

Proceedings and Index of the 58th Annual Convention - 1996

TABLE OF CONTENTS

MONDAY MORNING

June 10, 1996

Call to Order - Temporary Chair Gerald Nelson
Invocation - Most Reverend Bishop Thomas Gumbleton
Opening Ceremonies
Presentation of Colors, National Anthems
Introduction of District 4 Host Committee
Welcome Remarks by Jeff Rechenbach, Vice President, District 4
President's Address- International President Morton Bahr
Greetings by Freman Hendrix, Executive Assistant to
Mayor of Detroit
Address by Hon. Richard Gephardt, House Democratic Leader
Remarks by Frank Garrison, President, Michigan State AFL-CIO
Use of Microphones
Credentials Committee- Partial Report
Remarks by Hon. John Conyers (D-MI)
Convention Rules
Finance Committee Report
Resolutions Committee
 58A-96-5 - Corporate Greed - CEO Pay
 58A-96-6 - Workers in Today's Economy
Communications & Greetings
Recess

MONDAY AFTERNOON

Call to Order
Address by Vice President Vic Crawley (District 6)
 Chair, Executive Board Organizing Committee
Organizing Program - Larry Cohen, Organizing Director
Local Union Organizing List
Organizing Awards
President's Annual Award
Address by Linda Foley, President, Newspaper Guild
Address by John Sweeney, President, AFL-CIO
Resolutions Committee (continued)
 58A-96-2 - Legislative and Political Program

Address by Reed Hundt, Chairman, FCC
Resolutions Committee (continued)
58A-96-7 - Federal Reserve System Policy
58A-96-4 - Living Wage Ordinance
58A-96-1 - CWA Endorsement of Clinton-Gore
Address by First Lady Hillary Rodham Clinton
Election Procedures
Nomination & Elections:
International Officers
Sector Vice Presidents
Recess

TUESDAY AFTERNOON

June 11, 1996

Call to Order
Election Results - District Vice Presidents
Credentials Committee - Supplementary Report
Secretary-Treasurer's Report by Barbara Easterling
Resolutions Committee (continued)
58A-96-3 - The International Economy and Information Technology
Address by Philip Bowyer, General Secretary, PTTI
Election Results - District Vice Presidents (continued)
Introduction of Foreign Guests
National Women's Committee Report
Report of Executive Vice President M.E. Nichols
Discussion Re: Public Sector Workers' Representative on
Defense/Members' Relief Fund Oversight Committee
Constitution Committee Report
In Memoriam
COPE Awards
Pediatric AIDS Foundation - Video Presentation & Awards
Bone Marrow Donor Program
30-Year Service Awards
Resolutions Committee (continued)
Special Resolution - Detroit News Strike
Remarks by Harry Collins, Member, CWA Typographical Local 18
Recess

WEDNESDAY MORNING

June 12, 1996

Call to Order
Invocation by Rabbi Ernst Conrad
Installation of Officers by President Emeritus Glen Watts
Address by Governor Jim Florio, Chair, Task Force on Excellence in
State and Local Government through Labor-Management Cooperation
National Committee on Equity
Defense Fund Oversight Committee Report
Resolutions Committee (continued)

58A-96-8 - Building Worker Power in the Information Industry
58A-96-9 - Members - Rights and Responsibilities

WEDNESDAY AFTERNOON

Call to Order
Appeals Committee
Journalism Awards
Introduction & Video of NABET Technicians
Good and Welfare
Closing Remarks by President Bahr
Video of Convention Highlights
Announcements
Adjournment
Communications
Appendix A- Finance Committee Report & Supplement

MONDAY MORNING SESSION

June 10, 1996

The 58th Annual Convention of the Communications Workers of America, held at the COBO Conference/Exhibition Center, Detroit, Michigan, June 10-12, 1996, convened at 8:30 a.m., Temporary Chair Gerald Nelson, President, Detroit Metro Area Council and Vice President, CWA Local 4100, presiding.

TEMPORARY CHAIR GERALD NELSON: The Convention will come to order. Will the delegates please take their seats.

J'ambo alafiya. Good morning.

We have a full schedule today. I think it is going to be pretty exciting also. I want to ask you to please take your seats so that we have as little confusion as possible.

I am Piemba-- Gerald Nelson. Most of you know me as Jerry Nelson. I am President of the Metro Area Council, CWA Locals, and the Vice President of my own local, CWA Local 4100 in Detroit.

I have the honor this morning of serving as your Temporary Chair. It is a special honor for me. Having asked President-Emeritus Glenn Watts, I find that I am the first CWA member of African descent to have the honor of opening the Convention. (Applause) And if you know how that process works, it did not take a protest or badgering or anything else. That is just the way it works.

I am the Chairman of the Metro Council, as I have said, and that process is an election process. In order to get there, I had to have the support of not only African-Americans, whites, Hispanics, but everybody in the Metro area. That is also a tribute to yourselves.

It is a special pleasure to welcome you to Detroit this year, because, as you know, Detroit has a rich labor history and a rich history of being culturally diverse.

This year we won't be boring for you. We have a newspaper strike that in one month will have been going on for one year. So we have a little extra curricular activity for you.

We also are engaged in organizing drives with the cable companies and other companies in the area. So there will be plenty of excitement for you.

As is our custom, we will begin the convention with a prayer. I would like to call upon The Most Reverend Bishop Thomas Gumbleton, Bishop of St. Leo's Parish in Detroit, for the invocation. Reverend Gumbleton is one of the preeminent members of the clergy in the fight for workers' rights. He is one of the leaders from Detroit's religious community who are supporting the newspaper strikers.

Please give him a very warm and appreciative welcome. I ask the delegates to please stand and remain standing after the invocation for the presentation of the Colors and the singing of the United States and Canadian National Anthems.

THE MOST REVEREND BISHOP THOMAS GUMBLETON (St. Leo's Parish, Detroit, Michigan): God of power and mercy, You have revealed to us what You call us to be and to do as Your people growing in holiness. Through Your prophet You proclaim what our true religious obligations are: to break the fetters of injustice, unfasten the thongs of the yoke, to set the oppressed

free and break every yoke; share our food with the hungry; bring to Your house the unsheltered needy; clothe those we see naked; and do not turn away from our own kin.

With that challenge before us from Your sacred word, we pray this morning, O God, that you will bless our brothers and sisters with integrity and with Your sanctifying spirit.

Bless their heads so that all their thoughts come forth from the well of Your being and fill them with grace and peace. Bless their ears that they might hear the cry of the poor and oppressed all around them and the whisper of Your word. Bless their lips that they might proclaim the good news of Your unwavering love and lasting justice. Bless their hands to hold and heal the many lives that are broken, that they may do good, do what they must to bring hope where there is often hopelessness.

Bless their feet to walk in Your ways, to run and never grow weary, to stand up for justice unafraid. Bless their hearts with warmth and compassion and generosity toward all who are in need. Bless them in the depths of their spirit that they might have the courage to respond with the whole of their being to the daily call to justice and peace.

Finally, our God, we ask that You bless all of us with the fullness of Your life and our souls with Your sanctifying spirit. Amen.

TEMPORARY CHAIR NELSON: Our Colors this morning will be presented by the Detroit Firefighters Fund Honor Guard.

Donna Ludolph, Secretary of the Printing, Publishing and Media Workers Sector will lead us in singing the “Star Spangled Banner” and “O Canada.”

I want to remind the delegates to please remain standing until the Color Guard has left the hall. We will now have the presentation of the Colors and the National Anthems. (Applause)

. . . The delegates arose as the Colors were presented by the Detroit Firefighters Fund Honor Guard followed by Donna Ludolph singing the National Anthems of the United States and Canada . . . (Applause)

TEMPORARY CHAIR NELSON: I want to thank the Color Guard and thank you, Donna, for that beautiful rendition that you gave us. Can we give Donna another round of applause? (Applause)

We come to the conventions and we take for granted that everything is in order, the way it should be, but there is a lot of work that goes on behind the scenes. An enormous amount of planning and hard work has gone into our efforts to make this week an exciting and memorable one for us.

The District 4 Host Committee has been working overtime to ensure the success of this convention. In addition to serving as Temporary Chair, I am also the Chair of the Host Committee. I want to take a moment to recognize the members of District 4 Host Committee at this time. Please stand when I call your name. The members of the District 4 Host Committee:

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

Gayle Edwards, Executive Board member, Local 4000; Beverly Milliman, Vice President, Local 4004; Jim Cynowa, Vice President, Local 4008; Dominic Guadagni, President, Local 4009; Gary Odom, President, Local 4017; Chuck Thompson, President, Local 4018; Lee Horton, President, Local 4090; Jan Rich, Vice President, Local 4107; Carl Richter, President, Local

4008; Jim Charbonneau, President, Local 4107.

TEMPORARY CHAIR NELSON: Please show your appreciation for all of their hard work with your applause. (Applause)

In addition to the Host Committee, there are some 35 volunteers in these same locals who will be out there assisting you. You will see that they have on raspberry shirts. A lot of people have been making a mistake and calling them pink shirts, but those are not pink shirts. They are raspberry shirts.

The booth is in the exhibit area. There's information on things to do in Detroit. So, throughout the week, the Host Committee will be available to answer your questions and to make sure your stay in Detroit is as enjoyable as possible.

Now, I am proud to introduce to you the leader of District 4, Vice President Jeff Rechenbach. But before Jeff comes to the mike, I don't have the customary bio on Jeff. I tried to get it when he came up here, but he wouldn't give me that information. I don't think it's classified, but I think he didn't want me to give a long intro. Let me tell you something that I know about Jeff Rechenbach. I was very impressed when Jeff took over the leadership of District 4. As is customary, he attended minority caucus meetings. At those meetings, I usually give a very harsh, critical analysis of the situation to the vice president, whoever he may be, and I had my list all ready to give to Jeff Rechenbach when he came to the meeting. But when it got time for him to speak, he got up and said a lot of things that I was going to ask him. He answered them in his opening statement, which leads me to know that I didn't have to teach him very much about equity and about fairness and about the way things should be.

He had a vision for District 4, and I was very much impressed with Jeff at that time.

Jeff has had a lot of stumbles and rocks and things because of our contract in Ameritech, but I will tell you one thing-- a motto I heard before, that I think fits Jeff Rechenbach, goes like this-- I heard it, and I am not sure whom to attribute it: "If I err, let me err on the side of right."

I think that exemplifies Jeff Rechenbach. With that, I call Jeff to the mike. (Applause)

VICE PRESIDENT JEFF RECHENBACH (District 4): Thank you very much, and thank you, Jerry, for those very kind remarks.

You know, having Jerry up here reminds me of the last time we gathered in this hall for our 1994 Convention. At that time my friend and predecessor, Bob Johnson, who I am happy to say is with me here today in the back-- Bob? (Applause)

Bob, at that time, promised you that the next time CWA returned to Detroit, when you switched on the TV in your rooms, your cable service would be provided by CWA members. Well, I am proud to tell you we have kept Bob's word. (Applause)

Through the efforts of Local 4100, its President, Frank Scola, Vice President Jerry Nelson and Secretary-Treasurer Doug Jager, the workers at ComCast here in Detroit now proudly carry CWA membership cards. I would ask those delegates to stand and be recognized. (Applause)

I also want to echo Jerry's appreciation for the work that the host committee has done in putting together this Convention. It is my first Convention as the Host Vice President. I had no idea of the amount of work

that went into these kinds of endeavors. It would not have been possible without the voluntary work of all of those host committee members, who took time out of their regular schedule of handling grievances, organizing, working day to day on their jobs, who also pitch in to make this Convention a success.

I thank them for that.

It was twenty-five years ago this month that I first came to work in the telephone industry and on the same day became a member of CWA, and I can't begin to tell you what a thrill it is to be standing up here in front of you today with my daughter behind me and my former colleague and friend, Bob Johnson with me, to welcome this hall of delegates to our district. District 4 is more than just the future retirement home of District 6 Vice President, Vic Crawley. It is also the heartland of the labor movement.

From the very earliest beginnings of organized labor, cities throughout this district have played a prominent role in the building of our great movement. Right here in Detroit and in Flint and in cities throughout District 4, auto workers and steel workers, ravaged by depression, stood up, or in some cases literally sat down, to ensure dignity on their jobs.

More recently it was here in District 4 that nearly one third of the community of Decatur, Illinois, was either on strike or locked out in a monumental struggle against corporate greed. And today you need look no further than a few blocks from here to see one of the grossest examples of corporate greed we are likely to encounter, that of the Detroit Free Press and the Detroit News, where the robber barons of the 1990s continue to exploit their workers, treating them no better than a disposable diaper.

Bob Johnson made a pledge to you two years ago that the next time you came to Detroit your cable TV would be a union service. Well, I pledge to you today that the next time you come to Detroit, whether for a convention or other business, there will once again be a daily newspaper proudly produced with the union label. (Applause)

As the Host Vice President I have the enormous privilege of introducing the most important speaker you will hear from this week, and that, brothers and sisters, is saying a lot when you look at our agenda. That is not to minimize the credentials of First Lady Hillary Rodham Clinton, AFL-CIO President John Sweeney, soon to be Speaker of the House Dick Gephardt, or any of our other distinguished guests. To me, there is one story which speaks volumes about the importance of our next speaker and the high regard that he is held in not only by workers, but by leaders of our nation as well.

As you may know, during the first week of April, just days after addressing the AFL-CIO Conference, America lost one of our modern heroes when Commerce Secretary Ron Brown was killed in an airplane crash while helping to build a lasting peace in Bosnia. It was a great loss to our country and a more personal loss to one of his best friends.

Secretary Brown was, as you might say, unconventional in the way he approached most things, if by "unconventional" you mean direct and forthright.

Secretary Brown was not intimidated or fazed by the persistent and vicious attacks that were directed his way by the thugs that now control Congress. When he felt something was right, he acted on that feeling.

Well, a few days after the Secretary's tragic death, his colleagues began the sad duty of cleaning out his desk. They came across a handwritten reminder that Ron had written to himself. It said, "Recommend White House

appoint Morty Bahr to South Africa G-7 Conference." The note referred to a conference of the leading industrialized nations, including Japan, Germany, Italy, France, England, Canada and the U.S. It took place in South Africa, and it discussed the impact of communications technology and the global information society on developing nations.

That note was one of the first pieces of paper that Mickey Kantor, Ron Brown's successor, acted upon, and, of course, President Clinton didn't need any persuading to affirm that recommendation. And that is how President Bahr became the first U.S. labor leader to ever take part in a G-7 conference. (Applause)

Secretary Brown also recommended and President Clinton affirmed his recommendation that Morty should be named to a special U.S. commission dealing with trade among Pacific nations.

You know that Morty Bahr did not sit quietly back and let the corporate big shots, who also attended the G-7, do all of the tallying.

Morty stressed that American workers and their counterparts around the world are demanding that we must all be included when the fruits of the information age are distributed, and I am sure he warned the leaders of the forty or so nations attending the South Africa conference that the global village must not become the global sweatshop for workers of one nation to be used to exploit the workers of another. (Applause)

On a personal and professional level, I want to say that I have never met anyone quite like Morty Bahr, and that is not just because he signs my paycheck, because he doesn't. We are now on direct deposit.

His energy is boundless. His grasp of any situation is immediate. His intellect is keen and constantly curious. He has always been willing to innovate and respond to change.

Morty is the most compassionate and engaged union president in the labor movement. If I had to guess what motivates Morty Bahr, it would be that quality of compassion, the ability to see, to feel, to think, to believe, to act, and do for others, his family, his colleagues, his friends, his union, and its members, and for the nation at large as well and workers throughout the world.

Brothers and sisters, it is my great pleasure this morning to introduce the President of the Communications Workers of America, Morton Bahr.

. . . The delegates arose and there was prolonged applause as International President Morton Bahr came to the podium . . .

PRESIDENT BAHR: Thank you very much. Thank you very much, Jeff, for that most kind introduction.

I want to thank each and every one of you for being so prompt this morning, because we usually don't meet at 8:30 in the morning. We are doing so today because of Congressman Gephardt's schedule. So we do appreciate your promptness.

Please join me in welcoming once again our great leader, who contributed so much to the members of CWA, President-Emeritus Glenn Watts and his wife Bernice.

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

PRESIDENT BAHR: And, of course, the lady who has been walking beside me for so many years and keeps me going in the right direction, my

wife Florence. (Applause)

Now, three of our Vice Presidents have chosen not to seek reelection: the Vice President of District 1, Jan Pierce; the Vice President of District 3, Gene Russo; and the Vice President of District 6, Vic Crawley.

Please join me in thanking them for many years of service to the members of our Union.

. . . The delegates arose and there was prolonged applause, cheers and whistles . . .

PRESIDENT BAHR: The past year has been filled with challenges and opportunities for our union. Collective bargaining is a year-round responsibility for CWA.

And last year we successfully negotiated new contracts for nearly one-half million CWA members in the public and private sectors in the U.S. and Canada.

The convergence of the telecommunications, information, media and entertainment industries continues at a rapidly accelerating pace.

Last November, our own answer to convergence took on new meaning when The Newspaper Guild's more than 30,000 members overwhelmingly voted to affiliate with us. We will welcome their President, Linda Foley, later this afternoon.

Whether in the private or public sector, in telecommunications or health care, whether our members work in broadcast, cable, sales, service or technical jobs, they are impacted by advanced technologies and new information systems.

We saw the passage of historic legislation that will dramatically impact on telecommunications. Mergers, joint ventures and break-ups are reshaping the industry.

We continue to build our union through aggressive organizing. Our locals are breaking new ground in building CWA-style trade unionism from coast-to-coast.

Our local union leaders, stewards and activists, those of you in this auditorium, have done an outstanding job of enforcing our contracts, defending our members' rights and protecting their jobs. On behalf of all of our members, I want to thank you.

This week, we will discuss many serious issues affecting our union. You will elect the national CWA officers who will guide our union to the eve of the 21st Century. We will renew and revitalize our union values. We will be re-energized by being together.

Because of your commitment and dedication to our union family values, CWA is recognized throughout the nation and the world as an impact union. Wherever I travel, I never fail to hear from some political or community leader about the wonderful involvement of CWA members.

Let me give you the most recent example.

Jeff Rechenbach, in his kind introduction, mentioned my appointment to the G-7 meetings in Johannesburg, South Africa. In the van going from the hotel to the conference center the first day, a member of the United States delegation, whom I have known for many years, began to tell every member of our delegation about CWA being the most dynamic and the best Union in

America.

A woman who I had not even met yet, because we only had gotten to Johannesburg the day before, turned to me and said, "Are you the President of the CWA?"

I said, "Yes."

She said, "Let me tell you about your wonderful members." This is on a bus in Johannesburg. She said, "In 1990, I took the Democratic nomination for Congress in Alabama. Everybody told me I was a throwaway, why am I doing it, you can't win. Because of your members, the members of CWA, I almost pulled it off. I got 48 percent of the vote." Our members in Alabama who participated know who I am speaking about.

I get these accolades for CWA members from virtually every community in which we live. I am, indeed, very proud to be your president. (Applause)

Brothers and sisters, I want you to look carefully at the words on the backdrop behind me: "Victory '96 - The Future is Now." Everything we have accomplished, all that we are and all that we hope to achieve in the future, will be rendered meaningless unless we win at the ballot box in November.

We cannot sit still. We cannot wait for others to do the work for us. Between now and November, we must engage in the most vigorous, energetic and effective political action program that CWA has ever waged.

To every delegate here, to the staff, to the officers, I charge you with a special responsibility: If you are not on COPE checkoff, please sign up this week. If you are, please increase your contribution. I urge each of you to become a COPE Quorum, Platinum Quorum or Triple Quorum member. If you don't have payroll deduction, Loretta Bowen will gladly take your check.

Obviously, our real political fund-raising work is back at home. I hope that each of you will work hard to convince our members, all of our members, to contribute to CWA-COPE. I make this very strong appeal because we are in the fight of our lives. In just a few weeks, CWA members will help stage the Olympics in Atlanta. At the Olympics, you win a silver medal for coming in second. In politics, if you come in second you get Dole and Gingrich.

We must elect labor-endorsed candidates in November because the alternative is unthinkable. Today, Congress is in the control of the most radical and extremist leaders that we have seen in this century. This election pits their values against ours.

Our union family values stand for the power of collective action, one hand outstretched to help another and the opportunity for all to share in the American Dream.

The values of the Gingrich-Dole crowd stand for selfish individualism in a predatory free market system where the strong crush the weak, where power goes to those who can hold it and where influence flows to the highest bidder.

They also know that the labor movement is the primary obstacle between them and total political power. They have a dagger pointed directly at our hearts. They see union workers with our collective bargaining protections as a drag on economic growth. They believe that our union contracts unnecessarily restrict the free hand of management to compete in the global economy.

Let me remind you what the preamble to our nation's basic labor law, the National Labor Relations Act, states: "It shall be the policy of the United

States government to foster, encourage and promote collective bargaining.“ The Gingrich-Dole program is nothing short of an all-out attack on this sixty-year old national policy. They are out to end collective bargaining as we know it today.

Union members do not have to guess what will happen if we wake up on November 6 to a hostile White House and a hostile Congress. We know what they will do in 1997 because they tried to do it to us in 1995 and 1996.

The proposed laws supported by the Gingrich-Dole Gang would weaken unions, emasculate our collective bargaining rights and silence the voice of organized workers. You know the issues:

The TEAM Act. The people in CWA should be very sensitive to the TEAM Act because the TEAM Act would just be a repetition of what used to be known as the American Plan that existed throughout the Bell System that was rendered unconstitutional when the Wagner Act was passed. Now, it's very hard, how can you be against an American Plan, how can you be against the TEAM Act. Everybody wants to be a member of a team. Whether it was the American Plan or the TEAM Act, it would be a return to company-dominated unions.

About three weeks ago, Corporate America, sensing they had no momentum, had CEOs from every major company all over Capitol Hill like a swarm of cockroaches. They made sufficient headway to where all of us, the Presidents of all of the AFL-CIO unions, then went in back of them and, hopefully, we have turned it around. Of course, President Clinton has said should it pass he would veto it. (Applause)

Now, to show that they are family friendly, the Republican Party wants to change the Fair Labor Standards Act because the Fair Labor Standards Act says after you work forty hours in a week, you must be paid time and a half. Their legislation would change it to where you did not get time and a half until after you worked 160 hours. This would give the employer more flexibility to be able to give workers time off when they needed it for the family. Time and a half after 160 hours.

They want to gut OSHA. Their bill would prevent a shop steward from filing a complaint with OSHA. It requires the worker to go to his or her supervisor to make a complaint. It would permit the employers to police their own facilities and the only time an OSHA inspector could come in would be after a fatal accident or a serious injury.

The Bob Dole bill would state, if it passed, that before any regulation on safety and health could be implemented, there would have to be a cost benefit study. In short, how many arms and legs will be sacrificed before we could put a regulation in for safety? How many lives are okay to be lost before we have safety and health regulations? President Clinton said he would veto them. (Applause)

They are not happy with President Clinton's appointment of Bill Gould as Chairman of the National Labor Relations Board. That is the only way they can get back at him is to slash his budget. The net result is that workers, for example, discharged in an organizing campaign who today it would take three years to get justice would be moved to maybe five or six years before they get justice.

We all know where the candidates stand on striker replacement. The strike in Detroit would be over today with all of the workers back to work if they were not all permanently replaced. Bob Dole says this is fine. Bill Clinton

says this is an outrage. (Applause)

The current legislation on pensions permits companies to use money that is in excess of 125 percent of funding for one purpose, to offset retiree health care costs. The Republican bill would permit any company to take their pension money and use it for whatever purpose they saw fit. This money belongs to the people already retired and those who are working and expect a pension and they better keep their hands out of the till. (Applause)

Now, all of us know what they tried to do with us was either blocked by a Presidential veto, a threat of a Presidential veto or a filibuster in the Senate, usually led by our good friend, Ted Kennedy. America, meanwhile, has ceased to talk about the issues important to middle class families, such as meaningful health care reform or labor law reform.

The elections of 1996 are not merely another political contest. We are faced with a crucial test over the values that will shape our nation for the 21st century. Our ability to negotiate contracts, to defend our rights on the job and to improve our lives in the future hangs in the balance. Clearly, this is the most important election for middle class families since 1932.

When we take a fair, objective look at where the two presidential candidates stand on the critical issues affecting our members, we are left with only one rational conclusion: We must do everything in our power to secure the reelection of President Bill Clinton. He must win in November.

Later today, you can show your enthusiastic support for the President when we welcome the First Lady. You also will have the opportunity to act on CWA's resolution of endorsement for president and vice president. Be forewarned: Those who oppose us will use lies and misinformation to smear the labor movement.

Because CWA is so visible and well-known, they have already attacked us directly and by name. Several months ago, in a speech to the right-wing Heritage Foundation, Congressman Dick Armey, the Majority Leader of the House, laid out ten points that he was going to be submitting to Congress for action.

Point number seven was codification and amendment of the Beck case. The Beck case, as many of you know, was a case that started in 1979 by an agency fee member of CWA in District 2, with the help of the National Right-to-Work Foundation that resulted in court cases and ultimately leading the way for objectors to get part of their dues back for money spent on political action.

Well, in 1979, the federal judge appointed a Special Master to investigate and because CWA did not-- or any other union-- did not keep the kind of records, because we did not have to break down every expenditure by bargaining unit and function, the Special Master said that we spent only 21 cents on the dollar for collective bargaining and 79 cents for political action. This is what Dick Armey stated at the Heritage Foundation.

What he did not say was that in 1985 the Circuit Court of Appeals, and later the United States Supreme Court, reversed that and adopted the CWA policy as it has been reinforced again and again in other federal courts that our rebate policy meets the law, and that usually is between 15 cents and 20 cents on the dollar that is redatable.

Notwithstanding the fact that I called this to Dick Armey's attention, three weeks later the Chairman of the Republican Party, in testimony before the Senate Committee, repeated the exact same lies. Not only do they want to

codify these lies, they want to make it even more difficult. They want us to have to report by bargaining unit.

Think if your local has ten or fifteen contracts, you would have to keep the records as to how many minutes a day you spent talking to a steward at each one of those unions. If that should ever pass, we don't think it will, tell your children to become CPAs because it is going to be a growth industry.

At the same time that we confront this historic political challenge, the other work of the union must go on. We will be fully involved in the process surrounding the NYNEX-Bell Atlantic merger and Southwestern Bell's acquisition of Pacific Telesis. Our position will be tied to our members' rights in the new companies. We demand Wall-to-Wall union jobs and no layoffs.

We will move forward on our aggressive organizing program. Many CWA locals are in the forefront in organizing, not only in our own union, but throughout the labor movement. Resources must be committed, not empty rhetoric. Skilled local organizers must be developed; not just volunteers.

This afternoon we will recognize those locals and the diversity of their efforts. They include:

- * Thousands of new police, corrections, probation and other public safety officers in Districts 3, 6 and 7.

- * Thousands of new university workers at the University of California are now represented by CWA Local 911 9. (Applause)

- * Thousands of truckers in the Port of Los Angeles are fighting for basic dignity with support from Local 9400.

- * Thousands of customer service representatives at USAir are seeking CWA representation in their national organizing campaign. (Applause)

Later today, we will hear from AFL-CIO President John Sweeney who will stress the necessary commitment all unions must make to rebuilding our power through new organizing. We have an opportunity at this convention to not only demonstrate our commitment to growing our union, but that we are willing to put our money where our mouth is. We can send a message to every union busting employer. That message is our constitutional amendment to require the international union to allocate 10 percent of its resources to organizing.

This is not a dues increase. It is a reallocation of the national union's resources, of staff time, to deal with the growing need to step up organizing. Overwhelming support for the amendment will tell Corporate America that we are serious. Rejection will indicate that CWA is a paper tiger. Let's make it a unanimous vote and leave no doubt where we stand on rebuilding America's labor movement. (Applause)

At the same time, we must continue to build maximum support for our members who are under attack. They include:

- * Our New Jersey state workers who are fighting budget cuts that could cost hundreds of jobs and undermine public services.

- * Some 15,000 members at GTE in five states who are fighting for a new contract and where strike action looms as a real probability.

- * The valiant strikers at the Detroit Free Press and News whose struggle is in the eleventh month. I am proud of your response to the needs of these courageous strikers by your support of our Adopt-A-Family program.

* At Rochester Telephone, for the first time in the history of telecommunications collective bargaining, the employer has imposed a contract.

We also applaud the outstanding contract mobilization effort of the Canadian Media Guild members at the Canadian Broadcasting Company. They won a new contract, averted a strike and resisted privatization. The contract also preserves the essence of the CBC and its mandate to bring the diversity of Canadian culture to the entire country.

Let's demonstrate to our members in New Jersey, at GTE, in Detroit, at Rochester Tel, at the CBC, and everywhere else where the struggle for justice continues, that they have the full backing of every delegate to the convention in their fight for justice. (Applause)

Please rise and demonstrate your support.

. . . The delegates arose and applauded in unison . . .

PRESIDENT BAHR: Thank you.

In addition, we will try any creative strategy to save our members' jobs. One new initiative is a proposed CWA employee stock ownership program to purchase the AT&T manufacturing facility in Richmond. We just learned that CWA has passed into the second round of bidders. We are now competing against three interested companies. If we are successful, 2,000 members in the Richmond factory will be the owners of that factory. (Applause)

I have talked to CWA members all over the nation. There exists a discontent and unrest among middle class families that has yet to be fully understood by the politicians and the pundits. Middle class families are working more, yet, they find it harder to keep up. They are worried and upset. They measure their working years from transfer-to-transfer, from layoff-to-layoff.

They question the long-term wisdom of business decisions made to please Wall Street speculators. They cannot understand why CEOs receive multimillion dollar bonuses for getting rid of jobs rather than creating jobs. They ask: Why do working families take all of the risks while top management hogs all of the rewards?

All of this is happening against a backdrop where profits are the best in years. U.S. productivity is the highest in the world. The stock market is setting all-time records. The most telling and outrageous statistic is that CEO compensation is 300 times that of the average worker.

At the same time, the standard of living for working families keeps going down. Full-time, good paying jobs with decent benefits are becoming harder to find. A secure retirement with dignity and quality health care is becoming a luxury of the past for more and more workers.

Workers have a right to be frustrated, outraged and angry. We must channel their frustrations into union mobilization actions and organizing the unorganized. We must tap their outrage into supporting labor-endorsed candidates. We must direct their anger at those who use competition as an excuse to downsize, to cut wages and benefits and to create a union-free environment.

The task that lies before us when we return home after this convention is awesome. Lesser organizations would be overwhelmed. But CWA is a great union today because we have never taken the easy path. We look tomorrow squarely in the eye. We talk straight to our members about their work and

their jobs.

When the going gets tough, we stick together. Loyalty is not a word that has gone out of fashion in our ranks. As the President of Local 2203 wrote in his local union newsletter: "Loyalty comes in response to respect, appreciation and compassion." These values never go out of date. These values guide CWA leaders every day in our union work.

I remember when Jack Kennedy spoke to the American people about standing on a New Frontier that did not offer a future of promises. President Kennedy's New Frontier was 35 years ago. Little did we realize then how prophetic his words would become.

Today, we stand on the frontier of a new century, a new millennium, with the same uncertainties and unknown possibilities. Like him, I can only promise you a future of challenges.

When I look into the future, I see history about to repeat itself. I am determined and will with every breath in me do whatever I can to see that what I lived through will not be imposed on the next generation of workers.

As a young worker, fresh out of the United States Merchant Marine, I was involved in the first major strike after Congress passed the Taft-Hartley Act over President Truman's veto. The company was able to use the Taft-Hartley Act to break the strike. We went back without a union after thirteen weeks on the picket line.

I found out what it was like to work for a big company without a union. I learned about speedups and loss of dignity on the job, harassment. Management decided our hours of work, when we took a vacation, and every other condition of work. You did what you were told or you were sent home.

