force-- earn wages below the poverty line.

More than 50% of Black children, 40% of Hispanic children and 17% of White children live in poverty.

U.S. economic policies over the past decade had widened the gap between rich and poor and threaten the status of middle class workers.

The tax cuts enacted in the 80's for the rich did not increase savings or provide economic growth, nor did enough trickle down to improve our standard of living. Instead, it helped turn the United States from a lender into the world's largest debtor nation. Today, 14% of the federal budget goes to interest payments on the debt-- exceeding \$150 billion.

The new generation of robber barons such as Lorenzo, McGowan, Milken and Singleton have made vast personal fortunes through takeovers, mergers, acquisitions or leveraged buyouts. In these paper transactions, the takeover artists make off with personal fortunes and leave behind crippled companies which pay off their high debt by slashing union pay rates, raiding pension plans and selling productive assets.

The most recent example is the collapse of the entire savings and loan industry which was gutted by greedy corporate bandits who sucked from our communities capital normally reserved for housing to buy junk bonds. The savings and loan bailout will cost taxpayers at least \$500 billion dollars-- tax dollars that are needed for roads, schools, health care and social services.

The focus for economic policy should not be on the size of the budget deficit, but on fixing the misguided tax cuts. Spending for government programs should be financed by eliminating taxbreaks for the wealthy. In 1960, the maximum rate of taxation for rich Americans was 70%, today it is 28%. Restoring a progressive income tax (just to 38% for the rich) and closing tax loopholes could raise \$100 billion dollars a year and ensure health care for all. We should not agree to any capital gains tax cut and most oppose a value added tax.

RESOLVED: That the Communications Workers of America work for fair and progressive taxation, including a greater reliance on more progressive income taxes, rather than sales taxes or a value added tax. Tax subsidies for mergers and buyouts should be eliminated and the capital gains tax proposal should be defeated.

DELEGATE HOLLAND: Mr. President, the Resolutions Committee moves the adoption of Resolution 52A-90-2, Economic Policy. (Applause)

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

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

DELEGATE WILLIAM HENNING (Local 1180): Sister and Brother Delegates, I rise in support of this resolution on Economic Policy. Even as I speak to you, Local 1180's president, Art Cheliotis, is testifying before the City Council in New York concerning the adoption of its budget for the fiscal year beginning July st. He is advocating the position of Local 1180's ten thousand government workers, who provide necessary services for the citizens of New York and who rely on taxes for our livelihoods.

What we are saying to the New York City Council could well apply to the discussion of fair taxation on a national level. New York City remains the world's greatest financial center, but it still does not print its own currency. So, for every new need the city decides to fund, there has to be a corresponding tax to back it up. But not just any tax. If it weakens the bonds of community or it is just plain self-defeating, if a tax can't meet the criteria of equity and efficiency, justice and tolerance, we should not try to meet our needs by filling up a grab bag of new nuisance taxes rounded up from the usual suspects.

These taxes in New York, such as a proposed shoe repair tax and a dry cleaning tax, are like droppings from our state bird, the pigeon-- they don't injure you or knock you down, but they annoy you and, after you have been hit by one of them, you think about it all day long. (Laughter)

Willie Sutton, when asked why he robbed banks, replied, "Because that is where the money is." It still is, only now it seems more people are waking up to the reality that some of the banks are the real robbers.

This resolution mentions the bailout of the savings and loan industry, a bailout necessitated by greed and corrupt practices, ranging from organized crime and drug dealers to the involvement of the CIA.

This bailout will cost every man, woman and child in the United States three thousand dollars. Tax policy in the U.S. still works against job creation. The notion that we should lower the capital gains tax without insisting that the earnings be reinvested in a way which creates meaningful employment is ludicrous. That we should continue to subsidize mergers and acquisitions which threaten the economic viability of this nation through raiding pension funds and increasing nonproductive debt is suicidal.

The U.S. spends a smaller proportion of its total output on public services than almost any other industrialized nation. As the total percentage of GNP non-defense spending in the U.S. is 29 percent, in Japan it is 32 percent, in West Germany 44.7 percent, and Sweden 60.5 percent. In other words, the problem is not that the U.S. government is too big and that therefore our taxes are too high. The problem is that those who benefit the most from the public sector pay too little and those that benefit the least pay too much.

Government policies during the 1980s made the problem worse. The poor got poorer. The number of families in poverty grew from 9.2 percent to 10.4 percent between 1979 and 1988, and the number of poor persons grew from 26 million to 32 million.

Cash benefits lifted half as many poor families above the poverty line in 1986 as they did in 1979. Seventy-three percent of all poor children received assistance in 1979, but only 53 percent did so in 1986.

At the same time the rich got richer. In 1990 the richest one percent of the population will make \$564 billion, which is more than the total income of the bottom two-fifths of all families.

PRESIDENT BAHR: One minute.

DELEGATE HENNING: Between 1977 and 1990 the income of these families increased 110 percent, while the income of the bottom two-fifths decreased by approximately 10 percent.

We need a fair tax policy. This resolution puts CWA formally on record in support of that. I urge my fellow delegates to adopt this resolution. Thank you. (Applause)

PRESIDENT BAHR: On mike 3, Delegate Baum.

DELEGATE ROBERT BAUM (Local 14831): I rise in support of this resolution. I work in the newspaper industry. Another robber baron in the mode of the aforementioned Lorenzo, McGowan, Milken & Singleton, is a comrade of Dean Singleton. His name is John Buzzetta. Last year we heard about the Denver Post and the problems that they had with Dean Singleton cutting the pay of those members in half unilaterally.

Dean Singleton started with a small loan and has parlayed this money on paper into millions of dollars. His method of using a newspaper as collateral to purchase another and manipulate these for other purchases is comparable to none. His empire includes newspapers in New York, Pennsylvania, Connecticut, New Jersey, Texas, California, and many other smaller areas.

Other newspapers in his chain include Johnstown, Pennsylvania, and my home local, which is Scranton. They are being attacked by Dean Singleton and his group, Media News. In Johnstown, the union organized the circulation department. Now they are trying to get this first contract. Dean Singleton hired Bob Ballou of Tennessee to fight this organization. They are having a hard struggle.

In York, Pennsylvania, Dean Singleton got approval from the Justice Department for a joint operating agreement, which allowed the one newspaper to be absorbed and close the other. Along with this, many of the employees of the closing newspaper lost their jobs. Pension monies, health and welfare programs were affected. Some units who were with the newspaper who are surviving now have to renegotiate their contract clauses that they were promised in the JOA.

In Scranton, my home newspaper was bought by John Buzzetta and cohorts of Dean Singleton in 1987, and immediately started stealing from the employees of the newspaper. He refused to contribute to the company money purchase pension plan. He used this money and also the negotiated pension contributions to run the business. He refused to recognize the union contract clauses and forced us into many arbitration cases. Our contract expired in September of 1989 and we started to negotiate in April of 1989. As of this date of June, we have only had six meetings. But on May 28th of this year, he closed the Scranton Tribune and threw approximately 100 people out of work.

PRESIDENT BAHR: One minute.

DELEGATE BAUM: The CWA, along with the other international unions, GCIU, Newspaper Guild and Teamsters, have formed a newspaper industry coordinating committee. With the guidance of the CWA, along with the sector president, they are trying to come up with strategy to defeat the causes of these organizations. (Applause)

PRESIDENT BAHR: On mike 1, Delegate Smith.

DELEGATE GLADYS SMITH (Local 4530): I would like to amend the current motion to include union dues created by union employment at a union represented plant being allowed as an IRS deduction.

PRESIDENT BAHR: You are adding that as the last sentence?

DELEGATE SMITH: Yes.

PRESIDENT BAHR: Is there a second to that motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. You may speak on the motion.

DELEGATE SMITH: The reason I am asking for that is that I believe that the IRS, when they took away our right to claim dues as a tax deduction, hurt unions and their ability to get people to

join them. I believe that as working people we should be entitled to the privilege of taking these dues off of our current wages as a tax benefit.

PRESIDENT BAHR: There is no delegate desiring to speak on this motion. I will put it before the house. This is to add another sentence to the RESOLVED, which would be to the effect of having union dues paid at a union organized establishment as a deductible income tax item.

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

On mike 1, Delegate Herrero.

DELEGATE RICHARD HERRERO (Local 9403): Mr. President, I move the question.

... The motion was duly seconded ...

PRESIDENT BAHR: The question has been called. It requires a two-thirds majority. It is not debatable.

All those in favor indicate by saying aye. Opposed, no. Debate is closed.

... The following comments were submitted to the reporters for inclusion in these Proceedings, without being presented on the convention floor:

DELEGATE JOHN KELLY (Local 1033): President Bahr, Members of the Executive Board, Honored Guests, Brothers and Sisters: The making of tax policy represents the most effective control mechanism available to a government. Creating tax advantages for one sector of the economy does three things: 1. make that sector richer; 2. force everyone else to shoulder the additional burden; 3. states' support for one activity over another.

The paper transactions (LBO's, mergers and acquisitions) supported by our present tax structure produce no goods or services, just profit for the architects of those plans. Those in that wealthy class are the main political supporters of Bush and Mulroney, and they have been rewarded for that support.

Our tax structure says it is good to bankrupt a corporation and it is good to work for a living.

In the U.S. we have mortgaged our children's future \$150 billion a year in interest. That's \$600 for every man, woman and child in the U.S. We need to fund education, fair housing for the working people and feed the hungry. Not to give money to robber barons.

No more loopholes for acquisition mergers and LBO's, reducing the minimal tax rate on investment income.

The last 10 years of giveaways to the rich have cost us directly. We are paying for Milliken and Boskey's thievery.

Why do we have a national debt? Because we borrow to fund the government because we don't raise enough tax money. Companies who export our jobs to the Third World should pay more taxes, not less.

If a company declares bankruptcy or is bought out to break a union contract, we should place a surtax on the profits accruing to its owners.

Our tax structure should punish those who derive excess profits resulting from others' misfortunes.

Support this resolution now and at the ballot box. Vote against any politician who supports reducing the capital gains tax. Vote against any politician who has profited from an LBO.

We need to raise taxes on an ability to pay basis. If you make fortunes off our labor, you must pay.

Thank you. ...

PRESIDENT BAHR: We have before us Resolution 52A-90-2, as amended. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Chair of the committee.

DELEGATE KNEUPPER: Thank you, Mr. President. I would like to call on committee member Vern Daniels to read Resolution No. 52A-90-3, entitled "Allied Printing Trades Union Label."

DELEGATE VERN DANIELS (Local 9421): Delegates, turn to page 3.

Resolution 52A-90-3

ALLIED PRINTING TRADES UNION LABEL

CWA, in conjunction with the Graphic Communications International Union, owns the Allied Printing Trades Union Label.

The Allied Printing Trades Union Label was established on March 7, 1911 and is the oldest recognized Union Label. The label assures us that all phases of the printing process were performed by union brothers and sisters.

CWA should work to educate and encourage its members and the Labor Movement in general to use the Allied Printing Trades Union Label.

District 7 of the Communications Workers of America and the Allied Printing Trades Council of Denver, Colorado, had led the way by adopting the following resolution.

RESOLVED: That CWA institute an educational program designed to inform its locals and members about the Allied Printing Trades Union Label; and

RESOLVED: That CWA seek that any original printing carry the Allied Printing Trades Union Label.

Mr. President, the Resolutions Committee moves the adoption of Resolution No. 52A-90-3, Allied Printing Trades Union Label.

PRESIDENT BAHR: Is there a second to that motion?

... The motion was duly seconded

PRESIDENT BAHR: Seconded from the floor.

On mike 3, Delegate Stevens.

DELEGATE RUTH STEVENS (Local 14705): President Bahr, I am seeking your support on this resolution, and I would like to tell you the following story.

This resolution was born on a cold winter day in Denver, Colorado, the Mile High City. Today you have the ability to send me home Mile High.

Denver Typographical No. 49, CWA 14705, has taken this resolution and gotten it adopted first by the Colorado State CWA Council, then the District 7, and finally here to you, the Convention delegates of CWA. It has been a labor of love which has had some stumbling blocks, but we never fell. Getting the material that you got yesterday was a task I was told would not be possible, but I got it here intact and through Customs with no problem. You might say the Lord was on our side.

I seek your support in adopting this resolution and seeing to it that our International follows through with the **RESOLVED**. Through the merger between CWA and ITU, you now have your own label. Ask for one of them when you order printed materials. Look for one of them when you

get printed materials.

I would ask our International to see to it that our label is on our material and our ribbons. I personally think dues money should be spent in shops where our members are employed. Just as I have always asked for an AT&T long distance so should you ask for our bug.

I think our locals should be educated about the Allied Union Label bug and its connection to CWA through the Printing sector. The printing industry cries to be organized in all our towns and cities, be they big or small. The need is great, the potential is greater. Also, when you purchase your planning calendars and date books for next year, I would like to tell you to please look for Keith Clark, Sydney, New York, where 530 CWA sector members are employed. Thank you. (Applause)

PRESIDENT BAHR: On mike 3, Delegate Diamond.

DELEGATE BETTY DIAMOND (Local 3211): Thank you, brothers and sisters. I rise to support Resolution 52A-90-3, which speaks of true unionism, brotherhood, and unity. Regardless of the craft, every one of us needs to support the general principles of fair wages, benefits and working conditions in the highly competitive printing industry. Our own union, with the Graphic Communications International Union and the Allied Printing Trades Union label, umbrella organizations with the Allied Union bug, means that every craft, piece of work and final product has been done by a CWA member, giving not only the finest quality possible but produced totally by brothers and sisters being represented and receiving no less than a fair standard of living.

Remember, Allied means 100 percent union craft, nothing more than each of us wants ourselves. If an Allied Printing Trades Council is not present in our local area, please seek out the closest Allied shop. If your local printing is completely unionized, tell them to apply for and use the Allied label. Thank you. (Applause)

PRESIDENT BAHR: On mike 3, Delegate Morris.

DELEGATE JERRY MORRIS (Local 9000): President Bahr, brothers and sisters: I rise in support of this resolution, not only as a delegate to this convention and as an officer of my local, but also as Chair of the Union Label Council of Los Angeles County Federation of Labor.

Our charter as a Union Label Council is to promote the union bug and the union label, and it is a job which I have great pride and pleasure in. Our local also is home to the oldest trade union in Los Angeles, Local 14917. We often talk with the officers of that local about their rich history as a printing local in Los Angeles, and the history of the printers. So it was with great pride when we merged.

But at our first convention, we were rather embarrassed. Our friends from the ITU asked us, "Why is there so much material on the floor without the bug?" And we couldn't answer that question.

It is getting better, but it is still not perfect. This resolution should answer that question. I urge you to support this resolution not only with your vote but with your actions, and that this be our last convention with any material distributed without our bug. Thank you. (Applause)

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

DELEGATE JOHN J. EBELING (Local 14616): Mr. President, I would like to rise in support of the resolution. I would like to congratulate District 7 for its initiative for first adopting this resolution. As the resolution states, the Allied Printing Trades label has been the property of the ITU and the GCIU since 1911. And now it is the property of the Communications Workers of America and the GCIU.

Until 1959 the Allied Printing Trades label was the only recognized label by the AFL-CIO to be used on printed material. At that convention, the AFL-CIO saw it in their infinite wisdom to recognize other union labels that are recognized on printed material by the AFL-CIO. But today, the point still remains, the Allied label is the only one hundred percent union label. The Allied

label tells the person who made that purchase that the typesetting was done by CWA members in the composing rooms; the presswork was done by GCIY members; the mailroom work was done by CWA mailers.

Brothers and Sisters, we urge you to look for and ask for the Allied Printing Trades label. By the next CWA convention we hope that all printed material that is distributed on the floor and outside of the convention area would carry the Allied Printing Trades label. That is our label.

As we organize and increase the size of our sector and the size of the CWA, let us be militant and ask for that Allied Printing Trades label so we can guarantee work in our composing rooms and our mail rooms.

Thank you, Brothers and Sisters. (Applause)

PRESIDENT BAHR: There are no other speakers desiring to be recognized. We have before us Resolution 52A-90-3, "Allied Printing Trades Union Label."

All those in favor indicate by raising their right hand. Down hands. Opposed by a like sign. It is adopted.

The Resolutions Committee work for the moment is concluded and they will be back later in the day.

I would like at this time to introduce our foreign guests. They are sitting there in the back row.

... As the foreign guests were introduced, the convention responded with a single clap for each as follows: ...

Philip Bowyer, General Secretary of the PTTI. Philip.

Helcio Maghenzani, PTTI from Brazil.

Emil Bock, Vice President of the DPG. That is the Telephone and Postal Union in Germany. Emil.

Franz Tremml, the Head of the Department of International Relations of that Union.

Gebhard Gotterbarm, the President of the Regional Administration of that Union.

Wilhelm Blase, a Member of the Executive Committee of that Union.

And Peter Bain, Director of Research of the Union of Communication Workers of Great Britain.

And Evelyne Stahlberg, the Translator.

Thank you all for being with us. It is now my distinct pleasure to introduce to you for the first time since he was elected as the General Secretary of the PTTI, Philip Bowyer.

I need not tell you, 1989 was a difficult year for CWA with thousands of our members on strike across the United States. It was a year in which we depended more than ever before on the support of our friends around the world.

Our first speaker today represents an organization that provided crucial support to us in our long battle with NYNEX. PTTI's member unions supported us with a campaign to pressure NYNEX's business operations in the ten countries in which they operate around the world.

Brother Bowyer was born in South Wales, in the United Kingdom. After completing his education, he worked for a time in the civil service. He was appointed Research Assistant in the Union of Post Office Workers in 1970 and moved as a Research Officer to the PTTI in 1976 and became its Organization Director in 1980.

Over the years he has undertaken numerous missions and organized and participated in educational programs and activities in countries in each of the regions of PTTI.

It is my pleasure to present to you the General Secretary of the Postal, Telegraph and Telephone International, Philip Bowyer. (Applause)

BROTHER PHILIP BOWYER (General Secretary, PTTI): Mr. President, Brothers and Sisters and Friends: It is a great honor for me to be invited to address your convention on behalf of the foreign guests and to bring to you the fraternal greetings of the four million communication workers in 102 countries around the globe who are members of this great family of the Postal, Telegraph and Telephone International.

And on this occasion, also, I must bring you the personal greetings of our President, Akira Yamagishi, who is also the President of Zentsu, a union with which you have extremely close relations.

It is a particular pleasure for me because the Communications Workers of America has played a crucial role in building our International and insuring that today it is one of the strongest and most respected International Trade Union organizations.

Your late President, Joe Beirne, inspired many initiatives, particularly with regard to Latin America, which led to the PTTI becoming an effective world-wide organization. He began programs such as your Union-to-Union Program, which turned the fine words of our International "Solidarity" into reality.

Joe Beirne's successor, Glenn Watts, continued that tradition of CWA involvement in international affairs, and his leadership of the PTTI won the gratitude, the respect and the love of PTTI workers throughout the world.

And today, the present generation of leaders of CWA are continuing that tradition. Morty Bahr is an extremely influential and respected member of the Executive of our International. He has introduced into our work many ideas which are going to allow us to face the challenges of the next few years.

And at the same time, I would like to thank some other people here: Jim Booe, Barbara Easterling, and Lou Moore, and others who today are actively participating in different ways in the work of the International.

The involvement of CWA in international affairs was undoubtedly inspired by the idea that changes in one part of the world would eventually affect workers in North America. It was inspired by the idea that the great threat to democracy anywhere is a threat to democracy everywhere, and it was, of course, inspired by that simple humanitarian instinct to assist and support other workers when they are in need.

That contribution which the CWA made means that today we have an international of which we can be proud, and, more importantly, an international which can effectively respond to the needs of PTT workers.

Because of the contribution which you made, this International could respond, for instance, earlier in the work year when in El Salvador workers were caught in the middle of a horrifying resurgence of violence between a right-wing government and guerrillas, where they found their lives disrupted and their homes destroyed, and the PTTI, because of your help, could move rapidly to help and assist those Communication Workers.

That contribution which you have made meant that in South Africa some four years ago, when black postal and telephone workers decided to form their own union, that the PTTI could be there to assist and help them. For many years they had suffered under the apartheid system. They were given the most menial jobs. They were not allowed to supervise white workers even when they had better qualifications and more seniority and more responsible jobs.

For doing the same work, they were paid less than the white workers. They were not even allowed to use the same telephones or toilets as white workers.

So, they formed their union and shortly afterwards they went on strike in pursuit of their

demands. It seemed at the time as if the government of South Africa was determined to crush this, the first important trade union in the public sector in South Africa. More than four thousand members of the Communication Workers Union there were dismissed. Later, their leaders were detained for months under security laws which gave them no access to friends, families or lawyers. Others of their leadership were killed, and still more were forced into exile.

Even though in South Africa there have been very welcome developments in recent months, the union still faces enormous obstacles. At the present time it is fighting a case where 180 members of the union were dismissed in the Traansky for going on strike. Those members are faced with heavy fines and perhaps even imprisonment. But, despite all of those problems, with the assistance of our International, with the assistance of your great Union, that union of black workers is now firmly established in South Africa. It plays a leading role in improving conditions of public sector workers, to prevent privatization, deregulation of the postal and telephone services, and, more importantly, in the struggle to abolish the apartheid system.

As I said, the PTTI has supported and assisted that union, and with your help we intend to continue that support and assistance until they finally in South Africa achieve their objectives, apartheid is abolished, and democracy is established once and for all. (Applause)

This kind of work in assisting and supporting workers in developing in undemocratic countries, be it in Latin America, Africa or Asia, so they can build their unions, has been and will remain a major activity of the PTTI. But today the International also has to face new and daunting challenges. Changing technology and the process of deregulation of our industry, which began here in the United States, has spread around the world and has completely changed the nature of the sector in which we work.

As a result, the communication industry must now be thought of as considering such diverse sectors as telephones, manufacturing, computing, publishing, television, and so on, and we are only a part of that industry, which is made up of many competing employers offering a vast range of different services.

Whereas, in the past, with a single dominant employer, communications unions could hope to exercise considerable influence over the developments in our sector, now we are faced with the task of organizing workers in sectors where there is no tradition of union organization. Organization has therefore become a number-one priority for many of our unions throughout the world and in the years that come it is going to remain a crucial activity of our affiliates.

But deregulation has always meant that our employers have changed. It means that, for example, AT&T now has major interests in the Netherlands, in Spain, Italy, Mexico, Singapore, Thailand, Ireland, and so on.

It means that British Telecom, which has expanded its international role to take over companies in Canada and in the United States. It means that in Europe we now have consortiums of companies from the United Kingdom, from France Telecom, Standard Telecom, German Teleco; and your great favorite, of course, the NYNEX company, who have now got together to establish possibilities in mobile communications in the United Kingdom. And companies such as the Bell Operating Companies are rapidly moving into areas such as cable TV and in Europe.

I could go on and on, because more and more examples are available of the way in which those companies have become multinational and are now moving around the globe, really apparently at their own will.

In order to influence those companies it is of course necessary to ensure that at the national levels efforts are made so that the workers in those companies are organized. But also it is necessary for us to find new ways of working together internationally.

I know that the will to work together certainly exists. As Morty Bahr commented earlier during our major strike last year in NYNEX, the PTTI was proud of the response from affiliates in countries such as Japan, Germany and the United Kingdom who took numerous and I think

imaginative actions to try and put pressure on the NYNEX company.

But we must now build on that awareness, and we must ensure that in future the International can be the organization through which our affiliates. can give each other mutual support in their dealings with such multinational companies.

There are no magical or instant solutions to these problems. But that work, of cooperating together must begin and to this end our International is convening a meeting of affiliates from the U.S.A., from Canada, from Japan and from the countries of Europe at the end of this month to consider how we can develop our work in relation to multinational companies, and how we can assure, as Morty Bahr said yesterday, that they can run but they will not be allowed to hide.

Mr. President, I could not conclude my address to a Convention of a union which has consistently defended workers' rights and democracy without referring to the historic upheaval which is taking place in East and Central Europe.

After years of dictatorship and depression people are winning back freedoms and rights which perhaps unfortunately we too often have taken for granted. They are winning back the right to think what they like, the right to say what they like, the right to write what they like, the right to travel where and when they like, and, so important to us, the right to form their own trade unions free from the control or manipulation of governments or political parties.

For us in this International there is an enormous job of work to be performed in countries where, after more than 40 years of party-controlled official unions, there is little knowledge and no experience of the way in which democratic trade unions can function. The economies devastated by years of ineffective and incompetent management are being transformed.

The change from state control to free market economy is posing enormous problems for workers. There is, in East and Central Europe, a crying need for investment from outside. And the multinational companies from the United States, from Europe, from Japan are responding to that call for investment. They are crawling over Eastern Europe with the prospect of new markets, and, frightening for us, the prospect of cheap labor and weak trade unions.

Already we know that some of those companies are making it a condition of their investment that they will not tolerate trade unions or that at best, they will only accept tame house unions.

We have a responsibility in this International to ensure that Eastern Europe does not become a playground for such international companies. And I must tell you that there are now real communications workers emerging in some of those countries in Eastern Europe.

Since 1980 we have supported Solidarnosc in Poland; we are now directly assisting communications workers in that union.

In the last few weeks, new communications workers unions have been founded in Romania, Bulgaria, Czechoslovakia and in other countries in that region. (Applause)

And the PTTI is determined, we are determined that with the support of unions like yours, the CWA, that we will be there ready, willing and able to assist them.

Mr. President, for the first time in the history of the Trade Union Movement, we have the opportunity to build a united international movement, a movement not united around the needs of any particular country, government or ideology, a movement which will be united around the ideal that workers everywhere have a common interest in defending their rights and conditions against any government, against any employer, be it public, private or multinational, through their own democratic organizations.

We must not and we will not miss this opportunity. We are prepared to work and support those who share the same ideals. We will be wary of those who suddenly claim to be converted, despite years of having slavishly pursued different angles.

It is essential that strong trade unions are founded in Eastern Europe and other parts of the

globe. It is essential for the PTTI workers themselves so that they can defend their interest in the face of the enormous changes taking place. It is essential because it is not in our interests to allow multinational companies the chance to exploit workers anywhere. It is essential because without trade unions there cannot be real democracy.

Mr. President, we face many challenges in the years to come, but I am convinced that together our International, with the CWA, we can succeed in overcoming those challenges.

Thank you very much. (Applause)

PRESIDENT BAHR: Thank you very much, Philip. And on behalf of this Convention I can assure you, we look forward most eagerly to assist seeing you in the programs you have laid out, particularly in that true trade unions do form in those Eastern European countries. And I think, as Shirley Carr pointed out yesterday, and as we know President Bush was very much outspoken about the role that the AFL-CIO and other national trade union centers played in keeping Solidarity alive in Poland, and how great it was, but we have not heard him say one word about now that American industry is moving into these countries, that he supports trade unionism in these new companies that are coming over. And unless we do it, we are going to have, as Philip so aptly put it, a playground for these companies to play in.

And, Philip, this Union will be one that will be with you to see that that does not happen. (Applause)

And on behalf of our members, a token of our friendship.

... The delegates applauded as Brother Philip Bowyer was presented a gift ...

BROTHER BOWYER: Thank you very much.

PRESIDENT BAHR: Will the Constitution Committee come to the platform, please.

While they are coming up, the Chair recognizes the Secretary-Treasurer for some greetings.

SECRETARY-TREASURER BOOE: Thank you, President Bahr. On the letterhead of Zendentsu, the Japan Telecommunications Workers' Union, I have a letter:

Dear Brother Bahr,

Thank you very much for your letter of April 11, 1990, extending to me a kind invitation to your union's 52nd Annual Convention to be held in Toronto beginning on June 11.

I feel very privileged and all eagerness to attend, but, to my great regret, it is not possible for me to speak in fraternity to the Convention as the dates fall on the ILO 77th Conference to be held in Geneva where I must attend on behalf of Rengo.

I wish you, your colleagues and all the delegates a successful convention in working out the best policy and activity programs for a better world, as well as for improved life of your union members and prosperity of CWA.

I look forward to seeing you again soon in San Francisco where we may talk about features of this year's Annual Convention as well. Thank you indeed once again, and with best wishes.

Sincerely yours,

Akira Yamagishi
President, Zendentsu
Japan Telecommunications Workers'
Union

(Applause)

And also, the text of a wire from the General Secretary of the Communications Workers of the United Kingdom: ON BEHALF OF THE EXECUTIVE COUNCIL OF THE UNION OF COMMUNICATION WORKERS, GREAT BRITAIN, REPRESENTING 200,000 POSTAL AND

COMMUNICATION WORKERS EXPRESS WARM AND FRATERNAL GREETINGS TO YOUR DELEGATES AT YOUR CONVENTION IN TORONTO. I REGRET THAT I AM UNABLE TO BE WITH YOU AT THIS HISTORIC CWA CONVENTION HELD FOR THE FIRST TIME IN CANADA. I WISH YOUR CONVENTION EVERY SUCCESS AND MAY BOTH OUR UNIONS CONTINUE TO WORK CLOSELY IN PROMOTING AND DEFENDING THE RIGHTS OF MEN AND WOMEN IN THE COMMUNICATION INDUSTRIES.

SINCERE FRATERNAL GREETINGS,

ALAN TUFFIN

(Applause)

PRESIDENT BAHR: Let me introduce the members of the Constitution Committee:

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

Jann Buttiglieri, Vice President, Local 2101
Mark Ledford, President, Local 3802
John Hamilton, President, Local 7800
Ava McLucas, President, Local 4630, Chair.

... In lieu of reading the entire document, the Report of the Constitution Committee was submitted to the reporters for inclusion in the Proceedings as follows:

REPORT OF THE CONSTITUTIONAL COMMITTEE

The Constitution Committee met in the City of Washington, D.C., beginning April 9, 1990 through April 11, 1990 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 Toronto, Ontario, beginning on Thursday, June 7, 1990, to consider any additional proposals which may be received after the Preliminary Report was issued. One additional proposal was received. Committee member Stanley Walker was necessarily absent due to illness. The Committee has made itself available to any and all wishing to appear before the Committee.

This report sets forth all proposed amendments which have been considered by the Committee.

1. AMEND ARTICLE VI (Dues, Fines and Assessments), Section 1 (Membership Dues), Paragraph (a), add new Paragraph (d) and amend Section 2 (Per Capita Dues to the Union) to read as follows:

Section 1 - Membership Dues

(a) Each member of the Union shall pay the membership dues established by the member's Local. Membership dues shall be collected in the manner as determined by the convention.

(d) The Union shall make the necessary arrangements with the companies, and/or entities of said companies or corporations that are represented by the Communications Workers of America to have all dues and fees sent directly to the Local that, according to its charter, has jurisdiction.

Within thirty (30) days of receipt of said monies from the company, corporation or entity, the Locals will forward to the Union, the Union's portion.

Section 2 - Per Capita Dues to Union

(a) The Convention shall establish per capita dues to the Union.

(Submitted by Glen G. Hamm, President, CWA Local 4998)

This proposed Constitutional amendment caused the Constitution Committee grave concern. The underlying driving force to this proposal is a real problem which requires a real solution. But, the sanctity of the Constitution and the devastating effects on the Union and on many Locals is at stake. The immense logistics of such a change would not be within the capabilities of the Union or Locals.

The first obstacle would be to renegotiate the existing contracts with the employers. Some may agree, some may not, while some could agree but with stipulations that Locals assume the costs and liabilities. The costs and liabilities in many cases could in and of themselves be prohibitive.

This Committee believes we should never put into our Constitution obligations that can't be met. Other solutions can and must be found without tampering with our Constitution and without putting such a heavy and costly burden on the Locals and the members.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

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

Section - **Biennial** Conventions

Beginning with the Annual Convention in 1990, the Union shall meet in AFT **Biennial** Conventions 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** Conventions

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 an **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, Executive Board Member, CWA Local 9510)

The Constitution Committee spent considerable time discussing the merits of this proposal. The Committee reached the conclusion that the delegates have voiced their feelings on this issue in the past. Therefore:

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

3. AMEND ARTICLE VII (Conventions)-Section 1 (Annual Conventions) to read as follows:

Section 1 - Annual Conventions

The Union shall meet in Annual Convention at a place selected by the Executive Board or the Secretary-Treasurer when authorized by the Executive Board to do so—**except in**

1991 when the Convention shall not be held.

(Submitted by: Ed Dempsey, President, CWA Local 1101

William Evitt, President, CWA Local 2201
Michael Fahrenholt, President, CWA Local 3410
Bud McNichols, President, CWA Local 4320
Gloria Parra, President, CWA Local 6143
Richard Johnson, President, CWA Local 7200
Marie Malliett, President, CWA Local 9410
Robert Powell, President, CWA Local 13000)

The Constitution Committee took a long look at the proposal of canceling the 1991 Convention. The Defense Fund is approximately \$15 million in debt due to strikes from 1989 negotiations. This debt is to be repaid with the allotted monies going into the Defense Fund plus money from the Genera] Fund to make up any shortfall. This will retire the debt in December, 1992.

In the years 1990 and 1991 there will be smaller bargaining units who will be negotiating their contracts. In the event they are forced to go on strike, it will be necessary for CWA to have funds available to support these members' efforts.

The proposed budget for 1990/91 allocates \$1,100,000 for the 1991 Convention. With the cancelling of the 1991 Convention, that budgeted money can be transferred by motion under the Finance Committee Report to the Defense Fund. This money will be used only for membership support during strikes.

Since 1991 is not an election or major bargaining year, this would be a relatively painless way of placing a large sum of money into the Defense Fund.

The Committee believes that the canceling of the 1991 Convention and placing those budgeted monies into the Defense Fund is the correct priority for CWA. This decision would not negatively impact the democracy of CWA and would positively impact CWA's support of its members.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL

4. AMEND ARTICLE XII - (Officers and Their Duties), Section 3 - (The Secretary-Treasurer), Paragraph (i) to read as follows:

Section 3 - Secretary-Treasurer

(i) Prepare, publish and distribute to the Executive Board a monthly **quarterly** financial statement which shall list total assets, liabilities, receipts and disbursements of the Union;

(Submitted by Secretary -Treasurer James B. Booe)

The Constitution Committee, after holding discussions with Secretary-Treasurer Booe and President Bahr, feels this proposed amendment is financially responsible by reducing unnecessary paperwork without violating standards of sound accounting practices.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL

5. 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 **1992** the term of office shall bedded **four** years or until their successors have been duly elected and qualified, except for the term of the 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 term of office of other officers.

Section 2 - Vice Presidents

(b) **Beginning with the election held in 1992** the term of office of Vice President shall be **four** years or until their successors have been duly elected and qualified.

Section 3 - Local Officers

(c) Beginning with the elections held in 1972, the term of office for Local Officers shall be three 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, Executive Board Member, CWA Local 9510)

The **Constitution Committee considered this amendment in conjunction with the proposal on Biennial Conventions and on this basis does not recommend adoption.**

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

6. AMEND ARTICLE XVI—(Committees), Section 1 - (Regular Committees), by adding (9) and a new Section 8 and renumber 8 to 9 and 9 to 10 to read as follows:

Section 1 - Regular Committees

(g) Collective Bargaining Strategy Committee

Section 8 - Collective Bargaining Strategy Committee

The Collective Bargaining Strategy Committee shall consist of one member from each District, one from the P.P.M.W. sector and one member from the Public sector. All members to be appointed by the President and approved by the Executive Board.

The Committee shall:

(a) Develop and implement, as necessary, new tactics with which to gain leverage in collective bargaining;

(b) Enhance and reinforce the present array of tactics;

(c) Lessen dependence on traditional strike and strike-related tactics.

Renumber old Section 8 to Section 9.

Renumber old Section 9 to Section 10.

(Submitted by Donald Sheridan, President, CWA Local 7707)

The Constitution Committee recognizes the necessity of developing bargaining strategies and tactics on an ongoing basis. However, we believe these strategies must be individualized by bargaining units and/or Districts. What works in one District or bargaining unit may not work in another.

CWA's mobilization program needs to be more effectively utilized in conjunction with bargaining strategies. This task is better coordinated between the bargaining and mobilization committees within the Districts. It is imperative that mobilization maintain its ability to be flexible to address the specific issues of a bargaining unit.

The Labor Movement was built and strengthened by using the strike to advance and defend our members' interests. It is no less true today than it was in the past.

The Constitution Committee feels the Union is on the right track by moving towards even greater membership involvement and to establish a nationwide committee is unnecessary.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

7. AMEND ARTICLE XXVI (Union Publication) to read as follows:

The Union shall print, publish and distribute to its members an official publication at least monthly. Said publication shall be sent to all members and shall contain matters pertaining to Union functions, policies and activities as well as matters of labor and public interest generally.

(Submitted by George Wm. Sonnik, III, Treasurer, CWA Local 2105)

The Committee recognizes the necessity to maintain quality communications to our membership on a regular basis. The CWA News normally serves this purpose at a reasonable cost.

However, the financial status of the Union varies as does the needs of the membership. The intent of this proposal is to authorize the Executive Board to suspend or increase the CWA News publications when necessary to meet special needs of the Union.

The Committee discussed this proposal with President Bahr. If this change is adopted, it is the intent of the Executive Board to publish at least ten issues of the CWA News annually. The Committee agrees this proposal accomplishes financial flexibility while continuing service to the members.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL

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

CHAIR AVA McLUCAS (President, Local 4630): If the delegates will turn to page 5 of the Constitution Committee Report, Committee Member John Hamilton will present the first resolution recommended for adoption.

DELEGATE JOHN HAMILTON (President, Local 7800): Before reading the resolution, the Committee wishes to correct the report.

If the delegates will turn to page 5 on line 175, delete the "s" from the word "Conventions". On Line 176, after the word "authorized", insert the words, "by the Executive Board."

CONSTITUTION AMENDMENT 52A-90-12

BE IT RESOLVED: That Article VIII (Conventions), Section 1 (Annual Conventions) of the CWA Constitution be amended to read as follows:

Section 1 - Annual Conventions The Union shall meet in Annual Conventions at a place selected by the Executive Board or the Secretary-Treasurer when authorized to do so except in 1991 when the Convention shall not be held.

Mr. President, the Committee moves the adoption of Constitution Amendment 52A-90-12.

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

... The motion was duly seconded ...

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

DELEGATE MARIE C. MALLIETT (Local 9410): President Bahr, Sisters and Brothers: Yesterday we, as delegates, resolved a very serious problem on behalf of our members. We established a Members' Relief Fund that will provide eventually some economic benefits to our striking members.

However, with that vote yesterday, we did not magically pay off our \$15 million debt that we incurred to support our striking members in 1989. And we did not yesterday magically create a Relief Fund immediately overflowing with millions of dollars this morning.

Now we have an opportunity to complete the job. Canceling next year's Convention will save our Union over \$1 million, and will provide a savings to our locals as well.

We still have bargaining units facing negotiations this year and early next year. Provide to them what we were able to provide to our other members in 1989.

I believe our situation is as critical this morning as it was last evening. Let's vote to save our Union over \$1 million so that we may have even more money to spend in the defense of our members.

Thank you very much. I urge your support of this constitutional amendment. (Applause)

PRESIDENT BAHR: Microphone No. 4, Delegate Clark.

DELEGATE FRITZ CLARK (Local 1111): Brother and sister delegates, here we are again dealing with this issue, and it seems like we will be always dealing with it; I guess we will continue to deal with it.

Every time our Ways and Means Committee look at that budget, they look at the cost of these conventions and they think how wonderful it would be to save that money. I know our top officers feel the same way.

I disagree with them, respectfully. These conventions are important to us. Most of us are volunteer officers, we are not full time. I have got three great Vice Presidents helping me run an amalgamated local. I don't know if they would have stayed with the program for 15 or 20 years if we didn't have this annual convention.

When we get together, we talk things out, iron things out, do what we need to do, disagree, agree. Whenever we come together we go out and do the job again for another year.

Yes, they are expensive. Yes, every time you look at that financial report you say "Wouldn't it be great to save the money we spend on these annual conventions?"

Well, I am telling you, I think it is the major strength of this union; I think it is the glue that holds us together. It is what makes CWA better than any other union. (Applause)

We get to know each other. We get to talk to each other. From one side of this country and internationally even as we are today, we find out what the cost of beer is in Toronto and it is kind of heavy, but it is awful good beer. (Laughter)

We need to do this. And it does cost money, yes, it is expensive. We tightened our belts last year and tried to take on the system. It wasn't quite good enough, and yes, we went to work and we are ready, we are going to be ready for them in 1992, but we don't have to give up these annual conventions to do it.

I think it attracts and holds our volunteer officers to the job. I think it enriches us all from this experience that we are having this week and that we have every week, and I would like to send a message to the top officers of this Union, and in the future members of all finance committees, that this delegation and future delegations want our annual conventions, and let's get off of this kick. Let's meet once a year. Let's keep this Union strong and vibrant.

Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Maloney.

DELEGATE JACK MALONEY (Local 7800): One of the questions I have is, will there be any expenses incurred in canceling this next Convention?

PRESIDENT BAHR: No, there will not be.

DELEGATE MALONEY: Okay. My second question is, what savings will we actually realize if we still have to hold the two constitutionally required district meetings?

PRESIDENT BAHR: \$1,100,000 that is allocated to the next Convention would be transferred on a monthly basis to the Defense Fund.

DELEGATE MALONEY: Thank you. Excuse me, Mr. President.

PRESIDENT BAHR: You used your two questions. I can't tell you how much money people spend when they come to a district meeting. What is before us is what the Finance Committee said they would do if this constitutional amendment would pass. The money that is allocated in the budget for the Convention, which is \$1,100,000 would be transferred to the Defense Fund.

Mike 3, Delegate McNichols.

DELEGATE RALPH McNICHOLS (Local 4320): Brothers and Sisters, I rise in support of the proposal to skip the 1991 Convention.

We have all heard President Bahr issue a challenge to each of us in his keynote address, and the future is in our hands. It is within our power to shape our union for the challenges of the 1990s.

As we do, we must take care that CWA's direction is one that meets the needs of our members, a responsive and effective organization, resolute and solid. The response to this proposal will do that.

I am aware that some of you will say that foregoing a convention will sacrifice our unique commitment to democracy. But, I ask you is our tradition so fragile and our base so weak that it would crumble if we did not meet next year? (Applause)

I say it is not. I say our Conventions are indeed a part of our democratic tradition, but it is a tradition that extends far beyond these meetings. The foundation of our democratic process is in fact back home, home where our members work and live. That foundation is in our own district, Ohio, Michigan, Indiana, Illinois and Wisconsin, the Heartland of America. This foundation is with our members in our Mountain States, where Appalachian music can be heard on most radio stations, in the cold northern states, where industry, steel and rubber, once flourished, providing jobs for thousands, in the states where "Right-to-Work" laws now spew their venom.

This foundation lies within the hearts of our minority members, our women, our blacks and our whites. We are that foundation.

Nearly a decade ago we established a Committee on the Future. Our delegates convened in Philadelphia, Pennsylvania, adopting the report of this committee, who spent nearly two years studying and planning new and better ways to address the needs of our membership.

We agreed with the committee that all of us in CWA have to learn more effective ways to play our roles. We have to tighten our financial and budgetary controls, and we have to generate internal savings through greater efficiency.

Part of this recommendation was for the adoption of biennial conventions. Since that time we have spent nearly ten million dollars to meet each year. Now we are in trouble. These are extraordinary times, and they demand extraordinary measures. Let's show our members that we will make sacrifices, at least equal to those we ask of them. Let's be confident enough in our foundation to forego this one convention and redirect this time and energy that we save to meet the challenges of the 1990s.

Thank you. (Applause)

PRESIDENT BAHR: Mike 4, Delegate Devine.

DELEGATE DEVINE (Local 1116): I rise in opposition to the idea of canceling the 1991 Convention. For years we have discussed the idea of biennial conventions, and it was always soundly rejected. Now, this year, we are reconsidering canceling 1991, in addition to the same biennial convention idea. Once again any idea that the Convention is not important should be

soundly rejected.

When money is tight in our home locals, we do not cancel our membership meetings. We make other adjustments. (Applause)

On the national level, we can make adjustments to cut expenses. As it stands now, we have thirty or forty special meetings all over the globe, and all at considerable expense. Why couldn't many of these meetings be held on Sunday, Monday and Tuesday of Convention Week, and start the Convention on a Wednesday?

It seems a simple way to save the enormous cost to everyone.

We live in an ever-changing world, and the Convention is an annual opportunity to adjust our course for the future. Small locals attend the Convention and cannot afford to attend the host of other meetings held around the country. So, by dovetailing meetings with the Convention, we will not only save money, but we will spend our time more productively. (Applause)

Brothers and Sisters, I urge you to defeat the constitutional change, save money, and to create more meaningful meetings when we do get together. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): If we cancel the 1991 Convention, does that mean there will be no convention between now and the time we go into AT&T bargaining?

PRESIDENT BAHR: No. There would be a convention prior to AT&T bargaining in 1992.

DELEGATE UNGER: How would we have time to elect a bargaining committee if the bargaining committees are generally elected at Convention?

PRESIDENT BAHR: Bargaining committees can be elected at caucuses in AT&T.

... Groans and cries of "No" ...

PRESIDENT BAHR: Don't give me that stuff, because not everyone elects bargaining committees at a convention. Bargaining committees can be elected at conventions, and bargaining committees can be elected at other caucuses.

On Microphone No. 3, Delegate Azlin.

DELEGATE RONALD R. AZLIN (Local 9586): I rise in support of this constitutional change. As a member of an independent unit representing General Telephone California employees, I think that we have to remember that the Defense Fund is still a decimated fund. It is broke, because the large units already have completed their bargaining and the dues increase goes in in 1991. We are forgetting that there are a lot of independent people, including United, which has one of the most anti-union managements in the country, that still have to bargain this year.

President Bahr mentioned it. Vice President T.O. Moses mentioned it in his meeting. But there is a lot of bargaining still going on. We almost had a strike in Alabama, with General of Alabama. We have not taken care of the Defense Fund yet for now. And this is a method of putting additional money in the Defense Fund when we need it.

I don't believe that because the big units have completed their bargaining that it is time to roll over. We have a lot of Union members, CWA members, good members, who are going to require a lot of help, because they are dealing with some real anti-union management.

I don't believe canceling one convention will do away with any democracy, will harm the future of CWA, but it sure as hell will put some money in the Defense Fund when we need it the most-- right now.

So I urge your adoption of this motion. (Applause)

PRESIDENT BAHR: Microphone No. 4, Delegate Hicks.

DELEGATE BEVERLY A. HICKS (Local 3808): I stand to speak against this proposal. Through the years we have learned that our Convention is important to CWA and its democratic process, and we as delegates have fought hard the biennial convention proposals that have come every year as long as we can remember for one reason or another. Most of you here know our members think the Convention is a continuous party. We know it is not, and we defend this Convention every year. If we stop our Convention one time, the savings to the members will beat us home, with no information on the importance of our Conventions, other than what we can provide.

Brothers and Sisters, we demonstrated the finest show of true democracy here yesterday possible. We were divided on an issue, but we came out with a majority rule that we will live with.

I ask you to vote against this proposal. Most of the bargaining may be over in 1992, or until 1992, but 1991 will be an important bargaining year for our brothers and sisters in the independent companies. They are part of CWA. They do have a right to have their convention and have the importance of the CWA Convention brought home to them.

Remember, together, with a voice, we are strong, and my understanding is that there is \$5.5 million in the Defense Fund at this moment that would help those brothers and sisters. Thank you. (Applause)

PRESIDENT BAHR: On mike 5, Delegate Lassiter.

DELEGATE WILLIAM E. LASSITER (Local 3907): I am glad to see that I do have a financial statement in my package today. You told me on two of my questions yesterday, Morty, that it was in there, and it wasn't. (Applause)

PRESIDENT BAHR: Would you get to your question, Brother? (Laughter)

DELEGATE LASSITER: I have a question relative to the financial statement, and I wanted to point that out because if I had not received it I would not have known it was in here.

I can throw digs as well as the Chair. (Laughter and applause)

On page 7 of the report of the Finance Committee, and this is where the committee is recommending \$3.7 million for the convention--

PRESIDENT BAHR: You are reading the wrong line, Brother.

DELEGATE LASSITER: Pardon me. Excuse me, you are right. Let me turn over to the next page and read it then. \$1,100,000. I appreciate your positive remarks. (Laughter)

PRESIDENT BAHR: I am always trying to be helpful. (Laughter and applause)

DELEGATE LASSITER: If I understood you, Morty, you said that there would be no cost on this buy-out. Can you tell me why is it printed in here then that there will be cost on a buy-out?

PRESIDENT BAHR: Because at the time the committee met, we were unaware that we could get out of the San Francisco convention without any cost. You are entitled to a second question.

DELEGATE LASSITER: So there is no cost, none whatsoever, to get out of it?

PRESIDENT BAHR: That is correct.

DELEGATE LASSITER: I appreciate that. (Laughter and applause)

PRESIDENT BAHR: On mike 3, Delegate Shukwit.

DELEGATE JOHN SHUKWIT (Local 4008): I'm from Michigan, home of the world champion Detroit Pistons, as those delegates from Portland understand. (Laughter and cheers)

In 1986, I spoke out against the proposal which would have established conventions every

two years. Our theme was Family. I believe in CWA, our family, my family and yours. I said in '86 that our convention is the keystone of our democratic tradition. It is also an affirmation of us as family.

There comes a time when we must make sacrifices. This is it. As you know, in 1989 it was very difficult for every member of our CWA family. Yesterday this convention accepted the report of the Defense Fund Oversight Committee, and by doing so we established a strong economic strike fund for our future.

Let us continue in our progressive action. Let us take this small step to strengthen our CWA family. Let me be candid with you. We work hard at our conventions and we also enjoy them--sometimes too much. Some of you know what I mean.

Our conventions are vital. It is critical that we gather together to share our views and experiences. We draw strength from each other. It is also important that we remain strong. Support of this proposal would keep us strong.

Please vote to eliminate the 1991 convention. (Applause)

DELEGATE CHARLES BATES (Local 2101): President Bahr, fellow delegates to this 52nd Annual Convention: I rise to speak against the cancellation of the 1991 convention. In our deliberations on yesterday, we went through a democratic process concerning the Defense Fund which should have been a reassurance to all of us for the necessity of annual conventions.

At this, the 52nd Annual Convention, we as delegates will be hearing and making decisions on four appeals. These appeals range from an individual member appealing actions by his local to a local appeal action by the Executive Board of this great union. No one has a crystal ball that will enable us to predict what the future will be. No one knows what tomorrow will bring. But just for a moment, let's just assume that next year's convention is canceled, and problems arise of the nature of these appeals. It will be two years before the appeal process matures.

Even if we form a blue ribbon committee to hear these appeals between the conventions, the final appeal always rests at the convention. This would be nothing more than delayed justice.

Look at me, brothers and sisters. Just by the very color of my skin I can assure you that justice delayed is justice denied. (Applause)

As for the savings to the union, what price do we put on justice and democracy? As a local leader, I look forward to the opportunity to meet with my members and exchange with them. At these meetings I learn and I teach. I would like to feel that our Executive Board realizes these meetings are nothing but large membership meetings, and that they would seize the opportunity to teach and to learn.

Did we not vote down an amendment to move the implementation of the new members relief fund from the January budget back to October of 1990, which would have put approximately \$4 million in the Defense Fund this year? Now the committee wants to eliminate a convention to put just a million dollars into the fund on a prorated basis.

Who will approve the 1992 budget if we don't have a convention in 1991? Brothers and Sisters, I urge you to vote against this recommendation. Thank you. (Applause)

PRESIDENT BAHR: On mike 5, Delegate Marler.

DELEGATE EUGENE MARLER (Local 3907): Morty, what I want to know is how many of the delegates present here today are involved in the Union Movement because they get to go to conventions?

PRESIDENT BAHR: I have no way of knowing. You are entitled to a second question.

DELEGATE MARLER: My second question is, how many would drop out if we canceled the convention?

PRESIDENT BAHR: On mike 1, Delegate Pappas.

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

... The motion was duly seconded ...

PRESIDENT BAHR: The question has been moved. It has the effect of closing debate. It is not debatable. It requires a two-thirds vote.

All in favor of closing debate indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

We have before you-- I will wait until you all sit down. All right, we have before us the Constitutional Amendment 52A-90-12. All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign. It is defeated. (Applause and cheers)

The Chair recognizes the committee.

CHAIR AVA McLUCAS: Committee member Mark Ledford will read the next resol

DELEGATE MARK LEDFORD (Local 3802): Constitutional Amendment 52A-90-13. "BE IT RESOLVED: That Article XII (Officers and Their Duties), Section 3 (The Secretary-Treasurer), Paragraph (i) of the CWA Constitution be amended to read as follows:

Section 3 - Secretary-Treasurer(i) Prepare, publish and distribute to the Executive Board a quarterly financial statement which shall list total assets, liabilities, receipts and disbursements of the Union."

Mr. President, the Committee moves adoption of this amendment.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Seeing no one at any microphones, are you ready for the question? Sorry, on mike 5.

DELEGATE SHELVA HARDLY (Local 4106): I have a question as to what the purpose of the quarterly financial report would really be if we are concerned about finances. If we are really concerned about finances, wouldn't it be better to have a report each month?

PRESIDENT BAHR: The Secretary-Treasurer will respond.

SECRETARY-TREASURER BOOE: The Board receives a financial accounting at every meeting. The reason for the proposal was to save some monies in terms of people's work at headquarters that are working on the monthly accounting, and that we could provide the same information at a lesser cost by doing it on a quarterly basis.

PRESIDENT BAHR: I would just add to that that the law requires an annual report, and we, as you know, have gone well beyond what the law requires.

You are entitled to a second question.

DELEGATE HARDLY: Okay. I understand that this was distributed to the Executive Board. Does that mean that you will do away with the ones mailed to the locals?

PRESIDENT BAHR: We would be mailing a quarterly report to all of the locals.

On mike 4, Delegate Hughes.

DELEGATE JEFFREY HUGHES (Local 2100): I rise in opposition to the proposal. Now, the monthly reports are received two months after they are printed. A quarterly report would be received two months after they are printed unless there were arrangements made to get them in a more timely fashion. So we are going to be receiving three-month-old information five months

after the fact. We are talking about a January report and seeing them in July. (Applause)

I urge you delegates to oppose this amendment.

PRESIDENT BAHR: I am advised the reason you do get it later is that it can't be sent out until it is audited by the auditors. So until the period ends, you cannot have it audited.

The delegate on the question mike, Delegate Josephson.

DELEGATE GARY JOSEPHSON (Local 4501): My question is: How much savings would be the result of adoption of this proposal or amendment?

PRESIDENT BAHR: \$50,000 approximately.

You are entitled to a second question.

DELEGATE JOSEPHSON: That's it.

PRESIDENT BAHR: There is nobody else at the mike. We have before us Constitutional Amendment 52A-90-13. All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted.

The Chair of the Committee.

CHAIR McLUCAS: Committee Member Jann Buttiglieri will read the final resolution.

DELEGATE JANN BUTTIGLIERI:

CONSTITUTION AMENDMENT 52A-90-14

BE IT RESOLVED: That Article XXVI (Union Publications) of the CWA Constitution be amended to read as follows:

The Union shall print, publish and distribute to its members an official publication. Said publication shall be sent to all members and shall contain matters pertaining to Union function, policies and activities as well as matters of labor and public interest generally.

Mr. President, the Committee moves the adoption of Constitution Amendment 52A-90-14.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. No Delegates desiring to speak on 52A-90-14, all those in favor please indicate by raising their right hand. Down hands. Opposed by like sign. It is adopted.

On Microphone No. 1, Delegate Young.

DELEGATE KIM A. YOUNG (Local 1112): I move the adoption of Constitutional Amendment Proposal No. 1. And if I get a second I would like to speak to it.

... The motion was duly seconded ...