As I look back, I know it was the company that made a trade unionist out of me. I still carry the anger within me of what it was like returning to work. We were told to go back on the shift we left, and since I was on the midnight shift and was the first out on strike on January 1st, I was with the first group going back on April 1st. It was pouring down rain and they made us stand out in the street. And then one by one, we came into the building and signed a register with "Don't call us; we'll call you."

I remember waiting around for the phone to ring for a week to find out if I still had a job. In December 1950, we asked CWA to organize us. It took three and a half years, over vigorous company opposition, for us to win the election. During this period I had been suspended for my union activity.

So I relate to all those workers who have become victims when simply trying to get a union. I was there. We had gone six years without a general wage increase. We knew what it was to be broke for those two days before pay day each week, how nearly impossible it was to buy your kid a pair of shoes unless you had some overtime.

But now it was April 1954. We had CWA and we had collective bargaining. This was a time of growth for the labor movement. We grew to where we represented 37 percent of the private sector workforce.

And, to paraphrase President Kennedy when he said, "A rising tide will lift all ships," collective bargaining raised the living standards of all Americans. Collective bargaining, with 37 percent support of the workforce, created a middle class. Today, only 11 percent of the private sector workforce, and just 15 percent overall, is organized. Since the decline began in 1973 and through today, collective bargaining no longer raises the standard of living for all

Americans. We are living through the decline of the middle class.

But the Dole-Gingrich legislative program could be our death-knell. The clock will be turned back to where the experiences I described will be commonplace in America. This is not the legacy we want to leave to our children and grandchildren.

We must ask ourselves: What kind of America do we want for the 21st century? What kind of jobs will there be? What will the American Dream mean to future generations?

Earlier this year, I had an experience that brings home to us in stark, human terms what our fight is all about. In July of 1994, Local 9410 filed for an election among the two hundred some-odd workers of a wholly-owned subsidiary of Sprint called La Conexion Familiar. One week before the HERB ordered election, the company shut the facility down and discharged all the workers. We filed unfair labor practice charges. The company was found guilty of violating the law at least 50 times, including coming in with fraudulent documents by the corporate vice president.

Notwithstanding, thus far the penalty to this company was to write a letter to all of the people who they discharged that they wouldn't do it again. Now we have that under appeal. We hope to get a better deal for them.

But the point of my story is that in January of 1995, I and some of my colleagues on the board visited Mexico. We met with our colleagues of the Mexican Telephone Workers Union and some of them, including their President, Francisco Hernando Juarez, took us to meet the Minister of Labor in Mexico. They told him that they wanted him to file a complaint against the United States government under NAFTA for Sprint's treatment of its workers at La Conexion.

Not only did the Mexican government agree to do that, but the petition was supported by the Secretary of Labor of the United States and the Secretary of Labor of Canada. And earlier this year, under the labor protocol of NAFTA-- I might add this is the first complaint under NAFTA against the United States-- but under the labor protocol, a public hearing was held in San Francisco.

Words cannot convey to you the emotions that I felt at the end of the day. I want you to hear for yourselves from one of the women who was fired. Her name is Lilliette Jiron. Her story gives chilling details of the lengths that employers will go to, to fight unions.

. . . Showing of a videotape depicting the vicious anti-union practices of supervisors at La Conexion . . .

PRESIDENT BAHR: Brothers and sisters, this didn't happen in a Chinese labor camp. It happened right here in the United States of America. This outrage was committed by the third largest long distance carrier. What is worse is that we have an economic climate in this country where people are so desperate to work that they are willing to do anything, even spy on their co-workers, to get a job. But even people that desperate quickly began to rebel knowing that it was wrong. And all of this was for a stinking \$6 an hour.

I know this is not the America we want to live in or that we want for our children. When you are asked why CWA is involved in politics, you tell them we are fighting for Lilliette Jiron, her co-workers at La Conexion and for the millions of workers who, if given a free and fair choice, would form a union to better their lives.

We are fighting for nurses and decent patient care. We are fighting for public safety officers; broadcast and cable technicians; public workers; newspaper and telecommunications workers; and for all of the CWA members and their families who are part of our union family.

We are fighting for a decent standard of living, for human dignity on the job and a voice in our futures. We are fighting for a better America for our children.

Let us take strength and courage from each other in the difficult days ahead. Our union stands for decency against those who believe that greed is right; that power is everything and that unions stand in their way.

Together, with unity and solidarity, we will prevail.

Together, with hard work and dedication, we will win in November.

Together, with clarity of vision and conviction in our values, we shall answer the greatest challenge our union has ever confronted.

When we meet together in convention next year, I know that I will be able to stand before you and declare: "Congratulations. You did a great job. And because of what we did together, the future is brighter for all American families."

For now, let us keep our eyes on the meaning of the words behind me: "The Future is Now. Victory '96." Thank you very much.

. . . The delegates arose and applauded and cheered as a videotape entitled "The Future Is Now" was shown to the delegates . . .

TEMPORARY CHAIR NELSON: House Democratic Leader Gephardt has not arrived yet, but we are going to continue with our next speaker, who will bring us some messages from the Mayor's office.

Our next speaker, Freman Hendrix, is the Chief of Staff and Chief Executive Assistant to the Mayor, the Honorable Dennis Archer.

He will bring us some greetings from the Mayor. Mr. Hendrix. (Applause)

FREMAN HENDRIX (Chief Executive Assistant to the Honorable Dennis Archer, Mayor of Detroit): Thank you. Good morning.

I would like to take this opportunity on behalf of Mayor Dennis Archer, the Mayor of the great City of Detroit, to bring greetings and to say welcome to President Morty Bahr and the great speech you just gave; Vice President Jeff Rechenbach; Detroit Metro Area Council President Jerry Nelson; the distinguished international leadership on this dais, and to the delegate body here assembled, welcome to Detroit. Welcome to Motown. Welcome to the Motor City. Welcome to the home of big labor, trade unionists, something we take a great deal of pride in. (Applause)

I know that this is your second convention here in this city in the last two or three years, so I consider that a great tribute to the host that we play for you. Since you were last here, you should know there are some very positive things that have taken place in this town, not the least of which is some great restaurants that have reopened. We want to ask you to take advantage of some of these restaurants.

The London Chop House has reopened. The Money Tree has reopened. Sweetwater, Toombet and Fishbone and Joe Muer's, of course, is doing great business, and we want you to get your fill. Hopefully, you had an opportunity to visit the Grand Prix yesterday, a major international event that we take a

great deal of pride in.

As we work every day, Mayor Archer and the rest of this administration, to return this city to the great status that it once had, we understand all too well that this city's future is tied directly to what happens in November. I am especially pleased to hear President Bahr's remarks, talking about the importance of this November election, that we need a leadership in Washington that understands there are no throwaway cities, that there are no throwaway communities, that every family is important, and every child deserves to have a parent with a good working job.

That is what Bill Clinton represents. That is what the Democrats represent. And that is what we are going to be about here in Detroit as we work every day between now and November to make sure that President Clinton is reelected, to make sure Carl Levin is reelected, to make sure Democrats at Lansing are reelected. (Applause)

If we do that, working men and women and the jobs they represent will be protected.

You only have to look in this back yard here in Detroit to see what could happen when we relax, when we take for granted these jobs that we have worked for for so long.

The Detroit newspaper deal and what has happened to them is shameful. It is shameful. (Applause) And if we allow that to happen to them, it can happen to you. Who will be next?

So, stand up with them. Stand up with them and fight for them and make sure that those jobs are protected.

What is going on in Lansing, and what is going on in Washington, is not just about turning the clock back, ladies and gentlemen; it is about throwing the whole damned clock out. And we cannot allow that to happen.

So, as you leave here today and you spend time in this assembly hall, working on your policies, setting your priorities, doing the things that are necessary to keep this union strong, you go back to your constituents, go back to the men and women you represent, and you let them know in no uncertain terms that nothing happens without a fight, that nothing good that goes on happens without a fight, and that as we look to November, our very future and the standard of this great nation is at stake.

We are in the 11th floor of the City/County Building. The Mayor's office is there. We are there to serve. We hope you enjoy yourselves here over the next few days that you are in town.

I always like to say at these assemblies, because oftentimes we get the calls, that if you get a ticket, any kind of moving violation, parking, or whatever, pay it as quickly as you can, because we had an \$88 million deficit, and we need all the money we can get. (Laughter)

Thank you very much. Have a good time. (Applause)

TEMPORARY CHAIR NELSON: Thank you, Freman, for those electrifying remarks. I don't know about paying those parking tickets, though.

I have been told that House Democratic Leader Gephardt is now here, so at this time I am going to turn the microphone back over to Morty Bahr for the purposes of an introduction.

PRESIDENT BAHR: Thank you, Gerald.

I am sure you hear the voices bouncing off these walls. It could be very disturbing to the speakers. So I would ask your indulgence. If you feel you have to talk, if you would quietly walk outside, everyone else will be able to hear a lot better, and we would appreciate it.

Would the Escort Committee bring Congressman Gephardt to the podium?

. . . The delegates arose and applauded as Congressman Gephardt was escorted to the podium . . .

PRESIDENT BAHR: We are pleased and honored to welcome House Democratic Leader Richard Gephardt this morning.

As the Democratic leader from the House of Representatives, Representative Gephardt has the enviable task of taking on Newt Gingrich. Dick, you have gone a great job over the past eighteen months, and we are proud of you. (Applause)

Dick Gephardt is a solid, long-time friend of labor and of working families. He has devoted his years of public service to the most important family value of all-- creating opportunities for every American to have a decent job.

He was a leader in the fight against NAFTA and in pushing for international labor and environmental standards in our trade agreements.

Whatever the cause, whatever the issue, Dick Gephardt has been there for working Americans. He wears his union label proudly, on the outside of his suit, as well as the inside.

Two years ago we shuddered to say out loud "Majority Leader Dole," "Speaker Gingrich." Today those words are reality. After November, when I introduce our guest to another CWA audience, I want to proudly say, "Speaker of the House Richard Gephardt." (Applause, cheers and whistles.)

Now, that has a nice ring to it. Let's say it again: "Speaker of the House Richard Gephardt."

So, I am extremely pleased to introduce to you our dear friend and, indeed, if we all work together, the next Speaker of the House of Representatives.

. . . The delegates arose and there was prolonged applause, cheers and whistles . . .

THE HONORABLE RICHARD GEPHARDT (House Democratic Leader): Thank you. Thank you, President Bahr, very much for that great introduction.

Members of the Communications Workers of America, let me say to you that I certainly agree that we are going to take the House back from Newt Gingrich in 1996. (Applause) And, when we do, all of us who are Democrats in the House will understand that the reason we took the House back was because of you, the workers of America, the unions of America, and in this fight we have not had a better friend than the Communications Workers of America, with Morty Bahr and Barbara Easterling, and Loretta Bowen and Lou Gerber and all the people here and all of you. You have been our friends, and we will remember our friends when we win this election. (Applause)

The worst day of my life, probably ever, was the day in January of 1995-- you may have seen it on C-Span-- when I had to hand the gavel to Newt Gingrich. It felt like I was surrendering on behalf of working people in this country. But I want all of you to know that I have been thinking every day

since about the day next January when Newt has to hand the gavel back to us. (Applause, cheers and whistles)

I want you to know on that day when I take the gavel back, I am going to be looking at him, but I am going to be thinking about every one of you, because it is in your name that we take this gavel back. (Applause, cheers and whistles.)

Now, understand in 1994 the American people were voting for change. The truth is we did not achieve enough, and people want their wages to go up. People want jobs to be more secure. People wanted us to improve the education and training in our country, and they wanted us to be able to say that every American would be covered by health insurance, no matter what their situation. We did not get enough done, and people voted for change, and if we get elected, we just get a chance to show them the kind of change that they wanted in 1994.

But let me tell you something. In 1994 the people did not vote for the kind of change they have gotten. They didn't vote to cut Medicare to pay for tax cuts for the wealthiest Americans. They didn't vote for that. (Applause)

They didn't vote to cut Head Start and Title I and school lunches and students loans. And they didn't vote to allow employers in this country to dip into the pension funds put aside by their employees to use them for whatever they want. They didn't vote for that. (Applause)

They didn't vote to dismantle the safety laws and the wage and hour laws, and they sure didn't vote to rescind the executive order that the President put in place to say that we are not going to have federal government contracts with companies that have permanent replacement workers-- scabs. (Applause, cheers and whistles)

They did not vote for that. And, finally, they did not vote to begin the dismantlement of Medicare and Medicaid and Social Security. They didn't vote for a Speaker of the House who said that we can't kill Medicare in one year, so we will let it wither on the vine. And they didn't vote for a Senate Majority Leader who said, "I was there in 1965, voting against Medicare, because we said it would never work. "

They are wrong, and we are right, and we will be there every day making sure that Medicare and Social Security is there for you and your kids and your grandkids and your grandkids after that. (Applause)

And we have been there every day with this President, who, I believe, is working as hard as any human being has ever worked in the presidency for the people of this country. And, because of that, I believe Bill Clinton will be reelected by a landslide in November of 1996.

But, you know, it is not enough to talk about what we are against. On June 23rd the Democratic party, the Senate Minority Leader, myself as House Minority Leader, and the President will unfurl a Democratic agenda for progress. We will be talking in five places in the country with people. This is not a Contract with America, brought on tablets of stone by Newt. This is your agenda. It is an agenda for children, and it is an agenda for families.

We will call it "Families First." It will talk about the things that you worry about every day. It won't be a bunch of theories. It will be grassroots, and it will be things that people have to face on an everyday basis.

We are going to talk about education. And, instead of cutting Head Start and cutting student loans and cutting school lunches, we are going to vote for

a ten thousand dollar a year deduction on your income tax for training and education and sending your kids to school and retraining workers. (Applause)

And on health care we are going to say that insurance companies have to issue policies for children. They have to be accessible and they have to be affordable. And we are going to talk about giving tax breaks for people who buy health care, even those people whose employers do not provide it, so that everybody in this country at some soon date in the future can be protected by a health care policy, and we are going to say no more raids on the Medicare fund to pay for tax breaks for the wealthiest Americans. (Applause)

Never again. Never again.

And on trade and jobs, we are going to say, let's take away the tax breaks for employers who want to take American jobs overseas to somewhere else. No more tax breaks. (Applause and cheers) No more tax breaks to take away our jobs.

We are further going to say in this age that we should not accept goods in this country that are made by children and slaves in other countries around the world. (Applause and cheers)

Now, this age is an age for progress. There is nothing, in my mind, that is more important to our progress than getting our standard of living to go up again. The truth is, for 25 years workers, the middle class, have been stuck in place or have fallen behind. The change we are going through is as big and difficult as the change when we went from an agricultural economy to an industrial economy a hundred years ago.

We are going from a national to an international economy in an Information Age. And as communications workers you are at the cutting edge of this change.

The most important thing to achieve in addition to education and health care and fair trade and retirement security, is to get our nation's employers and managers to work better with their people, to reward people for their productivity, and to honor work and to honor labor. That is why, as I said a moment ago, we feel so strongly that we should encourage employers to work with their unions and with their employees to succeed together as a joint enterprise in this world marketplace.

That is why I believe with all my heart that permanent replacement workers go to the heart of the ability of our unions and our workers to succeed. We must not continue the practice of permanent replacement workers. We must stop it now.

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

CONGRESSMAN GERHARDT: I say that because the greatest force for workers is organized unions. The only way the standard of living of workers will go up in this country is through the collective action of workers bargaining together for the just rewards for their productivity.

Now, these issues which cut across every family in this country make this election in 1996 the most important election of our lifetime. What I want to leave with you today is an understanding of your importance, your individual importance, in the outcome of this election. Believe me when I tell you, in this country elections have consequences. When we put in collectively a majority that believes in the things this majority believes in, it has consequences for two whole years in our everyday lives.

But each of you, whether you want to believe it or not, can have a major impact in your hometown, in your region, on the outcome of this election.

Not too many years ago, I had a chance to have breakfast with Lech Walesa. I asked him how he started Solidarity in the Gdansk shipyards. He told me that some of his friends and he were upset with the conditions in the shipyard and they had a meeting in his apartment. And they decided to make some home-made signs and to have the first informational picket at the Gdansk Shipyard. This was back in the late '70s, early 1980s.

They sat at his dining room table and made thirty signs for the people who were going to participate. He brought the signs to work, put them behind his work station. At the end of work, he appeared at the front of the shipyard as they had agreed. The only problem was, only one other worker showed up.

So he and one other man got their signs and stood at the front of the shipyard. The police came. They questioned him for three hours. They physically beat him, and they threw him literally over the fence of the shipyard.

He said he was there lying face down in the mud wondering what he would do next. He said he was afraid for his family and for himself. And he said he desperately wanted to go home, but he said something inside of him told him that he had to go back. And all of you know that he went back and led another strike and another strike and another strike until eventually freedom was won.

He told me that every day since then he has wondered to himself at least once, "What would have happened on that first day if I hadn't gone back?"

One man. He changed the history of his shipyard. He changed the history of his country. And I say to you, he changed the history of the world.

There is not a person in this room today who does not have as much or more ability and strength and power as Lech Walensa. If he could change his shipyard and his country, there is not any reason that all of us working together in our communities cannot win this election in 1996 for the working people of this country. (Applause)

I know how hard you are all working. I want you to understand how important it is. And I want you to think today about your comfort zone. We all have a comfort zone. We do the same thing every day. We see the same people. We usually say much the same thing. We are comfortable doing that. And what I want to ask you today to do is get out of that comfort zone.

I want you to go up to people that you have never talked to and talk to them about this election and why it is important to them and that their families get out and vote for candidates who really represent working people in this country. I want you to change your schedules and go out and work with campaigns, lick envelopes, go door-to-door, make telephone calls, join phone banks. Do things that you have never done, make those signs, and use those signs to carry the message forward to the American people.

Let me end with Apollo 13. You saw the movie. They are on their way to the moon and they have an explosion. They call Houston and say, "We have a problem." And they decided they have to swing around the moon and try to get back without going to the moon. And as they are coming back, they are running out of oxygen because the filters do not work. They radio Houston and say, "If we don't come up with a filter we are going to die from the carbon dioxide."

And the head of Mission Control got his people together and sent somebody over to the space simulator. He said "Get all the stuff off the inside of that space craft and bring it here." They threw it out on the table. He got his staff around the table. He said, "You've got one hour to make a filter out of that stuff. After you have done it, we will radio instructions up to them so they can do it to make the filter to save their lives." And then he said the most important line in the movie, and the line I want to leave with you today. He said, "Failure is not an option."

Ladies and gentlemen, failure is not an option. Thank you very much.

. . . The delegates arose and applauded, cheered and whistled, and held up Clinton signs . . .

PRESIDENT BAHR: On behalf of all of your supporters, we just want to give you this gift that meets the federal guidelines as a token of our appreciation for everything you do for the workers of this country. And I know by the reaction you have seen, that every one of us is getting out of our comfort zone. Thanks for being with us. (Applause)

CONGRESSMAN GEPHARDT: Thank you. Thank you all. Not an option.

TEMPORARY CHAIR NELSON: We all agree that failure is not an option for us, and I don't think we ever subscribed to that.

At this time, I am pleased to introduce our next speaker, Michigan State AFL-CIO's Frank Garr' son. (Applause)

Frank's service to the labor movement spans more than 35 years. Here he is a member of the Auto Workers Union and has served as President of the State AFL-CIO for ten years. He has helped mobilize the entire labor movement in support of our strikers at the Detroit News and Free Press.

Please welcome the President of the Michigan State AFL-CIO, Frank Garrison. (Applause)

FRANK GARRISON (President, Michigan State AFL-CIO): Thank you.

President Bahr, Secretary-Treasurer Barbara Easterling, Vice President to the region, Jeff Rechenbach, it is a pleasure to be here this morning, but to follow the "Speaker-Of-The-House-To-Be" Dick Gephardt is an awesome task.

I think what I would like to do this morning is share with you some personal experiences, to share with you just how lucky we are in the trade union movement. Last February 1st, my wife of 42 years had a heart attack. I was home with her and called 911 to get her to the hospital. They gave her a miracle drug, TPA, that broke up a clot and stopped her heart attack in progress, did angioplasty, put in a couple of stitches and sent her home.

Two days later, that miracle drug had caused her vein to hemorrhage and by the time we got her back to the hospital, her blood pressure was 30 over zero. They had to do emergency surgery and she teetered on the brink of life and death for a couple of days. But I am happy to report she is doing very well. (Applause)

During that crisis, I developed some chest pains-- I had had heart surgery back in 1980-- so when she was home and comfortable and feeling well, I went in and had some tests. I had to have emergency open heart surgery to repair a graft that I had back in 1980. That was eleven weeks ago, and I am happy to report I am here doing well, feeling well. (Applause)

But you cannot go through something like that without thinking about

mortality, without thinking about what life is really all about, and I am not telling you this story for sympathy, but to tell you how fortunate my wife and I are.

First of all, we have a loving and supportive family, seven lovely grandchildren, three daughters, and three good son-in-laws. But more importantly, we belong to an extended family called the trade union movement. The thank yous of thousands of letters and cards and flowers and plants and donations to the striking Free Press and Detroit News strikers in our name made you understand that you belonged to an extended family. No other institution in the world is quite like the Detroit union movement, and you belong to one of the greatest unions, with some of the greatest leadership in that trade union movement.

Like the next Speaker of the House to be, Dick Gephardt, just told you and your President told you in his remarks, I think that's all at risk. If you can imagine a President Dole and both Houses controlled by the far right, I see the end of the trade union movement. And for your children and their children, they ought to be able to experience this great extended family.

So, do it for yourselves, not for somebody else. Do it for yourselves. And those of us in Michigan will be calling on each and every one of you to make sure we carry Michigan for Bill Clinton, to reelect Carl Levin, and gain a new Congressman by the name of Debbie Stabenow. Thank you very much. (Applause)

TEMPORARY CHAIR NELSON: Thank you, Frank, for those remarks.

I want to thank all of the delegates for this opportunity for me to serve as Temporary Chair. But I have learned something from watching Morty and that is when you are the Chair, you can take certain privileges. So what I am going to do at this time, I would be remiss if I didn't take the time to honor my father, the late David Jordan Nelson and my uncle, William Theatrice Theodore Roosevelt Nelson who is with me today. He will be 84 years young next month. (Applause)

I want to honor them because they are staunch union people who have never gotten the credit they deserve. In the late 1930s, my uncle and my father, along with Leon Diece McDonald, worked for Hygrade Packing Company. They had no union. After the Wagner Act was passed, they became active organizers and were able to organize the meat packing industry as well as bargain the first contract for Hygrade, which my uncle tells me was later used as a model for the first contract for the United Auto Workers. This was that good. (Applause)

He not only organized Hygrade's Coleman-Superior, Lowenstein, Nickle Foss, Peat Packing Company, Dow Chemical, just to name a few. If he would stand, he is in the guest area. We affectionately call him "Uncle Bill." Give us a wave. (Applause)

My uncle has led a life that would rival Forest Gump. He not only did all of the things that he did in the union, he is strictly still a union man now. He is technically legally blind, but when the newspaper solicitors call the house he does not use that as an excuse for not subscribing, he tells them, "Don't bring that scab newspaper here," and he means it. (Applause)

My uncle was one of the first to integrate the Army. He worked under General Patton in the European theater. At a time when the Army was not integrated, he was chosen as one of the volunteers of the Army. What we saw in the military at that time was, we could not afford the luxury of bigotry

and racism and separatism; that we had an enemy; that we had to unite to fight that enemy.

Let me suggest to you that the labor union movement is at war. We have an enemy and we cannot afford-- I call it the luxury, but it is not a luxury, it is an illness of racism, bigotry, sexism and all the other isms. We must put aside that and recognize that we have a lot of strength and a lot of talent in our union and we need all of that to fight the good fight.

In closing, I would like to say that my family is also here in support of me. A lot of them are playing hooky from their jobs just to come out and see me chair the convention. My mother is here, Mrs. Essie Nelson. My brother may be here, Yogi Nelson; my niece, Velda Williams; my daughters Amina, Ayanna and Natelege; in spirit, my queen, Karen Fisher; and her mother, ha Foster. I would like to thank them for coming out and supporting me and for having that type of pride. (Applause)

Once again I say, it has been my honor and I am very proud to have served as the Temporary Chair. I hope that I have made you proud.

I now turn the gavel back over to President Bahr, who will assume the position of permanent convention chair under the rules of the convention. Thank you.

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

PRESIDENT BAHR: On Saturday, Gerald asked me if I could check, which I did, and you can tell the pride that just exudes from him. But what he wanted me to check was whether he was the first African-American to serve as Temporary Chair of a CWA Convention, and we believe he is. So we cross another barrier in our history. (Applause)

Would the Credentials Committee come to the platform, please.

While they get ready to give us the Credentials report, let me describe the use of the microphones and our rules, particularly for first-time delegates.

On Page 21 of the CWA Constitution, there is a copy of the Permanent Rules for our Conventions. Let me advise you all, particularly newcomers, how the microphones are to be used, how you get recognized to speak, make motions or ask questions. Microphones are also covered in the CWA Constitution on Pages 21-23.

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

Microphone No. 1, which is here in the immediate front of the auditorium, labeled "Motions," is where you go if you want to make motions. The telephone which is associated with the motions microphone is connected directly to our parliamentarians. They are seated immediately behind me. Will the parliamentarians stand as I call their name:

Pat Scanlon, General Counsel, Washington, D.C.; Leon Adair, Special Counsel to District 3; Patricia Shea, Attorney, Washington, D.C.

Now, when you pick up the motions mike to telephone, you are to advise the parliamentarians of the motion you wish to make. They will give you a preliminary parliamentary ruling. If it is in order, the Chair will be advised and you will be recognized. If you disagree with a preliminary ruling, advise the parliamentarians. They will then bring that disagreement to the attention of

the Chair.

The Chair will then make a ruling, after which if there is still disagreement, the matter can be placed before the Convention to determine whether or not the ruling is proper, by voting on whether or not to sustain the Chair's ruling.

There is a microphone designated as the Privilege Microphone No. 2. Use it to raise a point of order, or raise a point of personal privilege. It is also connected to the parliamentarians. Our rules also permit you to raise a point of order by calling out in a loud voice from the floor without going to that microphone.

Microphone No. 4 is the against. Use it to speak against any issue.

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

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

Now, we rotate these microphones under our rules.

The maker of a motion may speak for their motion from Microphone No. 1. Under our rules, there is a five-minute limit on debate. There is a red light here on the platform up to my left. Would you put the red light on? That has just been turned on, which will give you a four-minute warning. Also a small red light at the microphone telephones.

I will endeavor to tap the gavel lightly at the four-minute point to indicate to you that you have one more minute to speak, after which the microphone will be automatically turned off.

In rotation, the movement will be from the motions microphone or the platform to Microphone No. 4, the "against" microphone and then to Microphone No. 3, the "for" microphone. The rotation also includes Microphone No. 5 for "Question" purposes.

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

As you go to the for and against and questions microphones, lift the telephone, give the switchboard attendant your name and local number and state or province. You will be recognized in the order called for under our rules.

Let me introduce the people who will be handling the switchboards and answering as you call from Microphones No. 3, 4 and 5. They advise the Chair to recognize you. They are seated on my left and they are: Gloria Williams, CWA Representative, District 1; Johnnie Ware, Administrative Assistant to the Vice President, District 6; Jim Weitkamp, CWA Representative, District 9; Dennis Carney, CWA Representative, District 13; Ralph Maly, CWA Representative, C&T, the Chair of the Committee.

Now, for administering the five-minute rule: Pat Warren, CWA Representative, District 3; Lorraine Darrington, CWA Representative, District 9.

Now, during the course of our convention, a verbatim record is kept. The record is carefully prepared by our editing group seated on my left. Shortly after adjournment, a complete set of Convention Proceedings will be mailed to you. You will have 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

you reflecting these corrections.

The individuals who are editing and indexing for us are: Linda Crawford, CWA Representative, District 3; Linda Hinton, CWA Representative, District 4; William Quirk, CWA Representative, District 9; James Lovelace, Contract Administrator, PPMWS; Clara Allen, Administrative Assistant to the Vice President, District 1, Chair.

To help us with who is to be recognized and to be sure that we follow procedures as provided in the Constitution, each day we have two delegates come from the floor. These delegates sit with the people who operate our telephones and keep track of who is asking to be recognized. For that purpose today, we have two delegates, and I would like to introduce them at this time: Regina Ross, Vice President, Local 3121; and Larry Cave, President, Local 4900.

I want to introduce the Credentials Committee to you, one of the most hard-working committees at this convention.

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

PRESIDENT BAHR: Linda Kramer, Secretary, Local 1023, Jeff Robinson, President, Local 1080, Joseph Fink, President Local 2109, James Arrington, EVP Local 2300, Shelba Hartley, President, Local 3106, Robert Gooden, EVP, Local 3511, Sherrie Sallaz, President, Local 4302, Patrick Baker, Member, Local 4773, Sierra Timmons, Vice President, Local 6012, Mark Ewig, President, Local 6210, Jamie Merrell, President, Local 7603, Marty Byrnes, President, Local 7750, Joanie Johnson, President, Local 9416, David Salazar, President, Local 9575, Jerry Hayes, CWA Representative, District 3, Co-Chair, Robert Proffitt, CWA Representative, District 7, Co-Chair, Michael Ash, Upstate NY-NE Director, District 1, Chair.

The Chair now recognizes the Chair of the Committee, Michael Ash.
(Applause)

DELEGATE MICHAEL ASH (Chair, Credentials Committee): Thank you, Mr. President.

Mr. Chairman, Delegates and Guests, I am happy to announce on behalf of the Credentials Committee, we have registered over 2,300 delegates, alternates and guests at the 58th 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 very able assistance of the two departments mentioned, we are constantly improving service to our delegates, alternates and guests.

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

Since our last convention, new locals have been added to our ranks. These locals are 1030 and 4550. Mr. Chairman, I recommend that we welcome these locals. (Applause)

We shall be reporting on credentials in the following categories:

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

Category 2, credentials properly executed, but late.

Category 3, improperly executed.

Category 4A, proxy credentials properly executed but late.

Category 4B, proxy credentials improperly executed.

Category 5, unusual circumstances.

In the Category 1, credentials properly executed and on time, the Committee moves that these delegates be seated.

PRESIDENT BAHR: You heard the motion, it has been seconded from the floor. No one is at a mike.

All those in favor signify by raising your hands. Down hands. Opposed by like sign. The motion is carried.

CHAIR ASH: We have presently no locals listed in Categories 2, 3, 4A, 4B, so there is nothing to report on that.

In Category 5, we have two different circumstances to report on. The first one, as I told you before, Category 5 is unusual circumstances. Category 5, the first one is Local 1032, delegates Carsia, Holleran, Lewis and Majors.

That is 1032. I stand corrected, 1031, sorry.

The Credentials Committee met last evening to discuss these particular unusual circumstances. In the case of Local 1032, the Committee last night ruled it was their opinion that the Credentials Committee meet on this matter, that these credentials could not be accepted as valid credentials. We, the Committee, felt that the work of the Committee would be compromised by accepting these credentials. We know that an appeal is pending between an appellant and the local leadership but the committee felt that this appeal was not handled properly.

The Constitution states in Article 15 that when a challenge to an election is pending, there is a process called for that states that officers certified by the election committee in its final determination shall be elected officers/delegates of that local.

The Committee felt that this speaks to the election of delegates in this instance, and as such the Election Committee's decision to overturn the election is valid to this Committee at this point.

There was adequate time during and prior to this process to file valid credentials to this Committee. This process was also not attempted, as we understand it at this time.

Finally, to summarize from the Committee's report last night, until the appeal process is exhausted through the membership and the vice president's office, because we felt that is where this is at, this appeal could not be recognized by this Committee.

We have recognized the credentials of two delegates from this local. These credentials were timely and valid and were reported out as a Category 1. That is the first instance.

PRESIDENT BAHR: In connection with this credentials dispute that the chairman of the Committee just reported, the chair recognizes on Microphone 1, Delegate Marketti.

DELEGATE JAMES P. MARKETTI (Local 1032): I would like to move

that the Credentials of Local 1032 delegates Nancy Holleran, Roderick Lewis, Jeanne Majors and Nicholas Carsia be approved and that said delegates be seated.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. The delegate is entitled to five minutes.

DELEGATE MARKETI: On March 29, 1996, Local 1032 concluded an election among members for four elected delegate positions. Fifteen candidates ran for the four positions.

Subsequent to the posting of the tentative certificate of results, a challenge to the election results was submitted by nine losing candidates. The Election Committee, by a vote of 3 to 1, upheld the challenge and declared the results null and void.

The Election Committee's determination was appealed to the Local 1032 Executive Board, and on May 23, 1996, the Executive Board voted 9 to 3 with two abstentions to overturn and reverse the Election Committee's determination, to overturn and to certify the election results.

On May 24th, acting on the direction of the Local's Executive Board, I spoke to both the area director in New Jersey and to the National Secretary-Treasurer's office, who advised that I contact the Credentials Committee Chair with the situation in our local. I wrote and faxed to the Chair of the Credentials Committee and to the administrator of the Membership Dues Department and copied the National Secretary-Treasurer, informing all as to what transpired and requested that credentials be reissued to all six of Local 1032's proposed delegates-- the two already certified by action of the Secretary and President and the four additional elected delegates.

I spoke to the Chair of the Credentials Committee on May 24th, 1996, and he informed me that this matter would be taken up by the Credentials Committee on June 8th and June 9th at the convention.

On arrival at the convention, I met with the Chair of the Credentials Committee and was advised that his initial inclination was that the "appellants" had not exhausted their internal remedies in seeking credentials before bringing their case to the Credentials Committee. However, in that discussion, he was vague about what those additional steps might be. He was vague because the Constitution is vague on this issue.

The Chair did provide me with blank credential forms and informed me that if I could obtain the signatures of two officers the credentials would likely be reported out as Category 2 credentials-- filed late but in order. If not, we could submit the credentials forms with one officer's signature and the Credentials Committee would consider it as a possible Category 3 credential- - filed late and not properly executed.

I signed as an officer. The Local Union's other officer present here has refused to do so. This morning the Chair of the Credentials Committee informed me the Committee met late yesterday and voted not to accept or report out the credentials of Local 1032's elected delegates as Category 2 or 3.

The motion that I have made is made because the instructions received both by reading the Constitution from duly elected officers of the National Union and from the Credentials Committee Chair are vague and not

transparent to a reasonable person hearing or reading them.

What we are being told this morning is that there are eight additional hoops which these elected delegates should have jumped through. And had they even known what those hoops were before today, they certainly could not have done that in a timely manner to be seated as a delegate here today.

The most important thing to me as the maker of the motion-- and I think to the brothers and sisters here on the Convention floor-- is that these delegates were elected by our members and they should be seated. The election results were free and fair and no one has offered one iota of proof that anything else occurred. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Bernard.

DELEGATE CAROL BERNARD (Local 1087): I represent about 500 workers at the Monmouth County Division of Social Services in Newark, New Jersey. I am here to speak on behalf of the motion that was presented and the four delegates from 1032.

First I must tell you we, too, were part of 1032 a few years ago. We merged with them after some successful organizing campaigns with the hope of having a large local help us manage our growing number of members. But we are no longer merged with 1032.

One of the main reasons was the lack of involvement in the democratic process in the local. We have always valued the true democratic principles that unionism is built on. This is our chance to see this is accomplished for the duly elected delegates from 1032.

These delegates include a newly-organized unit out of Newark Port Authority represented by Jeanne Majors and a recently merged Sussex County union by Nancy Holleran. Those branch officers, along with other new officers from the last election, wanted to work towards making democracy work in this local.

Please help us do this. In this election of delegates, the members spoke by casting their ballots and electing their representatives to the Convention. The Executive Committee spoke by finding the charges irrelevant and certifying the election. Let us speak by seating these four delegates elected by the democratic process. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 4, Delegate Cerenzo.

DELEGATE PETER CERENZO (Local 1032): Local 1032 conducted an election in March to send four delegates to the Convention. Nine candidates in the election appealed the election results to the Election Committee. The duly appointed Election Committee voted to declare the election null and void and ordered a new election. Instead of agreeing on the new election, those dissatisfied with the Election Committee's decision filed an appeal. An appeal of the Election Committee's decision is pending before the Local 1032 membership.

As mentioned before, the CWA Constitution states in Article XV, Section 4(c), "While a challenge to an election is pending, the officers certified by the election committee in its final determination shall be the elected officers. . ." Since there were no officers certified by the Election Committee, there were no delegates elected to the Convention. The Election Committee overturned the election results and ordered a new election.

Local 1032's divided Executive Board voted to overturn the Election Committee and took it upon itself to not only certify winners to the election,

but voted to remove the President of Local 1032 as Chair of the Convention delegation. Also, they voted to remove the Chair of the Election Committee and also the members of the Election Committee. Only the President of the Local and Executive Vice President are automatic delegates to the Convention by virtue of being elected delegates at the same time they were elected officers. The votes are equally distributed among the two.

It would violate the CWA Constitution to seat as delegates members who are not certified as winners of an election. A politically motivated Executive Board should not be able to overturn the decision of a duly appointed Election Committee that an election was flawed enough that it was declared null and void. The Local's Executive Board should agree to the new election, not try to violate the CWA Constitution by certifying winners to an election which is fatally flawed.

The key to the ballot box was missing for the first 20 days of the election. Ballots, labels and return envelopes were left laying around the office. No one knows how many ballots were printed and how many were unused. Paid staff of the local were caught campaigning during work time and the Treasurer of the Local-- not the Chair of the Election Committee-- controlled the membership records and mailing of second ballot requests.

Ballots were sent to people who were not on the membership list. A branch president of the Local and a candidate for delegate to the Convention called the local office to inform the Election Committee that ballots had not been mailed to many members in his bargaining unit. The phone call was intercepted by the Treasurer of the Local who has no role with the Election Committee. As a result, the ballots were never sent to the members as requested by the branch president.

There were problems with the local election, and the Constitution's definitely clear. Therefore, I am requesting the body of this Convention delegates to please not seat any additional delegates from Local 1032. Thank you.

PRESIDENT BAHR: Microphone No. 5, Delegate Evans.

DELEGATE LES EVANS (Local 2108): I have a question regarding if the Constitution says that the determination of the election can be overturned by the governing body and the membership, was this issue ever brought before the membership of that local?

CHAIR ASH: To our knowledge, it is not reported that way, no. It was not.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE EVANS: Do we know why it wasn't?

PRESIDENT BAHR: The Credentials Committee does not know why.

Microphone No. 5, Delegate Klein.

DELEGATE DONALD KLEIN (Local 1040): Again, could you reiterate according to the Constitution what is the next step for an appealable election after the Election Committee has made a ruling?

CHAIR ASH: We refer to Article XV, Section 4, General Provisions, paragraph (c)-- actually paragraph (b) first. Paragraph (b) states-- and this is our interpretation-- "any appellant must exhaust remedies available within this section. If the appellant hasn't attempted to exhaust such remedies without obtaining a final decision within 60 days of the tentative certification of the results, the appellant shall have the right to file an appeal in writing with the

appropriate geographical vice president. Such an appeal shall be filed within 70 days of the tentative certification of the results."

DELEGATE KLEIN: Are there any exceptions to this rule to let the Executive Board of a local overrule the Election Committee?

CHAIR ASH: Yes, there is.

PRESIDENT BAHR: There are no other delegates that care to speak. The motion before you is to seat as delegates from Local 1032 Carsia, Holleran, Lewis and Majors. All those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. The motion is defeated. Chairman of the Committee.

CHAIR ASH: There is a second challenge that we have listed under Category 5, unusual circumstances. There is a proxy challenge against Local 9495 that has proxy votes to Local 9411. The reason for the challenge, the president of Local 9495, Floyd Larabee, is no longer a member of 9495 and therefore in the eyes of the challenger cannot be president of that local. That challenge is by Kathleen Kinchius, President of Local 9415.

PRESIDENT BAHR: Seeing nobody at the mikes, the Committee's report will be accepted. Please join me in thanking the Credentials Committee for days and days of hard work. (Applause)

I recognize the Chair of the Committee.

CHAIR ASH: The Credentials Committee will be in session each day one-half hour prior to the opening of the Convention for the convenience of the delegates and alternates in registering late arrivals, replacing lost badges and handling other problems. In regard to that, at the end of today's session or after the Credentials report, we will reopen to register those, or to satisfy any other problems. We need to seat members for the following locals: 3315, Delegate Murphy; 3316, Delegate Webb; 3806, Delegate Young; 4323, Delegate Rice; 6312, Delegate Good.

Guests will continue to be registered immediately prior to and during each session for the remainder of the Convention. Those delegates other than Category 1 who have not been seated by the action of this Convention may present themselves to the Committee and obtain their proper badges immediately after this report.

Other delegates who may have arrived late will also be served by the Committee shortly at the registration counters at the second level.

Mr. Chairman and delegates, this completes the Committee's report. (Applause)

PRESIDENT BAHR: On behalf of the Convention, we thank the Chair and the members of the Committee for a great job. While the Finance Committee comes to the platform, I would like to recognize, just for a greeting, a great member of Congress, a great friend of all working people, and a man who has been a stalwart in support of the strikers at the Detroit newspapers, Congressman John Conyers. (Applause)

THE HONORABLE JOHN CONYERS (D-MI): Mr. President, officers and members of this great union: Welcome to Detroit. I am on the way back to Washington tonight with Dick Gephardt to help stop "Nutty Newt" for the last few weeks that he is going to be in office. (Applause)

I can tell you that he is the worst Speaker of the House in the 20th century and his term comes to an end on November 5, 1996. (Applause)

In the meantime, we need 22 seats for Democrats in the House for that to happen. Now, in Michigan, Mr. President, we have already targeted the Republican poster boy named Dick Chrysler from the 7th District, a freshman Republican who should not be in a Democratic district, so we are going to send him back to making widgets where he came from, okay? (Applause)

In Chicago there is a guy named Flanigan that tools Rostenkowski's place. He has got to go. In Cleveland there is a guy named Martin Hoke, and we've got his number and he's got to go. He is anti-labor one hundred percent.

I join you here very proudly to welcome you. Now, a lot of people are bragging about all these mergers, but I want to tell you as a former UAW member, I am worried about them. I am worried about Time-Warner and Turner coming together. I am worried about Disney and Capital City's ABC coming together. I am worried about NYNEX and the other Baby Bell coming together. I am worried about Pacific Bell and US West coming together. I am worried about Ameritech going into the alarm business. I don't like NAFTA. I want it repealed in the next Congress. What about you? (Applause)

All these mergers got us more markets, but they got us cheaper wages. A lot of these people that are talking about the new market opening up are also looking at the wages that they can blow you away with because they, like Newt, hate the collective bargaining system that we fought for so hard in the U.S.

Join us. Let's create jobs. Let's keep our work inside the U.S. Let's retire Newt Gingrich and we will have a better America. Welcome to Detroit. Thank you very much.

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: While the Resolutions and Rules Committee is coming to the platform, I want to let you know that Resolutions 58A-96-2 and 58A-96-1 are prepared and will be reported by the Resolutions and Rules Committee today if time permits. Our normal procedure calls for us to report on resolutions in numerical order. In order to accommodate our schedule of events, sometimes it is necessary to rearrange the order in which the resolutions are reported out.

Let me introduce the committee to you. Marcia Jollensten, Vice President, Local 2323; Rhonda Taylor, EVP, Local 3902; Linda Armbruster, Vice President, Local 7777; Nadine Cox, President, Local 9408; Suzye Gardner-Marino, President, Local 14629; Victoria Kintzer, Executive Secretary-Treasurer, Local 13500 who will serve as the committee chair. The Chair is recognized.

DELEGATE VICTORIA KINTZER (Chair, Resolutions and Rules Committee): Thank you, Mr. President. The report of the Resolutions and Rules Committee to the 58th Annual Convention:

The Resolutions and Rules Committee met in the City of Detroit, Michigan beginning on June 5, 1996, for the purpose of reviewing and considering any proposed amendments to the permanent rules governing the conduct of CWA Conventions which can be found printed in your CWA Constitution beginning on page 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 a union's convention. Therefore, the Resolutions and Rules Committee of the 58th Annual CWA Convention recommends no

changes be made in the permanent rules.

The Hours of Convention: Rule 6 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 58th Annual CWA Convention shall be as follows: On Monday, June 10, 1996 the convention shall be called to order at 8:30 a.m. The convention will recess from noon to 1:30 p.m. and shall be recessed subject to the call of the Chair, but not later than 5 p.m.

On Tuesday, June 11, 1996 the convention shall convene at noon and shall recess from 3:15 to 3:45 p.m. and shall be recessed subject to the call of the Chair, but no later than 5 p.m.

On Wednesday, June 12, 1996 the convention shall convene at 9 a.m. and shall recess from noon to 1:30 p.m. and will continue until all business has been conducted.

Respectfully submitted the Resolutions and Rules Committee.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor. All those in favor indicate by raising their hands. Down hands. Opposed by like sign. It is adopted. Thank you very much.

Would the Finance Committee come to the platform, please.

I have to blow Gerald's bubble because I have been advised that in 1986 Delegate Blondell was the first African-American to act as the Temporary Chair, so Gerald will have to be satisfied to be the first African-American male. (Applause)

The parliamentarian just advised me that the maker of the motion with regard to Local 1032 sometime after the convention disposed of the motion called in and asked for a division of the house. He was told that it was out of order because other business had already been transacted. So to be sure our record is clear, I put it before the Convention. If you agree with the decision of the parliamentarian, which now is the decision of the Chair, indicate by raising your hand. Down hands. Opposed by like sign. The Chair is upheld.

The members of the Finance Committee are Tami Drollinger, President, Local 4371; Earline Jones, President, Local 6377; Bob Iverson, President, Local 7805; Bob Petersen, Local 14200; and Chair of the Committee and Barbara Easterling, Secretary-Treasurer.

The Chair recognizes Chair Bob Petersen.

DELEGATE BOB PETERSEN (Chair, Finance Committee): Thank you, Mr. Chairman.

Brothers and sisters, the Committee has prepared its report and submitted it for all delegates. We have also prepared this morning a one-page Supplemental Report because, as you can see, because we made a couple of typographical errors-- those from the printing sector will appreciate that. I wanted to explain those figures first before we take action on the report, Mr. Chairman.

PRESIDENT BAHR: The Chair recognizes Microphone No. 1. Delegate

Sachse.

DELEGATE WILLIAM H. SACHSE, SR. (Local 14200): Mr. Chairman, I would like to make a motion that since the report of the Finance Committee has been distributed to all members and delegates, and since it is always 20 pages in length, I move we dispense with the reading of the report.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded on the floor. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The motion is carried.

. . . The Finance Committee report was presented to the Stenographer for inclusion in these Proceedings as Appendix A . . .

PRESIDENT BAHR: The Chair recognizes the Committee for further comments.

CHAIR PETERSEN: Thank you, Mr. Chairman. The corrections that we wanted to indicate to you were on the Supplemental Report where several of you have asked me questions this morning about them. In one case, where we show the General Fund balance as of March 31, 1996, the one you got this morning is the corrected figure. We failed to deduct the liabilities when we picked up the figure on the first report, so I hope that explains it. We had the assets and the liabilities. This is the actual balance of March 31, 1996.

In the case of the Members Relief Fund, we reported out the projected figure of \$104,915,816. That was a projected figure as of March 31. We have the net assets on hand as of April 30 of \$103,823,671. Those are the corrections I wanted to mention.

Mr. Chairman, I therefore move adoption of the report of the Finance Committee with the corrections.

PRESIDENT BAHR: You heard the motion. It's been seconded.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: On microphone No. 5, Delegate Gardner.

DELEGATE BARRY R. GARDNER (Local 6016): Thank you, President Bahr. I have a question for the Committee. On the previous report there was \$2,000,000.00 reported used from the Members Relief Fund. Specifically what was the money used for?

CHAIR PETERSEN: Are you talking about the Finance Committee report or the Members Relief Fund Committee Report?

DELEGATE GARDNER: Well, I believe it's a quarterly report that the National sends out and it had indicated that two million plus dollars were used and it was in conjunction with the plant fund.

CHAIR PETERSEN: Yes, there was a \$2,000,000.00 advance to purchase the building that was used from the plant fund. That has since been incorporated into the mortgage of a total of \$23,000,000, as I understand from the documents, and that was the purpose of it for the purchase of the headquarters building.

PRESIDENT BAHR: You're entitled to a second question.

DELEGATE GARDNER: My second question then is will the practice of the authority to use monies from the Members Relief Fund continue into the

future?

PRESIDENT BAHR: The convention authorized the purchase of the building with the mortgage as we talked about with the agreement of the Defense Fund Oversight Committee, so I can't answer that because I don't know what the circumstances will be.

No one else seems to want to be heard. All those in favor of accepting the Finance Committee's report indicate by raising your right hand. Down hands. The motion is adopted.

Please join me in thanking the Finance Committee for a good piece of work. (Applause)

Would the Resolutions Committee come back to the platform, please? The Chair recognizes the Chair of the Resolutions Committee.

DELEGATE VICKI KINTZER (Local 13500, Chair, Resolutions Committee): Thank you, Mr. President. The Chair would like to recognize Suzye Gardner-Marino.

DELEGATE SUZYE GARDNER-MARINO (Local 14629): If the delegates would please turn to page 5 of the Resolutions Committee Report, I will read Resolution 58A-96-5, "Corporate Greed - CEO Pay."

CORPORATE GREED - CEO PAY

In 1995, workers in the U.S. faced massive job loss, actual and threatened wage and benefit freezes or cuts, and a level of economic insecurity unprecedented in recent years. At the same time, companies rewarded their top executives with lavish salary packages and truly awesome grants of stock and stock options.

Salaries and bonuses for CEOs at the largest 350 U.S. companies jumped 10.4% from 1994 levels. The median compensation for CEOs at about thirty of the largest companies including profits from stock options granted in previous years was almost two million dollars, or 212 times what the average worker made in 1995. A minimum wage worker would have to work for 419 years to equal the average CEO's pay for one year. Even at a good union wage of \$40,000, it would take a working lifetime of 50 years for a worker to match the average CEO's annual pay.

Even these astronomical numbers don't tell the whole story, because CEOs generally receive extremely generous pension and benefit packages as well as tens of thousands of dollars worth of "extras," such as use of company cars and airplanes, club memberships, tax reimbursement, contributions to savings plans, and financial planning services for the investment of their fortunes.

The gap between executives and workers will only increase in future years, because companies are giving their CEOs bigger and bigger grants of stock options which the CEOs will be able to cash in for millions, or in some cases, tens or hundreds of millions-of dollars. Bell Atlantic, CEO Ray Smith, helped start this trend when he received almost a million stock options in 1994, which then had a potential realizable value of \$82 million, and an additional \$12.6 million worth in 1995. Other companies have followed suit in 1995, granting their CEOs options potentially worth \$12.7 million at Gannett, \$12.9 million at Times Mirror, \$13.5 million at GTE, \$32.6 million at GE (owner of NBC), and \$36.7 million at TCI.

* The AT&T compensation committee not only awarded CEO Bob Allen a

breathtaking pay package-- \$4.5 million in cash plus options potentially worth more than \$84 million-- in a year in which he threw 40,000 employees out into the street and was what one compensation expert called "a relentlessly average performer," but also decided to unlink pay and performance for the next several years. The committee claims that setting long-term financial targets during the restructuring is too difficult, and thus, it has simply decided that executives will receive the full performance bonuses for the 1994-96 and 1995-97 performance periods, no matter what happens to the company.

* At Knight-Ridder, the compensation committee found a way to substantially insulate executive bonuses linked to poor company finances from the massive losses the company has sustained from the Detroit strike. Because the committee concluded that "the objectives of management in dealing with the strike were in the long-term interests of the Company and its shareholders," executives suffered only a partial reduction in their bonuses. Despite his role in fomenting and prolonging the strike, CEO Anthony Ridder still received a \$200,000 bonus and options potentially worth \$3.6 million.

* Frontier is cutting its workers' pension plan at the same time that it has awarded outstanding option grants to its top executives, if cashed in today, worth more than \$120 million.

The excesses of CEO compensation have fueled a growing movement among shareholders to hold companies in check. Shareholder resolutions limiting the size of pay packages and stock option grants and imposing stricter performance criteria were placed on an increasing number of ballots in 1995. While these resolutions reflect a welcome trend of shareholder demands for corporate accountability, they ultimately stem from narrow definitions of performance and value which consider only the bottom line for Wall Street investors. The tide is turning, however, and shareholders and the general public are joining with union members to condemn both "greed layoffs" and the growing gulf between executive and worker pay. Resolutions capping CEO pay at some multiple, for example, 75 times of an average hourly worker's pay (known as "pay-multiple" resolutions) won increasing support among shareholders.

It's time for a new vision of corporate accountability, one that embraces the interests of all of a company's stakeholders: workers, managers, stockholders, customers, and neighbors. Transforming the U.S. corporate economy from one that focuses only on profits, not people, to one that promotes economic and social values for Main Street is a daunting but vital and realizable goal. One step in that process will be to change the system by which companies reward millionaire executives with more millions regardless of the fate of workers.

The attached table shows what CEOs at some of the top telecom, newspaper, broadcast, and cable companies took home in 1995.

RESOLVED: The Communications Workers of America believe that CEO pay levels at many U.S. companies have reached proportions completely out of line with any notion of fairness for shareholders or workers.

RESOLVED: CWA will raise the issue of skyrocketing CEO pay in appropriate public forums, such as shareholders' meetings and the media. Further, CWA will support resolutions to tie CEO pay more closely to long-term shareholder value and workers' interests and continue its participation in the Council of Institutional Investors, a group of 100 institutional investors and others committed to corporate good governance.

RESOLVED: The 58th Annual Convention encourages all CWA members

to look closely at their personal and institutional investments, support shareholder good governance and pay-multiple resolutions, and use their proxy votes aggressively to curb the excesses of corporate boards.

Company	CEO	Total Direct Compensation	Potential Realizable Value of Stock Options ¹
---------	-----	---------------------------	--

Telecommunications

Alltel	J. Ford	\$ 1,469,375	\$ -
AT&T	R. Allen	\$ 4,532,796	\$ 84,497,436
Ameritech	R. Notebaert	\$ 2,258,648	\$ 8,928,942
Bell Atlantic	R. Smith	\$ 2,105,300	\$ 12,608,697
BellSouth	J. Clendenin	\$ 3,987,500	\$ 31,098,173
Frontier	R. Bittner	\$ 1,457,850	\$ 20,848,144
GTE	C. Lee	\$ 3,648,600	\$ 13,529,264
MCI	B. Roberts	\$ 2,190,000	\$ 4,392,753
NYNEX	I. Seidenberg	\$ 1,773,280	\$ 6,119,978
Pacific Telesis	P. Quigley	\$ 1,611,924	\$ -
SBC	E. Whitacre	\$ 4,525,090	\$ 16,529,169
Sprint	W. Esrey	\$ 2,246,842	\$ 11,182,096
U S West	R. McCormick	\$ 3,293,292	\$ 6,972,623
Average		\$ 2,700,038	\$ 16,669,790

Newspaper

Gannett	J. Curley	\$ 1,650,000	\$ 12,749,940
Knight-Ridder	A. Ridder	\$ 797,996	\$ 3,611,819
New York Times Co.	A. Sulzberger	\$ 1,575,420	\$ 741,300
Times Mirror ²	M. Wiles	\$ 2,401,491	\$ 12,873,104
Washington Post Co.	D. Graham	\$ 983,892	\$ -
Average		\$ 1,481,760	\$ 5,995,233

Broadcast

Disney (ABC)	M. Eisner	\$ 14,771,200	\$ -
General Electric (NBC)	J. Welch	\$ 16,675,000	\$ 32,576,098
Average		\$ 15,723,100	\$ 16,288,048

Cable

Century ³	L. Tow	\$ 2,242,236	\$ -
TCI	J. Malone	\$ 850,000	\$ 36,656,077
Time Warner	G. Levin	\$ 5,050,000	\$ -
Average		\$ 2,714,079	\$ 12,218,692

I move adoption of Resolution 58A-96-5, "Corporate Greed - CEO Pay."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. Seconded from the floor.

Microphone No. 3, Delegate Fox.

DELEGATE DOUG FOX (Local 9588): Brothers and sisters, I rise to support this resolution.

Corporate America must begin to listen to what Americans are saying about executive greed. Clearly, when these companies say they are in a partnership with American workers, they really are paying only lip service. They cannot and should not be allowed to get away with rewarding themselves while leaving us crumbs.

I know executives, at companies like GTE, AT&T and the Bell operating companies, that earn millions of dollars in salaries, not including lucrative millions from stock options and other executive payments. This means that these people are earning thousands of dollars an hour while they go to Capitol Hill and ask that workers' minimum wages be frozen at less than five dollars.

We are right in fighting this fight. I fully support CWA activities at shareholders meetings, and I have since 1986. And anything else we can do to draw public attention to this issue we should do.

If corporate executives want us to work with them in helping to make them more profitable, they must learn to keep less for themselves and give to us our fair share. Give to us our fair share. Give to us our fair share.
(Applause)

PRESIDENT BAHR: Some delegates are reporting they do not have copies of the resolutions. Those who do not, come to the side of the platform to my right. You will be able to pick up a copy.

Microphone 3, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): Fellow delegates, it is nice once in a while to be ahead of our time.

This is an issue we have been raising for a while. In 1989 hundreds of AT&T workers walked through the streets of Short Hills, New Jersey, one of the richest communities in New Jersey, to lay a coffin at the door of AT&T CEO Bob Allen. Our response to the criticism that we were making this issue personal was that it was personal when you lay us off, hurt our families, take money from our communities. It is very personal, and we will take our issues from our homes to the homes of the rich and privileged, who can destroy our lives with the wave of a pen.

Suddenly this issue is becoming very popular in the press. Headlines drew the obvious conclusions when AT&T announced 40,000 layoffs and Bob Allen got a raise. The press and the politicians finally jumped on the bandwagon.

As those of you who know me are aware, I am not a big Bob Allen supporter. My office looks like some kind of anti-Bob Allen shrine. On the other hand, he ended up a scapegoat for something that has gone on for years in Corporate America.

Look at some of these other guys. Eisner at Disney made almost \$.15 million. That is almost \$150 a minute. That means they spend almost \$500 every time he goes to the bathroom during the working day.

The CEO for G.E. makes \$16.6 million. Bob Allen makes \$4.5 million. What do these guys do with the money? This is obscene. We cannot survive in a country with this kind of disparity.

We cannot get fair wages and benefits for our members when management salaries eat up money that could be reinvested in things that give us jobs. We cannot allow a mentality that complains about worker loyalty when these companies justify these management wages by saying they cannot keep these talented executives unless they pay them these exorbitant salaries. It is ridiculous.

Are other companies beating down the door to hire Bob Allen to offer him a job? I don't think so.

We have to use the current attention to these issues to focus the issue between corporate salaries and the standard of living of real people.

We have to raise it in the legislatures. We have to raise it in the press. We have to raise it at stockholders meetings. We have to raise it at the bargaining table, and, if necessary, we have to raise it at the homes of the CEOs.

Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Biondo.

DELEGATE RITA BIONDO (Local 16100): Thank you, President Bahr.

Fellow delegates, I rise in support of this resolution. I have attended stockholders meetings at Nynex and AT&T for the past several years, and I have read the financial reports and the annual reports, and I have been amazed at the increases in the salaries of the CEOs along with the perks from year to year, and I have protested every year.

They have increased their salaries by so much, it is almost unbelievable, and I believe it is criminal. I have gone on the mike at these stockholders meetings and have asked for an increase in the pensions of the retirees, and I have been told that we are getting enough.

Now, these boards of directors and CEOs, if they even serve for five years on a board of directors, they will retire with whatever they receive as a yearly compensation, sometimes for only attending two meetings a year, and it could be \$55,000, \$65,000 a year, and they retire with that as a pension.

Boards of directors vote on the salaries of the CEOs and their own salaries, and they are out for their own interests.

I rise in protest, that it is absolutely criminal that these CEOs can continue to raise their salaries without any regard for the people they work for, for the shareholders, and for the retirees.

I have heard some of the shareholders at AT&T complain about Bob Allen getting this huge increase when he couldn't have done a very good job with AT&T, because they had to split up into three companies. How could he get a good compensation for doing so bad a job in that company?

I think we have to be more cognizant of what goes on in these companies, and I am only speaking of these two, but I know it goes on in all the companies.

I think the shareholders are becoming unhappy with it. I know the public is. I know Allen is not even going to be CEO because there is so much public outcry about the huge increases he just received. The new CEO, however, has only five years of experience in AT&T, and he is not going to have any sympathy for the workers or the retirees, and this is what is happening in Corporate America today.

Thank you very much.

PRESIDENT BAHR: On Mike 3, Delegate Gorman.

DELEGATE PATRICK GORMAN (Local 4700): President Bahr and delegates, I rise to speak in favor of this resolution.

I think now is the time for a new era of givebacks to take place. Those givebacks need to take place at the corporate level. The CEOs, the shareholders who have raped the employees, the members, by taking those unusually high amounts of compensation need to cease. I think today, with

this resolution, we will take a step forward, hopefully, to encourage the end of that practice.

Thank you.

PRESIDENT BAHR: On Microphone 1, Delegate Lealos.

DELEGATE LYNN LEALOS (Local 6132): I call for the question.

PRESIDENT BAHR: The motion is made to cease debate. Seconded from the floor. It is not debatable. It requires a two-thirds vote.

All in favor of closing debate raise your hand. Down hands. Opposed by like sign. The motion is adopted unanimously.

. . . The following remarks were submitted to the stenographer for inclusion in these Proceedings, as follows:

DELEGATE CHARLIE MURPHY (Local 1058): Good morning. President Bahr, brothers and sisters, my local represents the greediest of them all--AT&T.

Brothers and sisters, the apostles of corporate greed must be stopped, and that money channeled into healthcare, child/elder care, retiree pensions, et cetera.

Each day, each of my members generates \$200,000 in revenue for this company, and Bob Allen earns 190 times the highest wage in the lowest title I represent. And I am sure it is the same in all companies, only the figures are different.

In New Jersey, we have taken the first step to halting corporate greed. Several weeks ago, the Jobs Destruction Penalty Act was introduced in our Assembly. In short, this legislation would give permanently laid-off workers financial relief by requiring companies to pay the workers two weeks severance pay for each year of service. It would also require companies to pay to the communities where our members live \$4,000 per laid-off worker.

Needless to say, this bill has not been met with open arms. In fact, New Jersey Business & Industry called this bill the worst piece of legislation to be introduced into the Assembly in years.

Finally, corporate greed must stop. The erosion of jobs must come to an end, and CEOs' salaries must be decided by shareholders and workers-- not by biased boards of directors.

Thank you . . .

PRESIDENT BAHR: On the resolution, "Corporate Greed - CEO Pay," Resolution 58A-96-5, all those in favor indicate by raising your hand. Down hands. Opposed by like sign. It, too, was adopted unanimously.

Microphone No. 1. Delegate Paige.

DELEGATE LARRY PAIGE (Local 3402): I stand before you to make the motion that only the resolves be read. (Applause)

PRESIDENT BAHR: Before we vote on that, I would ask for just one modification. We would, when the First Lady is sitting up here, like to have the entire resolution of the endorsement of President and Vice President be read so she can hear it.