PRESIDENT BAHR: It is seconded from the floor. You may speak on your motion.

DELEGATE YOUNG: Thank you. President Bahr, Executive Board, Delegates and Alternates: I rise in support of Brother Hamm's proposed changes to Section 1 and Section 2 of Article VI of our constitution.

This proposed amendment caused the Constitution Committee grave concern. In their report, the Constitution Committee suggested that the sanctity of our constitution is at stake and this amendment would have a devastating effect on the Union and our Locals, and believes it will put a heavy and costly burden on the Locals and the members.

I believe this is a smoke screen to try to scare the delegates from both large and small locals into once again rejecting this proposal.

I am here to tell you, Sisters and Brothers, the burden is not intensified nor is it diminished by receiving the dues directly.

I am convinced that dues coming directly to the Locals is extremely advantageous to all Locals for the following reasons. Dues checks and remittance reports are received in our Local office on a weekly basis. We have a greater ability to track membership movement. We can identify those members and/or dues equivalents not paying dues within three weeks and generally are able to take care of the problem with one phone call.

We have the ability to determine our exact delegate voting strength prior to convention.

And last, but by far not least, we have immediate use of our money.

I was a delegate at the convention when Secretary- Treasurer Booe stood up and committed to having the problems experienced by the Locals fixed; and yet today I still hear the same complaints.

I too am frustrated with the National Union. I have been attempting since 1986 to get a CWA Newspaper mailed to my Local President's home. The National had her listed as a non- member. We also have over 1500 members who still receive no mailings from the International.

Since 1986 our office has mailed 10 MLO 109 forms. We have mailed 30 complete MLO 119 forms, 4 complete membership lists containing over 2200 names, addresses, social security numbers and payroll codes, 2 mailing lists photocopied from our addressograph cards. The most recent was sent in September of 1989, during the NYNEX strike, at the National's request.

Since 1988 we have sent our weekly dues remittance printouts on a regular basis, per Secretary-Treasurer Booe's request. Yet still our New York Telephone members do not receive any mailings.

Two months ago, I requested a computer diskette from Beth Collins. We received the diskette and printout, but we were missing approximately 500 members. My Local President has been excluded from each list, each MLO and each printout since 1986. I have made at least fifteen phone calls to Washington, speaking to Secretary-Treasurer Booe's office, Fran Mayfield's office, Beth Collins' office, and the office that is responsible for the mailings. Still no mailings have been sent to our New York Tel members. Still no communications to our stewards; and still no action to resolving my dilemma.

By the way, now the National has dropped my Local President completely, and she still has yet to receive one damn newspaper. (Applause)

The Constitution Committee states the first obstacle to achieving this amendment is to renegotiate existing contracts. The International has negotiated direct dues remittance for a number of Locals as part of affiliation agreements. I cannot for the life of me understand why then it should be such a cumbersome task for the CWA members who are not affiliates.

I agree with the Constitutional Committee statement that-- and I quote, "The underlying driving force to this proposal is a real problem which requires a real solution."

I urge the Delegates present today not to-- (Applause)

... Time was called and the microphone was shut off ...

PRESIDENT BAHR: On Microphone No. 4, Delegate Hill.

DELEGATE BURNETTE HILL (Local 4340): I rise to support the Committee's recommendation. While I understand that this proposal is born from the anger and frustration that we all feel regarding the dues processing operation, this proposal will not make things better. It will simply add to the problems of our Locals.

Renegotiation of contracts with the employers to handle dues in this manner would, without a doubt, be a hit and miss process, resulting in more frustration and confusion than we have now.

The legal and administrative burdens would be shifted from the National Secretary-Treasurer and placed on the shoulders of Local Treasurers from both small and large Locals.

I have had the privilege of serving this great Union as Chairperson of two Convention Finance Committees. I can tell you that this proposal will not correct the problem. It only shifts the burden.

Although we have been patient for a long time, we must insist that this responsibility of the Secretary-Treasurer's office remain with the Secretary-Treasurer. As seductive as this proposal appears on the surface, it would simply mean that we are issuing a pass, a free pass, a bail out from a serious responsibility.

Let us keep that responsibility where it belongs and insist that it be carried out. I urge you to vote to uphold the recommendation of the Constitution Committee. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Mahoney.

DELEGATE JAMES MAHONEY (Local 7201): I have two questions, Mr. Bahr, for Jim Booe. What affect would this amendment have on the processing of dues and cash flow of the Union?

SECRETARY-TREASURER BOOE: Based on our experience with this kind of a operation in the Sector, it is our estimate that it would cost more for us to operate this way because of the processing and handling of the per capita payments.

As far as the cash flow is concerned, it obviously would affect negatively the cash flow problem in the Union.

DELEGATE MAHONEY: Thank you.

My second question, Mr. Booe, is would this create a problem with existing contracts held by the Union with employers?

SECRETARY-TREASURER BOOE: Virtually every one of our contracts with major units would have to be renegotiated in order to have the checks sent to the numerous locations involved, rather than the one check and the one accounting data tape.

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

DELEGATE ANN L. CRUMP (Local 4600): I rise in favor of the constitutional amendment for several reasons. I appeared before the Constitution Committee and they were gracious enough to spend a considerable amount of time with me on this issue. We are all too frustrated. The Constitution Committee explained to me, as many Constitution and Finance Committees have explained to the Delegate bodies over the years, that they have called the Secretary-Treasurer before them and asked for improvements. They use language like "devastating effects, immense logistics, not within the capabilities, tampering with the constitution, and heavy costs and burdens."

Bugga, bugga, bugga. (Laughter and applause)

I rise in support of this because it is my conviction that Secretary-Treasurer Booe's office would be better off doubling their work force and doing things manually than doing it by this godforsaken computer system. (Applause)

I am not a rookie at these conventions. I have supported every dues increase. I have supported every which way we can to solve the problems.

Last year, Secretary-Treasurer Booe said in his closing remarks-- let me quote, I should say-- "It ain't all fixed, but it ain't all broke." His closing remarks should have been, "It ain't all fixed, but

it ain't all fixed." (Laughter)

I paid close attention to Secretary-Treasurer Booe's report, and I appreciate the efforts that they have been making and the improvements that they have been making, the cutting of the overtime, et cetera.

For sixteen years I have been coming to the conventions and hearing the excuses. The best thing though was-- and this is what actually is causing me to speak-- I got a copy of the letter that went to all CWA Executive Board Members and Staff that explained the devastating effects that this constitutional amendment would bring to bear on the Union.

And the part of it that causes me to approach the mike goes like this. There are eleven items of devastation in the letter. It says "The cost of processing per capita payments would increase because the majority of Locals would not be able to provide computer media for automatic updating." As if we have it now. We now process approximately 150,000 update transactions per month via computer input from the companies. Under the proposed system we would process the same 150,000 plus 585,000. and then he goes on to explain that.

At the end of the letter he concludes this particular point by saying, "It is our projection that if all dues were worked in the manner prescribed by the proposed constitutional amendment we would have to double the membership dues department work force."

Bugga, bugga, bugga. (Laughter)

I urge your adoption of this amendment. And I will tell you this. I will vow to you, to the Secretary-Treasurer's office, I will send you remittance of my national dues as quickly as you have sent them to me. (Laughter and applause and cheers)

PRESIDENT BAHR: On Microphone No. 4, Delegate Schellin.

DELEGATE MARC A. SCHELLIN (Local 2336): I am a Treasurer. I rise to speak against the motion for several different reasons. One: Our Local is one that has nine different units-- actually ten. And the administrative nightmare that would be created by this type of proposal would further tax the Local Officers above and beyond-- far above and beyond what we are dealing with now.

I see a lot of problems in being able to track the membership information in the smaller units, and also in the large units. We have both.

Also, we have locations, as many other Locals do, where you have shared work locations, where more than one Local is in that building, creating more administrative problems in collecting the dues that go to the miscellaneous different Locals.

I think that it would cause chaos as far as I can see it. I have been the Treasurer for three years, and it has been very difficult in dealing with the National Union and I have to agree. But rather than tear down a house that has some flaws in it and rebuild it with a house that is flawed from the foundation, I think would be a terrible mistake for this Union. So I ask you to defeat this motion. Thank you. (Applause)

PRESIDENT BAHR: On mike 5, Delegate Eberhardt.

DELEGATE DAVE EBERHARDT (Local 7800): President Bahr, if this amendment is adopted, what if any legal responsibilities would local treasurers pick up that are now carried by the International? For example, like the investigation of a big case or the filing of federal reports?

PRESIDENT BAHR: The General Counsel advises that the Locals would have the responsibility of reporting to the Department of Labor and the IRS all of the money that is received, rather than the amount of the rebate as now.

And that implies the Beck case or whatever else you employed there.

You are entitled to a second question.

DELEGATE EBERHARDT: For my clarification, does that mean some of us could go to jail for making a mistake? (Laughter)

PRESIDENT BAHR: I am not going to touch that one. (Laughter)

I don't think there is really a response to that.

Microphone 1, Delegate Norberg.

DELEGATE MICHAEL D. NORBERG (Local 8573) : I call for the question. (Applause)

PRESIDENT BAHR: Motion is made to close debate. It is not debatable. It requires a two-thirds majority. It has the effect of shutting off debate. All those in favor of the motion indicate by raising your hand. Down hands. Opposed, by like sign.

... The following remarks were submitted to the reporters for inclusion in these Proceedings, without being presented on the convention floor:

DELEGATE PAULINE DAVIS (Local 9503): I would like to speak against this Constitutional change. I am a Secretary- Treasurer for my local. On a very small scale, I currently collect from our members their individual COPE contributions. I send this money on a monthly basis to our District staff representative who is responsible for COPE collections. Along with these monies, a transmittal sheet is sent to the District. To this date, our COPE records are still incorrect.

On a large scale, if you really believe that by adopting this change it will take care of the membership record problems, you are mistaken. Our records will still be incorrect.

This change will only create more problems for all locals. Each local will incur more costs to maintain it. Higher bonds would be required. Responsibilities that the International Secretary-Treasurer has would be shifted to each local, such as filing of federal reports, administration of Beck case rebates and so on. If our reports are incorrect by the International Union and if our share of the Union dues are continuously late in reaching us, then let's fix the real problem. Let's make our International Secretary-Treasurer more accountable for the problems that are occurring. Let's not take on his work.

Again, I am speaking against this Constitutional change and I urge all of you to do the same.

...

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

Did I call it wrong?

At this time I am going to suspend the order of business, and we will be coming back to this, for us to hear from a friend and a guest.

... The Delegates arose and applauded as Brother Richard Trumka, United Mine Workers Union President, was escorted to the stage ...

PRESIDENT BAHR: It hardly seems that an introduction is necessary. But I think I might mention that during the NYNEX strikes and the Pittston strike, they were kind of overlapping, and our guest and I met frequently, either because I was coming out of Elizabeth Dole's office and he was coming in, or the other way around.

But last New Year's Day, as you know by following the press, Secretary of Labor Elizabeth Dole joined Rich Trumka to announce a resolution to the Union's IO-month strike against Pittston. That strike more than anything in my memory galvanized the entire American Labor Movement.

The non-violent civil resistance tactics employed by the Mine Workers set an example for all of us.

I can tell you that notwithstanding the enormous load that Rich Trumka carried, I think it was on the second day of the NYNEX strike he called me and wanted to know how many trucks I

needed. And it tells you the kind of guy he is.

But, the Mine Workers were successful at Pittston in protecting the health and retirement benefits of their members, the pensioners, and the widows and disabled, to whom a long-term commitment had been made. They strengthened their job opportunities and helped mark a new era of labor solidarity.

I know I could share with you that one of the more emotional moments of my life was when I walked into the AFL-CIO Convention, the afternoon session of the first day, after having worked on getting a settlement of the NYNEX strike from noon on Sunday until six o'clock Monday morning, and then went to Washington and walked into that convention, and word had already leaked out that we had won our issue, that we had kept the health care intact.

Rich Trumka spotted me walking in. He came over and how I don't have two or three broken ribs I don't know, but he said to me, "What you all have done has now made it possible, more possible, for us to win the issue at Pittston."

So, together, in 1989 CWA, the Mine Workers, and, yes, the IBEW, proved that union workers are willing to fight to the end to help preserve their health benefits.

Like his father and both grandfathers before him, Rich Trumka worked at a gamut of underground jobs in the mines of southwestern Pennsylvania. He went on to college, earning degrees in accounting and economics, and then went to law school. But we won't hold that against him. (Laughter)

He probably used his accounting degree to enable him to add up those millions of dollars of fines that were levied by federal and state courts, and probably his legal degree enabled him to get the thousands of union leaders and members out of jail who were unjustly arrested for sitting in front of scab mines and coal trucks.

Rich Trumka was elected president of the United Mine Workers in 1982, at the very old age of 33. Actually, he was the youngest leader of a major labor union in either of the two countries, the United States or Canada. (Applause) And while the Pittston strike has garnered so much attention, it is important to note that under Rich's leadership, in 1984, for the first time in more than twenty years, and again in 1988, the Mine Workers ratified new contracts with the Bituminous Coal Miners Association without strikes. It is with a great deal of pride and personal pleasure that I give you one of the most outspoken, aggressive, progressive voices for working people, a great asset to the Labor Movement and to our countries, my colleague and my friend, my colleague on the AFL-CIO Executive Council, the President of the United Mine Workers, Rich Trumka.

... the Delegates arose, cheered, whistled, and there was prolonged applause ...

BROTHER RICHARD TRUMKA (President, United Mine Workers Union): Thank you. Thank you.

Thank you, Morty, for those kinds words, and thank you for the warm welcome.

Morty, if you would permit me, before I actually get into my speech, I would like to comment on three things, if that is okay with you. The first thing I would like to do is tell you, on behalf of every United Mine Worker and their family and their friends in the United States and Canada, we want to thank you, Morty, for your leadership, and Jim and your fellow officers, and we want to thank every one of you for all the help that you gave us in Pittston, every time you came to be with us, every time you stood beside us.

We could not have done it without CWA, and we could not have done it without progressive leadership.

I know the strain that put on your organization, Morty. I know the strain that it put on things like your Defense Fund, when you fought NYNEX and American Bell and Pacific Tel and those companies. I don't have to tell you that the fight you waged against those companies, and you

preserved health care at those places, enabled all working people to maintain health care across the United States.

And on behalf of every trade unionist in our countries, this group of people, this Union, deserves the heartiest of congratulations. And from our members, our family, to you, I bring you those congratulations and tell you thank you. (Applause)

You know, it is usually the custom to open a speech with a few remarks, like what an honor and a privilege it is to be invited and to come to your convention, and how much I have been looking forward to being here and how proud I am to be standing before you. And those are the usual remarks, and sometimes, I guess, some of those remarks are said more in the spirit of courtesy than they are in sincerity.

But, I have to tell you something. When I think about all the times that your leadership and your membership stood shoulder to shoulder with the Mine Workers, when I think about the kind of support, the kind of commitment and the kind of talent and the kind of dedication CWA members shared with us during our Pittston strike, and when I look at how this great Union drew the line for worker rights, as I said, not only for your members, but for all of us, at AT&T and Pacific Tel and Ameritech and Bell Atlantic and NYNEX, and when I look all across America and see CWA members leading the fight for Jobs with Justice, to make solidarity not just a word, but a way of life, I have to tell you that it is an honor for me to be here, that it is a privilege that you invited me to be here, and that I have been looking forward to coming to Toronto and sharing this time with you, and I am proud to be standing before Union members who know what it means to fight back, Unionists that I am proud to call friends, that I am proud to call allies, that I am proud to call my brothers and sisters, and that is the Communications Workers of America. (Applause)

And it is no exaggeration to say that the CWA and the United Mine Workers have gotten to know each other pretty well, and I am not just talking about the friendship between Morty, one of America's most respected Labor leaders, and my "cellmate" Jim Booe, (Laughter) and myself. I am talking about the unity that we share in places like Denver, Colorado and Southwest Virginia and in cities and towns all across Canada and America. In fact, you can say that with all the solidarity that we have shared during our strike at Pittston and at your struggles last year, that we have become the Odd Couple of Organized Labor.

The United Mine Workers, men and women in one of the oldest industries in this country, the Union of John L. Lewis, a Union that this year is marking its hundredth anniversary, and the CWA, a Union of high technology, a Union of both the private and the public sectors. And some people look around and may ask, "Well, where is the common ground between these two? What could a coal miner in West Virginia possibly have in common with a telephone operator in Michigan or a public worker in New Jersey?"

But we know something that they do not know. We know that whether our hands are caked with coal dust or the ink of a printing press, that ours are the hands that produce the great wealth in this society. (Applause)

And we know that whether the words we use on the jobs are terms like "continuous miner" or "fiber optics" that all of us speak a common language of fairness and dignity, because whether we labor in the dark recesses of a coal mine or in the mind-numbing glare of a VDT, all of us are bound by something much greater than any of our differences. Together we share an outlook, a vision that says every worker deserves to be treated with decency and respect. Together we share a vision that every man and woman deserves a job where health and safety are not regarded as some kind of luxury, but is understood to be our right. Together we share a dream of a society where you do not have to get court orders to make an employer recognize that working women must be paid fairly for the jobs that they do. (Applause)

We dream of workplaces where child care and parental leave are not benefits that we have to struggle to achieve and to win but are understood to be necessities that every worker deserves. (Applause)

It is a vision of jobs free of electronic snooping, where you don't have to leave your dignity at the door when we punch in to work in the morning, a vision of an economy where technology exists to serve workers and not to enslave workers. (Applause)

We see a world where black workers and Hispanic workers, whether they labor in South Africa or Colombia or the United States or Canada, live lives free of exploitation by any employer, whether its name is Shell or Exxon or United Telecom or AT&T or the State of Mississippi. (Applause)

It is a vision that binds us. It is a vision that unites us, that makes us all brothers and sisters in our souls, if not by our blood. That kind of solidarity that can win jobs with justice for every worker, that can make our society one that we can be proud of, to pass on to our children. And it has never been more important. And it has never been more crucial than it is right now.

As we stand and sit here together today, Union families are facing one of the toughest threats ever. It is a threat from a corporate class intent on robbing us of our rights, committed as never before in our lifetimes to a new kind of industrial warfare against union members, an industrial warfare which, as in the past, hinges on the acquiescence, if not the active support, of politicians, of both parties. (Applause) An industrial warfare which today is attempting to turn back the clock on generations of trade union victories, an industrial warfare whose outcome will decide whether the next generation of America workers, our children, realizes our vision in their lifetimes or grows up in a nightmare world of low pay, no benefits, dehumanizing nonunion jobs. (Applause)

And we see that battle ongoing. We see the new class war being fought out each and every day. We see it in the unprecedented assault on our health benefits. We know that in a time when even the simplest surgery can cost upwards of five thousand dollars, that dependable, quality medical insurance is an absolute necessity and must be an absolute right of every one of our citizens. (Applause)

Now, I know that nobody has to tell CWA members about the fight for health care benefits and what it is all about. It was your Union that paved the way for us at Pittston and you deserve the thanks of all trade unionists. But today it is not just CWA's fight. It was the same battle that forced UMWA members onto the picket line at 11 mines with Pittston; the same battle which last year caused 78 percent of all strikes in the United States; a battle just to keep employers from shrugging off their responsibilities to us and our families. And winning those battles is what Jobs with Justice is all about. And we can say that in our struggles UMW and CWA members have been able to mobilize the support of workers from companies to do just that, because in the '90s all union families must understand that health care is a fundamental right. But, too often when we have turned to our so-called friends in government to enlist them in our cause, we don't hear that health care is a necessity or a right, and we don't hear how families must be protected against the rising costs of medical care. Instead of defining health care as a human right, they tell us that our timing is not right, that we ought to look out and look to some compromises, and that what workers in other countries have just may not make sense in the United States.

Well, let me tell you what doesn't make sense. What doesn't make sense is that in the United States today 37 million men, women and children lack even the slightest, flimsiest, weakest health insurance.

What doesn't make sense is uninsured families, most of them working full time at jobs that do not provide any health care, filling hospital emergency rooms, not only in New York, Detroit or Washington, but all across America.

What doesn't make sense is an infant mortality rate in the United States higher than in Sweden and Australia and England, higher than in Singapore and Hong Kong and a lot of other countries, too. And what doesn't make sense is that President Bush and too many of our so-called friends in Congress say that there isn't money for health care, when, at the same time, they struggle to scrape up billions of dollars to bail out high-priced hoods of the savings and loan industry. (Applause and cheers) And to cook up capital gains tax cuts to transfer even more wealth into the hands of the richest tier of American society, while American babies are dying for

lack of medical care.

The only doctoring that George Bush and his buddies seem to have in mind is a surgical procedure called "walleectomy." (Laughter) Walleectomy is when he takes money out of our pockets and plants it into the bank accounts of corporate America.

In the 1990s the issue is not whether we need a national health care system. It is why George Bush and his allies on Capitol Hill are able to get away with saying that it can't be done. Right here in Canada working people heard those arguments a long time ago. They heard politicians stand up and make the same flimsy excuses. And for years they faced the same choice that we did, the choice between a lesser of two evils. And then they decided that you can't go part of the way when it comes to health care, and you can't compromise away the right of families to medicine and medical care where and when they need it. And they organized. And it was not easy. But they won a national health care system that protects everyone's right to care, care at a lower cost than we face in the U.S., and if Canada and Canadian workers can win the battle for national health care in Canada, we can do it in the United States. We will do it in the United States. And we will kick the crap out of any politician that says we shouldn't, won't, or gets in our way to stop us from doing it in the United States.

... The Delegates arose and applauded, whistled and cheered ...

BROTHER TRUMKA: And you can start on October 3rd, by filling out this pledge card and being there on October 3rd to let them know that we care about health care at every one of our work places, to take a few minutes on that day to join us and say that the time for excuses is over, that any politician that dares ask for our votes and our support will support national health care and will do it now, not some other time. (Applause)

We are facing a new kind of industrial warfare with the labor laws. Here in Canada organizing is on the rise. Almost forty percent of the Canadian workforce held a union card in 1985, and the number keeps growing. But, again, back in the U.S. it is a different story. Men and women, parents raising families, are losing their jobs for being pro-union. In 1960 3,110 were fired illegally for union activity. In 1988 17,487 were fired illegally for union activity. One out of every five American workers who voted for a union in the United States was fired illegally. But the real tragedy is in America today employers do not even have to break the law to break a union. Ask the one thousand skilled production workers who used to be on the payroll at the Chicago Tribune, or the paper workers scabbed out of their jobs at International paper, or the 2,400 workers who lost their jobs at Phelps Dodge. All you have to do is open the newspaper, because every day, every last day, striking workers are being victimized by an unholy alliance of corporate America and the National Labor Relations Board that long ago turned its back on the very people they are charged with protecting. (Applause)

Now, we know how to fight back, and we do. Like we did at Pittston. Like we did at AT&T and NYNEX and Ameritech and Bell Atlantic and Pacific Tel. We build coalitions, and we mount campaigns and we mobilize our membership. We do what we have to do to exercise the kind of strength and power we need so we can win battles, whether or not it takes a strike. But we know that in the long run there is no amount of internal organization or union solidarity or public support that is going to make a real difference unless we take on and we win the biggest fight of them all, and that is the fight to reform America's Labor laws and put a stake right through the hearts of union-busting corporate vampires that have been running wild all over this country since Jimmy Carter and Ronald Reagan went to Washington, D.C. (Applause)

And when legislation comes before Congress to ban the use of scabs--and it is coming--and to bar employers from rewarding workers who are so weak and selfish as to cross a picket line, we know what we have to do. And we will do what we have to do. We will not give any politician a penny who doesn't support that act. We won't support them on the streets or at the phone banks or with our dollars or our votes unless in our time of need they stand up and show the courage to say, "I will stand with Labor. I will stand with them, and I will stop union-busting."

... The Delegates arose, whistled, cheered, and there was prolonged applause ...

BROTHER TRUMKA: We fought and struggled too hard, we fought too long, we have sacrificed too much to build our Unions and win contracts than to see them torn apart piece by piece, strike by strike, scab by scab. We know that we have our hands full in this fight, and, again, it won't be just from the Republicans in the White House. A lot of our so-called friends start to get a little queezy, they get a little green around the gills when we tell them a labor vote is coming up, that you are going to have a chance to stand up and support working people. They start to tell us that we are being unreasonable when we ask not to be fired when we try to join a union. They tell us that we are being unreasonable when we ask not to lose our jobs when we strike to protect the health care of our parents and our grandparents and our kids. They tell us we are being unreasonable, and, as always, before the fight even begins, they tell us now we ought to be thinking about the C word-- compromise, They tell us you should compromise because public support is not there.

Public support, they say. Well, you tell me. Isn't the timing right when a Gallup poll says 66 percent of all Americans today believe in strengthening the U.S. Labor laws? And isn't the timing right when 79 percent of all Americans agree that it is wrong-- wrong-- for an employer to resist an organizing drive?

The problem is not with the public. The public is on our side. It is with our friends in Washington, D.C., who aren't.

Now, I can understand why George Bush, a man who was weaned by the U.S. oil industry, Richard Nixon and the CIA, would stand silent in the face of worker abuse. But what we cannot tolerate are people who have the audacity to call themselves our allies, offering lame excuses for inaction, while U.S. labor relations begins to reflect the brutality of South Africa and South Korea, when they should express the decency of industrial democracies like Canada.

Now, I know I have said a lot about Canada, and I should tell you that for a while I was stumped by how it came to be that this country, which shares so much in common with the U.S., has a system which for all of its problems seems to respond so much more sensibly than ours in the States. After all, it is not as if Canadians and people in the United States are really that different. As far as I can tell, it does not have anything to do with weather or hockey or with maple syrup. In fact, about the biggest difference you can find between Canadian and U.S. workers is that here in Canada politics is done differently. Here in Canada union families are not faced with choosing the lesser of two evils, because here in Canada workers created what they called the New Democratic Party to speak out. (Applause) Speak out not for big business, but for farmers and for the poor and for women and for coal miners and public workers and people who labor in every kind of job. And this party, the NDP, isn't afraid to talk about the need to keep government services strong and publicly owned and operated. And it does not shy away from the real issues, like housing and health care and jobs and education and, maybe most important, this party, the NDP, draws its leadership and its direction not from some professional politicians, but from working people, like you and like me. (Applause)

In fact, tomorrow you are going to hear from a Vice President of the NDP, Joy Langan, a member of the House of Commons from British Columbia. And what is different about Joy is that she is not someone who got elected because she was rich and well connected. What makes Joy important is that she is a former compositor, a member of the CWA in Vancouver, who got into politics not by ignoring the needs of the working people, or by ridiculing them as a special interest, but by standing up and fighting for the rights of Union families here in Canada.

Now, I think that is worth thinking about for just a minute, because if we can organize to elect our own here in Canada, who fights for health care, who defends workers' rights, what is stopping us from doing the same back in the good old U.S. of A.? (Applause)

Who is stopping us from organizing and using our resources to elect our own people from the courthouse to the White House and the state house and beyond. Where is it written that the political mission of the U.S. Labor movement is to put our money, our skills and our talents to work for candidates who do not understand what it means to fight to keep your health insurance,

candidates who don't know the pain of working mothers trying to raise a family on a paycheck barely two-thirds as much as a man's, candidates who haven't seen friends who once dreamed of buying homes with the money they make at the plant and now are struggling to try to make ends meet, while making French fries down at McDonald's.

Now, there are some that say that trade unionists simply don't make good political candidates. They are the ones who act as if the U.S. Constitution limits the role of unions in a democracy to putting up a sign in someone else's front yard and writing out our checks to someone else's candidates. We know that is not so here in Canada, and I can tell you that it is not true in the hills of Southwest Virginia, where at the very height of the Pittston strike we joined together, my union, the CWA and others, and mounted a two-week write-in campaign that defeated one of the most powerful incumbents in the Virginia House of Delegates, and by a 70 to 30 landslide margin elected one of the most militant coal miners in Appalachia to the State Legislature. (Applause)

If there is resistance to our message, to our vision of an America where economic justice and equality are more than a politician's rhetoric, and if there is an American majority that stands against that vision, I haven't seen it. All I see is a small handful of politicians who have made a career out of telling us to retreat when we know it is time to take a stand.

Well, we have a message for them. It is that the deeds of Franklin Roosevelt, John Kennedy and Hubert Humphrey never, never, never included negotiating a permanent lease on our support; that it is time that living Democrats learn that we are not going to get behind them until they show some courage and get behind us for a change-- get behind us for labor law reform, get behind us for national health care, and show some real leadership by saying to America that there need not be a choice between jobs or environment, but by standing up and voting for both, because it is time that we define the relationship between the Democratic Party and American workers. (Applause and cheers)

It is time to put the party cats and the party hacks on notice that they can work with us or they can work against us, but we will never, never be taken advantage of, we will never again be taken for granted, we will never back down from fighting for our members, not this year, not next year, not ever, and they can take that to the bank from the Labor Movement. (Applause and cheers)

Now, I don't know if you feel it, but these days I get a sense that there is something stirring in America, in working class neighborhoods, in big cities, in small towns. It is a new kind of pride. It is a new kind of strength. And you feel it more and more as we keep drawing the line. Every time we tell them "no backward steps," and we win, it gets a little bit stronger. When we get serious about voter registration and make sure that every union family has the vote and knows how to use it, that strength gets more powerful.

It is the strength to hold politicians accountable and start telling them that if our money and our volunteers and our vote count, then so should our ideas, our priorities and our visions. It is a new kind of strength, the strength that says it is time that we get some of these young lawyers who always want our support out on the street pounding in yard signs and working phone banks, and to elect some Coal Miners to Congress, some Steelworkers to legislatures, some Machinists to the Mayor's office, some Communications Workers to the State House.

It is a new kind of strength, because if workers have the strong unions and strength to get good wages in Canada, so can workers in the U.S. If union families in Ontario can depend on their government to meet their health care needs, so can working people in Ohio. And if a CWA member can be elected to national office in Vancouver, it is time we started electing some CWA members in New Jersey and Texas and Tennessee and in every corner of the country. (Applause)

Our movement was never born in the belief that there were some things that we were never meant to achieve. We, not some political party, have always defined ourselves: who we are, what we stand for, what we need to make things right for working Americans. We have set our own goals, and the challenges we face today call on us to do the same.

In the 1990's it is a new industrial warfare. But in so many ways it is no different from the kind our ancestors stood up to in years gone by, in places like Ludlow, in Matewan, in Flint, and in the grape fields of California, because now, as then, it is time to stand up for ourselves. It is time we stopped looking for some governor or senator to lead us to the Promised Land, and we decide it is time for us to show them the way to the Promised Land. (Applause)

It is time to organize. It is time to make our voices heard. It is time to make our issues count. It is time we march for Jobs With Justice.

We fought back against corporate greed together, on the picket line, together, at the plant gate, together, in the offices and the mills and mines from one end of the country to the other.

And now, it is time to take our battle one step further. The hands that dig the coal to light a city. The hands that keep the most complex communications system in the world operating can register new voters and run for office and become the leaders and shape the new policies and build the next America for ourselves and for our families.

Together we won at Pittston. Together we can keep winning, from the court house to the state house; from the state house to the White House, united for health care, united for dignity, united for jobs, united for justice, together with one voice, one vision, one hope for our future, for our children; one dream from New York to Kentucky, from California to Vancouver. We are strong. We are united. We are Union, and we are going forward and we are never, never, never going back.

Thank you.

... The Convention arose and applauded at length ...

PRESIDENT BAHR: Brothers and sisters, now, Rich, when you talked about national health care, you could have brought out one other thing. I am sure he has experiences, as I did, to debate recently with a United States senator, and he had just come from Walter Reed where he had his full physical at our expense. (Laughter)

And then our senator went on to say that the cure-all for the problem of health care in the United States would be if the patient paid more out of his pocket. Then he wouldn't use it. That's right after he came from Walter Reed. (Laughter)

I am not going to tell you who that senator is. Except if you watch the news tonight you will see he had an ethics hearing today before the Senate Committee. (Applause) It was for misuse of public money. (Laughter and applause)

It makes the point that Rich was making about who our real friends are.

And I thank you, Rich, for this inspiring message, and for the fact that you are at an age that those of my generation faced this is a little ahead of yours. (Laughter)

I hate to say it, my son is a year older than him. (Laughter)

But it was leaders like Rich Trumka, those of my generation, that hopefully made some contribution, and we know that with people like Rich, the Trade Union Movement will be in good hands. (Applause)

Just as a token, not appreciation, of affection and love, on behalf of all these delegates and the six hundred some odd thousand members they represent back home, we would like to present you with these two mementoes to remember this occasion today.

... The delegates arose and applauded at length as Richard Trumka was presented with the gifts and was escorted off the podium ...

PRESIDENT BAHR: Let me quickly thank the Escort Committee:

... As each member of the Committee was introduced, as follows, the delegation responded

with a single clap of recognition: ...

Ralph Zoccolillo, Executive Board Member, Local 1103
Joe Barca, Jr., Executive Board Member, Local 1103
Elaine Harris, Executive Vice President, Local 2001
David Layman, President, Local 2204
Dearld Dear, President, Local 3511
Don Vanett, Vice President, Local 4900
Mark Van Dolah, President, Local 6311
Mary Blue, President, Local 7777
Lupe Garcia, Vice President, Local 9505
Jim Byrne, President, Local 13500 Louis J. Lambesis, President, Local 14430
Patrick Conway, Vice President, Chicago Mailers Local 2.

PRESIDENT BAHR: And I now call the orders of the day. We are recessed for 30 minutes.

... The Convention recessed at 3:20 ...

PRESIDENT BAHR: Would the delegates take their seats. Would the convention come to order please and the delegates take their seats.

I would like, at this particular moment, for the convention to give recognition to one of our own who has served long and well. Bob Arnett has been President of Local 4372 since February of 1956. During Bob's almost 35 years of service to his union, he has led Local 4372 to a nearly unprecedented record of accomplishments, not the least of these is 32 consecutive years of surpassing his Local's COPE quota.

Shortly after assuming the leadership of Local 4372, Bob found himself leading the Local through a seven and a half month strike against General Telephone of Ohio, a strike which, despite its length, was carried off with only a single scab, in Portsmouth, Ohio.

In recent years, Bob has led 4372 in expanding its membership base by including cable television workers and university employees at Shawnee State University.

Bob, and Bob Johnson, Vice President. (Applause as they came to the podium)

Let me just read the plaque because I think it says it all. "This award presented to CWA Local 4372 President Bob Arnett upon the announcement of his retirement in recognition of nearly 35 years of service and leadership to the Communications Workers of America." Congratulations, Bob. (Presentation - applause) And we sure are going to miss him.

The Chair recognizes Larry Cohen, Assistant to the President and Director of Organization.

Larry.

BROTHER LARRY COHEN (Assistant to President and Director of Organization, CWA): Following Rich Trumka is sort of like being in a band and following the Rolling Stones. (Laughter)

But we need to follow up, what does that charge that he gave us mean for this Union? Does it mean that we stand up and applaud Rich Trumka and go back to business as usual? Or does it mean that we continue to mobilize ourselves, to organize new workers, to talk to our neighbors and build Jobs With Justice in our communities?

Trumka's message is not to be a bystander, not to applaud him as if we just saw a good movie. But to think, "What am I going to do when I go back? Who am I going to talk to that is non-union? How am I going to approach my stewards? How am I going to convince my members not to blame the union, the victim, but to blame the employers in their greed?"

That is where that message is going. Our organizing is split into three parts: mobilizing the existing members, organizing new units, and building Jobs With Justice.

We can take pride in that movement. It began in our Convention three years ago, and now

union after union recognizes Jobs With Justice as a movement to rebuild, to revitalize, to rededicate ourselves to what people fought for 50 years ago.

With mobilization, we said that we are not going to just sit and bargain contracts at a bargaining table. That we are going to bargain with our members, and they are going to bargain with their hands and with their feet.

And now, this afternoon we will consider several resolutions to extend mobilization beyond our own bargaining unit, and mobilize this union behind those who need our help. To send a loud message to Bob Allen and the management of AT&T that it is not just 100,000 CWA members at AT&T, and it's not just at bargaining time when we stand up on the job, that we are out of the collective bargaining mode. That we are into a mobilization mode, and that we will fight for Jobs With Justice at AT&T in 1990 just as we did in 1989. (Applause)

And tomorrow there will be a resolution on that. And this afternoon, just as importantly, even though there are only 7,000 of us, that is how many of us will bargain this year with U.S. Sprint.

Many of us were fortunate to be down at Pittston and share that inspiration. And they had a saying there at Pittston, and every Wednesday night they had a rally. And two, three thousand miners would come out to the rally from places you have never heard of, Castlewood, Virginia. And the leaders of that strike would get up and say to the miners, "What are you going to do"? And they would answer in one voice, "Whatever it takes."

And then they would say, "And how long are you going to do it?" And they would answer back, "One day longer."

And they would sing out, "You won't go back", and the answer would come back, "No way."

Now that kind of solidarity is not just for that union. As Trumka said today, that's what mobilization and that's what Jobs With Justice is about, teaching ourselves that we have to do that for Sprint workers. It may not be as dramatic to be a telephone worker as to be a coal miner, but if Sprint workers who are represented by this union lose their health care this year, next year more bargaining units will lose their health care.

And mobilization doesn't just mean talking to our members. Organizing new members is the next step. A hundred of our locals, and we will honor the ones who are victorious in a few minutes, but a hundred of our locals have taken an organizing pledge, and you honored them in your district meeting on Sunday.

They took a pledge to organize 100 new workers in new units during the coming year. The rest of us need to think, what about the other 900 locals?

We can't say any longer we will applaud someone else's fight. We can't say any longer we will applaud someone else's organizing drive. We have to think to ourselves, when is the last time we talked to a non-union worker about joining the union?

We talk to non-union workers every day, every time we ride a bus; every time we go to church; every time we meet in a bar; every time we are in a supermarket. But when was the last time we talked to them about joining a union?

And that's what mobilization is-- taking that message into the work site. Not just to mobilize for our own health care, but to build the labor movement.

You can elect N.D.P. candidates in Canada because 40 percent of the workers are organized. How will we elect labor candidates in the United States with 10 percent of the workers organized?

We need to be more militant with AT&T and Sprint. But if there are only a few of us left, how militant can we be? And that's what organizing new units is all about.

This is a list, this is an organizing report. Six hundred bargaining units organized by locals in

this union in the last year. (Applause)

They range from small print shops in Arizona to 2,000 state workers in Oklahoma, and every size in between. Much of the organizing is in the Deep South, among the hardest places to organize.

Yet, our locals there are rebuilding this Labor Movement. It is a privilege to be in Mississippi with other locals and with state workers who are organizing people who are poor but ready to fight back.

And because of your Union, and those locals in Mississippi and those state workers, over 1,000 state workers joined this Union this year in Mississippi, people who never even thought about a union before.

The average state worker in Mississippi who joined this Union makes \$1,000 a month. And we talk about health care. If they want family health care, they pay \$125 for it. You think about that.

Our members in Mississippi, by and large are much better paid. They could have taken the easy way out. They could have said, "We have our union, and we are not poor." But instead, they said, "We are going to build our union." And there are dozens of stories like Mississippi to inspire us.

In the CWA News that is before you, there is a story in the center, "Working Non-Union". Read that story. It is a story about Sprint workers who work in fear. They make \$5.00 and \$6.00 an hour for the same work that we do, for three times as much. No set hours of work. They change every week. Their health care has been cut, and it will be cut year after year automatically.

And yet, they have the courage to be before you in the CWA News, to say "We want a union"-- telephone operators, telemarketing reps, technicians, 15,000 strong. And our local unions are fighting with them. They won't do it this year, but they have adopted the same message as the Mine Workers. "We will do whatever it takes to help them organize that as long as it takes." It took 30 years at AT&T, and we will do it at Sprint, whatever it takes as long as it takes. (Applause)

As we do every year, we need to talk about those who try and organize and lose. We worked this year with over 1,000 people who lost their jobs during organizing drives in our union alone. A hundred and fifty operators at National Telephone Service shut down before an NLRB election. The work moved from Maryland to North Carolina in one day with the flip of a switch, violating federal law. The company said, "We will pay them 60 days wages, but they have no jobs."

Local 3114, Panama City, Florida, worked for the entire year to organize a hospital with 1,300 low paid people. They filed for an election December 8th. The election was held this Saturday, and we lost. But they cherished their work and the organizers and staff who worked with them as much as if they had won, because they made that effort.

Eight months they waited for that election, eight months for that union-buster, at \$275 an hour. Half a million dollars was paid to that union-buster, and union workers made \$5 an hour there. We cherished that work at 3114 as much as if they had won.

Mobilization is phase one. Organizing new workers is phase two. And Jobs with Justice is phase three. You have a resolution before you for the next phase of Jobs with Justice: Health Care Action Today. All of our effort is going into this. October 3rd we expect five million American workers to picket their worksite on October 3rd and say to their employers, "No more health care cuts. We want national health insurance. We are fed up and we are going to be in the street until we get it." (Applause)

The spirit of Jobs with Justice began in Miami. We added to that spirit in contract mobilization. Now as leaders, we must build this union, not just preside over a dying collective

bargaining system. We have to say in one loud voice, "We want jobs, but not only jobs. Slaves had jobs. Mandela could have had a job. We want Jobs with Justice, and we are going to make a stand." Thank you. (Applause)

PRESIDENT BAHR: Thank you, Larry. In 1989, a good deal of time was spent mobilizing and bargaining. The mobilization not only helped at the bargaining table, but it also helped many of our locals to grow.

Many locals signed up a significant number of non members during the mobilization process. Other locals have merged in order to increase their strength. Although mobilization was our focus, our union organized over 10,000 new members from new units in the last year. Some 10,000 organized on that long sheet that is laying out on the floor here.

Eighteen locals were able to organize 100 or more members from new units into our union.

We will now honor those locals who met the commitment to the CWA organizing network. We have asked the President and the Organizing Chair of each local to come to the platform to receive this very special award.

As I call your local number, please step forward. And let's all give each local the traditional recognition.

I do want to say, as Larry said, that while these are the locals that made the objective of 100 new members, and they are going to get specific recognition here, we still want to thank those who were in the organizing network and tried but didn't make the objective. Because I can assure you that many of those will be here next year.

From Trenton, New Jersey, Local 1032, they are receiving the award for the third year in a row. This year they organized 204 members in the public as well as the private sector. (Presentation - Applause)

Local 1038, Woodbury, New Jersey, organized Camcare, a social services agency, Atlantic County Welfare Supervisors, and a unit at Gloucester County College. (Presentation - Applause)

From Trenton, New Jersey, Local 1040 organized a new unit of dentists employed by the State of New Jersey and two weeks ago 85 employees of the Elwyn Institute, a mental health facility in an NLRB election. (Presentation - Applause)

Local 1120, Poughkeepsie, New York, organized employees in a school district in a nearby town and four interconnects, for a total of 110 new members. (Presentation - Applause)

Local 2260, Richmond, Virginia, for organizing the 247 salary-graded employees at the AT&T manufacturing plant in Richmond. (Presentation - Applause)

Local 3570, a new organizing local based in Jackson, Mississippi, for organizing over 900 state workers into the union. They are not here. (Applause) They are too busy organizing.

Locals 4302, 4309, 4340, all from Ohio, working together to organize 550 white and blue collar employees at Cleveland State University. (Presentation - Applause)

From Toledo, Ohio, Local 4319, for organizing 103 employees of Allen County Department of Human Services. (Presentation - Applause)

Local 4900, Indianapolis, Indiana, for organizing a catering company and 125 sanitation employees in the City of Muncie. And that last one, I can tell you, was a tough one. We were in all kinds of disputes with the Teamsters. We had Article 20's and Article 21's, but they prevailed. (Presentation - Applause)

Local 6186, Austin, Texas, for organizing the 35 technicians and production workers of KLRU-TV, the public television station in Austin, and 67 employees at the College of Mainland. (Presentation - Applause)

Before I get off that one, you know, we do have a CWA member running for very high office, for the Governor of Texas. Ann Richards is a member of CWA. (Applause and cheers) That is what triggered my memory. It is his local.

Local 6312, Springfield, Missouri, organized the 270 production workers of Solid State Circuits, a division of Paradyne/AT&T. This victory represents our first major organizing success with an unorganized AT&T subsidiary. (Presentation - Applause) Next is the credit card company. (Applause)

Local 7401, a local in Nebraska, organized employees in one county sheriff's office and 90 employees in another county. (Presentation - Applause)

Local 7704, Salt Lake City, Utah, for organizing over 111 non-represented employees of US West in several new units. (Presentation - Applause)

Local 7777, Denver, Colorado, receives the award the second year in a row for organizing over 200 previously non-represented employees of US West in seven different new units. (Presentation - Applause)

And Local 7803, from Seattle, Washington, for organizing the 105 workers of the Evergreen Utility Company and new members at an interconnect company. (Presentation - Applause)

And finally, from Chico, California, for organizing 20 bus drivers, 400 faculty at the county college, and 170 county social workers. (Presentation - Applause)

Let's give them all a big hand. (Applause and cheers)

On behalf of them, we challenge all of you to be up here next year. (Applause)

We are now at the point in the program where it is time to present the President's Annual Award. This award, as many of you know, stands as an inspiration to officers and staff to increase the tempo of their organizing efforts.

As long ago as 1972, when Joe Beirne first created it, I began to covet it, hoping that one day I could get it. When Joe first created and presented the first Annual Award, he knew that organizing would take the energy and efforts of all of us together.

Joe Beirne, Larry Cohen and I all ask one thing from each of you: to care enough about the future of CWA, your local and your members to make a commitment to organize new workers. The large award trophy now on display, over to my right, is displayed throughout the year right outside my office in the headquarters building. The names of all past winners are engraved on that trophy. The winner or winners of the President's Annual Award are chosen the same way today as they were when the award was first presented. Members of the CWA Executive Board are asked to make recommendations and then I make the selection.

This year I am acting on a recommendation from Vice President Harry Ibsen of District 9. (Applause) The winners are Carl Hilgeman, President of Local 9414 (applause and cheers), and Don Brooks, currently the Local 9414 organizer and a former President of this CWA local in Chico, California.

... The delegates arose and applauded ...

PRESIDENT BAHR: Don was invited by Harry to be here, but he said he as too busy and too involved in another organizing campaign. He chose not to come for this award because of his dedication. I thought he might have snuck in, but he is not here.

It should also be noted that Carl and Don are also winners of District 9's new Mother Jones Organizing Award. (Applause)

For those of you who are unfamiliar with the Mother Jones Award, let me give you some background. First, I want to give credit to Dina Beaumont, my Executive Assistant, who came up with the idea for the award and personally purchased the plaques that accompany the award. I

think you all know Dina. She is sitting back there. (Applause)

Now, Dina's idea, and the one that the district is following, is that a large version of the Mother Jones Award is on display in the District 9 headquarters office. The names of the winners of the award will be engraved on the Mother Jones Award, as they are on the President's Annual Award, each year. And then, after ten years-- 2001-- a Mother Jones "sweepstakes" award will be presented to the District 9 local which has made the greatest overall effort during the decade to organize new workers.

I would be privileged to be there and celebrate that with you. That is being somewhat optimistic. (Laughter)

Incidentally, Dina says she chose to call this the Mother Jones Award because, and I quote, "Mother Jones was a tough woman who always defended the oppressed and the weak." Dina adds that whenever you organize you help people who need help to help themselves.

Carl Hilgeman and Don Brooks have performed an amazing feat by helping the oppressed and the weak. They have tripled the size of their local in little more than a year's time. Through organizing, they took their local from 300 members to nearly 1,000. That, I am sure you will agree, is a wonderful accomplishment. (Applause)

Carl and Don say that they realized they needed to turn things around when Local 9414 slipped from 700 members to only 300 members in 1986. "We were about to lose our local, and we had to do something," Don explains.

After being contacted by faculty at the community college, Local 9414 launched a lengthy, time-consuming campaign back in 1987, a battle filled with management delays, that was finally settled last December when the faculty members voted for CWA representation by an overwhelming margin.

While the college campaign was underway, word was getting around Chico that CWA was a union that fought for workers' rights. So in the spring of 1988, workers at Chico Natural Foods approached the local. The store fought CWA tooth and nail. Management paid \$15,000 to union-busting lawyers, but a majority of the 25 workers voted for CWA representation in January of 1989.

Next, Don Brooks heard by word of mouth that the bus drivers for the American Transit Company in Chico were poorly paid and needed a union. He distributed CWA literature at some of the major bus stops, and chatted with the drivers as they came by the stops. Sure enough, they were enthusiastic and eventually a strong majority of the 57 drivers signed up for CWA representation. Management forced an election, which CWA won, also in January of 1989.

For those of you out there who are keeping score, at this point Local 9414 had won three elections with a potential of 507 new members.

Now, the fourth election won by Local 9414 involved 200 Butte County social services workers represented by an independent association that simply didn't have the clout to give the workers the representation they felt they wanted and deserved. This campaign started when the wife of a member of the local told Carl Hilgeman that she and her fellow workers were dissatisfied with the association and wanted help. County officials said, "We are too poor" to do anything for the workers, and the association just went along with it.

When Local 9414 petitioned for an election, the independent association made a last-ditch effort to salvage the situation by affiliating with a larger but still independent union. By then, it was too late.

CWA Local 9414 won the election last July 21st. That win brought the count to over 700 newly organized workers and, as we have seen in the past, one success often leads to another. And now Local 9414 is in the midst of a campaign involving 600 more Butte County workers in other departments. The local expects an election among these workers sometime this summer.

That election is the reason why Don Brooks can't be with us today. He is back in Chico, California, campaigning for CWA.

I have gone through this litany of victories to acknowledge that organizing is not necessarily easy. It never has been. But it is "do-able." Local 9414 has clearly demonstrated that.

It takes ingenuity; it takes effort; it takes energy. And sometimes it even pays to advertise. But it can be done, and it can save our lives.

I think above all it requires dedication. It requires the spirit of trade unionism. It requires the desire to help people who really need a Union. And I know, with all of the problems we have every day, and something that Rich Trumpka said earlier, our members are not the poor members. We are not the rich. We do not pretend to be. But there are so many millions in this country who are working below the poverty level that much of the Trade Union Movement has bypassed. They are the hospital workers, and they are public workers in many states. They are university workers-- and that is the scandal of our time, that the people who serve the students at colleges and universities, whether it be in the cafeterias or making up the beds, or cleaning the dormitories at the universities, that are turning out the future leaders of our country, exploiting the workers.

It is a vast field of organizing, clerical, custodial workers, in virtually every college in America.

And if we believe in Trade Unionism, we must believe in the need to help those who need it the most, not only for the added wages and benefits, but for the dignity on the job that so many of us take for granted, that is not enjoyed by tens of millions of low paid workers in this country.

And that is why I am particularly proud of presenting the award this year, because we always like to see new numbers come in. Joe used to say, "Numbers is the name of the game," and there is no question it is.

But when it is a combination of numbers and bringing our union to those who need it desperately, to those who the next contract could mean the difference of an extra pair of shoes for a child, to have an extra bottle of milk on the table, then we have done something for humanity; and this Local has done just that.

So I am very pleased, probably more so than in the past years, to make this presentation to Local 9414 and its President, Carl. (Presentation - applause)

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

PRESIDENT BAHR: The plaque with the replica of Joe's hat is for the office. It says, "The President's Annual Award to Carl Hilgeman, President of Local 9414, in grateful recognition of dedicated service, as evidenced through wholehearted acceptance of CWA's growth policy and program and dedicated efforts toward making that policy effective. Awarded by the President of the Communications Workers of America on behalf of our organization." Carl. (Presentation - applause)

And with that goes-- and he can take this with him when he retires-- this is a replica of the big trophy over to my right that says the same thing as on the plaque. This is something that I know that Carl will cherish for as long as he lives. Carl. (Presentation - applause)

And then in scroll form we can see Joe's hat a little better, which will be framed and certainly suitable for a very proud hanging. (Presentation - applause)

Now we have similar awards for Don, and we will see that Harry Ibsen makes an appropriate presentation when they get back to California.

Now it is my honor to present to you Carl Hilgeman.

... The Delegates arose and applauded and cheered ...

BROTHER CARL HILGEMAN (Local 9414): Well, I learned one thing today: they don't give

you any warning when they do this to you. (Laughter)

I would like to thank Don Brooks. He has been quite a help in this whole campaign, and Virginia Rodriguez Jones, our National Organizer in California has lived in our Local absolutely for the last year. And we have all learned a lot about Chico, California and Butte County and the other workers.

They do not live like us. They live at about the minimum wage, \$10,000 or \$12,000 a year. They have no health care. They cannot afford child care. There are a lot of latch- key kids there. The community itself is a rural county. It is very poor, and we live like kings working for the phone system, AT&T. I think that is something that we have to keep in mind.

There was one thing that bothered me yesterday when I heard one of our Brothers say, "Let's not spend any money organizing low income people into the Union, and let's spend our own money on ourselves keeping the jobs we've got." And I had a real problem with that.

I think Don and myself feel that organizing people in your community to bring their standard of living up is the right thing to do. Thank you.

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

PRESIDENT BAHR: I thank all of you so much for your contribution.

The Chair is going to recognize the Resolutions Committee for two resolutions that deal with this subject. The Chair of the Resolutions Committee.

Before that, before I get to that, let me just recognize four people while the Resolutions Committee gets ready.

These are four people who, at least for the moment, have paid a supreme sacrifice in connection with the NYNEX strike, and the four are here. Two are guests and two are Delegates.

I would like each of the four to stand because as of this moment they are discharged for alleged strike activity but, of course, we are doing everything possible and will continue to do so to see that they are returned to work.

So let me introduce Sue Keefe and Mary Bayen, stewards of Local 1112, in the guest section. Could you wave so we could all see you? (Applause)

And John Alphonse, the President of Local 1120. John. (Applause) There he is. He is in the red shirt in the back. (Applause)

And Larry Murtha, chief steward of Local 1110, I think it is. (Applause) Right there. It is 1104. 1104. Sorry, Bob.

The Chair recognizes the Resolutions Committee.

CHAIR ABBY DEMEL-BROWN (Resolutions Committee): Thank you, Mr. President. I would like to call on Committee Member Peggy Adams to read Resolution 52A-90-4.

DELEGATE PEGGY ADAMS (Local 3104): If the Delegates will please turn to page 4 of the Resolutions Committee Report, I will read Resolution 52A-90-4 entitled "Communications Workers Unity Days, A Call for Workers' Rights in the Communications Industry."

Resolution 52A-90-4

COMMUNICATIONS WORKERS UNITY DAYS

A CALL FOR WORKERS' RIGHTS IN THE COMMUNICATIONS INDUSTRY

The rights, living standards and working conditions of communications workers are under attack throughout the United States. Since the deregulation of the communications industry, we

have witnessed an increase in the cost of service and a deterioration in the quality of work life of millions of communications workers. Every Local has horror stories to tell.

It is time for communications workers to unite and focus on rebuilding workers' rights in the industry. In order to do this, we must bring attention to the deteriorating working conditions and service in the communications industry throughout the United States. We must use the components of our mobilization program-- organization, education and action-- to dramatically build bridges between unorganized telephone workers, such as Sprint, MCI and Alternative Operator Services, but also on cable T.V. We must also reach out to the several hundred thousand unorganized telecommunications manufacturing workers, telemarketing workers, and newspaper workers. We must ask politicians and legislative bodies to investigate worker abuse and put pressure on these corporations to keep jobs in our communities and respect workers' rights.

Sprint is particularly critical now, since 7,000 CWA and 5,000 IBEW members are bargaining this year. Thirty thousand non-represented workers at Sprint had their health care slashed on January 1. Three thousand Sprint operators are paid an average of \$6.00 per hour. Telemarketing, clerical and technicians are paid far less than their union co-workers.

RESOLVED: That CWA will focus the energies of our members and our communities on the deterioration of working conditions and service in the communications industry by participating in a series of Communications Workers Unity Days; and,

RESOLVED: That we will utilize future Communications Workers Unity Days to permanently transform our union from one in which members and leaders shift their focus from holding on to what we have to rebuilding workers' rights throughout the industry.

Mr. President, the Resolutions Committee moves the adoption of Resolution 52A-90-4 entitled "Communications Workers Unity Days."

PRESIDENT BAHR: Is there a second to that motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. On Microphone no. 3, Delegate Tidwell.

DELEGATE SALLY M. TIDWELL (Local 3114): I am an AT&T operator. Sisters and Brothers, I rise in support of Resolution 4 because it is past time to take back what we have lost and gain those things we want. We want to organize sisters and brothers in all fields of communication. These workers have the right to jobs with dignity and respect, living wages and benefits that realistically reflect the prosperity of the industry.

To accomplish our task we must address the erosion of working conditions in those units we presently represent. A model is needed for the unorganized. That model cannot contain work stations that permanently injure our bodies. Short reliefs are restoring breaks measured in seconds, or robotics that devour the human contact our customers deserve.

Our model must contain equity in job value, earned wages and health care that reflects all improvements bargained in past years.

Even standing still, this is retrogression. Going forward, making improvements, that is what our model for the future must reflect.

Support of this resolution may well be the key to a renewal of the union fire necessary to organize Sprint, MCI or American TransTeck.

Are you an operator? Are you a clerk? Are you a technician? Are you willing to support this resolution? Then do it with action.

Thank you. (Applause)

PRESIDENT BAHR: On microphone no. 1, Delegate Runyon.

DELEGATE ARTHUR K. RUNYON (Local 4309): Mr. Chairman, I have an amendment. I have the wording here for you.

Mr. Chairman, I would like to amend Resolution 52A-90- 4. After the words in line one, "communications workers", I would like to add, "including those who work for AT&T," If I could have a second I would like to speak on my amendment.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been seconded from the floor. You may speak on that motion.

DELEGATE RUNYON: Let me first introduce myself. I am that crazy from Cleveland, Ohio who did that 11-day hunger strike to try to bring to the public's awareness what is going on with AT&T. (Applause)

AT&T and their greedy, immature, insensitive corporate officers have been engaged in a very sick and dispassionate slaughter of our bargaining unit.

We continuously listen to their rhetorical arguments about their interest in providing better service at a lower cost. Their slick advertising is designed to send that message to the public. I believe we have an obligation as trade unionists to see to it that the public, and particularly AT&T's customers, do not get duped by management's lies and deceit. Our rights are being stripped away by this employer.

AT&T reminds this delegate of a dysfunctional parent in denial. They pretend to know what our needs are, but in reality, they don't even have the common courtesy to listen to our leadership when they attempt to communicate our needs, as we define them.

In Cleveland, where I come from, the city officials and AT&T customers are disgusted with AT&T's bean counting greedy behavior.

Two weeks ago our city council, along with the support of our very excellent mayor, Mike White, unanimously passed an emergency resolution calling on AT&T to stop abandoning their employees in the city of Cleveland.

The consequence of AT&T ignoring our public officials will, in all likelihood, lead to AT&T losing millions of dollars in revenues from the city.

It is long beyond the time of trying to be reasonable with AT&T. We must send them a clear and concise message that for every time they stick us, we will stick them back tenfold. (Applause)

While I both understand and appreciate the intent of this resolution to point the finger at those unorganized companies, that does not negate the fact that AT&T leads the pack when it comes to stripping people of their rights.

Let's ask the 100,000 people that AT&T dumped what their rights are. Let's ask the millions of AT&T customers whose service continues to deteriorate as a result of AT&T's mismanagement and a totally demoralized workforce what their rights are.

It seems to me the only people in the telecommunications industry that have any rights are AT&T's corporate greed mongers who apparently have the right to destroy people's lives and rake in billions of dollars off the backs of laid-off workers.

Sisters and Brothers, let's not separate out AT&T from employers in the telecommunications industry who do not respect the rights of their employees. Let's include them in this resolution.

Let's get in their face and stay in their face until they change their attitude about the way they treat our members.

Thank you. (Applause)

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

Now back on the main motion. Microphone no. 3. Delegate Walker.

DELEGATE KEN WALKER (Local 9505): Mr. President, Delegates, Alternates and Guests: These remarks are aimed at our many employers.

I support Resolution 52A-90-4 as amended. Those employers need to know what I as a union worker want and need.

I want appreciation and acceptance, not abandonment. Bargaining is better than begging. My choice is cooperation, not confrontation. I desire dignity, not despair. I wish to enjoy elegance, not to encourage extravagance.

I need fairness, not fabrication and fantasy. I am grateful for generosity, not for greediness. I want honesty and I hate hypocrisy. I am interested in intelligence, not ignorance. I want a Job with Justice, not jeopardy.

I want kindness and knowledgeable response, not knee-jerk reactions. I like loyalty, not lunacy. Mediation is much better than manipulation. Negotiation is natural and negligence is a nuisance. I need an occupation with opportunity and without obligation and opposition.

I can picket with pride, but I have no patience with parasites. I shall not quibble about quality but I do question the subject of quantity. I want respect and recognition, not ridicule and rejection. I support sacrifice and I am not sympathetic to scabs. Tasteful teamwork is better than tasteless treachery.

I want an ubiquitous union with validity, not vanity, that wants workfare, not welfare. I yearn to reach the zenith in life with zeal, not zealousness.

Thank you very much. (Applause)

PRESIDENT BAHR: Microphone no. 3, Delegate Eddy.

DELEGATE PAUL EDDY (Local 4040): President Bahr, fellow Delegates: I rise in support of Resolution 52A-9-4, "Communications Workers Unity Days - A Call For Workers' Rights in the Communications Industry".

There is no question in our union members' minds that the rights, living standards, working conditions and, with it, personal freedoms, have worsened by corporate greed of the RBOC and AT&T.

Every local represented at this Convention could relate a story or two of how the callous treatment of workers has resulted in lay-offs, firings or, at worst, the injury or death of one of our brothers or sisters

The present leadership in government has taken the side of big business interests, and one needs to look no further than such events as the PATCO firings and replacement of workers by former President Reagan, the firing of MCI workers in Southfield, Michigan for trying to organize the massive lay-offs at AT&T since divestiture, the Eastern strikers struggle against Frank Lorenzo the United Mine Workers struggle for dignity in the coal mines of West Virginia against Pittston and the Transportation Workers who have been replaced by Greyhound. And the list goes on.

It is past time for the organized workers, stewards and officers of CWA to take a stand against the obliteration of labor unions in the United States.

I am not proud of the fact that American labor unions are losing memberships, while Eastern Europe and countries around the world are organizing at unprecedented paces.

Let's be proud of our Union and what we stand for by passing this resolution unanimously,

and then actively participating in the series of community workers' unity days. Thank you.

PRESIDENT BAHR: There are no other speakers at the mike. We have before us Resolution 52A-90-4. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted.

The Resolutions Committee.

CHAIR DEMEL-BROWN: I would like to call on committee member Richard Kneupper to read Resolution 52A-90-5, entitled "National Health Care Policy."

DELEGATE KNEUPPER: If the Delegates will please turn to Page 5 of the Resolutions Committee Report, I will read Resolution 52A-90-5, "National Health Care Policy."

Resolution 52A-90-5

NATIONAL HEALTH CARE POLICY

Last year, 78 percent of all striking workers were on the picket line over confrontations with management over health care benefits. Most of those striking workers were CWA members. Some analysts estimate those strikes cost the national economy over one billion dollars. Thus, labor unrest can be added to the list of elements which define the nationwide crisis in health care-- rising costs, declining access and questionable quality.

The U.S. spends twice as much on health care per person as the average of Canada, Great Britain, Japan, Sweden and West Germany. In spite of spending double the money per person on health care, the U.S. patchwork system of government-sponsored and private sector health insurance does not guarantee every American access to health care. At the end of the 1980s, 37 million American were uninsured-- 25 percent more than at the beginning of the decade. Three-quarters of the uninsured are workers and their children. This could not happen in Canada, West Germany or other countries which, as a matter of national policy, assure all citizens access to health care.

Double the money does not guarantee double the quality when it comes to health care in the United States. In terms of two standard measures of overall health-- infant mortality and life expectancy-- the U.S. ranks last when compared with Canada, Great Britain, Japan, Sweden and West Germany.

Much of the money we spend on health care does not fund direct health care services, but instead pays for benefit administration and claims processing. In the United States, the cost of administering the health plans offered by 1500 health insurance carriers accounts for \$1 out of every \$5 spent on health care. Other countries spend much less on administrative overhead. For example, administration of Canada's national health insurance program costs only 50 cents out of every \$5. Elimination of the administrative overhead of our patchwork health care delivery system would save the country enough money to provide the uninsured with health care protection.

The United States and South Africa are the only industrialized nations that have failed to enact national health policy that guarantees all citizens access to health care. Now is the time for the U.S. to address the crisis in health care through a federally-mandated national health care policy that assures quality, affordable health care for all.

RESOLVED: That the Communications Workers of America actively seek and maintain as a top priority the true reform of the U.S. health care system by pressing for a comprehensive national policy to correct the underlying problems of the health care crisis. The policy must include:

Universal Access: A single, comprehensive program covering all citizens assures a universal level of care.

Elimination of Waste: The streamlined administration of a single, universal national health program can save the U.S. billions of dollars. In addition, the national health policy must assure rational distribution of hospitals and technology.

Control Prices: Fees for health care services must be negotiated between providers and the National Health Plan.

Progressive, Tax-Based Financing: The American system of national health care should be funded out of corporate and individual income taxes, at progressive rates, based on ability to pay.

RESOLVED: That beginning today, CWA Locals circulate Jobs with Justice "I'll Be There for Health Care Action Day" pledge cards; and

RESOLVED: That every CWA Local participate in Jobs with Justice National Health Care Action Day (October 3, 1990), demonstrating for national health care in every worksite and at non-union workplaces, where employers are cutting worker's health benefits.

Mr. President, The Resolutions Committee moves the adoption of Resolution 52A-90-5, "National Health Care Policy."

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Mike 3, Delegate Karabinus.

DELEGATE TED KARABINUS (Local 16400): I am the legislative chair of the CWA's Retired Members' Council.

The CWA Retired Members' Council has assigned a top priority to the creation of a national health care program, a program for all Americans from the very youngest to the very oldest.

We are all aware of the fact that President Bush, Vice President Quayle, members of Congress, members of our Armed Forces, and the dependents of all of the above, receive free, complete health care coverage from the United States government. What about the rest of us?

There are today about 37 million Americans without health care insurance and the protection it gives, because they cannot afford the high cost of the premiums. A great number of these are in the workforce, and included among that number many of us may find our own children who no longer qualify as dependents under our health plans. Millions more Americans, including CWA members and retirees, may face the threat of reduced or lost health care benefits in future contract negotiations as employers begin to complain of their inability to continue paying the ever-increasing cost of health care insurance premiums.

What to do about it? The only logical answer to that question is legislation creating a national comprehensive health care program for all Americans must be enacted now.

Furthermore, Unions must involve themselves in the creation of this legislation to ensure that it will guarantee a health care program providing quality care and accessibility to all Americans, regardless of their ability to pay.

In Ohio we have formed the Northeast Ohio Coalition for National Health Care, which has played a leading role in the introduction of Ohio House Bill 425, which we have entitled Universal Health Insurance for Ohio, or UHIO. Bob Johnson, the vice president of CWA District 4, joined numerous other organizations throughout the State of Ohio when he announced CWA support for the legislation.

I would like to suggest to you six steps you might take in pressuring for passage of comprehensive health care programs in your state. You as elected local officers must lead the way in your areas for the formation of a joint labor-management coalition to press for the passage of a reformed health care program. Negotiate for a committee as part of the collective bargaining contract with specific language that calls for both sides to work together for health care legislation. That is No. 1.

No. 2. Assemble a network of union activists who can serve as speakers and coordinators of educational programs and other activities that will lead to the enactment of a national health care program.

No. 3. Use local community events to describe the need for national health care programs.

No. 4. Organize meetings with elected officials to impress on them that they should work actively on issues related to national health care.

No. 5. Generate news coverage around stories of family hardships created by inadequate health care coverage.

No. 6. Join local, state and national committees that are working towards health care.

PRESIDENT BAHR: One minute.

DELEGATE KARABINUS: I would like to draw your attention to the blue brochure, entitled "Universal Health Insurance for Ohio." In it you will find concise discussion of the plan and addresses to which you are invited to write for more information should you so desire.

To-date five other states have already written to us in Ohio asking for detailed information which would be helpful to them in introducing similar legislation in their states' general assemblies.

Supporting this resolution is a great start. Now we must all join in making it become a reality. Thank you. (Applause)

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

DELEGATE RITA BIONDO (Local 16100): Mr. President, Sisters and Brothers, I rise in support of this Resolution 52A-90-5. Today health care is one of the most important social issues in our country. The current system leaves millions of Americans without adequate coverage, without any coverage, while it provides high-quality care for the wealthy or those whose companies already provide coverage.

Health care has become the number one issue in Labor and company negotiations. The number of strikes over who will pay the soaring costs of medical insurance has more than tripled in the last three years. It is going to get worse.

Many middle and low income families and many women and children, primarily one parent families, simply cannot afford health care coverage, leaving them without it.

The elderly are facing situations where they are in need of nursing home care, whether short term or long term, and find Medicare does not pay. Many are forced to stay in hospitals months longer than necessary because they need custodial care; they cannot go home alone; they cannot afford to pay for this nursing home or custodial care, and, yet, they do not qualify for Medicaid, which would pay for this nursing home care, but which takes months to apply for and get that service.

They are in a Catch-22 situation, being kept in the hospital even though they have recovered because they cannot go to a nursing home and pay for it.

With adequate health care, American people of all ages, all colors, all creeds, would have available to them the kind of health care they need for their own particular kind of problem. The United States is one of the two large industrialized countries--South Africa is the other--that does not provide a national health care system for adequate health care for all the people.

I urge all CWA Locals to actively campaign to all their state and federal legislators for national health care legislation and also to comply with this resolve.

Thank you. (Applause)

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

DELEGATE VALERIE REYNA (Local 9418): I call for the question.

PRESIDENT BAHR: Motion made to close debate.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. It is not debatable. It requires a two-thirds vote. All those in favor of closing debate indicate by raising your hands. Down hands. Opposed, by like sign. Debate is closed.

... The following remarks were presented to the reporters for inclusion in these Proceedings, without being presented on the convention floor ...

DELEGATE MARY JO AVERY (Local 4600): I am proud to be a CWA....

Isn't it a shame that we live in one of the richest countries in the world and we don't have a national health care policy that assures affordable health care for all American citizens? Isn't it a shame that the United States of America has five other countries leading the way in the national health care area?

Shame on our country. But no shame to us as CWA leaders. We will lead the way in an effort to gain health care for all Americans. I urge the delegates to this Convention to support this resolution. Thank you. ...

PRESIDENT BAHR: We have Resolution 52A-90-5, National Health Care Policy. All those in favor indicate by raising your hands. Down hands. Opposed, by like sign. It is adopted.

Now, we adopted it, and I hope that it means to you the same thing it means to me, that not only will you sign the pledge card, but that when you get back home, this will be a meaningful program within each of the Locals in CWA.

On Microphone No. 1, Delegate Sheridan, who has been most patient, and I appreciate it, Don.

DELEGATE DONALD J. SHERIDAN (Local 7707): I have been waiting for the last four hours to get in front of this body an opportunity to change our Constitution to send a new message to our employees and to our employers. I am here today to ask for your support to establish a collective bargaining strategy committee.

The real question is do we really need one. If you look at the Defense Fund Committee's report, and I was going to read it verbatim, but I have gotten tired over the last four hours, and I will not bore you with it, but it really says that we need a change. If you look at the Brothers and Sisters of District 1's piece of information, it says that the old-fashioned strike is no longer enough, that CWA must expand--

PRESIDENT BAHR: Don, could I stop you for a minute? Make your motion first, and then you can make your speech. You have not made a motion yet. Okay?

DELEGATE SHERIDAN: I was getting to that.

PRESIDENT BAHR: Why don't you make it first, and then you can speak?

DELEGATE SHERIDAN: Morty, after four hours, you lose your train of thought.

I move to adopt Constitutional Amendment 6. If I have a second, I will speak to it.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. I will not charge the previous time to you. You have the clock running now.

DELEGATE SHERIDAN: Thank you, Morty. Let me move on, if I can.

District 1's report reads that the old-fashioned strike is no longer enough, that CWA must

expand its arsenal of tactics and strategies. Just walking the picket line is not enough anymore.

What does this mean to us in the CWA? What does it mean to our members? And what does it mean to our employers?

A number of years ago at one of our great Conventions we sent our employers a message, and that message was if there is no contract, there will be no work. And we lived up to that commitment. And our employers now know that commitment, and sometimes it is starting to work against us that they can call our strikes. It is time that we send our employers a new message, and that message should be if there is no contract, there will be no profits. No contract, no profits, is the only thing that our employers understand. (Applause)

Our employers are motivated by one thing. As much as we would like to sit here and talk about health care, the care of our families, ourselves, all of our friends at work, they don't care. They are motivated by one thing-- money. They are motivated by greed.

We need to turn around and look at our employers and say how can we get into their wallets and not them into our wallets. That is a message we have to get to our employers.

The next round of bargaining in 1992 they should have a message that we are not going to be on a picket line, that we are going to be on overtime; we are not going to be out on the streets, we are going to be on Wall Street selling our damned stock in their company. We have to get to them right now, and we can't back off. We need a strategy that is unlike any we have had in the past. It needs to be coordinated. It needs to be comprehensive.

Now I have tried this in District 7. We are moving it from the bottom up. I find it moves very slowly. I think what we need is some place at the top, and if it is another committee, and God, I hate committees, I don't know about you, but I don't know how else to get this moved.

How else can we get the direction and the coordination necessary? What I am proposing is a committee. You have a hand- out we put on your tables-- excuse me, we weren't allowed to put it on your tables. We handed it to you coming in. It lists just a few things that can be done. That committee should break those down.

They should make that recommendation to the Executive Board. They should then send that to each of the bargaining units, and let the bargaining units pick from that list what they think will be effective to work with their employers.

Now I know there are a million reasons why not to do it. We have tried it before. It couldn't be done. We did it. It passed. It is too hard. It works in some districts, but not in others.

I know there are a million reasons why not, but I am telling you now, this Union wasn't built by people who said it couldn't be done.

Every report we have says it has to be done, and I am asking you in this place now, right now, to do it, to get up and pass something that will start putting the pressure on our employers other than walking out on a picket line.

There are other options. Not that we will never strike, but other ways to enhance a strike.

There is a saying, we have had many sayings in the Labor Movement, "An injury to one is an injury to all." "If you cut one of us," I have heard, "we all bleed."

We need to send a new message to our employer that says that if you cut one of us, you are going to bleed, and it is going to be green and it is going to be your profit and you are not going to do it anymore. (Applause)

We talked a lot about health care.

PRESIDENT BAHR: One minute.

DELEGATE SHERIDAN: We sit at the bargaining table with an employer who cuts off our

health care and then we set up QWL groups, employee involvement groups that say, "Let's sit down and talk".

We need to send a message to every employer, cut off our health care and we will never sit at a table with you or QWL or anybody until we restore that.

There are a million things that need to be done, but please do me a favor. I have been sent here on a one-way airline ticket by my local. If it doesn't pass, I am a new Canadian citizen. (Laughter)

Give it some consideration. Thank you. (Applause)

PRESIDENT BAHR: Microphone no. 1, Delegate Riemer.

DELEGATE GREGORY RIEMER (Local 4309): Mr. President, I would like to amend the motion by adding the words "make recommendations to the Executive Board to", after the word "shall" on line 36. I have a copy of it here.

PRESIDENT BAHR: I have it.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. You may speak on your motion, Delegate Riemer.

DELEGATE RIEMER: Part of the reason for making this amendment is when I read through this recommendation that the brother just spoke on, it wasn't clear who this committee would make recommendations to, and that is what I think the purpose of this amendment is.

Yesterday, our Union finally passed a motion that will increase our ability to strike our employers from a position of strength. As a member of this Defense Fund Oversight Committee, we realized that the Members Relief Fund would only be one component of our overall strategy.

There is an old adage: "If you don't know what to do, refer it to a committee." In this instance, I think it is good advice.

As part of our debate on the Defense Fund Oversight Committee recommendation, we spent time talking about collective bargaining strategy. We felt strongly about the need to develop comprehensive bargaining strategies and use these strategies to educate our members to successfully achieve our goals. But bargaining strategy was not the primary charge of the Oversight Committee. Our Executive Board has that responsibility. That is the reason for this amendment.

In urging the delegates to adopt this amendment and the motion, I believe it will be the best way for us to investigate bargaining strategies and to aggressively pursue them.

Thank you. (Applause)

PRESIDENT BAHR: No delegate desires to speak on the amendment. The amendment is before you to add to line 136 "shall make recommendations to the Executive Board."

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

The Chair recognizes the Delegate at Mike 4, Delegate Servis.

DELEGATE NANCY E. SERVIS (Local 4603): Brothers and Sisters, I rise in support of the Committee recommendation. As we have seen this week more than once, it is very seductive to come to conventions and make recommendations and proposals for change even when no change is needed. The old saw "If it ain't broke don't fix it" would apply quite appropriately in this case. There is no need to erect layer after layer of formal committees and structure to do what most of us already do in another context.

Another resolution before this convention deals with the empowerment of our membership. I feel very strongly that they are ultimately the reservoir of all the collective bargaining strategy we need.

As President Bahr has so often said, it is our job as leaders to ask the membership what they want and listen carefully to how they respond. To erect yet another formal body to distill the voice of the rank and file would confuse and distort the communications channel.

Please support the Committee recommendation and set this idea aside. Thank you.
(Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Hirsch.

DELEGATE WILLIAM P. HIRSCH (Local 7060): I rise in support of Don's motion. One of the things that happens in bargaining is we become predictable. One of the worst things to be in is a predictable bargaining mode.

I think our 1986 bargaining was predicted by the company and I think we got raped. The AT&T people presently are sitting over in the visitors gallery. If we try to do our bargaining strategy here they are aware of every move we make and are able to predict what we will do. And by our show of hands, they even get an idea of where we stand on the issue and where our weak points are.

I think Don's strategy is good. One of the neatest things in the last bargaining session was when Morty Bahr walked into an AT&T meeting and he said that before we strike we will boycott long distance. The company was not prepared for that move. They did not know how to handle it. They did not know how to read it and we worked it well to our advantage. (Applause)

Why should we give up those kind of edges? This large group is not the place for us to put out our bargaining strategy. This is not the size unit to do it in.

Yes, we need a report. Yes, we need finances. Yes, we need to know where the money goes. But we need some planning on strike issues where the company is not sitting in our meeting. (Applause)

This is not new with Don. He said it at all our District 7 meetings. I hope he continues to say it. And I hope that you will get behind it and vote "Yes" on this amendment. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Lewis.

DELEGATE WILLIAM R. LEWIS (Local 2336): Brothers and Sisters, I rise to speak against this motion. 1989 proved itself to be an incredibly difficult year at the bargaining tables. In spite of this, we successfully negotiated good contracts with greedy employers.

I was on the bargaining committee that negotiated with Bell Atlantic, and I can tell you first hand that snap decisions have to be made to mold an effective bargaining strategy both at the table and in the field. Events occur every day during negotiations that have an impact on what is said and done. There is no time to wait for a committee or the National Executive Board to approve an action that has to be taken immediately.

The ideas presented by the yellow handouts are very good ones, but I do not see the need for another committee to be able to translate these thoughts into actions.

We have a mobilization network that was established a year and a half ago, and at least we, in District 2, found it to be a very effective weapon. Each District has an appointed mobilization coordinator who is responsible for sharing ideas and strategies with their counterparts in the other Districts and disseminating that information to the Locals. The mobilization mechanism is in its infancy and is being refined and improved every day.

Let us at least give it a chance before we go to the time and expense of creating yet another committee. We have already proven what we can accomplish when we stick together, in spite of

the crap the companies shovel our way.

I urge you to vote against this motion. Thank you. (Applause)

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

DELEGATE JIM SCHULTZ (Local 9408): I call for the question.

... The motion was duly seconded ...

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

All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. Debate is closed.

We have before us a motion to call out favorably constitutional amendment No. 6 as amended.

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

Let me announce that the telephone platform observers for tomorrow are Cleo Duckworth, Vice President, Local 3808, and Edward Jones, Vice President, Local 9413. They should come to the platform at 8:45 a.m. tomorrow and report to Doug Stearman, Platform Sergeant-at-Arms.

The invocation will be given by Reverend John E. Facey of St. Michael's Cathedral, Toronto, Ontario. His Escort Committee will be: Maggie Eberts, President, Local 1058; James Schellenberg, Executive Vice President, Local 1109; Daisy Brown, Secretary-Treasurer, Local 2300; Sandra Truesdale, Delegate, Local 2336; Mike Amos, President, Local 3101; Gloria Leonard, Vice President, Local 3204. Come to the platform at 8:45 a.m. tomorrow and report to Doug Stearman, Platform Sergeant-at-Arms.

Please join me in thanking the telephone platform observers for today. (Applause)

We have some announcements. First, I want to announce the COPE quorum reception at 6:30 to 8:00 tonight at the Royal York, the Concern Hall. Members Only.

With the thanks of this convention, I want to discharge the Constitution Committee. Thank you very much. (Applause)

The Chair recognizes Secretary-Treasurer Booe.

... Convention announcements by Secretary-Treasurer Booe ...

PRESIDENT BAHR: We stand in recess until 9:00 a.m.

... The convention recessed at five-thirty o'clock, p.m. ...

WEDNESDAY MORNING SESSION

June 13, 1990

The Convention reconvened at nine o'clock, a.m., President Morton Bahr presiding.

PRESIDENT BAHR: Will the delegates please take their seats.

For the purpose of leading us in prayer this morning as we open the third day of this Convention, it is my pleasure to introduce to you Reverend John E. Facey of St. Michael's Cathedral here in Toronto.

Reverend Facey.

REVEREND JOHN E. FACEY (St. Michael's Cathedral): It is a pleasure for me to be here

with you this morning. I bring you greetings of welcome from Monsignor Robitaille, the Rector of St. Michael's Cathedral, and from Archbishop Ambrozic, who is the Archbishop of Toronto.

Brothers and Sisters, the wisdom of God is beyond imagining, and His goodness a boundless treasure. He unfailingly enlightens our minds to open up new and better means of sharing with each other all kinds of information, ideas and aspirations. The discoveries and communications and technology, if used properly, can be of great service to our human family, not only to bring help in times of need, but also as resources for education and for entertainment, and even for the spreading and the building up of the kingdom of God.

I ask you now to place yourselves in God's presence and invoke His blessing upon each of you and upon this gathering. As you leave Toronto this evening, may your journey be safe and filled with His love.

Blessed are You, O, Lord, eternal wisdom, who enlighten our minds and support our endeavors by Your blessing. Blessed are You, O, Lord, who move us to continue to seek the things that are unseen through those that are seen.

Blessed are You, O, Lord, who never ceases to reveal the secrets of Your power to those who search for You. Blessed are You, O, Lord, who urges those who search the mysteries of nature to discover You and to praise You as the author of nature.

Blessed are You, O, Lord, who chose to reunite in Christ Your children whom sin had driven apart and to make them one family throughout the world. Blessed are You, O, Lord, who wish the gospel of the kingdom to be preached to all peoples so that all might know You as God, and Him who You have sent, Jesus Christ, Your son and our Lord.

Lord God Almighty, we humbly praise You, for You enlighten and inspire those who by probing the powers implanted in creation develop the work of Your hands in wonderful ways. Look with favor upon these men and women, Your servants who use the technology discovered by long research. Enable them to always communicate truth, to always foster love, and to uphold justice and right, and to provide enjoyment. Let them promote and support that peace between peoples which Christ the Lord brought from heaven, for He lives and reigns with You forever and ever.

May God, the creator of all things, who never ceases to work His wonders among us, enlighten your minds, so that you may know Him more deeply and strive to spread His truth and His peace. May He bless you now and forever. Amen.

PRESIDENT BAHR: Thank you very much, Reverend Facey.

The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER BOOE: I have a couple of pieces of correspondence, but also a message. I understand today is Catherine Smith's birthday, of Local 2110. So, happy birthday, Catherine. (Applause)

The first letter is from the National Organization for Women.

Morton Bahr, President
Communications Workers of America
1925 K Street, N.W.
Washington, DC 20006

Dear Morton Bahr:

Greetings to the 52nd Annual Convention of the Communications Workers of America meeting in Toronto, Canada.

It is gratifying to know that CWA is part of the world of international unionism. All our movements need to move into the global arena. We in the National Organization for Women are

very aware of the use of cheap labor, particularly children and women, in lands overseas. We know this fact is one of the reasons jobs are lost to workers in the United States.

We must work together so that all working men and women around the world will be united in building a world of dignity for all. To allow the division between well paid workers in one country and poorly paid workers in another to continue only serves to build the issues which divide the peoples of the world. Prospects for a peaceful world rest on our ability to pursue common goals. Let us join together recognizing the humanity of each and every one of us no matter where we live. Let us understand that men and women everywhere share in common a desire for decent working conditions, for freedom, and for peaceful existence one with another. The only war we ever seek is the war against poverty, ignorance and disease.

Fraternally yours,

s/ Molly Yard, President

GREETINGS FROM THE A. PHILIP RANDOLPH INSTITUTE
TO THE 52ND ANNUAL CONVENTION OF THE
COMMUNICATIONS WORKERS OF AMERICA

On behalf of the A. Philip Randolph Institute, I extend greetings and best wishes to the Communications Workers of America on the occasion of its 52nd Annual Convention. Your theme, "Solidarity for the World of the '90s," is most appropriate, considering the farsighted efforts of the CWA to prepare for tomorrow's environment. Your leadership role in promoting national health care reform as well as in protecting workers' health care benefits, and your success in securing job training provisions in collective bargaining agreements, all testify to the CWA's farsighted perspective.

At the Randolph Institute, we are very pleased that your conference theme incorporates fostering free trade unionism as an instrument of democracy. We ourselves have taken concrete steps in support of the black trade union movement in South Africa, the Solidarity movement in Poland, and other free trade unions struggling against dictatorships around the world.

In closing, let me reaffirm our solidarity with the CWA and wish you continued success in your pathbreaking work at the leading edge of trade union issues.

Norman Hill, President

PRESIDENT BAHR: Thank you, Jim.

The Chair recognizes Executive Vice President M.E. Nichols for a report.

EXECUTIVE VICE PRESIDENT M.E. NICHOLS: Thank you, Mr. President. As Executive Vice President of Administration, my office has responsibilities for civil rights and fair practices, occupational safety and health, education, a number of administrative functions which includes the Joseph Anthony Beirne Foundation, the Ray Hackney Scholarship Fund, plus interfacing with the AFL-CIO on a number of issues and programs including union privilege.

I will attempt to give you a brief overview of each of these functions.

CWA is continuing to work with other unions in our efforts to abolish apartheid in South Africa. Conditions have slightly improved with the release of Nelson Mandela, however, apartheid is still alive and well there.

I was privileged to participate along with a large delegation in the NAACP silent march in Washington. About 125,000 people marched to protest the Supreme Court rulings which stripped away the hard fought gains of women and minorities. We are also working to get the Civil Acts Right of 1990 passed so that those rulings can be overturned.

We are in the process of planning CWA's seventh annual Minority Leadership Institute. This is a three week extensive training program for one minority member from each of our eight Districts. The program is coordinated jointly by the Civil Rights/Fair Practices Office and Education Department.

I am proud to report to you that the Joseph Anthony Beirne Foundation has made its third payment of \$10,000 towards a five year commitment to the United Negro College Fund.

The majority of our Districts are now having District minority conventions and I am very proud of that. Our goal has to be to get every minority member of CWA involved in our union.

The NAACP will be having its conference in Los Angeles in July of this year. I would like to urge those of you who will be in the Los Angeles area to attend the labor luncheon on July 10th at the Biltmore Hotel. Normally this is the largest event of the conference, and this year Mary Mays-Carroll will be chairing the luncheon. That is quite an honor for CWA.

Since CWA's 1989 Convention, the noteworthy areas of activity in the area of occupational safety and health involve VDT repetitive motion. As a result of the Union's increased concern about VDT repetitive motion issues, in January 1989 our office developed and distributed a survey to all District Vice Presidents. The purpose of conducting this investigation was to determine the degree of health symptoms among CWA members. It was anticipated the collected data would be used in the Union's collective bargaining, legislative and safety and health activities.

Twelve thousand members employed by all major represented telecommunications employers returned the repetitive motion questionnaire. That high response rate is an indication of how serious the problems are perceived by our Union's members. However, those responses constitute only a small percentage of the number of members using VDT's and who have developed repetitive motion problems. The reasons for not responding to the Union's request include a lack of awareness of the relationship between their aches and pains and VDT work, fear of employer reprisal, and fear of losing job security.

In August 1989, the data collection was completed and analyzed. That analysis indicated alarming numbers of members have suffered repetitive motion illnesses. Health symptoms include hand and wrist, arm and shoulder, neck and back and leg pain. Of more concern, the short-term symptoms may become long-term disorders. For example, members reported having cysts on their hands or wrists, tendinitis and carpal tunnel syndrome.

As a result of the survey data and continued follow-up by our occupational safety and health office, we have learned that VDT repetitive motion illnesses are occurring at epidemic proportions. Due to the severity of this issue, last December I proposed to President Bahr that CWA form a VDT Strategy Center. Since that time, we have formed the center. Its purpose is to focus on the prevention and the treatment of VDT-related safety and health symptoms. Physical and job design issues and related repetitive motion and stress health symptoms are targeted.

I hope the Strategy Center will increase our ability to ensure that represented employers are providing our members with safe VDT working conditions.

The introduction of VDT's into our workplaces has promoted the occurrence of job stress. In addition to the technology, factors such as increased management control over workers' jobs, the de-skilling of jobs, and concern about job security have increased stress in the workplace.

Now, we all know job stress is real. Unfortunately, without objective scientific evidence to support our case, we have not been very successful at resolving job design aspects of occupational stress.

With that in mind, in 1987 CWA, in coordination with Dr. Michael Smith of the University of Wisconsin, one of the world's leading experts in job stress issues, initiated the "National Occupational Stress Study" by CWA.

This study is the first major study conducted within the telecommunications industry and is the first major study to investigate the relationship between monitoring and worker and health symptoms. The investigation targeted three thousand randomly selected CWA workers employed by seven Bell operating companies and AT&T. Although analysis of the data is not complete, thus far Dr. Smith has identified several very important findings.

For example, analysis indicates job and organizational design factors, and that is workload and relationships with supervisors or management, are direct predictors of worker physical and psychological health complaints, those being anxiety, tension, fatigue, depression, and, yes, anger.

In addition, electronic monitoring has been identified as an indirect cause of health symptoms.

Those findings indicate that monitored workers reported greater problems with shoulder pain and with sore wrists.

In part, this confirms some findings from our "VDT Repetitive Motion Illness Survey" that was conducted in 1989. That survey data found that 63 percent or more of 2,000 DA operators and 45 percent or more of 2,700 service reps, reported symptoms of VDT repetitive motion illness.

Indications are that job and organizational design issues, like workload, their relationships with their supervisors, questions about future job security and monitoring, may be acting, along with poor workplace design, as promoters of repetitive motion illness.

These findings are extremely significant and can impact on major union activities, such as collective bargaining, occupational safety and health issues, education, legislation, and organizing.

Another scientific investigation that we have been participating in is the National Institute for Occupational Safety and Health's "VDT Reproductive Hazards Study." That one was initiated in 1987 and includes four thousand CWA-represented workers employed by Bell South and AT&T that use VDTs in the performance of their jobs.

The purpose of that study is to determine if VDT operators have a higher rate of reproductive or pregnancy problems than operators that do not use VDTs. That study is scheduled for completion in the latter part of 1990.

During 1989, our office drafted proposals for telecommunications bargaining. Those efforts resulted in approved contractual protections for CWA members. For example, with the help and coordination of Vice President Walt Maulis, CWA and US West successfully negotiated two important achievements. The first was the creation of a district-wide joint labor-management ergonomics committee. The committee was charged with addressing ergonomics as it relates to all aspects of work.

The second target is an investigation of the VDT working conditions and members' health symptoms.

In June 1989 CWA proposed to US West, and they agreed, to request that the National Institute for Occupational Safety and Health conduct a scientific and medical investigation of the VDT repetitive motion issues.

In July, NIOSH agreed to conduct studies on the request from both parties. The study is NIOSH's most comprehensive study of VDT repetitive motion issues. We anticipate that that investigation will more clearly define the causes of member health symptoms.

We also continue to worry about asbestos. We have members that are employed in craft and automobile mechanics' jobs who suffered potential exposure to asbestos. Because of our concern over long-term health effects associated with asbestos exposure, early this year the Union's Occupational Safety and Health Office initiated a pilot asbestos medical surveillance program. Developed with coordination from District 2 Vice President Pete Catucci, Joanne Bell,

Local 2336 President, and the Industrial Union Department's Workplace Health Fund, the pilot involved .50 telecommunications craft workers and members of Local 2336 who had worked with and been exposed to asbestos products for more than 20 years.

The project includes identification, educational, medical surveillance, and legal components.

At this time, medical exam results are being reviewed. If any cases of asbestos-related disease are identified, medical and legal assistance will be provided. Also, collected information will be used to negotiate additional work and medical protection.

From those efforts, we are developing a Local Union model asbestos medical surveillance program. Upon completion, this program will be made available to all Locals.

The CWA Education Department continues to strive to provide training and training materials that support and reflect the priorities and goals of this Union.

We continue to believe that Union education programs provide workers with a unique opportunity to think, discuss and work through issues and concerns. Where else do workers get an opportunity to learn about and discuss economic and social issues that impact on them?

The more educational programs we offer, at all levels of the Union, and the more workers we get thinking about what is happening in this country to the working class, the stronger we become as a Union. And let me stress, educational programs need not be long, elaborate events to be effective. A well prepared one or two hour discussion on a specific topic can energize a group to greater union activism.

This year we completed work on a new stewards training package, which has been made available to all Locals. I am very gratified by the positive feedback I have received on this material. In addition to the new stewards training program, we produced a guide on how to teach stewards to conduct new worker orientations. This material was produced in response to the new worker orientation language that was negotiated in 1989 in many of our larger contracts.

This past year, we distributed the second in our stewards brochure series titled, "Sexual Harassment on the Job."

I know that I don't have to remind those of you in this room that this is a Local Officers' election year. In order to prepare Local Elections Committees to carry on their important work, we have produced new elections training. This training will be available through the staff, and I urge you to send your election chairs to this important training, even if they have conducted elections before for many years, because legal interpretations continue to change.

We continue to provide staff with ongoing training. During the last year, we focused on arbitration training. I am pleased to report that the vast majority of staff have received arbitration training.

This year, Vira Milirides, staff representative of District 9, was selected by the President to attend the intensive ten-week Harvard Trade Union Program. Vira not only successfully completed the program, but she was selected by her classmates to speak at the graduation ceremony. The program director told me Vira would have to be the valedictorian of the group, and that is quite an accomplishment. (Applause)

We have been working hard to develop educational materials that meet the needs of our staff, locals and members. We do not want to produce training materials that collect dust on a shelf. You can help us with that mission by letting us know what kinds of training materials you need and giving us feedback on those materials that we have developed.

The benefits and privileges of belonging to our Union continue to grow. We now offer four Union Privilege Programs: credit card, legal service, life insurance and unionrate savings program. I believe our Union Privilege Programs are of real value to our members because they are helping meet the need beyond the workplace. The Union Privilege helps to build better lives for Union America, and to the extent that the benefits of membership are increased, our ability to

organize new workers and service our current members is enhanced.

While all the Union Privilege Programs cannot be made available to our Canadian members because of the different regulatory and monetary systems in the United States and Canada, I am pleased to report that a Canadian program equivalent to Union Privilege, the Canadian Union Advantage Benefit Program, has recently been established to develop the same type of quality, money-saving benefits for our Canadian members.

The first benefit Canadian Union Advantage will offer is a Union Credit Card similar to the successful Union Privilege Card. The card will be available to our Canadian members later this year.

Some 1.4 million Union Mastercards are now held by members of 70 AFL-CIO unions. We have endorsed this card because it is specially designed to meet the needs of working Americans. It features a low, variable interest rate and no annual fee.

There are no hidden charges on this card. And the card offers union members-only features such as skip payments twice a year, and the right to skip payments for two months during union-sanctioned strikes.

The Union privilege legal service helps our members practice preventive law and find high quality, affordable legal help. Through this service our members can obtain a referral to a union-friendly attorney who will provide free consultations, a free follow-up letter or phone call and a 30 percent discount on complex matters.

The Union privilege legal services plan is the largest legal service of its kind in the nation with 750 participating law offices in all 50 states. The program is offered at no cost to our members, while similar programs cost \$100 or more a year.

More importantly, 74 percent of the members who have used this service have done so free; and 90 percent rated the program as valuable.

A directory of participating attorneys is available, and I urge all locals to have this list available to their members.

The Unionrate Savings Program was developed to help our members earn more on their savings where a union-sponsored credit union is not available. This program offers a secure, FDIC-insured money market deposit account designed to provide a higher rate of return than normally available through regular bank passbook savings accounts.

Like all the Union Privilege Programs, the Unionrate Savings Program is specially designed for working Americans. There are no minimum deposits or minimum withdrawals. It is superior to conventional money market accounts because the interest rate is guaranteed not to go below the rate offered on similar accounts by the nation's 100 largest banks and because the rate is guaranteed to keep pace with interest rates generally.

So our members can be confident that this savings program offers a solid and secure return on their hard-earned savings.

And last, the Union Privilege Life Insurance. While many of our members have some form of life insurance, it often isn't enough to fully protect their families. This Union Privilege Program offers our members affordable, supplemental term life insurance coverage of up to \$100,000 that is designed to add on to their existing coverage. The group rates are up to 25 percent lower than comparable plans.

And the insurance company's profit is capped so that as the plan grows our members will reap the profit and not the companies.

Our members have already obtained \$56,619,000 in valuable coverage through this program. Unlike employer provided plans, workers can carry this coverage as long as they remain a Union member. And a unique union-only benefit waives premiums for three months

during union- sanctioned strikes, lockouts or layoffs.

Our current programs are only the first steps toward what I envision will be a full menu of benefits and services for our members that meet a wide range of needs, including those at home. Ultimately we want to be able to encourage our members to turn to our Union when they want to buy a home or a car, need legal assistance, are planning a vacation, purchasing insurance, financing a college education.

The Union Privilege Programs encourage our members to make use of our Union and help to make the Union their most valuable resource. And I believe that the more often our members turn to our Union for services and benefits, the stronger our Union will become.

Mr. President, that completes my report.

PRESIDENT BAHR: Thank you very much, Nick.

I met our next guest-- I really shouldn't call her a guest because she is a member of this union-- when I attended the 100th anniversary of our Local Union in Vancouver, British Columbia. At that time Joy Langan was a candidate for office.

And so indeed it is a pleasure for me to see her the very next time and for her to be here with us today as an elected Member of Parliament in this country.

Joy is a long-time member of the Vancouver Typographical Union Local 226, a former Vice President of the British Columbia Federation of Labour, and has served on the Social Services Committee and the Human Rights Committee of the Canadian Labour Congress.

Joy has served in numerous New Democratic Party Executive positions and is currently a Vice President of the N.D.P.

She was elected to the House of Commons in 1988 and has already risen to become the New Democratic Critic for Social Policy and Deputy Whip for the N.D.P. federal caucus.

Please join me in welcoming our sister, Joy Langan.

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

SISTER JOY LANGAN (Member of Parliament) Thank you, Brother Bahr, Brothers and Sisters. Some of you don't look quite as lively as you looked last night when you were dancing. (Laughter)

And I wanted to put Brother Bahr on notice that I was going to file a grievance for being the person that has to be the speaker the morning after the dance. (Laughter)

But I want to start out, Brothers and Sisters, by welcoming you to Canada. Welcome from Audrey McLaughlin, leader of the New Democratic Party of Canada, and the 43 new Democrat Members of Parliament, 12 of whom are dues-paying trade unionists. (Applause)

We are very, very proud that the Communications Workers of America chose to bring its Convention to Canada, and we are proud to have you, our Brothers and Sisters, as our guests.

These are hard times, Brothers and Sisters. They are hard times for working people on both sides of the border. And now, more than ever, we as working people must build solidarity. Across our borders we must strive to understand and to support each other in our difficult struggles.

Many of you are aware that in January, 1989, Canada and the United States entered into a free trade agreement. An election campaign was fought on the issues of the agreement in this country, and the right wing Progressive Conservatives, who had negotiated the agreement in its previous term of office, used the agreement to fight the last election.

Most Canadians opposed the agreement, but sadly for us, when the votes were counted, the Conservatives had won enough seats to form yet another government.

The Labour Movement in Canada, and the New Democratic Party campaigned vigorously against the agreement. Not because we don't care about you, Brothers and Sisters. We tried vainly to warn Canadian workers what the impact of the deal would be for working people in Canada.

We explained that the right wing corporate agenda of the Conservative government was the agenda of corporate Canada and corporate America.

The agreement was packaged up in fancy jargon. It talked about a level playing field and about the free flow of goods and services across our borders and that it would be good for all of us.

Well, Brothers and Sisters, we have started since then to face the legislation our government is introducing to meet this level playing field, and to meet the commitments it made to the free trade agreement.

Since January 1989, the Canadian Conservative government has introduced bill after bill that erodes the basic social policy and medical programs that have made Canada unique in North America. You no doubt are aware that Canadians enjoy a number of universal programs that we are very proud of, and that we consider our heritage to pass on to our children.

Close your eyes, Brothers and Sisters. Visualize yourselves living in a place where everyone, everyone has complete universal medical coverage; where all workers have access to unemployment insurance for a year after they have been laid off through no fault of their own. Imagine everyone is eligible for social assistance. Seniors are assured of enough pension to bring their retirement incomes up past the poverty line, and there is subsidy for low income workers to have safe affordable child care.

Sounds wonderful, doesn't it?

It is wonderful, Brothers and Sisters, and those are the things that Canadian workers have come to take for granted, and when the so-called free trade agreement came on the scene, all of that was placed in question.

You see, the agreement has a couple of clauses that cause us, Canadian workers, considerable alarm. There are harmonization and unfair subsidies. We still, 18 months after that agreement was signed, don't know what the impact of those two sections will be.

The reason for that is that the most important consequences of the agreement, the most important consequences for the future evolution of our existing system are still unresolved. They are to be negotiated over seven years.

Until these are resolved, we don't know which of our programs are considered unfair trade subsidies or interference with the free market system, and which are not.

Under the agreement, in the event of management of any of Canadian agencies being contracted out to the United States, firms will have an equal right from the U.S. to compete for contracts. The market will open up to any new services brought onstream in Canada to American agencies.

The reason we are alarmed, Brothers and Sisters, is that we don't want to lose the non-profit community board controlled model that we have in Canada for health care delivery, for long-term care for our seniors and for child care centres.

Let me give you an example. If a hospital in this city, in Toronto, were to decide that U.S. Hospital Administration Company, some fictitious company can really save it money in taking care of administrative tasks, the Toronto hospital may decide to contract to that U.S. company. Once established in the hospital U.S. Administration Company says, "Folks, next year our fees will be up 25 percent." After all, U.S. Hospital Administration Company is in the business of making money.

The hospital says, "We have to raise the hospital fees to pay for U.S. and for its profit oriented contract, and the government controls what were paid for each patient day, so the only way to meet the contract is to extra bill." And so the cycle begins for us, Brothers and Sisters.

Some provinces have already tried to extra bill for health care and have been stopped by the federal government. But now, under the free trade agreement, in fact, the federal government may be committed to this type of harmonization with you, our American Brothers and Sisters.

The other provisions of the free trade agreement that cause us concern is the unfair subsidy provision. What is an unfair subsidy? Or to use free trade jargon, interference in the free market system.

Is unemployment insurance interfering in the free market? If there is a special extended insurance plan in areas of the country that are depressed, is that interference in the free market system? Is a legislative affirmative action program interference? Is universally accessible, affordable subsidized child care interference in the free market system? Is legislation that gives workers the right to organize interference in the free market system?

We don't know. And it will be several years, as I said earlier, before we know. But what we do know, Brothers and Sisters, is that dozens of Canadian plants have closed and have moved to the United States and are moving to Mexico, and we know that dozens more are planning to use their term, to "redeploy." And others in Canada are demanding concessions, concessions at the bargaining table, and using the threat of redeployment as a lever.

Now, Brothers and Sisters, this is where you and Canadian workers get in the glue together. As I said on Saturday, when I spoke to my Brothers and Sisters in the Print Division at their conference, think about this scenario. At the bargaining table multinational or Canadian companies demand concessions or they are going to pick up their marbles and are going to move to the United States or they are going to move to Mexico, and they say they can get nonunion workers, pay less, find lower interest rates, and can produce cheaper because of their hub increased market in America.

So, the Canadian workers cave in. They take concessions. The Canadian employer gets a competitive edge over the American employer. And what do you suppose happens? You got it. Your American employers are going to come to the bargaining table and say to you, "We have to compete with those Canadian companies. They have an edge, because their workers accepted concessions. So we also want concessions in this round of negotiations, and we want them from you or we are going, to relocate."

There is plenty of reason, Brothers and Sisters, for every one of us in this room, American and Canadian alike, to be vitally concerned about President Bush's meetings with the President of Mexico to begin a dialogue for a North American Free Trade Agreement. The agreement, signed Monday between the CWA and the CWC, is critical to protect workers on both sides of our borders. Brother Pomeroy said on Monday no company can escape us. They can't run away. Wherever they go, we will be there. (Applause)

And President Bahr said North American companies have emerged into stateless corporations, searching the world for the lowest wage market and taking our jobs with them.

We all, Brothers and Sisters, want desperately to believe that our government would never do anything that would not be good for us, their citizens. The truth is, both our governments concern themselves with what is good for Corporate Canada and what is good for Corporate America, and do not concern themselves a whole lot with what is good for workers. (Applause)

Brothers and Sisters, corporate greed knows no borders, and it knows no allegiance, except to money. And we as workers on both sides of the border have to know that. We have to believe that. We have to stick together. We have to fight together for what is good for our members. I want you to join me in applauding our President Bahr and Brother Pomeroy for signing that pact on Monday, and I ask you to join me in applauding them, our two Brothers, for their solidarity. (Applause)

The way to wage our fight is through a strong Union that works and wins at the bargaining table, and we have that in the CWA. We have the key to added strength through the CWA triangle. It is important to combine bargaining power with two other components in this great Union's arsenal. Those two components are community and political action. And I want to talk about why they are so important for us as working people.

In the community, in both our countries, everytime we as trade unionists take a stand on an issue we are portrayed as being special interest group and only there for ourselves. We know that is not true, but others buy that line.

On the other hand, if we are visible as trade unionists in everything we do in our community, everything from Little League to United Way, from disaster assistance to Letter Carrier Alerts, if we continue to volunteer for all the things we do now, not as individuals, but as members of the Communications Workers of America, if we sit on boards and committees and put in volunteer hours in the name of our Union, we establish an identity in the community for the Union. We build allies for when we want to organize, and we build allies for when we are faced with a labor dispute.

Brothers and Sisters, we are part of our communities, and we have a right as Union members to expect to be treated with respect, just as the Chamber of Commerce and just as the Rotary and just as any other service group in Canada or in the United States. (Applause)

When I sit in the House of Commons in Ottawa and listen to Conservatives and Liberals lay the blame for inflation at the feet of the workers, or argue to cut back unemployment insurance because people are too lazy to go out and get a job, or cut back on social assistance programs because they cost too much, then I know it is time for us to stand up and say, "Enough is enough." (Applause)

These politicians do not represent you and me. These politicians do not deserve our support.

In Canada we have begun the process. The Labor Movement forged an alliance thirty years ago with farmers and academics and founded the New Democratic Party. Unions affiliate to our party. My local has been affiliated for years. We are full partners. We hold seats on the party executive council and at our conventions. We help develop policy based on social democratic principles and legislators elected under the New Democratic banner are committed to working within the framework of party policy.

We have governed. We currently are governing in the Yukon. In the past we governed in British Columbia, Saskatchewan and Manitoba and we have been official opposition in six of the ten provinces at one time.

We are a force, and we are a force to be reckoned with.

The most exciting thing about our party, Brothers and Sisters, from a trade union concept, is that policy on basic, fundamental issues is not made on the run. And when we are elected, we are held accountable by the party and by the Labor Movement, to represent that policy. That is how we got universal Medicare. That is how we got universal pensions. And that is how we got the progressive labor legislation that we enjoy in this country.

And while we won it at the provincial level when we were government and at the federal level when we held the balance of power in opposition, all of that is under the most vicious right-wing attack that the right can muster.

All of us, every worker in Canada and America, is a target. They want to grind us down, strip us of our dignity and pit worker against worker. And we have to say no. (Applause)

Now, I know that the system is different in the United States, and I would not presume to tell you how to run your political action. I can only tell you that political action works for us. And I can tell you that last spring, when I was a guest speaker to our Brothers and Sisters at the Trade Union Program at Harvard University in Boston, one of the Brothers said to me, after I talked

about the New Democrats in Canada, "Well, Sister, you have told us how the New Democrats have delivered for workers in Canada. It has been a long, long time since the Democrats have delivered for workers in America." (Applause)

Brothers and Sisters, how do we fight back? We listen, and we gain inspiration from Labor visionaries, from Larry Cohen, Director of Organizing for the CWA, who was up here a minute ago (applause) and gave us the inspiration for Jobs for Justice; from Brother Trumka of the United Mine Workers, who won the Pittston bitter strike without compromise; from Brother Winpingsinger of the IAM, who has argued vigorously for a labor party for his workers his whole lifetime; and from our President, Brother Morty Bahr, who has the courage and has shown the leadership to get the job done. (Applause)

These are the people, Brothers and Sisters, who give us the inspiration, who give us the leadership, but what they need and what we need is you. Everyone in this room has to work as hard as we partied last night to turn that vision, to turn our dreams into a reality.

Brothers and Sisters, I am proud to be a member of this great union, and I show my pride by paying my dues every month, just like you do. The Labor Movement is my life. It has been good to me and it has been good to my family. My job now is to do what I can to ensure that labor remains strong and vital; that laws in Canada reflect the needs of working people; and that we as workers have a say in our future.

Cabinet Ministers often heckle us in the House and say, "Did you get your marching orders from Shirley Carr today?" They don't understand, brothers and sisters, that we are damn proud to say that we get our marching orders from the workers in Canada. (Applause and cheers)

The 1990's are the decade that will lay the groundwork for the next century. We have a job to do, to assure that we move forward, that workers' dignity and pride is enshrined in the future and that our voice is heard. We have a job to do to make sure that Sister Ann Richards is elected Governor of Texas. (Applause and cheers)

We have a job to do to make sure that not one more worker is fired for wanting to organize. (Applause) And never again a NYNEX. (Applause)

We have a job to do to make sure that not one more worker dies on a picket line. (Applause)

Together, Brothers and Sisters, we can achieve our goals. Together we must set aside our grievances with each other, and we must remember who the real enemy is. Together we must build this Union, our communities and our countries. And together we must demand justice for all. Thank you.

... The delegates arose and applauded ...