DELEGATE PAIGE: I so move.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: With that amendment, there is a second from the floor. All in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the committee.

CHAIR KINTZER: Thank you, Mr. President.

The Chair would like to recognize Nadine Cox.

DELEGATE NADINE COX (Local 9408): If the delegates would please turn to page 8 of the Resolutions Committee report, I will read the resolveds of the resolution entitled Resolution 58A-96-6, "Workers in Today's Economy."

WORKERS IN TODAY'S ECONOMY

Corporate profits are soaring. The stock markets are booming. Productivity is increasing. These vital statistics indicate a healthy U.S. economy, but only a few of us are enjoying the prosperity. The vigorous free-market serves to enrich only a few-- corporations, wealthy families and stockholders.

The United States is now the most unequal industrialized country in terms of wealth. The richest one percent of households control almost 40% of all the wealth (assets less debt). The top 20% have amassed 85% of the nation's wealth. The rest of us, 80% of us, share the remaining 15%.

Real average weekly wages of workers have declined 12% since 1980. To counteract the effects of reduced wages, more family members are working and they are working more hours, about 1,950 annually, more than in any other industrial country. Manufacturing workers are putting in about 140 more hours a year than they did 20 years ago. By working more for less, families were able to sustain their income levels between 1979 and 1994. Median family income dropped only slightly from \$39,227 to \$38,782.

Many of us in CWA may not feel the effect of this wage roll-back or stagnation directly. Most of our bargaining units have succeeded in winning wage increases that meet or exceed the rise in living costs. But if we are among the lucky ones, then we are also very close to many who are not so lucky. Our children are earning less today, accounting for inflation, than young workers were earning twenty years ago. And in spite of healthy profits, employers with whom we negotiate continue to assault us with fierce demands for labor cost reductions in the form of wage freezes, health benefit cuts, defined contribution pensions, longer work schedules and reduced staffing levels.

A number of factors contribute to the imbalance in the economy:

* Over the past two decades, almost two out of every five new jobs were created in the low-wage service sector. At the same time, high-paying jobs, like those in manufacturing, mining and construction, have decreased by 12%. Average hourly wages in the service sector are about 30% lower than in the manufacturing sector.

* Entry level wages at most jobs have dropped since 1973. High school graduates today can expect to earn about \$6.40 per hour and college graduates can expect to earn about \$11.33. In 1973 young people with those educational backgrounds earned about \$8.56 and \$12.18 respectively. Temporary jobs and part-time work are the fastest growing category of employment. Between 1970 and 1990 all employment increased by 54%.

Involuntary part-time work (in which workers really want full-time jobs) surged 121 % and temporary jobs skyrocketed 211 %. A recent survey of 93 major multinational companies found that about a fifth of them have temporary workers equal in number to about 10% of their regular workforce and they expect that level to increase.

* Employer resistance has reduced the percentage of the workforce that is unionized to an all time low of about 15%. In the service sector where the major job growth is occurring, the rate of unionization is only 6%. Overall, union workers earn about 35% more than non-union workers.

* Workers are shouldering greater financial risks today for their retirement and their health care. The proportion of workers with retirement security has been steadily declining since the 1960s when 84% of full-time private sector workers had guaranteed defined-benefit pensions to only 59% today. The percentage of workers protected by health insurance coverage has also been shrinking. Today only 83% of private sector workers in medium and large firms have coverage, compared to 97% at the beginning of the 1980s. With more and more of our wages devoted to funding for retirement and health coverage, take home pay shrinks.

In the past, economic prosperity was shared by corporations and business with workers. Public policy reflected the understanding that all must prosper if the society as a whole is to thrive. The New Deal assured the rising tide would lift all boats. Wage and hour laws established a floor which protected workers against exploitation and provided a platform to share in the nation's affluence. Corporate compensation policies once recognized the importance of rewarding workers fairly for their work so that they would create the mass consumer markets necessary for service and goods-producing enterprises to flourish.

Today what remains of that social contract is under assault. How long will it be before corporate America figures out that it cannot continue to squeeze down workers' wages without reducing the resources of consumers? CWA must not wait for self-enlightenment on the part of corporate titans, governors or mayors. We must act now to halt the backward march of corporate America that is blocking workers from our fair share of the prosperity we created.

RESOLVED: CWA support policies which will raise family wages and expand the portability of benefits.

RESOLVED: CWA endorse proposals which tend to rebalance the distribution of wealth.

RESOLVED: CWA work with Jobs with Justice to build new coalitions dedicated to revitalizing the social contract by working on issues that have direct bearing on workers' wages, benefits and working conditions, including minimum wage initiatives, and efforts to persuade employers to practice corporate responsibility for their employees and the communities they serve.

RESOLVED: CWA locals use the presentation "What's Happening to Workers in Today's Economy?" to begin to educate ourselves on these critical issues.

Mr. Chairman, I move the adoption of Resolution 58A-96-6, "Workers in Today's Economy."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. Seconded from the

floor.

On Microphone 3, Delegate Floyd.

DELEGATE CARLA FLOYD (Local 7901): I rise in support of this resolution.

Workers today are in a battle for our and our children's survival. The forces of big business and the right wing continue to make the rich richer and the working class poorer.

As wages, benefits, Medicare and Social Security are attacked, our dreams for our own and our children's futures are dying. It is time to fight back.

We must fight with our votes, with our time, with our money and with our feet. Let's educate our members, the public and our children about the attack on the workers of America. Let us join together with Jobs With Justice and other coalitions to raise the minimum wage and stop the attacks on benefits and wages, Social Security and Medicare.

Let us work together to elect local, state and federal legislators who will put the workers' agenda first and not those of big business. Please vote yes on Resolution 58A-96-6.

PRESIDENT BAHR: On Microphone 3, Delegate Kelly.

DELEGATE CATHY KELLY (Local 6171): Sisters and brothers, we as union members have fought for our benefits and wages against corporate giants whose philosophy has become one of greed and profits on the backs of working people. The wages we make today are earned by employees who are working longer hours due to downsizing, force adjustments and profits reengineering. Those words, in companies like GTE in the Southwest, are used to justify their demands on fewer workers to do more for less money, justifying the elimination of full-time jobs in one location, only to backfill that work in another location with part-time, temporary positions for less money and benefits.

When we went into bargaining last year GTE had over 90 proposals on the table to erode or eliminate our benefits. Many of my sisters and brothers here today are fighting that same battle. My employer seems to place very little value on employee loyalty, which they have totally destroyed, or employee safety, which they ignore, or employee benefits, which they seek to eliminate. Only our contracts and CWA keep them from replacing all of us with contractors, from paying substandard wages, and it keeps GTE from running unsafe work sweatshops with workers who must meet higher and higher productivity demands.

Also, that CEOs can continue to make wages three hundred times greater than that which we earn.

We must support this resolution. Each of us must take an active role in the struggle against corporate greed. Companies like GTE cannot continue to be allowed to line their pockets with the sweat and tears of employees who have given many years of hard work and dedication, only to be downsized.

The battle we fight within the unionized sector must be expanded to encompass all workers. We must continue to force our employers to recognize the value of working people who provide the profits that they enjoy and to share those profits with those who work so hard.

This resolution gives us one more opportunity to do that. Sisters and

brothers, please join me in supporting Resolution 6. Thank you. (Applause)

PRESIDENT BAHR: There are no delegates at any of the other mikes. In front of us is Resolution 58A-96-6, "Workers in Today's Economy."

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

While the photographer is getting ready to take the official convention picture, I want to recognize the Secretary-Treasurer for some messages and announcements.

SECRETARY-TREASURER BARBARA EASTERLING: Thank you, Morty.

A 35 millimeter camera was found on Saturday at the Westin Hotel. If you have lost that type of camera, you should contact room 6323 at that hotel.

The City Council in Saint Louis is once again collecting soap, shampoo, et cetera for the indigent women who reside at the Mary Ryder Home in Saint Louis. A box at the District 6 table will be in place Tuesday and Wednesday morning. So, if you want to bring those articles from your hotel room, they will take them and take them back to Saint Louis.

You had distributed this morning a copy of the Detroit Sunday-Journal. This is the newspaper produced by the real Detroit newspaper workers and a subscription form. Union members or anyone who is interested in subscribing can drop off that form at the Detroit striker's booth which is in the exhibition area on the second floor.

We have greetings from John Dingell of the U.S. House of Representatives.

"Dear Morty and Barbara:

"Once again, I am pleased to welcome the Communications Workers of America to Detroit, the site of your 58th Annual Convention. Our city and CWA have enjoyed many years of good relations.

"For the 41 years of my service in Congress, I have regarded CWA as one of the most forward-looking unions in the nation. You are part of the ever-growing and vital business of moving information: to promote commerce, to advance human knowledge, and to improve our society. I know most of my colleagues share this view of your union.

"CWA was born in the deeply troubled 1930's and has been tempered by years of growth and the greatest progress of technology in the world's history. I thank all of you for your support."

Signed, "Sincerely, John D. Dingell, Ranking Member of the Committee on Commerce of the United States House of Representatives."

We also have a letter from Kurt Van Haaren of the German Postal and Telephone Workers Union.

"Mr. President:

"To my sincere regret, I have to inform you and your colleagues that neither I nor anyone else of our Management Executive will be able to attend your convention on the coming weekend for the following grounds:

"For a lot of weeks, we have been bargaining to obtain wage increases for our membership. So far, the employers have not yet made any concession but offered a 'zero rate.' Additionally, they want to radically cut down social

achievements and intend to extend again weekly working hours without payment.

“These intentions are being fought very heavily. As you can learn from the attached news releases, the DPG together with other public service unions tried to attack the employers’ proposals with extended warning strikes.

“However, we trust that we will watch and evaluate the problems resulting from globalization of telecommunications industries with a cooperation in friendship and solidarity and finally solve them through common activities.

“On behalf of the Central Executive of the DPG, I wish you, dear Morton, as well as your union membership a successful convention, fruitful conclusions, and election results that meet your desires.”

Signed Kurt Van Haaren.

From the Building and Construction Trades Department:

“Dear President Bahr:

“On behalf of our 15 affiliated national and international unions and the four million men and women of the construction trades they represent, we send you our heartiest greetings and best wishes for a successful convention.

“At this time when millions of American workers continue to face frozen incomes and job insecurity, when greedy corporations continue to downsize to boost profits, and when conservatives in Congress continue to attack labor, it is imperative that we unite in solidarity to defend workers’ rights and improve the quality of life of working men and women.

“Our Department stands firmly with the CWA as you mount your ambitious political efforts, ‘Victory ‘96, The Future is Now,’ to reelect the President and reclaim the House of Representatives from the radical right.

“Sincerely and fraternally, Robert A. Georgine, President, and Paschal McGuinness, Secretary-Treasurer of the Building and Construction Trades Department of the AFL-CIO.”

Now, if you are ready, the official photograph will be taken.

While you are positioning yourselves for the photograph, let me remind you that when we conclude with the photograph, you must leave the hall very quickly, because the hall will be swept by the Secret Service. No one will be admitted until that is completed.

On your table, you have a brochure called “America Needs a Raise.” It’s a survey. Please complete that survey and turn it in to any of the Sergeants-at-Arms.

We are ready now to take the official photograph.

PRESIDENT BAHR: Everybody who is sitting in the smoking section, please move to your original seats.

PRESIDENT BAHR: Let me just remind you, if you leave your material on the table, it will not have to be checked on the way in. Whatever you take out is going to have to be checked when you come back and it will only delay the proceeding. We recommend anything you don’t need for lunch, just leave it on the table.

We stand in recess until 1:30.

. . . The official photograph was taken . . .

. . . The Convention recessed at 12:06 p.m. .

MONDAY AFTERNOON SESSION

June 10, 1996

The Convention reconvened at 1:31 p.m., President Bahr presiding.

PRESIDENT BAHR: The Convention will come to order.

I know there is a jam-up out in the lobby, but would you please take your seats. We will proceed. Try and take your seats as quietly as possible.

Before we hear from the men and women who are on the front lines of the efforts to build our Union, I would like to acknowledge the exceptional record of this Executive Board in building our Union, particularly two Vice Presidents, who are not running for reelection-- Gene Russo and Vic Crawley-- who have continued to work on organizing in dramatic ways in their last few weeks in office.

Gene Russo is leading our efforts to organize major units in public safety, police, correction and probation officers in Florida and Georgia. A representation election will soon be scheduled for late summer, in which 18,000 Florida state corrections and probation officers will be voting on whether or not to be represented by our new CWA affiliates there. Leaders from Local 6911, our largest public safety affiliate, have also played a major role in this effort. Hopefully, at next year's convention, Gene will be here with us to celebrate a huge victory in Florida.

And Vic Crawley, whom I will now introduce to say a few words, has chaired our Executive Board's Organizing Committee while leading District 6. Vic has helped his colleagues on the Board increase their own role in organizing and building their district's program. He has always been here for his Union and continues to live the CWA triangle of representation, organizing and political action, every day of his life.

It is an honor to present to you the retiring Vice President of District 6, Vic Crawley.

. . . The delegates arose and applauded . . .

VICE PRESIDENT VIC CRAWLEY (District 6, Chair, Executive Board Organizing Committee): Thank you very much. Thank you.

I have been actively involved in CWA organizing for nearly 35 years. I have shared the excitement of workers from Telephone, State Government, Cable, Manufacturing and Cellular as we work together to build our union. I have experienced the joy of winning representation elections as well as the agony of defeat.

But today, on my last day as a Vice President and as Chair of the Executive Board's Organizing Committee, I want to leave you with two thoughts. First, Telephone, our core industry, is emerging into an information industry with hundreds of new employers, therefore, we need to put much of our best effort and significant resources at the national and local levels into organizing.

Second, we must do better at working for and when necessary, fighting for, real organizing rights when we bargain new contracts with our existing

employers.

Organizing does not need to be our only or even number one priority. But we do need the best, most talented, and most energetic among us to devote significant periods of our lives to growing our union and building our movement. Let's eliminate the empty rhetoric about organizing as the number one priority, but at the same time, make a real organizing program in most locals with talented, local organizers a reality. Organizing is the most difficult work we do, and the rest of us must rally behind our organizers, support them with the necessary resources, and at the same time provide the best service possible to our present membership.

All of our employers, including the largest ones, believe that we will not hold to our union values when it comes to obtaining our demands on neutrality and bargaining rights for the unorganized. While in our industry we may be well intentioned when we focus on wages and benefits for our present membership, but we must fight equally hard to have the right to represent the unorganized within these companies.

We must fight at the bargaining table, we must fight in the Halls of Congress, and we must fight to organize in our industry to maintain a tough and growing union to protect the standard of living for our membership in future.

Of our many accomplishments in District 6 during my tenure as Vice President, I am most proud of our leading role in organizing cellular telephone workers. The local leadership and staff of District 6 are sending a message loud and clear to all of us, now and in the future. Fighting for organizing rights at the bargaining table can produce results and if we do not do it, the employers will take our union from us.

It is an honor for me to introduce my personal close friend, our energetic organizing coordinator, Larry Cohen, along with our front-line workers and our local unions who are supporting our front-line workers, to tell us about their inspiring efforts to build our union under the toughest conditions in decades. Larry. (Applause and cheers)

ORGANIZING DIRECTOR LARRY COHEN: Thank you very much.

Now we will hear from the frontline workers from three corners of the information industry: cable TV, AT&T Universal Card, and passenger service reps at USAir, seemingly different, but all integrated with information technology.

Our cable members might have the toughest job in the CWA. For many of them, they are reliving now the conditions that Morty described in his own early work life at ITT 40 years ago, working under attack without a union, then organizing, fighting for a first contract, then building the union while management tries to initiate Recertification every day.

We are fighting back by building a network of cable workers, some of whom are with us today and some of whom from Detroit have stopped work and taken a lunch break to join us today. Join with me in welcoming your cable leaders, actual workers from the frontline as they march to the podium.

. . . The delegates arose and applauded at length as the band played "I'll Be There," and the group marched towards and onto the stage while everyone chanted "CWA" . . .

LARRY COHEN: I hope John Malone is listening. He is the head of TCI for those of us who are not involved in this industry.

Frank Scola, Local 4100, represents the best tradition in your union organizing representation, community and political action. Their support for Detroit cable workers has been a total commitment and the result has been amazing-- a good first contract, a strong unit. Now cable workers are involved in every aspect of the local as active leaders, stewards, and on the executive board. I welcome and present to you Local 4100 President, Frank Scola.

FRANK SCOLA (Local 4100): Thank you, Larry. Thank you, Brothers and Sisters.

I first met Shannon Kirkland when he came to my local in January of 1994. He was with a group of guys from a company then known as Barden Cablevision, which has been bought by Comcast TV here in the Detroit area. They said they wanted a union. They had already been through two other organizing drives and although they had lost, they weren't giving up the fight. Since then, I have had the privilege of working closely with Shannon as he joined with his co-workers to bring union representation to his work place.

From the earliest days of the organizing drive, Shannon was identified by management as one of the leaders and has suffered their surveillance and their close attention, and even so, that's true today as we stand here.

In the face of this constant pressure from the company, Shannon has shown his character and his commitment to his fellow workers. He has served with me on the bargaining committee. He has been elected to the executive board of the CWA Local 4100, and he is the chief union leader at Comcast Cable. He has helped develop a whole cadre of new leaders at Comcast. He is working on organizing the remaining technical and customer service representatives at Comcast. He is teaching the company how to honor the contract that they have signed with CWA. (Applause)

I am very proud to present to this convention my friend, my colleague, my fellow true unionist, Shannon Kirkland.

SHANNON KIRKLAND: I'm Shannon Kirkland and I'm a field engineer at Comcast Cable here in Detroit. I'm married and I have five daughters. I work hard and want to be treated with respect and dignity. I stand here today with cable workers from across the country. As a cable worker, I believe we need a voice and I believe that voice must be the CWA. (Applause) That is why I am here today to celebrate the union with my brothers and sisters in CWA.

The struggle to get the union at Comcast was the equivalent of boot camp training in a war in which we are not set upon. It has been a David vs. Goliath type of struggle. In the cable industry you have to fight every day if you want to keep the union. Let me give you an example. Back in early May, our chief steward at Comcast, Kevin Roberts, was working a call when he was handed a leaflet that was critical of Comcast service. After reading it, Kevin felt that he should take it back to management so they could see how the subscribers felt. When he tried to give this newspaper to the supervisor at the end of his shift, she just told him don't pass it out on company time.

But the next morning, Kevin was confronted by the regional general manager. He was told that he was in trouble and that he needed to stay away from his truck. Kevin immediately paged me and I joined him at the Comcast office.

The manager confronted Kevin and began interrogating him about his recent events. They then took us outside and began to search Kevin's truck. When they picked up his CWA pouch, I told them they could search that truck, but they doggone sure wasn't going to search what was in that pouch.

(Applause)

I then took the pouch out of the general manager's hands and he just went away. For a while there they conferred with each other and they came back and realized that Kevin had taken what was in the pouch and put it on the truck.

Management's response at that time was to suspend Kevin and 1. It was now clear that this war was not about the leaflets, it was about intimidating the union leadership at Comcast.

We have been trying to build a positive relationship at the company, but it was clear right now that it wasn't working. The local responded immediately. Frank Scola called an emergency unit meeting and all 100 members turned out. It was great. (Applause)

The solidarity that had brought us into the union in 1994 was now as strong as ever. We decided to work to rule and to let the company know we were strong and united.

We called OSHA and suggested that they check out Comcast. They came back the next day and gave the company nine citations that resulted in fines of over \$8,000. (Applause)

Kevin and I are now back to work. The grievances and board charges will eventually be won. More importantly, we understand that solidarity works for cable workers.

I would like to thank the CWA for the profound impact that you have had not just on my work life, but on my life in general in standing up for the rights of myself and my fellow workers. You helped me realize that we can make a difference. We can stand strong together, shoulder to shoulder, united in solidarity and level the playing field for all workers.

We are not powerless. We do have dignity and we will do whatever it takes to achieve justice for all cable workers. (Applause)

That, my friend, is our right. It is our destiny, and it is our dream. (Applause)

. . . Chants of "Seize every right" accompanied by stirring music as the delegation left the stage to rhythmic clapping by the delegates and slogans of solidarity . . .

BROTHER COHEN: For seven years we have stressed Wall-to-Wall as our number one organizing priority, organizing the unorganized at our existing employers, which not only grows our Union, but builds power, as Vic said, at the bargaining table.

At AT&T locals across the country they are mobilizing for organizing rights and union jobs as the company expands nonunion subsidiaries, like TransTech, Wireless, and World Net, while cutting union jobs.

Next we will hear from Gail Metcalf, President of Local 7704, and workers from AT&T Universal Card Service in Salt Lake City, Utah.

Local 7704 has become an organizing blizzard, with local organizers and UCS leaders filling the hall day and night. Utah has not been an easy place for any union to organize, but with the leadership and spirit of Local 7704, that is changing.

Gail Metcalf, President of Local 7704.

GAIL METCALF (Local 7704): My name is Gail Metcalf. I am president

of Local 7704 in Salt Lake City, Utah, a local that is learning a lot about organizing. We didn't know what we were in for when Mike Holt, a service rep at AT&T's Universal Card Service, called our local last December and said he and a group of people were interested in joining CWA, their union of choice.

When Mike called, we told him to come to the union hall and we would talk. He brought 16 people with him when he came that first evening. In the first few weeks we had weekly meetings with AT&T and Universal Card associates, there were thirty to forty people attending these local meetings at our union hall. The local was not ready for an 800 person organizing campaign, but they indicated they needed our help, they wanted our help, and we rose to the challenge.

These workers were looking for us to help them, and as we rose to the challenge to organize UCS, together we are learning about organizing, are learning about the importance of systematic one-on-one contact and building committees.

It is on the job training. In six months, through one-on-one contact, 350 people have signed a petition supporting CWA. (Applause)

We now have an organization at UCS and will continue to build and work towards collective bargaining. It has been a good experience for the people involved and for the local. We are looking forward to organizing more workers.

I would like to introduce to you two people who have been key to this campaign-- Mike Holt, who made the initial call and has worked tirelessly since then, and J.J. Jarmen, also a customer rep at UCS and a former US West Communications employee.

Both have made great personal sacrifices to keep this drive going. J.J. is taking a three-week leave of absence from her job at UCS to organize full time. Here are J.J. and Mike to tell us their story.

MIKE HOLT (AT&T WCS): Thank you for having us.

I made that first call to CWA after many discussions with my co-workers. Two members of my work team were former CWA members-- and that word doesn't seem to be a very popular one around here, with the TEAM Act-- one with 23 years experience. We all picked her brain about CWA and felt, when we looked at it objectively, the difference between working with and without a union contract was like night and day.

We got a copy of an AT&T and CWA contract. It confirmed what we felt.

Our buzz word, I guess you could call it, for "Union" is "CORE." At AT&T traditionally and, for the most part, it still is and will continue to be organized. We want to be core at AT&T. We want to be union. (Applause)

We asked management, "Why can't we have the same benefits, the same pay as the operators?" We wanted to keep our campaign focused. We wanted to look at one specific work group, because we are now taking the operators' jobs to a great extent. We are doing their work. We wanted the same compensation and the same pay.

Their response was, "You are not operators."

Our response is, "No, we are not union. That is why we don't have as good a pay, as good a benefit package as they do."

J.J. JARMEN (AT&T WCS): We are doing the same job as CWA representatives. We help customers with their credit card problems, but we

also do long distance billing through the cards. We give long distance rates. Eighty people were just hired at UCS to work on AT&T's new online service, World Net. We are set up to do customer service for their wireless business. Management keeps telling us we are in the financial industry, not telecommunications. We keep telling them we are customer reps. It is the work we are doing, not the industry. (Applause)

BROTHER MOLT: As I just said, AT&T has taken work that is being done by organized workers, CWA members, and is giving it to us. Remember earlier, when it was said, "You need to step out of your comfort zone. You might as well, because your jobs are?" You do need to step out and you do need to organize.

They pay us less. They provide fewer benefits. We don't get time and a half for Sunday work. We don't get a morning shift differential. Our average pay is less than an AT&T operator. It takes us ten to twelve years to reach our top wage. An AT&T operator, I am sure you know, in four years is there--guaranteed.

I have had six years with AT&T and I was one of two at the very top pay level, and after six years I am still \$100 a week away from the top pay scale, which is very similar to what an operator makes. It will take five more years to get there, if I learn to walk on water, which I have not yet done. (Laughter and applause)

SISTER JARMEN: As a former US West employee and CWA member, I know first hand the difference a union contract can make. I am used to a workplace where people treat each other with respect. We know if we have an organized voice in our workplace we can make that happen.

So, we are talking with our co-workers one-on-one. We are making house calls. We are making sure we talk to each and every co-worker to assess their support. Each week we write and produce a newsletter, and every Monday a group of us hand out the newsletter to our co-workers.

As Gail said, we have 350 people signed on a petition. We are building our committees. We found that where we have strong committees, we have strong support. The committee in the work-place acts as a buffer against management.

BROTHER MOLT: And we need a buffer. Management has launched a serious anti-union campaign. Each manager was given a copy of this book, Total Victory - The Complete Management Guide to a Successful NLRB Representation Election Campaign. The cable workers get a platoon of support, and I get to hold up the non-union book.

This is what we are up against, though. Management is following this book in earnest. They are trying to tell our co-workers that CWA is a third party, an organization that is intruding upon the relationship between AT&T and its employees.

SISTER JARMEN: They brought the top guns in. Vice President Jim Seizer flew in from Florida for a captive audience meeting. We were ready. Sitting in the front row were 150 people wearing "Union Yes" buttons, Seizer talked about dues and strikes. But we asked questions about issues--why is our pay different from core AT&T employees? How come we don't have access to the Alliance?

BROTHER MOLT: The meeting backfired. Our co-workers saw right through him. A lot of people signed the petition right after that meeting. And that's what we focus on with our co-workers-- the issues. And we've already

had some victories. When I started at UCS, they offered full-paid tuition. Then they took it away and we could only get reimbursed for work-related classes. Since the organizing drive has started, of course, this policy has changed. But this is also something else that I know everyone has right now.

SISTER JARMEN: This is the reason we are organizing. We want it in writing, AT&T. We want to be assured we can count on yearly raises and benefits that are not taken away when management decides they no longer need to offer them. We want a fair grievance procedure. This is why we are organizing.

BROTHER HOLT AND SISTER JARMEN (In unison): And this is why we will win at UCS.

. . . The delegates arose and applauded . . .

LARRY COHEN: And finally, our huge national effort to help organize service reps at USAir, who have the same technology as over 130,000 CWA members work with every day. This campaign began in San Diego with support from Local 9509. Wanting a union with a strong voice, just like the pilots have their union, like flight attendants and mechanics, service reps in San Diego contacted 9509. Local 9509 President Jim Sexton, and Vice President Mary Thomas were undaunted when they learned that the unit was covered by the Railway Labor Act and, therefore, had to be organized nationwide.

One year ago, Mary Thomas began the effort to build a strong group in San Diego, and then with help from national staff and our district organizing network, expanded support nationwide. It is now my pleasure to welcome Local 9509 Vice President Mary Thomas and workers from the struggle at USAir.

. . . The delegates arose and applauded . . .

MARY THOMAS (Local 9509): Hello. Yes, I am Mary Thomas, Vice President of Local 9509 in San Diego. A little over a year ago, I received a phone call that set in motion the largest organizing drive our union has seen in years.

I am here to tell you that one person and one phone call can make a difference. Yes, one person, one phone call, can make a difference.

In April of 1995 Josie Esposito, a USAir reservations service rep, called Local 9509 and said she and her co-workers wanted CWA. (Applause) They were interested in CWA because they knew already we represented customer service reps, professionals who did the same work as they did.

We met with Josie and a small group of USAir employees several times. As airline employees, they are used to traveling, and they know co-workers in cities across the country. Our small group from San Diego began to put together a list of the USAir people they knew in those other cities. This became our first contact list. With CWA district organizing coordinators in each city, they contacted them to see if they had any support. And indeed we got positive feedback.

In particular, we found great support at the Pittsburgh Airport, and Tim Yost was the first one on board. We knew that with time and with thousands of employees across the country, this would be a national organizing drive and it would take the whole union to get involved.

That is what happened. This is a terrific grassroots organizing drive led by USAir employees, with great support from the International, Districts and

Locals across the country. For the past year, we have been gaining support through one-on-one contacts and internal communications.

These two people I am going to introduce to you in a minute have been instrumental in this campaign. They have taken their vacation time to travel to other states and airports to talk to their co-workers. They are called upon to travel to other cities and other airports.

They are here to do the hard work of organizing. They want a union in their workplace and are willing to work hard to get it. There should be a sign on each table. Please hold it up.

I would like to ask each of you to give a warm CWA welcome to two people who have given an enormous amount of time and energy to this campaign, Josie Esposito and Tim Yost.

. . . The delegates arose and applauded . . .

JOSIE ESPOSITO: Good afternoon. I'm Josie Esposito from USAir's San Diego Reservations Center.

TIM YOST: I'm Tim Yost from the Pittsburgh International Airport, USAir's largest airport hub.

SISTER ESPOSITO: Thanks for that warm welcome. It is our pleasure to be here on behalf of nearly 10,000 customer service employees at USAir who are engaged in one of the largest organizing drives of the decade.

Collectively we work at 96 airports and 9 reservation centers serving nearly every major city and state in the U.S. Our jobs are like many of yours. USAir reservations agents work in call centers providing flight itineraries, schedule changes and special assistance needs, as well as the most important aspect of our job: selling USAir. Our co-workers in the airports are the passenger service agents who work at the gates and ticket counters. While they aren't plugged into a phone at a stationary position, passenger service agents do provide face-to-face customer service to thousands of passengers each day in airports across the country.

BROTHER YOST: Working at USAir used to be a good job. Then in 1992 things changed. Our first sign was the removal of the term "most valued asset" which had been used to describe customer service employees in our Personnel Policy guide.

I guess since we were no longer the company's "most valued asset" they could do with us what they wanted.

SISTER ESPOSITO: And they did. Management eliminated our pension plan, holiday pay and sick days.

Our vacation plan was substituted with a "paid days off" program which reduced the earned vacation time for each employee. Our other major benefits, like health and dental insurance, were also changed.

Our co-workers are casualties of station and reservation center closings. Many must now commute long distances to relocate to other cities in order to maintain their jobs.

Nearly 25 percent of our full-time brothers and sisters have been downgraded to part-time, many with ten years or more seniority. New employees are hired under the third tier pay plan and receive minimal benefits. It now takes 22 years of service to reach top pay. We are also facing the possibility of a merger with another airline-- a move that will lead to more job insecurity.

BROTHER YOST: So we made that call to CWA. As Mary said, our organizing campaign began in San Diego. Through the support and effort of the International, District and Local organizers, we have established a full-fledged national campaign which is issue- and employee-driven. We have strong national and local committees of USAir employees. We are focusing on one-on-one contact at our reservation centers and airports. Each week 10 activists share information on two national conference calls. Our most significant tool is our Employee Newsletter, which is written by USAir agents throughout the country. Articles and photos come in each week from workers who want to address job issues. Through their writing, they are asking the tough questions and providing ideas for solutions to the future of USAir and we are saying we want a voice in that future.

We asked CWA to work with us, to help us build a union of passenger service employees at USAir because 130,000 of your members do exactly the same type of work we do-- customer service. We wanted a professional, progressive union with a national scope. The support we have received in this campaign is testimony to the commitment CWA has to organizing, and to workers throughout the world.