In closing, I want to say how proud again we are to have you here. In recognition and as a token, I would like to make this presentation to Brother Bahr. It is a Canadian flag from the House of Commons. (Presentation - Applause)

PRESIDENT BAHR: Thank you, Joy. We will display this flag proudly in a most appropriate way in our headquarters. Joy, on behalf of your Brothers and Sisters in CWA, I would like to present you with this as a token of love and our wish for success for you and all the workers in Canada. Thank you so much. (Presentation - Applause)

I want to thank Joy and the Escort Committee for Joy Langan: Pete Cerenza, President, Local 1032; Sandy Chorovich, President, Local 2323; Paula Spuryear, Vice President, Local 3806; Judy Aeschliman, President, Local 4109; Susan Stoll, Secretary-Treasurer, Local 6009; Abe Dyck, Secretary-Treasurer, Local 14005; Donald Duncan, Vice President, Local 14917; John Lloyd, President, Local 13101; Bob Smythe, Delegate, Local 14002.

Would the Finance Committee come to the platform please. I would like to introduce the members of the Finance Committee. They are: Dawn Schnickels, Treasurer, Local 7200; Addie Brinkley, First Vice President, Local 9409; Thomas McCalla, Secretary-Treasurer, Local 13000;

David P. Locke, President, Local 6395, Chair; and Jim Booe, International Secretary - Treasurer.

On mike 1, Delegate Johnson, Local 7200.

DELEGATE RICHARD JOHNSON (Local 7200): In view of the fact that the delegates have had an opportunity to read and study the Finance Committee report, I move that the Finance Committee not be required to read the report in its entirety. (Applause)

PRESIDENT BAHR: The motion has been made and seconded from the floor. The delegate may now speak to the motion.

DELEGATE JOHNSON: As I stated, we have all had an opportunity to look at the Finance report that arrived to each local prior to the Convention. Since we have had an opportunity to read and study it, I think this would just be a duplication of effort.

PRESIDENT BAHR: It seems to me nobody wants to speak on that motion. The motion is to dispense with the reading of the full report. All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. It is carried.

... The Finance Committee report was submitted to the reporters for inclusion in these Proceedings ...

Dear Colleagues:

The Finance Committee met in Washington, D.C., April 21 through April 25, 1990, to review and recommend the 1990-91 budget. The Strategic Planning and Budget Review Committee Report adopted by the Executive Board was reviewed, along with all other supporting documentation.

All of the financial books, records and reports of the Union were made available to the Committee. Members of the certified public accounting firm of Thomas Havey & Co. reviewed with the Committee the auditing functions they were presently performing for CWA. The Auditors' examinations are made in accordance with generally accepted accounting standards as they consider necessary. In their opinion, their statement presents fairly the financial position of the Union.

The 1988 Convention directed Finance Committees to review the expenditures of each administrative unit and requires any unit(s) who were overspent at the end of the previous budget year to give an explanation to the Finance Committee. Therefore, the Committee has directed those administrative heads to provide a written explanation as to the items and documented reasons that caused the exceeded budget amounts. After reviewing the explanations, the Committee, as directed by Convention action, may recommend that the administrative head(s) make an accounting to the Convention.

The Union continues to experience membership losses due to facility closings and consolidations, attrition, technological changes and reorganization. This year's budget was based on the loss of 8500 members, but because of proposed changes in contracts with AT&T, the number of losses could easily increase. In addition, the Union's income has been reduced because of the reclassification and downgrading of some of our bargaining unit positions. At the same time, the members we are organizing are coming in at a lower rate of pay which also effects the income.

As you are all aware, the strikes of 1989 depleted our Defense Fund. In order to protect our members, all the resources of our Defense Fund were exhausted, and in addition we borrowed over \$15 million to see us through the strikes' difficult times. Because of the loans secured to cover those expenses, we must now determine how we are to repay the loans. At the same time, it is our obligation to help direct the Union towards a permanent solution in resolving the problem of defending our members during a strike.

Again this year, the recommended budget calls for severe restraints in many areas. We call upon elected representatives to utilize all means at their disposal to stay within the confines of the

approved budget or to reduce their spending limits even further. We call upon national committee members, delegates, CWA employees and the Union representatives of the unions which represent our CWA employees to become even more creative in their quest to develop programs and policies that will stretch our budgeted dollars.

Therefore we have developed this budget based on these circumstances and our own evaluation of the requirements of the Union.

Our report and recommended budget are included, and we urge your support and approval.

In unity,

David P. Locke, Chair (Local
6395)
Dawn Schnickels (Local 7200)
Addie Brinkley (Local 9409)
Thomas McCalla (Local 13000)
James B. Booe (CWA Secretary-
Treasurer)

REPORT OF THE FINANCE COMMITTEE

GENERAL FUND

As of November 30, 1989, the first 11 months of the 1989 Fiscal Year, Expenses had exceeded Income by \$1,511,242. 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 designated funds are set aside for special purposes. Those funds and their balances as of November 30, 1989, the latest figures available, are as follows:

(1) Building Fund	\$ 24,813
(2) Operating Reserve Fund	2,629,875
(3) District Organizing Alloc. Fund	672,675
(4) Citizenship Fund	8,273
(5) Defense Fund	(10,528,842)
(6) Cont. Rpt. & Ratification Fund	404,825
(7) Information Mgmt. Systems Fund	1,069,981
(8) Pension Fund—Reported on annually by the Auditors, will be reported at the time of the Convention. As of March 31, 1988, the Fund balance was	113,358,656*
(9) Plant Fund (Fixed Assets Account)	15,429,382
(10) Automobile Fund	1,082,755
(11) 3rd & E Streets Building Fund	1,321,698

*1989 figures not available as of this date

BUDGET EXPERIENCE

GENERAL FUND

Budget and Income experience related to Expenses over the past several years is demonstrated by the following:

(1) 1987-88 Budget Year (see detail Attachment No. 3)	
Budget	\$57,639,230
Income	55,199,781
Expenses	59,203,358
Expenses exceeded Budget	1,564,128
Expenses exceeded Income	4,003,577
(2) 1988-89 Budget Year (see detail Attachment No. 3)	
Budget	60,883,877
Income	65,078,921
Expenses	61,860,607
Budget exceeded Expenses	967,730
Income exceeded Expenses	3,218,314
(3) 1989-90 Budget Year (see detail Attachment No. 3) (9 months actual and 3 month projected.)	
Budget	64,047,964
Income	63,864,852
Expenses	63,362,146
Budget exceeded Expenses	685,818
Income exceeded Expenses	502,706
(4) 1990-91 Proposed Budget (see detail Exhibit A)	
Budget	62,712,708
Anticipated Income less Affiliation Dues	62,712,708

AUDITORS' REPORT

The certified public accounting firm of Thomas Havey & Co. currently performs the annual audit of the Union's financial records. It should be noted that the Union's budget year runs July 1 through June 30; the Union's fiscal year, upon which the audited report is issued, runs from January 1 through December 31.

The Committee met with representatives of Thomas Havey & Co. and questioned them regarding the firm's examination of CWA's financial records. We are completely satisfied that the examination was made in conformity with generally accepted auditing standards and that the audit report accurately presents the financial position of the Union.

As a further point of interest, the Thomas Havey & Co. firm specializes in dealing with labor accounts, and the Committee believes this will be a tremendous resource for the Union to draw upon in the coming years.

GENERAL COMMENTS ON ACCOUNTS

The Finance Committee will comment on several accounts in the proposed budget. This has been done to highlight specific items to the Convention delegates.

The Committee has agreed as a rule to embrace the Strategic Planning and Budget Review Committee Report as adopted by the Executive Board.

ORGANIZING

If CWA is going to continue to grow and remain a strong, effective Union, we must allocate sufficient funds to our internal and external organizing.

The International has recognized that organizing is crucial to the future of CWA. In order to be financially healthy, we need to increase our membership with new bargaining units and at the same time maintain our current membership levels.

If there had been additional funds in this budget, we would have recommended more than the \$2,100,000 that was budgeted to this fund.

THE COMMITTEE RECOMMENDS \$2,100,000.

LEGAL

The Committee spent considerable time reviewing the administrative practices of our Legal Department, and the expenses resulting from the department's activity. Our discussions included a meeting with CWA Counsel Pat Scanlon and a briefing by President Bahr. We were informed that over 75% of our legal budget is spent directly on, or costs associated with, arbitration.

The Committee recognizes that attempts are being made to reduce our arbitration costs. However, we feel that efforts to resolve the problem need to be given a higher priority. Therefore, to help control the costs of legal services, the Committee recommends the following action:

- That those who are responsible for reviewing cases for arbitration continue to use prudent judgment to ensure that only meritorious cases in which we have a realistic opportunity to win are approved to be heard.
- That those responsible for collective bargaining continue efforts to have expedited arbitration and/or mediation clauses included in all contracts.
- That the ability to handle arbitration and/or mediation cases be a major consideration when hiring and assigning staff.
- That the CWA Education Department in cooperation with the District Vice Presidents continue programs which educate present and future staff to adequately handle all arbitration and/or mediation cases except in extraordinary cases or in cases where they will end up in judicial courts or where previous arrangements dictate an attorney must handle the case.

The Committee realizes that efforts are being made to keep the legal expenditures down while the case loads and costs to represent this Union and its members continue to rise.

THE COMMITTEE RECOMMENDS \$3,700,000.

CONVENTION

The average cost of each Convention over the past five years has been approximately \$1,000,000. This year, because of the 1990 and 1991 Convention dates, we will experience some costs from each Convention during the budget year. The amount recommended for the Convention fund is \$1,100,000 to cover the costs of the Convention and pay some advance charges for future Conventions.

The Finance Committee supports the Constitution Committee's recommendation to cancel the 1991 Convention. However, we must remind the delegates that there are certain expenditures, such as the buy out of the San Francisco Convention and post-Toronto Convention bills, that must be paid from this fund prior to the movement of any amount per Convention action. If the Constitution Committee's recommendation is passed, an amount somewhat less than the recommended budget amount would be available.

THE COMMITTEE RECOMMENDS \$1,100,000.

CWA NEWS

The funding for this account is mandated by Article XXVI of the CWA Constitution. That Article states that the Union shall print, publish and distribute to its members an official publication at least monthly. The Constitution Committee has received an amendment to remove the wording of "at least monthly," so as to not require twelve issues per year.

This would allow the Union to maintain communications with the members without being mandated to twelve issues. Pursuant to the Constitution Committee's Report, the Executive Board's intent would be to publish at least ten issues. The amount of \$1,250,000 is based on the cost of only ten issues.

THE COMMITTEE RECOMMENDS \$1,250,000

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 approximately 14% of payroll which is the minimum amount recommended by the actuary. This funding represents a 50% reduction per year in the actuarial amounts applied today versus over 30% applied five years ago.

THE COMMITTEE RECOMMENDS \$3,052,106.

INSURANCE AND HOSPITALIZATION

Included in this account are general insurance policies of the Union, such as liability, automobile, group hospitalization, workman's compensation, casualty, fire, etc. We continue to experience significant increases in the costs of our group hospitalization, major medical and automobile insurances. We have been advised to expect our medical premiums to increase by another 20% in 1990.

As part of our employee collective bargaining agreements, we formed a committee which has begun reviewing our current policies for the purpose of determining if there are viable alternatives or options to our present medical and hospitalization plans.

THE COMMITTEE RECOMMENDS \$7,000,000.

CONTINGENCY

The purpose of this item is to take care of unexpected costs and expenses that are unknown or cannot be budgeted to appropriate accounts at the time the budget is prepared.

In addition, expenses such as staff retirement gifts, UTW arbitration, tuition reimbursements, 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 unknown expenses that arise. ~

THE COMMITTEE RECOMMENDS \$947,872.

PUBLICITY AND PUBLIC RELATIONS

How CWA is perceived by the public is critical to the success of our Union. The Committee recognizes that we enjoy a comparatively high level of visibility in spite of having one of the smallest public relations staff of any major union. We also realize that we need to continually strive to keep organized labor's image—one that is positive and respected.

THE COMMITTEE RECOMMENDS \$546,000.

OPERATING RESERVE

This fund was established many years ago for the purpose of accumulating funds to operate the Union for a minimum of 90 days in the event that our income is drastically curtailed or cut off completely.

About half of the money that was in the Operating Reserve had to be utilized during the 1989 strikes in order to keep the Union financially solvent. Thus it is necessary to resume budget allocations to this fund to begin rebuilding it to the level needed. The recommended allocation is at the level of 5% of our net income.

THE COMMITTEE RECOMMENDS \$313,564.

FOREIGN AFFAIRS

Our Union is intricately involved in the Free World Trade Union Movement. This is demonstrated by our continuing close cooperation with other communications unions throughout the world. This cooperation can yield tremendous dividends and is of growing importance in future bargaining as proven by the financial assistance and support we received from our sisters and brothers in foreign countries during our recent strikes.

This year's budget includes the funding of activities with our labor colleagues from Germany, Latin America, Great Britain and Japan.

THE COMMITTEE RECOMMENDS \$116,480.

EDUCATION

The importance of education has never been greater. We must continue to educate and re-educate our staff and Local leaders. We strongly recommend that staff training in the areas of mediation and arbitration be a high priority with the objective of continuing the shifting of cases currently handled by our Legal Department to staff.

THE COMMITTEE RECOMMENDS \$318,000.

STAFF MOVES

In a continuing attempt to reduce overall cost in this area, the Union is moving staff to the geographical areas where they are most needed. This includes consolidation of some staff offices. While this will help to reduce overall costs in the operation of the Union, it does increase the amounts charged to this account. We also anticipate additional expenses as a result of moving the COM/TECH operation from Somerset, New Jersey, to Washington, D.C.

THE COMMITTEE RECOMMENDS \$625,000.

AUTOMOBILE FUND

The purpose of this fund is to provide the operation and purchase of fleet automobiles. While operation costs have been reduced by the requirement that vehicles be driven longer before replacement, it is anticipated that during the 1990-91 budget year we will need to replace 27 units at an estimated cost of \$327,928.

In accordance with the request from last year's Committee concerning the assignment of vehicles, the Executive Board has taken action regarding the automobile policy which will reduce the fleet by 56 units effective July 1, 1990.

THE COMMITTEE RECOMMENDS \$500,080.

SALARIES - ELECTED OFFICIALS

A part of this Committee's responsibility is to recommend any salary changes we feel are proper for our elected officials' salaries. While we do not believe it is necessary that our officers receive exactly what is being paid to officers in other unions, it is our belief that the current salaries of our elected officials should be increased. Consequently it is our recommendation that the officers' salary adjustment be consistent with the percentage increase received by the majority of our members during 1990. It is further recommended this increase be retroactive to July 1, 1990.

DEFENSE FUND

As of January 1, 1989, the Defense Fund had a balance of \$16,419,632. The unaudited figures for 1989 indicate revenues of \$4,199,987 and expenditures of \$34,520,163 resulting in a deficit fund balance of \$13,900,544 as of December 31, 1989. We must also note that defense accounts of all Locals have not been closed which could result in adjustments to revenues and/or expenditures because of medical insurance refunds, disallowed expenses, reimbursements to the Locals, etc.

The present Defense Fund is being funded by the \$.50 per member contribution and 1% of the International and Locals' revenues as directed by the 1989 Convention. It is, however, projected that this revenue will not cover the ongoing obligations of the Defense Fund and retire the debt of \$15 million we owe to Zedentsu, and repay the \$380,000 in interest-free loans we have currently received from Locals. Therefore, a portion of the International's normal operating revenue must be directed to the Defense Fund in order to meet the fund's day-to-day obligations and satisfy the loan payments due during the budget period.

The Constitution Committee is proposing an amendment which would cancel the 1991 Convention and transfer the Convention allocation in the 1990-91 budget to the Defense Fund. We understand that the intent of the constitutional amendment is to have funds available for member assistance and other strike related expenses, therefore this allocation would not be used to repay any current debts of the fund.

Further comments regarding this proposal of the Constitution Committee can be found in our report on the Convention allocation.

The Finance Committee has reviewed the reports and recommendations made by the Defense Fund Oversight Committee. If we as a Union do nothing, the Defense Fund will essentially be unable to meet the needs of our members and our Union. Therefore, we concur with the proposals and recommendations made by the Defense Fund Oversight Committee and join with them in urging your support of their report as we work to make the Defense Fund and CWA financially sound and strong.

The Committee concurs with the Strategic Planning and Budget Review Committee's recommendation that for this budget period, money is to be transferred from the General Fund to the Defense Fund to the extent necessary for the Defense Fund to repay its loan obligations.

FINANCIAL STATE OF THE UNION

Our projected membership levels for this budget are lower than last year's and, when coupled with the diversion of 1% of our income to the Defense Fund (by 1989 Convention action), result in about \$2 million less for budget allocations this year.

We are continuing to experience increased costs of operation (inflation) that are beyond our ability to control. Examples are the continuing escalation in costs for hospital, medical care coverage, and insurance.

Payments to retire the Defense Fund debt which was incurred in 1989 will require use of *all* Defense Fund authorized revenues (the \$.50 per member per month and the 1 % and 2% diversions of dues) during 1990-1991-1992, as well as added allocations from our General Fund. These debt payments are scheduled through December of 1992.

Our Operating Reserve fund has been reduced as a result of the 1989 strikes and is now minimal for financial emergencies.

The budget presented this year is a very tight one which required a significant reduction in Union personnel in order to achieve a balance. None of us wanted to go to these lengths, but our finances do not allow us to continue business as usual.

All administrative units must continue to operate at or below authorized budget levels, and we must continue to explore all reasonable ways to reduce the cost of operation at all levels.

The Committee continues to direct the Secretary-Treasurer to closely monitor the budget performance of all units, in order to live within the budget restraints.

The Committee expects that every administrative unit will operate within its budget allocation during the 1990-91 budget year.

THE FUTURE

Unless we substantially increase our paid dues units, we will continue to face more drastic and difficult cutbacks in future budgets.

For the past five years, we have utilized all possible ways to reduce costs without severely reducing services to our members. All of this has taken place during a period of continued inflation (salaries, utilities, rentals, transportation, insurance, taxes and medical coverage) and the added cost of divestiture.

This year's cutbacks may well cut into the lean muscle of our Union and may adversely affect our ability to deliver some services to our members. But, these cuts were absolutely necessary to build a budget within our revenue restrictions.

We are not suggesting a dues increase at this time, but this may well be the last CWA budget that can be proposed without seriously considering a change of revenues to the Union (dues). Only substantial growth results can save us from this eventuality.

The Committee and the Executive Board are dedicated and committed to building CWA into an even greater organization for our members and their families. This can be accomplished, if we organize successfully and grow substantially.

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 1990-91 Budget Year.

Anticipated income to the General Fund Budget will be as follows:

Dues Income:	
40% of 2 hrs' pay (25.56—2 hrs. avg. 2 mos.) (26.07—2 hrs. avg. 10 mos.)	
x 443,310 members less subsidy allowances	\$55,013,561
Dues Income—PPMW:	
27,136 members less subsidy allowances	<u>3,447,572</u>
Total Dues Income	58,461,133
Deduct: Affiliation Dues	2,881,770
Deduct: Allowance for District Organizing Allocation Fund	<u>73,000</u>
Net Dues Income	55,506,363
Add: Other Income (initiation fees, non-member dues equivalent, sales of material, rents, rebates, incentive awards, etc	<u>9,057,982</u>
Total Income	64,564,345
Deduct: Defense Fund payments 1% of gross dues income and projected loan repayment transfers	<u>1,851,637</u>
Net Income estimated as available for 1990-91 Budget	<u>\$62,712,708</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.

TOTAL UNION BUDGET

EXHIBIT A

1990-1991

<u>DIST & NAT'L UNITS</u>	<u>DIST 1</u>	<u>DIST 2</u>	<u>DIST 3</u>	<u>DIST 4</u>	<u>DIST 6</u>	<u>DIST 7</u>	<u>DIST 9</u>	<u>DIST 13</u>
1. Salaries—O & S	1,810,455	608,413	1,556,523	1,000,286	1,205,201	1,063,714	1,017,025	413,968
2. Salaries—Ft-Other	572,957	275,823	706,558	456,154	532,720	432,353	474,474	185,557
3. Salaries—PT	170,347	34,357	86,313	93,747	68,064	76,483	65,810	23,800
4. Expenses—FT	275,400	89,100	226,800	145,800	178,200	153,900	145,800	56,700
5. Expenses—PT	170,347	34,356	86,313	93,747	68,063	76,483	65,810	23,800
6. Supplies & Printing	134,876	28,496	65,711	60,737	52,558	48,193	62,321	17,699
7. Postage—Freight	119,890	25,330	58,410	53,988	46,718	42,838	55,396	15,732
8. Rental of Equipment	57,865	16,723	64,840	53,623	72,654	50,253	51,683	14,224
9. Mtc. of Equipment	11,952	5,289	9,228	9,142	10,206	17,455	4,119	6,995
10. Contract Service	110,648	4,090	42,789	13,953	44,620	25,572	41,123	15,205
11. Tel. & Tel.	171,089	39,748	96,368	85,412	75,372	72,888	81,017	24,238
12. Rent Offc Occupancy	316,068	154,980	498,902	221,895	188,161	106,975	327,045	114,819
13. Rent Meeting Rooms	8,940	1,860	4,380	4,020	3,480	3,180	4,140	1,140
17. All Other	44,959	9,499	21,904	20,246	17,519	16,064	20,774	5,900
TOTAL	3,975,793	1,328,064	3,525,038	2,312,750	2,563,536	2,186,351	2,416,537	919,777

TOTAL UNION BUDGET (Continued)

<u>DIST & NAT'L UNITS</u>	<u>COM & TECH.</u>	<u>PUBLIC WRKRS</u>	<u>TELECOM</u>	<u>PPMW</u>	<u>DIST & UNIT TOTAL</u>	<u>HDQTRS.</u>	<u>GRAND TOTAL</u>
1. Salaries—O & S	478,208	80,356	80,356	1,118,879	10,433,384	2,083,097	12,516,481
2. Salaries—Ft-Other	172,947	33,280	33,280	135,662	4,011,764	4,861,254	8,873,019
3. Salaries—PT	40,000	0	0	7,000	665,921	20,000	685,921
4. Expenses—FT	64,800	24,300	24,300	111,130	1,496,230	298,350	1,794,580
5. Expenses—PT	40,000	0	0	13,000	671,919	5,000	676,919
6. Supplies & Printing	56,858	0	5,000	109,500	641,949	587,150	1,229,099
7. Postage—Freight	74,807	0	3,940	7,000	504,049	400,000	904,049
8. Rental of Equipment	50,626	0	1,000	6,950	440,441	118,000	558,441
9. Mtc. of Equipment	8,975	0	0	2,000	85,361	22,710	108,071
10. Contract Service	3,238	0	0	39,480	340,717	260,000	600,717
11. Tel. & Tel.	0	0	3,447	55,000	704,579	400,000	1,104,579
12. Rent Offc Occupancy	130,357	0	14,635	5,400	2,079,237	1,732,720	3,811,957
13. Rent Meeting Rooms	4,800	4,800	4,800	2,000	47,540	5,000	52,540
17. All Other	23,000	5,000	5,000	21,000	210,865	116,650	327,515
TOTAL	1,148,616	147,736	175,758	1,634,001	22,333,957	10,909,931	33,243,888

GENERAL FUNDS

AS OF MARCH 21, 1990 AT 10:39 AM

028	Citizenship Fund	50,000	045	Publicity & Pub. Relations	546,000
029	Organizing Fund	2,100,000	046	Operating Reserve	313,564
031	Legal	3,700,000	047	Foreign Affairs	116,480
032	Convention (Incl. Com.)	1,100,000	048	Education	318,000
033	Executive Board	236,250	056	Professional	330,000
034	Committees and Conferences	99,105	057	Staff Moves	625,000
035	CWA News	1,250,000	058	Contract Reports & Ratif. Fund	—
036	Pension Fund	3,052,108	059	Staff — Illness Absence	342,525
037	Insurance and Hospitalization	7,000,000	063	Automobile Fund	500,080
038	Taxes	3,137,385	071	Information Mgmt. Sys. Fund	1,479,453
039	Affiliation Dues	—			
040	Contingency Fund	947,872		Total General Budget	\$29,468,820
041	Equipment Additions	110,000		Total Lines 1 - 17 above	33,243,888
042	Building Fund	—		Grand Total	\$62,712,708
044	Bldgs. - Repairs & Mtce.	2,115,000			

INCOME PROJECTIONS

1990-1991

	No. of Mem.	Dues Rate	No. of Mos.		
Dues Income:					
40% of 2 hrs. Pay x Mem. x Mo.					
	443,310	25.56	2	9,064,803	
	443,310	26.07	10	46,228,367	
Less 25% Subsidy	8,967			(279,609)	55,013,561
Dues Income—PPMW (except 145)	23,704	0.00	12	3,158,083	
—Local 145	3,432			385,503	
Less 25% Subsidy (Local 145)	3,432			(96,014)	3,447,572
				Total Dues Income	58,461,133
Affiliation Dues:					
AFL-CIO Reg. Dues	463,425	0.35	12	1,946,385	
IUD Reg. Dues	378,857	0.075	12	340,971	
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	64,453	0.04	12	30,937	
PTTI	400,000	1.85 franc/mem/mo		481,000	
IAPTA	23,704	0.13	1	3,082	
Canada Union Label	7,021	0.015	12	1,264	
Canadian Labour Congress	7,021	0.36	12	30,331	
Canadian Conference Assessment					
				Less Total Affiliation Dues	10,000
				Less Allowance for District Organizing Allocation Fund	(73,000)
				Net Dues Income	55,506,363
Non Member Income:					
40% of 2 hrs. Pay x Equiv. x Mo					
	52,431	25.56	2	1,072,109	
	52,431	26.07	10	5,467,505	
Total Non Member Income					6,539,614
Rebate				500,000	
Other Income				1,250,000	
Other Dues Income				768,368	
				Total Other Income	2,518,368
				Less D.F. Loan Repayment	1,201,630*
				Less Special D.F. Deduction	650,007
				Total Misc Deductions	(1,851,637)
				Amount Budgeted	62,712,708

*Projected as of 3/1/90.

Above Membership figures are as of 01/90 and have been adjusted for a 3% roll.

Above Membership has also been adjusted for a loss of 8,500 Members the first 6 months of the new budget year.

EXPLANATION OF EXHIBIT A

BUDGET

ITEM

(1) SALARIES—OFFICERS & STAFF

This reflects the salary cost by District and administrative units of all officers and staff and professional employees.

(2) SALARIES—FULL-TIME—OTHER

This item reflects the salary cost of all full-time clerical employees and salaried supervisors in the Headquarters, District and area offices.

(3) SALARIES—PART-TIME

This item reflects the salary cost of all part-time employees. (Examples: bargaining committees and arbitration witnesses.)

(4) TRAVEL AND EXPENSE—FULL-TIME

This item shows the travel and related expenses incurred by officers, staff and full-time employees.

(5) TRAVEL AND EXPENSE—PART-TIME

This item covers the travel and related expenses incurred by part-time employees. (Examples: bargaining committees and arbitration witnesses.)

(6) SUPPLIES AND PRINTING

This item reflects the cost of all office supplies and printing. (Examples: Local officers' and stewards' mailing, District newsletters, educational information, etc.)

(7) POSTAGE—FREIGHT—EXPRESS

This covers the cost for all mailings, except postage for the CWA News.

(8) RENTAL OF EQUIPMENT

This item reflects the cost of renting and leasing such items as photocopying machines and miscellaneous equipment when it is more cost effective to rent or lease rather than purchase.

(9) MAINTENANCE OF EQUIPMENT

This item shows the cost of maintaining all equipment owned by CWA such as typewriters, mailing equipment and copy machines, etc.

(10) CONTRACT SERVICES

This item reflects the cost of contract services for such items as payroll dues deduction costs, janitorial service, trash removal service, etc.

(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 leasing the offices required in District and administrative units to properly carry out the affairs of the Union. Also included in this item are mortgage payments for buildings we own.

(13) RENT—MEETING ROOMS

This item covers the cost of renting meeting rooms for District and bargaining unit caucuses, organizing meetings, educational institutes, etc.

(17) ALL OTHER

This item covers all miscellaneous expenses that cannot properly be charged to Budget Items 1 through 13.

TOTALS

This reflects the total amount of the budget (all Items 1 through 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 funds to defray the cost of organizing programs for the Union.

(30) LEGAL

This item covers the cost 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 cost of our annual Convention. This cost includes auditorium and meeting room rental, printing of verbatim reports and other Convention materials, postage, wages and expenses of Convention committees, etc.

(33) EXECUTIVE BOARD

This item includes all expenses associated with meetings of the Union's Executive Board. It includes the travel and other per diem expenses of Executive Board members and others required to be in attendance at such meetings. The cost, if any, of the meeting room is also included.

(34) COMMITTEES AND CONFERENCES

This budget item is intended to provide for expenses for committees and meetings, which are called by the President of the Union. This does not cover expenses of attendees unless authorized by the President of the Union.

(35) CWA NEWS

This item covers the total cost of publishing, printing and mailing of the CWA News, and includes the salaries of the editorial staff.

(36) PENSION FUND

This item includes the cost of contributions made to the CWA Employees Pension Fund. Also included are contributions for our employees covered under the CWA-ITU Negotiated Pension Plan.

(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 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) EQUI PM ENT 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 OPERATIONS
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 Union-owned buildings, as well as ongoing costs of operation.
- (45) PUBLICITY AND PUBLIC RELATIONS
This item covers our program of Publicity and Public Relations which brings the story of the Communications Workers of America to the public through the mass media of radio, TV and newspaper.
- (46) 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 funds for CWA's participation and cooperation within the Worldwide Free Trade Union Movement.
- (48) EDUCATION
This item covers the expense of week-long leadership conferences, and the development and delivery of training programs.
- (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) AUTOMOBILES
This item budgets 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 acquiring office automation equipment and software at the Headquarters, Districts, and area offices. Also included is the allowance for the cost of consultants and contract services that may be necessary to implement the Information Management System.

TOTAL GENERAL BUDGET

Total of Items 28 through 71.

TOTAL BUDGET

Total of all administrative units, Headquarters, and General Budgets.

EXPLANATION OF FUNDS AND ACCOUNTS OF CWA

Attachment No. 2

There are seven 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 District Organizing Allocation Fund
7. The Plant Fund (The Fixed Assets Account)

The first six of the above are cash Funds. The Plant Fund is a recording of the Union's equity in fixed or capital assets.

On the advice of our auditors, we consolidated our Funds into the current seven. The Funds that were consolidated are as follows:

- The Citizenship Fund was consolidated into the General Fund with a General Fund account allocation.
- The Contract Report and Ratification Fund was consolidated into the General Fund and given a General Fund account designation. The Fund balance from prior years' allocations was placed in an escrow account to be used for contract ratification expenses as they occur.
- The Automobile Fund assets were consolidated into the Plant Fund. The operating and purchasing expenses will be charged to the established General Fund account.
- The Information Management Systems Fund assets were also consolidated into the Plant Fund.
- The 3rd & E Streets Building Fund balance was placed in a Building Fund escrow account to be used for 3rd & E Street Building expenses as they occur.

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 labeled in this manner until the Secretary-Treasurer's Office can channel or allocate it. As an example: a dues check from an employer is received in the Secretary-Treasurer's office; it is immediately deposited in the General Fund as unallocated money. When the report which comes with the employer's check is processed, CWA checks are issued 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 is derived from dues and equivalents in the amount of \$.50 from

each payer each month and from an allocation of National and Local income as directed by the CWA Convention. When checks from various companies are processed in the Secretary-Treasurer's office, this income is deposited in the Defense Fund account as reports are processed.

As we stated in our report, the resources of this Fund were exhausted and we borrowed against this Fund in order to sustain our lengthy strike against NYNEX. Strikes also occurred in Pac-Tel, Ameritech, Bell Atlantic, Northern Telecom, and 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, were in excess of \$34 million.

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. A periodic actuarial review is made of the CWA Pension Fund, and our contribution is adjusted to meet our obligations.

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; Greensboro, North Carolina; St. Louis, Missouri; Denver, Colorado; Burlingame, California.

THE OPERATING RESERVE FUND

The Operating Reserve Fund was established as a means of operating the Union should income be reduced or expenses unexpectedly increase.

This is a restricted Fund, requiring a two-thirds vote of the Executive Board before expenditures are made. This Fund had to be used to cover operating expenses when our income was interrupted as a result of strikes in our major bargaining units.

THE CITIZENSHIP ACCOUNT

There is an imperative need for the Union to expand and develop its activities 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

Because of changes in our bargaining structure and ratification procedure because of divestiture, it is anticipated that allocations which were made in prior years should provide the necessary funds for the ratification expenses which are borne by the National Union.

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.

Automobiles and computer equipment assets are now included in the Plant Fund.

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 1990 Convention.

COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

1987-88

	Adjusted Budget	Convention Approved Budget	12-Month Actual	Expense (Over) and Under Budget	Income	Expense (Over) and Under Income
(1) Salaries—Officers and Staff	\$12,756,556	\$12,550,617	\$12,465,447	\$ 85,170		
(2) Salaries—Full Time Other	8,487,289	8,467,454	8,554,403	(86,949)		
(3) Salaries—Part Time	534,127	534,127	647,150	(113,023)		
(4) Expenses—Full Time	2,040,300	2,040,300	2,269,709	(229,409)		
(5) Expenses—Part Time	495,420	495,420	346,066	149,354		
(6) Supplies—Printing	1,208,454	1,208,454	1,426,394	(217,940)		
(7) Postage, Freight, Express	859,514	859,514	694,301	165,213		
(8) Rental of Equipment	455,717	455,717	507,003	(51,286)		
(9) Mtce. of Equipment	257,157	257,157	168,952	88,205		
(10) Contract Services	441,200	441,200	548,907	(107,707)		
(11) Telephone and Telegraph	1,083,811	1,083,811	1,152,754	(68,943)		
(12) Rent and Office Occupancy	3,098,616	2,933,528	3,089,628	(156,100)		
(13) Rent—Meeting Rooms	58,020	58,020	52,358	5,662		
(17) All Other	448,478	448,478	882,770	(434,292)		
Totals	\$32,224,859	\$31,833,797	\$32,805,842	\$ (972,045)		
(28) Citizenship Fund	25,000	25,000	25,000	—		
(29) Organizing Fund (2)	1,980,165	2,000,000	1,903,424	96,576		
(31) Legal	3,500,000	3,500,000	3,945,274	(445,274)		
(32) Conventions (Inc. Committees)	900,000	900,000	786,213	113,787		
(33) Executive Board	350,000	350,000	320,435	29,565		
(34) Committees and Conferences	114,100	114,100	156,934	(42,834)		
(35) CWA News	1,218,400	1,218,400	1,348,955	(130,555)		
(36) Pension Fund	3,720,242	3,720,242	3,718,868	1,374		
(37) Insurance and Hospitalization	4,498,161	4,498,161	4,687,650	(189,489)		
(38) Taxes	2,821,587	2,821,587	2,501,620	319,967		
(39) Affiliation Dues	—	—	—	—		
(40) Contingency	337,915	721,196	664,374	56,822		
(41) Equipment Additions	218,148	218,148	210,265	7,883		
(42) Building Fund	—	—	—	—		
(44) Building Repairs (and Mtce.)	1,270,814	1,270,814	1,506,357	(235,543)		
(45) Publicity and Public Relations	625,000	625,000	662,807	(37,807)		
(46) Operating Reserve	—	—	—	—		
(47) Foreign Affairs	160,090	160,090	117,392	42,698		
(48) Education	452,000	452,000	374,887	77,113		
(56) Professional	283,000	283,000	336,046	(53,046)		
(57) Staff Moves	300,000	300,000	498,052	(198,052)		
(58) Contract Reports and Ratification	—	—	—	—		
(59) Staff Illness Absence	262,054	250,000	255,268	(5,268)		
(63) Automobile Fund	600,000	600,000	600,000	—		
(71) Information Management System Fund ..	1,777,695	1,777,695	1,777,695	—		
Total	\$25,414,371	\$25,805,433	\$26,397,516	\$ (592,083)		
Grand Total	\$57,639,230	\$57,639,230	\$59,203,358	\$(1,564,128)	\$55,199,781	\$(4,003,577)

(1) See Note 1, Exhibit A

Attachment No. 3 (Continued)

COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

1988-89

	Adjusted Budget	Convention Approved Budget	12-Month Actual	Expense (Over) and Under Budget	Income	Expense (Over) and Under Income
(1) Salaries—Officers and Staff	\$12,447,825	\$12,820,523	\$12,327,420	\$ 493,103		
(2) Salaries—Full Time Other	8,915,063	8,865,785	8,860,050	5,735		
(3) Salaries—Part Time	582,388	574,398	753,630	(179,232)		
(4) Expenses—Full Time	1,929,425	2,013,300	2,301,819	(288,519)		
(5) Expenses—Part Time	544,616	536,116	590,627	(54,511)		
(6) Supplies—Printing	1,276,448	1,278,448	1,413,815	(137,367)		
(7) Postage, Freight, Express	995,195	995,195	792,620	202,575		
(8) Rental of Equipment	536,646	498,346	592,212	(93,866)		
(9) Mfce. of Equipment	210,346	210,346	128,469	81,877		
(10) Contract Services	592,904	552,904	541,194	11,710		
(11) Telephone and Telegraph	1,124,199	1,124,199	1,213,025	(88,826)		
(12) Rent and Office Occupancy	3,928,488	3,944,491	3,898,855	45,636		
(13) Rent—Meeting Rooms	57,580	57,580	72,986	(15,406)		
(17) All Other	450,016	450,016	647,823	(197,807)		
Totals	\$33,591,139	\$33,919,647	\$34,134,545	\$ (214,898)		
(28) Citizenship Fund	50,000	50,000	50,000	—		
(29) Organizing Fund (2)	2,100,000	2,100,000	2,084,175	15,825		
(31) Legal	3,100,000	3,100,000	3,599,738	(499,738)		
(32) Conventions (Inc. Committees)	1,800,000	1,800,000	1,759,173	40,827		
(33) Executive Board	350,000	350,000	328,665	21,335		
(34) Committees and Conferences	193,141	193,141	124,443	68,698		
(35) CWA News	1,350,900	1,300,000	1,503,053	(203,053)		
(36) Pension Fund	3,659,262	3,659,262	3,664,606	4,656		
(37) Insurance and Hospitalization	5,150,828	5,150,828	5,565,140	(414,312)		
(38) Taxes	2,502,900	2,502,900	2,783,486	(280,586)		
(39) Affiliation Dues	—	—	—	—		
(40) Contingency	982,286	665,632	317,613	348,019		
(41) Equipment Additions	200,000	200,000	119,407	80,593		
(42) Building Fund	—	—	—	—		
(44) Building Repairs (and Mfce.)	1,322,096	1,322,096	1,376,542	(54,446)		
(45) Publicity and Public Relations	635,954	675,000	576,015	98,985		
(46) Operating Reserve	—	—	—	—		
(47) Foreign Affairs	160,000	160,000	187,734	(27,734)		
(48) Education	413,000	413,000	426,159	(13,159)		
(56) Professional	237,825	237,825	288,017	(50,192)		
(57) Staff Moves	300,000	300,000	183,696	116,304		
(58) Contract Reports and Ratification	—	—	—	—		
(59) Staff Illness Absence	250,000	250,000	263,854	(13,854)		
(63) Automobile Fund	800,000	800,000	800,000	—		
(71) Information Management System Fund ..	1,734,546	1,734,546	1,734,546	—		
Total	\$27,292,738	\$26,964,230	\$27,726,062	\$ (761,832)		
Grand Total	\$60,883,877	\$60,883,877	\$61,860,607	\$ (976,730)	\$65,078,921	\$ 3,218,314

(1) See Note 1, Exhibit A

COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

	1989-90				1990-91		
	Adjusted Budget	Convention Approved Budget	9 Mo. Actual 3 Mo. Proj. Expenses	Expense (Over) and Under Budget	9 Mo. Actual 3 Mo. Proj. Income	Expense (Over) and Under Income	Proposed Budget
(1) Salaries—Officers and Staff	\$13,571,996	\$13,486,906	\$13,462,308	\$ 24,598			\$12,516,481
(2) Salaries—Full Time Other	9,095,799	9,095,799	8,635,446	460,353			8,873,019
(3) Salaries—Part Time	840,868	840,868	714,912	125,956			685,921
(4) Expenses—Full Time	2,094,673	2,134,500	2,567,420	(432,920)			1,794,580
(5) Expenses—Part Time	799,862	799,862	676,978	122,884			676,919
(6) Supplies—Printing	1,373,401	1,373,401	1,345,346	28,055			1,229,099
(7) Postage, Freight, Express	1,013,476	1,013,476	952,075	61,401			904,049
(8) Rental of Equipment	663,918	663,918	630,042	33,876			558,441
(9) Mtce. of Equipment	158,153	158,153	135,700	22,453			108,071
(10) Contract Services	716,809	676,809	555,759	121,050			600,717
(11) Telephone and Telegraph	1,280,748	1,279,248	1,241,897	37,351			1,104,579
(12) Rent and Office Occupancy	3,795,636	4,041,104	3,783,935	257,169			3,811,957
(13) Rent—Meeting Rooms	59,340	59,340	37,320	22,020			52,540
(17) All Other	427,252	427,252	612,678	(185,426)			327,515
Totals	\$35,891,931	\$36,050,636	\$35,351,816	\$ 698,820			\$33,243,888
(28) Citizenship Fund	50,000	50,000	50,000	—			50,000
(29) Organizing Fund (2)	2,100,000	2,100,000	2,093,053	6,947			2,100,000
(31) Legal	3,500,000	3,500,000	3,761,051	(261,051)			3,700,000
(32) Conventions (Inc. Committees)	900,000	900,000	898,507	1,493			1,100,000
(33) Executive Board	225,000	225,000	218,505	6,495			236,250
(34) Committees and Conferences	125,400	125,400	125,687	(287)			99,105
(35) CWA News	1,400,000	1,400,000	1,223,666	176,334			1,250,000
(36) Pension Fund	3,540,000	3,540,000	3,540,000	—			3,052,106
(37) Insurance and Hospitalization	6,667,660	6,667,660	6,789,343	(121,483)			7,000,000
(38) Taxes	2,830,700	2,830,700	2,923,711	(93,011)			3,137,385
(39) Affiliation Dues	—	—	—	—			—
(40) Contingency	1,147,643	948,938	979,346	(30,408)			947,872
(41) Equipment Additions	175,000	175,000	166,641	8,359			110,000
(42) Building Fund	—	—	—	—			—
(44) Building Repairs (and Mtce.)	1,400,000	1,400,000	1,394,536	5,464			2,115,000
(45) Publicity and Public Relations	630,000	670,000	465,941	204,059			548,000
(46) Operating Reserve	—	—	—	—			—
(47) Foreign Affairs	171,145	171,145	160,985	10,160			116,480
(48) Education	368,000	368,000	340,585	27,415			318,000
(56) Professional	250,000	250,000	248,440	1,560			330,000
(57) Staff Moves	300,000	300,000	297,808	2,192			625,000
(58) Contract Reports and Ratification	—	—	—	—			—
(59) Staff Illness Absence	200,000	200,000	313,421	(113,421)			342,525
(63) Automobile Fund	665,000	665,000	527,183	137,817			500,060
(71) Information Management System Fund ..	1,510,285	1,510,285	1,491,921	18,364			1,479,453
Total	\$28,156,033	\$27,997,326	\$28,010,330	\$ (13,002)			\$29,468,820
Grand Total	\$64,047,964	\$64,047,964	\$63,362,146	\$ 685,818	\$63,864,852	\$ 502,706	\$62,712,708

(1) See Note 1, Exhibit A

Attachment No. 4

COMPARISON—BUDGET, EXPENSE BY ADMINISTRATIVE UNITS

1987-88					
	Adjusted Budget	Convention Approved Budget	Expense		
District 1	\$ 3,515,852	\$ 3,466,331	\$ 3,663,836		
District 2	1,377,522	1,373,394	1,357,266		
District 3	3,750,222	3,738,742	3,699,549		
District 4	2,318,843	2,267,160	2,566,987		
District 6	2,703,125	2,668,112	2,706,734		
District 7	2,352,457	2,231,810	2,339,657		
District 9	2,374,690	2,367,847	2,266,315		
District 13	1,022,307	1,025,971	1,066,113		
ATT-COM & TECH ...	1,809,689	1,847,273	1,856,691		
Public Workers	182,568	180,668	185,143		
Telecom	237,284	235,364	253,590		
Headquarters	10,580,080	10,431,125	10,843,961		
Sub-Total	\$32,224,859	\$31,833,797	\$32,805,842		
General Budget	25,414,371	25,805,433	26,397,516		
GRAND TOTAL	\$57,639,230	\$57,639,230	\$59,203,358		
1988-89					
	Adjusted Budget	Convention Approved Budget	Expense		
District 1	\$ 3,894,758	\$ 3,844,264	\$ 4,050,931		
District 2	1,385,102	1,372,117	1,383,575		
District 3	3,468,331	3,567,665	3,490,973		
District 4	2,445,323	2,533,683	2,376,226		
District 6	2,767,705	2,789,582	2,797,550		
District 7	2,409,657	2,426,811	2,539,854		
District 9	2,457,442	2,494,831	2,456,173		
District 13	1,075,981	1,058,795	1,121,210		
ATT-COM & TECH ...	1,685,560	1,720,074	1,986,592		
Public Workers	186,982	185,117	185,686		
Telecom	236,279	240,592	236,977		
Headquarters	11,578,019	11,686,116	11,508,798		
Sub-Total	\$33,591,139	\$33,919,647	\$34,134,545		
General Budget	27,292,738	26,964,230	27,726,062		
GRAND TOTAL	\$60,883,877	\$60,883,877	\$61,860,607		
1989-90					
	Adjusted Budget	Convention Approved Budget	9 Months Actual	3 Month Projected	1990-91 Proposed Budget
District 1	\$ 4,129,474	\$ 4,102,332	\$ 3,193,581	\$ 945,309	\$ 3,975,793
District 2	1,372,408	1,447,953	986,540	343,882	1,328,064
District 3	3,620,697	3,659,607	2,523,565	1,038,830	3,525,038
District 4	2,519,135	2,428,564	1,799,474	653,355	2,312,750
District 6	2,758,583	2,715,242	2,022,923	662,800	2,563,536
District 7	2,384,023	2,464,863	1,862,390	561,471	2,186,351
District 9	2,460,978	2,521,781	1,737,447	621,564	2,416,537
District 13	1,139,038	1,121,632	875,272	268,494	919,777
PPMW	1,944,128	1,942,981	1,651,480	500,286	1,148,616
ATT-COM & TECH ...	1,596,097	1,639,702	1,188,589	523,082	1,634,001
Public Workers	172,134	188,974	143,496	45,471	147,736
Telecom	138,446	244,809	146,821	49,167	175,758
Headquarters	11,656,790	11,572,196	7,840,746	3,165,781	10,909,931
Sub-Total	\$35,891,931	\$36,050,636	\$25,972,324	\$ 9,379,492	\$33,243,888
General Budget	28,156,033	27,997,328	19,143,393	8,866,937	29,468,820
GRAND TOTAL	\$64,047,964	\$64,047,964	\$45,115,717	\$18,246,429	\$62,712,708

SUPPLEMENTAL REPORT OF THE FINANCE COMMITTEE

The Finance Committee wishes to add the following items to its reports:

Item No. 1: Financial Statement and Auditors report for period ending December 31, 1989.

The Finance Committee has reviewed the completed Audit Report provided by the Certified Public Accounting Firm of Thomas Havey & Company. It is our opinion that the report accurately represents the financial position of the Communications Workers of America, AFL-CIO, CLC, in conformity with generally accepted accounting principles.

Item No. 2: Accountability of overspending for budget year 1988-89.

The Finance Committee received written explanations and supporting documents from those administrative heads whose units exceeded their budgets for the 1988-89 year. All written explanations have been thoroughly reviewed as to their content and relevance. It is the Committee's opinion that these expenditures were within reasonable and acceptable bounds in "all" cases.

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

CHAIR DAVID P. LOCKE (Local 6395, Chair, Finance Committee): We have two items that we need to bring to your attention. First, a correction on the report of the Finance Committee. On Attachment 4, the last page of the report, under the 1990-91 proposed budget, for the PPMW, the figure listed as \$1,148,616 should read \$1,634,001. For ATT-COM & Tech., just below that, the figure listed as \$1,634,001 should read \$1,148,616.

We have one other item, and it is an additional item to the Supplemental Report that was put on the tables yesterday. Item No. 3, Adjustment to Staff Expenses to the Printing, Publishing and Media Workers Sector. As a result of a meeting held the night before last between the Finance Committee and representative of that sector, the Committee recommends an adjustment to Exhibit A, Line Item 4, Expenses - Full-time of the Finance Committee Report, in the additional amount of \$34,670, to be transferred from the Contingency Fund.

RESOLVED, fellow delegates, the Finance Committee has met with all those individuals that have requested meetings for the purpose of discussion and further understanding of the proposed budget before you.

The Finance Committee has worked hard to fully understand the financial obligations of CWA in order to fully assist in the construction of the proposed budget before you. We believe this budget will serve our membership well, given our financial position.

The Finance Committee urges your support and approval for this report and our recommendations.

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

... The motion was duly seconded ...

DELEGATE JOHN J. EBELING (Local 14616): I rise to support the recommendation of the Finance Committee. I would like to advise the delegates that I have here with me some of our Brothers and Sister members from the Sector as a show of support for our position in support of the Committee.

We had a problem with the budget. We had requested a meeting with the Finance Committee. On Sunday evening I was introduced to the Chairman of the Committee, Mr. Locke. I asked for a meeting so that we could have a representation from the Sector appear before the Finance Committee.

I am happy to say he did not say, "I will try to work you into our schedule." He said, "We will have time for a meeting tomorrow. I will get back with you on Monday to let you know just when

we can have that meeting."

Monday morning he advised me that we would have that meeting, on Monday afternoon, one hour after adjournment. As you all know, one hour after adjournment on Monday was eight o'clock Monday night. Eight o'clock Monday night, the entire Committee was there to hear our problem, including Paul Anderson, Secretary-Treasurer Booe's right-hand man, who was there to answer questions.

We had a good exchange. We had a chance to tell the Finance Committee our concerns, the concerns that sent us there to appear before that Committee. At our Sector meeting, it came to light that there was much concern that people thought that possibly our merger document had slipped under the carpet; that maybe we were not going to have the money to work with our Locals in their negotiations; that our representatives were going to be underfunded to the point where we could not honor the commitments that we had made at the time of the merger.

Brothers and Sisters, I am happy to report that by the time we left the meeting we had a good exchange. The Committee heard our problems and we also heard their problems. When we left that meeting, we felt that we could go out into the entire Labor Movement and tell them, "If you come into the CWA and you make a deal, that is a done deal, and you can go to the bank with it."

I think our concerns were answered. We were told that we are not going to be underfunded, that our people are not going to be let down, that the commitment was made and was going to be honored. And I am pleased to say that.

I thank the Finance Committee for the time that they gave us even though it was after a long day. We were not rushed. We had our say.

The next morning, basically, the commitment that was made Monday night was given to us in writing and was reported to you today.

I can tell you that we are happy to be and proud to be a part of the CWA, and we plan on working with the CWA to go into the 21st century as the biggest International Union in the Labor Movement.

Thank you, Brothers and Sisters. (Applause)

PRESIDENT BAHR: Before I recognize the next speaker, let me ask you to make a correction called to our attention by Delegate Smith from Local 4108. On page 8 of the Committee Report, under "Insurance and Hospitalization," where it says "Workmen's Compensation" it should be "Workers' Compensation."

Thank you for calling that to our attention. On Micro phone No. 5, Delegate Riemer.

DELEGATE GREGORY RIEMER (Local 4309): I have a question for the Committee. The Defense Fund proposal passed on Monday, but the money won't flow into that until January of '91. How much money is in the Defense Fund right now?

PRESIDENT BAHR: Do you know.

CHAIR LOCKE: As of 5/31/90, the Defense Fund has a balance of \$5,307,857, with expenditures to come very shortly after that.

PRESIDENT BAHR: Let me clarify the response though because it is not 5/31/90 right now. This week, the payment to the Japanese will be made for the purpose of the next budget year. After all obligations are taken care of, we will have approximately \$100,000 a month to support those who may have to strike because the money does not come in in January because it is first deducted in January and won't be received till about March.

You are entitled to a second question.

DELEGATE RIEMER: Thank you. That is a perfect lead-in to my second question. I am concerned about bargaining units whose contracts might expire this year and who may be forced

to strike. Will we have any money in the Defense Fund to take care of those members who might strike through 1991?

PRESIDENT BAHR: As I stated in my opening remarks, as long as you give me the privilege to represent the members of this Union we will find a way to take care of those who put their jobs on the line to fight for justice. (Applause)

On Microphone No. 5, Delegate Young.

DELEGATE KIM A. YOUNG (Local 1112): While we are speaking of the budget, President Bahr, can you tell me if there were any vouchers that were reimbursed to officers or staff for flights on Continental or Eastern Airlines?

PRESIDENT BAHR: I don't know about Eastern, but I do know on Continental because I was one. From some cities you cannot get there unless you use Continental. So I would clarify it that short of it being an absolute impossibility to travel any other way, the answer would be, yes, with the exception of Eastern.

You are entitled to a second question. **DELEGATE YOUNG:** I would just like to know if you can tell us how much money has been expended toward it, and how many flights officers and/or staff have been forced to fly on Continental?

PRESIDENT BAHR: They are very isolated. And the reason I gave you that answer is because I wanted to be accurate. They are probably on the fingers of one hand.

On Microphone No. 5, Delegate Ferrentino.

DELEGATE MICHAEL J. FERRENTINO (Local 1122): On the Finance Report, Morty, on page 6 and 7, we talked about the amount of money budgeted for legal. And it seems to be a real strong message in there that we are going to do all our arbitration cases with staff. I would like to know what that really means.

PRESIDENT BAHR: Your question is incorrect. We are not going to be doing all arbitration cases with staff.

You are entitled to a second question.

DELEGATE FERRENTINO: Who is going to decide which cases are going to be done with staff and which ones with legal?

PRESIDENT BAHR: It is decided by our General Counsel Pat Scanlon in collaboration with the Vice President in charge of that particular area.

On Microphone No. 5, Delegate Princiotta.

DELEGATE ANN PRINCIOTTA (Local 1023): I have a question regarding page 11, on salaries of elected officials as it relates to the percentage increase received by the majority of our members during 1990. Can someone give me the figure that we are alluding to there? What was the highest percentage of wage increase received by a bargaining unit, and what was the least?

PRESIDENT BAHR: We do not quite have that yet because the CPI came in, I think, just before we got here, the latter part of May. I would give a ballpark guess, first, that the decision is made based on about eleven or twelve of the largest units that have, you know, 85 percent of the members. That would be AT&T, the Southern Regions, GTE, the State of New Jersey, and one or two others. And the ballpark guess then would be about three percent.

DELEGATE PRINCIOTTA: Thank you.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE PRINCIOTTA: Thank you.

There are no further Delegates wishing to speak. The motion before you is the adoption of

the Finance Committee report. All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted.

On behalf of the Delegates, I want to extend our thanks to the members of the Finance Committee who have worked long and hard to serve all of us in this most important function. With our thanks, the Committee is discharged. (Applause)

The Chair recognizes Executive Vice President Easterling for a report.

... The delegates applauded in unison as Executive Vice President Barbara Easterling came up to the platform ...

PRESIDENT BAHR: The chair once again recognizes Executive Vice President Easterling for a report. (Laughter and applause)

EXECUTIVE VICE PRESIDENT BARBARA EASTERLING: I did not do that for effect. I was out there with our guest, Elizabeth Glaser, visiting with her a little bit. (Laughter)

Well, before I begin my remarks this morning, I want to take a moment to thank some of the people in this hall and back home for their work on our behalf this year: my assistant, Steve Olney, who has done such a remarkable job with our retirees' program and the CWA Health Trust. Loretta Bowen, who is "CWA" in all the political arenas of Washington, and who somehow manages to interview our 435 United States Representatives in the House and the 100 United States Senators before they get a contribution from CWA COPE. Don't ask me how.

John Morgan, Lou Gerber and Hall Sisson, our Lobbyists-- who carry CWA's message on a daily basis to the Hill.

We are a small staff, made even smaller with the loss of an outstanding hard worker, Ann Kelly, from the Des Moines Local.

Those of you that worked with her shared our mixed emotions when the AFL-CIO appointed her Regional V.I.P. Director in that area. People who are willing to work the very long hours, seven days a week and do it well are hard to find and obviously very hard to keep. And so we owe a deep debt of gratitude to our CWA Staff, the District Legislative and Political Coordinators and State Representatives in our 50 states that know what needs to be accomplished and works with you and us to get it done.

Please join me in thanking all of them. (Applause)

With that aside, it pleases me to stand before you to give an account of the stewardship of CWA's Legislative and Political Affairs Program over the past year. But this year, as I reviewed the work of the Government Relations and Political Affairs Department and gave some thought to what I wanted to say, I realized that standing up here and telling you what I and my staff have done for you does not really capture the way that CWA's legislative and political program really works.

To be sure, we work for you, but the real nature of our work is a collaboration, working with you, relying on each others talents and strengths.

We look to you to take the leadership in carrying the fight to the increasingly more important form of state government. Collaboration and extending the network of collaboration is the whole reason we have our annual legislative conferences. Extending that network of collaboration and straining to meet common goals is the reason why we founded and support our retirees' organization, of which, incidentally, there are far too few clubs. Only one out of ten Locals has yet established a retirees' club.

But the interest is there, because 1,600 retirees have already responded with an application for membership in our recently established District Clubs and the returns continue at the rate of 120 per day.

So my remarks this morning will focus on what we have accomplished over the past year and on the unfinished work that faces us together.

While on the topic of collaboration, let me say some thing about why and how we work with the companies from time to time in the legislative arena. One of the principles of good strategy is that no general should begin a battle without a preponderance of the forces on her or his side. That means finding and using all the forces we can, our own and our allies', to mass along one common front of battle.

When CWA enters into alliances-- and we do, from time to time, on particular pieces of legislation-- with the companies that employ our members, we are practicing good strategy, good generalship.

Let me share with you the two very simple principles that guide our decisions to form these kinds of alliances. The first is that whatever the companies' goals are, CWA's goal is to preserve and expand quality work at a decent wage and under safe conditions for our members.

We are not accomplices in the companies' greed. We are not in these fights to secure higher profits for shareholders or to safeguard the jobs of top management, or to recreate monopolies in this country. We are not, nor will we ever be, the lackeys of any company when we testify.

The reason why we sometimes find ourselves shoulder to shoulder in fighting for a particular piece of legislation is that we view that bill as an opportunity to save jobs or to create jobs for our members. If a particular bill helps the companies' balance sheets, then we are fighting for it because we want on a line engraved on those balance sheets an I.O.U. that reads "More jobs, higher pay, and better benefits." (Applause)

The way we handled our support for legislation dealing directly with the telecommunications industry during the past year demonstrates CWA's strategy. Yes, we have supported legislation allowing the BOC's to enter the information services business and allowing local exchange telephone companies to enter the cable television business.

But our support was not for new "cash cows" for the phone companies, nor was it unconditional. Our support is predicated on new jobs for CWA members.

We have also supported legislation allowing the BOC's to enter the equipment manufacturing business, but the version we support contains provisions for ensuring that this equipment is manufactured in the United States, by American workers, and CWA members. (Applause)

We also support new legislation providing for tighter regulation of alternative operator services, who have behaved like pirates. And we have been successful in this regard.

We support this legislation not simply because many of these companies are non-union employers, but because their anti-consumer and price-gouging tactics bring disrepute on the telecommunications industry and, most importantly, imperil the jobs of CWA-represented operators.

Make no mistake about it. The reason we occasionally make common cause with our employers is because it is in our, CWA's, your, interests to do so.

One of our major legislative priorities for this year offers the clearest model of how CWA approaches any collaboration with the companies who employ our workers. I am referring to CWA's insistence that any legislation restructuring the telecommunications industry in this country, such as the bill drafted by the House Subcommittee on Telecommunications and Finance, must include a preferential rehire rights provision for any former nonsupervisory worker employed by the Bell System since December 31, 1983.

Both President Bahr and I, in our testimony on the Hill, have made CWA's case as forcefully as possible.

Between AT&T and the RBOCs, 150,000 jobs have been lost since divestiture. But that is a net loss of 80,000 jobs, because at the same time what the RBOCs were taking away with one

hand, they were giving with another unregulated hand in their subsidiaries and affiliates. And what they were giving was new jobs, 70,000 of them, but giving them only to new hires, fresh off the street, with little or no experience, and willing to work below CWA's negotiated wages.

Well, fellow unionists, CWA is sending a message to Congress and the companies as well, that the United States telecommunications industry is not going to go the way of the steel or rubber or textile industries.

The phone industry owes a debt of simple justice to those people who gave their working lives to building it, and we are not going to let that industry turn its back on those former employees.

The second principle guiding these occasional alliances with the companies is equally simple. It is that "CWA speaks for CWA." If we enter into an alliance on a particular piece of legislation, then we have done so for our own reasons. If we have enough brains to decide for ourselves what is in the best interest of our members, then we have got enough brains, and a strong enough voice, to speak for ourselves.

I have had to say this is nearly every speech that I have made around the country this year, for the very simple reason that we have some management out there, obviously not terribly bright, who can't seem to get the message, and so they go about claiming they have the permission of CWA's leadership to enlist our members in actively lobbying legislation.

Believe me, Sisters and Brothers, when it is time to speak, we will speak.

We, that is you and I and the leadership of this Union, will decide when, how and to whom CWA raises its voice in support of a bill. (Applause)

Everyone in this hall understands and agrees that these are the principles that determine when and how CWA will lend its name and its energies to any collaboration with the companies on the legislative front.

Wouldn't you think then, that the top management of the companies could understand them and agree that these are the conditions and the limits of any such collaboration? But, in case they don't, we intend to give them a quick "refresher course" in basic "Collaborating with CWA on Legislative Matters 101." (Laughter)

Because, shortly after our Convention here, President Bahr, the District Vice Presidents, the Telecommunications Vice President, and I will be convening a meeting of all the company vice presidents for government affairs and for labor relations. At that meeting we will be telling them, clearly and unequivocally, what the basis for any and all legislative collaboration will be from that day forward.

We will remind them of what the support of CWA and its members has achieved and what that support is worth. And, hopefully, then, when they get back home they will be able to inform their fellow management how CWA and its members expect to be treated in any future legislative alliances.

The CWA Legislative and Political Program also has two goals, simple, again, and easy to understand. First and foremost, we work to secure and enhance economic justice and legal rights for CWA members. And, secondly, we work to expand economic and social justice in this country.

Those might sound like two separate goals, but in reality they are inseparable. Think of the countries in Eastern Europe that are throwing off the chains of forty years or more of communist oppression. In each of those countries there were labor unions under the communist regimes. But, what rights did the union movement or individual union members have when the basic premise of society as a whole was totalitarian, when all rights were subordinate to the demands of the state?

It is no accident that the Labor Movement has been in the forefront of reforms in Eastern

Europe, has led in the fight to secure the dignity of working people by securing justice in society. Believe me, in a society where some people's only rights are to be poor, homeless or badly housed, without health care or affordable childcare, denied their basic human rights because of who they are, in such a society labor unions and union members are fair game.

And if you think that is an exaggeration, then ask the Air Traffic Controllers, the mechanics at Eastern, the bus drivers at Greyhound, and President Trumka, who told us yesterday about the Mine Workers, about the link between the rights of labor unions and what happened to American society of the past ten years.

We have pursued those two goals during the past year, because we helped to stop the President's campaign for a new round of tax cuts for the rich, realizing that the only "capital gain" that most of us in this room, as with most people in America, will ever have is the sale of our homes.

We fought successfully to have Congress extend the tax credit for employer-paid educational benefits. Of course, it would have affected our training alliance with AT&T, but also because the only way to keep America competitive is to work smarter, not for lower wages.

Over the past year we have increased our activities to safeguard the pensions of America's workers from the kinds of financial games, like terminations, reversions, underfunding, that United States companies have become accustomed to playing. In fact, early during this past year President Bahr testified on behalf of a bill allowing workers to choose one half of the board of trustees of their pension plans. And, you can rest assured that we were far from being in any alliance with AT&T, the RBOCs or any other employer on that one.

The link between the well being of CWA's members and the well-being of American society as a whole is also illustrated by CWA's vigorous activity, collaborating with the AFL-CIO, on one hand, and our national leadership commission on health care on the other, in order to find some way to provide basic, universal health care for all Americans. We all end up paying society's health care bills, if only through our escalating premiums and higher hospital bills that subsidize the indigent.

As long as some Americans lack health care coverage there is no American's health care coverage that is not at risk, as last year and this year's strikes have demonstrated.

So against formidable opposition from business, big and small, and in the face of veto threats from our "kinder, gentler" President, we in CWA have fought successfully for basic childcare and parental leave legislation for America's working families.

Although these pieces of legislation are far from ideal and their fate still somewhat uncertain, CWA remains committed to ensuring that the economic necessity that has transformed America into a two wage-earner society in only 15 years does not deprive working men and women of one of their most fundamental rights - the rights to be parents; not only to bring children into the world, but also to care for them, to nurture them, to educate and ensure the psychological and social well-being of the next generation.

CWA is also deeply concerned with the philosophy of our leaders, both our corporate and government leaders. During the past decade we have heard the "Greed is right, greed is good" syndrome, and it has gone hand in hand with the systematic erosion of the economic and legal rights of Union members.

Do you realize that the explosion of the homeless on our streets was nearly simultaneous with the firing of the PATCO strikers, an event that announced an "open season" on the American worker?

And even though we have a new president that supports unions in foreign countries, the assaults on the economic and the legal rights of American workers have not slowed. If anything, they have accelerated with a recent decision by the Reagan-Bush Supreme Court.

You may be surprised to learn that it was way back in 1938 that the courts upheld the right of employers to hire scabs during strikes and to keep them on the payroll after the strike.

But the climate of social justice and the basic American sense of fair play restrained most American employers from ever playing this game.

And then as our social fabric unraveled under the pressure of the greed syndrome of the past decade, hiring scabs and permanently replacing strikers with scabs became socially permissible.

Last year, the Supreme Court gave further impetus to this dangerous course when it ruled that employers could even offer preferential benefits to strikers who turn their back on their fellow strikers and left the picket line to return to work.

The Frank Lorenzos rejoiced: the strongest weapon in the American workers' arsenal could not be used to achieve economic justice.

And today, this trend masquerades under many names, many slogans, "Making America more competitive", "Restructuring American industry", or "Preparing American industry for the 21st Century".

Very catchy tunes.

But it is the same old song as when the company cops beat and shot the coal miners and the auto workers in the 1920's and 1930's.

Because we, the ordinary working people, the American Union members, are the grist for these mills. But we're not fooled by it.

This trend is part of a broader pattern in which the same people who want to replace you when you strike, or lure your Sisters and Brothers away from standing shoulder to shoulder with you on the picket lines, are the same people who want to take back your pension and cut back on your health insurance.

Well, Sisters and Brothers, CWA is standing up and we're saying, "No! We're not going back to the world of our fathers or our grandfathers!"

We are going forward to correct that injustice by supporting the strikers replacement bills that would overturn both of the Supreme Court decisions. (Applause)

These bills are H.R. 3936, introduced by Congressman Bill Clay of Missouri, and its companion in the Senate, Senate Bill 2112, sponsored by Senator Howard Metzenbaum of Ohio.

At the very beginning of my remarks, I said that the basic form of CWA's legislative program was collaborative, that you and CWA's government relations department need to work together.

Well, if there ever is something we need to collaborate on, this is it. Each of you has been given a manila envelope containing a list of co-sponsors, a brochure, a button, a sample letter, and three plain envelopes and three pieces of paper.

I want you to use the sample letter as a guide for writing each of your two Senators.

You don't have to copy it in total, you don't have to write anything, but please support the bill. I want each of you to write your two Senators and the Representatives in Congress asking them to sign on as co-sponsors of the striker replacement bills or to thank them if they are, and I want you to do that today at the recess.

Your District staff representative is available to provide you with both the Representative and the Senator's name in the event that you are unsure of them.

Then you should include your address on the envelope and on the letters and give them to your District staff here so that they can be taken back and mailed from your state.

PRESIDENT BAHR: We are continually getting complaints about the noise. I can't think of

anything more important before us than what Barbara is talking about right now, and those of you who are not interested, would you leave the auditorium and let those participate who want to.
(Applause)

EXECUTIVE VICE PRESIDENT EASTERLING: It is important. It is important that we take care of this issue. We have 3,000 people in this auditorium that can write letters today. But that's not enough. If we are going to prevail in this fight, we need more than just 3,000 letters. And so I am asking each local to publicize our efforts and to reprint the sample letter in its local publication.

You must provide time at your local membership meetings and at your stewards' meetings for these letters to be written.

I cannot stress enough just how great a priority this legislation should be for all of us during the coming year.

Gloria Parra, President of the San Antonio local, sent 1159 letters to the Hill on this issue last week. (Applause) So it can be done!

Well, Sisters and Brothers, I have tried to share with you what you and I have accomplished since we last met and what we need to work together on during the coming year.

We are on the move, and you and I, our government relations staff, with your District staff all together, are not going to be stopped. We are on the move, because not to move risks going backwards. And we are on the move because there is no going back. We are on the move because we can rely on each other and on each other's strength.

When we tire we look to you for the energy, and when you become discouraged you look to us for hope.

We are on the move and we won't be stopped. We can't because our goal is justice. And justice is never perfect. It will always be an unfinished work.

And so we're on the move because there's no stopping justice. And we are the people who work for justice. We can't be stopped.

Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Barbara.

Would the CWA Savings and Retirement Trust members come to the platform. Let me introduce them to you.

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

Terry Daily, District 1
Melvin L. King, District 2
Arthur Copple, Jr., District 3
Rick Ramm, District 4
Anthony Bixler, District 9
Tom McCalla, District 13
Tom Anesi, District 7, Chair
James B. Booe, Secretary-Treasurer, National Trustee

PRESIDENT BAHR: The Chair of the Committee.

CHAIR TOM ANESI (District 7): Thank you, President Bahr.

REPORT OF THE COMMUNICATIONS WORKERS OF AMERICA SAVINGS AND RETIREMENT TRUST

Dear Delegates:

The administrative problems that have plagued the Trust in the past have been resolved for the present and the future.

Zenith Administrators, the Plan Administrator, is continuing to perform an excellent job in handling the recordkeeping function. They have remained current in the issuance of participant statements.

The Trust selected a new audit firm—Deloitte & Touche. This firm has now produced two certified, unqualified audit reports for the periods ending March, 1988 and December, 1988. They have completed their audit work for the 1989 Plan year and we have reviewed their first draft of the audit report for that year.

As to the recordkeeping problems of earlier years, the Trustees have employed an experienced Washington lawyer as an independent fiduciary to look into these matters and he is now seeking resolution.

Due to economic conditions that affect the stock market, the investments of the Trust have lagged somewhat in the latter months of 1989 and into the first quarter of this year. While the assets of the Trust are presently invested approximately 75% in fixed income securities and up to 25% in common stock, at a meeting prior to the convention, the Trustees made a decision to modify that mix to 85% in fixed income securities and no more than 15% in equities. The Plan registered a 7.72% investment return for 1989. The return for the first quarter of 1990 was disappointing, but the most recent investment results look like the second quarter will be much better.

The Trust currently has assets of approximately \$24,000,000.

During last year's bargaining with the Bell Companies, Southwestern Bell eliminated the Trust as an investment option for its member employees. This option effectively required these participants to withdraw their funds. Although we can now offer the S&RT as a 401(K) option, to date only two companies, BellSouth and PacTel, are accepting 401(K) investments into the S&RT.

We continue to feel positive about the future. Discussions continue with the companies in hopes of bringing the benefits of the Trust to more CWA members.

New Summary Plan Description booklets, describing the Plan and how you can participate, have just been printed and distributed to the delegates. A copy of this new SPD will also be included with the next quarterly statement to all participants.

Mr. Chairman, I move this report be accepted.

... Seconded from the floor ...

PRESIDENT BAHR: On behalf of the Convention delegates the report is received with the thanks of this Convention.

When our next speaker addressed our legislative political conference this year, those of you who were in attendance remember that you could hear a pin drop in the hall. And those of us who were there will never forget her for the stories she told and the cause she is championing. This is why we have asked her to join us again.

Elizabeth Glaser is a co-founder of the Pediatric AIDS Foundation that fills a very important need that before had been overlooked.

She and her husband, film director and star of T.V.s "Starksy and Hutch", Paul Glaser, live in Los Angeles with their six year old son.

Following Elizabeth's remarks there will be a film, and there is some difficulty because you can't darken this auditorium.

So at that time, those on the extreme right and left will have to move to where they can at least see the screen, and we will wait a couple of seconds for you to move to be able to get in that position.

So please join me in giving a warm CWA welcome to our friend and guest, Elizabeth Glaser. (Prolonged applause)

Now I just showed Elizabeth a note that somebody left up here for me, because I know how she feels. And it says, "I know you are nervous. Don't let them see you sweating." (Laughter)

Elizabeth Glaser. (Applause)

SISTER ELIZABETH GLASER (Pediatric AIDS Foundation): Thank you. I just want to say that I am a little nervous, because I have never spoken to this many people at one time, nor had I ever imagined that I would speak to this many people at one time. But I am honored and I thank you, Morty and Barbara, for allowing me the opportunity to be here today.

Let me introduce myself and tell you how I come to be here today. My name is Elizabeth Glaser and almost nine years ago, when I was giving birth to my first child, I hemorrhaged and I was transfused with seven pints of blood. Five years ago, the daughter that I gave birth to became ill, and after many months we were told our diagnosis. Arielle, my daughter, had AIDS. My son and I were HIV positive. Only my husband was uninfected.

On that day when I had given birth, I had received HIV positive-infected blood, and unknowingly had passed it to both of my children. As we were told this medical reality, we were also told not to tell anyone. That the world was not ready for our family. So we told a few friends and we started lying and we started hiding from the rest of the world.

It was a horrible time. But during that time, we were learning some difficult but important things. We were learning that AIDS affects children differently than adults, because my daughter had problems that I wasn't having.

We learned that people with AIDS were made to feel like lepers. Having AIDS was not only a frightening medical reality, but it was a totally isolating experience.

We learned that drugs that were available for me as an adult were not available for my daughter. We learned that there were a million questions, and there were no answers.

Then, almost two years ago, our daughter Arielle died. I had been to Washington twice to ask for help. I had learned that even if they wanted to help, that Washington moves slowly, and that there was no time to lose because my son's life was still at stake.

So two wonderful friends, Susan Delarente and Susan Delios and myself co-founded the Pediatric AIDS Foundation 18 months ago. We wanted to fill the gap until the government would take over its appropriate role. Because you see, the federal AIDS budget is still today half of what it needs to be to win this one. The Pediatrics AIDS budget is even worse.

We decided that the Pediatric AIDS Foundation would fund the research that would answer the questions specifically that affected children and pregnant mothers. Because when you fund AIDS research, it does not mean that you are funding pediatric research. And the government wasn't.

The Pediatric AIDS Foundation started raising private money and educating people in Washington behind the scenes. But there was a story that needed to be told to many, many people. The story about what it was like really to be a family living with AIDS.

And so a year ago, we decided to make a documentary film. In many ways, this film was my story that I couldn't tell publicly because at that time I was still hiding.

But really, my story is the same story as every family battling AIDS.

And so at this time I would like to ask you to look at the monitors and watch this film, and when it is done I have a few words that I would like to say.

Thank you. (Applause)

PRESIDENT BAHR: You might move from the extreme right to left until you can see the monitors because we can't darken this room. Can we get the lights turned off. Thank you.

... A very dramatic and informative video tape depicting the AIDS victims in the life of Elizabeth Glaser was shown to the delegates ... (Applause)

SISTER GLASER: All families battling AIDS face incredible walls of isolation due to ignorance and lack of education. But all families battling AIDS have hope, too.

Let me tell you some facts. The CDC reports that there are 2,258 cases of pediatric AIDS in America today. My son is not in those numbers. There are 20,000 children infected with the HIV virus right now. Those numbers will increase because women and children are already the most underreported area. Eighty percent of all children infected are born to infected mothers.

AIDS is now a family issue.

You know what most of the world says? "This is not my problem. I don't want to worry about it. And I don't want to care about it."

You have invited me here because, as I understand it, there is a resolution that you will be voting on to adopt the Pediatric AIDS Foundation as an organization that you will support. Let me tell you what that means to us. First of all, it means that you are not like the rest of the world, because you have said we must care and we will care about this, and we will help to make it better.

There is no way that you can ever really know how important that is until you stand in my shoes. And I hope that none of you ever has to stand in my shoes, because, as you say that you care, others will see that they can care, too, and you will set an example for a world that has still not decided to care.

Secondly, we are a small, tiny, grassroots organization. We have one office, with seven desks. We have seven wonderful workers, three who are volunteers, and four who are paid. With your help we can do things that we never imagined possible. Together we can educate millions and millions of Americans who would never have been reached before.

As the Pediatric AIDS Foundation develops programs to help families with AIDS, you can help us use them, whether it be this film or the school education program we are developing; you can help us reach out to America with positive, factual information, so that families like mine and the families you saw in this film need no longer face the devastating isolation that lack of education brings.

You can also help us to educate Washington, where there is a big struggle that we fight every day, and our local legislatures about issues concerning children with AIDS.

You have no idea how much they do not know about this.

There are already CWA members in California, where we are, who are working to bring these issues to the California Legislature. It is amazing to us, but we know the potential is there for this to happen in every state, and with your financial support, we can move ahead, the Foundation, boldly and quickly, to bring together the researchers who will identify the directions in which pediatric AIDS research must move to get the answers we need as quickly as possible, and to find a way hope fully to block transmission of this virus so no new children need be born with

AIDS.

These are not impossible goals.

There is no time to waste. My son's life and so many other children's lives hang in the balance. You will be helping us to seize the moment now.

As I said, AIDS is a family issue, and now your family will become a part of our family. In my wildest dreams I never imagined it possible to have a family this large. We are so excited. We wanted to identify one very special person to work with our new family, so I want to introduce to you Beth Freeman, who has come from Los Angeles with me today, because she will be our main man who will help us coordinate what seems like an impossible dream, which is the reality of becoming one family together.

So, I wanted you all to meet Beth, because if you ever call our office, she will be the most important person to talk to.

SISTER BETH FREEMAN: Hi. (Applause)

SISTER GLASER: When I was in Washington last, I met with your legislative group. I must tell you it was a profound experience. I always feel like I leave Washington empty-handed. I guess maybe everyone feels that way when they go to Washington. (Laughter) But on that trip I realized that I was sitting with real people, and that when real people decide they want to do something, it is not a long, complicated, laborious process. Real people make it a simple decision: Let's do it. How can we help?

Today you are helping.

I am honored to be here, because you are the people who will make the difference. So that the Pediatric AIDS Foundation can help the most people and so that families like mine will have hope for their future.

And, so, from the bottom of my heart, I thank you for letting me come here today.

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

PRESIDENT BAHR: Elizabeth, I think you can see we do care.

The Chair recognizes the Resolutions Committee.

CHAIR DEMEL-BROWN: I would like to call on committee member John E. Holland to read Resolution 52A-90-9, entitled "Pediatric AIDS Foundation."

DELEGATE HOLLAND: If the Delegates will please turn to Page 9 of the Resolutions Committee Report, I will read Resolution 52A-90-9, entitled "Pediatrics AIDS Foundation."

Resolution 52A-90-9

PEDIATRIC AIDS FOUNDATION

On Sunday, April 8, 1990, Ryan White died in the intensive care unit of an Indianapolis, Indiana, hospital.

Ryan White was 18 years old. He had AIDS and it killed him.

Ryan was a hemophiliac, and when he was 13 years old, he received a tainted blood transfusion.

Ryan was just one of an estimated 10,000 to 20,000 children who have AIDS. Ten thousand to 20,000 young souls, who, unless a cure for AIDS is found in the near future, will surely die.

During the birth of her first child in 1981, Elizabeth Glaser experienced complications that required that she be transfused with seven pints of blood. Some of that blood was tainted.

Since then, her first child has died of AIDS at age 7. Her son, born five years ago, has also tested positive for HIV. Both Elizabeth and her son have been taking the drug AZT, in an attempt to hold off the AIDS infection.

In order to fight this growing menace among children, Elizabeth Glaser, with her friend, Susan DeLaurentis, founded the Pediatric AIDS Foundation (PAF). They did so with the goal of concentrating their efforts and their resources on creating a future that will offer effective therapies and possible cures for children and newborns with AIDS.

Pediatric AIDS research cannot continue to be included with adult research. Drugs that work for adults may not work for children. And drugs that do not work for adults may, in fact, help children.

Children with HIV infection are affected very differently than adults with the disease. Most children infected with the virus suffer from central nervous system complications, while only a small number of adults with the virus exhibit central nervous system problems; and, because AIDS affects the immune system, children cannot develop antibodies to combat childhood diseases such as measles and polio.

The Pediatric AIDS Foundation is staffed privately with volunteers so that the bulk of its donations go to fund critically needed pediatric AIDS research. In fact, less than three percent of all monies received goes to overhead, but unfortunately, to date, no major organizations in the United States have seen fit to sponsor this group.

RESOLVED: That the Communications Workers of America officially recognizes the Pediatric AIDS Foundation as its "charity of choice," and urge all its Locals to contribute generously to this worthwhile group; and,

RESOLVED: That the Communications Workers of America continue to urge increased federal funding for research on the cause, transmission and development of a cure for AIDS.

Mr. President, the Resolutions Committee moves the adoption of Resolution 52A-90-9, entitled "Pediatric AIDS Foundation." (Applause)

... The motion was duly seconded ...

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

The Chair recognizes Delegate Calhoun.

DELEGATE DEWEY CALHOUN (Local 9503): I rise and ask all members to support this resolution, for I am one of six people who were trained by the Red Cross in Southern California-- and I have five other counterparts in other locals, who went out and talked to all the employees of Pacific Bell in Southern California on the problems of AIDS and what it entails.

What I would like you to know is that at the end of each meeting there were some women and men who stayed behind to talk to us, especially in my area. And I will speak for mine only.

It was then that we found out how many children were involved in this and how many women were also involved with the disease of AIDS. It was a very touching and a very sad moment in our lives. It was unbelievable then, but it is believable now, if you listened to the lady who just talked to you and the film that she just showed. Everything she said is true, and every thing you saw in the film is true.

I would further ask each and every local in this country that if you don't have, to try to get someone trained in your local through the AIDS Foundation or the American Red Cross, so that you can have somebody who can go out or can have members come to you to talk. When you saw that gentleman on the film with tears in his eyes, and all he could get out was "If I just had someone to talk to," it is so very true. They need someone to talk to. They will cry, but you must remember that those are tears of sadness, and being able to talk to you is what enables them to live the next day and to go on with the sorrow that is in their homes and families.

Thank you very much. (Applause)

PRESIDENT BAHR: On mike 1, Delegate Beal.

DELEGATE SHERRY BEAL (Local 4311): Mr. President, I wish to amend Resolution 52A-90-9, "Pediatric AIDS Foundation," by adding the following: Beginning on Line 32, add:

"RESOLVED: That all Locals be asked to donate one dollar per member per year to support the Pediatric AIDS Foundation. And be it further

"RESOLVED: That awards be given to those Locals that meet this goal."

PRESIDENT BAHR: Can I take the privilege of the Chair and ask you to insert two more words, "at least" one dollar?

DELEGATE BEAL: Certainly.

PRESIDENT BAHR: Is there a second to that RESOLVED?

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

PRESIDENT BAHR: You may speak on the motion.

DELEGATE BEAL: Brother and Sister delegates, I fully support this resolution and the need to help children with AIDS. Who among you was not moved by the film we have just seen, and by Elizabeth Glaser's stirring remarks? But actions speak louder than words. And in this case, we need to back up our words with action to help save the lives of thousands of children.

For many years, my local was a 100 percent supporter of the City of Hope. We won the highest awards in District 4 for our participation in that program. Now we are ready to work equally as hard for the Pediatric AIDS Foundation, the charity that I hope will be CWA's new "charity of choice."

Only through continued research will we be able to conquer the horror that is AIDS, and the tragic effect that it is having upon unsuspecting mothers and their children. That research and the drugs necessary to combat AIDS are expensive.

But we in CWA just might be the ones to make the difference. We can defeat AIDS in our lifetime. We can save the lives of thousands of children. Please support my amendment and adopt the resolution. Thank you. (Applause)

PRESIDENT BAHR: On mike 3, Delegate Santora.

DELEGATE T. SANTORA (Local 9000): About five years ago, I first addressed this convention and asked for your support in the fight against AIDS. At that time, many of you had not personally been touched by this tragedy. I venture to say that most of the delegates here today have since been touched in some way by AIDS. Our co-workers, our friends or neighbors, our family members and, like Elizabeth Glaser, some people have been infected with the disease who are with us today.

I told you five years ago about the passing of my younger brother Richard, who died from AIDS. In some ways, Richard was lucky. He had a loving family and although short, his 25 years on this earth were rich and full and healthy, for the most part. Richard was also lucky because he could speak out for help and educate others to help overcome the fear and prejudice associated with this disease.

The children we speak of today are not so lucky. The Pediatric AIDS Foundation can at least speak out on their behalf. They can sponsor educational programs like the video presentation we saw earlier. They can ease our pain by offering us a vehicle to help these children and their families deal with AIDS and give them hope for a future.

Perhaps fate has dealt us this horrible hand, but we cannot shrink back in our role as trade unionists, as CWA members who take pride in our history as the community-minded union. Fate

has also left us with a void in our hearts through the loss of our special relationship with the City of Hope.

This amendment offers the opportunity to fill that void, to make a real difference. The main resolution is a wonderful gesture. This amendment puts those wonderful words into action and I urge your support. (Applause)

PRESIDENT BAHR: On mike 3, Delegate Hicks.

DELEGATE BEVERLY HICKS (Local 3808): Brothers and Sisters, I rise to speak in favor of this amendment allowing the Pediatric AIDS Foundation to become CWA's "charity of choice" in giving at least one dollar per member per year. In my local, we already know of two cases where our Brothers and Sisters are infected with the AIDS virus, both through blood transfusions, both have families, and both are not sure of their futures.

Let's help fight this dreadful disease and help to save God's children through our assistance to the Pediatric AIDS Foundation and children's research.

At the National Legislative Conference, Elizabeth Glaser, a woman whose family has everything but their health, has told us no organization wanted to support the Pediatric AIDS Foundation or anything connected with AIDS for fear of association.

Brothers and Sisters, CWA united is afraid of nothing. Please support this resolution. (Applause) Show the Pediatric AIDS Foundation what being in the CWA family is all about. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Weiner.

DELEGATE DAVID WEINER (Local 1081): I represent 900 employees of Essex County Division of Welfare in Newark, New Jersey. Newark has the highest rate of pediatric AIDS in the country. One of the physicians in that film was from a Newark hospital.

We, as social workers, see this tragedy firsthand every day. We, in Local 1081, lend our experienced voice to this meaningful amendment. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Wilson.

DELEGATE DAVID B. WILSON (Local 4998): I would like to ask the question, if we could initiate our campaign, assuming that this resolution passes, to have a collection of the delegates to this year's convention? (Applause)

PRESIDENT BAHR: You have received the answer, and the Sergeant-at-Arms will be making preparations to do just that.

There are no further delegates wishing to speak on the amendment. The amendment is: "RESOLVED: That all Locals be asked to donate at least one dollar per member per year to support the Pediatric AIDS Foundation. And be it further

"RESOLVED: That awards be given to those Locals that meet this goal."

On the main resolution. On Microphone No. 3, Delegate Garrett.

DELEGATE MAEVON C. GARRETT (Local 2110): Fellow Delegates, I rise in support of this resolution. AIDS does not discriminate, not with social background, race, color, creed, religion or age.

While we continue to hear reports that we are close to cures, we are also hearing from those who have been stricken through no fault of their own.

Any disease that is terminal is devastating, but with continued research cures can be found. This country has brilliant people in the medical research field, and this is evidenced by the cures that have been found for diseases that once were considered terminal.

It has been nearly a decade, and while we are getting closer we are not where we should be. Research cannot be explored to its fullest without funds, and children do not deserve to be neglected once stricken.

Time is of the essence. All of us have seen on the national and the local news stories which have indicated to us that babies born with AIDS are being abandoned in hospitals because the parents realize they cannot afford medical care. Most probably they give up because they know that a cure may not be found.

Some way, some how, if we in the Communications Workers of America can make a difference, we can be proud of the fact that we helped those unable to help themselves, proud that we helped save lives, proud that we played an important role in finding a cure and proud that we made a difference in the life span of a young person that might have a chance to reach adulthood.

I strongly urge your support, Brothers and Sisters, for the Pediatric AIDS Foundation in the hope that with God's help and with intense research those now stricken may soon be offered cures. Thank you. (Applause)

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

DELEGATE ANN L. CRUMP (Local 4600): I proudly call the question. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been made to close discussion. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

... The following statements were submitted to the reporters for inclusion in these Proceedings, without being presented on the Convention floor:

DELEGATE CONNIE LYNCH (Local 4714): I rise in support of Resolution 52A-90-9.

What has happened to innocence?

Our children have lost their innocence. They don't worry about doing homework; they are concerned they won't have designer clothes.

They don't worry about playing dolls or policeman; they are concerned about saying no to drugs.

And some no longer worry about playing at all; they are worried that people will find out they have AIDS.

Ryan White started losing his innocence when he was eight years old in Kokomo, Indiana. He no longer worried about playing either. He worried that his school classmates' parents would hate him and stop him from getting an education. Because through a blood transfusion for his hemophilia, he contracted a deadly disease, a disease that does not recognize innocence, AIDS.

Ryan and his family brought to our nation's attention his battle with AIDS and one community's ignorance about this disease. Ryan not only fought this battle for himself, but for the many other innocent young victims of AIDS.

We in CWA know about fighting battles for others. We have done it for 52 years. Now we have a new battle to fight--for our children, grandchildren and their children.

CWA, the community-minded union, with our help how much hope can we give these ten to twenty thousand young souls? How much hope can we give to thousands of parents and families?

Every day we see slight glimmers of hope as new drugs and therapies are tested. The misery, pain and suffering that accompany this disease is especially cruel when it afflicts children.

In October 1974 Amanda was born. Soon after Amanda's birth her mother was having a difficult time making ends meet for Amanda and her four year old sister, so she moved in with her sister. Amanda's aunt and uncle loved her dearly and were heart broken when she and her sister and mother moved away a year and a half later.

When Amanda was four and a half years old her mother finally gave up. She had a nervous breakdown. Amanda's aunt and uncle became her and her sister's guardian and she lived with them for five and a half years. Her mother was finally on her feet again and asked that her children be with her. Amanda's aunt and uncle were sad but elated that Amanda could be with her mother.

One year later Amanda's small family moved to a large city and Amanda made new friends.

On Amanda's 12th birthday she was a patient in a drug rehabilitation unit. When she went home she started seeing her same friends again and her mother became so frightened for her life that she asked the aunt and uncle to let Amanda live with them again. They agreed, and when they saw how Amanda acted they immediately put her in therapy.

After the fourth visit the psychologist asked to speak to the aunt. It seems that Amanda had told the therapists about seeing young people use a needle and "shoot up Jack Daniels". The aunt and therapists then asked Amanda if she had ever shared a needle with anyone. She admitted she had, "But only once." The therapist wanted an immediate test done for AIDS.

When her aunt took Amanda to see the physician and asked for the test, he said, "Just leave it alone for now. There is nothing you can do if she has it." For, you see, AIDS' effects and treatment are much different for children than for adults.

The Pediatric AIDS Foundation's creation was inspired by a young mother who was drafted into the fight because of her own personal tragedy. But he is acting on behalf of all of the young victims of the disease.

Let us here in CWA be among the first to embrace her fight as our fight.

For all these special children, I beg CWA to recognize the Pediatric AIDS Foundation as our charity of choice and help find a cure for this killer disease, a killer of children, a killer of innocence.

Thank you.

DELEGATE CHARLES D. BATES, JR. (Local 2101): President Bahr, Brothers and Sisters: I rise in support of this resolution. We often find it convenient to say that AIDS victims brought this illness on themselves by their choice of lifestyle. This may or may not be true. Here we have children who, from no fault of their own, do not have a fighting chance to reach one-fourth of the average age of us in this room. These are children for whom, without our help, there may be no tomorrow.

All of us are born as victims of circumstances. We had no choice nor say in who our parents are, what pigmentation color resides in our skin, what sex we are, nor any of the other things that we inherited as a result of our births. These kids are no different. They had no choice. They are mere victims of circumstances.

I urge you Brothers and Sisters to adopt this resolution before you and give these kids a possible chance to live and grow as you have. Thank you.

DELEGATE TEREZ E. WOODS (Local 4309): I would like to speak in favor of this resolution. I stand here for the friends, two CWA members, we have lost, as well as the children. It is time to take a stand and educate people and speak out.

AIDS is a tragedy that makes no allowances for sex, color, age or preference. It is a reality that is here and increasingly growing in its number of victims; and now we face the devastating fact that children, our future, is the newest group to be afflicted.

The battle against AIDS has to be fought and it cannot be won with "I hope it doesn't affect me" attitudes.

In the next five years, most of the people in this room today will personally know of someone who is affected by AIDS. Well intentioned words of condolence are not the solution. It takes support personally and financially to fund the necessary research to find a cure. A country that can create the atom bomb can find a cure for AIDS.

I feel this body of long term fighters for right is an appropriate place to ask for support for ourselves and our children who are the future. Thank you. ...

PRESIDENT BAHR: Before I take the vote, there have been two questions raised. One is the address of the Pediatric AIDS Foundation. It is 2407 Wilshire Boulevard, Suite 613, in Santa Monica, California, 90403. The phone number is 213-395- 9051.

The second question is: Can we get the video tape? It is owned by the Walt Disney Productions. The charge is extremely high. The last we heard was that if we purchased a thousand copies we could obtain them for about \$40 each. I would suggest that those Locals that are interested just indicate on a note that you are interested. It does not commit you. If you can bring this information up to Jim Booe, we will see what the numbers are. Then we will see how good a collective bargainer Elizabeth Glaser is with Walt Disney Productions. (Laughter and applause)

All those in favor-- she says she will do her best. (Laughter)

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

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

SISTER GLASER: I think I just have to tell you, while my heart is quivering, that when we started this Foundation eighteen months ago, in the wake of my daughter's death, never in a million years could I have imagined that something like this could happen. Without a doubt, this is singularly the most significant moment in our short Foundation life. It will, I am sure, remain that way into the future because we won't give up our hope. We will stay strong and we will fight. But we cannot win the war alone.

And now, look at how many people are going to help. How can I ever thank you enough? Thank you.

... The delegates arose and applauded ...

PRESIDENT BAHR: Elizabeth, I know you do not need what I am about to give you to remember this day, but on behalf of all of the members of your new family, we would like to present you with this lovely Lennox vase. (Presentation - applause)

SISTER GLASER: Thank you. A gift too?

PRESIDENT BAHR: A gift too. (Applause)

SISTER GLASER: I will put this in my room so any time I want to remember this moment I can just look at this vase and try to remember that this really happened and I did not dream it. Thank you. (Applause)

PRESIDENT BAHR: Would the Appeals Committee come to the platform please.

The Sergeant-at-Arms will begin to pass the bucket-- the buckets, because I know we are going to overflow them all. And use American dollars for this, not Canadian. (Laughter) And don't forget us up here.

Let me introduce the Appeals Committee to you.

... As each member of the Appeals Committee was introduced, as follows, the delegation

responded with a single clap of recognition: ...

Mary T. Quirk, President, Local 1001

Kristie Darling, President, Local 4013

Geraldine Speed, Vice President, Local 9400 James Byrne, President, Local 13500

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

VOICE FROM THE FLOOR: Point of information.

PRESIDENT BAHR: State your point.

VOICE FROM THE FLOOR: Who shall we make the checks out to?

PRESIDENT BAHR: Make your checks out to the Pediatric AIDS Foundation. If you have your checkbook here, just put it in the bucket.

VOICE FROM THE FLOOR: Where shall we mail them?

PRESIDENT BAHR: If you have your checkbook here just put it in the bucket. If you do not have your checkbook here, send it to the address I gave before: 2407 Wilshire Boulevard, Suite 613, Santa Monica, California, zip 90403. Thank you.

The Chair of the Appeals Committee.

CHAIR JAMES HILLEARY (Local 2207, Appeals Committee Chair): The Appeals Committee convened on June 6th, 7th, 8th, 9th, 10th at the Royal York Hotel, Toronto, Canada and on June 11th, 12th at the Convention Centre 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 June 9th and 10th between the hours of 2:00 p.m. and 6:00 p.m. Outside of these hours, the Committee was available by appointment.

Committee Member Jim Byrne will read Appeal No. 1.

DELEGATE JAMES BYRNE (Local 13500):

APPEAL #1

Ross Atkinson, member of Local 9510, on December 11, 1989, appealed the decision of the CWA Executive Board pertaining to an incident in which a motion raised by Member Atkinson was ruled to be out of order by the Local President at the December 6th, 1988 membership meeting of Local 9510.

Member Atkinson appealed the decision which involved "parliamentary procedure" to the Secretary/Treasurer of the Local on January 21, 1989. When the complaint was not placed on the next regularly scheduled membership meeting of February 6, 1989, Member Atkinson appealed to the President of the Union.

On March 16, 1989, President Bahr referred the matter back to the next Local membership meeting of April 4, 1989, stating, however, that he was not persuaded there had been a willful refusal to consider the complaint. On April 4th, 1989, the membership of Local 9510 defeated a motion that the complaint from Ross Atkinson be upheld.

On April 28, 1989, Member Atkinson appealed to District 9 Vice President Ibsen the decision of the Local membership. In his reply by letter dated June 1, 1989, Vice President Ibsen denied the appeal of Member Atkinson, stating in part that "he believed the chair acted properly in ruling

your motion out of order.

"Beyond that, the fact that your appeal was heard by the membership at the April meeting and denied indicates that the membership present at two different meetings supported the action taken."

In an undated letter Member Atkinson appealed the decision of Vice President Ibsen to President Bahr.

On July 28th, 1989, President Bahr denied Member Atkinson's appeal and affirmed the decision of Vice President Ibsen. In denying the appeal, President Bahr cited the same parliamentary rules as those given by Vice President Ibsen.

The relief sought by Member Atkinson in this appeal " . . . is an apology to the members for willfully violating the by-laws, a written promise not to do it again and that in the future all meetings be conducted in the spirit of the open and democratic Union that we profess to be. I further request that this redress of my complaint be published in the next scheduled Newsletter after the adjudication of my complaint along with a copy of my complaint." It is the opinion of CWA's General Counsel that in this case the appellant's application of the provision of Robert's Rules of Order "to Reconsider and have entered on the minutes for action at the next meeting" is improper when applied to multiple motions.

For this reason the Committee recommends that the CWA Executive Board decision be upheld and the appeal be denied.

CHAIR HILLEARY: I move that 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. No delegates desire to speak.

All those in favor of the motion made by the Committee on Appeal No. 1 indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Committee.

CHAIR HILLEARY: Committee member Gerry Speed will read Appeal No. 2.

DELEGATE GERALDINE SPEED (Local 9400):

APPEAL #2

On May 17, 1990, William C. Withers, President, and Thomas J. Cleary, Vice President, of Cleveland Typographical Union #53 (CWA Local 14520), appealed the decision of the CWA Executive Board to place the Cleveland Typographical Local under Temporary Administration.

This action was taken upon request of CWA Vice President Robert Johnson who had received membership petitions and notice of a formal vote taken at a local membership meeting on November 18, 1989, each calling for CWA to place the Local under Temporary Administration and take over the affairs of the Local.

On December 13 and 14th, President William Withers and Vice President Thomas Cleary sent letters of objection to President Bahr over the imposition of Temporary Administration.

On January 3, 1990, President Bahr notified them that a hearing would be held in accordance with Article XI11, Section 8(b) of the CWA

Constitution.

The hearing was convened on February 13, 1990.

On May 12, 1990, the Executive Board upheld the recommendation of the hearing officer to affirm the imposition of Temporary Administration.

After careful consideration of all facts, the Committee finds no evidence to substantiate the appeal. For this reason the Committee recommends that the CWA Executive Board's decision be upheld and the appeal be denied.

DELEGATE HILLEARY: I move that the recommendation of the Appeals Committee be adopted.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. No Delegates are at the mikes. All those in favor of the motion on Appeal No. 2 indicate by raising your hands. Down hands. Opposed, by like sign. It is adopted.

CHAIR HILLEARY: Committee member Kristie Darling will read Appeal No. 3.

DELEGATE DARLING:

APPEAL #3

On April 25th, 1990, George Tolley, President of Local 3061, appealed the decision of CWA's Executive Board upholding Secretary-Treasurer Jim Booe's decision regarding a dispute concerning the expenditure of Defense Fund monies during the 1986 strike against AT&T.

The amount in question is \$12,420, which was given to the Local to be expended according to CWA's Defense Fund Rules.

It was established by the Committee that after repeated requests for proper records substantiating expenditures of Defense Fund monies and adherence to Defense Fund Rules, the Local failed to do so.

For this reason the Committee recommends the CWA Executive Board decision be upheld and the appeal be denied.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Microphone No. 4, Delegate Tolley.

DELEGATE GEORGE H. TOLLEY (Local 3061): Brothers and Sisters, I urge you to vote against the recommendation of the Appeals Committee.

Local 3061 strikers received a total of \$12,420 from the Defense Fund in the 1986 strike to support the needs of our striking members. Out of that amount was \$600 for drinks, ice, cups and so forth, for the strikers on the picket line. Also, each striker, each striking member, was given \$25 for food at the end of the four-week strike. Before any striker was given this check for food, they were asked by our committee if they were in financial distress, and in need of funds for food.

This is the same procedure the Local used in the 1983 AT&T three-week strike, and it was approved by the District. I feel this problem was the result of a personal conflict between the Local president at that time and the District Defense Fund field representative at that time.

If any errors were made at such time, the errors were not intentional. The Local was acting in

good faith, in accordance with what they believed said rules to be. No one in Washington has said that any of the money spent was not according to the Defense Fund rules. Just poor recordkeeping by the striking workers.

Brothers and Sisters, please don't send me back to my local to tell the members that the Delegates to this Convention voted for a hike of a quarter hour increase in their dues to be used for strikers in the future, but my Local has to return the \$25 for food they received in a four-week strike in 1986 because of poor recordkeeping by the past administration.

I urge you to vote against the Appeals Committee recommendation. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Hirsch.

DELEGATE HIRSCH (Local 7060) : I want to support what George just said. And for those people in the NYNEX strike, please, Morty, get the darned thing resolved before the local elections are over. It is not fair to an incoming president to be asked to furnish the records from the guy that left. Oftentimes they were in some pretty heavy campaigning against each other. It is not always a friendly atmosphere.

The guy will not give you all the records even though his oath of office calls for it.

Please, if you are going to investigate the strikes, get it done within the same year. It is not fair to ask George Tolley and to deny him because he can't furnish the records of his predecessor. (Applause)

I ask you to defeat the motion. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Conroy.

DELEGATE DONNA CONROY (Local 1112): My question is are there any canceled checks for the \$25 that was distributed for food money?

CHAIR HILLEARY: We did not actually see any canceled checks. We had Xerox copies of checks. We didn't have actual canceled checks.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE CONROY: Thank you.

PRESIDENT BAHR: I am advised that was not the issue, Donna. The issue was that the rules were not followed in the way it was done. And that if you enforce the rules, you are bound to do what has been done.

Now, if this Convention wants to contravene the rules, you have the power to do that.

You are entitled to a second question. On Microphone 5, Delegate Cox.

DELEGATE ERIC COX (Local 3519) : I ask, Mr. Chairman, if this Defense Fund payment made a difference between people staying on the street or not staying on the street?

PRESIDENT BAHR: I don't know. You are entitled to a second question.

DELEGATE COX: If it made the difference in a successful strike with people such as clerical, would it not be in the interest of the Union and the strike to maybe consider the exceptions in this for payment? (Applause)

PRESIDENT BAHR: As I stated, this Convention adopts rules. I think you expect us, and rightfully so, for those to whom the rules apply, that we abide by them, because once we start making exceptions, then you have three thousand second-guessers where you made the wrong exception. If you want to make exceptions, you are the ones who adopted the rules, and you hear the debate, and you have the right to do whatever you see fit.

We must abide by the rules.

On Microphone No. 5, Delegate Kelley.

DELEGATE NEARL KELLEY (Local 7401): Would the committee please acquaint us with the facts of this case? Just the facts. (Applause)

PRESIDENT BAHR: Would the committee give whatever additional facts you have?

CHAIR HILLEARY: The local was given over a four week period \$12,420. There was no question, nor was there any implication that the members did not receive this money. The whole issue rests on the fact that the Local did not follow the Defense Fund rules, and in those rules it states that failure to adhere to these rules would require that Local to pay that money back.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE KELLEY: Did the other Locals involved have to follow these same rules?

CHAIR HILLEARY: Yes.

PRESIDENT BAHR: Microphone No. 3, Delegate Sonnik.

DELEGATE GEORGE W. SONNIK (Local 2105): Brothers and Sisters, this amazes me that we are even debating this. For several years I have done the Defense Fund money in my Local, and there are hard and fast rules, as I would hope you would all know. There is a considerable amount of training that is available, that we took advantage of in District 2, to make sure that the rules were followed exactly. There are members who apply for assistance. There are forms for them to apply for assistance on, and there are times when we have to regretfully turn the member down when they do not meet the guidelines.

It is all very simple; it is all very straightforward. And I believe that the Chair of the committee, Brother Hilleary, and his committee have made the right decision in upholding the President. I urge this delegation to also. (Applause)

PRESIDENT BAHR: I think if I may, just so you have all your facts, because Brother Tolley is free to correct me if I am wrong, because we do want, as Brother Hilleary said, to have this thing resolved, I am told that at a membership meeting the members voted to have the Defense Fund pay them \$50 a week and then \$25 a week for food. It was done at a membership meeting, that the Local actually went out to Winn Dixie and got food chits and gave the food chits to the members in lieu of money. And then the DFR that is filled out said, "Item No. 1, Food, \$400," or whatever the number was, and submitted it.

These are the facts as we now know them. It is not in accordance with the rules, and so from this vantage point the Defense Fund director, Jim Booe, and the committee and everyone else who was involved in it, by applying the rules we had to deny it. And I think you can readily see that the membership at any meeting during a strike taking an action like that would jeopardize this body's making of rules.

A local membership meeting does not have the authority to overturn something that this Convention has done and this Convention understands the rules.

Similarly, as I said earlier, you can change that now if you see fit.

... Cries of "Point of order" ...

PRESIDENT BAHR: State your point.

VOICE FROM THE FLOOR: The Chair is arguing the question.

PRESIDENT BAHR: I am trying to put the facts out.

The Chair recognizes Microphone No. 3. Delegate Beckstead.

DELEGATE DAN J. BECKSTEAD (Local 4366): You just answered my question, thanks.

PRESIDENT BAHR: Microphone No. 3, Delegate Upton.

DELEGATE MICHAEL D. UPTON (Local 2202): Fellow delegates, I urge you to support the Committee's recommendation on this.

I have been a president of my local for six years now. I have survived the 1986 strike with AT&T of 26 days and the Bell Atlantic strike of 1989 for 23 days.

If we are to say that no local has to keep records, then why do we have rules? If a local does not have to keep records, I do not believe any local should have to keep records and we don't need rules to go by.

If any membership were to stand up at a meeting and vote that the Defense Fund was to pay them \$100 a week, I would have to rule them out of order and they would have an appeals process to go through that you and I share.

I just couldn't believe we are sitting here and debating something like this, to say that any local can do math the way they want to, when they want to, and just totally disagree with any rules and decided not to follow them.

I urge your support for the Committee recommendation. (Applause)

PRESIDENT BAHR: Microphone no. 1, Delegate Hamilton.

DELEGATE ROBERT HAMILTON (Local 9415): I call the question.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion is to close debate. It is not debatable. It requires two-thirds. All those in favor indicate by raising your hand. Down hands. Opposed by like sign.

The motion is to uphold the Committee on Appeal No. 3. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is carried.

The Chair of the Committee.

CHAIR HILLEARY: Committee member Mary Quirk will read Appeal No. 4.

DELEGATE MARY T. QUIRK (Local 1001):

APPEAL #4

On January 29, 1990, Valerie Jackson and Jean Walther, members of Local 1150, appealed the decision of the CWA Executive Board upholding the decision of the Communications and Technology Arbitration Review Panel.

Members Walther and Jackson were laid off in June 1987 and received termination allowances. In May, 1988 both members learned that two individuals had been hired off the street for clerical positions under the job title Records Clerk. Both grievants were TG-4 Data Processing Clerks. Both individuals filed grievances alleging that their contractual recall rights had been violated.

After completing the grievance procedure, Local 1150 requested arbitration. On June 13, 1989, the Arbitration Review Panel found the grievance to be without merit and denied the request for arbitration.

On July 20, 1989, President Bahr received an appeal of the Arbitration Review Panel's decision to deny arbitration. On August 23, 1989, President Bahr advised members Walther and Jackson that their appeal had been denied.

On September 18, 1989, Secretary-Treasurer Booe received an appeal

of President Bahr's decision to the Executive Committee of the Union. On September 27, 1989, the Executive Committee moved to deny the appeal of members Walther and Jackson and sustain the decision of President Bahr.

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

CHAIR HILLEARY: I move the recommendation of the Appeals Committee be adopted.

PRESIDENT BAHR: You heard the motion. A second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. No delegate desires to be heard.

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

I want to thank the Appeals Committee on behalf of the Convention for the fine work they have done, and discharge them with the thanks of this Convention. (Applause)

We stand in recess until 1:30.

If I may have your attention for one moment. I meant to call this to your attention. Local 1070 is the first local that has the distinguished honor of meeting their \$1.00 quota for the Pediatric AIDS Foundation.

Local 1070. (Applause)

... The Convention recessed at twelve-five o'clock, p.m. ...

WEDNESDAY AFTERNOON SESSION

June 13, 1990

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

PRESIDENT BAHR: Will the delegates please take their seats.

The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER BOOE: Mr. Chairman, I have correspondence directed to the President of the Communications Workers of America. Mr. Morton Bahr, President Communications Workers of America, AFL-CIO Washington, D.C. 20006

Dear Mr. Bahr:

On behalf of the National Association for the Advancement of Colored People (NAACP), I am pleased to send warm greetings to the 52nd Annual Convention of the Communications Workers of America.

Your theme, "Solidarity for the World of the '90s," truly underscores the interdependence of the trade union movement, as the winds of freedom sweep through the world and as you confront the challenges of a global economy.

Let me also praise the solidarity that has been shown by organized labor with other movements for freedom and the betterment of humankind's lot. Certainly, we of the Civil Rights Movement are grateful for the support we have received from the House of Labor.

Best wishes for a successful Convention.

Sincerely,

s/ Benjamin L. Hooks
Executive Director, NAACP

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, N.W.
Washington, DC 20006Dear Sir and Brother:

It is with much pleasure that I extend to you and the CWA the greetings and best wishes of the Labor Council for Latin American Advancement (LCLAA) on the occasion of your 52nd Annual Convention to be held beginning June 11, 1990, in Toronto Canada.