We want to encourage every CWA brother and sister in every city, town and community to share the message of CWA, and welcome USAir employees into the greatest union in the country. (Applause)

Just before convention, President Bahr sent a letter to all Local Presidents about our campaign. It contained information about our issues and urged those traveling to talk with USAir employees. We join in President Bahr's request. On your way back home from convention, when you are at the airport, even if you are not traveling on USAir, take a few minutes and talk with USAir employees you see about CWA. (Applause)

SISTER ESPOSITO: On April 25, we filed with the National Mediation Board for an election. We are governed by the Railway Labor Act which requires each eligible worker to receive a mail-in ballot. Any ballot not returned counts as a "no" vote. If the National Mediation Board time line remains consistent, we should see our ballots in the mail the last week of July.

SISTER ESPOSITO AND BROTHER YOST (In unison): We ask you to join us in our struggle and share our victory this summer. Go CWA!

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

PRESIDENT BAHR: I have been active in the union for the last forty years. But, as they say, you never stop learning. Let's take a look at the CWA logo. It has been a symbol of our union since its inception. Yet, how many of us have ever noticed the chains around the shield. Well, in a discussion about organizing with the officers of Local 2336, they explained their interpretation of what these chains mean. They are the chains of solidarity that link all of us together. (Applause) Remember, this union was created from many small independent groups. Each link represents a unit of CWA.

Now more than ever its meaning is clear to us. And I tell you this anecdote for one reason, in a minute we are going to honor a group of locals who are at the forefront of keeping those links solid and adding more links to the CWA chain.

We have just heard dramatic stories from front-line workers, workers who are putting all their energy and a great deal of commitment to organizing their own workplaces. Well, we would not have these examples without the

commitment of CWA locals to organizing. In previous years, we have recognized those locals that have organized more than 100 workers.

As organizing has become more difficult, I thought this year we should recognize not just the locals who are winning, but the locals who are out there on the front lines with the workers, battling against a Corporate America that will stop at nothing to stop workers from organizing. In your registration packets, there is a list of Locals we want to recognize for their organizing efforts over the last year. Some of those listed won elections, others lost. But they all did the hard work it takes to build this union. This list will become a part of the official convention record.

CWA Local Union Organizing

The following Locals organized over the last year. The list includes Locals who won elections, lost elections, or filed representation petitions in the past year. In all cases, they did the hard work it takes to build our union. And for this, we want to give them special recognition. This list does not include current campaigns.

Local Employer

District 1

- 1023 Civic Development
- 1031 Rutgers University
 - Bloomfield Library
 - Elizabeth Library
- 1032 Borough of Keansburg, KMUA
- 1033 N.J. Judicial Professionals
- 1035 Hunterdon County Utilities Authority
 - Hunterdon County Jail
- 1040 Concepts for New Living Group Home
 - Rainbow Nursing Home
- 1044 Lutheran Nursing Home
- 1081 Passaic County Welfare
- 1090 City of Northfield, N.J.
- 1101 Holliswood Hospital
 - Power Communication Services, Inc.
- 1103 WCAT, Inc.
 - Bethel Teachers Aides
- 1104 Interworks Systems, Inc.
 - Long Island Center for Recovery
 - Celtic Communications
 - Hawk Telecom Consultants, Inc.

1105 Altronics
Ulster County Sheriffs Association

1109 Telenet Communications Inc.
SGA Cablecom

1120 Adexcomm Corp.
Hudson Valley Dist. Council Bricklayers

1168 Renal Care (Dialysis Center)
Sisters Hospital

1180 Health and Hospitals Corp.

14112 Bangor Daily News

District 2

2109 Biospherics

2277 Adelpia Cable

District 3

3106 AT&T Transtech (Jacksonville)

3061 AT&T Guilford Center

3179 Safety Harbor

3181 Village of Tequesta
Palm Beach County Health Care District

3218 Summit Cable
AT&T Fitel
World Tech. Systems

3220 City of Savannah

3310 Alltel (Kentucky)

3695 Teamsters Local 71 (Clerical/Janitorial)

3706 Royer Printing
Cordev, Inc.

3805 Tennessee Cablevision, Inc.

3904 Comcast

3902 Marcus Cable
Birmingham Cable (Time Warner)

3912 Northport City Employees

District 4

4009 Premier Cellular
Ameritech Advertising Services

4025 Hiawatha Telephone
4034 TCI (service reps)
Various telecom companies
4100 Comcast CATV (service reps)
4108 Wolverine Telephone
Ameritech Advertising Services
4109 Ameritech Advertising Services
4217 St. Clair County Telecommunicators
Sun Communications
Wireless Communication Construction
4309 Cuyahoga County Common Pleas Court
4319 Van Wert County Human
Services/Childrens' Services
4320 Bell Nursing Home
NST Network Services, Inc.
4340 BGS Communications Systems
Various small communication and printing companies
4354 Lucent
4400 Cable Tech
4603 Generac
Dataline Services
Platinum Comm. Inc.
4730 Indiana University
4900 IndyCom Inc.
Union Benefit Providers
14408 Commerical printshops
14518 Chillicothe Gazette
NABET 41 WGBO TV
WYIN TV Video Impressions
NABET 42 WJW Art Dept.
District 6
6016 American Medical Response
6086 Oklahoma State Workers
6100 Jasper City Workers
Dallas Workers Association

6137 SBMS (Corpus Christi)
6143 SBMS (San Antonio)
6150 Multi Technologies Services
6171 San Angelo City Workers
6186 Odessa Medical Center
Guadalupe River Authority
City of Odessa
6202 SBM S (Abilene)
6260 Lucent Technologies
A&T Tier Level Employees
6325 Data Link Corp.
6355 Missouri Historical Society
6390 Akbar Communications
Numerous small telecom companies
6450 Jones Cable
6503 Hot Springs Village Public Works Dept.
6507 National Insurance Benefit Coordinators
6573 Compass Telecommunications, Inc.
6911 Numerous police and sheriffs) departments

District 7

7019 Maricopa Community College
JB Sign Company
Excel Operator Services
7070 Curry County
Albuquerque Technical - Voc. Institute
7181 Elm View Nursing Home
7200 Central Tele-Systems of MN, Inc.
7301 Executone of Bismarck, Inc.
7708 Aspen Communications
7777 TCI of Denver
Envirotest
AAA (Rocky Mountain Motorists)
7810 TCI (Aberdeen)
7818 B & C Telephone
7911 La Cruces Police

County of Donna Anna Correctional Officers

Tucson Police

191 MUM Kromar Printing

NABET KOAT TV

KUTV Television

TNG82 Skagit Valley Times

Safe Streets

District 9

9000 Pacific Bell (Los Angeles)

OPEIU Local 174

Facilities Communications, Ltd.

9119 University of California

(Staff Research Associates)

9400 Port of Los Angeles (Long Beach drivers)

Tuthill Pump Company

Best Food Market

WillTell Communications

9410 SHARE (Somerville, Mass.)

SHARE (San Francisco)

Pacific Bell Claims Office

9415 TIE Communications

9509 WillTell Communications

9588 City of Hemet (dispatchers)

NABET51 KTEH TV

NABET53 KOFY TV

KVEA TV

District 13

13000 Camelot Communications, Inc.

TV Cable of Carlisle

Red Cross (Johnstown Region)

ACS Popvision Cable Company

Frontier Communications

Comcast

13550 Duquesne Club Employees Association

13571 Commonwealth Telephone Company

14802 Altoona Mirror

14821 Badzik Printing company

I want to ask these locals to march up to the stage as they carry our CWA chain of solidarity and march behind the Jobs With Justice banner. Let us recognize their outstanding effort.

PRESIDENT BAHR: Now I would like to ask those local presidents who have organized 100 or more workers over the past year to come up to the stage as their local is recognized.

. . . The locals referred to marched up to the dais bearing the banner "Jobs With Justice" . . .

PRESIDENT BAHR: Local 1033 in Trenton, New Jersey organized 800 judicial professional employees. (Applause)

Local 1044 in Mt. Holly, New Jersey organized 160 service and maintenance workers at Lutheran Nursing Home. (Applause)

Local 1081 in Newark, New Jersey organized 428 professional and clerical employees of the Passaic County Board of Social Services. (Applause)

Local 1101 in New York City organized 125 non-nursing and professional employees at Holliswood Hospital and 10 technicians at Power Communication Services, Inc. (Applause)

Local 1105 in Bronx, New York organized 45 employees at Altronics and 95 employees of the Ulster County Sheriff's Department. (Applause)

Local 1180 in New York City organized 150 Healthcare Program Planner Analysts at Health and Hospital Corporation. (Applause)

Local 4309 in Cleveland, Ohio organized 135 probation officers employed at the Cuyahoga County Court of Common Pleas. (Applause)

Local 4320 in Columbus, Ohio organized 38 workers at Bell Nursing Home and 80 employees at NST Network Services, Inc. (Applause)

Local 4340 in Warrensville Heights, Ohio organized over 100 employees at telecommunications companies and three print shops. (Applause)

Local 6100 in Austin, Texas organized 325 city employees at the City of Dallas and City of Jasper. (Applause)

Local 6911 in Austin, Texas organized eight units of Texas police officers. (Applause)

Local 7070 in Albuquerque, New Mexico organized employees at Curry County, Albuquerque Technical/Vocational Institute and the City of Clovis. (Applause)

Local 9119 in Berkeley, California organized 3,500 University of California Staff Research Associates. (Cheers and applause)

Local 9410 in San Francisco, California organized employees at a PacBell Filipino Language Center and telemarketers at SHARE, Inc. (Applause)

Please join me in recognizing the accomplishments of these locals. (Presentation - Applause)

I am now going to present our union's top organizing prize, the President's Annual Award. The original version of the award created by Joe

Beirne in 1972 is on display at the front of the podium on my right. It contains all the names of all the winners since the award was first created by our founding president. I hope if you haven't studied it before, you'll take a few minutes to do so while we're in Detroit.

In between conventions, this award is located right outside my office, where I pass by and look at it every day. Often as I walk past it, I think about what Joe had in mind when he first created the award-- how he wanted it to inspire you and me and all of us to do our very best in growing our union, so that we could stand up for our members in the tough battles ahead.

Joe, of course, had the wisdom and foresight to know that the world was changing and that we needed to get ready for it. That's really what organizing is all about, getting ready for the future, preparing for tomorrow, helping others along the way -- the less fortunate who don't now have union representation.

Over the years, this award has honored organizing efforts in such diverse fields as basic telephone, public workers, health care workers, and last year, workers in the cable TV industry.

This year I am acting on a nomination from District 9 Vice President Janice Wood and presenting the President's Award to Local 9119 President Libby Sayre. (Applause)

Libby would be the first to say that she did not create the success of Local 9119. She would say she only shared in that success. So, on her behalf, I would like to ask the other delegates here from Local 9119 to stand. (Applause)

Libby Sayre did not do this alone, but as those delegates would tell us, Libby has clearly been the catalyst for one of the most amazing stories in our union's history.

In the last 18 months, Local 9119 has won two representation elections at the nine campuses of the University of California for more than 7,500 technical and professional workers. (Applause and cheers) And this organizing was accomplished at a time when the administration at the University of California turned vicious-- with anti-union campaigns paid for with tax dollars-- leading to layoffs and even to outright pay reductions.

Libby and the other leaders of Local 9119 were supported by District 9 organizing coordinator, Virginia Jones, who worked tirelessly in both campaigns. CWA Representative T. Santora, and other District 9 staff also supported the campaign.

Support from our national organizing fund provided full-time local organizers, who in turn provided support for organizing committees at every one of the nine campuses. As we have heard here earlier this afternoon, these local organizers are the key in nearly every case to our successful organizing efforts.

Despite all of this, in the eleven years I have been President and privileged to select recipients for this award, there has never been a more qualified winner than Libby Sayre. Libby was a 16-year employee of the university, with responsibility for counseling history majors. The university refused to renew her leave of absence for union work and she was forced to choose between her union and her university career. She stood by the union despite a real possibility that we would not be successful. She stood by the union even though for the year she had been on a leave of absence her work week had doubled to nearly 80 hours a week with little, if any, increase in

pay.

She stood by the union despite the enormously difficult task of contending not only with this increasingly anti-union employer, but also the difficulties of uniting union activists within a local spread out from one end of the State of California to the other.

Libby has not only led us to two enormous election victories; she also chairs the union's bargaining committee for the 4,000 technical workers and 3,700 professional workers.

Libby knows university policy and budget issues inside out. In Savre vs. Resents-- a court challenge she filed-- the union won a breakthrough case requiring the university to comply with the Fair Labor Standards Act. (Applause) That was an accomplishment.

While working 80 hours a week or more for the union, every Monday night Libby serves food to the homeless, and she is also a member of the City of Berkeley Planning Board.

Remember early this morning in my remarks, I talked about how no matter where I go, even places like Johannesburg, South Africa, I hear about our members. A year and a half ago, Larry Cohen and I were at a conference in Tallberg, Sweden. A member of the conference, when he found out that I was the President of the Communications Workers of America, asked me if I knew Libby Sayre, because he served on the City of Berkeley's Planning Board with her. (Laughter and applause)

As a living, breathing symbol of excellence in representation, community service, political action, and organizing, Libby truly lives the CWA triangle.

The actual work on these campaigns started some 30 months ago and none of these many months have been easy. There were many moments in each of the large election campaigns that Libby and all of us were often expecting defeat. These technical and professional university employees work for the largest research employer in the United States, if not the world.

Technical and professional workers from around the nation aspire to work for the University of California. Their pay and benefits, while slipping in recent years, still place them solidly within the middle income group. Employees of this type often prefer to avoid the conflict presented by a union organizing campaign, and after 15 months of bargaining for the first contract in our technical units, major issues still remain unaddressed. Yet Libby Sayre and the other leaders of Local 9119 are preparing to elect their second bargaining team and they are also preparing to launch their third statewide organizing effort for 2,000 health care professionals. (Applause)

They absolutely realize that our strength at the bargaining table is tied to our continuing efforts to organize and expand our base with their employer. In other words, Libby Sayre and her supporters have learned the valuable lesson of wall-to-wall representation.

If this relatively new Local at the University of California can learn all these lessons, which embody our union at its best, the rest of us must take heed. We cannot expect to bargain successfully if management is growing the non-union side and shrinking the union jobs. Like Libby, we must take risks and commit our time as leaders to a future based on organizing. Libby embodies that future. It is now my pleasure to present to her the 1996 President's Award. (Applause)

There are three awards. The plaque which I'm sure will be hanging in the

local union office, is a replica of Joe Beirne's hat. This is the President's Annual Award to Libby Sayre, President CWA Local 9119. "In grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program, and dedicated effort directed toward making that policy effective. Awarded by the President of the Communication Workers of America on behalf of the organization, June 10, 1996."

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: Then there is a parchment replica suitable for framing. Then, which everyone feels like in organizing, the most cherished possession is a replica of the President's Award that you will find to the right of the podium with the same inscription as I read.

It is now my pleasure to present to you the winner of the President's Award for 1996 Libby Sayre.

. . . The delegates arose and applauded . . .

LIBBY SAYRE (Local 9119): Thanks very much. Thanks. Suddenly listening to that introduction, I feel very, very tired. I guess I'm not really tired because there are so many of us all through the University of California who have worked so hard on this campaign. We want to thank all of you very, very much for making this kind of investment in our organizing drive and in our futures.

Doing a quick mathematical calculation, I judge that all of you in this room have made an investment of, at least, a few dollars in the University of California organizing drive and I want you all to know the huge dividends it has paid for University of California employees.

It's been the opportunity of a lifetime for those of us who have worked on the campaign and a chance to really make a material difference in the lives of thousands and thousands of people. Not only do we have collective bargaining rights, but we really have built an organization that has taken us off the sidelines, changed us from spectators into fighters for our terms and conditions of employment for fair treatment, for more secure jobs, fighters against contracting out, against the UC regents and their retrograde attacks on affirmative action, against their breathtakingly irresponsible decision to privatize our teaching hospitals at the University.

It has given us an organization with which we can fight the racism, opportunism and self promotion of one of the country's truly terrible governors, Governor Pete Wilson. It has given us an opportunity to join the fighting with the rest of organized labor to send union-busting members of Congress home to private life and send Bob and Liddy Dole back home to Russell, Kansas, forever. (Applause)

It is not an accident that we have a lot of great organizing going on in our district. District 9 is an organizing district. You heard about USAir. We have a great inspirational struggle in Long Beach with the truckers going on.

This fight and so many others, La Conexion, a lot of rank-and-file support for organizing, and a lot of support for the leadership. I thank all of our brothers and sisters all over the state who chipped in on our final panic months of both these campaigns, and thank everybody throughout the country who helped, and the people in Washington who have been so completely supportive. And the world's greatest organizing coordinator, a very smart, very effective, very hard-working person, my friend, Virginia Rodriguez Jones. (Applause)

And somebody who we in our local simply call the world's greatest organizer, Larry Cohen. (Applause)

Thank you, Brother Bahr and the Executive Board, for really sharing our vision. No one thought this drive could be done initially except for professional and technical employees.

There are other unions in the University of California workplace that were not interested in this effort. They didn't think it could be done. It took a union with real vision and real guts and willingness to put its money where its mouth was to make this happen. Thank you all very, very much.

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: As I mentioned this morning, the high point of the past year has been the overwhelming vote by members of the Newspaper Guild to affiliate and merge with us. The 33,000 members of The Guild include journalists, advertising and office staff and, in Canada writers, producers and on-air talent throughout the Canadian Broadcast system. In the same referendum, Linda Foley was elected President of The Newspaper Guild. For the past eight months I have had the pleasure of working with Linda Foley on some of the toughest bargaining situations in our country.

Tomorrow we will demonstrate our solidarity with Linda and the striking members of the Guild and CWA printers, and members of other unions who have been on strike here in Detroit for 11 months. While the strike in Detroit is difficult, Linda's determination, creativity and persistence have been remarkable. The crisis in Detroit has not been unique. Publishers are determined to end collective bargaining at our nation's newspapers one by one, and then once and for all.

Welcome Linda and see for yourselves why I am confident that together we can support the Guild and together build a strong union throughout the information industry. Please welcome Linda Foley. (Applause)

LINDA FOLEY (President, Newspaper Guild): Boy, it's really great to be here with all of you. When Larry Cohen asked me to get up and say a few words about CWA and about the Newspaper Guild, he said, "Don't worry, you will be talking to your friends." Well, I may or may not be talking to my friends. I know one thing, I'm talking to my family, my new family. (Applause)

We started this process in the Newspaper Guild back in 1993. The process of merging with CWA started with the membership. The membership came to us and said, "We need to take a look at what we are doing as a union and how we meet the challenges of the future." Not just the challenges that Morty talked about in terms of the ruthlessness and the union-busting tactics that the publishers we deal with have taken on, but also to meet the challenges that the technology and the convergence of technology presented to us as workers.

Back in 1973 we developed a strategic plan. We went through every level of our union and asked people what is it, what does it take for us to meet the challenges of our future as workers and as union members. As part of that strategic plan we mandated, or the members mandated, that we seek a merger with another union. We realized that we couldn't go it alone. We needed to find ourselves a merger partner that would make us stronger, so that together we could march together and meet the challenges that the future presented us.

We needed a union that would take us into the future, into the Information Age; a union that was tough and strong; a union that could stand the assault

by the employers and the large media conglomerates and corporations that are trying to bust our union.

Our employers have gotten not only bigger, but they have gotten meaner and more ruthless. We needed a union that would help us stand, to fight those assaults. We needed a union that would recognize our identity as the Newspaper Guild. It's a proud identity, a proud tradition we have had in our union over its 60 plus years of history. We needed a union that would know that.

We needed a union that because of its own diversity and its own inclusiveness would give us a new identity; a new identity that we could use to march forward and represent the workers we already represent and to renew workers through organizing. That union was CWA. (Applause)

We also realized that we needed to join with the union that was not satisfied with the status quo. We needed to join with a union that wanted to grow, that had a history of organizing, that had a vigorous program to organize new workers. And from this demonstration here today, of course, that union was CWA.

We needed a union also that was already in our industry, the publishing and printing industry, which is our main industry where our workers work. When we looked around we saw that we already had brothers and sisters from the former International Typographical Union who comprise the Printing, Publishing and Media Workers Sector of CWA.

Finally, when we looked around and we said, "Which union can we merge with," we wanted to merge with a union that, like us, was filled with honest, democratic-minded, dedicated union members who, no matter what the issue, no matter what the struggle, would be dedicated to justice and decency. And that union is CWA. (Applause)

That last point has been driven home to us during this Detroit strike. I will tell you, the outpouring of support, both financially and morally across this country and across North America, given to us from CWA is just overwhelming. We could not carry on the struggle that we are carrying on against these two media giants, Gannett and Knight-Ridder in Detroit, were it not for our merging with CWA. We could feel it.

We knew once we voted on this merger, we would be energized. We did not realize how energized we would be. Almost immediately upon our vote, we felt energized. We felt the energy or the synergy-- which is a word I do not like to use a lot, but in this case I think it is apropos-- that comes from joining forces with the almost 600,000 members of a union like CWA that includes diversity and includes strength.

I think the publishers said it for us best because right after we merged with CWA there was a cartoon in the publishers' magazine and it showed Clark Kent as a reporter, kind of walking into a phone booth, and around his neck was a sign that said "The Newspaper Guild." He went into the phone booth and the phone booth rattled around for a little bit and he came out and he was Superman and it said "CWA" around his chest. And that is what the publishers think.

I think we also can energize you as CWA members. I have here with me today some members of the Newspaper Guild, members of our Executive Board, who are sitting over here observing the convention as guests. At the next convention, hopefully, they will be here as delegates. I would like them to stand up so you can see that they are here and they are attending their first

CWA convention. (Applause)

I know that when we look back on that date when we voted overwhelmingly, by more than 93 percent, to merge with the Communications Workers of America, that date of October 15, 1995, when we look back on that day, we will look back on it as a giant step that we took together, the Newspaper Guild and CWA, toward making CWA the most important, energized and visionary union of the Information Age. I really believe that. I know we can do that.

Our merger was really a no-brainer. I mean it was pretty easy. There was only one union where we belonged and this is it. (Applause)

I am really happy to be here. Our people are really excited to be here in the Newspaper Guild because now we belong to a union that we know will lead the way towards an information society wherein the complicated, sophisticated technology that is the pavement of the so-called Information Highway will be used not as a detriment to our members but for the good of all CWA members, working families, and all people throughout North America and the world.

Thank you very much. Go CWA!

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: Would the Escort Committee bring President Sweeney to the platform.

Last year, the AFL-CIO experienced its first contested election in the history of the federation. CWA members were honored that one of our own, Secretary-Treasurer Barbara Easterling, was the first woman to hold and campaign for the office of AFL-CIO Secretary-Treasurer. (Applause)

The campaign was hard-fought. But the debate was positive and valuable. We all agreed that organized labor needed a new vision that recognized change, diversity, aggressive organizing and an expanded political action program. The differences that separated us were measured only in degrees of strategy, not on substance.

President John Sweeney was elected to make the new vision that we all share for the labor movement a reality. He and the other new officers of the AFL-CIO have moved quickly to reshape and energize our movement. I have known John for many years. We are old friends and partners in countless fights. He is the former President of the Service Employees International Union and our two unions remain close allies in many campaigns.

I am particularly impressed with the renewed vigor that John is bringing to organizing and membership-building throughout labor. The new upcoming Union Summer campaign will involve hundreds of young people in union organizing and is just one example of the creative and innovative programs that he is implementing.

To those outside observers who think that any wounds or divisions remain in our ranks, let me speak bluntly: Organized labor today stands united and solid behind our leaders. (Applause)

John, our eyes are on the future; not the past. Together, we will organize the unorganized; defend our collective bargaining agreements; elect our friends and defeat our enemies.

Please join me in giving a warm CWA welcome to our leader and our friend, John Sweeney.

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

JOHN SWEENEY (President, AFL-CIO): Thank you. Thank you, sisters and brothers, for that warm welcome.

Thank you, Morty, for that very generous introduction and thank you for the friendship that we have shared for so many years going back to our days in New York.

I thank your President, Morty Bahr, not only for the leadership that he provides to your own union, -but also in so many ways the leadership that he provides to the AFL-CIO and the Labor Movement throughout the world.

I thank Barbara Easterling. She is not only a great leader, she is a very courageous person and a wonderful human being. Thank you, Barbara.
(Applause)

I am also very happy to see your Past President Watts here, another great leader. (Applause)

I thank you all for the support that you have given to Rich Trumka, Linda Chavez-Thompson and me as we try to provide leadership for the Labor Movement during this all-important year. Politically, our challenge is now clear. The primaries are over. All the cards are on the table. The chips are down.

On one side of the table we have Bob Dole. He is smiling and acting kinder and gentler, and pretending he is from outside the Beltway. He is still the "Darth Vader" of American politics, the ultimate Washington insider. He voted against the Workplace Fairness Bill, against Davis-Bacon, against taking Social Security out of the Balanced Budget Amendment. Bob Dole wants to abolish the Department of Education, cut college loans, dismantle OSHA, cut Medicare by \$270 billion, and cut Medicaid by \$170 billion to give a tax cut to the rich.

He all but endorsed the nutty plan first proposed by Steve Forbes to privatize Social Security. He is still grumping around about giving the working poor a break by raising our paltry minimum wage to \$5.15 an hour. Last week, just before he left the Senate for the last time, he could not resist calling one more vote on the Balanced Budget Amendment.

Sisters and brothers, on the other side of the table is Bill Clinton. He is for keeping Social Security off the table and preserving Head Start and the college loan program. He is proposing an increase in the minimum wage, tax credits for middle income families with children and for education costs. He supported the Workplace Fairness bill, comprehensive national health-care reform, prohibitions against pension fund raids, and he opposes company unions.

He vetoed the massive Dole cuts in Medicare, Medicaid, and he vetoed tax cuts for the rich. He has promised to veto the TEAM Act as well as any bills that damage OSHA, Davis-Bacon or the Service Contract Act.
(Applause)

He is leading our nation to economic recovery. But Bill Clinton is not smirking because he knows our economy has left a lot of working families behind.

In March, as you know, the AFL-CIO met in the first special convention in our 41-year history. We considered the records of the two candidates and we decided we had not collectively just fallen off a vegetable truck. Although we have had some differences with the Administration, and we will no doubt

continue to do so, we voted overwhelmingly to endorse the reelection of President Clinton and Vice President Al Gore. (Applause)

Sisters and brothers, we did so because nearly 70 percent of our members told us that what they wanted in a national poll we took-- the same thing that many of our unions also found in their polls and surveys. We did it much earlier than ever because workers and their families are suffering more than ever. We also voted unanimously for a one-time special assessment to finance an unprecedented grassroots legislative and political education program.

That convention and our budding political efforts have drawn criticism from a host of civic-minded, non-partisan organizations concerned with fairness and balance in our election process. Like the U.S. Chamber of Commerce, the National Federation of Independent Business, and the National Association of Manufacturers. AFL-CIO Secretary-Treasurer Rich Trumka calls them the "Harry, Larry and Moe" of the American economy.

As you have probably seen in press reports, these three organizations and the right-wingers in Congress have decided to give the nation the benefit of their wisdom and their ethics by targeting the AFL-CIO and our union leaders and using every big lie and half truth they can find to try and discredit our effort to speak out on behalf of working families.

Well, I don't know about you, but I am ready. I am delighted to take my place beside all their other targets: the young, the old, the disabled and the poor. I stand before you today and say I am proud to be a target. Will you stand with me? Will you stand with Rich Trumka and Linda Chavez-Thompson and Morty Bahr and Barbara Easterling and our Executive Council as we take back our country? Will you? Will you? Will you?

. . . The delegates arose and applauded . . .

BROTHER SWEENEY: Who said John Sweeney would never get a standing ovation from the CWA convention? (Laughter and applause)

Sisters and brothers, we started off this all-important year by writing the first chapter in a new book on electoral politics with a remarkable Senate race victory in Oregon when Ron Wyden became the first pro-labor candidate and the first Democrat elected statewide in Oregon since 1962. He won because he was the Labor candidate, because he walked picket lines, toured plants with union leaders and made hundreds of phone calls to our activists.

We asked him to run with the Union Label, and he wore it on the outside of his lapel, not with it hidden in his pocket. We promised him if he campaigned on the core concerns of working families we would carry him home, and we did it.

Ron Wyden's victory was bad news for the reactionary forces we have been battling in city halls, county courthouses and state legislatures across our country. It was bad news for the right-wing race-baiters and labor haters we have been fighting in the United States Congress.

But it was good news for America's working families because the news is, as Ted Koppel said when he closed off "Nightline" a few weeks ago, "America's unions are back." Because the news is that come November we are going to take back the House. (Applause)

Yes, brothers and sisters, we are going to start taking back the Senate. And we are going to take back our country for working people. We are going to win because America's workers are fed up with seeing their wages keep

falling while the stock market and productivity and executive salaries and corporate profits keep skyrocketing.

When I marched with many of you in Baltimore last year against Bell Atlantic, I said as I traveled around the country I hear the same thing over and over from workers who make \$40,000 a year, as well as workers who make \$12,000 a year: "I'm working harder and harder and I'm making less and less."

Over the past 20 years, 97 percent of the income increase in our country went to the top 20 percent of wage earners. The gap between the rich and the rest of us keeps getting wider. The top 10 percent now controls almost 68 percent of the wealth. Since 1980, productivity went up 24 percent and American workers should have been able to enjoy a substantial increase in purchasing power. Instead, the productivity was converted into increases in corporate profits, which went up 200 percent between 1980 and 1995, and into executive compensation, which is up 400 percent.

For the past five years, our economy has been supposedly recovering. But workers are having to labor harder and longer just to keep even, and more and more family members are having to work in order to maintain living standards. Working families have little money to spend, they are loaded with debt, and they have no time to spend with their children or their families. They are threatened by restructuring, downsizing, pension raids, privatizing and outsourcing schemes, and runaway plants. Their anger is exceeded only by anxiety over keeping their jobs.

Working Americans are disgusted with business and with government, and their disillusionment is straining the fabric of our society. You don't have to be a doctor or an economist to know this is a prescription for social and economic disaster.

With working-class Americans and their families hurting as never before, the labor movement has to respond as never before. The problem: America needs a raise. The solution, sisters and brothers: a bigger, stronger labor movement. That's why we are directing the AFL-CIO towards organizing and political action on a bigger scale.

This last month in the United States Congress, we have been reminded in no uncertain terms of the importance of what we must do. After successfully defending Davis-Bacon and the Service Contract Act last year, and fending off budget cuts for the NLRB, Medicare, Medicaid, student loans and the DOL earlier this year, we were poised to pass a much-needed increase in the minimum wage, when out of the shadows steps a hooded villain called the TEAM Act, accompanied by a couple of thuggish amendments.

I thank your President, Morty Bahr, for personally joining me for one-on-one meetings with members of the Senate to lobby them on the TEAM Act--or against the TEAM Act.

The House of Representatives passed the Minimum Wage Bill and we are now trying to get a clean vote in the Senate where it will also pass. But the quid pro quo may mean a vote on the TEAM Act. President Clinton, as I said earlier, will veto the TEAM Act, but we are struggling because many Senators, some of them our friends, don't understand the insidious nature of the bill. It is not a question of a majority, but a veto-proof majority. And we are having to scramble and fight like hell to get the votes.

We will survive this battle, just as we have survived others, and we will

pass the Minimum Wage Bill and we will defeat the TEAM Act. But as the man said, "We can't go on meeting this way."

Here's what the AFL-CIO is doing about it. Right now, we are finishing up the last of our "America Needs a Raise" town hall meetings in 25 cities, where we have been asking workers and their families to tell us and the media what is happening to them and what they think needs to be done about it. We have been using the meetings to expose the wage and wealth gap and explain to people what has happened and who is doing it to them.

But they have also been a proving ground for our field operation and the news is good. We have had 400 to 500 people at every meeting, along with excellent media coverage. Last Thursday, we capped off five borough meetings in New York City with a mass rally on Wall Street, and we had 8,000 very excited union members turn out, including-- thank you -- a terrific contingent from CWA.