The timely and hopeful convention theme of "Solidarity for the World of the '90's" points the way for the very important actions that surely will be taken at your first convention of the new decade.

We wish you personally and all your CWA convention delegates, a very productive, enjoyable and successful meeting.

In Solidarity,

s/J. F. Otero, President
Labor Council for Latin
American Advancement

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, N.W.
Washington, D.C. 20006Dear President Bahr:

It's a great pleasure to extend warmest personal greetings to you and to the other officers and delegates to this, the inaugural CWA Convention in Canada. In behalf of the other 32 International Unions which, with CWA, comprise the Public Employee Department of the AFL-CIO, all of us join in wishing you a successful, ground-breaking, 52nd Annual Convention.

Ground-breaking is nothing new for the CWA. Whether in trade union or human relations generally, the Communications Workers of America has consistently charted a pioneering course. The recent telephone settlement is testimony to the CWA's ability to coincide the interests of its own members with the broadest health concerns of the community.

As we move forward into the new decade, faced with a growing challenge from the unified European Community, the basic struggle for us will be to overcome the threat to our members' job security and to our organizations' union security not so much from abroad, but first and foremost from American employers and from our own Federal Government.

The CWA will, I am confident, be in the vanguard of this struggle for survival.

Fraternally,

s/AI Bilik, President
Public Employee Department
AFL-CIO

Mr. Morton Bahr, President
Communication Workers of America, AFL-CIO
1925 K Street, N.W.
Washington, D.C. 20006

Dear Morty:

It is my pleasure to send greetings and to wish you well as the 3,000 delegates and alternates meet for a productive 52nd Annual Communications Workers of America convention in Toronto.

As we enter the last decade of this century, world events and our rapidly changing technological society present us with many great challenges and exciting new opportunities. As your union members know, the workplace is going through dramatic changes, and it is our task to be ever vigilant to ensure safe and healthy work environments, fair labor practices, equitable employee benefits, and equal and full employment opportunities.

In the Congress we are moving ahead on a variety of workplace related measures to reach these goals. Indeed, in the 101st Congress we have been emphasizing family and work issues. The House and Senate have passed major national child care legislation and are busy working out the differences between the two versions of the measure. There is also a major overhaul of the nation's vocational education program in progress, and we have seen some movement on legislation to ensure a job guarantee for workers who take family or medical leave.

I and the other Members of the Education and Labor Committee look forward to working together with you and the communications Workers of America on these essential measures, and on all efforts that will result in a just economy and increased standard of living for all workers.

Sincerely,

Augustus F. Hawkins, Chairman
Committee on Education and Labor
U.S. House of Representatives

That concludes the correspondence. (Applause)

PRESIDENT BAHR: Thank you, Jim.

During the lunch break Secretary-Treasurer Booe and I, in discussion with the Appeals Committee, with regard to Appeal No. 3, want to suggest to President Tolley that if he can bring in any substantiation with regard to those twelve thousand dollars of expenditures, we will be trying to do what Delegate Bill Hirsch asked to resolve that problem, so the Local does not have to pay it. (Applause)

So we simply ask for him to come in with sufficient supporting data that could stand the audit by auditors, in accordance with our rules.

In addition, I may have given out some misleading information about where to send your checks. When someone asked where do we mail the checks to, I gave the address of the Pediatric AIDS Foundation. That was in connection with anyone who wanted to write a check simply for the contribution here today, but had nothing to do with the Local's quota. The way we used to do it with the City of Hope should be the way you do it now, so that your Local gets credit. Send it in to CWA. That way, your Local will get credit for the contribution.

Microphone No. 1, Delegate Moss.

DELEGATE THOMAS E. MOSS, JR. (Local 2201): President Bahr and Executive Board and Fellow Delegates. In the interests of time, since the good delegates have probably already received the resolutions and had a chance to study them, I would like to make a motion that the Resolutions Committee simply read the Resolved. (Applause)

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

DELEGATE MOSS: No.

PRESIDENT BAHR: He does not. All those in favor of the motion to read just the Resolved of the remaining resolutions indicate by raising your hand. Down hands. Opposed by like sign. It is adopted and the Chair recognizes the Resolutions Committee.

CHAIR DEMEL-BROWN: Thank you, Mr. President. I would like to call on Committee member Robert Horvath to read the Resolved, Resolution 52A-90-6, "International Worker Solidarity".

DELEGATE HORVATH: If the delegates will please turn to Page 6 of the Resolutions Committee report. I will read Resolution 52A-90-6, entitled "International Worker Solidarity."

Resolution 52A-90-6

INTERNATIONAL WORKER SOLIDARITY

Transnational corporations dominate the world economy. Most CWA members in both telecommunications and publishing are employed by these international giants. These companies have no allegiance to any single community or nation and instead chase low wages and non-union working conditions from country to country.

Northern Telecom Inc. (NTI), controlled by Bell Canada Enterprises, shifts work from union workers in Canada to non-union facilities in the western and southern United States. With 15,000 unorganized workers in the U.S., NTI is the largest foreign-based multinational telecom company operating in the U.S.

AT&T is building new plants in low-wage countries like Singapore, Thailand and Mexico. In Singapore, AT&T demanded guarantees from the government that its operations be run union free for five years-- and it got them. What will be the impact of workers' living standards in Singapore and the United States, if AT&T-- and other U.S. companies-- refuse to extend collective bargaining rights abroad?

To preserve our standard of living, we must forge strong multinational links with our brother and sister unions. The value of international solidarity was demonstrated during our strikes with the Bell Operating Companies and at Northern Telecom. The financial support of the Japanese communications workers union Zendentsu deserves special recognition and is the result of our dynamic, new relationship fostered over many years.

Our work with the Communications Workers of Canada and the Canadian Auto Workers around Northern Telecom provides a promising model for future action. Last summer 600 CWA-represented technicians struck Northern Telecom for two months. The company almost immediately began hiring replacements. The Canadians brought our strike into the major Canadian manufacturing plants to bring pressure on Northern Telecom to settle with CWA. They helped build support in the Canadian media. They made contacts with Canadian management. They educated their members as to the need for support. Without this Canadian support, we might not have been able to end the strike with a satisfactory settlement. It is fitting that today from Canada we call for greater international solidarity.

RESOLVED: That CWA will continue to build the Northern Telecom coalition with the Communications Workers of Canada and the Canadian Auto Workers to fight Northern Telecom cut backs in Canada and to support unionization in the U.S.; and,

RESOLVED: That CWA will continue to build international union solidarity between our brother and sister unions, the Postal Telephone and Telegraph International (PTTI) and the International Confederation of Free Trade Unions (ICFTU) and develop a strategy focused on organizing grassroots involvement of members into international solidarity actions; and,

RESOLVED: That CWA and its allies in PTTI will embark on a program to focus global attention on the anti-union employers in the communications industry, such as Sprint and Northern Telecom.

The Resolutions Committee moves the adoption of Resolution 52A-90-6, "International Worker Solidarity."

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion. We have a second from the floor. If no delegates desire to speak, all those in favor indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted.

The Chair of the Committee.

CHAIR DEMEL-BROWN: Thank you, Mr. President. I would like to call on committee member Richard Kneupper to read Resolution No. 52A-90- 7, entitled "Human Touch Campaign."

DELEGATE RICHARD KNEUPPER:

Resolution 52A-90-7

"HUMAN TOUCH" CAMPAIGN

Workers throughout history have been affected by major technological changes in the workplace.

The Labor Movement has struggled to maintain employment security by negotiating training and retraining programs intended to assist "in transition" or "displaced" workers.

CWA does not oppose technology created to benefit society and enhance our labor. However, we must combat technology motivated by greed and designed solely for profits.

The Automated Alternate Billing Service (AABS), a Northern Telecom product used by RBOCs and independent companies, and Toll and Assistance Robotic Operator Terminal (TAROT), a Bell Labs invention AT&T is contemplating installing, are designed strictly to eliminate human operators and force customers to accept "self-service" rather than quality service with the "human touch." AABS demands customers place 0-plus calls through a "robot" rather than a human operator.

RBOCs have been insidious in their introduction of "robot" operators to customers and workers. Customers are not told they can choose a human operator rather than a "robot." Corporate representatives boast "cost savings" while they fail to inform consumers that the price is the same whether a "robot" or a human operator completes the call. The savings in time and money to the company translates into increased profits . . . profits derived from the unwarranted sacrifices of their unsuspecting customer, operators and communities.

Employers lull toll operators into a false sense of employment security by transferring, upgrading and loaning surplus operators to Directory Assistance and other departments.

We are expected to ignore the elimination of quality service provided by the "human touch" and accept quietly the loss of more than half our jobs.

The loss of jobs generated by voice recognition systems affects all telecommunications workers and crosses all boundaries. It does not differentiate by company, union, non-union or geographical location.

We must band together in solidarity to resist all corporate efforts to impose technology which dehumanizes society, denies dignity, ravages the worker and destroys futures.

We must inform the public of the facts and advise them that they are not powerless to reject technological abuse. The companies involved openly admit the future of AABS technology is based on customer acceptance. The key to turning acceptance into rejection and saving jobs and services for humans, not robots, is people.

RESOLVED: That the 52nd Annual Convention of the Communications Workers of America

endorse a widespread "VOTE NO to ROBOTS . . . DIAL 0 the HUMAN TOUCH" campaign to raise awareness and empower the public and our members; and,

RESOLVED: That CWA use all avenues available to disseminate information and gather support including Mobilization.

Mr. President, the Resolutions Committee moves the adoption of 52A-90-7.

... The motion was duly seconded...

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

On mike 3, Delegate Harrell.

DELEGATE NEOMI HARRELL (Local 6143): I rise to support Resolution 52A-90-7, the "Human Touch." I would like to share a call with you I received one night from a young man from a coin phone. He was drunk. He admitted to drinking, and knew he couldn't drive his car. He told me that he had kidnapped his son from his estranged wife. He said, "I'd rather kill myself and my son than take him back to her."

With the help of the service assistant, she found the location of the coin phone and dispatched a police officer to that location. I was still talking to that young man and I could hear the baby crying when the police did arrive.

If it had not been for the operator, myself, and the service assistant handling that call, two lives could have been taken that night. (Applause)

Now I ask AT&T, my employer, how can a robot or a TAROT handle that type of call? I rise to ask for your support, Brothers and Sisters. We need to secure our jobs and save more lives that are calling for help out there. Thank you very much. (Applause)

PRESIDENT BAHR: On mike 1, Delegate Gray.

DELEGATE GAYLE GRAY (Local 4211): I rise to amend the resolution. On line 34, after "mobilization," adding that the Delegates of the 52nd Annual Convention establish a media fund to promote and publicize the "Human Touch" campaign, and that Locals be asked to contribute \$1.00 per member to be used in the efforts nationally coordinated.

If I can speak on the motion.

PRESIDENT BAHR: Is there a second to the motion?

... The motion was duly seconded ...

PRESIDENT BAHR: It is seconded from the floor. The Delegate may speak on her motion.

DELEGATE GRAY: I want to play a tape.

PRESIDENT BAHR: Go right ahead.

... The following tape was played for the Delegates:

OPERATOR: Listen to me. Get out of the house right away and go to a neighbor. I'll call the Fire Department.

COMMENTATOR: In emergencies you can count on your telephone operator.

MAN'S VOICE: Operator, I'm out of gas. My wallet is gone. Can you connect me with my wife at this number please? **COMMENTATOR:** And operators are there to help straighten out life's little annoyances anytime, anyplace your telephone operator is there. But in a new experiment on certain calls, a recorded robot is going to tell you what buttons to push. It is another step toward getting rid of human telephone operators and having you do the work.

Ma Bell wants to see how much indignity and inconvenience people will put up with and still

pay. You can vote "No" to robots. Simply push the zero button on your phone and then you will hear the helpful human voice of a skilled telephone operator. Dial zero for the service only a real operator can provide.

Brought to you by the members of CWA. ... (Applause)

DELEGATE GRAY: The message you have just heard is a sample of a radio ad we will be placing on the air in coming weeks, aimed at alerting customers to our "Human Touch" campaign, a campaign prompted by the recent introduction of Automated Alternate Billing Service. This new technology, motivated by greed and designed wholly for profit, must be stopped.

Under the new robotic operator system, our customers are forced to do more of the work themselves, while the costs remain the same. Corporate management maintains that AABS or AT&T TAROT are designed as part of ongoing effort to provide the highest quality service through advanced technology. To quote Sister Crump, "booga, booga, booga." (Laughter)

Equating robotic operators with quality service is ludicrous, the ultimate contradiction. To us AABS stands for "All About Bull Shit," and TAROT stands for "Terminating All Remaining Operators Totally." (Laughter)

We will not stand by quietly while the greedy telephone industry relentlessly continues to deprive the population of traditional human assistance, once taken for granted. All companies must recognize that the success of robot operators depends on customer acceptance, the acceptance of the dehumanization of our industry.

Since the implementation of Illinois Bell's AABS in April, more than one half of our operator-handled traffic has been shifted to robots. Our initial news conference generated considerable media attention, and our internal mobilization has educated and activated our members. Still, the over-paid Illinois Bell executives have expressed their confidence that we will be unable to turn the tide of this technology because of the expense involved in raising public awareness. It is hard to determine whether to attribute this misconception to arrogance or simply ignorance, but we would like to set the record straight.

We are not having it. We do not want it. (Applause) We recognize our responsibility to the public, even if the telephone companies do not.

We will not allow them to destroy the quality service and the customer relations that we have built over the years.

PRESIDENT BAHR: One minute.

DELEGATE GRAY: We will not sit by idly while you eliminate our jobs and destroy our industry. We will stop the robot invasion. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Becker.

DELEGATE TOM BECKER (Local 7800): Mr. President, if this amendment passes, was this a one-time contribution? Or is it an annual contribution?

PRESIDENT BAHR: My interpretation of this amendment is, yes, it would be a one-time contribution.

DELEGATE BECKER: Thank you.

PRESIDENT BAHR: On Microphone No. 3, Delegate O'Connell.

DELEGATE KATHY O'CONNELL (Local 4600): Sisters and Brothers, as you realize, this resolution we have heard is vastly important. We must completely recognize the needs for funds to support this effort. The amendment on the floor needs our commitment. Our locals cannot individually fight this battle. We must pool our money in order to educate our members and to educate the public. We need the media to tackle this job and media costs money. Our Operator Services Offices are shrinking as they have been for years. This robot technology will devastate

us. Do not allow the company to do what they have done in the past. We need the support of all. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate Schultz.

DELEGATE JIM SCHULTZ (Local 9408): I call for the question on this very important motion. (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.

On the amendment, line 34, after "mobilization", adding that the delegates of the 52nd Annual Convention establish a media fund to promote and publicize the "Human Touch" campaign, and that locals be asked to contribute \$1.00 per member to be used in the efforts nationally coordinated.

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

I might just add that to get it started, I will appropriate \$50,000 out of our Public Relations Fund. (Applause) And that we will also supply the leaflets and other type of written propaganda to support this kind of a campaign. (Applause)

Dina Beaumont advises me we are also doing a Spanish-speaking radio ad. (Applause)

We are back on the motion as amended. Microphone No. 3, Delegate Worthey.

DELEGATE MARY WORTHEY (Local 6143): President Bahr and Fellow Delegates. I arise in support of Resolution 52A-9-7 as amended, "Human Touch Campaign, and will ask everyone to go back home and implement this campaign. If we get the public's awareness of dial zero for a live operator, we will have saved thousands of Union jobs and make many happy customers.

Our operators have been known to help save lives while performing their daily jobs. For instance, this year, one of our members in San Antonio, Texas, was given an award by the company for helping a customer save her from dying. The customer had called in very upset. When our operator calmed the customer down and walked her through CPR, this customer wrote the company saying she would never forget the fine job the operator did and she has always gotten quality service from operators.

This is just one case. There are many more. I would ask, please get the message out to our customers. Dial zero for the human touch. (Applause)

PRESIDENT BAHR: Microphone no. 3, Delegate Stewart-Ware.

DELEGATE BLONDELL STEWART-WARE (Local 2300): President Bahr, Sisters and Brothers, I rise in support of this resolution because, as we move towards the 21st Century, more and more we are being forced to talk and respond to machines. If you have a question, forget it. And if you have an emergency, may heaven help you because the machines can't.

Woe unto those of us who don't have touchtone telephones. I shudder when I think of all the jobs lost to countries like Singapore, Thailand, Mexico and others where slave wages are paid. And the jobs that remain are being taken over by machines, motivated by pure unadulterated corporate greed.

These companies are abandoning our communities at an alarming rate. If this trend continues, our children and grandchildren will have to move out of the country just to get a job.

Just say no to the robots, because they are just like the companies that created them. They have no heart.

In our efforts to educate the public on how to choose a human operator rather than a robot, let us remember that A. Philip Randolph said, "At the banquet table of nature there are no

reserved seats. You get what you can take, and you keep what you can hold. If you can't take anything, you won't get anything. And if you can't hold anything, you won't keep anything. And you can't take anything without organization."

Support the resolution. Thank you. (Applause)

PRESIDENT BAHR: I have a motion to close debate. Before I entertain it, I would remind the delegates on line that if you have your remarks prepared, the ones you would have given, if you bring them up to Clara Allen we will see that they are entered into the record. She is right up on the platform. (Applause)

The Chair recognizes Delegate Schultz.

DELEGATE JIM SCHULTZ (Local 9408): I call for the question.

... The motion was duly seconded ...

PRESIDENT BAHR: For the motion to close debate, all those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

... The following comments on Resolution 52A -90-7 were submitted to the reporters for inclusion in these Proceedings:

DELEGATE MIRIAM TYSON (Local 7108): This is to the illogical decision-makers of the phone company, from the logical members of the Communications Workers of America:

It is our understanding that the company is contemplating installing devices which are designed strictly to eliminate human operators and force customers to accept "self-service" rather than quality service with the human touch.

To accomplish this, the company will utilize AABS and TAROT, better known to us as robots. We believe this action is not in the best interests of the customers, employees and stockholders.

It appears to us that the company's contemplation of this matter is in conflict with their "customer focus" theme. The company has gone to great lengths to ensure customer service. For example, they have hired external organizations to determine customers' expectations and the level of performance. They have monetarily compensated employees for customer service and they have gone as far as taking disciplinary action against our members, including suspensions and terminations.

At the beginning of the '90s decade, the company communicated to us that they have renewed their emphasis on quality. Please define for us the meaning of "renewed emphasis on quality." Also, we require that the following questions be answered:

How can the customers' emergency need be met through robots? How can customers purchase telephone services through robots? How can customers' foreign accents be understood by robots? How can customers' lives be saved through robots?

We insist upon immediate response to our questions. The human touch enabled the phone company to be a profitable business and is recognized as one of the leaders in telecommunications industry around the world.

Don't forget where you came from. Delegates to this convention, we urge you to endorse the Human Touch Campaign. Thank you.

DELEGATE MAEVON GARRETT (Local 2110): Brothers and sisters, I rise in support of this resolution, and urge your support in preserving the "Human Touch." TAROT will not only greatly reduce jobs, but it will also invoke a tremendous impact on those calls that may be of an emergency or urgent nature. Those are the calls we have lost jobs over. Those are the calls that have generated customer complaints. Those are also the calls that may be a crisis situation that will need someone on the other end of the line that can respond with more than a "yes" or "no" or telling you what numbers to press. Almost any seasoned operator can share a story where

without that operator to offer assistance, the end result could have been devastating.

Just to mention a few, I have had a person that I have talked out of a suicide. I have had a panicked and asthmatic customer in which I calmly talked into regaining composure while I summoned the ambulance. Several weeks later I got a letter of congratulations from the General Manager because the mother wrote a letter of appreciation.

I had a call from a four-year-old child who, in a very frantic voice, said, "Operator, the rope is too tight on my mother's neck." I talked to this child and was able to ascertain that the mother was in bed, there was also a baby home in a crib, a father at work, and that they didn't know Officer Friendly who I assured them could help. I called the police and told them what the child had said and the supervisor was able to have the line traced. In about five minutes the police were at the door. I asked the child to check and see if it was Officer Friendly. When the police came into the residence, they noticed the phone off the receiver and asked the child who was on the phone. The child said "The operator." The police picked up the phone and said, "Operator, thank you. The situation here is as it was reported," and hung up.

Brothers and Sisters, the rope is now around our necks without an Officer Friendly to assist us, and once TAROT is fully deployed, it will choke us to death unless we educate the customers to reject the robot and insist on the human operator. I urge your support. I can assure you that operators care and can act on any emergency.

DELEGATE JEFF JONES (Local 6215): Operator jobs are in jeopardy. No question about it. This new technology called Toll and Assistance Robotic Operator Terminal, TAROT, and Automated Alternate Billing Service, AABS, will be as bad for our customers as it is for our members. It dehumanizes our customers as well as the employees. If the RBOC's have their way, they will no longer have operators providing good customer service, but a self-service phone system where the customers do our work at the same cost. No more personal touch. No more human touch.

In addition, there is another point that should be made. Robots don't buy goods and services; people do. As people lose their jobs and incomes due to new technology, who is going to buy these goods and services that are provided by robots?

We are faced with the same greed-over-need mentality from the RBOC's that AT&T employees have experienced since divestiture. While we cannot stop the implementation of the technology, we can inform our customers that by dialing "0" they can speak to a human who is there to provide good customer service with a personal touch. We must go to our customers directly and let them know that they can stop this dehumanization.

On a personal level, I can state that most customers are not pleased with the type of customer service they are receiving from the business office since implementation of automation through the voice response system, ASPEN. Every day that I work the board, customers call asking for an alternate phone number for the business office so they can call directly to a live person. I must then inform them I don't have one; thus, an already frustrated customer becomes even more so.

In addition, the complaints multiply when the system does not work properly, and that is fairly often.

Let us unite in solidarity on behalf of our customers as well as ourselves. Let's take the time and money necessary to get the word out that real human beings are available at the touch of a button, and that the members of CWA want to serve them properly even if our respective employers don't.

Let's apply the political pressure necessary to use the legislative and regulatory processes to ensure a phone system that will serve our needs and those of the customers. I believe that we can minimize the impact of this technology on our jobs if we do what needs to be done. Through mobilization we can do it together. I believe this resolution is a good start.

Please vote "yes."

DELEGATE RALPH JEFFREY (Local 6050): Sisters and Brothers, robotics would do nothing but lay off operators and make an already very profitable company more profitable. Say "no" to robotics and "yes" to this motion.

DELEGATE RHONDA B. MADDEX (Local 7150): I rise in support of this motion. The other day Morty stated in his opening remarks that we are no longer in a safe cocoon, but subject to ravages of "ruthless and greedy management", based on the bottom line, and he challenged us to the "process of changing for the 21st Century -- the future being in our hands."

This resolution and amendment is the beginnings of taking our future into our hands. It is a grass roots attempt through Public Relations Education/Activism/Political Action/ Advocates and Corporate Campaign.

We have heard about AT&T's layoffs for the last five years and you will continue to hear it for five more, at which time they are now talking about labor shortages after 1995 - lower wage level jobs, that is.

Their initial layoff excuse was economics. Currently it is consolidation, technology and market share.

Consolidation based on technology allowing remote testing, and corporate politics shopping for the best bargain in city tax breaks and fringe benefits, further using workers through their taxes.

Technology designed to replace workers. New technologies are heralded by how many people are replaced or how much it de-skills or de-values jobs. This was the story of the industrial revolution. This is the scenario today.

AT&T has created software to replace technical positions with clerical, and clerical and operators can now be replaced with computers. They have a "diversity" plan for the 1990's concerning the increased hiring of women and minorities. They have a plan for a small nucleus of permanent workers supplementing with contract and temporaries. They call it "servicing strategy". You can guess the wage rates!

Market share competition is used to justify lack of moral and ethical commitments to workers and communities. It is used to create splits and factionalization among ourselves. AT&T is not the only corporation up to this scam. All of us are involved.

Yesterday we cheered the UMWA for their victory but, you know, cheering is easy. This motion requires our commitment, caucusing and action to maintain our human rights and our jobs.

I ask your support of this resolution.

DELEGATE SHARON BOBAK (Local 1112): Brothers and Sisters, I urge you to rise in support of this resolution. The operator's job has been eroded by automation through the decades. As unionists we stood by and did very little. It was called progress. You can't stop progress. Now with AABS and TAROT you need to understand that quality will be replaced with quantity.

As one of our members eloquently put it, "Haven't your fingers done enough walking?"

We must think of the elderly, the handicapped and the consumer with an emergency.

A few years ago our local provided bumper stickers saying, "Be kind to an operator. They are an endangered species."

Enough is enough! We need the voice with a smile and the person with a brain. I urge you all to "Dial 0" for the human touch. If corporate America has their way, R2D2 will turn out the light.

DELEGATE DAVID EBERHARDT (Local 7800): President Bahr, Sister and Brother Delegates. We have dropped from 400,000 telephone operators to 100,000 operators nationwide. This reduction is a direct result of mechanization.

Up to this point there have been some gains in service quality for customers as a result of these mechanizations. With the advent of Automated Alternate Billing Service, (AABS) and Toll and Assistance Robotic Operator Terminal, (TAROT), we are looking at another 50 to 75 percent reduction in jobs. Work that will not be there for our children. And with this mechanization there is a decrease in service to the customer.

I find it interesting that AT&T's newest advertising campaign stresses contacting an operator for instant credit on calls. I wonder if the folks at AT&T understand that to get instant credit from an operator people have to be there, not a recording.

I urge you to "Just say no" to robot operators, dial zero, demand a live operator and work with a Sister or Brother.

Please adopt Resolution 52A-90-7, "Human Touch Campaign."

DELEGATE SERENA SMITH (Local 3204): President Bahr, Officers, fellow Delegates, Alternates and Guests, I rise to speak in favor of this resolution.

I started with New England Bell in 1963 as a cord board operator. Back then I, along with all other telephone operators, was "only an operator-- the bottom of the barrel for telephone workers."

That has changed, not because of the BOC or AT&T rhetoric, but because of my CWA Brothers and Sisters pushing for the recognition and dignity that the title of "Operator" deserves.

It is now 1990, and in the Bell Labs sits a cold, heartless, uncaring piece of technology called TAROT. My replacement? I am not only insulted, but angered by its mere existence.

Daily I hear my customers protest about the mechanized calling they have encountered with the BOCs. Daily I pass this information on to deaf ears of AT&T management.

We as a united union must do whatever it takes to make the RBOCs and AT&T listen. We must educate the public on how to bypass the robotic operated calling so that they can receive the "Human Touch" that they want and that our CWA operators want to supply.

We must continue to refuse to perform our job as though we were robots, and we must refuse to be replaced by robots.

We are human beings, serving customers who are human beings. Initiating the "Vote No To Robots - Dial 0, the Human Touch" campaign can work.

I urge the Delegates of this Convention to support this resolution. But, most importantly, to go back to your Locals and make it happen.

DELEGATE DIANNE C. APPLEWHITE (Local 3404): As an operator, local officer and person whose very job may cease to exist at the end of this year, I rise in support of this resolution.

We in Bell South are constantly being told that we are Bell South's most valuable asset. It is obvious by their announcement of Robotics being placed in the various operator service offices that they think their profits are most valuable than their so-called valued assets-- us.

We must do everything in our power to stop this attempt to dehumanize our industry. As I said earlier, I will probably lose my job or be forced to move and uproot my life because of robotics, but I pledge to do everything possible for our members to see that robotics will never work-- anywhere.

I urge your support of this resolution.

DELEGATE LINDA L. HINTON (Local 4310): Brothers and Sisters, I rise in support of Resolution 52A-90-7, "Human Touch Campaign."

One of the work groups represented by our Local are CWA operators employed by AT&T and Ohio Bell. Let me clarify. They are human CWA operators, not robotic operators.

This new robotic technology will begin to further eliminate operator jobs.

The fact is in Columbus, Ohio, since Ohio Bell has introduced the AABS system, call volumes on any given day have gone from 94,000 calls a day in March 1989 to 54,000 calls a day in March 1990; and on the AT&T side of the house, since the introduction of OSPS we have lost over 70 operators and are currently surplus 32 operators.

The potential loss of jobs due to robotic technology will eventually threaten most customer service type jobs.

Ironically, AT&T advertises to "reach out and touch" and make the right choice. I say AT&T should practice what they preach. No more robots. Make the right choice. Reach out and touch. Dial 0 for a human operator.

I urge your passage of Resolution 52A-90-7. Thank you.

DELEGATE VICKIE LAYTON (Local 2105): President Bahr, Brothers and Sisters: I rise in support of this resolution. I believe that it is imperative that the public become aware of this situation.

The following is her response to a recent story we ran about robotic operators, called "What Operator?" I think this says it all!

"Dear Vickie: Just received the Newsletter from CWA. I was rather intrigued by the item 'What Operator?' It brought back a very poignant memory of a very fearful day in January of 1939. It was the day of the fire that gutted our home in Hagerstown, a day that stands out in my memory for several reasons. My wild chase through town from my in-laws' apartment through red lights and stop signs in answer to a frantic call from the young girl who was babysitting Sonny and Bobby.

"There was three to four inches of snow on the ground and icicles everywhere when I saw in the distance the smoke arising from my home! I arrived to dash madly inside to find two very scared and crying babies and one petrified teenager sitting on the living room floor.

"My first thought - 'Fire Department' - so I grabbed the children's coats and caps and bundled them all out into the car, then grabbed the phone - one of the black standard uprights! The operator - a human - breathing - caring woman answered my cry of 'Fire - my house is on fire - Help!'

"I told her my name and where I lived and she replied, 'I'm ringing'. Then she said, 'Mrs. Steele, they're on their way! Is there anyone else you need? Don't hang up! I'm keeping your line open, just tell me - don't bother with a number.'

"So I told her that my husband was at Smithsburg Garage and to call him. She rang through and gave him the message and returned to me and said, 'Don't hang up. I'm here. Just let me know what and who you need.'

"Vickie, that woman did just that. Stayed with me that terrible day. I don't know, nor ever did know, her name, but she certainly was the answer to 'What Operator?'

"Yes, the fire department did arrive. All four trucks. Your granddad did arrive like Superman and, yes, the children were rescued and taken in by my neighbors.

"I call that 'Service' and always felt a warm feeling in my heart for the sound of 'Operator' whenever you lifted the receiver. Made you feel like you were not alone. That woman made all the difference by being there when I needed someone. Nowadays, whenever the phone goes out

and no dial tone sounds you feel so cut off from everyone and it's a scary thing.

"Robot operators? Why? I know progress is the questionable answer, but for someone who remembers 'Operator' always with a smile in their voice, it's one of the things you never forget and I am sorry the young people of today don't have those memories."

I'd like to thank my grandma for sharing a 51-year old memory and her gratitude for the help of a real live operator, with this Convention, and thank you, Brothers and Sisters, for listening.

I urge you to support this resolution.

DELEGATE MARJORIE TERFLINGER (Local 9400): CWA Local 9400, Southern California, stands before this Delegation in full support of this resolution. Operator services union members have said for many years, "We are not machines." When the companies could not get us to conform to their policies, they set about to replace us. When they could not dehumanize the operators, they began their campaign of dehumanization of services.

As the speakers before me, our customers have many needs, questions and special requests--machines, robots, have no feelings; they cannot make decisions; they only respond to their program. The dehumanization of services serves no one, especially the customers.

Yes, we understand technology. It requires the consumer to pay more and more for the privilege of doing the work themselves and getting less and less. The companies do not care about the employees or the customers. They care only about the almighty dollar. Well, when mental telepathy is perfected, they aren't needed. They are going to give up without a fight. I think not, and they should not think or assume, and we all know what that means, that we are going to give up without a fight. Not only are we going to fight, but we are going to win the battles, company by company, and claim victory for the war.

Our message by this resolution is simple and clear: We won't allow the dehumanization of services. We are used to protecting ourselves and our members, so protecting the customer is just a natural step for us.

We gladly take this on, because we are the community minded union. Again I urge your support for this resolution, Resolution 52A-90-7.

Thank you.

DELEGATE WILLIAM CHOMAS (Local 4309): I am giving this speech as it was written by my Local President, John Ryan, who had to leave the convention on Monday.

Sisters and Brothers, I rise to support this important resolution. While my Local does not represent operators, I am the son of a telephone operator. We all need to support this issue.

Recently a number of my clerical members employed by Ohio Bell were declared surplus. After promising them jobs as operators, the company attempted to downgrade them to lower level positions, claiming the "self-service" technology eliminated the need for additional operators. We convinced them to accept these employees as operators, but the handwriting is on the wall.

It does not end with the operators' jobs. We have seen similar technology deployed in the residence service representative jobs. Here also, the company is attempting to transfer work over to robots. This decreases customer service. Our members want to provide "full service." The "Voice Response" systems cannot provide excellent customer service nor can these machines provide more revenues by making sales. We must call for a halt of this technology.

Even our clerical force is not safe. Ohio Bell has implemented a system called "Voice Mail." Management even had the nerve to give this system a human name of "Molly."

In addition to eliminating our members' jobs and decreasing customer service, these systems have one more point in common. They can be bypassed. It is our responsibility to tell the public how to get the service level they pay for.

Sisters and Brothers, if we do not act today the only "personal touch" we will get from our employers is the push we receive out the company's door and into the unemployment line. Thank you.

DELEGATE MARLENE H. DAWSON (Local 1112): I rise in support of Resolution 52A-90-7 as amended, "Human Touch" campaign.

Brothers and Sisters, remember. The voice with the smile will be gone. The human with the heart will be gone. As operators, we want to say, "Hey, telephone companies, if our families are not in those chairs who will you stick it to next?"

Please help us with our campaign. Vote "No" to robots. Dial "0" for the "Human Touch." Thank you. ...

The Chair of the Committee.

CHAIR DEMEL-BROWN: Thank you, Mr. President. If the delegates will turn to page 8 in the Resolutions report, I will read the Resolved of 52A-90-8 entitled "Union Printers Home".

Resolution 52A-90-8

UNION PRINTERS HOME

The Communications Workers of America has, through its 52-year history, emerged as the recognized national union leader in supporting issues for workers, retirees and indigent members in areas covering health care, child care, jobs, wages, housing for the homeless and dignity for the elderly.

Since 1892, the former International Typographical Union (ITU), now merged as the Printing, Publishing and Media Workers Sector of CWA, has maintained the Union Printers Home (UPH), a non-profit facility on 27 acres of land in Colorado Springs, Colorado. The UPH has from that year provided health care and housing for aged and afflicted members of our Union.

Since its inception, Union members' assessments and voluntary contributions totaling more than \$65 million have provided care for members in need at the UPH.

In recent years, the UPH has experienced financial problems; and in the ITU's merger agreement with CWA, no direct provision was made for continued financial support of the Home or its residents. The original documents for the UPH, which provided that only ITU members could utilize the facilities, have been amended to allow all CWA members and their spouses access to and complete use of the Home's facilities.

A direct-mail survey of 10,300 CWA members and a marketing and feasibility study by another independent firm have concluded overwhelmingly that this Union-sponsored and Union-controlled Home should be continued and the intermediate, nursing care and other services be expanded.

Subsidized and/or reduced fees are available to all CWA members and spouses as a result of the non-profit status of the UPH.

For the reasons stated above and in an effort to continue and expand the humanitarian efforts of CWA.

RESOLVED: That CWA wholeheartedly endorses and supports the concept of providing extended care for our elderly members and their spouses at the UPH and acknowledges that the merger document provides that the UPH will continue to be maintained as a separate entity; and that every effort will be made to permit the Home to continue to be self-sustaining and that all needy CWA members will be encouraged to utilize the Home's services; and,

RESOLVED: That the 52nd Annual Convention of the Communications Workers of America formally endorses the UPH as a worthy recipient of financial contributions from CWA, our Local

Unions and our members; and,

RESOLVED: That CWA officially notify all Local Unions and members of the availability of the Home to our members and their spouses. Mr. President, the Resolutions Committee moves the adoption of Resolution 52A-90-8, "Union Printers Home".

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

PRESIDENT BAHR: There is a second from the floor. On mike 3, Delegate Hughes.

DELEGATE C.B. HUGHES (Local 14917): Mr. Chairman and Delegates: It is getting late and everybody wants to get out of here, so I will be very brief with my remarks. (Applause)

I want to ask a question, and, Mr. Chairman, I don't want you to answer it and then say I'm entitled to a second question, because it is basically a rhetorical question. By a show of hands, how many people in this room know that they have a home that they can go to when they are aged and ill?

... A few people raised their hands ...

DELEGATE HUGHES: More than I thought. The Union Printers Home in Colorado Springs was set up years ago to take care of aged and infirm members of the Typographical Union. One of the things that we brought to the merger with the CWA is the Union Printers Home.

The rules have been expanded and have now opened the Home to all members of the CWA and their families. For years, you had to go to the Home as a single member. Now we have room available for members and their spouses. And I say "spouses" because we have a lot of female members of our union who are living there as well as male members.

The cost is nominal and information up to this point has been sparse. But we have it on good authority that through the Printing, Publishing and Media Workers Sector, the CWA will be passing out more and more information on the availability of the Union Printers Home.

I know that nobody in this room is even near old enough to consider using the facilities of the Union Printers Home, but there may be some of you who have members at home who do need that kind of treatment. It is a good home. It is a place where people can retire to and live in dignity. It is a place that we need to have more occupancy. So we are asking you to look at the CWA News, look to whatever information you can get, and if you have any questions on who might be able to get in there and how they might be able to get in, contact your District Office or the Printing Trades Sector of the CWA, and we will be happy to give you the information. (Applause)

PRESIDENT BAHR: I would just add that sitting on the front porch you can sit and look at Pike's Peak, one of the most lovely parts of the country.

On mike 3, Delegate Hines.

DELEGATE ETHEL HINES (Local 7777, Retired): I have visited the Printers Home. It is in Colorado Springs. It is absolutely beautiful. There are rolling lawns. I would say that CWA is very fortunate that the Printers Home has come into our union because we will have the opportunity, if we or our spouses need that kind of care, to go into that Home. It is a wonderful, beautiful place.

They also have a museum that goes back to 1849 from the Printer's Union that is absolutely worth seeing, if you are ever in Colorado Springs.

Thank you very much. (Applause)

PRESIDENT BAHR: There are no other delegates at the mikes. We have before us Resolution 52A-90-8. All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause)

The Chair of the Committee.

CHAIR DEMEL-BROWN: Thank you, Mr. President. I would like to call on committee member Robert Horvath to read Resolution 52A-90-10, entitled "Credit Unions."

DELEGATE ROBERT HORVATH (Local 7270): If the delegates will please turn to Page 10 of the Resolutions Committee report, I will read:

Resolution 52A-90-10

CREDIT UNIONS

Credit unions which serve the financial needs of many CWA members are under severe attack by the banks who are inappropriately trying to link them with the S&L crisis.

This is groundless: Credit unions have a stronger Federal Insurance fund than even the banks. Presently, the National Credit Union Share Insurance Fund (NCUSIF) has approximately \$1.27 per \$100 of insured savings and the FDIC (the bank insurance fund) has 79 cents for every \$100 of insured savings.

The reason for the attack is an attempt by the banks to remove credit unions from the playing field as a competitor by (1) attempting to merge the stronger credit union insurance fund into the weaker FDIC fund, and (2) by lobbying to deprive these not for profit financial cooperatives of their tax exempt status which would greatly increase credit union costs and reduce services they can offer to their members.

RESOLVED: That CWA is committed to credit unions and will actively lobby to prevent the injustice of the banks in their attempts to destroy credit unions.

Mr. President, the Resolutions Committee moves the adoption of Resolution 52A-90-10, "Credit Unions."

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. On mike 3, Delegate Kines.

DELEGATE D.E. KINES (Retired Members Council): Mr. President and Delegates: We support Resolution 52A-90-10, "Credit Unions." I have served as a Director of the Alabama TELCO Credit Union since 1972. Presently, I serve as Chairman of the Board of the Credit Union which has \$117 million in assets and 42,000 members.

Most credit unions capital-to-assets ratio is one percent to two percent higher than that of banks. This is a good indicator of well-run, well-managed and well-funded credit unions, which is the rule rather than the exception.

Credit unions were organized many years ago by workers who could not pay the high interest rates that banks charged, if indeed the bank would allow them to borrow at all.

Credit union volunteers worked many years to get and fund a separate insurance fund to protect its members' savings, and to separate us from them. As this resolution states, the National Credit Union Share Insurance Fund is well-funded.

I urge you to let the bank lobby and Congress know we will not tolerate their sticky, cotton-pickin' hands in our cookie jar. Thank you. (Applause)

PRESIDENT BAHR: On mike 3, Delegate Kreis.

DELEGATE SHERRY KREIS (Local 7777): President Bahr, Officers, Brother and Sister Delegates: I rise to speak in support of this resolution on Credit Unions. The corporate bankers are making false statements about credit unions. They are trying to convince us that credit

unions are the next savings and loan crisis. This is not true.

What is true is that credit unions are the only member-owned financial institution in the world. Credit unions were created because bankers refused to serve people's financial needs. Credit unions were formed based on the philosophy of members helping members. Labor unions share the same philosophy.

I was elected by our members to serve on our credit union board of directors. Because of this affiliation, our credit union has been able to help our striking members with loans and delaying loan payments during strikes.

Our credit union also assists members in setting up personal strike funds called "Goal Setter Accounts."

If the banks are successful in destroying credit unions, employer owned and controlled banks will again have a virtual monopoly of the financial marketplace.

If our members are on strike, will these employer owned banks help to support our striking members with loans or suspension of loan payments? I doubt it. This would be like applying for a loan at the company store when you are on strike against the company.

We need to fight for our credit unions as we fight for our Labor Unions. If we do not, we may be relying on AT&T credit cards and AT&T or NYNEX banks to secure our economic security.

I urge you to support this resolution. I also urge you to get involved in the grass roots campaign to save our credit unions. Thank you. (Applause)

PRESIDENT BAHR: On microphone No. 3, Delegate Wagner.

DELEGATE RICHARD C. WAGNER (Local 1183): Credit Unions provide financial services to 50 million Americans. Many are CWA members and their families. Due to the \$500 billion savings and loan scandal which was caused by deregulation, the banks are trying to change credit unions. The changes banks want are to tax these non-profit cooperatives and to insure them under the Federal Deposit Insurance Corporation to bring credit unions to a level playing field. Bunk.

Credit unions return to their shareholders any profits above expenses as dividends. Credit unions fund their own deposit insurance system and have never cost the taxpayers one penny.

Directors of credit unions are directly elected by shareholders and volunteer their time to the union, very much like some union officers.

I have served as a director and officer of my credit union for seven years. It has been an education to me and it has made me a better union officer.

If your members do not have a credit union, help them to form one. If there is a credit union serving your members, urge your members to be active in their credit union. Thank you. (Applause)

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

DELEGATE MICHAEL D. NORBERG (Local 9573): I would like to move the question.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been made to close debate. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

... The following comments were submitted to the reporters for inclusion in these Proceedings, without being presented on the Convention floor:

The first credit union in America was started in 1908 in Manchester, New Hampshire, at St. Mary's, and today there are over 15,000 in the United States. In the United States, early credit

unions were formed primarily among railway workers, meat packers, postal workers, and other blue collar workers. Credit unions operate primarily on the following principles.

1. Democratic control is guaranteed through the election of their non-paid Board of Directors by all credit union members.
2. A fair rate of interest is paid on savings and charged for loans.
3. Profits are returned to members.
4. Service to members is their primary purpose.

A tax on credit Unions would be another tax on all of our union members and blue collar workers and not the rich bankers. There are hundreds of union members who serve on their credit union Board of Directors, just as I do.

I urge you to support this resolution. Thank you. ...

PRESIDENT BAHR: We have Resolution 52A-90-10. All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause)

The Chair of the Committee.

CHAIR DEMEL-BROWN: Thank you, Mr. President. I would like to call on Committee Member Richard Kneupper to read the Resolved of Resolution 52A-90-11, entitled "An Empowered Membership - CWA's Richest Asset."

DELEGATE RICHARD KNEUPPER (Local 6171): If the Delegates will please turn to page 11 of the Resolutions Committee report, I will read Resolution 52A-90-11, "An Empowered Membership - CWA's Richest Asset."

Resolution 52A-90-11

AN EMPOWERED MEMBERSHIP - CWA'S RICHEST ASSET

The court ordered divestiture of the Bell System and the introduction of global competition into the telecommunications industry dramatically changed the relationship between our union and employers. Virtually overnight our members became employees of transnational corporations whose policies are largely driven by the bottom line.

It was clear that the bargaining strategies that were successful during the past years had to be changed to meet the new environment in which our members worked. This was done for the 1986 round of collective bargaining and from the experience gained in 1986, we continued to change our strategies. It was clear that the full involvement of our members in the collective bargaining process was essential to our success. This led to the successful CWA Membership Mobilization Program. Our members were organized, mobilized and militantly in support of their union's bargaining agenda. We spoke with one voice.

We said that union membership was not a spectator sport. Collective bargaining required-- and we as leaders insisted-- that every member had an obligation to participate. Fully empowered by the mobilization program, our members participated at the workplace in stand-ups, sit-downs, rallies and demonstrations in support of their bargaining committees with the full knowledge that their support was critical to the final outcome.

An empowered membership is the union's richest asset. We must continually re-examine our traditions to be certain that full membership involvement is always encouraged.

One area for review is the method used to terminate strikes. We recognize that there are more than 1,000 bargaining units in CWA and a single standard may not always be possible. Strikes are generally terminated, in accordance with the CWA Constitution, by the Executive Board when the bargaining committee reaches a tentative agreement. In addition, the Executive

Board has terminated strikes after the bargaining committee reached an agreement and the members ratified the proposed settlement, such as in 1989 in NY NEX and Northern Telecom.

It is recognized that strategies and situations at any given time could make either method the appropriate one. We believe, however, in the spirit of membership empowerment, that a full and open discussion should be held in bargaining councils or bargaining unit representatives' meetings as to the desired method.

BE IT RESOLVED: That the method of termination of a strike, prior to or after membership ratification, be a mandatory subject to be discussed by a bargaining council where applicable or bargaining unit representatives' meeting prior to negotiations with any employer.

Mr. President, the Resolutions Committee moves the adoption of Resolution 52A-90-11, "An Empowered Membership - CWA's Richest Asset."

PRESIDENT BAHR: The resolution has been moved.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. The Chair recognizes Microphone 3, Delegate Malliett.

DELEGATE MARIE C. MALLIETT (Local 9410): President Bahr, Sisters and Brothers, I rise in support of the resolution that is before us, "An Empowered Membership - CWA's Richest Asset." This resolution is calling for us as leaders to reexamine the methods that we have historically used to terminate strikes. This resolution is calling for us as leaders who would attend bargaining council or bargaining unit meetings in a very conscious and in a very deliberate way to discuss and determine prior to negotiations that in the event of a strike, the method by which the strike would be terminated, either prior to or after membership ratification.

As we would all meet across the country in our individual bargaining councils or unit meetings, our discussion need not be uniform, nor our decisions. What is decided in behalf of the members in New York need not be what is adopted in California and Nevada. As one of the representatives who would attend the Pacific Bell Council Bargaining Meeting in California, representing the San Francisco membership, I would envision a very thoughtful discussion taking place between myself and my colleagues on the ratification strategy to be employed in Pacific Bell. Those discussions would include fully examining several options. One option is, in the event of a strike, we would ratify first and then return to work. One option is we continue our tradition of returning to work, then ratifying. Another option is to leave the ratification strategy in the hands of the vice president and/or the bargaining committee members.

The options are endless. Those of us who drafted this resolution, five Local Presidents, believe that the importance of this resolution is not the strategy that we would design, although we believe that is a very important discussion, but, more important, it is that we seek to have the discussion to make the decision in a very open, honest, and deliberate way.

By adopting this resolution, we will be empowering the membership, this Union's richest asset.

I ask for your support on this resolution. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Tanner.

DELEGATE TANNER (Local 9410): I relinquish my right to ask the question at this time.

PRESIDENT BAHR: Microphone No. 3, Delegate Nelson.

DELEGATE GERALD L. NELSON (Local 4100): I rise in support of this resolution. Simply put, what we are asking for this leadership to do is to listen to the membership, understand that we have a wealth of information and credibility. Use us and hear us.

Before we go out on a national strike, we ask our members for approval through a strike vote.

And well we should, because we are asking them to sacrifice a lot when they go out. But, ironically enough, when they go back, we are generally directed to go back and not asked how we feel until after the fact, and then it is much too late. When we return to work after a tentative agreement, we in effect have accepted that agreement already. We diffuse our strike effort by deflating our enthusiasm.

When we return to work we help out the company by taking up the backlog of work that we have worked so hard to compile during the strike, and there is no other decision that we can come to but to accept the contract as it is.

We are a body, we are one. We are asking the leadership to become more sensitive to the membership. If you think of a body, we recognize that the leadership is the head, and we understand that you should lead. But if you allow me to make an analogy between the leadership being the head and the membership out here being the stomach, you are walking down the street and you hear a dog growl. What you are going to do is pick up a stick or put some distance between you and that dog, because that growl is a signal this animal is your enemy. But if you are walking down the street and your stomach growls, it is not time to fight, but to feed it. When the membership growls, we are asking you for some feedback, some communication to take place between you and me. (Applause)

We think that the leadership is misinterpreting a lot of our growls, because a lot of the proposals out here, especially in the Constitution, are designed to put space between us. I have seen proposals to eliminate conventions. That puts space between us. I have seen proposals to lessen the number of financial reports that we get. That puts space between us. There is a proposal to extend the term of office. That makes the time between approval of the members longer. That puts space between us.

We have proposed that we must begin to listen to each other. Everyone think of the stomach that nourishment comes from. Whatever we put in the stomach is nourishment for the body. Anything that is not good for the stomach nor good for the body is rejected by the stomach. We rejected a lot of proposals here to-date. You put something not beneficial into the body, and we regurgitate it. We have done that. We have done our part. We would like you to hear us and listen to us before the decision is made. We would like your support on this resolution. Thank you. (Applause)

PRESIDENT BAHR: Microphone 1, Delegate Schultz.

DELEGATE SCHULTZ (Local 9408): I call for the question.

PRESIDENT BAHR: The motion has been made to close debate.

PRESIDENT BAHR: All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. Debate is closed.

... The following comments were submitted to the reporters for inclusion in these Proceedings, without being presented on the Convention floor:

DELEGATE JAMES D. RUDDOCK (Local 4018): I am speaking on Resolution No. 52A-90-11, "Membership Empowerment."

In 1989, we made a new commitment to empower our membership through a formal mobilization program. Mobilization was a formal recognition, an extension of CWA's democratic foundation. It was a recognition of our need to always stay in touch with our members and what they want and need from our union.

What we did through mobilization was to establish new and better ways to tap into the creative energy that our members have. We also found, and it should not have surprised us, that the process enhanced and deepened the ownership our members hold on the final contract.

Mobilization invites the membership to invest more in the bargaining process and they have responded with calls for even deeper involvement. In the months and years ahead, our needs for

full and complete involvement will grow as the wealth and power of our employers grow.

The only way we can ever hope to improve our odds at the bargaining table is to magnify the strength of our numbers with full empowerment of the rank and file. This resolution is one more step in the right direction.

This resolution is an idea that will challenge every CWA Bargaining Council to evaluate the effect of an involved membership ratifying a contract prior to returning to work during a strike.

This is an idea that can help measure the desire of the membership to participate under this format. This is an idea that can send a united message to the company who forces us out on strike as a last resort. This is an idea that, when discussed responsibly within the Bargaining Council, can spawn other new ideas that are bound to enhance the collective bargaining effort.

That is why we nurture this idea with an affirmative vote. This resolution is one more step in the right direction.

DELEGATE ANN PRINCIOTTA (Local 1023): I rise in support of Resolution 52A-90-11, "An Empowered Membership - CWA's Richest Asset." Mobilization 1989 empowered our members to take part, to have direct impact on the bargaining of their contracts by having work site activities. The empowered membership controlled their own destiny when they authorized a strike against their employers.

I know that President Bahr sincerely meant what he said in his opening remarks to this convention, and I quote: "The people make the difference. The future of our union is in the hands of our members." Let us as delegates give real and full meaning to Morty's words.

If the future of our union is indeed "in the hands of our members," give them the opportunity and the right to have input. This resolution will give them the opportunity. Do not deny them. Give it your support. Thank you.

DELEGATE FREDDIE GREEN (Local 3410): President Bahr, Fellow Delegates, Alternates and Guests: I rise in support of Resolution 52A-90- 11, in particular lines 17 and 18, which encourage full participation of our membership.

We should never be afraid of the outcome of a referendum because it will truly be the will of the people. Therefore, I urge your support of this resolution and, indeed, keep the power where it belongs. ...

PRESIDENT BAHR: Before us is Resolution 52A -90-11, "An Empowered Membership - CWA's Richest Asset." All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted. (Applause)

I would just like to advise the last Delegate who spoke on this that we are supportive of this, and there was no intent to create space. I think what I call to your attention is that there are all kinds of circumstances, in addition to those that Delegate Malliett pointed out, that you can trap yourself in a fixed way, of taking four or five days to ratify a contract, where you might have been on strike for eight hours.

On the other hand, you go to the extreme of a NYNEX strike, where we never would even think of people going back to work after seventeen weeks before ratification.

That is what makes absolute sense, for people to get together in various ways, and all the bargaining units are different, and together with the Vice President-- note I say together with the Vice President-- begin to think about what we would do if there is a strike.

And obviously you don't know that there is going to be a strike or it is going to be for one day or much longer.

So, we would be kind of hypocritical if we suggest that we want the members to participate in all of the decision-making processes, for then we hear the leadership practice something else.

So, we are totally supportive of this process.

On behalf of the Convention, I extend our thanks to the Resolutions Committee, who I think you know have worked very diligently and hard, and is now discharged with the thanks of this Convention. (Applause)

Did I not take a vote on the motion?

... Cries of "Yes" ...

PRESIDENT BAHR: They are all confused up here. I wasn't. (Laughter)

The CWA Local Newsletter contest is now in its seventh year. It is our way at the national level of honoring those locals that make a real effort to keep their members informed on various Union activities.

As such, this year's judges indicate in their report that they had "one simple criterion" for judging the contest-- "Effectiveness." They say, "Our admittedly quite subjective viewpoint was that the best entries were those that achieved a connection between reader and the Union. With very few minor exceptions, all the entries achieved that goal. Those that we picked as winners simply did the better job."

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 labor publicist Henry Fleisher of Fleisher Associates, former CWA News Editor Sam Marshall and National Labor Reporter for the Associated Press, Karen Ball.

Several awards for feature writing, news writing and other categories have already been presented this week at District meetings by the respective vice presidents. Those editors attending the Convention can get a copy of the judges' report from the media center behind the stage.

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 used by the judges 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 "Communique"-- the publication of Local 3104, Editors Billie Williams and Dennis Barnhardt. (Applause)

The judges note "an awesome twenty-page year-end edition featured by-lined contributions by eight writers in a well-planned, well-designed but not flashy format." They add, "Creative and interesting use of photos of local members gives the impression of a cohesive local with widespread membership participation." Local President Don LaRotanda is accepting the award. And through him we will also extend our congratulations to Billy and Dennis. (Applause)

I want you to know Don was prepared for this award back last Monday, and he was wearing a suit. I wanted that to show on the record. (Laughter)

The General Excellence Award in the Mimeograph/Office Copier Publications category goes to "The Badger" publication of Local 14164, Editor Marjorie Rutherford. Accepting the award will be Kathy Hudson, Local 14164.

The judges, in selecting "The Badger," say "This no-nonsense information-packed newsletter is very simply written and presented in a matter of fact style that strikes a bond between the Union and the reader."

Congratulations to Marjorie and the staff of "The Badger." (Applause)

Our next award is special to me, because it is dedicated to a pioneer in labor journalism and my friend, Oscar Jager, a dear friend of mine.

Oscar was the first editor of the publication that ultimately became the CWA News. He was a student of trade unionism and an astute observer of the telephone industry, as well as a charter member of CWA Local 1150.

In assessing entries for the Third Annual Oscar Jager Award, the judges tried to select the writer who dug into the facts and got "the whole story," as Oscar was so famous for.

This year's winner is the "CWA State Worker," Editor Dave Winans. (Applause)

The judges say, "In the spirit of Oscar Jager, the "CWA State Worker," published by eight New Jersey public employee locals, took the complicated topic of office safety, including environmental concerns, ergonomic issues and video terminal display exposure, and produced a comprehensive, highly readable and easy to understand feature length article. The authors, Barbara Wicklund and Jose Soler, went well beyond the surface with facts and details which every management could use to remedy serious safety problems."

Congratulations to Dave, Barbara and Jose and all the New Jersey locals involved in this publication. And thank you, Ed Moser, for accepting this award. (Applause)

Secretary -Treasurer Booe.

SECRETARY-TREASURER BOOE: We have received a number of questions about the provincial sales tax and the refund forms that allow you to recover the provincial sales tax if you are a visitor to the Province of Ontario. The tax forms are included in a little booklet, called "Ontario Incredible," and they are available at the concierge desk at the Royal York Hotel. Or, we will have some in the Secretary- Treasurer's office at the Royal York at the conclusion of the Convention.

PRESIDENT BAHR: Microphone 1, Delegate Upton.

DELEGATE MICHAEL UPTON (Local 2202): I move we suspend the order of business by omitting the last break and working to conclude the business of the Convention. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. It is not debatable. It requires a majority vote. It has the effect of the thirty- minute break.

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

On Microphone No. 1, Delegate Grizzle.

DELEGATE C. H. GRIZZLE (Local 3250): For your consideration, I place before you a resolution that has been unanimously adopted by AT&T Bargaining Units.

Workforce adjustments in the telecommunications industry continue six years after divestiture, as AT&T, the dominant industry leader, uses forced reductions and technological devices for its own advantage. Displaced workers and families pay exorbitantly in unfair exchange. The problem occurs because AT&T gives false assurances and misdirection to gain union sympathy and cooperation while waiting to execute their profit agenda.

CWA's Mission Statement, in response to the current direction of AT&T.

The time has come to draw the line against AT&T's layoffs, consolidations, and total disregard of its responsibility to its workforce. The time has come to force AT&T to pay the price for the misery it is causing its workers and its lack of concern for its customers and the public.

We must make sure that Robert Allen is recognized as the pariah he is in the business and labor community. From his mismanagement of ATTIS to his current leadership as CEO of all AT&T, he makes Lorenzo of Eastern Air Lines seem like an amateur in the business of union busting.

We serve notice that the layoffs stop today, that any future layoff be met by an immediate response, including, but not limited to the following:

Advertisements and other public relations and press activity directed at both the public and business community, explaining the effect of AT&T's actions on its ability to provide service and the quality of its network, including the 9-hour service outage on January 15th, Martin Luther King Day.

A political campaign directed at legislators outlining the social cost of AT&T policies on the communities in which we live and work.

A corporate campaign directed at members of AT&T's board of directors, including the corporations in which those directors have a major interest.

Let this give notice that there is no common interest between the CWA and an AT&T whose sole criterion for action is short-lived, short-term, shortsighted corporate greed.

One hundred thousand workers have already suffered for the benefit of AT&T bottom line.

Now the Communications Workers of America guarantees that AT&T's bottom line will suffer with each further attack.

Be it resolved that this mission's statement be a policy of the Communications Workers of America, and that the national CWA provide for its immediate implementation.

Thank you. (Applause)

PRESIDENT BAHR: Now, Brother Grizzle, if you just stay there a minute. Because of the substance of the report and the issue, I permitted you to get a little ahead of yourself. Now if you make a motion for this Convention to adopt what you just said, that would be in order.

DELEGATE GRIZZLE: President Bahr, I make a motion that this body accept this as an action item.

... The motion was duly seconded ...

PRESIDENT BAHR: And it has been seconded from the floor. On microphone No. 3, Delegate Monroe.

DELEGATE HARRY MONROE (Local 3762): Mr. President, Executive Board and Delegates: Last week I was informed that AT&T Nassau Metals would be closed in September of this year and reopened a few weeks later as a non-union plant owned by an anti-union company called Southwire.

When the Nashville, Tennessee plant is closed, the equipment and processes are to be sold to a non-Union company and moved fifty miles away. Southwire will reopen at the same location.

Local 3762 intends to fight for union recognition at Nassau Metals. I urge you to vote for this amendment and to increase your mobilization and legislative efforts to prevent these union busting efforts to continue.

Thank you. (Applause)

PRESIDENT BAHR: You have to call in if you want to speak.

On microphone no. 3, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): Last year I stood at this Convention and

stretched 250 sheets of paper across this Convention floor. This year the problem is that you can't staple together 5,000 workers and bring them to the Convention for a dramatic visual effect. But that is what these demands speak to: another 5,000 union jobs, including my own, union people, people with bills and mortgages and hopes for their children, that will be without jobs at the end of this year.

You will have to close your eyes and picture them, with the other 100,000 gone already because they could not be here before you at this convention.

But in a sense, they are here because this convention and this union is supposed to represent them. We are raising this motion and this amendment here because we don't think this union has been doing that to the best of its ability.

We think we need a clear, militant strategy and, with this amendment, clear demands implemented consistently throughout the Union from the Executive Board to the Locals, to make AT&T and the rest of Corporate America understand that they will pay a price for the misery they are causing. We can no longer make excuses for AT&T because their competitors are non-union. AT&T is moving fast in that direction. We can't talk cooperation with them while they cut the heart out of us.

We can't praise them to the customers while every worker in AT&T knows that the direction they are taking will lead to worse and worse service to consumers. Quality is a joke in an AT&T whose work force is cut to the bone. (Applause)

We certainly should have no one in this union making excuses for chief operating officer of AT&T, Robert Allen. Some of us have been criticized for putting out "Stop Allen" buttons and comparing him with Frank Lorenzo. But Robert Allen got rid of 27,000 union jobs as he drove ATTIS into the ground.

For that he was promoted to CEO of AT&T. His entire strategy, for which he got paid \$1.7 million in salary last year, has been to split up AT&T, give our work to managers and outside contractors, consolidate work almost solely into "Right-to-Work" states, set up non-union subsidiaries like the Credit Card Operation, and destroy the unionized part of the industry, move manufacturing to Mexico and Singapore where, with the help of Vice President Dan Quayle, AT&T worked for a five-year non-union guarantee; and now, as in the case of Nassau Smelting, a Nashville capacitor plant, is selling our jobs to a non-union company.

This is a conscious anti-union strategy under the leadership of Robert Allen. If Allen is not as bad as Lorenzo, then Frank Lorenzo must be the devil himself. (Applause and cheers)

This is not an AT&T issue or even an issue for just Communications Workers. It is a trade union issue. CWA has a chance to tell Corporate America that it will not be led away quietly; that technology will not be used as a club to get rid of workers; that corporations will have to pay the social costs for the billions of dollars in profits they are raking in. A message can be sent from here that unions will stand up to these attacks. If we don't, a message will not only be sent to the bosses, but to the unionized members and the millions of non-union workers that we have given up the fight and are powerless. We cannot organize the unorganized while we send out that message.

So imagine the 5,000 people whose jobs are being lost this year and the 100,000 more jobs lost since divestiture. And imagine that line of people not just extending to the back of the room but from here to AT&T's corporate headquarters in New York and right down to Washington.

Give us your full support on this motion. Thank you. (Applause)

PRESIDENT BAHR: On mike 1, Delegate Williams.

DELEGATE J.D. WILLIAMS (Local 6215): I move to amend the resolution concerning AT&T by adding the following:

"Our mobilization against AT&T will continue until the following goals are reached:

1. Bargaining unit employment at current wage levels must be stable or growing as long as revenues and profits are rising. Downsizing, downgrading and moving work outside the bargaining units must be halted.

2. AT&T must grant union recognition with comparable union wages and benefits for all AT&T workers. The double-breasted, two-tier AT&T strategy of creating non-union, low wage subsidiaries must be stopped.

SPECIFICALLY, our mobilization will continue until we win recognition for:

a) all potential bargaining unit work performed by any title, anywhere throughout AT&T and its subsidiaries, such as American Transtech, where work has grown from a stock transfer section to a major telemarketing and customer response center.

b) The Universal Credit Card Operation. We cannot let billing and telemarketing work be stripped from AT&T and moved to non-union subsidiaries.

c) Paradyne. One thousand production and clerical workers, now paid \$5 to \$8 per hour, deserve a fair share of the wealth they create.

3. The arrogance of AT&T in selling Nassau Smelting to Southwire, a notorious non-union company, without protecting bargaining unit employment and wages must be stopped. Southwire will close the Nassau plant for several weeks and then restaff it at low, non-union wages and benefits. There will be no preferential rehiring. This must not happen. The Nassau plant must remain union and maintain the current workforce at current wages and benefits.

4. Our mobilization will continue until jobs with justice are restored at AT&T. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The amendment obviously has been seconded. Do you want to speak further on it? I think you have been quite clear.

You are recognized on mike 1.

DELEGATE WILLIAMS: Fellow delegates, I see no need for myself to mention the many layoffs, facility closings and other actions AT&T has undertaken that had one effect and one effect only, and that was to steal the livelihood of many of our Brothers and Sisters in this great union. Some of you may have heard of the mobilization demonstration my local and many of the other locals in the Dallas/Ft. Worth area participated in recently. Also, one member of the AT&T Bargaining Committee was able to attend, due to the short notice given from Local 4998.

Bob Allen was in Dallas to address the AT&T employees during the AT&T Night at the Dallas Symphony. This was a black tie affair with a lavish reception before the symphony. Bob Allen was to address those that attended, some of which will no longer be with AT&T before the end of this year.

We in Dallas met the AT&T black ties with a sea of red T-shirts and protest pickets. I am told that AT&T is very concerned that the locals in Dallas would embarrass Bob Allen and AT&T.

Mobilization works. I urge you to do more than just adopt this amendment and the main resolution. I ask that you send a message to Bob Allen and AT&T through increased mobilization that each action taken by AT&T that results in our fellow Brothers and Sisters losing their jobs will be met with increased militancy from us all. Do more than vote for this resolution. Go back to your respective local and implement the actions referred to in the resolution. Thank you. (Applause)

PRESIDENT BAHR: On mike 5, Delegate Cox.

DELEGATE ERIC COX (Local 3519): Morty, could we have an effigy burned of Mr. Allen and hung from the headquarters building? (Laughter and applause)

PRESIDENT BAHR: When you adopt this motion, we will pass that on to the Secretary-Treasurer. I will be putting on the Allen button and we are all going to do what we have to do. (Applause)

You are entitled to a second question. (Applause)

DELEGATE COX: My second question is, could we hang Mr. Allen from the flagpole at the headquarters building? (Laughter and applause)

PRESIDENT BAHR: I had better not say. (Laughter) You know, if you get him up to where our flagpole is, Jim is taller than he is. (Laughter)

On mike 3, Delegate Richhart.

DELEGATE R.G. RICHHART (Local 4790): I rise in support of this resolution as amended. AT&T Technologies Installation, formerly Western Electric Installation members, are not strangers to the hardships leveled upon our members and families by either the old AT&T or the so-called "new" AT&T.

Some things never seem to change. Since divestiture, AT&T Technologies continues to lose high tech employees because of inept management policies and their failure to adapt to the competitive marketplace.

Since divestiture, AT&T Technologies has continued to force-relocate members and hire behind them after short periods of time. Installers who have been relocated and again find themselves involved in forced adjustment situations for the most part are not being allowed to return to family and jobs in areas where they originally are from, even at their own expense.

Far too many long service installers continue to be forced out on medical retirements. Even the recently agreed to pension plan enhancements and special pension option is being abused or not offered at all in some installation areas, even though surpluses are obvious.

Of course, as other AT&T units down-size and close up operations, new layoffs and forced relocations will become a daily routine within the installation units because of the type of work and service that we provide.

The old AT&T, although they ruined our futures by agreeing to the divestiture of the once proud Bell System, at least did not contemplate selling off the best telecommunications equipment installation workers in the world as the new AT&T under Robert Allen has. Thank you. (Applause)

PRESIDENT BAHR: On mike 1, Delegate Hamilton

DELEGATE JOHN HAMILTON (Local 1700): I move the question. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The question is called on the amendment. It closes debate. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

... The following comments were submitted to the reporters for inclusion in these Proceedings, without being presented on the Convention floor:

DELEGATE GAIL HALL (Local 2100): Fellow Delegates, I rise in support of this resolution to adopt as policy this CWA mission statement in response to the current direction of AT&T.

I represent a multiemployer local. My members are employed by AT&T and Bell Atlantic. In Local 2100 we have been more fortunate than our brothers and sisters in other areas of this country. We have not seen the large numbers of layoffs some of you have.

Last December we lost a member that had worked for AT&T for eighteen years. That member worked in an area that still has more work than workers. Laying off that member made absolutely no sense.

This is a story that I am sure is familiar to many of you. We have talked this week about efforts to organize US Sprint. If we are truly to be successful in organizing US Sprint, we cannot afford to show weakness when dealing with AT&T. Just as workers at US Sprint worry about their job security, so do our members at AT&T.

We cannot stand idly by another day and let AT&T cut down another worker. We must do what it takes for as long as it takes.

I urge your support of this resolution. Thank you. ...

PRESIDENT BAHR: The motion is the amendment that Delegate Williams read, and it is now before you. All in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

On mike 1, Delegate Cawdrey.

DELEGATE RON CAWDREY (Local 9400): President Bahr, I would like to amend it to add all employers who sacrifice our members for corporate profits that we do business with. (Applause and cheers)

... The motion was duly seconded ...

PRESIDENT BAHR: Your amendment has been seconded, obviously. You may speak five minutes.

DELEGATE CAWDREY: President Bahr, fellow delegates: We in Local 9400 have many bargaining units. They are all doing the same thing; sacrificing our members because of their bottom line.

It is not only AT&T. It is General Telephone, Pacific Bell, American Pacific Telegraph, GenTel and many more. They all think the same, they all are cut out of the same corporate image.

They lay off our members, they lay them off without regard to the economic impact of the local communities where our members live and work. They don't care. This is not just an AT&T issue; it is a corporate issue, and we need to fight this together.

I urge your support of this amendment. Thank you. (Applause)

PRESIDENT BAHR: Are you ready for the question?

On Microphone No. 1, Delegate Schultz.

DELEGATE JIM SCHULTZ (Local 9408): I am from Fresno, California, formerly of Akron, Ohio 4301. Mr. President, I move the question.

... The motion was duly seconded ...

PRESIDENT BAHR: Actually, I thought you were from Brooklyn. (Laughter)

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

We now have before us the original motion twice amended. All those in favor of the motion indicate by raising your right hand. Down hands. Opposed by a like sign. It is adopted, and it looks like it is unanimous. (Applause and cheers and whistles)

This is a real good announcement to make. And Beth Freeman stayed back so that she would be able to call Elizabeth Glaser, who had to catch a four o'clock flight to Washington, to let her know that through your generosity we have started this process to save lives-- to save the lives of children-- with \$13,141.49. (Applause and cheers)

SISTER BETH FREEMAN (Pediatric AIDS Foundation): Elizabeth just wanted me to tell

you that there was so much energy and so much warmth here that we both went back to the hotel, and all we could say is, "This was so unbelievable. This was the best thing that ever happened to us."

It is just so warm and loving, and that is exactly what we needed. This is an unexpected, wonderful gift. We thank you for this and for your support in general. Thank you very much. (Applause)

SECRETARY-TREASURER BOOE: I have some announcements to make.

The Pediatric AIDS Foundation is a 501C3 non-profit organization. That question came up. So that you are aware that it is a non-profit organization. And also, they had some T-shirts and sweatshirts that were available at the Legislative Conference that Elizabeth did not bring this time. But we have received requests for those. We do not have the forms with us, but we will secure the forms and mail them out in the general mailing to the Locals within the next couple of weeks, so that if you want to order those sweatshirts and T-shirts, you will be able to do so.

Also, because of the interest in the scab buttons, Executive Vice President Easterling will have buttons designed with CWA on the outside of the sign, and a form will be mailed to all Locals so that you can order them from the vendor directly.

... Further convention announcements ...

PRESIDENT BAHR: Now is the time for our traditional Memorial Service. Would the house and stage lights be dimmed, please.

... The lights were dimmed and "Taps" was sounded ...

PRESIDENT BAHR: Assembled here in Toronto, Ontario, Canada for the 52nd Annual Convention of the Communications Workers of America, it is fitting for us to pause to 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 ten members of our CWA Family who have passed from us.

BROTHER JAMES IRVINE: Virginia B. Fawcett. Jean Fawcett's devotion to the men and women of CWA knew no bounds. From her days as President of Local 1000 in Trenton, New Jersey, and throughout her career on the CWA staff, Jean always gave one hundred percent of her energy, warmth and concern to the members of CWA.

Jean became a CWA representative in 1974, later served as New Jersey director, and then became assistant to the Vice President for Communications and Technologies. Jean also was a director of the Botto House National Labor Museum in Haledon, New Jersey.

In Jean Fawcett's passing, CWA lost a friend and a dedicated Union leader.

Anthony V. (Tony) Seghy. Tony Seghy started his career early in this century as a telegrapher for AT&T, often working at sporting events, back in the days before every American had a radio.

By the 1930's, Tony Seghy recognized the need for union representation for himself and his fellow workers in the AT&T Long Lines Division, and he set about to help in the founding of the NFTW, CWA's predecessor union.

Tony accepted his first full-time union assignment on October 15, 1951, as a Special Representative and became Assistant to CWA's Long Lines National Director in 1958, a position he held until his retirement in 1964.

It is with gratitude that we honor his memory.

BROTHER WALTER MAULIS: Fred L. Garrett. Fred Garrett served the men and women of CWA with great distinction as a CWA Vice President and as a CWA Representative.

As the Vice President of the CWA District 8 headquartered in Denver, Colorado from 1960 to 1965, when he was forced to step aside for health reasons, Fred was an inspiration to the members of our Union. Both before and after his tenure as a Vice President, Fred served the Union as a dedicated staff Representative.

As long ago as 1937, before many of us in this room were even born, Fred Garrett was helping telephone workers build a union. He will be missed by all of us in the CWA family.

Beatrice L. Smith. Bea Smith saw the telephone industry from the inside out, and she knew that she and her co-workers needed Union representation.

Starting with Northwestern Bell Telephone as a service assistant in Duluth, Minnesota in April of 1929, she later served the Northwest Union of Telephone Workers as a negotiator and training leader, becoming State Director of CWA Division 45 in 1949.

She also served on CWA's Dial Conversion Committee. Although she retired as a CWA Representative in Minneapolis, Minnesota in 1972, Bea Smith's legacy will live forever.

Bruce A. Thoren. One day we had Bruce Thoren, as a vibrant, joyful, tireless member of our staff, and the next he had passed from us unexpectedly, at age 61.

Bruce Thoren was an administrative assistant to the Vice President of District 7 at the time of his death last July 5th. He was also serving as Chair of CWA's Bargaining Committee for U.S. West Business Resources Inc., and as a member of the Union's regional common issues table with U.S. West Communications.

Bruce Thoren came to the CWA staff as the Union's Idaho director in 1957, and he later led the campaign that brought the Western Electric manufacturing plant in Phoenix, Arizona into CWA. We miss him greatly.

DELEGATE T.O. PARSONS: Frank P. Lonergan. When Frank Lonergan retired August 31, 1967 as Assistant to Vice President of District 6, he had given three decades of his life to the men and women of CWA. He was a Charter Member of CWA and its predecessor, and his Union activities dated back to 1937.

Frank served the men and women of CWA as a local president, a division chairman, area chairman, general plant chairman and as vice president of Southwestern Division No. 20 before becoming Assistant to Vice President in District 6.

We will always remember Frank Lonergan as a dedicated Union builder.

Carl E. Majors. Carl Majors devoted 30 years of his life to the building of CWA. Carl was hired by Southwestern Bell as a cable splicer in Dallas, Texas in the 1930's, and soon after began helping his fellow workers and friends form a union in their part of the country.

He quickly rose through the ranks as a local officer and joined the Union staff as a CWA representative in Austin, Texas in 1951.

Carl Majors was a special friend of our late, beloved Ray Hackney, and a special friend, too, to all the men and women of CWA.

Jacob J. (Jake) Schacht. Jake Schacht was truly one of the key organizers of the old National Federation of Telephone Workers, CWA's predecessor.

Jake and his long-time friend and fellow Union pioneer, D.L. McCowen, were the driving forces behind the founding of the Federation's largest affiliate, the Southwestern Telephone Workers Union, and were active in pushing for formation of a national union, the NFTW, in 1938.

Jake served the NFTW as its chief organizer and he served CWA's founding President,

Joseph A. Beirne, as a valued trouble-shooter in the Union's early days. He returned to his native St. Louis to serve for many years as the President of Local 6310.

Jake Schacht personified the Union ideal, and his memory is an inspiration to all of us.

DELEGATE GENE RUSSO: Merle H. Stanton. Merle Stanton brought a wealth of experience to CWA when he joined the Union staff as a CWA organizer in 1956. Merle later worked on behalf of CWA members as a CWA Representative in Des Moines, Iowa, before transferring to Kentucky as CWA's Western Kentucky Director in 1962.

Merle Stanton resigned from CWA in 1973 to accept an appointment by Wendell Ford, then Governor and now a U.S. Senator, as a member of the Kentucky OSHA Review Commission. He later served as Chair of the Commission under former Kentucky Governor Julian Carroll.

Merle Stanton contributed greatly to CWA and the Labor Movement and for that we will long remember him.

SECRETARY-TREASURER BOOE: William A. (Bill) Smallwood. When Bill decided to retire as CWA Secretary-Treasurer in 1969, Convention delegates felt such a rush of warmth and gratitude for the service he had rendered that they designated him as CWA Secretary-Treasurer Emeritus.

Indeed, Bill Smallwood had performed outstanding feats, organizing the 55,000 Telephone workers at Southern Bell into a strong, militant union, something that many had thought impossible.

He served the Southern Federation of Telephone Workers as the unit's elected president, leading the Southern Federation into the National Federation of Telephone Workers in 1945. Bill Smallwood also led that unit through what was the longest strike in CWA history up to that point, the 72-day strike against Southern Bell in 1955.

Shortly afterward, he was called to Washington as CWA's Secretary-Treasurer. He led CWA into the computer age in the late 1950's and served with great dedication and skill until his retirement.

We will be eternally grateful for the role Bill Smallwood played in helping to build CWA.

PRESIDENT BAHR: Let us now pause to remember those CWA Local Officers who have passed from our midst since our last Convention:

Alfreda Bynes, Corresponding Secretary, Local 1077

Anne Hewitt, Vice President, Local 1070

George Lee, President, Local 14908

Darryl D. Lillie, President, Local 3350

H.D. (Duane) Nash, Vice President, Local 3505

Carroll G. Nichols, President, Local 3305

Flossie Lucas, President, Local 4201

Ann O'Malley, President, Local 4216

Michael Peterson, Vice President, Local 4640

William S. Savoy, President, Local 4770

Gene Vance, President, Local 6215

Betty Albrecht, Executive Vice President, Local 6390

And, let us now take a special moment in memory of Edward Gerry Horgan, 34 years old, a steward in CWA Local 1103, a loving husband and devoted father of two young children, who was the first CWA member ever killed on a picket line in the Union's 52-year history.

Gerry gave his life as he walked a CWA picket line outside a NYNEX facility in Westchester County, New York last August 14. He was struck by a car driven by a strikebreaker, and died the next day of head injuries. Fittingly, 1,500 mourners formed a silent human chain on the day of his funeral, and many thousands of members throughout the nation participated in memorial services and candlelight vigils in his honor.

For Gerry Horgan and his family, we offer our prayers and our eternal love.

For all those who have passed from us during the year past, we now offer our solemn prayers of love. We shall never forget their loyalty, their courage, their ideals. Each created a priceless legacy that will forever bring us closer together, a legacy of devotion to CWA and to the men and women whom we represent.

They have provided us with examples that light the path toward human dignity. We pledge to follow their examples and to carry on the high standards that they exemplified.

We call upon all members of the Communications Workers of America to symbolically join us, in heart and mind, as we pay solemn homage to Virginia B. Fawcett, Fred L. Garrett, Frank P. Lonergan, Carl E. Majors, Jake Schacht, Tony Seghy, Bill Smallwood, Bea Smith, Merle Stanton, Bruce Thoren, the members, the stewards, the local officers, the staff and all the elected leaders who have departed from us.

May they rest in peace. May they rest in the Lord.

... "Taps" was sounded ...

PRESIDENT BAHR: Now normally we would have had the recess at this point, giving us a chance perhaps to gain some composure, but since the rules of the day have been canceled, we will be moving on with the order of business.

Can we have the lights turned on, please. Let me just ask the presidents of those locals with 30 or more consecutive years of 100 percent in CWA COPE to begin to line up just off the stage to my right.

Now there are several of you who have motions in and I am going to call them, so if you have a motion in, kind of be alert.

On Microphone no. 1, Delegate Dion.

DELEGATE DIANNE DION (Local 9426): I move that national unit meetings be held during the annual CWA convention at the place of said convention. The annual convention will not be extended beyond one week to accommodate these meetings.

PRESIDENT BAHR: Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been seconded. May I have a copy, please.

VOICE FROM THE FLOOR: Object to consideration.

PRESIDENT BAHR: There is a motion to object to consideration. You have to bear with me, this is my first objection to consideration. (Laughter)

The intent of the motion is to stop any discussion of this motion. I have put it to a vote and it only requires one-third of you to permit it. Said another way, two-thirds to block it.

All those in favor of the motion to object to consideration indicate by raising your right hand. Down hands opposed by like sign. It is defeated. (Applause)

You may go ahead and speak on your motion.

DELEGATE DION: I am in favor of our CWA national convention, but I think it's time we looked at some cost-cutting measures for the national and the locals.

Several times a year, we are asked to attend meetings in different parts of the country at great expense to us all. The information we receive at these meetings is valuable, but much of the time we do not need to be present to get the material.

We are in the information age, and many of us are in the information industry. We know we do not have to travel thousands of miles in a time of overnight mail and fax transmission.

National units must get together to communicate around issues specific to their industry. We can have these meetings at the yearly convention and accomplish the work we have to do. We can make a full week of our annual convention. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Ferris.

DELEGATE RONALD A. FERRIS (Local 1365): President Bahr, Fellow Delegates, I rise in opposition. We need to get together with our each individual unit to discuss our problems. Faxes, E-Mail, whatever you want to call it, will not cause us to sit down and debate our issues among our fellow Brothers and Sisters to discuss our problems.

If it is suggested here that we can sit down and debate with each other or discuss our problems through faxes, or over the telephone in conference calls, I ask you to consider how often we have tried doing that, not only with our fellow Brothers and Sisters, but also with the company. Would you consider negotiating your contract through a fax or an E-Mail, or over the phone, when you need to sit face to face with your Brothers and Sisters or your opposition to resolve your problems?

I ask you to look long and hard at this proposal and please defeat it. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Shukwit.

DELEGATE JOHN R. SHUKWIT (Local 4008): Through the Chair, is the Delegate that made the motion aware that we do not send the same people to the national meetings that we do send to the conventions?

PRESIDENT BAHR: I do not know, but she can respond quietly to herself right now. (Laughter)

You are entitled to a second question.

DELEGATE SHUKWIT: Second question: Is everybody aware that the Detroit Pistons kicked Portland's butt last night. (Laughter and applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): I hate national meetings. My thirteen-year-old daughter and my ten-year-old son and my husband hate national meetings. But I think they are crucial and I think it would be crazy to stop them. That is not because we like to hear speeches or because we like to get together. It is crucial because that is the only time that the Locals in the National Units can come together, compare what is happening, cut through the bosses' lies on what they are telling us that they are doing and what their competitors are doing around the country.

In the AT&T Unit, it is the only time that we can develop strategy to fight a company that does not meet yearly but meets daily to figure out ways to screw around with us. (Applause)

The problem is not solved by extending the time of the convention because we cannot wait eleven months between meetings. AT&T has changed its strategy three times in the last twelve months. We also need it because it is a time to hold our leaders in CWA accountable for their

action or inaction. A year is too long to wait when a problem exists that must be organized around and rectified.

We feel so strongly about this that Locals have called for yearly operators conferences and marketing conferences to deal with particular problems in their units. Locals pay for these meetings. Not a penny comes out of the national budget.

More and more meetings are taking place on conference calls. We are making AT&T rich with conference calls, but it does not save the need for the national meetings.

Brothers and Sisters, our strength and ability is to come together, develop a plan and carry it out in a united way. We do not have billions to spend on public relations and lawyers and lobbying. Do not weaken us further. Do not support this resolution. (Applause)

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

DELEGATE H.T. WADE (Local 3790): I would like to offer an amendment to the motion. After the words "national units," to add "minority meetings and equity meetings." And I would like to speak on my amendment.

... The motion was duly seconded ...

PRESIDENT BAHR: The amendment has been seconded. You may speak on your amendment.

DELEGATE WADE: The entire purpose of this amendment is to show how ridiculous we can get in the name of saving money. Thank you. (Applause)

PRESIDENT BAHR: I would like the liberty of suggesting, based on the comments of the Delegate, that that was a frivolous amendment and we need not vote on it. (Applause)

On mike 3, Delegate Tanner.

DELEGATE FRANK TANNER (Local 9410): If I should happen to stumble in my speech at all, it is probably because the big crowd up here at the microphone is jostling me. It might make me skip a few words. (Laughter)

In all seriousness, brothers and sisters, I rise to support the motion that was put forward by my sister from Monterey. I take a certain amount of presumption, and I have not clarified this with her as yet, in presuming that the bottom line intent of her motion is that we have, wherever possible, wherever feasible, and to whatever extent, national meetings in conjunction with our annual CWA convention.

I am in favor of that. Two days ago, we voted to have a dues increase. It is my firm belief that not too far in the future from today, we will need to vote again on whether or not to increase the dues of our members. I come to that conclusion because I did a little simple arithmetic and I am finding that the wage increases that are negotiated for our members are not keeping pace with inflation, i.e., the amount of dues revenues coming into this union are not keeping pace with inflation.

In my twisted kind of logic, somewhere in the near future down the road there is going to be a collision with the amount of money coming into this union and the amount of costs that it is going to use to put on all the various meetings that we want. It seems rather ludicrous to me to not start planning right now to start doing something about that, and doing something about that means spending our money more wisely than we are, to save the locals wherever possible so they will have some money at home to give to workers when they are out on strike. (Applause)

What I am hearing, or seem to be hearing, is "Let's spend it all." What have we got? A bottomless pit of gold? I don't think so. I urge you to support this motion. Thank you. (Applause)

PRESIDENT BAHR: On mike 1, Delegate Floyd.

DELEGATE CARLA FLOYD (Local 7901): I call for the question. (Applause)

... The motion was duly seconded ...

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

We have before us the motion that national bargaining unit meetings be held during the annual CWA convention at the place of said convention. The annual convention will not be extended beyond one week to accommodate these meetings.

All those in favor indicate by raising their hands. Down hands. Opposed by like sign. It is defeated. (Applause and cheers)

On mike 1, Delegate Carroll.

DELEGATE C.R. CARROLL (Local 3607): I am sorry about my voice. I apologize to everybody. I am doing the very best imitation of "Nick" Nichols giving a speech that I can do. (Laughter)

RESOLUTION – CITY OF HOPE

The Communications Workers of America has a proud history of effectively responding to people in need. Whether it is our own members, their families or someone in our community who needs help, CWA locals and members have extended our hand.

Catastrophic diseases have cut short the lives of tens of thousands of Americans. We have all seen cancer, leukemia, heart disease and diabetes destroy the quality of life, and frequently, destroy life itself, of people we know or people we love. The most recent epidemic of tragedy, AIDS, has now touched nearly every single American community.

While great advances in treatment and research have been accomplished by the City of Hope, many as a direct result of CWA financial support, much still remains to be done. Many of those we know and love lose the fight against these terrible diseases.

Our union's support for the City of Hope can make the difference between life and death for thousands of cancer and leukemia patients in the years to come. We can be instrumental in the eventual conquest of AIDS. As the City of Hope program has been a source of pride to CWA for so many years, so should it be in the years to come.

RESOLVED: That the Communications Workers of America reinstate the City of Hope National Medical Center as an official voluntary program of the union with an annual fundraising goal of \$1.00 per member. All funds raised will be designated to support the Department of Radiation Therapy at the City of Hope.

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

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

PRESIDENT BAHR: Seconded from the floor. You may speak to your resolution.

DELEGATE CARROLL: Thank you.

Over the years, many of our conventions have been held in Los Angeles. After these conventions our delegates were given the opportunity to tour the City of Hope.

We felt a real sense of accomplishment by our union on these tours. We took special pride in the Department of Radiation Therapy which states, in large letters on the wall, "sponsored by the Communications Workers of America."

On the tour in 1983, the delegates on buses were met by John Gengo, a CWA local president from Local 2002 in West Virginia. I was once a member of this proud local and it was the

influence of John that moved me to become active in this union. John was in a wheelchair, a patient at the City of Hope. It was a very emotional moment for John, myself and all the CWA delegates he greeted.

We finished touring with new resolve to make our CWA-City of Hope program more successful and more effective than ever.

The labor problems at the City of Hope are now over and it is time to move forward again by renewing our support for the City of Hope in CWA.

Over 30 years ago, the Communications Workers of America undertook support of a national program aimed at having a decisive impact on cancer and other major catastrophic diseases. Our union pledged to sponsor, ongoing, the Department of Radiation Therapy at the City of Hope National Medical Center. The City of Hope was selected as deserving our support because it had a reputation throughout America and throughout the world for outstanding quality medical care for patients coupled with pioneering research to find causes and cures for these deadly diseases.

Our union also selected the City of Hope because this medical center had a working partnership with America's Unions going back to its founding in 1913.

The original cobalt bomb housed in the CWA Department now rests in the Smithsonian Institution, so recognized for its efficient cost-cutting design, making radiation treatment for cancer available to additional thousands of patients.

The City of Hope now has the second largest bone marrow transplant facility in the nation. Over 500 bone marrow transplants have been accomplished at this medical center. Every one of these patients has been treated in the CWA Department at the City of Hope.

In 1986, management at the City of Hope developed a contract dispute with Local 30 of the Office & Professional Employees International Union. After several months of bargaining with no agreement reached, City of Hope management chose to implement its final offer on this group of employees. Rather than a strike against the medical center, the OPEIU unit asked for and received approval for a national boycott on fundraising for the City of Hope by the American labor movement. In support of this boycott, through Executive Board and convention action, CWA suspended its fundraising support for the City of Hope, removing it as an official union program. Given the facts as we know them, as painful as that kind of decision is, we had no choice. I was a delegate at that convention and I feel today the action we took was correct and the appropriate action at that time. Our action effectively denied hundreds of thousands of dollars to the City of Hope.

In late July of 1989, agreement on a new three-year contract was reached between the City of Hope and OPEIU Local 30. The AFL-CIO removed the boycott on fund raising and reinstated the City of Hope to receive union support for its medical treatment and research programs.

In 1989, the Communications Workers of America, in order to bargain a decent contract for our members at AT&T, threatened that company with "electronic picket lines." In effect, we would have asked our supporters to access long distance carriers other than AT&T. I strongly believe, if AT&T had come to the table with the attitude they displayed in 1986, this union would have carried out those threats. I also believe just as strongly that when a settlement was reached we would have wanted those supporters to come back to AT&T.

In consideration of the long standing-partnership between the City of Hope and CWA, and the enormous good we have done-- and can do-- in fighting back against cancer and leukemia, the City of Hope should again be restored as a national charity program in the Communications Workers of America.

The City of Hope Medical Center has four unions representing its employees. To my knowledge, it is the only national charity which is unionized and, of course, we support the union label.

I believe a hard lesson has been learned by the City of Hope management and now it is time to demonstrate that CWA still cares, can still make a valuable contribution in fighting disease, even in the field of AIDS, and welcome back an old friend, the City of Hope.

PRESIDENT BAHR: On Microphone No. 4, Delegate Cox.

DELEGATE ERIC D. COX (Local 3519): It really distresses me to be on the other side of this issue, but the City of Hope was a project for this Union for many years, and my Local contributed to that project. What they did to those workers in the medical field there made them casualties during the bargaining between their union with the City of Hope.

One thing I would have to see before adopting such an amendment as was presented here would be to have those workers who were harmed get back-pay, reinstatement of their seniority, the whole bit, for those workers at the City of Hope for the period they were on strike. (Applause)

That harm they suffered, and that alone, is enough to keep me in opposition to this resolution. But there is one other thing that I am disturbed about. That is the question of the honesty and the integrity of the people of the City of Hope that we dealt with here on the convention floor.

I was appalled to see Dick Egan admitted as a guest. I had a lot of questions in Miami when we were there a couple of years ago about the City of Hope. I cannot believe such a thing was going on by a labor-supported hospital. I saw Mr. Egan at that Convention, and he assured me at that time there was no problem and there was no strife between the Union and the hospital. I found out thirty minutes later he lied to me, as he did to many other people. I have seen Mr. Egan in this hall several times, and Mr. Egan has avoided or has not recognized or refused to speak to me, because I would like to question him about why he lied to me at that time and now comes back and asks for support.

I wish we could support this hospital. I wonder where the support is coming from now. I have no problem with individual Locals that want to support the City of Hope, but by God, until they go back and right the damage they did to those workers in back pay, I refuse to honor the City of Hope as any official organization of this Union. Thank you. (Applause)

PRESIDENT BAHR: Mike 1, Delegate Santora.

DELEGATE T. SANTORA (Local 9000): Morty, I asked for a little help on this, because I don't have a copy of the resolution in front of me, but perhaps you could help me.

My intention is to make an amendment to the resolution deleting that portion that would call for the City of Hope to be listed as a nationally-sponsored organization by CWA and eliminating the one dollar quota. I don't know if that is properly before us or not.

PRESIDENT BAHR: It is in the resolved. You would delete the one dollar per member. So, it would simply say, "with an annual fundraising goal," without any--

DELEGATE SANTORA: That is the portion I need the help on.

PRESIDENT BAHR: Let me read it to you, and perhaps you would let us know what you were trying to do.

"That the Communications Workers of America reinstate the City of Hope National Medical Center as an official voluntary," and the word "voluntary" is in there, "program of the Union with an annual fundraising goal of one dollar per member." And all funds raised would go to the radiation center.

DELEGATE SANTORA: I believe my amendment would change the intent of the resolution too much, so I withdraw it.

On Microphone No. 5, Delegate Fahrenholt.

DELEGATE FAHRENHOLT (Local 3410): Did the management of the City of Hope make the statement that they did not need CWA?

... Cries of "Yes" ...

PRESIDENT BAHR: Not specifically. They went further. They said they did not need the Labor Movement.

... Cries of "Oh, oh" ...

DELEGATE FAHRENHOLT: Question No. 2: Do we need the City of Hope?

... Cries of "No" ...

PRESIDENT BAHR: You will all determine that with your vote.

Microphone No. 4. Delegate Hughes.

DELEGATE C.B. HUGHES (Local 14917): Mr. Chairman, Delegates and Guests, I was elected to office in my Local the same year as Gwen Newton was elected business manager of Local 30 of the Office Employees Union. There is no person, man or woman, that I have ever dealt with, and I was on the Union bargaining committee bargaining for Union employers, against her. She can do one wonderful job.

If Gwen Newton were here, she probably would have to take a "duck" on this kind of resolution, but she would not do it without having some feelings in the gut. They kicked the crap out of her Union in Los Angeles, or in Arcadia, to be exact. They told the CWA, they told the ITU, the AFL-CIO, "We don't need you. We will go it alone." They found out they could not do it, And now they are coming back.

I have two dear friends who used the City of Hope. It extended their lives for quite some time. And I was real happy with that. But I don't think that the City of Hope has yet realized that the labor movement did more for them than any other organization in the world, and we should not be ready to capitulate to their boorish anti-union tactics. (Applause)

PRESIDENT BAHR: Microphone 4, Delegate Laurent.

DELEGATE TERRY LAURENT (Local 3411): President Bahr, fellow Delegates, any institution that is practicing union-busting and doesn't need the Labor Movement, we don't need them. (Applause)

We have sat here all week and have talked about AT&T and the others, Mr. Allen, all of them. If I don't like Mr. Allen, I don't have to like Dick Egan and the City of Hope. (Applause) And I will be like my fellow Brother, Mr. Cox. If they can't make it right, we don't need them. Vote against it, please. (Applause)

PRESIDENT BAHR: Microphone 4, Delegate Anderson.

DELEGATE DAN ANDERSON (Local 6143): Fellow Delegates, Mr. Bahr, guests, I, too, rise to speak against the City of Hope. The City of Hope was not only endorsed for many years by the CWA, but also the IBEW, the OCAW, the UAW and many more of the international unions in the United States. And when the OPEIU came to negotiate a new contract, the City of Hope went and got union-busting lawyers to represent them in order to break that union. And I hope you support not endorsing or not bringing back the City of Hope. (Applause)

PRESIDENT BAHR: On Microphone No. 1. Delegate Escott.

DELEGATE LORI ESCOTT (Local 3121): I would like to call for the question. (Applause)

PRESIDENT BAHR: Motion made to close debate. All those in favor indicate by raising your hands. Down hands. Opposed, by like sign. Debate is closed.

The resolution is the one you have heard on the City of Hope. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is defeated. (Applause)

At this point in our Convention proceedings we will have our annual CWA COPE Awards

program. It gives me a great deal of pleasure to now turn the program over to the Executive Vice President Barbara Easterling.

EXECUTIVE VICE PRESIDENT EASTERLING: Thank you, President Bahr.

Americans will go to the polls this fall to elect 35 United States Senators, 36 Governors and 435 members of the U.S. House of Representatives, not to mention the scores of other statewide and local officeholders. To say that these elections are critical to the Labor Movement is an understatement.

The outcome of this year's Senate elections will determine the number of Democratic seats the Republican party targets in 1992, the year they see as their best chance of regaining control. The Democrats will have twenty seats up in 1992, and nine of those Senators were last elected with only 52 percent of the vote or less.

Of the 35 Senate seats up in November, 17 are now held by Democrats, and 18 by Republicans. With the current lineup of 55 Democrats and 45 Republicans in the Senate, a loss of only five Democratic seats would give control to the Republicans. And Vice President Quayle would cast the swing vote. If nothing else scares you, that alone should. (Applause)

Five of CWA's very best friends in the United States Senate are facing the challenges of their lives this year-- Tom Harkin in Iowa; Paul Simon in Illinois; Claiborne Pell in Rhode Island; Carl Levin in Michigan; and Jim Exon in Nebraska.

Other good friends, like Max Baucus in Montana; Howell Heflin in Alabama, and Bennett Johnston in Louisiana are in deadly serious battles.

There are some good opportunities for Democratic pickups in South Dakota with Ted Muenster; Indiana, with Baron Hill; Kentucky with Harvey Sloane; and in North Carolina, with Harvey Gantt, against our arch-enemy Jesse Helms.

Of the 36 governorships up this November, 20 are currently held by Democrats and 16 by Republicans. The outcome of these elections is even more important because of the reapportionment process that takes place in 1991 as a result of this year's census. The population shift from the northeast and midwest to the south and the west will result in a very dramatic change in both congressional and state legislative lines after redistricting. The governors play a key role in the passage or defeat of specific redistricting schemes.

There are 30 open seats-- 17 now held by Republicans and 13 by Democrats. Thus far in the U.S. House of Representatives a number of our friends in the House are in hotly contested races. We are monitoring those very closely.

Well, as you can see, 1990 and 1992 will be two of the most important years facing us as American workers.

It would be great if I could tell you that we had our best ever CWA COPE dollars drive in 1989 to face these years. Unfortunately, I cannot. For the second year in a row total money raised dropped below that of the previous year. We raised \$1,207,280 last year compared to the \$1,230,191 raised in 1988. Some might say that was because of the strikes last year. Well, there have certainly been strikes during the previous fourteen years, when we consecutively broke the prior year's fundraising record.

Let's face it: We are just not doing the job that we are capable of doing for CWA-COPE. There has been no increase in the number of CWA members who contribute through payroll deduction. It still stands at only 6 percent.

How do we get our members to sign up for payroll deductions? Simple. We ask them. When our members are asked, and when we explain what their contributions do, which is to help elect politicians who will help them by supporting our issues, like a ban on secret monitoring, the replacement workers bill and family issue legislation, they will sign up.

My staff and I are constantly on the Hill or on the phone, as most of you know, to our friends in the Congress on behalf of our members interests. Believe me, it is much easier to get their attention if we have made contributions to their campaigns.

To advance the legislative goals of our Union and to continue to pursue legislatively what we do not get in bargaining, we must have a successful CWA-COPE program.

So I issue this challenge: To set a goal today to increase your Local's percentage of members on payroll deduction for CWA-COPE by at least 20 percent this year. We need it.

I do want to congratulate all the Locals and staff who received awards in their district meetings, because without your support and hard work, we would not have as successful a CWA-COPE program as we have today. 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 thirty or more consecutive years in 1989.

Our two most successful fundraising programs are still the CWA- COPE Quorum and the Platinum Quorum. As of April 9th this year, we had 2,631 CWA-COPE Quorum members. I urge all of you who are not members to join one of these prestigious clubs today.

The list of Locals that achieved 100 percent of their CWA-COPE quota in 1989 was distributed to you this morning.

...The list of COPE Awards was presented to the reporters for inclusion in these Proceedings as follows:

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**CWA'S 52ND ANNUAL CONVENTION
TORONTO, CANADA
JUNE 1990 CWA-COPE PROGRAM
100% LOCALS**

LOCAL	PRESIDENT	LOCAL	PRESIDENT
1007	Josephine Dentino	2106	Ralph E. Jenkins
1020	Dick Waller	2107	Michael Bello
1022	Lynn Buckley	2108	Robert J. Belanger
1037	Michael Hopkins	2109	William V. Partlow
1043	Rosemary Warzecha	2110	Maevon C. Garrett
1061	Bob Kalinowitsch	2202	Michael D. Upton
1070	Virginia La Capria	2203	Shelton G. Wine
1074	Jo Ann Marchal	2204	David V. Layman
1075	Gary Banghart	2205	James E. Stroup
1080	Joan Hartsfield	2207	James W. Hilleary
1082	Don Rice	2250	Hector A. Elmore, Jr.
1101	Ed Dempsey	2276	Johnny Bailey
1114	William R. Cooper	2277	William E. Gillispie
1116	James J. Devine	2288	Robert Tisdale
1117	Roger L. Chevez	2300	Blondell Stewart-Ware
1118	James O'Hare	2323	Sandy D. Chorovich
1122	Michael J. Ferrentino	2336	Joanne C. Bell
1127	Hartwell D. Rhodes	2350	Karl R. Busl
1128	Fred Quenzer	2385	William O'Connor
1152	John P. McCann	2390	W. F. Sheridan
1200	Hakim K. Abdullah	2395	Dallas Hall
1250	John Trainer	3061	George H. Tolley
1270	Anthony Molinaro	3101	Michael R. Amos
1273	Lawrence Veillette	3102	Sylvia A. Lopez
1280	Richard Graham	3103	Marty Hinson
1281	Louis Sarno	3104	Donald A. LaRotonda
1282	Walter O. Lee	3105	Debra Booth
1295	Peter Pozucek	3106	John Bryan
1301	George Alcott	3107	Gregory D. Jordan
1366	Daniel J. Cardillo	3108	Linda B. Crawford
1370	Robert A. Morais	3109	Michael A. Sakalarios
1371	Joseph Vaughn	3110	T. R. Emery
1373	Paul Buckley	3111	Michael Tartaglio
1380	Matthew J. King	3112	C. E. Ryan
2001	Stephen T. Moss	3113	John Schaich
2002	Gary F. Hatfield	3114	Sally Tidwell
2003	Mark S. Smith	3115	Hollis Burdette
2004	Gary W. Bohn	3120	Mary Gallagher
2006	Frank Carnahan	3121	Robert A. Krukles
2007	Richard D. Mabrey	3122	Betty Diamond
2008	Eddie Walton	3150	Robert Vasser
2009	Gregory A. Pelfrey	3151	Gina M. Saucer
2010	Richard L. Heavner	3171	Dorothy E. White
2011	Linda Aman	3173	James Vickers, Jr.
2066	Larry Saylor	3174	Danny Ryals
2100	Gail Hall	3176	Jake Cason
2101	Charles D. Bates, Jr.	3201	Roger L. Todd
2104	Donald A. Rameika	3203	Robbie Casteel
2105	James E. Farris	3204	Clarence M. Atkins

LOCAL	PRESIDENT
3205	Sherri Dee
3207	C. Edward Heath
3209	W. K. Parks
3212	L. N. Wofford
3215	Elder James
3217	Diann J. Hartley
3218	Harry McFarland
3220	Ashley Hillis
3250	C. H. Grizzle, Jr.
3263	Joe E. Finn
3271	Dannie K. Bell
3272	J. Allen Vickers
3275	Pete Moran
3295	Pat Hall
3301	Jerry Wilson
3304	Ben Henson
3305	Paul Whitley
3309	Donnie R. Lancaster
3310	Booker T. Lester, Jr.
3312	Larry T. Devine
3313	Harold McGeorge
3314	Herman R. Clayton
3317	Johnny M. Slone
3350	Larry Campbell
3371	Larry Peterman
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. Jordan
3490	A. L. Stafford
3504	R. Dean West
3505	Charles E. Bingham
3509	A. D. Boutwell
3510	E. D. Chisolm
3511	Dearld Dear
3513	James D. Whittington
3514	Larry Dearing
3515	Blanche DeLaughter
3516	Carl Madden
3517	W. E. Hood
3518	Oscar Denton
3519	Eric D. Cox
3550	George W. McLelland
3601	Wayne Wood
3602	Ronnie Braxton
3603	Tina C. Loving
3605	Sharon Isenhour
3607	C. R. Carroll
3608	George Sumpter
3609	Frank W. Wishart

LOCAL	PRESIDENT
3610	David A. Pingel
3611	Wallace Weaver
3613	Don Harris
3615	Shirley J. Moore
3616	Ann D. Wagoner
3618	T. M. Phipps
3650	R. R. Bartlett
3672	Teddy F. Rudisill
3673	Charles T. Cathey
3676	Edward Holmes
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	Larry Suttles
3719	Linda C. Houck
3762	Harry Monroe
3802	James M. Ledford
3803	Shirley Kelley
3804	James W. McKee
3805	Jack E. Hays
3806	H. W. Starnes
3808	Beverly A. Hicks
3850	John H. Holliday
3871	Darrell W. Freeman
3901	Lowell G. Bryant
3902	Lloyd A. Finerty
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	Ricky Holmes
3911	J. W. Stell, Jr.
3912	Barney P. Thompson
3950	H. R. Quillen
3966	Rudy Washington
3971	William Folmar
3972	Frank Woodham
3974	Larry H. Anderson
3976	Olen Goble
3990	K. C. Wray
4008	J. Robert Shukwit
4009	Dominic Guadagni
4010	Theresa A. Ryan
4011	E. Dana Christner
4013	Kristie Darling
4015	James J. Bundoff
4017	Gary Odom
4018	James D. Ruddock

LOCAL	PRESIDENT
4021	Karl E. Jackson
4022	Henry D. Otis
4023	Charles E. N. Hill
4025	Robert H. Campbell
4031	Richard J. Schnyders
4032	Randy Carlson
4033	Steve Ferguson
4034	John J. Egan
4035	Larry Ocobock
4038	Gregory Faust
4039	Roderick Williams
4040	Paul Eddy
4041	Gerald L. Pitcher
4100	Frank Scola
4101	Leonard P. Potocki
4102	Larry J. Booher
4103	Richard A. Short
4105	Raymond R. Love
4106	William H. Weston
4107	Robert H. Springborn
4108	Tom Vondette
4109	Judy Aeschliman
4202	Addie La Bella
4203	Jean E. Stockton
4208	Janet S. Russell
4209	Eleanor J. O'Neill
4212	Evelyn Ross
4213	Loretta Platter
4214	Phyllis Haines
4215	Donna J. Pribble
4217	Jim R. Rachell
4260	Richard Babic
4270	Ed Reed
4273	Denver Crandall
4300	Joseph N. Minno
4302	Sal LaCause
4303	Clyde Nau
4310	Linda Hinton
4311	Sherry Beal
4318	Charles H. Groves
4319	Greg Hill
4320	Bud McNichols
4321	Ed Kenily
4322	Jerry W. Schaeff
4323	John E. McCord
4325	Jeff Uhl
4326	Gerald L. Powell
4340	Burne Hill
4350	Arthur K. Runyon
4352	Phillip Kauffman
4353	Rodney L. Miller
4354	Kent Cales
4371	Steve L. Adams
4372	Robert B. Arnett
4373	James Whitehair
4375	Ralph Davis
4377	Dave Roether

LOCAL	PRESIDENT
4378	Doug Morrison
4379	Robert C. Upton
4380	Sam J. Sullenberger
4385	Jennie L. Parry
4390	Arthur Wiskoff
4400	G. Mark Johnston
4401	Marie Phillips
4471	Dennis Young
4472	Valerie Bostic Mangin
4473	Johnnie B. Kidd
4474	Vaughn L. Black
4475	Gerald R. Calvert
4479	Robert R. Wright, Jr.
4481	Marvin Shamhart
4483	Jose Roldan
4486	Jerry Long
4488	Eugene Gill
4509	Schuyler Cook
4510	Carolyn Powell
4522	Steven Secoy
4527	Mike Chichick
4530	Gladys Smith
4546	Robin Schenault
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
4630	Ava McLucas
4631	James A. Soddy
4640	James Clark
4641	Gene McKahan
4642	John Hawley
4645	Larry Meierotto
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
4695	Janice G. Jones
4702	Les McIntire
4703	Tim Teives
4711	Marvis Lane
4714	Bea Sigler
4770	Larry Martin
4773	Edward Lowdenslager
4780	Roland Michael
4782	Ann Bohlander
4790	Robert G. Richhart
4795	Cecilia K. Jones
4800	Mary Worth
4802	Carrol Hostetter

LOCAL	PRESIDENT
4818	Susan Baxter-Fleming
4900	Larry Cave
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	Joe Spindler
6113	David A. Rawson
6127	David K. Baker
6128	Bill Utterback
6132	Andy Milburn
6137	Walter Nobles, Jr.
6139	Arthur L. Sontag
6143	Gloria Parra
6150	J. D. Smith
6171	Richard Kneupper
6181	Britt Curtice
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
6301	Lavon McGinnis
6310	Richard M. Farrell
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
6325	David R. Nuckols
6326	Francis Russell
6327	Roberta Browne
6333	Larry H. Niemeyer
6372	Henry E. Duckworth
6373	Carl W. Kimble
6374	Steven R. Jones
6375	Barbara Sylvester
6376	Kent Willard
6390	Tom L. Mitchell
6391	K. W. Flanagan
6395	David P. Locke
6401	Debbie Snow

LOCAL	PRESIDENT
6402	Billy D. Wildoner, Jr.
6406	Yvonne Shoff
6407	Tim Clark
6410	Dixie L. Stringer
6411	Mary W. Nave
6412	Ronald B. Hommertzhaim
6450	Elizabeth L. Ett
6474	Richard R. Stogsdill
6502	Gary D. Gray
6503	Robert O. Saunders
6505	M. D. Patton
6507	Nell Carlock
6508	James Conner
6573	Walter King
6733	Samuel Barela, Jr.
7001	Reed Lowell
7009	Charles F. Nichols
7011	Eduardo Munero, Jr.
7019	Reed Roberts
7032	L. D. Shelton
7037	Greg Gonzales
7050	Paul Diaz
7055	Jerome Bailey, CHMN.
7060	William P. Hirsch
7070	V. J. Tricoli, Temp. Adm.
7072	Stella Madrid
7090	Terry Siville
7096	William Farbstein
7101	Gene Porter
7102	Mary Ann Stull
7103	Mercedes M. Spain
7106	Leonard L. Rotschafer
7107	Ralph Madison
7108	Miriam 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	Carroll L. Herndon
7173	Jerry Halder
7175	Barbara A. Malone
7176	Andy Ertz
7177	Dale Fenton
7181	Nancy V. Dehm
7182	Betty J. Hayes
7200	Richard O. Johnson
7202	C. J. Hanson
7203	Pat J. Hitchcock
7205	Douglas J. Ardoff
7212	Joseph J. Tabatt
7213	Sandra Venaro
7214	Tom Anesi
7219	Arvid Torgerson

LOCAL	PRESIDENT
7220	Gary Zaiser
7270	Robert Horvath
7272	Michael Aakhus
7290	B. H. Baumann
7295	John J. Simon
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	James Payne
7630	Craig Roberts
7640	Marylyn Howard
7670	Jay Dennis
7702	John Maroney
7704	Randy D. Warner
7705	Lee B. Linford
7716	James E. Harper
7717	Eldon E. Hesselius
7743	Duane Watford
7750	Martin R. Byrnes
7755	Harvey Hoffman, CHMN.
7775	Quency Moye
7800	John Hamilton
7803	Ron Nygaard
7804	Jack M. Davis
7805	Misty Davis
7810	Bill Jenkins
7812	Ken Harding
7814	Cindy M. Loiacono-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
7955	Robert Proffitt, Chair
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
9411	Pete Peralez

LOCAL	PRESIDENT
9412	Bob Chiapetto
9413	Jay Seabert
9414	Carl Hilgeman
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 Borro
9495	Floyd J. Larabee
9502	Janice Wood
9505	Alice Alvarez
9510	Delbert McBryde
9511	Ron Smith
9550	Hector Fabela
9573	Michael Norberg
9575	Jerry Foy
9576	Jerry Teixeira
9587	Robert Duggan
9590	R. C. Starr
13000	Robert J. Powell
13550	Lois J. Grimes
13551	Santo L. Dinunzio
13571	Richard Evanoski
13572	Ray Kissinger, Jr.
13573	Robert Kreger
13574	Alfred W. Kipp
13577	Michael G. McMackin
13595	Robert B. Wolarik
14200	Robert E. Petersen, Jr.
14310	Halle B. Morse
14327	Wilbur J. Waters
14328	Joseph R. Primeaux
14329	L. Feltus Dupuy
14336	Joseph P. Carroll
14406	William H. Slingerland
14410	Richard C. Fridley
14413	Patricia Kirkland
14423	Jacqueline R. Mueller
14427	Floyd Dean Bowers
14436	Kenneth R. Board
14437	Robert S. Petersen
14438	Lawrence R. Hecht
14439	Wallace G. Meehan
14443	Peter Joseph Maher
14447	Barry M. Baumert
14449	Richard Middleton
14504	John Henry Decker
14509	Kenneth LeRoy Smith
14516	O. Carmi Shrigley
14518	Charles E. Fisher
14522	Michael P. Darling
14526	Paul Kramer

LOCAL	PRESIDENT	LOCAL	PRESIDENT
14528	Frank R. Tidball	14736	Philip C. Sweeney
14531	Robert E. Dixon	14743	Robert C. Bautz
14533	Larry Shank	14757	Michael Reghitto
14535	Keith A. Smith	14762	Donald Eugene Moore
14545	Richard M. Gosz	14763	John S. Sundahl
14546	John F. Miller	14813	Edward K. Hess, Jr.
14547	Paul Roders	14815	Paul L. Husselbee
14548	Donald Kautzer	14823	James H. Loy, Jr.
14549	Ronald J. Schell	14828	Jack McDaniel
14550	Henry Brockman	14830	Ronald G. Miller
14551	John T. Craig	14831	Robert R. Baum
14552	Lester Dean Strege	14835	William E. Purcell
14600	Arthur E. McDonald, Jr.	14837	Paul Basso
14609	James H. White	14912	S. Eugene Barrett
14613	William L. Bringle, Jr.	14918	Gerald H. Davis
14629	Suzye Gardner		

VICE PRESIDENT EASTERLING: 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. We will now begin with the awards.