At the town hall meetings, we have also been taking a national survey, a copy of which you should have before you. I would like to urge everyone in this hall to complete the survey and send it in.

This month and in July and August, we are energizing our entire operation with "Union Summer." Our original goal was to recruit and deploy 1,000 young workers and college students into organizing and political education campaigns around the country. I can report that we have already received 3,000 applications from young people who are tired of seeing their parents work two and three jobs just to stay even, and who are not going to stand idly by as their own futures are flushed down the drain.

We are trying to take as many of them as we can. Our first contingent of 500 hit the ground in about ten cities last week and this week we go into ten more cities. Again, I would like to thank CWA for the great support you are giving to this important new program-- important because we need the energy and the enthusiasm, and important because all our polls and focus groups are telling us that the best prospects for union membership as well as union activists are in this age group.

In September we will roll right into a "Union Fall" with our political campaign under the direction

of your own Steve Rosenthal. We will send more than 3,000 staff into the field to help us take back our country. Our goal is to establish a core group of 100 union activists in every congressional district so we can support men and women who will respond to the needs of working families and then hold those candidates accountable once they are elected.

We have already trained more than 80 new lead political organizers from all the affiliates of the AFL-CIO, and they are on the job and off and running. We are going to back up our ground troops with an air war like the television and radio campaign that helped us stop the budget cuts last fall and is now helping us push the minimum wage and move the wage and wealth gap to the top of the national agenda.

We are going to work harder, spend more money, and campaign smarter than we ever have before. But I want you to know it will not work unless we get a similar effort from every central labor body, every international union, and every local in this country. And I know and you know that we will not get that kind of effort without the full and active support of every brother and sister in this room.

CWA has always set a very high standard on legislative and political

action for the rest of the labor movement to follow. You were working at the grassroots when the rest of us were still bounding around inside the Beltway. But I am here to ask for more, to ask you to raise the bar, because we cannot and must not fail.

Are you ready to fight? Say "Yes."

. . . The delegates responded "YES" . . .

BROTHER SWEENEY: Are you ready to ask your members and your staff to check their backbones and their bankbooks and give more money to COPE? Say "Yes."

. . . The delegates responded "YES" . . .

BROTHER SWEENEY: Are you ready to invest more time in member education, voter registration and get-out-the-vote? Say "Yes."

. . . The delegates responded "YES" . . .

BROTHER SWEENEY: Barbara, somebody better get out the collection plate. I think we hit a vein. (Applause)

Sisters and brothers, just briefly, our second great challenge in this critical year is to begin the long and arduous task of rebuilding our membership base. With 13.1 million members, we are still about the same size we were in 1980. But as a percentage of the workforce, we have declined from 27 percent to 15 percent, and the damage is down on the debit side of the ledger in every union in our country.

Look there and you will see written large names of Reagan and Bush and Gingrich and Dole. Look there and you will see ugly words like PATCO and Caterpillar and Staley and Firestone etched into our national memory. Then read between the lines the incredible story of broken promises, broken dreams and broken families.

My brothers and sisters, somewhere along the way we let our guard down. We dozed off and forgot the admonition "organize or die." And when we awoke, the rattle was in our throats.

One of the problems was that the AFL-CIO never had an organizing department as such, and we have changed that. Now we have a new organizing department and it is staffed by the brightest women and men in our movement. Last year, the federation spent about \$2.5 million on organizing, all of it through the very successful Organizing Institute.

At the federation level we have enough money to set an example, to train organizers, to act as a catalyst for multi-union organizing drives and to provide seed money for new strategic initiatives.

But, as your outstanding organizing director Larry Cohen can tell you, the bulk of the organizing of the resources for reorganizing the American workforce and rebuilding the American Labor Movement must come from international and local unions.

I know that CWA has a strong focus on organizing, and I am thinking as I am talking that I might even be preaching to the choir, because you have such outstanding organizing.

I was happy to be here earlier when Morty made the presentation of the CWA Organizing Awards, as well as the President's Award, and I congratulate each one of these representatives because they are an example for all of us. They are the model for us to be following.

Just as in politics, the buck stops with you. And as President of the AFL-CIO, I am challenging each and every one of you, just as I challenge every member of the Executive Council, to change the focus on allocation of resources to pump more money into productive organizing.

We can succeed, and we have a job to do in rebuilding the culture of organizing, and CWA can be the example for so many of the other affiliates.

I can honestly say that as Rich Trumka and Linda Chavez-Thompson and I travel the country, we can feel what the songwriter Tom Juravich called "The spirit rising." Everywhere we go, men and women step forward to tell us that they are ready to take our country back. It comes from outside as well as inside the labor movement, and the solidarity and unity that Morty referred to in his introduction is so true.

We have had an outpouring of support. We have had more and better media coverage in the last few months than we have had in several years. We have already achieved a new level of respect from public officials and, most gratifying, from our rank and file membership and our activists. Our internal polls show our ratings growing steadily upward. I can also report that we are getting good marks from our long-time allies. When I say "we," I mean all of us within the AFL-CIO, working closely with civil rights and environmental groups, progressive political organizations, seniors, youth and women's organizations. They appreciate what we are doing. They are ready to help us rebuild the national community that helped make this the most productive and compassionate nation in the history of the world.

You have a great union. Be proud of it. Make it even stronger. I know our job is difficult and our road is steep, but the alternative is to accept for the next twenty years what we have been going through for the last twenty months, to accept the rule of Gingrich and Dole and Arney and people like this guy Funderburk, who stood out in front of the AFL-CIO two weeks ago and called me a communist. I don't want to live in a country like that.

I thank all of you for the commitment you have made to what we have to do. Let's go do it.

God bless you all.

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

PRESIDENT BAHR: Thank you very much, John. You were here for the entire afternoon session. I think you experienced the energy, the enthusiasm of the delegates here. You can count on our members, who are in every congressional district, to work with all of the affiliates, with the CKs, the state feds, because working together we are going to take back this country for workers.

Thanks for coming here, John. Here is a little token of our appreciation. (Presentation - Applause)

The Chair recognizes the Resolutions Committee.

CHAIR KINTZER: The Chair would like to recognize Marcia Jollensten.

DELEGATE MARCIA H. JOLLENSTEN (Local 2323): If the delegates would please turn to Page 2 of the Resolutions Committee Report, I will read the resolves entitled Resolution 5SA-96-2, "Legislative and Political Program."

LEGISLATIVE AND POLITICAL PROGRAM

Over the past 20 years, tremendous shifts have taken place in the

political, social and economic strata of our country, nearly all of them detrimental to workers and their families.

Taking the low road through a murky deregulated economy, American corporations chose to compete in a new world marketplace by squeezing more productivity from fewer and less well-compensated workers. A succession of conservative occupants of the White House gave away billions of dollars worth of tax breaks to big business and the wealthy. And at every level of government, reactionary, anti-worker politicians seized the levers of authority and began systematically unraveling the cloak of economic and social justice arduously woven over the past 50 years by workers, our unions and our allies.

Under the guise of reform, they have targeted Davis-Bacon, the Service Contract Act and the Fair Labor Standards Act, OSHA, MSHA and the National Labor Relations Act for virtual repeal.

Using as a justification a budget deficit they created, they are bent on decreasing funding Medicare, Medicaid and federal and postal retiree benefits, while increasing health care costs for the elderly, the disabled and the poor.

With no pretense of fairness, they want to broaden the wage and wealth gap by giving more tax breaks to the wealthy and the giant corporations, while slashing job training, welfare, nutrition, education and housing programs.

In order to perpetuate their control over workers and families, they are determined to cripple worker organizations by crippling workers' rights, limiting transportation union bargaining rights, denying public access to union organizers, restraining advocacy organizations getting federal funds, legalizing company unions and passing a national right-to-work law.

The Communications Workers of America is equally determined to reverse the flow of money and power that has working families mired in a wage and wealth sinkhole now big enough to swallow our entire economy. And we are committed to countering the politics and policies of elected officials who oppose the interest and welfare of working families.

At the March 25th Special Convention of the AFL-CIO, we in CWA renewed our commitment to all working men and women by supporting a new initiative to build a strong nationwide movement of workers and families. CWA has joined with the other unions of the AFL-CIO in assessing ourselves \$.15 per member, per month for a 12-month period beginning in May 1996 to fund an extraordinary response. The assessment is not an increase in the amount of dues members pay. Rather, it is an increase in the share of existing union funds devoted to education, training and mobilization to fight for the issues important to our members.

The AFL-CIO will use the money to:

- * Strengthen Local unions, state federations and central labor councils by providing increased training, coordination and staff.
- * Create standing grassroots action committees in every Congressional district, with a goal of recruiting and training at least 10,000 activists.
- * Establish a National Labor Political Training Center to train staff as well as rank-and-file organizers and coordinators.
- * Employ new techniques of advertising, direct mail and free media to

educate workers and their

families and motivate them to lobby elected officials.

* Register and mobilize voters around worker issues and get them to the polls in record numbers.

* Judge candidates by their positions on issues, not by whether they are Democrats or Republicans or Independents, and hold them accountable once we have elected them. RESOLVED: That CWA will mobilize our members around worker issues and strive to achieve record participation in the fall election.

RESOLVED: That CWA encourage full participation in the AFL-CIO issues-based grassroots legislative and political program to achieve victory in 1996.

I move adoption of Resolution 58A-96-2, "Legislative and Political Program."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It has been seconded from the floor. There does not appear to be any speakers at the microphone.

All those in favor of the resolution, entitled "Legislative and Political Program" indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Would the Escort Committee please bring the Chairman of the FCC to the podium.

Also, please join me in thanking the Escort Committee for John Sweeney. (Applause)

SECRETARY-TREASURER EASTERLING: While we are waiting for the Chair of the FCC to come visit us, I would like to make an announcement.

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

PRESIDENT BAHR: We are very pleased to introduce the Chairman of the Federal Communications Commission, Reed Hundt. Under Reed, the FCC has become very open and responsive to the concerns of telecommunications and information industry workers.

He has always asked for our input on issues. He has made it clear that the FCC will maintain a balance between the public interest and free market competition in the industry.

A few months ago Reed asked me to assemble a group of telecommunications union leaders from around the world so that he could hear and learn from them about the international trade union perspective of telecommunications. This is, to my knowledge, the first time a Chairman of the FCC has met with international trade union leaders on policy issues.

We are very fortunate to have Reed Hundt as the Chair of the FCC at this critical time in the history of the telecommunications industry. The FCC will be responsible for implementing the many numerous and complicated provisions of the Telecommunications Reform Act of 1996. Reed will play a key role in determining the future directions of telecommunications.

He shares our concerns that the industry create high-skilled, high-wage jobs that provide good benefits, security and the promise of a secure retirement.

I am honored to introduce a good friend to CWA members, the Chairman of the FCC-- Reed Hundt. (Applause)

Before I turn the microphone over to the speaker, would you please try to keep the noise level down? As I suggested earlier, it keeps bouncing off these walls and is very disturbing to those who want to listen. Thank you.

The Chairman of the FCC. (Applause)

HONORABLE REED HUNDT (Chairman, FCC): Good afternoon, everybody. I am coming to you straight from the "Entertainment Capital of the World," Washington, D.C. (Laughter)

You don't have anyone who can explain the entertainment there better than Morty Bahr, so let me just tell you that I would like to thank Morty for being such a good friend and such a good advisor to me in my two and a half years at the Federal Communications Commission. Morty is quite simply the best advocate that I have met in my time on this job. (Applause) He is firm. He is fair. He is visionary. He is practical.

What you may not know is that Morty is the first labor leader in history to be asked to join all of the developed countries of the world in meeting with the less-developed countries to discuss how to build a global information economy. (Applause)

Morty was part of the United States delegation in Johannesburg, South Africa, about a month ago, and I am going to talk to you a little later about the special leadership that he showed in South Africa, and it won't surprise you one bit, because it is the same leadership that he shows every day here in the United States.

It is also a special privilege for me to be able to speak on the same occasion as you have invited the First Lady of the United States. Now, I have to tell you that I first met Hillary Clinton when she was Hillary Rodham and we were in law school together. I also met in that law school Bill Clinton. Some people say that these acquaintances are the reason I got this job. They are just coincidences. The reason I got this job is because I have the same birthday as Alexander Graham Bell. (Laughter and applause)

That is the truth. I wanted you to know we have a thinking process in making these appointments.

Now, I believe that Hillary may be the first First Lady in history to speak to this Union. I know I am only the second FCC Chairman in history to speak to this Union. That is a shame. Some have suggested that the reason is that most of my predecessors were appointed by Republican Presidents. Probably just another coincidence. (Laughter)

It is also a great pleasure to be invited back to my home town. This is where I was born-- actually, in Ann Arbor, Michigan, a few miles away from here.

At the time, my father was in law school. It was his plan to go to law school on the G.I. Bill, and then get a job, and then start a family. My mother surprised him by reversing the order. (Laughter)

You know, we ought to have that G.I. Bill today. I think everyone here agrees with me that the President did a wonderful thing proposing a new set of ideas to make it possible for all Americans to send their kids to college. (Applause)

What you should also know is that one of the President's ideas for raising

the money to pay for this proposal is to tell the Federal Communications Commission to sell the rights to use the airways instead of giving them away to the people with the best lobbyists and the best lawyers in Washington. I think that is a darned good idea. (Applause)

The other person I want to acknowledge today is my friend, the former Chairman and now Ranking Committee Member of the Committee on Commerce, John Dingell. We are on his home turf. I spoke to John this morning. He asked me to give you a special message. It was this: Thank you, Morty, and thank you, CWA for working so closely with him and the other Democrats to find the compromises that made it possible to pass the great new Telecommunications Law of 1996. So thank you very much, from John. (Applause)

Now, if you did not listen to Morty and you did not listen to Barbara and you just read the newspaper, you might think that this new law was just about businesses buying other businesses. You might be mistaken into thinking that this new law was just about mergers and joint ventures and corporate machinations. I want you to know that the new law is supposed to be about people. It is supposed to be about working men and women. It is supposed to be about the way the Federal Communications Commission will write fair rules and do two things-- give us real competition in all communications markets, and give us real public benefits from the communications revolution. That is the purpose of this law.

The point of competition is that the overall market to anyone investing should go to huge new levels. And the purpose there is very clear. The more we see business invest, the more we create jobs and the more we create opportunity in this country. Right now in this country since the President passed his budget law, business investment has hit a new record level. We are now at a level for investment that we have not seen since I was a teenager and Jack Kennedy was President and Morty assumed office for the first time. Almost.

The leading business in this country for investment is the communications business. And if we do the right job at the Federal Communications Commission, you will see the investment numbers go into the billions of dollars-- not per month, but per week-- for the communications industry. Right now we are in the middle of a \$50 billion investment boom in wireless communications alone, driven by the auctions that we conduct. We raised \$20 billion from selling these airways instead of giving them away. (Applause)

I told Bill Gates that we had raised more money than he has, and he told me that the difference is he gets to keep his. (Laughter)

Well, the point is, we are doing this for the American people and the auction revenues are leading to billions of dollars more in investment, and that investment is supposed to translate directly to jobs.

One of the saddest and most bizarre things that you see in the business world today is those business leaders who think mistakenly that they please Wall Street when they cut jobs. Eventually their investment demands are going up and they need every single skilled worker to make those investments pay off. (Applause)

Now, under Morty's leadership, you have been trying to educate some of those companies and you have a message, and I think I understand the message you are telling these businesses: "Train your workers. Don't derail them." (Applause) You are telling these business leaders, "Don't be fools.

Just retool your work force." (Applause) You are telling these businesses, "Don't think you can be lean and mean. That's the way to be weak and meek when you face the competitors of the communications world." (Applause) That's your message. And that's the right message.

Some of the work we have been doing with the Commerce Department, and all the surveys that we have gotten our hands on show the real way to succeed in the new communications competitive market will be to motivate your work force. And the way you will get the market's share is by having a motivated work force. The person who said that most forcefully, most eloquently, and the most persuasively in this whole country is Morty. That's right. That is your message. (Applause)

I want to talk to you about the second goal, the new communications law, public benefits. One of the main things that the Vice President and the President fought for in this law for the last two years on Capitol Hill was a mandate to put communications technology in every single classroom, in every single school, in every single school district in every single state in the country. We need communications technology to improve the quality of education. We need that technology to guarantee equality of education for all the children in this country. And it's the Communications Workers of America who want to have the jobs to compete, to build the communications technology into our education world. (Applause)

We have got a long way to go. We have got a long way to go, but you can get us there. When we started talking about putting communications technology in the hands of every teacher and every student, only three percent of classrooms in this country had a network that could get them on the Internet. Only three percent.

Within the last two years, the number has tripled. And thanks to this new law, we can meet the President's goal. One hundred percent of all kids ought to have their hands on the tools that succeed in the information economy. One hundred percent. All children-- not just those whose parents can buy a private school education, not just those who can raise the money in rich districts to equip the schools themselves. All parents and all kids ought to participate with the tools of equality, the tools of the communications revolution.

You know, I have been to the schools of the future, the few that exist. I have been to Dallas where they have one. I have been to New York where they have two. I have been to a school in Washington that is the model school and in Maine. I went to a school in Los Angeles and helped the Los Angeles School District network in a school in Mar Vista. For those of you who network for a living, I am not a threat. (Laughter) But I want to tell you that there is nothing more exciting than feeling that you are putting the future in the hands of the children of our country.

The First Lady wrote a book, It Takes a Villane to Raise a Child. I am saying it takes a nation to build these virtual villages of communications technology. This is what we have to do in this country.

Now, when Morty and I were in South Africa, he met with the unions in South Africa. He was the only member of the business delegation that took the time to meet with the unions of South Africa. And everybody, all during our visit there, was talking about how it was necessary to downsize the unions in South Africa in order to make sure that the telephone company in that country could compete in the world market. But Morty had a better idea, how it was necessary to upgrade the skills of all the workers in the unions in

South Africa so that they could build twice as good a system as they now have. (Applause) That is the truth. That is the truth.

And what Morty found out that none of our business leaders were able to find out is that the problem in South Africa is this: Because of apartheid, it was the government's policy not to educate anyone in that workforce whose skin was not white. And as a result, half of the members of the communications workers union in South Africa cannot read or write, and that is a result of a conscious and evil and long term government policy.

But that era is over, and now it's time in that country to find the way to rebuild the skills, to remotivate the employees, and to get them to build in their country the Information Highway.

And, boy, that's the same lesson we need to make sure that we apply in this country. Every one of our communications businesses are going to face challenges that they have never faced before. The Bell companies will be the long distance, and long distance companies will be the local exchange network. The cellular companies will be in all businesses. Everybody will be building networks that provide the videos and data. They will be building these networks in every classroom. They will be building these networks all over this country. This is exactly the time that we need the highest skilled work force in the world. We are looking at it right now. We just need to build those skills, not reduce our base. (Applause)

Now, I want to tell you just one story in conclusion. The reason that my father had the chance to go to law school here at the University of Michigan-- well, the tuition was paid for by the G.I. Bill-- but first, before the war, he had to get through college.

When he was nine years old, living in Milwaukee, his father died and his mother was left without a job, and this was before social security and before Medicare and before Medicaid-- the programs we need to be preserving in this country.

She didn't have any of the skills to work in the established, old line industries of the 1920s and early 1930s. But when she arrived-- my father's mother, my grandmother-- there was a communications revolution. She answered an ad in the newspaper, "Would you like to learn how to be a telephone operator?" A tough job. It required brand new skills, long hours, great manual dexterity. She mastered that job because it was a job at which, if you worked hard, you would be paid a fair wage. And if you were paid a fair wage, you could keep your family together even in the middle of the Great Depression.

Now, who should I be thanking for the fact that she got good wages for that good job? I bet it's your predecessor maybe twice removed, Morty.

Now, that's a story of how the communications revolution made it possible for my family for the American Dream to come true. And all of us in this room have the chance in the wake of this huge revolutionary new law to make that American Dream be something that can be dreamed by every family in America, to create new opportunities for every family in America.

The era of hype about the Information Highway is over. The time of hope has arrived. It is time for us to hope, not just about "a chicken in every pot and a car in every garage," but about communications opportunities for every family in America, about good wages for good jobs for all workers in America. It's time for us to hope a hope that at last will come true, the chance to have equality of opportunity in this country. Because the communications

revolution can spread equality all across this great nation of ours. But we need every bit of help we can get at the Federal Communications Commission to write the right rules, to steer the right course, and to make sure that the vision of equality motivates everyone at the Federal Communications Commission to do the right thing.

So, I want to say to you all, in conclusion, that I am counting on your advice; I am counting on your guidance. Keep us on the right path. You have done just fine so far. Keep telling me what you think we ought to do and keep pushing us to guarantee-- after all the hype-- that we deliver on the hope and the promise of the communications revolution.

Thank you all very, very much for inviting me. Thank you.

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

PRESIDENT BAHR: Reed, we look forward to working with you as together we help the President build this country based on the philosophy of a high skilled, high wage economy. We know that you will do your share as we implement the Telecommunications Act.

We have a small gift and we hope you look at it and remember your appearance with us today. (Presentation - Applause)

CHAIRMAN HUNDT: Thank you very much. Thank you. (Applause)

PRESIDENT BAHR: While we are waiting for Mrs. Clinton to come, the Resolutions Committee.

CHAIR KINTZER: Thank you, Mr. President.

The Chair would like to recognize Linda Armbruster.

Chair recognizes the

DELEGATE LINDA ARMBRUSTER (Local 7777): If the delegates would please turn to page 9 of the Resolutions Committee Report, I will read the resolves of Resolution 58A-96-7 entitled Federal Reserve System Policy.

FEDERAL RESERVE SYSTEM POLICY

As our government's most powerful economic policy maker, the Federal Reserve System exercises enormous influence over Americans' living standards. According to the law, the Fed is supposed to pursue both full employment and low inflation when making monetary policy decisions. But in recent years, the Fed has virtually ignored its jobs mandate, insisting that inflation will ignite if unemployment levels dip below a so-called "natural rate." On the basis of this theory, the Fed raised interest rates seven times in 1994 and early 1995, even though overall inflation dipped to its lowest level in years-and even though working families' incomes have steadily eroded.

The Fed's acceptance of a high "natural rate" of unemployment means joblessness for approximately eight million Americans-- not counting additional millions of discouraged workers and part-time workers seeking full-time jobs. By retarding growth and promoting slack labor markets, the Fed's tight monetary policy undermines the ability of all workers to bargain for a fair share of economic gains. Rising interest rates, along with volatile financial markets, raise the cost of capital for businesses and foster short-term, fast-buck investment strategies that destroy good jobs while weakening America's long-term productive capacities.

Erratic and high interest rates also compound the burden families face in meeting adjustable mortgage payments, borrowing on their credit cards,

taking out education loans and paying taxes to service government debt. The stagnant wages that result from a low-growth, high-unemployment economy have forced households to borrow in record amounts to keep up. As a result of those debt loads, more and more income is transferred upward from borrowers to creditors; from workers to bankers.

Despite these developments, key Congressional leaders actually want to abolish full employment as a goal of Federal Reserve policy. Pending legislation co-sponsored by Republican presidential candidate Robert Dole and 15 other Republican Senators would formally repeal the Fed's jobs mandate, instructing it "to forget the real economy," in the words of The Wall Street Journal. Fed Chairman Alan Greenspan has endorsed the bill.

The Fed remains blind to so many Americans' needs and aspirations because it has insulated itself from the normal standards of self-government. The central bank holds key meetings on economic matters in secret, obtains and spends public funds entirely outside the public appropriations and auditing process, and is exempt from the Freedom of Information Act. Presidents of the Fed's 12 regional reserve banks shape the entire country's economic fortunes by voting on monetary policy but are accountable only to narrow private interests-- the member banks who exercise effective control over their selection. Despite reforms designed to open up the Fed, Labor, community and consumer representation within the central bank remains token at best.

RESOLVED: The Communications Workers of America urges the Federal Reserve Board to alter a monetary policy course that has needlessly hobbled the nation's capacity for noninflationary growth, deterred the creation of good jobs and robbed working families of their fair share of economic gains. The Fed must commit itself to a policy of low, stable interest rates consistent with its legal obligation to promote full employment. CWA also calls on all members of Congress to aggressively oppose legislation that would repeal the Fed's jobs mandate.

CWA also urges a comprehensive, independent review designed to overhaul the Federal Reserve's structure and operating procedures. Like other institutions in our system of democratic governance, the Fed should be held to demanding standards of openness and accountability-- open meetings, public budgeting and auditing, public appointment of key decision makers and genuine public involvement in key institutional decisions.

Finally, CWA urges the AFL-CIO to undertake effective, sustained education and advocacy programs that enable working families to understand and influence how Federal Reserve policies affect their jobs, communities and economic prospects.

I move adoption of Resolution 58A-96-7, "Federal Reserve System Policy." (Applause)

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. There are no delegates on the microphones. All those in favor of Resolution 58A-96-7, "Federal Reserve System Policy," indicate by raising your hand. Down hands. Opposed by lice sign. It is adopted.

The committee.

CHAIR KINTZER: Thank you, Mr. President.

The Chair would like to recognize Rhonda Taylor. (Applause)

DELEGATE RHONDA L. TAYLOR (Local 3902): If the delegates would please turn to page 4 of the Resolutions Committee Report, I will read the resolves entitled 58A-96-4, "Living Wage Ordinance."

LIVING WAGE ORDINANCE

The threat of privatization of Public Sector jobs has had a negative effect on the ability of public sector workers to negotiate fair and equitable contracts and maintain a decent standard of living.

Since the 1980s, privatization has thrown thousands of unionized public sector employees out of work. Wages paid to workers at private sector companies receiving contracts for government work are usually one-half the wages paid to the average unionized public sector worker, leaving them below the poverty level. In addition to lower wages, most private sector contractors do not provide health and retirement benefits, resulting in a further decline of the standard of living of the affected workers, specifically, and of the community as a whole. Despite the rhetoric, the privatization of public sector jobs does not result in significant tax savings, or provide for better service to the public at large. Without legislation to counteract these trends, communities will continue to lose vital services and public workers will continue to see their standard of living decline.

RESOLVED: That all CWA locals, in coalition with community, religious and other civic organizations, be urged to sponsor and support "living wage" legislation on county, municipal and state levels and that the national union support these efforts with money and resources, where practical.

RESOLVED: That the Office of the Vice-President for Public and Health Care Workers serve as a "clearing house" for information regarding "living wage" legislation around the country. And, materials concerning "living wage" struggles shall be developed and circulated to all CWA locals.

I move adoption of Resolution 58A-96-4, "Living Wage Ordinance."

PRESIDENT BAHR: You have heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It's been seconded.

On microphone No. 3, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): Currently, the New York City Council is considering a Living Wage Bill. This bill will go a long way towards giving us the kind of protection for America's working people that we need. It doesn't go far enough, but it's an important first step. Those of us who have had the benefit of the Davis-Bacon Act understand what Davis-Bacon was all about. It was to prevent marauding bands of unemployed workers going into towns and undermining labor standards that unions had fought for and built over many years.

The Living Wage Bill does exactly the same thing for those folks in the public sector. What is going on right now is, government is saying, "We want more efficiency; we want it done cheaper." The only way, brothers and sisters, that you can get it done cheaper is if you get it done with non-union, unrepresented workers.

One of the things that we have been about is building coalitions within our communities. In New York City, we are working with industrial areas,

foundations who spearhead a number of these living wage bills around the country.

Quite simply, the Republicans are putting forward proposals that are based on a simple economic premise. That premise is that the poor have too much money and the rich don't have enough. Please help support labor standards in all your communities. This Living Wage Bill will go a long way towards doing that. Thank you. (Applause)

PRESIDENT BAHR: No other delegate wishes to speak.

Before us is Resolution 58A-96-4, Living Wage Ordinance. All those in favor, indicate by raising your hand. Down hands opposed by like sign. It is adopted.

The First Lady should be entering the building momentarily. Would you take the time now to put the appropriate T-shirt on.

Let me have your attention just for a minute. When the First Lady comes up, we are going to show a short video first, and then we are going to have Resolution No. 1 which will be read in its entirety. Because of her schedule, we are going to ask for your indulgence to only have two speakers. Four have already called in. We will call the first two. I know if we just let it go, we will end up with 50 speakers, and that would be great, but her time just doesn't permit it. So, we are asking you to indulge us with that.

We are going to roll the film now. The First Lady is going to watch it on the monitor. After the film, we are going to bring her in.

Would you roll the film?

. . . A short video was shown of Bill Clinton and Al Gore on the campaign trail throughout the United States . . . (Applause)

PRESIDENT BAHR: Would the Escort Committee bring the First Lady to the podium, please?

. . . The delegates arose, applauded and cheered at length while waving signs over their heads of photographs of President Clinton and Vice President Gore . . .

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

CHAIR KINTZER: Thank you, Mr. President.

If the delegates would please turn to page 1 of the Resolutions Committee Report, I will read the Resolution entitled 58A-96-1, "CWA Endorsement of Clinton-Gore."

CWA ENDORSEMENT OF CLINTON-GORE

The four years of the first Clinton Administration have been dramatic and difficult, challenging and exhilarating. It began with much hope in the Labor community because for the first time in a generation, Democrats controlled the White House and the Congress. Issues that had been vetoed by the Bush Administration were passed and signed by President Clinton. Most important of these early successes was The Family and Medical Leave Act. While many of the contracts negotiated by CWA already contained similar protections, it was a critical step in defining the proper relationship of the economy to the family. The economy should serve to strengthen and support the family and this legislation has made that goal a reality for millions of American wage earners. We celebrate the President's leadership on this issue.

While the common wisdom is that President Clinton tried to do too much on health care, we disagree. Together with Hillary Rodham Clinton, he presented a comprehensive program that would have brought coverage to the 35 million Americans who are without it and would have curbed the constant increase in health care costs. It would also have finally removed health care as a disruptive issue in collective bargaining. He (and we) lost this battle, but it was the right battle to fight and it continues to be an issue that must be addressed. We celebrate the efforts of Bill and Hillary Clinton on this issue and we encourage them to try again.

In the 1994 elections the nation turned the Congress over to the Republicans. Without Bill Clinton in the White House, America would have suffered the dismantling of many of the programs that have been developed to protect the workers in our capitalist economy. Standing firm during the budget battle, President Clinton was able to save funding levels for our most important programs and unmask the right wing ideologues who were trying to line the pockets of their rich friends at the expense of the middle class. In the midst of this wholesale attack on working Americans, President Clinton issued an Executive Order barring companies that permanently replaced strikers from doing business with the federal government. We celebrate President Clinton's solidarity with us on this issue at a time when we were unable to pass legislation to bar the permanent replacement of strikers. We also celebrate the President's willingness to veto the TEAM Act and understand that his public opposition to this legislation has kept it from being enacted by the Congress.

The actions of the Clinton-Gore Administration clearly promote the issues our members are most concerned about-- jobs, the economy, worker rights, safety and health, protecting pensions and preserving the safety net of Medicare and other programs.

Scientific polling of CWA's membership nationwide shows that our members overwhelmingly support the re-election of President Bill Clinton and Vice President Al Gore.

RESOLVED: That the 58th Annual CWA Convention endorses President Bill Clinton and Vice President Al Gore in their re-election effort and that CWA will promote major union-wide participation in the re-election effort.

I so move.

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

PRESIDENT BAHR: You heard the motion. We agreed that we would limit it to two speakers.

On Microphone No. 3, Delegate Laurent.

DELEGATE TERRY LAURENT (Local 3411): I rise in support of this resolution. I was born on a hill farm just 40 miles from a city called Hope. From this humble beginning, I can see the good and bad in people. For all the good things the President has done, I can allow him a weakness, his support of NAFTA. But the past is past, so let's dedicate ourselves totally to the Clinton/Gore re-election.