The first award is presented to the Local that contributed the most CWA-COPE dollars last year. We are happy to present this special Local award to Local 3204, which contributed \$38,351.56. (Applause)

The president of Local 3204, Clarence Atkins. Congratulations, Clarence. (Applause)

The next award goes to the Local that contributed the highest percentage of its CWA-COPE Quota in 1989. We are delighted to present this award to Local 3613, which raised 1484.58 percent of its quota. (Applause)

The president of Local 3613 is Don Harris. Gene Russo will accept on his behalf.

The next award is the District Sweepstakes Award, which is presented to the District that raised the highest percentage of its quota by the end of calendar year 1989. The winner of 1989's sweepstakes award is District 3. (Applause) District 3 raised 218 percent of its quota in 1989.

Congratulations to Vice President Gene Russo and the District 3 staff and locals.

Those Locals with thirty consecutive years are:

Local 3716, President C.Y. Parris, Jr.

Local 4311, President Sherry Beal

Local 4641, President Gene McKahan

Local 6128, President Bill Utterback

Those Locals with thirty-one consecutive years are:

Local 4270, President Ed Reed

Local 6200, President Lonnie Hare

Brother Reed is not here. The award will be accepted by Vice President Bob Johnson. Brother McAffity is accepting the award for Lonnie Hare.

Those Locals with thirty-two consecutive years:

Local 4372, President Bob Arnett

Local 4711, President Marvis Lane

Local 6321, President Alice Perez

Local 6390, President Tom Mitchell

Accepting for Alice Perez is Fran Russell. Accepting for Tom Mitchell is Jim Tucker.

We have one Local that has achieved 100 percent participation in CWA-COPE for thirty-three consecutive years. That is Local 6326, and the President is Francis Russell. (Applause)

We have two Locals that have the outstanding record of achieving 100 percent for thirty-four consecutive years. They are Local 6313, Stanley Walker. Accepting that award is Tommy Parson. And Local 7621, James Payne, and Bill Thornburg will accept his award.

The next award is presented to the Local that achieved the highest percentage of membership participation in the CWA-COPE PAC checkoff program in 1989. This special local checkoff achievement award is presented at this Convention to Local 3613, which achieved 100 percent of membership participation in the 1989 CWA-COPE PAC Checkoff Program. It can be done. (Applause)

Congratulations to the president of Local 3613, Don Harris, and the other officers and members of Local 3613. Don Harris, as we said earlier, is not here, and Gene Russo has accepted that.

The next award goes to the Local that had the largest number of members signed up on CWA-COPE PAC checkoff in 1989. We are happy to present this award to Local 1101 again this year, which had 4,276 members signed up on CWA-COPE PAC checkoff. Jan Pierce will accept the award. Congratulations go to Ed Dempsey, the president, and the other officers and members of the Local.

We now present the Distinguished 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 1989.

It is a pleasure to present this President's Award again to Local 3613, which raised 1484.58 percent of its 1989 quota. That is President Don Harris and Gene Russo will accept that on his behalf. (Applause)

The next Distinguished President's Award is presented to the Local that met its quota with the most voluntary dollars in 1989. This President's Award goes to Local 1101, which raised \$19,544.63-- all voluntary dollars. That is again President Ed Dempsey and the other officers and members of Local 1101. The award will be accepted by Jan Pierce.

I understand that Ed Dempsey is at his daughter's wedding. That is why he is not here. I think that is a pretty good excuse.

Because of the phenomenal success of our CWA-COPE Quorum Program, we will now present two CWA-COPE Quorum Achievement Awards for 1989. The first award goes to the Local that had the most members in the CWA-COPE Quorum in 1989. It is a pleasure to present that award to Clarence Atkins, Local 3204, with 90 members. (Applause)

And the second Quorum Award is presented to the district that had the most members in the CWA-COPE Quorum in 1989. What district do you think that is? (Applause and cheers) With 1,028 members, District 3. Gene Russo will be accepting the award.

We will now present two special District Annual Achievement Awards for calendar year 1989. The first of these awards is presented to the District that achieved the highest percentage of membership participation in the CWA-COPE PAC checkoff program in 1989. We are delighted to present this award to District 6, which had 9.1 percent of its membership on checkoff at the end of

the calendar year. And Tommy Parsons will come forward and accept this award on behalf of District 6.

The second Annual Achievement Award goes to the District that raised the most CWA-COPE dollars in calendar year 1989. We are proud to present that award to District 3, which raised a grand total of \$334,790.71. Gene Russo will pick up that award.

We will now present our two 1989 Platinum Quorum Awards. The first Platinum Quorum Award is going to the Local that had the most PQ members in 1989. We are pleased to present that PQ Award to Local 1301, which had 73 members in 1989. George Alcott, please come up and accept this award. (Applause)

The second Platinum Quorum Award is presented to the District that had the most PQ members in 1989. We are proud to present that Platinum Quorum Award to District 3, with 414 members in 1989.

Now it gives me a great deal of pleasure to present the Special State Awards. Those awards go to the states in which all Locals are 100 percent in CWA-COPE. They are:

West Virginia, Gary McCallister; Alabama, Dennis Dearing and Nola Vaughn; Louisiana, Noah Savant; South Carolina, Robert McNeely; Indiana, Michael Joyce; Wisconsin, Joseph Andrietsch and Hugh Walsh; Arkansas, Clinton Boling; Oklahoma, Edith Johnes; Nebraska, Marian Moffitt; New Mexico, Jim Tricoli; North Dakota, Grace Kaveney; and Utah, Bill Thornburg.

As you know, many of the staff are not at the Convention, but the awards will be delivered to them.

Many of you will remember that years ago we used to present an award, and some of you won't remember this, called "Maggie's drawers" to the district that had the lowest performance in CWA-COPE. A few years ago we retired Maggie's drawers, because all the Districts were achieving 50 percent or more of their quota. That is no longer the case. And so we are as of today serving notice that Maggie's drawers will come out of retirement in 1990, when the CWA-COPE awards are presented, and if a District remains below 50 percent-- we have one now, and if, God forbid, another one falls, we could get two pairs, I guess. But that award will be back in the picture.

So, remember, if each of you would just do your part, sign up the new CWA-COPE contributors on payroll deduction, you would be making a good investment, not only in your future, but the future of all CWA members in our family. Don't ever forget-- make CWA-COPE first in the Local. Without the money, we cannot elect those candidates that make the laws all of us have to live by.

Thank you very much. (Applause)

PRESIDENT BAHR: Thank you very much, Barbara. Congratulations to all those who did such a fine job.

The Chair recognizes at Microphone 1, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): Brothers and Sisters, I rise to present a resolution on the violence in the Natal Province in South Africa. It reads as follows:

WHEREAS, the escalating violence in South Africa's Natal Province and KwaZulu bantustan has reached crisis proportions, directly undermining the free political activity of democratic organizations and potentially derailing national negotiations to end apartheid;

WHEREAS, the apartheid South African government has the power to stem the violence and withdraw support to KwaZulu Chief Minister Gatsha Buthelezi and his INKATHA movement; therefore be it

RESOLVED, that this 52nd Annual Convention of the CWA endorse the demands of the

Congress of South African Trade Unions (COSATU) that:

1. INKATHA warlords responsible for the attacks be immediately arrested and jailed without option of bail and that they be put on trial for murder, arson and violence;
2. An independent commission of inquiry be established to investigate the role of the police in the continuing violence;
3. The KwaZulu police be disbanded;
4. The bantustan system be dismantled; and be it further

RESOLVED, that we support COSATU's decision to defend its members, their families and unions. We pledge to assist them in their efforts to expose the collusion of INKATHA leaders, KwaZulu police and South African police in the violence. We demand that the U.S. and Canadian governments publicly condemn INKATHA's role and pressure the DeKlerk government to stop the violence. We affirm our commitment to supporting negotiations and to the creation of a united, non-racial and democratic South Africa based on the principle of one person, one vote.

PRESIDENT BAHR: Is there a second to the motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. You may speak to the motion.

DELEGATE HENNING: My brothers and sisters, I rise as one of the coordinators of the Labor Council Against Apartheid. The scale of violence in Natal Province has reached such horrendous proportions, it threatens to undermine the whole movement for national negotiations to end apartheid. Since 1987, over 3,300 people have been killed and 60,000 people have been made homeless. The current death rate has risen to 100 victims per month, with 180 people dying in the small town of Pietermaritzburg in April alone.

COSATU is appealing to its international allies to pressure the South African government to end the violence in Natal. They are especially hopeful of action in the U.S. because KwaZulu Chief Minister and INKATHA leader Gatsha Buthelezi has received important support from both the Reagan and Bush administrations.

The conflict began in 1987 following the formation of COSATU and the United Democratic Front. As these organizations started to gain support, Buthelezi and his INKATHA movement embarked on an often violently-enforced recruitment drive, which sometimes provoked counter-attacks by opposition supporters.

Though COSATU acknowledges that there has been violence on all sides, 80 percent of attacks have been against COSATU and UDF members and their communities. As popular support for Buthelezi and INKATHA has diminished in the last several years, the KwaZulu police have been increasingly relied on to enforce INKATHA warlords' rule.

COSATU believes the South African police have consciously fueled these tensions, undermining any peaceful resolution of community grievances. South African Minister of Law and Order Adrian Vlok has repeatedly stated that the only way to resolve the conflict is to smash COSATU and the UDF, and holds that INKATHA is completely blameless.

There is evidence of South African police involvement which has also been documented by independent monitoring organizations. South African police have provided arms and transport to INKATHA warlords and vigilantes. Police routinely arrest and jail COSATU and UDF supporters. INKATHA warlords, on the other hand, are rarely arrested. They are usually immediately released on bail, rarely stand trial, and have never been convicted. Police arriving at scenes of "unrest", question suspects about their political affiliation and routinely release all INKATHA supporters. Police won't disarm INKATHA forces. At a recent INKATHA "peace" rally, police refused to confiscate axes, clubs, guns and spears brandished by the crowd which the police claimed were "cultural weapons." And Jack Bokner has been loaned from the Special Branch of

the South African police to administer the KwaZulu police force. He is second in command under KwaZulu Chief Minister Gatsha Buthelezi and oversees all operations of the KwaZulu police.

The South African government has consciously allowed conditions similar to an internal "low intensity conflict" to continue.

It is critical that the violence be controlled. COSATU and the UDF have attempted repeatedly to negotiate a peace agreement with Buthelezi and INKATHA, but INKATHA has pulled out each time. COSATU is not saying that Buthelezi should not be part of negotiations with the South African government, "but he should not be allowed to use violent intimidation to garner support."

COSATU has asked for pressure on the DeKlerk government to end the violence. It is specifically demanding: The four things I mentioned in my resolution were cited.

Let me just say that as the host to Nelson Mandela a week from today, we are going to be giving him a ticker-tape parade in New York. Thursday night, the 21st, we expect to put Yankee Stadium to better use than it has been all season with George Steinbrenner, and we are going to have a rally the likes of which the anti-apartheid movement in this country has never seen.

I urge your support for this resolution.

PRESIDENT BAHR: Mike 3, Delegate Tanner.

DELEGATE FRANK TANNER (Local 9410): Sister and Brother delegates, I rise to seek your support on this very crucial resolution. As North American Trade Unionists, we are alarmed at the escalating death toll in the Natal Province of South Africa. Over 3,300 people have been killed since January 1987. In March 1990 alone, 230 persons died. Trade unionists from the Congress of South African Trade Unions (COSATU), the largest labor federation in South Africa, have been a primary target of this violence. Most recently, on April 15th, Geoffrey Vilane, an organizer with the National Union of Metal Workers of South Africa (NUMSA) and northern Natal chairperson of COSATU, was shot while fleeing from his home, which had been firebombed.

Mounting evidence implicates supporters of KwaZulu bantustan leader Mangosuthu Gatsha Buthelezi and his INKATHA Movement. Attacks on COSATU and other opposition organizations are being led by INKATHA warlords and KwaZulu bantustan police, with tacit support of the South African authorities. COSATU and the anti-apartheid United Democratic Front have attempted to negotiate peace agreements on numerous occasions, most recently in February, but INKATHA has rejected a settlement each time.

This violence is the direct result of the South African government's policy of "divide and rule." By dividing the country's black population into isolated bantustans (representing only 13 percent of the land), the white South African government has only increased the impoverishment and political disenfranchisement of blacks, creating conditions for violent confrontations among people struggling for scarce resources and for their political and economic rights. The South African government has the power to end the violence. The KwaZulu bantustan derives 70 percent of its budget from Pretoria.

Besides underwriting KwaZulu's revenues, South African police have provided guns and transport to INKATHA vigilantes. South African civic authorities and judiciary have refused to arrest or prosecute INKATHA attackers, while detaining COSATU and UDF leaders who attempt to defuse the situation.

We can only conclude that the South African government wants the violence to continue. At a time when South African President F.W. DeKlerk is calling for peace and negotiations with the anti-apartheid opposition, including the African National Congress, his surrogate agents are involved in intimidation, torture and murder. If the DeKlerk government is truly committed to negotiations to end apartheid, it must create a climate of peace where free political activity can take place.

As North Americans who support a negotiated solution to the conflict in South Africa, we

demand that the DeKlerk government put a stop to State-sponsored violence, whether direct or indirect, including the activities of police death squads, assassination teams and vigilante agents such as INKATHA.

Sisters and Brothers, I urge you, support this important resolution. Thank you. (Applause)

PRESIDENT BAHR: On mike 1, Delegate McIntire.

DELEGATE CLIF McINTIRE (Local 1365): I call the question.

... The motion was duly seconded ...

PRESIDENT BAHR: Motion has been made and seconded to close debate. All those in favor of the motion indicate by raising your hands. Down hands. Opposed by a like sign. Debate is closed.

We have before us the resolution on South Africa, as read by Delegate Henning. All those in favor indicate by raising your hands. Down hands. Opposed by like sign.

It is adopted. (Applause)

Delegate Hector Fabela has raised a question in connection with his desire to move the 1991 convention from San Francisco to Las Vegas. He wanted a response from me.

It is out of order for--

DELEGATE HECTOR FABELA (Local 9550): Point of order.

PRESIDENT BAHR: You didn't let me finish. I will tell you why it is out of order, and then if you want to raise your point, you will be free to do so.

Article 8, Section 1 of the CWA Constitution gives that authority to the Secretary-Treasurer and/or the Executive Board. If it was in order, it would have been in order as a Constitutional amendment had it been made at the time the Constitution Committee had presented its report.

Now, if you want to raise your point of order, Hector, do so.

DELEGATE FABELA: Morty, Under Article 7, Governing Authority, Section 1, Paragraph a, it says, "By the Convention, as the highest governing authority of the Union, subject to the rights of referendum by the membership..."

So we are at the highest point of authority here, and we can vote on that type of motion. (Applause)

PRESIDENT BAHR: You can vote, but it is a Constitutional amendment. A Constitutional amendment that was not submitted 60 days prior would require three-quarters, but it is out of order because it should have been done at the time of the Constitution Committee report, under the rules.

Now, this is my ruling. If you choose to challenge the Chair, you may do so.

DELEGATE FABELA: I would like to challenge the Chair, Morty. (Laughter and applause)

PRESIDENT BAHR: On mike 5, Delegate Crump.

DELEGATE ANN CRUMP (Local 4600): Morty, I have a question regarding the Parliamentarian. A number of local people have approached the privilege and the motions mikes, and they make the initial ruling. Are the delegates aware that if they disagree with the Parliamentarian's initial ruling that they can get your attention on issues?

PRESIDENT BAHR: Well, I think you just saw that it is possible. But what happens is, they tell me when you disagree and that is how I know it. And they will hand me a card, and in this case it was saying that Hector was looking for a response from me. But anyone who was not aware, you do have that right.

You are entitled to a second question, Ann.

DELEGATE CRUMP: I would just like to ask, since the Article in the constitution is kind of contradictory about the Executive Board powers and the convention powers, which would you say supersedes what?

PRESIDENT BAHR: Article VIII, Section 1 is specifically reserved, otherwise the construction of the constitution has no meaning. And you can change it, but it would require a constitutional amendment, which then requires a three-quarters vote because it is not 60 days in advance. And my specific ruling is that it is out of order because the Constitution Committee has already completed its work, and that is what is being challenged. (Applause)

All those in favor of sustaining the decision of the Chair indicate by raising your right hand. Down hands. Opposed by a like sign. The Chair is sustained. (Applause)

On Microphone No. 1, Delegate Conroy. 3Z63

DELEGATE DONNA M. CONROY (Local 1112): I move that CWA neither endorse nor spend a dime, not one thin dime, on any candidates that do not actively support the following three positions.

1. Labor law reform, because we need a labor law that will allow us to organize.
2. A law to prevent employers from permanently replacing strikers.
3. CWA's national health care policy. (Applause)

Moreover, CWA will not endorse nor provide any financial assistance to any legislator that votes "No", abstains, or walks when these votes are cast on these critical issues.

... The motion was duly seconded ...

DELEGATE MICHAEL FAHRENHOLT (Local 3410): Object to consideration.

PRESIDENT BAHR: A motion has been made to object to consideration. It requires two-thirds to be sustained. It has the effect of the body not considering this motion.

All those in favor of the motion to object to consideration indicate by raising your right hands. Down hands. Opposed by a like sign.

Let's do it again. There are so many empty seats here now.

... Cries of "Roll call" ... (Laughter)

PRESIDENT BAHR: Let me get the two platform observers. You know, because of the empty seats it is very hard to tell because all you need is one-third. All you need is one-third to permit the debate to continue. So let's do it again, and leave your hands up.

All those in favor of the motion to object to consideration indicate by raising your right hand. Down hands. Opposed by a like sign. The motion to object to consideration is adopted. (Applause) We are unanimous.

On Microphone No. 1, Delegate Morin.

DELEGATE MELISSA A. MORIN (Local 1400): I would like to make a motion to direct the office of the President and the Executive Board of the Union to become actively involved in the operations and the associated problems with the office of the Secretary-Treasurer of the Union, and make a report by the 1991 convention. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: May I have a copy, Melissa?

The motion has been seconded and Delegate Morin may speak on her motion.

DELEGATE MORIN: I am going to be very brief on it. In the last few conventions, I think it has become very obvious that there are significant problems within the Secretary-Treasurer's office with our dues, our H-166's, and our mailing lists. These need the attention of our Executive Board and the President.

I have included the Executive Board in this because they are the people that are getting beaten up by us on a daily basis for the problems. They can interface with Washington, where most of us are in remote locations. I believe that by working together we can resolve all of the problems by the 1991 convention, and I urge you to support this motion. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Allen.

DELEGATE JAMES L. ALLEN (Local 6215): Mr. Bahr and Fellow Delegates, I rise against this motion because I think this particular procedure she is talking about is already occurring and the Executive Board and the President are already involved in these things, and this is not a necessary procedure.

My job is that I am elected as a Local Treasurer, and as a Local Treasurer I am responsible in our Local for the keeping of the dues, the checking on whether we are getting proper dues and that sort of thing, and I work very, very closely with Mr. Booe and his office.

Most of the problems that we currently are experiencing are due to what happened in divestiture and the massive changes that happened. Every time that we spend time working together and correcting problems between ourselves and Mr. Booe's office, it seems that the company comes along and either moves its payroll office or changes its operating procedures, and so we have to go back to the mill and rechange those very same things.

This is not necessary for this to be done. It has been my experience that as time has been going on, Mr. Booe and the Secretary-Treasurer's office have become more and more efficient. I am personally pleased with where they are. I do not think they have time to stop and bring the already busy Vice Presidents and the President on board with everything that they are doing. They have enough to do without now trying to get into the intricate details that are required in the Secretary-Treasurer's office.

We would ask you, if you are a President of a Local or Vice President of a Local, how would this make you feel if someone stood up and asked that the Secretary-Treasurer of your Local get involved in your end of the business? It is your end of the business to run your end of the business. Leave the Secretary-Treasurer continue.

I am personally convinced that he is close to being successful in resolving all of our dues issues. I am personally convinced that we will be okay in the very near future.

I have seen the hard work and dedication from being on the Defense Fund Oversight Committee that the Secretary-Treasurer's office and his staff put into this. I think this is just a means of more bashing of what is going on.

How many of you in this hall have worked on members' problems with the various payroll offices week after week after week, and as soon as you get one resolved two or three more crop up? How many of you have seen when you sent mailed information into the various payroll offices that the payroll office has moved, and has contracted various parts of the information out to other Districts?

It is a not an easy job. And I think that this procedure would be unnecessary in this case. Thank you. I urge you to vote against this proposal. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Anesi.

DELEGATE TOM ANESI (Local 7214): Morty, I do not claim to be a mental giant, but is it proper for me to assume that the President and the Executive Board are already involved in this problem?

PRESIDENT BAHR: We have the responsibility, under the constitution. We all work under the direction of the Executive Board.

You are entitled to a second question.

On Microphone No. 3, Delegate Princiotta.

DELEGATE ANN PRINCIOTTA (Local 1023): I am the Secretary. I speak to this motion with a background of years of experience and involvement in this Union. As an officer of the independent union in New Jersey, I worked and was successful in bringing in the New Jersey Commercial Marketing unit of 3,500 members, five Locals into CWA in 1961.

I was the President of Local 1023 for 19 years. When I was defeated as President, I did not quit. I ran and was elected to the Executive Board. Subsequently, I was elected Secretary of the Local. I have done organizing for our Local and other Locals in District 1, both in the private and public sector.

As you can see, I do not give up easily, and on the subject of this motion I also will not give up. In all my years of involvement, I have never seen such a lack of response to our problems with the Secretary- Treasurer's office (applause) as I have seen during the last five to six years.

Yesterday, you heard our Sister Delegate Crump relate her litany of problems and the frustrations dealing with the Secretary-Treasurer's office. Every Local here, I am sure, related to her frustrations because we have all experienced the same problems. I am tired of spending members' money, both at the national and the local level, and still not getting satisfactory results.

Brother Booe, if you worked for AT&T or any other operating company, or any other unit represented here and this was your annual appraisal performance, you would be rated unsatisfactory. (Applause and cries of "Oh")

In short, Brother Booe, you would be on final warning before dismissal. (Laughter and applause) You would be strongly advised that the performance for you and your department should drastically improve.

Your time and our patience has run out and we want results now. Support this motion. (Applause)

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

DELEGATE JOE PEISECKI (Local 1023): President Bahr, Brother and Sister Delegates: I rise in support of this motion. This is a very real problem for our Local and many other Locals. The fact that this convention had to discuss a constitutional change just to rectify dues accounting problems demonstrates the real gravity of the situation.

With the adoption of the Defense Fund Oversight Committee's report we, in effect, will have restored the two percent assessment by January 1st, 1993 back to the National Union's budget. So the money will be there eventually to fix our problems. But even without that, how much money are we wasting with calls and letters back and forth between the Secretary- Treasurer's office and the Locals?

It is a real problem, Brothers and Sisters. It is not going to go away. It requires the total efforts of the National Executive Board. Let's solve these problems once and for all.

Please support this motion. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3. Delegate Blue.

DELEGATE MARY T. BLUE (Local 7777): I rise in support of this motion. We have all discussed the numerous problems that have existed in the Secretary-Treasurer's office for many years. The problem is that they still exist. We must utilize all of the resources of this Union to rectify these problems. We must be able to run the business of this Union with accuracy and complete data generated from both the locals and the national Union office.

I urge you to support this motion. Thank you. (Applause)

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

DELEGATE JOE GOSIGER (Local 7019): Calling for the question.

... The motion was duly seconded ...

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

In front of you is the motion to direct the office of the President, the Executive Board of the Union to become actively involved in the operations and the associated problems with the office of the Secretary-Treasurer, and making a report by the 1991 Convention.

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

Let me clarify my ruling on the motion to object to consideration. Perhaps I put it backwards. The motion, and it was unanimous, did not have one-third in opposition, or, said the other way, more than two-thirds sustained the motion to object.

Her motion is, "move that CWA contribute COPE money only to congressmen that support strike replacement legislation." And that I assume is anti-replacement. And I have ruled that this was covered by the previous motion to object to consideration.

The delegate is free to, as I say, challenge that decision if she sees fit.

DELEGATE MAXINE HOBODY (Local 9400): I would like to appeal to the Chair. My motion is specific, regarding the anti-replacement of strikers only.

PRESIDENT BAHR: The decision has been made to challenge, or the delegate has made a motion to challenge the decision of the Chair and I now put it to you.

The question simply is, does this body agree that with the Chair's determination that this issue was disposed of with the previous motion to object to consideration?

All those in favor of sustaining the decision of the Chair indicate by raising your hand. Down hands. Opposed by like sign. The Chair has been sustained. (Applause)

On microphone No. 1, Delegate Cheliotas.

DELEGATE ARTHUR CHELIOTES (Local 1180): I move that beginning with the 53rd Convention in San Francisco and every convention of CWA thereafter, the Finance Committee Report include a per capita breakdown by district of all dues income and expenses for the most recently audited calendar or fiscal year.

PRESIDENT BAHR: Is there a second to that motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. You may speak on the motion, Arthur.

DELEGATE CHELIOTES: I remember attending the "Convention of the Future" where we laid out plans and talked the talk of preparing ourselves for the changes we saw forthcoming. We might have talked the talk; I don't think we have yet to walk the walk.

As we saw last year, we found ourselves in severe crisis. We as delegates here need to act intelligently by understanding where our revenue comes from and where our monies are expended, in order to figure how we begin to build our Union for the '90s and the next century.

Having that information in front of us, I think, will be important so that we can make the decision we need to make, and make them intelligently.

Thank you very much. (Applause)

PRESIDENT BAHR: Arthur, do you have that in writing?

DELEGATE CHELIOTES: Yes.

PRESIDENT BAHR: There are no other delegates desiring to speak on this motion, so I put it before you. It reads: "I move that beginning with our 53rd Convention in San Francisco and every Convention of CWA thereafter, the Finance Committee Report include a per capita breakdown by district of all dues income and expenses for the most recently audited calendar or fiscal year."

All those in favor of the motion indicate by raising your right hand. Down hands opposed by like sign. It is carried. (Applause)

There is a delegate at the Questions Mike. I don't know if that is the proper place for you to be because there is nothing on the floor, but the Chair recognizes Delegate Buttiglieri.

DELEGATE JANN L. BUTTIGLIERI (Local 2101): President Bahr, what is your position in light of Trumka's remarks yesterday? Will the Union give our COPE dollars to candidates who will not support national health care or labor law reform or support the idea to eliminate a company's ability to replace striking workers? (Applause)

PRESIDENT BAHR: The AFL-CIO Executive Council discussed this at our meeting just three or four weeks ago. And notwithstanding the fact that the president of the Teamsters Union, Bill McCarthy, made the statement that they had taken that very position on the one issue of striker replacement. The Council, including myself and Rich Trumka, agreed that at the moment it was premature. This may very well happen, and probably will, because we are getting down to certain litmus test areas.

The difficulty we have in going it alone is that whatever influence we would have with any member of Congress would be totally diffused, if not disappear.

There is legislation that we are vitally concerned about that affects, particularly, our members in AT&T as well as in other areas. That would, in my judgment, be an erroneous move for us to make at this time.

Our strength is unity. And the Trade Union Movement will march shoulder to shoulder in this area. And the fact that the Teamsters have gone alone on it, and we applaud them for this, let's remember that since 1980 they were supporting a different candidate for president than we were.

So let's stick together with the Labor Movement, and when the time comes we will be marching together and it will have a much better effect than something we do on our own. (Applause)

You are entitled to a second question.

DELEGATE BUTTIGLIERI: Do you expect that we will know the answer to this before our 1991 Convention?

PRESIDENT BAHR: I would anticipate that we will. Let me just perhaps share a little more of the strategy with regard to striker replacement itself.

This is the first year that legislation has been introduced. While we were here, Secretary-Treasurer Tom Donahue testified before Senator Metzenbaum's committee. There was insufficient support at this moment to get a bill passed, particularly in the Senate.

We are not going to be able to get a bill like this passed until we have a coalition far beyond the 10 percent of the workforce that we represent. And so already a coalition of religious and community leaders is being put together.

Part of our strategy has been to use the bill's introduction in this last session of the current

Congress as one of education not only of the Congress, but also of our members and, more importantly, of the public. And this is what we are doing.

So there is no intention at this point, because we know it could not be passed, to move the bill this year, and it is going to be reintroduced in January of next year when the new Congress that is elected in November will take office. I would presume, that because our Convention is some six months later, I may be able to tell you that that has already been done.

The Chair recognizes Delegate Malliett, Microphone no. 1, with a motion that has high priority.

DELEGATE MARIE C. MALLIETT (Local 9410): President Bahr, Sisters and Brothers. I move to adjourn the 52nd Annual CWA Convention (applause) and in so doing, to extend to you, on behalf of District 9, the members and retirees, an invitation to be with us in San Francisco, a city with rich labor tradition and history, as we then open the 53rd Annual CWA Convention.

Thank you. (Applause)

PRESIDENT BAHR: I am going to take the vote, and then in our tradition I would ask you to remain in your seats for just a very few minutes for a few closing remarks.

All those in favor of the motion to adjourn please indicate by raising your hand. Down hands. Opposed by like sign. The Convention will be adjourned. (Applause)

Let me just share a few thoughts with you. I think I can safely say that our emotions have been stretched this week, from the high we felt listening to Rich Trumka yesterday, to this morning when we realized our own human frailties as our hearts went out to Elizabeth Glaser and those wonderful but seriously ill children.

Certainly in our inner hearts, and I know in mine, each of us thought, "There but for the grace of God..." But we decided to do something about it through the resolution we adopted. And I certainly hope that as we go back to our homes and back to our daily problems, that we don't forget what we did here this week on this resolution, and all the others we adopted. We will report them in the CWA News, and I urge you to do the same thing in your local publications. This is part of our mobilization effort of membership involvement.

Two years ago you decided a 50-cent Defense Fund, established in 1952, did not meet the needs of the 1990's. You elected a committee from your ranks representing the north, south, the east and the west public and private sectors. You didn't like what they did last year and you sent them back to the drawing board.

And some of you didn't like what they recommended this year. And I am fully sympathetic with those who honestly believe they will lose some members over this although, after the demonstration of what you all did in District 3 over COPE, nobody can persuade me that you couldn't get over this with flying colors, because you have all demonstrated that, and we are that proud of you. (Applause)

I suggest that in our 52-year history this Union has always had the support of the members when the facts were laid out to them. And I know that this week will be no exception.

Now, August 30th, which is Sprint Unity Day, through the mobilization structure our entire Union must take a stand to support our members at Sprint. In order to implement a resolution adopted yesterday, we will ask the Telecommunication locals and all other locals that cannot support them to wear Sprint Unity stickers on August 30th.

Additionally, on August 30th we will dramatically mobilize our members to call on non-union Sprint work locations operators, customer service and billing centers and tell their brothers and sisters in Sprint that we will defend their wages and benefits since they are linked to our own.

As a reminder, during the next year all of our contracts with United/Sprint will expire. This involves all of our districts, with the exception of District 9, but the early battles will be fought in

District 3, Tennessee and North Carolina, where about half of the members work.

The fight of our Sprint members to preserve their health care is our fight, yours and mine. And I urge all the locals in District 3 to adopt the Sprint locals in that district, and for District 9 to extend their hand across the country and, because you don't have any Sprint locals, to assist them in adopting those locals in District 3. (Applause)

Similarly, the locals in each of the other districts should adopt their Sprint locals. I will personally be coordinating with Vice President Moses and the District Vice Presidents. This kind of total Union support and our Jobs With Justice rallies and other activities will make our resolve clear to the management that we intend, all 600,000 of us, to fight shoulder to shoulder with our Sprint members to save their health care and their jobs. And we will do whatever it takes to accomplish this mission. (Applause)

Now, Joy Langan this morning gave us something to think about. As we have been concerned about our jobs going to Asia and Mexico, little did we realize that the United States has become a haven for Canadian companies who seek low wage workers.

How in the world could this have happened in the United States of America? Well, if we listen to her and just put it in our terms, 90 percent-- nine-zero percent-- of the U.S. private sector workforce is unorganized. That factor and the policies of Reagan and Bush have resulted in our standard of living in 1990 to be at the level of 1973.

We can change that. We must change it. And just as our membership's strength plays a major role in our success at the bargaining table, so does the strength of the Trade Union Movement determine our success in Congress and the state legislatures.

Canadian workers are about 40 percent organized. That has enabled them to elect 12 trade unionists to their parliament. And nothing is more important to us in the United States than to pass legislation to outlaw the replacement of strikers. It would be, in my judgment, a simple task if 60 million American workers were organized, rather than the 15 million we now have.

The time for talk has passed. This is the time for action. There can be no reason for a single local union not to sign up to try, and I repeat, just to try to organize 100 new members in the next year. Larry Cohen and his staff are available to help you get started. Let's get the job done.

As reflected in the resolution adopted this afternoon, AT&T has gone one step too far with their sale of the national recycling plant, the Southwire. Today this plant receives AT&T's scrap material and AT&T union workers earning union wages and benefits are being recycled. Although profitable, AT&T sold this plant to the Southwire company. At least there is a letter of intent. It is not quite sold yet.

Under the sales agreement, Southwire will continue to receive this AT&T scrap, but they propose that non-union workers, paid non-union wages and benefits, do the work.

Our members will not be offered the jobs. Southwire will close the plant for several weeks and then hire off the street. Our members will have no preferential hiring rights. And I suggest to you this is an absolute immoral outrage. (Applause)

We cannot allow our members to end up on the scrap heap. And we will do everything in our power to preserve jobs for these and other members. We will hold AT&T accountable for this atrocity.

President Trumka painted a vision of a united Labor Movement struggling for Jobs with Justice. The Mine Workers' struggle at Pittston began with a single bargaining demand. We won't go back, we won't go back to the 19th century wage levels. We won't go back to a time when we had no health care. We won't go back to a time when we had no job security. We will go forward as we continue to fight for Jobs with Justice and dignity.

DELEGATE JOAN MOORE (Local 9410): Brothers and Sisters, will you link hands and join with me in the international language of "Solidarity Forever."

... The Delegates arose and joined hands and sang "Solidarity Forever" led by Joan Moore ...
(Applause and cheers and whistles)

PRESIDENT BAHR: The 52nd Annual Convention of the Communications Workers of America is now adjourned. (Applause)

... The 52nd Annual Convention of the Communications Workers of America adjourned, sine die, at eight minutes after five o'clock ...

. . .The following communications, which had been received by the 52nd Annual Convention of the Communications Workers of America, were presented to the reporters for inclusion in these proceedings as follows:

Dear Morton Bahr, President

and James B. Booe, Secretary-Treasurer

Warmest greetings from the Union Label and Service Trades Department to the delegates attending the Communications Workers of America Convention. Our Department's theme this year is "Keep America Beautiful — Buy Union, Buy American" and we are committed to making that message a reality. Our country's greatest resource is its union work force, and we are proud to salute the working men and women of the Communications Workers of America. There is no challenge we cannot meet when we work together!

Congratulations and have a terrific convention.

Sincerely and fraternally,

James E. Hatfield, President
Richard J. Perry, Sec'y-Treas.
Union Label and Service Trades
Department, AFL-CIO

Morton Bahr, President
Communications Workers of America
1925 K Street NW
Washington, DC 20006

Dear President Bahr:

I wanted to write and extend my best wishes as you open the 1990 convention of the Communications Workers of America International Union.

Your members have faced both tribulation and elation during the past year and have served as an example for all trade unionists. The new agreement with AT&T and the strikes against several of the "Baby Bells" earned important health care and family benefits for the workers employed in the telecommunications industries.

It's been the bargaining by CWA members that set forward-looking precedents on the newly emerging workplace issues of flexible hours, elderly care, and family leave. Your members have taught others how to respond to the challenges of rapidly changing work dynamics.

The willingness of your members to confront these changes and to respond courageously is most admirable. So take the time at this convention to celebrate and congratulate one another.

Also take the time to plan and strategize for the future. Upcoming negotiations in the communications sector will be just as tough and new challenges are waiting around every corner. Remember though that FAST and the rest of the Labor Movement will be with you in solidarity every step of the way.

On behalf of the 3.5 million working men and women affiliated with the Food and Allied Service Trades, I am,

Sincerely and fraternally,

s/ Robert F. Harbrant, Pres.
Food & Allied Service Trades
Department, AFL-CIO

>Mr. Morton Bahr
President
Communications Workers of America, AFL-CIO
1925 K Street, N.W.
Washington, D.C. 20006

Dear Colleague and Friend Morty:

Would you please convey our warmest greetings and sincere best wishes to the general officers, delegates and members of the Communications Workers of America, AFL-CIO on the occasion of their 52nd Annual Convention.

They and the more than 4 million members of the fifteen National and International Unions Affiliated with the Building and Construction Trades Department, AFL-CIO, have similar goals, similar aspirations and a similar determination to improve the security and dignity of working men and women.

Indeed, the whole situation is eloquently described in the theme of your convention—"Solidarity for the World of the '90s" which underscores the growing interdependence of the labor movements.

We hope you have a happy, productive convention as you tackle the challenges confronting us all.

Sincerely and fraternally,

s/ Robert A. Georgine, President

s/ Joseph F. Maloney, Sec'y-Treas.
Building and Construction
Trades Department, AFL-CIO

FAX FROM METAL TRADES DEPARTMENT

June 11, 1990

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, N.W.
Washington, D.C. 20006

Dear President Bahr:

On behalf of the officers and membership of the Metal Trades Department of the AFL-CIO, please accept my best wishes for a successful and productive convention. Your members face grave and serious issues as you meet in Toronto this week. I know that their wisdom and energy will guide your union to the right course under the banner of Solidarity for the '90s.

Sincerely and in Unity,

s/ Paul J. Burnsky, President
Metal Trades Department, AFL-CIO

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, N.W.
Washington, D.C. 20006

Dear President Bahr:

On behalf of myself and the Committee on Energy and Commerce of the House of Representatives, please accept my best wishes to your 52nd annual convention.

You can be proud of your achievements, made possible by your hard work and dedication to improving conditions for your members. You can also be proud that these achievements are not limited just to members of CWA, but have the potential to affect all workers who are seeking decent pay, employee benefits, and safe working conditions.

Please accept my congratulations and best wishes.

With warmest regards.

Sincerely,

s/ John D. Dingell, Chairman
Committee on Energy & Commerce
U.S. House of Representatives

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, N.W.
Washington, DC 20006

Dear Sir and Brother:

On behalf of the Glass, Molders, Pottery, Plastics & Allied Workers International Union (AFL-CIO, CLC), its officers and staff, I send you our warmest fraternal greetings.

The occasion of the 52nd Annual Convention of the Communications Workers of America, AFL, is an important event. We are with you in Solidarity as you discuss the policies and programs that will benefit the CWA membership.

With all best wishes, I am

s/ James E. Hatfield,

International President
Glass, Molders, Pottery, Plastics &
Allied Workers International Union

Mr. Morton Bahr
President
Communications Workers of America
1925 K Street, N.W.
Washington, DC 20006

Dear Morton:

I wanted to take just a moment to wish you and the men and women of CWA the very best for a successful convention. I note that this is the 52nd annual convention for the Communications Workers.

Your union was born in the dramatic years of struggle in the 1930's and tempered by years of growth and the greatest progress in technology in human history.

In the years that I have been proud to work with CWA, especially the more than 17,000 Michigan members, working men and women have won some important victories, like plant closing laws and increasing the minimum wage.

On too many other issues, our victories are yet to come. The thaw in the Cold War has melted the Iron Curtain. But it has brought into even sharper focus the walls of unfairness that surround too many of the world's economies. CWA workers can compete with the best in the world. But they must be backed by trade policies that say very simply to our competitors: We will treat you no better than we are treated by you in the international marketplace.

The skills of the men and women under the umbrella of CWA are the key skills of the next century. You stand on the threshold of that new century with a record of meeting tough challenges. I thank you for your support and look forward to facing these challenges together in the future.

Sincerely,

s/ Carl Levin
U.S. Senate (Michigan)

Mr. Morton Bahr
President
Communications Workers of America
1925 K Street, NW
Washington, DC 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 have 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.

On this occasion of your 52nd 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,

s/ Michael Sacco, President
s/ Jean F. Ingrao, Executive
Secretary-Treasurer
Maritime Trades Department
AFL-CIO

Morton Bahr
President
Communications Workers of America
1925 K Street, NW
Washington, DC 20006

Dear President Bahr:

On behalf of the officers, executive board and staff of the Department for Professional Employees, I send warm greetings to you and all who have gathered in Toronto for an historic CWA convention.

The theme of your convention, "Solidarity for the World of the 1990's" is especially appropriate. It recognizes both the growing interdependence of labor movements throughout the world as we confront the challenges of organizing and negotiating with increasingly transnational corporations, and the need to nurture free trade unions as a remedy for totalitarianism. Moreover, solidarity is the oldest bedrock principle of trade unionism. It is, after all, solidarity which has given employees the collective power to claim opportunities for individual freedom, expression, participation and advancement.

Your union has played a crucial role in the development of this Department of the AFL-CIO, and all of its 28 affiliated unions are deeply appreciative. On the occasion of your 52nd Convention, DPE congratulates CWA for your forceful and progressive work and looks forward to many more years of working together in solidarity.

Sincerely and fraternally,

s/ Jack Golodner, President
Department for Professional
Employees, AFL-CIO

Greetings to President Bahr, Sisters and Brothers.

At last year's Convention in Los Angeles, I stood at a mike and begged for funds to help my son, Fernando, become eligible for a liver transplant. His insurance would not pay the \$125,000 to \$140,000 estimated to cover the cost of the operation. In fact, he would not even be on a waiting list without \$95,000 up front. On that day, we had already \$88,000. The National pledged \$7,000, so we made that goal. Your generosity, when we passed the hat, netted another \$700.

That day, Fernando was put on the list. Apart from that, money from your locals, from other unions, from churches, all sorts of organizations and our neighbors poured in. The kindness shown us was phenomenal. We had enough money. Now we needed a donor. Fernando had been told that his liver would function more or less adequately for three months—max. Precious time was passing as we waited for some noble family to offer the organ of a loved one so that Fernando might live. This was the hardest part for Fernando —knowing that someone had to die in order that he might live.

The transplant took place a year ago Memorial Day. Without going into details, I am happy to report that everything seems great. But, like everyone who has had cancer, he is constantly monitored. Fernando now has insurance coverage from the State of Wisconsin. Because he did not need all the money we raised, the University Hospital Cancer Research Fund is the beneficiary of the remainder.

It is inevitable that we missed a few of you when we sent out our thank you notes. It was a huge job. So now I take this opportunity to again say "Thank you, bless you, and don't forget to sign your donor cards!"

Sincerely,

s/ Audrey Ruiz de Chavez
Local 4630
Communications Workers of America...

SPEAKERS' INDEX

ADAMS, Peggy (Local 3104)
ALLEN, James (Local 6215)
ANDERSON, Dan (Local 6143)
ANESI, Tom (Local 7214)
APPLEWHITE, Dianne C. (Local 3404)
ARNOLD, Donald (District 7, Chair, Credentials Committee)
ASH, Michael (District 1, Co-Chair, Credentials Committee)
AVERY, Mary Jo (Local 4600)
AZLIN, Ronald R. (Local 9586)
BAHR, Morton (International President):
Opening Remarks
Introduction of Guest Speakers
Introduction of Foreign Guests
Newsletter Awards
Organizing Awards
President's Annual Award
Mother Jones Award
Memorial Service
Remarks on:
CWA-CWC Agreement
Resolutions
NYNEX Strike
Appeals
Finance Committee Report
Official Logo
Closing Remarks
BATES, Charles D., Jr. (Local 2101)
BAUM, Robert (Local 14831)
BEAL, Sherry (Local 4311)
BECKER, Tom (Local 7800)
BECKSTEAD, Dan J. (Local 4366)
BIONDO, Rita (Local 16100)
BLUE, Mary T. (Local 7777)
BOBAK, Sharon (Local 1112)
BOOK, James (Secretary-Treasurer)
BOTSFORD, Marjolaine (Canadian Coordinator)
BOWYER, Philip (General Secretary, PTTI)
BURTON, Bill (Local 2261)
BUTTIGLIERI, Jann L. (Local 2101)
BYRN E, James (Local 13500)
CALHOUN, Dewey (Local 9503)
CARROLL, C.R. (Local 3607)
CARR, Shirley (President, Canadian Labour Congress)
CAWDREY, Ron (Local 9400)
CHELIOTES, Arthur (Local 1180)
CHOMAS, William (Local 4309)
CLARK, Fritz J. (Local 1111)
COHEN, Larry (Asst. to President, Director of Organizing)
CONROY, Donna (Local 1112)
COX, Eric D. (Local 3519)
CREEGAN, Edward (Local 1106)
CRUMP, Ann L. (Local 4600)
DALY, Terry (Local 1101)

DANIELS, Vern (Local 9421)
DARLING, Kristie
DAVIS, Julie (Secretary-Treasurer, Ontario Labour Federation)
DAVIS, Pauline (Local 9503)
DAWSON, Marlene (Local 1112)
DEMEL-BROWN, Abby (Local 1031, Chair, Resolutions Committee)
DEVINE, Jim (Local 1116)
DIAMOND, Betty (Local 3211)
DINUNZIO, Santo L. (Local 13551)
DION, Dianne (Local 9426)
EASTERLING, Barbara (Vice President)
EBELING, John J. (Local 14616)
EBERHARDT, Dave (Local 7800)
EDDY, Paul (Local 4040)
ESCOTT, Lori (Local 3121)
FABELA, Hector (Local 9550)
FACEY, Rev. John E.
FAHRENHOLT, Michael J. (Local 3410)
FERRENTINO, Michael J. (Local 1122)
FERRIS, Ronald A. (Local 1365)
FLOYD, Carla (Local 7901)
FRAMPTON, Earl A. (Local 1115)
FREEMAN, Beth
GARRETT, Maevon C. (Local 2110)
GLASER, Elizabeth (Pediatric AIDS Foundation)
GOSIGER, Joe (Local 7019)
GRAY, Gayle (Local 4211)
GREEN, Freddie (Local 3410)
GREY, Doug (14030)
GRIZZLE, C.H. (Local 3250)
HALL, Gail (Local 2100)
HAMILTON, John (Local 1700)
HAMILTON, John (Local 7800)
HAMILTON, Robert (Local 9415)
HARDLY, Shelva (Local 4106)
HARPER, Gary (Local 6016)
HARREL, Neomi (Local 6143)
HENNING, William (Local 1180)
HERRERO, Richard (Local 9403)
HICKS, Beverly A. (Local 3808)
HILGEMAN, Carl (Local 9414)
HILLEARY, James (Local 2207, Appeals Committee Chair)
HILL, Burnette (Local 4340)
HINES, Ethel (Local 7777, Retired)
HINTON, Linda L. (Local 4310)
HIRSCH, William (Local 7060)
HOBDY, Maxine (Local 9400)
HOLLAND, John (Local 4370)
MORGAN, Karen
HORVATH, Robert (Local 7270)
HUGHES, C.B. (Local 14917)
HUGHES, Jeffrey (Local 2100)
IRVINE, James
JEFFREY, Ralph (Local 6050)
JOHNSON, Richard O. (Local 7200)
JONES, Jeff (Local 6215)

JOSEPHSON, Gary (Local 4501)
KARABINUS, Ted (Local 16400)
KELLY, John (Local 1033)
KELLEY, Nearl (Local 7401)
KINKS, D.E. (Retired Member Council)
KNEUPPER, Richard (Local 6171)
KOSAR, Andrew (Local 1153)
KREIS, Sherry (Local 7777)
LAND, William (Local 3372)
LANGAN, Joy (Member of Parliament)
LASSITER, William E. (Local 3907)
LAURENT, Terry (Local 3411)
LAYTON, Vickie (Local 2105)
LEDFORD, Mark (Local 3802)
LEWIS, William R. (Local 2336)
LILJA, Robert (Local 1104, Chair, Defense Fund Oversight Comm.)
LISSON, Rev. Patricia
LOCKE, David P. (Local 6395, Chair, Finance Committee)
LUDOLPH, Donna (Secretary, PPMW)
LYNCH, Connie (Local 4714)
MADDEX, Rhonda B. (Local 7150)
MAHONEY, James (Local 7201)
MALLIETT, Marie C. (Local 9410)
MALONEY, Jack (Local 7800)
MARKOSE, Rabbi Howard (Shear Shalome Synagogue)
MARLER, Eugene E. (Local 3907)
MAULIS, Walter
McBRYDE, Delbert (Local 9510)
McDOWELL, Bruce (Local 7906)
McINTIRE, Clif (Local 1365)
McLUCAS, Ava
McNICHOLS, Ralph (Local 4320)
MONROE, Harry (Local 3762)
MOORE, Joan (Local 9410)
MORIN, Melissa A. (Local 1400)
MORRIS, Jerry (Local 9000)
MOSER, Edwin (Local 1033)
MOSS, Thomas E. Jr. (Local 2201)
MURCOTT, Gail (Local 1100),
NELSON, Gerald L. (Local 4100)
NICHOLS, M.E. (Vice President)
NORBERG, Michael D. (Local 9537)
O'CONNELL, Kathy (Local 4600)
O'NEILL, Eleanor J. (Local 4209)
PAIGE, Larry (Local 3402)
PAPPAS, James G. (Local 2336)
PARSONS, T.O.
PEISECKI, Joe (Local 1023)
PIERCE, Jan (District 1)
POMEROY, Fred (President, CWE-Canada)
PRINCIOTTA, Ann (Local 1023)
REYNA, Valerie (Local 9418)
RHODES, H.D. (Local 1127)
RICHHART, R.G. (Local 4790)
RIEMER, Gregory (Local 4309)
RUDDOCK, James (Local 4018)

RUNYON, Arthur K. (Local 4309)
RUSSO, Gene
SANTORA, T. (Local 9000)
SCHAEFF, Jerry W. (Local 4322)
SCHELLIN, Marc A. (Local 2336)
SCHULTZ, Jim (Local 9408)
SERVIS, Nancy E. (Local 4603)
SHERIDAN, Donald J. (Local 7707)
SHUKWIT, John (Local 4008)
SMITH, Gladys (Local 4530)
SMITH, Serena (Local 3204)
SONNIK, George W. (Local 2105)
SPEED, Geraldine (Local 9400)
STEVENS, Ruth (Local 14705)
STEWART-WARE, Blondell (Local 2300)
TANNER, Frank (Local 9410)
TARVER, Richard D. (Local 6229)
TERFLINGER, Marjorie (Local 9400)
TIDWELL, Sally M. (Local 3114)
TOLLEY, George H. (Local 3061)
TRUMKA, Richard (President, United Mineworkers Union)
TUCKER, Jim (Local 6320)
TYSON, Miriam (Local 7108)
UNGER, Laura (Local 1150)
UPTON, Michael D. (Local 2202)
VELASCO, Albert G. (Local 9000)
WADE, H.T. (Local 3790)
WAGNER, Richard C. (Local 1183)
WALKER, Kenn (Local 9505)
WALKER, Michael (City of Toronto, Canada)
WEINER, David (Local 1081)
WILLIAMS, J.D. (Local 6215)
WILSON, David B. (Local 4998)
WOODS, Terez E. (Local 4309)
WORTHEY, Mary (Local 6143)
YOUNG, Kim A. (Local 1112)