Passing this resolution is a small step. Standing up here is not enough. We have to go home and commit ourselves to keeping the White House along with taking back the "Big House." Failure should not be considered. When you leave here, don't stop until after the November elections are successful. There is one thing I like about the word Kansas. It forms part of the word Arkansas. (Laughter and applause)

So, let's elect the Arkansan and send Dole and Newt back to the farm.
(Applause)

If I can lose 280 pounds, with dedication and commitment we will be successful in the fall. Jobs and lives depend on us. Failure is not acceptable. Failure is not acceptable. Keep the Clintons on Pennsylvania Avenue. Thank you. (Applause and cheers)

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

DELEGATE RON TYREE (Local 1150): Fellow delegates, every time one of my members takes time off for their family or for a serious illness and does not get charged by the company, I thank President Clinton for the Family and Medical Leave Act. (Cheers and applause) Every time managers try to appoint their pets to company committees, I thank President Clinton for his commitment to veto the Team Act. We will not go back to company unions.

Every time I hear my brothers and sisters in right-to-work states talk about how hard it is to build the membership, I worry about what will happen if President Clinton is not around to stop National Right-to-Work.

We will not always agree. We did not agree on that NAFTA. I believe we have been proven right on the effect of NAFTA on jobs, but our disagreements are between people who respect each other. Our disagreements with Republicans are with people who want to crush us. I urge you to support this

resolution and, more importantly, to do the work necessary to make this victory happen. That means making sure every one of our members' votes and votes right. Thank you.

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: It almost seems academic, but all those in favor of the motion to endorse Clinton and Gore for re-election in 1996, say aye. Is there anyone who would say no? It is unanimous.

. . . The delegates arose, applauded, cheered, and chanted "Four More Years" . . .

PRESIDENT BAHR: It now gives me great personal pleasure to welcome the First Lady, Hillary Rodham Clinton. (Applause)

From the very first days of President Clinton's Administration, CWA members came to recognize the First Lady's special qualities-- her intelligence, her grace under pressure, her openness and her commitment to the values that we share.

Our members have good reason to identify with her. She has performed the remarkable job of balancing the pressures of public duties with her marriage and family responsibilities. She stands tall in our eyes, above those who feel threatened by women who are bright, thoughtful and poised.

On behalf of CWA's active and retired members, I want to thank Mrs. Clinton for her work to achieve meaningful health care reform. (Applause) Although we lost that battle, the nation's health care crisis has not disappeared. We felt that defeat as our employers continued to try to resolve their health care cost problems by shifting health care costs to retirees and active workers. We are still using band-aid solutions that do not address fundamental problems.

I also want the delegates to know that when Mrs. Clinton leaves here,

she will meet and talk with a group of Detroit newspaper strikers. (Applause and cheers) I am certain that she will let the President know about the feelings and concerns of our striking members.

Essentially, one issue now prevents us from going back to work-- striker replacements. President Clinton has taken a courageous stand on that issue, and he is right.

Mrs. Clinton, CWA encourages you to continue to be visible and to speak out on the matters that concern you. It certainly does take a village to raise a child. (Applause) But we also need a strong, courageous voice, your voice, to change the nation. And it will not always be easy, but know that we will be there with you.

Brothers and sisters, I am honored to present the First Lady, Hillary Rodham Clinton.

. . . The delegates arose, applauded, cheered and whistled, displaying Clinton-Gore posters and signs saying, "We love you Hillary" and "Give 'em hell, Hillary" . . .

FIRST LADY HILLARY RODHAM CLINTON: Thank you. Thank you all. Thank you very much.

Thank you so much, Morty, for that introduction and your kind words and for your innovative leadership of the CWA, and also for your service on the President's Advisory Council on National Information Infrastructure.

I am delighted to be here with all of you, with M.E. Nichols, with Loretta Bowen and Barbara Easterling and all of the delegates who are here representing the people back home. I also am pleased to be on the same podium with John Sweeney and Chairman Reed Hundt.

But it is a great honor, beyond any I could have anticipated, when I agreed to be here today, to be among you when you voted to endorse the President and the Vice President. Your endorsement means a great deal to us. (Applause)

I want to thank the delegate who read the resolution. I want to thank the two delegates who spoke so eloquently in favor of the resolution. And I want to thank all of you for your faith and your confidence.

To reiterate what has already been said, this President believes in you and your future. He believes in your spirit and your energy and your commitment to working men and women.

For more than half a century the Communications Workers have been on the front lines, fighting for fair wages, for decent health care, for good schools, for retirement security and equal opportunity.

Many of you have been fighting these battles for years and decades, and it is we who say thank you to you, because without you America would not be what it is today. And we have to fight to preserve it for the future, as all of us know what is at stake. (Applause)

I was thinking as I drove in that it is particularly fitting that your Convention is taking place in this city, in Detroit. Perhaps more than any other city in America Detroit is identified with working people. During times of war, Detroit has served as an arsenal of democracy, and during times of peace, as an engine of prosperity.

So, I am glad to be with you anywhere, but I am particularly glad to be here with you in Detroit, a great city of working men and women now and in

the future. (Applause)

I don't need to tell any of you in this great hall that America was built on hard work. It was built on an ethic of responsibility and sacrifice. It was built with a sense of both opportunity and community for ourselves and for all Americans willing to work hard and take responsibility. And America has prospered for more than two centuries, not simply because Americans are hard workers, but because that hard work has translated into opportunity, into progress, into the American Dream for millions and millions of our fellow citizens.

Three and a half years ago, when my husband took the oath of office, he did so promising to put people first, to reinvigorate the working families of America, to renew a sense of economic security that was under siege because of stagnant wages and increased global competition and downsizing.

The President felt that he had been sent to Washington to generate growth and jobs, to increase income and close the wage gap, to shrink the underclass, and to grow the middle class. And although we still have work to do in a second term, with your help I am proud to say that we have made progress with this President doing just that. (Applause)

Think back, if you will, to the time when the President's economic plan was moving through the Congress, and how he did not receive one single vote to grow the economy and shrink the deficit from the other party. No. Instead, they acted like a bunch of Chicken Littles, running around Washington, talking about what was going to happen if the President's economic plan went into effect.

Well, now we know what did happen. We know that we have seen the creation of 9.7 million new jobs, and, more importantly than that, we have begun to see income in those jobs slowly, slowly, increase, in part because we have the lowest combined rates of unemployment and inflation in 27 years. (Applause and cheers)

The long decline in the median hourly wage has eased, and we have seen home mortgages at their lowest interest rates since the 1960s. And just this week the President proposed to lower closing costs for some first-time home buyers. So, if there are any of you out there, think about it now, because you will save around two hundred more dollars to get into the home buying market. (Applause)

The President's economic plan has cut the deficit by more than half. This is a record to build on, and with your help the President will do even better in the years ahead.

I don't need to tell the members of this Union that we live in a time of exhilarating, unpredictable and sometimes frightening change. Technology is advancing at breakneck speed, and sometimes we wonder where the human being, where you and I, fit into this new picture.

The nature of communications has been revolutionized in less than one generation. Just think-- a few years ago no one had ever even heard of the Internet, or the World Wide Web. Now my cat "Socks" has his own home page on the World Wide Web, and I am very flattered to announce that there are those who are running a page on my hair-dos, if any of you are interested in checking that out. (Laughter)

So these changes have occurred in ways that we could not even have imagined, and they have also exacted a cost. Many people have faced

dislocation, downsizing, new job challenges. It has not been an easy transition, which is why all of us have to do everything we can to try to make it possible for people both to make a living and live a life, to feel that they have a place in society, and that they have security in the workplace, that if they do their part of the bargain, they will be taken care of. (Applause)

That is why the partnership between the Clinton-Gore administration and this Union is so important, because neither side can do what needs to be done alone.

The President knows that. When he first took office, he got rid of his predecessor's anti-work, anti-union executive orders, and last spring he signed an executive order that said to federal contractors, if you hire permanent replacements for your striking workers, you will not do business with the government.

. . . The delegates arose, and there was prolonged applause, cheers and whistles . . .

FIRST LADY CLINTON: And when a court overturned that order, the President committed this Administration to fighting in court to preserve it.

He also believes that collective bargaining is a right, not a privilege. (Applause) And the President has appointed women and men to the HERB who share that belief. And, as has already been said, the President will veto the TEAM Act and prevent company-dominated unions.

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

FIRST LADY CLINTON: Now, in addition to fighting against all of the effort by those who would undermine our economic progress and the security that it has brought to millions and millions of working men and women, the President is committed to meeting the challenges that confront America. But, again, it is not just the President and the Vice President who have to meet those challenges. Every one of us in this great hall has an obligation and responsibility to meet them, as well.

In his State of the Union message, the President talked about seven challenges. Let me just briefly run through these again with you and tally about what he is trying to do and what we and others have to do as well.

The first challenge is to cherish our children and strengthen our families. There isn't any more important task in any society. (Applause)

As Morty said, I believe it takes a village to raise a child. What I mean by that is that the responsibility starts with parents and family members; but, as a mother I know there are many influences outside my home that will affect my daughter. I know that every time she turns on the television set people whose faces I don't know are affecting what she thinks about. I know when she goes out with her friends that the police officers who guard our streets may make a difference as to whether or not she is safe.

I know that when she drinks water from our tap or eats food bought in our supermarkets or breathes our air, she is going to be affected by adults far beyond her own family. When she goes to school or church or in the neighborhood there are going to be people who will make a difference for positive or negative reasons in the kind of life she has.

So, of course, the primary responsibility rests with mothers and fathers and family members, but it makes a difference as to what the rest of us are doing as well.

That is why it was so important to have a President like my husband, who understood that you could either support families in today's work, or you could make it even tougher for them to balance all of the conflicts between time and money that every single family in America faces. I am very proud that as his first act as President the President signed the Family and Medical Leave Act after it had been vetoed by his predecessor. (Applause)

It also makes a difference whether or not you have a President who on behalf of our children will take on the tobacco lobby and say, "Quit advertising cigarettes to children and teenagers." Adults are a different matter, but leave the kids alone. (Applause and cheers)

We also know, as so many of you who are involved in the communications industry are more aware of than I, and as Chairman Hundt knows so well, our mass media shapes how our kids think and what they think about. You know, it is kind of hard, if you are a working mom or dad, to know what your kids are watching on television all the time, isn't it? Even if you are in the same house, it sometimes is impossible to know exactly what they are up to, and if you don't get home until later, you work a swing shift, you may not know at all. That is why the President and the Vice President absolutely demanded that when the Telecommunications Act was passed, it included the V-chip, so that parents would have some control over what happened in their own homes.

We can't wave a magic wand and protect our children from everything. It is something that you and I might disagree on, what you would let your child watch or what I would let mine watch. The important thing is that we must do everything we can in today's world to give authority back to mothers and fathers in their own homes. (Applause)

And this President has fought hard for child support enforcement and for real welfare reform. While the Congress has been arguing, he has been granting waivers to states so we could get on with the business of trying to figure out how to reform the welfare system.

Now, the second challenge, though, is how do we renew our schools and throw open the doors of college to every single student willing to work and study hard.

Just this past week the President proposed what he is calling America's Hope Scholarships. Here is how it would work. If the Congress would agree there is nothing more important than making it possible for every person to go to college, if that is what the person is willing to do, a student would be eligible for \$1,500 at a community college for a year, or \$750 if he or she went part time. If the student maintained a B average, stayed out of trouble, stayed off of drugs, that student would be eligible for another \$1,500.

This would mean that the first two years of college would be as available for every American as twelve years of public education. And there are many, many students who will go to college because of these scholarships who otherwise could not afford to do so. (Applause)

The President also still is fighting for his \$10,000 tuition tax deduction. This would enable all of you who have tried to save to send your children to college, or yourselves even, to be able to deduct that amount of money from your taxes.

We should not be turning the clock back on access to education. We should be fast-forwarding it. It is one of the best investments an individual or a family or a society can make. So stand with the President on behalf of

education which will help all of us in the long run.

In part, it is because we have to meet the third challenge-- to provide economic opportunity and security for all of our working people. Now, there are several things that a President and a Congress can do, but you and I know that much of the work has to be done in the private sector, and the President has been calling on the leaders of American business to share the reward of increased productivity with our workers, to reward the efforts that have gone into upgrading skills, changing jobs, being more flexible.

Let's start making it clear that when American workers are rewarded, just as Henry Ford knew so many years ago when he paid the unheard of amount of \$5 an hour to his auto workers, and when he was questioned by business leaders he said, "Who do you think is going to buy these cars if not our workers?"

It is in America's best interest to reward work with rising paychecks and that is a message that should go out loudly and clearly. (Applause)

But there are some things that the government can do and that my husband believes in doing. One was to increase the earned income tax credit, to take out from under the tax burden those individuals who worked 40 hours a week and still could not live above the poverty level. That is a very clear way that the President believes we can reward work.

Another way we can and we should, and it absolutely must be done, is to raise the minimum wage to a living wage. (Applause)

Now, as you have already heard and as you know, we were not successful in our effort to make health security available to every American. But there are things we can do and the Kennedy-Kassenbaum bill is one of those. It is sitting in the Congress. It should have been passed months ago. We must continue to work for its passage. It will help millions and millions of American workers.

The fourth challenge is to reclaim our communities from criminals, gangs, drugs and violence. You know, all during the 1980s we heard a lot of tough talk about crime from the other side, and it always seemed to me that the tougher the talk got, the higher the crime rate rose. Finally, we have a President who will not only talk the talk on crime, but walk the walk. And we are beginning to see results in a decreasing crime rate. (Applause)

The Crime Act was passed, again, with very, very little help from the other side. They didn't think it would matter that we would put a hundred thousand more police officers on the streets. Well, again, they were wrong. It is making a difference in communities large and small across our country. They didn't think it would make a difference to pass the Brady Bill. Well, up until now more than 60,000 felons have been stopped from buying handguns and other weapons because of background checks about their previous history. (Applause)

So far as we know, not a single law-abiding hunter has missed any hunting season that was available to him. (Applause and cheers)

It also makes a difference if you take military style assault weapons out of the streets and out of the hands of teenagers who have no business having that kind of fire power. (Applause)

Now, the good news is the crime rate is going down. Police are out of their cars. They are walking the streets again. We are seeing the results. The bad news is there has been an increase in violent crime among young

people. So we have to redouble our efforts to take the young predators off the streets. The President has called for a concerted national effort with law enforcement from the federal to the local level, targeted at gangs and at violent young offenders.

But anybody who has ever been a police officer or ever worked in any kind of volunteer program in an inner city knows you also have to give kids who are on the street discipline, some things to say "yes" to, help structure their time. So everything from trying to provide for curfews in local communities to making it possible for recreation to be available to them is also important in making this fight against crime successful.

Now, the next challenge is to protect our environment. You know, we can have both economic growth and environmental protection. It used to be a bipartisan idea that we could grow the economy, clean up our lakes and our rivers and make our air breathable. Well, if you were watching last session of Congress, you saw lobbyists for polluters being enlisted to write the laws that would repeal a lot of environmental protection. There isn't any real choice, if we want to preserve the out-of-doors we love and keep our environment safe for the future than to reelect the only people committed to that -- Bill Clinton and Al Gore. (Applause)

The eighth challenge is to maintain American leadership in the drive for peace and freedom and safety around the world. Sometimes people ask me, "Well, why should we be concerned about what happens in some far away place?" I have three answers for that: First, because we have economic interests. We want to be able to get these people to buy our products. We want to have economic growth in other parts of the world, because when we do that, we will create jobs.

But it is also important politically for us to try to keep as much stability in the world as possible, because we know how much instability spreads. We also know how much of our problems are not confined to our own country. If we seek to fight criminal cartels, drug dealers, the spread of nuclear weapons across national boundaries, we have to be there. We have to be on the job.

The third reason is because America's leadership depends upon us leading, of demonstrating day in and day out why we are the undisputed, strongest economic, political and military force in the entire world. And as long as Bill Clinton is the President we will continue to demonstrate that. We are not going to become isolated.

We will show the rest of the world, whether it is our fleet in the Straits of Taiwan, whether it is restoring democracy in Haiti, trying to make peace in Northern Ireland, that the United States is a force to be reckoned with. That is the kind of country we want to have. (Applause)

The seventh challenge is to make our own democracies work better. We need campaign finance reform. We need to keep making our government more cost-effective and working better. And maybe above all else we need your help in ensuring that every single American who is eligible to vote will vote.

I know, as you know who are out there talking with people, that there are a lot of folks who do not see the connection between elections and their own lives. That is where we all come in. We have a big job ahead of us.

We have to demonstrate to those who are apathetic, and even suspicious about politics, why it made a difference that you had a President who signed the Family Medical Leave Act, or why it is making a difference that you have

new police on our streets, why you want to have a President who believes in immunizing children and standing up on behalf of labor's hard-fought rights. This is not something that anyone can afford to just sit out this year. This is a turning point election. It will largely determine what our country is like in the century to come.

Now, some of you may recall that I was in Bosnia with my daughter. I had gone there to meet with our troops and also to visit with people who had survived those terrible, terrible years there.

I met first with a group of men and women who told me what life had been like. They were still somewhat bewildered because they told me, "We used to get along pretty well." All of a sudden there were knocks on the door and neighbors whom they used to say hello to or maybe share a meal with were there with strangers to grab them and take them away from their house. I talked with wives who had not seen their children for years and children who had not seen their parents.

I visited with nurses and doctors who had kept clinics open under terrible bombardment. And I met with a teacher who tried to keep teaching those children who would come out and gather together to learn. I saw the pain in their eyes and I heard it in their voices, and they were grateful that under American leadership they were at least being given the chance to have a normal life. And I thought to myself how we take our blessings for granted, how we lead these normal lives. We have our hassles, we have our problems, but we have so many blessings to be grateful for.

Then I went out and met, both in the base camp at Tuzla and two outposts, Camp Alicia and Camp Bedrock, being with the men and women wearing our uniform, who were there to try to bring about some chance for peace. There they were. They were black and white and brown and Christian and Muslim and Jew. They were kids from the streets, from the country, from every walk of life and experience, from every kind of family you can imagine in our great country. They were there doing a mission of peace and they are so successful at that. I wish all of you could have been with me, to feel the pride that I felt.

But as much as what they are doing, what they stand for says what this election is really all about. We have a choice between a vision of the future that tries to divide people, set workers against management, raise citizens against one another, men against women, to try to narrow opportunities so the already successful get to have even more and everyone else has to be satisfied with less. A vision that is fundamentally at odds with America and its history and our deepest beliefs, a vision that fuels people's fires and rests on a pessimistic view of the future.

In contrast we have a President and a Vice President who believe in our future and in us; who want to appeal to what is best in America, not what is worst; who want to talk about real issues, not the diversions and the trivia; who have a fundamental optimistic view about what we are capable of doing.

Now, we know what the challenges are. We know it will not always be easy trying to navigate into the future. But I am absolutely convinced that the best bet on America is one that is optimistic and confident and hopeful, that gives us the feeling that we can solve our problems, that we can work together.

That is what you do in this union every day. And it is what you will have to do in the months ahead-- to reach out to your union members and to friends who are not part of this union, but share your union background or

experience, to talk about why this election is so critical. Because when you voted to endorse the President and Vice President, you voted to endorse that optimistic and positive view of what we can achieve together.

We have to remain in solidarity. We have to be committed, but we can do it. And with your help, this President and Vice President will keep doing it in a second term.

Thank you all very much.

. . . The delegates arose and applauded, whistled, and displayed the Clinton/Gore signs as Hillary Rodham Clinton left the stage to rousing applause and cheers . . .

PRESIDENT BAHR: When Mrs. Clinton addressed our Legislative Conference a couple of years ago, I said what a great role model she was for my four granddaughters. I think you agree with me. What a great role model she is for every child, male or female, in the United States of America.

. . . Applause and whistles as First Lady Clinton went down the line, shaking the hands of the delegates . . .

PRESIDENT BAHR: One year and a half ago, we in CWA and Hillary Clinton lost a very dear friend, Elizabeth Glaser, who visited with us on several occasions and headed up the Pediatric AIDS Foundation.

In memory of Elizabeth and on behalf of Hillary Clinton's visit with us today, in Mrs. Clinton's name, CWA will make a contribution to the Pediatric AIDS Foundation. (Applause)

. . . The Convention stood at ease as Mrs. Clinton left the auditorium . . .

PRESIDENT BAHR: Isn't it great to hear the wife of the President talk about collective bargaining and workers' rights? (Applause)

I think we have to use some of the things that Mrs. Clinton said. And the one point she raised about the fact that there are so many people, including our own members, who don't see the connection between the election and their own jobs and their own families. There was a very good example.

We are now going to proceed with the election procedures. For that purpose, I want to call on Secretary-Treasurer Barbara Easterling.

SECRETARY-TREASURER EASTERLING: If I can have your attention. An announcement has to do with the registration of observers for the election process that will take place tomorrow. Each candidate will be permitted to have two observers at each poll and at the counting of the ballots. Observers will be restricted to the specific area designated for observers. These designated areas will allow the observers to note the names of those voting and to observe the actual counting of ballots.

However, the observers will be placed so they do not obstruct the voting and/or the vote tabulation process. Observers must remain in the ballot counting area until the count is completed. The observers do not have the right to count the ballots.

In order to be allowed into the designated area as an observer, individuals must be registered with the Chair of the Credentials Committee. Only individuals presenting evidence of their registration with the Credentials Committee will be allowed into the areas designated for observers. Each candidate will have the responsibility for registering any individual that they wish to designate as an observer. Only candidates for election may designate and register observers. I will repeat that again: Only candidates for election

may designate and register observers. The registration forms for observers may be obtained from the Credentials Committee.

I will now call on Mark Appel, Senior Vice President of the New York office of the American Arbitration Association, for the purpose of explaining the total election process. The American Arbitration Association will be supervising the balloting. Mr. Appel.

And I expect you to reduce the level of noise in the hall so that everybody will be able to hear the process that will be starting now.

MARK APPEL (American Arbitration Association): Delegates to the Convention: The CWA Constitution makes provision in Article XV for the election of International Officers, District Vice Presidents. The elections will be conducted in accordance with the following procedures:

First, International Officers and Unit Vice Presidents of the Union shall be elected by secret ballot of the delegates to the Convention on Tuesday between the hours of 8:30 and 11:00 a.m. Nominations will be conducted during the Convention session today. The term of each office shall be for three years or until their successors have been duly elected and qualified.

The District Vice Presidents shall be elected by secret ballot on Tuesday morning between the hours of 8:30 and 11:00 a.m. Nominations will take place 30 minutes after the Convention recesses today at separate meetings of the delegates with their respective districts. The term of each office shall be for three years or until their successors have been duly elected and qualified.

The sequence of nominations is as follows: First, International Officers; next, Communications and Technologies Vice President; Telecommunications Vice President; Public Workers Vice President; Printing, Publishing and Media Workers Sector Vice President; and 30 minutes after recess of Convention today, District Vice Presidents.

The nominations for the three International officers and four Unit Vice Presidents shall be conducted here in the Convention Hall. The nominations for the eight District Vice Presidents will be conducted 30 minutes after the Convention recesses today, in the District meeting rooms as assigned.

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

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

The rules with respect to nominations are as follows: Nominations shall be made from the floor for the three International Officers and the four Unit Vice Presidents. Nominating speeches shall be limited to four minutes in length and the two seconding speeches to two minutes.

Where there is only one nominee for an office, that nominee can be declared elected. A motion can then be made from the floor electing that officer by acclamation.

The following provisions apply to voting procedures: All voting shall be on a per capita basis as certified by the Credentials Committee to the Judge of Elections. A delegate may not split their vote. If a Local has unit jurisdiction, the unit votes will be divided amongst the Local's delegation.

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

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

All voting will take place in Room M3-31/M3-32. Delegates must identify themselves to the teller at the voting booth. A delegate's convention badge shall serve as sole verification of their identity for the purpose of determining their right to vote. Delegates are not permitted to use the badge of another delegate. If the teller's records show that a delegate has voted, the delegate shall be considered as having voted. The teller will inform the delegates of their duly accredited votes by writing the number of accredited votes on the face of the ballot.

If a question arises as to the delegate's identity, or the number of votes they are entitled to cast, or other matters, the delegate shall be directed to cast a challenged ballot. If the number of challenged votes will affect the outcome of the election, then the challenges will be acted upon by the Credentials Committee.

Only one delegate will be allowed in a voting booth at a time. Upon receiving a ballot from the teller, the delegate will: Go into the voting booth; check only the name of the nominee of choice on the ballot; fold the ballot once.

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

Delegates are reminded that the polls will close promptly at 11:00 a.m.

The following provisions apply to the use of observers by the candidates. Each candidate will be allowed two observers at any one polling and/or ballot counting site. Observers will be restricted to the specific area designated for observers. These designated areas will allow the observers to note the names of those voting and to observe the actual counting of the ballots. However, the observers will be placed so that they do not obstruct the voting and/or vote tabulation process.

Observers must remain in the ballot counting area until the count is completed. The observers do not have the right to count the ballots. The observers may not take notes during the vote tabulation Process.

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

After all eligible delegates have had an opportunity to vote, the ballots will be counted and the results of the election will be announced by the Chair. If no one nominee receives a majority on the first ballot, a run-off election shall be conducted and the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot. If no one nominee receives a majority on the first ballot and there is a tie for second place, a run-off election shall be conducted and the nominee receiving the

greatest number of votes on the first ballot and the two nominees who tied for second place shall be the nominees on the second ballot.

The time and location of any run-off elections will be announced from the podium at Convention.

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

SECRETARY-TREASURER EASTERLING: Thank you, Mr. Appel. Let me give you the place where all voting will take place. The room number is M3-31 and M3-32. During the course of the procedure from now on, reminders will be given to you from time to time concerning some of the details that have been presented by the supervisor of the election.

At this time, nominations for the office of President are open. For that purpose, the Chair recognizes Marie Scheuermann, Local 1009, at Microphone 3 for the purpose of making the nomination.

DELEGATE MARIE SCHEUERMANN (Local 1009): Thank you, Barbara. I am a full dues-paying member and Secretary-Treasurer of Local 1009, New Jersey. I have been a member of CWA since its inception and was a steward at the old National Federation of Telephone Workers. I retired from New Jersey Bell with 42 years of service, and I am retired 12 years.

I have the honor and privilege-- and I really say that with all my heart-- to nominate Morty Bahr for President of the Communications Workers of America. (Applause)

I first met Morty in 1954 at the CWA Convention. He was a part of the organizing committee for Mackay Radio and Telegraph Company and just a guest at the convention. I knew from the moment that I met him that he was going to be a true dedicated union leader for the people he was organizing. He remains a true dedicated union leader for CWA members throughout the country today.

At the 1955 Convention, Morty had won the organizing victory and he was a delegate. Meyer Hanscomb, who was the area director for the State of New Jersey, New York and New England, asked me and two other local presidents to take care of Morty. I feel like I've been looking after Morty ever since. Morty, I am still doing it today.

Right from the first, we recognized that Morty was going places in CWA, and he became a fantastic National Vice President in District 1. He has been a great International President.

I want to speak for a moment to the young people who are attending the Convention. You have heard Morty speak. I repeat: You have heard Morty speak and probably seen him before. For many of you he has been the only CWA President that you have known. He remains as open and accessible today as he was when I first met him. Please do not take his leadership for granted. I have known all of CWA's International Presidents. Our union has been blessed to have had excellent leaders, but I believe that some day history will judge Morty as one of the greatest Presidents of CWA and one of the greatest leaders the labor movement has ever seen.

We are very, very, very lucky to have him as our President today. Morty, I hope you stay our President for as long as you want. We need you, our members need you. Morty, you have helped CWA survive and remain strong over the past 11 years. We trust you to guide our union into the next century.

On behalf of the delegates, the active and retired members, thank you very much for everything that you have done for us. I may be the one doing the talking, but I speak for everyone in the Hall and for the entire union as I nominate and call for the unanimous reelection of Morty Bahr for President of the Communications Workers of America.

If I may, as an aside, Morty, I love you and I always will. (Applause)

SECRETARY-TREASURER EASTERLING: There has been placed in nomination the name of Morton Bahr for President. And to second that nomination, the Chair recognizes Marie Malliett, President of Local 9410, at Microphone No. 2.

DELEGATE MARIE MALLIETT (Local 9410): I stand before you to second the nomination of Morton Bahr for President of the Communications Workers of America. Morton Bahr is a man committed to all workers in their struggles, and a man who is a visionary leader. It is these qualities that have since 1985 led us through some of the most turbulent times with our members, yet our members continue to benefit from the strongest, most progressive contracts of any workers in this country.

Why? Because Morty knows when and how to aggressively lead us every day in the fight against corporate greed. It was Morton Bahr's leadership and vision that in 1985 transformed CWA from a service-oriented union to a union with a membership nationwide committed to activism, to mobilizing, and to organizing.

Above all, what I want to describe to you is what I see as the essence and the very center of Morton Bahr. He is a man who has spent his entire adult life fighting for justice, fighting for fairness, fighting for the least among us, fighting to make our world a better place for ourselves and our children. That is what trade unionism is all about.

I ask you to stand with me in the reelection of Morton Bahr, President of the Communications Workers of America. Thank you. (Applause)

SECRETARY-TREASURER EASTERLING: For the purpose of another second to the nomination of Morton Bahr, the Chair recognizes John Blasi, President, Local 1177, at Microphone No. 2.

. . . Delegate Blasi did not respond . . .

SECRETARY-TREASURER EASTERLING: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations.

There being only one candidate for the Office of President, the Chair declares Morton Bahr is therefore elected. Is there a motion from the floor to elect Morton Bahr as President by acclamation?

. . The delegates arose and applauded . . .

SECRETARY-TREASURER EASTERLING: I will accept that as the motion and the second and also as the vote. The motion is adopted and the Chair declares that Morton Bahr is elected President of the Communications Workers of America. (Prolonged applause)

PRESIDENT BAHR: I first would like to thank Marie Scheuermann. What

she said is an actual fact. Meyer Hanscomb-- we used to call them district directors at the time-- saw this young kid, not from the telephone industry, said to Marie, "Would you put him under your arm?" And I have been under Marie's arm for 42 years. I love you too, Marie.

To my good friend, Marie Malliett, I want to thank you once again for your kind words and your friendship. Each of us likes to hear the kind of accolades that good friends say about you, but you know as I know, that without the cooperation and the friendship of your colleagues in your local, you couldn't be successful.

It's the same thing at this level. Without the close relationship that Barbara Easterling and I have and M.E. Nichols and the Executive Board, we could not accomplish that which we have. I want to thank each and every one of you for your expression of confidence. I will do my level best never to let you down. Thank you. (Applause)

The next order of business is the election of Executive Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Fritz J. Clark, Local 1111, at Microphone No. 2.

DELEGATE FRITZ J. CLARK (Local 1111): Brothers and sisters and delegates, it is with great pride and pleasure that I again nominate M.E. Nichols for CWA Executive Vice President. I am sure many of you wonder what the initials M.E. stand for. I am happy to tell you they stand for "Mighty Energy."

Morton assures me Nick still attacks work assignments with mighty energy and youthful enthusiasm. Nick is a mustang. He came up through the ranks. He knows our union as good or better than anybody alive today. He is accessible to everyone. He will return your call and he will help you if he can. He does great work for us. So let's re-elect him.

Nick comes to us from deep in the heart of Texas. So by popular demand, to tell you about that, and without further ado, I present to you the Kazoo Review. Please join us as we sing:

His eyes at night are big and bright, Nick from the heart of Texas. He is short and smart, with lots of heart, Nick from the heart of Texas. Has curly hair, no longer there, Nick from the heart of Texas. He reminds us of the ones we love, Nick from the heart of Texas. So you see, he is our nominee for Vice President, Nick from the heart of Texas.

Go, Nick. (Applause)

PRESIDENT BARR: I believe M.E. Nichols' name has been placed in nomination.

The Chair recognizes Ruby Jensen, Vice President of Local 6222 for a seconding speech.

DELEGATE RUBY JENSEN (Local 6222): President Bahr, Officers, Delegates, and Distinguished Guests: I rise with great pride to second the nomination for Executive Vice President, M.E. Nichols, known to all as Nick. He has never forgotten where he came from and the issues he fought for as a local officer. Nick not only visits with the folks from his local, but all others across the United States. In short, he listens.

Nick is constantly dedicated to learning and analyzing more and more information in order to help guide our union, CWA, and the path it needs to go in order to survive in the years and centuries to come.

Last but not least, Nick has championed the causes and advancements of minorities and women, not only when he was a local officer, but also when he became an International Officer. I know, because a long time ago he encouraged a group of us in Houston to get involved, and now we are vice presidents of our local, and some of us are running political campaigns while another group are in the middle of our communities, fighting for issues that affect our people and showing the community the commitment made by CWA.

Again, with double great pride, I second the nomination of M.E. Nichols for Executive Vice President of CWA on behalf of all the people that he has helped in the past and will help in the future. (Applause)

PRESIDENT BAHR: For the purpose of another second to the nomination of M.E. Nichols, the Chair recognizes Walter Andrews, Executive Vice President, Local 3204.

DELEGATE WALTER ANDREWS (Local 3204): Mr. Chairman, Delegates, Alternates, Guests, Brothers and Sisters: It is with great pleasure I rise to second the nomination of M.E. Nichols as Executive Vice President of the Communications Workers of America.

I first met Nick in Denver, Colorado, at a community service conference in 1979. This was my first time attending a union conference. Nick was campaigning for the office of Executive Vice President but he took the time to greet me and to educate me on some of the topics which were issues at this conference. Needless to say, he won his election and he has served us proudly ever since.

Nick has not changed over the 18 years that I've known him. He is an outstanding leader. We elected the right man in 1980. I know we will elect the right man today. Thank you. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the office of Executive Vice President, M.E. Nichols is thereby elected.

Is there a motion from the floor to elect M.E. Nichols Executive Vice President by acclamation?

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

PRESIDENT BAHR: All those in favor indicate by saying aye. Opposed? M.E. Nichols stands elected.

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

EXECUTIVE VICE PRESIDENT M.E. NICHOLS: I am happy to see the famous kazoo man is still well and alive. (Laughter) I want to thank that band.

I want to thank Ruby, Walter, the good people of Houston who elected me full-time for 18 years before I was elected to this job. This is my sixth term that you have complimented me with. I can only thank you and say I will do my very best. Thank you. (Applause)

PRESIDENT BAHR: The next order of business is the election of Secretary-Treasurer of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Sherrie Sallaz, President, Local 4302, at Microphone No. 3.

DELEGATE SHERRIE SALLAZ (Local 4302): Thank you. Sisters and brothers, I stand before you as the proud representative of past and present members of Local 4302 to place the name of Barbara Easterling into nomination for Secretary-Treasurer of our great union.

Akron, Ohio, was once known as the "Rubber Capital of the World." Now it is known as the home town of one of the finest labor leaders in the world. In the course of changing the identity of our home town, Barbara has served our union well in local, state, district and international positions. In the process, she has received many awards and high level appointments for her outstanding service to CWA and the entire labor movement.

To highlight a few: In the 1970s she was appointed Chief of the Ohio Labor Division by the Governor. In 1980, Barbara was inducted into the Ohio Women's Hall of Fame and received the Women's Equity Action League Award. In 1992, she received the Midwest Labor Association's Eugene V. Debbs Award. And just last week, the Ohio Business and Professional Women's Association presented her with the 1996 Women In Business Award.

I have to tell you, as a labor leader and defender of workers' rights, she does mean business. Undoubtedly, the highest honor bestowed upon Barbara was her election last year as the first woman to serve as a Secretary-Treasurer of the AFL-CIO. Barbara's legacy of leadership and advocacy of working people is still well remembered and very strong in our home town. She set the standard. She serves as the roll model.

We are proud that she is celebrated not just for her accomplishments as a woman, but as one of the American Labor Movement's most effective leaders. CWA has been and will continue to be best served by reelecting 4302's most illustrious member, Barbara J. Easterling as our Secretary-Treasurer. Thank you. (Applause)

PRESIDENT BAHR: Barbara Easterling has been placed in nomination for Secretary-Treasurer. To second that nomination, the Chair recognizes Tony Matarazzo, President of Local 1109.

DELEGATE TONY MATARAZZO (Local 1109): Thank you, President Bahr. Mr. Chairman, brother and sister delegates: Local 1109 is in Brooklyn, New York, the fourth largest city in America, the home of the World Champion 1955 Brooklyn Dodgers (applause), the home of the original egg cream soda, and the home of President Bahr. (Applause)

I rise before you to second the nomination of Barbara Easterling as Secretary-Treasurer of CWA. As Chair of the Finance Committee in 1993, I and my committee worked closely with Barbara and her staff. It was an experience which enlightened me to the complexities of her position and my admiration of her performance.

Barbara's ability, dedication and accomplishments have been recognized throughout the labor movement. Barbara exemplifies the important role that women have in our nation and this great union. I urge you to join with me and reelect Barbara Easterling at this Convention. Thank you. (Applause)

PRESIDENT BAHR: The Chair recognizes, for another seconding of Barbara Easterling, Mary Taylor, President of Local 7200.

DELEGATE MARY TAYLOR (Local 7200): I am honored to second the nomination of Barbara Easterling for CWA Secretary-Treasurer. I first met Barbara at the Minority Institute at the George Meany Center when she was Assistant to President Glenn Watts.

Over the years, she has held many positions in our union and excelled at each one. She has always been available to assist our members any way that she can.

Barbara has been an inspiration to me, helping to build my confidence and to seek higher union office in my local. I can consider her a friend as well as a mentor. I am from Minnesota, the home of Senator Paul Wellstone. With CWA and Barbara's help, Senator Wellstone was elected when no one thought he had a chance to win. Now Labor has a great friend in the Senate.

Although Barbara was not elected Secretary-Treasurer of the AFL-CIO, it is their loss and our gain. I know that there are many other delegates in the hall who feel that way today.

I am honored to second the nomination of my friend, Barbara Easterling, for Secretary-Treasurer of our great union. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

Seeing no delegate approaching any of the mikes, there being only one candidate for the office of Secretary-Treasurer, Barbara J. Easterling is therefore elected.

May I have a motion from the floor to elect Barbara Easterling as Secretary-Treasurer by acclamation.

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

PRESIDENT BAHR: All those in favor indicate by saying aye. Opposed. Barbara Easterling is elected by acclamation.

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

SECRETARY-TREASURER EASTERLING: Let me first thank Sherrie and Tony and Mary and my local and also the Ohio group and District 4 who are always there to support and help me and have all through my career.

To be elected unopposed, I think is really testimony to the outstanding staff that serves you in the Secretary-Treasurer's office, the Government Relations and the CWA COPE Departments, and I want to recognize them and thank them. Would they please stand.

I want to thank you also for returning the other two members of the best team in the labor movement, Morton Bahr and Nick.

Finally, I thank each and every one of you for allowing me to once again represent you as the Secretary-Treasurer of the greatest union in the world. It is not only a moving day for me, but it is a very humble moment and I thank all of you very much. (Applause)

PRESIDENT BAHR: The next order of business is the election of Communications and Technologies Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Greg Riemer President of Local 4309.

DELEGATE GREG RIEMER (Local 4309): Fellow Delegates, I rise to nominate Jim Irvine for reelection as Vice President - Communications and Technologies of CWA.

Often during nominating speeches, a litany of accomplishments is recited demonstrating why an individual is worthy of being re-elected. Although Jim certainly has many fine accomplishments, I'm not going to list them today. I'm

not going to list them because this is an election not about the past, it's about the future.

To be a leader in our union, you must have a vision for the future. Vice President Irvine has the vision. As recently as last week, Jim came back to his hometown of Cleveland, Ohio. He wasn't there to visit his family or see an Indian's game. He was there at the invitation of Northeast Ohio locals.

We wanted our members to see and hear his impressive mobilization presentation that we first encountered at this year's political and legislative conference and that some of you viewed at yesterday's C & T meeting.

Jim's message to us is clear. We must act now. We must mobilize now because our future both collectively as a union and individually at work and in retirement are under attack by companies like AT&T which has embarked on a crusade to become union free.

Vice President Irvine knows we can no longer afford to wait until a month before a contract expires to challenge an employer, especially one as large and as greedy as AT&T. Our challenge must begin now and continue every day.

Jim Irvine is leading that challenge. Jim Irvine deserves this nomination. He deserves your support and he deserves to once again be elected as CWA's Vice President of Communications and Technologies. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination of Jim Irvine, the Chair recognizes Gloria Parra, President of Local 6143.

DELEGATE GLORIA PARRA (Local 6143): President Bahr, Executive Board and fellow members, I'm Gloria Parra, San Antonio, Texas. I'm honored to stand and second the nomination of Jimmy Irvine for National Vice President of Communications and Technologies.

Jim's history as a leader speaks for itself. I want to talk about all the qualities that made him that great leader. He is a visionary and idealist who also understands the reality of how to solve problems and represent our members.

We have many problems and opportunities at AT&T. My local represents bilingual operators and customer service reps. These are the jobs that will grow in the future in telecommunications. The company wants these jobs to be non-union, temporary and contracted out with low pay and no benefits.

Under Jim's leadership we are going to fight to make sure that these are good paying union jobs represented by CWA.

Just recently Jim came to my local in San Antonio. He didn't just tell us about the problems. He offered us a plan to meet the future. He told us how we are going to move forward to meet this challenge.

I and my members in AT&T are ready to move forward with Jim because we want a leader who knows where we are going and how we are going to get there. I want to repeat what Representative Dick Gephardt said this morning, failure is not an option. That is why Jim has always been there for us and that is one of his greatest qualities as a leader, he never gives up. He never gets discouraged and he never allows the company to beat him down and they won't beat down the members of CWA either.

Jim, if you lead, we will follow. After this election, let's go on and get the job done. Let me say it again, failure is not an option.

I'm very proud to second the nomination of Jim Irvine for National Vice President for Communications and Technologies. (Applause)

PRESIDENT BAHR: For the purpose of another seconding speech, the Chair recognizes Leon Gusek, Jr., President of Local 3263.

DELEGATE LEON GUSEK, JR. (Local 3263): Thank you. I'm Leon Gusek, President, Local 3263 from Norcross, Georgia, the home local of Ralph Maly who is not running for anything, I hope.

My members work at the largest fiber cable manufacturing plant in the world. I am honored to second the nomination of Jim Irvine for National Vice President of Communications and Technologies.

We need Jim's experience, his knowledge, his vast understanding of the industry and his leadership to meet the challenges in the years ahead. Less than nine months ago my members woke up one morning and found out that AT&T was breaking up again. It was 1984 all over again.

We now work for a company called Lucent Technologies. In addition to the breakup, our members are faced with the constant threat of new technology. We also will be competing with manufacturing companies from around the world. I do not know what the future holds for my local or for my members, but I do know that we need Jim Irvine to lead us through this difficult transition.

Jim has the deep respect of the new Lucent Technology bargaining unit. We trust his judgment. We value his commitment. We appreciate his compassion. He fights the company with every strength in his body, but he also understands the need to reach agreement on issues affecting our members.

He is not afraid to keep pounding on management until they do agree with us. Jim the last contract you negotiated with AT&T was one of the best since the breakup.

On behalf of all our members, I thank you for your assistance and the C&T staff. There is no one better qualified for this job than Jim Irvine and no one that I would want to see in this position other than Jim Irvine.

I second the nomination of Jim Irvine for National Vice President of Communication and Technologies and urge everyone to join me in voting for him. Thank you. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the office of Communications and Technologies Vice President, Jim Irvine is, therefore, elected.

Can I have a motion from the floor to elect Jim Irvine as C&T Vice President by acclamation?

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

PRESIDENT BAHR: The motion has been made and seconded. All those in favor signify by saying aye. Opposed? The motion is carried and Jim Irvine is elected. (Applause)

VICE PRESIDENT JAMES IRVINE (Communications & Technologies): Greg, Gloria, Leon, thank you so much. It is difficult at an

emotional time like this to articulate the gratitude and humility that you feel having the opportunity to continue on the Executive Board in the greatest union in this country.

I can say that I thank you for the opportunity to work with all of those like the great staff in the C&T office, those who will be elected bargainers to deal with the new companies and the mobilizers around the country who have worked so hard and so diligently to make a difference in the lives of all of our members. I mean I will work with all of you over the next three years to the best of my ability and each and every instance that we have to work together. Thank you. (Applause)

PRESIDENT BAHR: The next order of business is the election of Telecommunications Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Richard Kneupper, President Local 6171.

DELEGATE RICHARD KNEUPPER (Local 6171): President Bahr, members of the Executive Board and fellow delegates to this our 58th Annual Convention of the Communications Workers of America: I rise to nominate a member of our local union, a man who has played a significant role in our great union, an individual who has shown tremendous patience, understanding, wisdom and compassion and has established himself as a leader with a vision.

With more than 30 years of service to CWA members, he has proven himself time and time again. He knows this union because he has been there. He served at every level of this union, as a job steward, Vice President, Local President, Staff Representative, Administrative Assistant, and Assistant to the Vice President.

In 1989 we saw fit to overwhelmingly elect him to the position of Vice President of Telecommunications. He is an individual of extreme oratory skills, quick wit and he has a great sense of humor. He can inspire our members and has done so. He can also inspire other union leaders and he can and he does make the hard decisions. He has done the job. He is doing the job.

Brothers and sisters, please join me in the nomination and the reelection of T.O. Moses, Vice President, Telecommunications.

PRESIDENT BAHR: The name of T.O. Moses has been placed in nomination. For the purpose of seconding that nomination, the Chair recognizes Ellen West, President, Local 9588.

DELEGATE ELLEN WEST (Local 9588): President Bahr, Sisters and Brothers, I rise today to second the nomination of T.O. Moses for the office of Vice President, Telecommunications. T.O. Moses is capable, knowledgeable and truly cares about the members he represents.

T.O. has been a strong, dedicated voice on the Executive Board representing our interests in 1,217 telecommunication agreements. Although his workload is very heavy, he maintains a positive outlook and a well known sense of humor.

My local is one of the largest GTE Independent locals in our district and I have had to on many occasions solicit the help of the Telecommunications Vice President's office.

T.O. has always been there for us. He has the ability to look at an impossible situation and offer solutions. It is with great pride today that I

second the nomination of T.O. Moses. (Applause)

PRESIDENT BAHR: For the purpose of another seconding speech, the Chair recognizes Jimmy Gurganus, President Local 3681.

DELEGATE JIMMY GURGANUS (Local 3681): Thank you, President Bahr.

It is an honor for me to second the nomination of T.O. Moses for the office of Vice President, Telecommunications. At a time when the telecommunications companies are attacking the workers by trying to take away their wages and benefits and pensions, Vice President Moses has stood strong against these attacks.

Our struggle to reach contracts with GTE, Sprint, all telecommunications and all other industry companies will not be easy this year, but with the leadership of T.O. Moses as Vice President of Telecommunications, I am sure we will be successful. Thank you. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching a microphone. There being only one candidate for office of Telecommunications Vice President, T.O. Moses is therefore elected.

May I have a motion from the floor making that election by acclamation.

. . . The motion was duly made and seconded . . .

PRESIDENT BAHR: The motion has been made and seconded. All those in favor signify by saying aye. Those opposed, no. T.O. Moses stands elected. (Applause)

VICE PRESIDENT T.O. MOSES (Telecommunications): First I want to thank Ellen and Richard and Jimmy for their kind remarks. I am both honored and humbled by their display and your display of support for me. I will try my best, with all of my ability, to do the very best job I can for all of you who work in the telecommunications industry. Thank you very much. (Applause)

PRESIDENT BAHR: The next order of business is the election of Public Workers Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes John Kelly, President, Local 1033.

DELEGATE JOHN KELLY (Local 1033): Thank you very much, President Bahr.

I am from Trenton, New Jersey, the state that has just about the worst governor in the United States, Christine Todd Whitman. However, I am happy to be performing the function that I am this afternoon.

On a sunny summer afternoon in 1981 I was accosted, I would say, by a rather earnest person telling me that I should get involved with CWA. I was the right kind of person and this is the right kind of union. I know he was right on one part, this is the right kind of union.

I am here to place in nomination the name of Brooks Sunkett for Public Health Care Workers, who truly is the right kind of person. Some of the key things you have to think about, at least one of the key things you have to think about when you look at a leader, is how does a leader unify the union. Some of the things that Brooks has done to unify is he has defined the term "unity."

To Brooks unity means standing up for women, minorities and the working person. Unity means building bridges between various types of workers within the family and outside the family of labor.

Unity is accomplished by education, organization and empowerment. When you cast your vote for Vice President of Public Workers, which I hope we do by acclamation this afternoon, vote diversity, vote unity, vote your future, vote Brooks Sunkett. Thank you very much. (Applause)

PRESIDENT BAHR: The name of Brooks Sunkett has been placed in nomination. For the purpose of seconding that nomination, the Chair recognizes Carolyn Wade, President, Local 1040.

DELEGATE CAROLYN WADE (Local 1040): Mr. President, my fellow delegates, it gives me pleasure to second the nomination of Brooks Sunkett for Vice President of Public and Health Care Workers. Brooks is a leader of proven ability and broad experience. He comes superbly equipped with the leadership qualities CWA must take into our future in order to keep our union effective, responsive, efficient, viable and proficient in representing our members.

Brooks' whole career has been in the public sector. His work experience has given him first-hand knowledge of the issues and problems facing public workers. He is committed to organizing, fighting privatization in the public sector and other issues that threaten workers' rights. As one of the original organizers of 234,000 public workers in New Jersey, Brooks believes we cannot reach our goals and realize our union potentials when so many public workers in this country are unorganized. Our strength and our power is in our unity, so we must unionize the un-unionized and organize the unorganized.

Political and legislative action have a direct impact on the jobs held by Public and Health Care Workers. Brooks has worked with community coalitions, labor groups and other organizations in addressing issues that effect all workers' rights.

Brooks has tremendous foresight and vision for Public and Health Care Workers. He inspires the very best from everyone associated with him and his dedication is contagious.

It is my honor, my extreme pleasure, my duty to seek the nomination of Brooks Sunkett for Vice President of Public and Health Care Workers for the greatest union in history, the Communications Workers of America. (Applause)

PRESIDENT BAHR: For the purpose of a seconding speech, the Chair recognizes Libby Sayre, President, Local 9119.

DELEGATE LIBBY SAYRE (Local 9119): I rise to second the nomination of Brooks Sunkett for Vice President for Public Workers. We are a pretty new public sector local but we already benefited greatly from Brooks commitment and leadership. In a way we have known Brooks since before the beginning. He was part of the CWA group that met with us in 1992 to discuss affiliation.

His stories of his own personal experiences in the New Jersey State Workers' campaign and his description of the Mississippi and Texas campaigns helped convince us that our future laid with CWA. Since then he has extended the hand of friendship from CWA to UPTE and has been there for us with inspiration, information and assistance. Brooks keynoted our 1993 UPTE convention and sent Chris Kennedy to California to train us and help us prepare for bargaining.

The public sector of CWA is flourishing and we know that Brooks can work effectively within the union to increase resources available to public sector workers and their locals. Brooks has provided us with the support we needed and we know we can count on him for the support we will all need in the future.

Join me in re-electing Brooks Sunkett, Vice President for the public sector. Thanks. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

Seeing no one approaching a microphone and since Brooks Sunkett is the only candidate, Brooks Sunkett stands elected.

May I have a motion from the floor to declare Brooks Sunicett elected by acclamation.

. . . The motion was duly made and seconded . . .

PRESIDENT BAHR: The motion has been made, it has been seconded. All those in favor indicate by saying aye. Those opposed by no. Brooks Sunkett stands elected.

VICE PRESIDENT BROOKS SUNKETT (Public Sector): I would like to thank John Kelly, President of 1033, Carolyn Wade, President of 1040, Libby Sayre, President of 9119, for nominating me and you for electing me. I have done a lot of things in my life, but nothing has been more important or more rewarding than serving you and serving our members. I promise and I pledge to do my best. Thank you. (Applause)

PRESIDENT BAHR: The next order of business is the election of Printing, Publishing and Media Workers Sector Vice President. For the purpose of placing an individual in nomination, the Chair recognizes Robert Petersen, President, Columbia Typo Union No. 101-12/CWA 14200.

DELEGATE ROBERT PETERSEN (Local 14200): Twenty-nine years ago I was privileged to meet a young printer apprentice, an idealistic, enthusiastic, energetic young man who wanted to make a significant contribution to the union he had just joined.

Four years later, he was Chair of our local's Negotiating Committee, and ten years later, in 1977, at the young age of 29, he was elected to his first term as President of Columbia Typographical union, the world's oldest labor union that is in continuous existence. He would go on to be elected to serve four terms in that office.

In 1984, my colleagues in the leadership of the Metropolitan Washington Council of the AFL-CIO took a measure of this young man and named him the most outstanding trade unionist in our community. During that same year he was elected Vice President of the entire International Typographical Union.

For almost twenty years he was a chief negotiator for Local 101 for every contract with every major employer in the Washington area, the Washington Post, the Government Printing Office and every large commercial job shop in the Metropolitan area. Today, those agreements serve as a foundation for our local's collective bargaining success.

In 1987, as the first Vice President of the ITU, he was the driving force

behind the merger agreement that brought us into the Communications Workers of America. Two years later, this convention first elected Bill Boarman Vice President of the Printing, Publishing and Media Workers Sector of CWA. We re-elected him to that post in 1992 and we will do so again at this convention.

As our printing sector Vice President, he has served us proudly on the CWA Executive Board, as chairman of the Board of Trustees of our CWA/ITU negotiated pension plan and as President of the Allied Printed Trades Association as the most highly visible representative of our printing sector on Capitol Hill. Bill Boarman has demonstrated extraordinary integrity and an enormous degree of vision for the future and an outstanding leadership quality.

It is a great personal honor for me to place the name of Bill Boarman in nomination for re-election as Vice President of the Printing, Publishing and Media Workers Sector of the Communications Workers of America.
(Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination of Bill Boarman, the Chair recognizes Wayne Mitchell, of the New York Mailers No. M-6/CWA 14170.

DELEGATE WAYNE MITCHELL (Local 14170): We stand before you, the Printing Sector of the CWA. Some ten years ago a sector that suffered from a crippling disease, a disease called garbage politics and personal agendas. And then, seven years ago we elected Bill Boarman our Sector Vice President, and he brought us together. He gave us direction and he moved us forward. I believe Bill is a reflection of our membership and the membership of all of CWA. He is tough. Yet, he is compassionate. He has a vision for the future and the ability to make that vision reality.

Bill Boarman is considered the brightest, most articulate and hardest working leader that the ITU and the Printing Sector has ever known, and that is saying a whole lot.

In the last five years we have had some personal experiences in New York City to tap into those leadership qualities. Maybe the most important was the terrible strike with the New York Daily News, where we received so much help from all of you. But we tapped into Bill's leadership, and he was there for us, and he gave us that direction. He never sought the publicity. His name wasn't in the papers. But he was there, getting the job done for a lot of striking workers, and he helped to get us back in that building where that paper prints today with all union help.

It is with great pride and a great honor that I second the nomination of Bill Boarman for Vice President.

Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination of Bill Boarman, the Chair recognizes John Ebeling, President of St. Louis Typo No. 8/CWA 14616.

DELEGATE JOHN EBELING (Local 14616): Mr. President, brothers and sisters, you have heard the background of Vice President Boarman. I don't think it is hard to tell that we are proud of his leadership and proud of his vision. It was only 1984 that he was elected Vice President of our great ITU, but our ITU needed help, and he went to world immediately on merger. He was elected Vice President in 1986, and at that time was a major factor in drafting the document of merger between the ITU and the CWA.

As you know, that is what made it possible for the great ITU to come into the greatest international union in America, the Communications Workers of America. (Applause)

It was in 1989 that he was elected the President of the Printing, Publishing and Media Workers Sector, and at that time he was still working on more mergers.

He was a major player in getting the document that put together the CWA and the Newspaper Guild, our brothers and sisters that we have worked side by side with for so many years.

We feel that he is certainly an asset to the Executive Board of the CWA. We feel we owe it to President Bahr and his great vision and his great leadership to keep President Boarman on that Executive Board with our other great leaders.

Brothers and sisters, we feel Bill Boarman can energize, can mobilize and can organize. We urge you to reelect William J. Boarman. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Any further nominations?

Seeing no delegate approaching a microphone, and since Bill Boarman is the sole candidate, Bill Boarman is therefore elected.

May I have a motion from the floor declaring Bill Boarman elected?

. . . Cries of "So move" and cheers and applause . . .

PRESIDENT BAHR: The motion is made and seconded. All in favor say aye. Those opposed, no. Bill Boarman stands elected. (Applause)

VICE PRESIDENT BILL BOARMAN (Printing, Publishing and Media Workers Sector): Bahr needs me. (Laughter)

I want to thank Bob Petersen and Wayne Mitchell and John Ebeling for the confidence they have shown in me and for the kind words they have expressed here at the microphone in placing my name in nomination. I want to thank my family. It is fortunate that Mary and Lauren could both be here with me today and give me the kind of support that is needed in this situation.

I am the luckiest Vice President, I think, in CWA, because I represent really, I think, the finest group of men and women in this Union, in the Printing, Publishing and Media Workers Sector.

Finally, let me say that this year marks my 30th year as a union member, and twenty years as a full-time elected officer. One would think that after all of those years, an occasion like this would somehow lose its luster, but let me assure you that it does not.

To be able to stand here, reelected as a Vice President of the Communications Workers of America is a tremendous honor, and you will never understand that unless you have a chance to do it.

You energize me. You give me confidence. I am proud to serve the CWA. Thank you very much. (Applause)

PRESIDENT BAHR: I wanted to call your attention that John Clark, the Vice President from NABET, was elected last year, and therefore does not stand for election this year.

At Microphone 5, Delegate Jeff Hughes.

DELEGATE JEFFREY L. HUGHES (Local 2100): First, I would like to congratulate you and your fellow officers on your reelection-- so long as you don't consider that one of my questions.

This is a clarification on the instructions to the observers during the tally of the votes. I don't remember the exact wording, but the AAA observer said that there is going to be no recording of the actual vote cast, and he indicated, the way it was worded-- I took it to mean with pencil and paper. Does that also include mechanical recording of that vote?

PRESIDENT BAHR: I am glad to let Barbara Easterling answer that. I am not familiar with the process.

SECRETARY-TREASURER EASTERLING: The observers will be permitted to be in the room only in their designated place. They will not be permitted to use any method of recording any votes on their own. None of that will be permitted, and that is what he read out. We are following the procedures actually of a vote that was conducted by the Labor Department in District 3 a few years ago, and so all of our procedures follow that, because they were the ones that conducted that vote, and we feel that is the accurate way to do it.

DELEGATE HUGHES: Thank you.

PRESIDENT BAHR: In accordance with instructions you all have been given, all District or National Unit contested elections will be conducted-- well, there are only district elections that will be conducted-- in the rooms listed in the Schedule of Events.

The polls will be open on Tuesday from 8:30 to 11:00. Delegates are urged to go to the polling areas as early as possible. It would be appreciated.

I want to thank the Escort Committees for Bishop Gumbleton, Congressman Gephardt, President Sweeney, Chairman Hundt, and First Lady Hillary Rodham Clinton. Their names will be entered in the Convention Proceedings verbatim.

. . . The Escort Committees included the following delegates: For Bishop Gumbleton - Sam Rock, Local 1181; Charles Bates, Local 2101; Gaynell Hudson, Local 3517; Lula Odom, Local 4000; Dean Franklin, Local 6012; and Jana Smith, Local 7777. For Congressman Richard Gephardt - Tony Ellebracht, Local 6310; William Konecnik, Local 6310; Tony Hill, Local 6320; Bernadette Williams, Local 6320; Robert Huss, Local 6350; Carolyn Hulbert, Local 6355; Patricia Feilner, Local 6355; Mary Lou Pulleo, Local 6377; Gloria Scales, Local 6377; Tom Briedenbach, Local 6390; and John Ebeling, Local 14616/ITU 0008. For AFL-CIO President John Sweeney - John Alphonse, Local 1120; Joanne Bell, Local 2336; Shirley Brazell, Local 3706; John Kidd, Local 4473; David Litzenberger, Local 6333; Tim Marquez, Local 7775; Sue Inman, Local 9510; Joe Clinton, Local 13000; Larry Williams, Local 14729/ITU 0030; Lorraine and Conner, NABET-CWA 51211/N211. For FCC Chairman Reed Hundt-Kiki Walsh, Local 1023; Willie Leggett, Local 2300; Ken Scott, Local 3806; Bud Greer, Local 4040; Gloria Parra, Local 6143; Toni Joy, Local 7601; Barbara Welling, Local 9413; Bud Speakman, Local 13101; Wayne Mitchell, Local 14170/ITU M006; and Paula Olson, NABET-CWA 59053/N53. For First Lady Hillary Clinton - Clara Allen, District 1; Barbara Lephardt, District 2; Nelle Horlander, District 3; Johnnie Ware, District 6; Lorraine Wetle, District 9; Alma Diemer, Local 6507; Gilda Grant, Local 6500; Mike Patton, Local 6505; Jim Bowen, Local 6508; and Robert Maida, Jr., Local 14430/ITU M002 . . .

PRESIDENT BAHR: I want to thank the Platform Observers for today-- Regina Ross, Vice President, Local 3121; and Larry Cave, President, Local 4900.

Tomorrow's Platform Observers are Lynette Jenkins, President, Local 6316; and Robert Henderson, Secretary-Treasurer, Local 9000. They are to come to the platform 11:00 a.m. tomorrow.

The Invocation tomorrow will be given by Reverend Wendell Anthony, Fellowship Chapel. His Escort Committee will be: Evelyn Allen, Vice President, Local 1000; Dorothy Shelton, President, Local 2277; Steve Neal, Vice President, Local 9586; James Carter, Executive Vice President, Local 13000; Trina Marquis, President, Local 14440/ITU 0001; and Richard Gelber, Secretary-Treasurer, NABET-CWA 51016/N16. They should report to Virgil Parks, Platform Sergeant-at-Arms, backstage at 11:45 a.m. tomorrow.

Before I recess the Convention, I want to call on Barbara Easterling for some announcements.

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

All delegates should take all their papers and belongings each day. The clean-up crew will remove them anyway. And remember, this evening is the COPE Quorum Reception, held from 7:30 to 9:00 p.m. at the Columbus Ballroom, the Detroit Westin.

. . . Further announcements by Secretary-Treasurer Easterling . . .

SECRETARY-TREASURER EASTERLING: I want to remind you that there is a bone marrow donors' table in the vendors' area upstairs to register for the bone marrow donor program. You may have the opportunity to read the literature that was on the desk. I hope you will take advantage of making a trip to that table tomorrow.

There is a meeting scheduled tomorrow at 9:00 a.m. for the Michigan delegates who have AT&T members in District 4. They are going to discuss the AT&T Health Care Network status within the state. That meeting will be in the District 4 meeting room.

PRESIDENT BAHR: It is now approximately 6:40 p.m. Thirty minutes after the recess, nominations will be conducted for District VPs in the meeting rooms assigned in the Schedule of Events for Districts. Contested elections from 8:30 a.m. to 11:00 a.m. at Convention Center, Rooms M3-31 & 32. At 11:00 a.m. the Public Sector meeting to elect a Defense Fund Oversight Committee member is in Room W2-66.

The Convention is recessed until twelve noon tomorrow.

. . . The Convention recessed at 6:37 p.m . . .

TUESDAY AFTERNOON SESSION

JUNE 11, 1996

The Convention reconvened at 12:04 o'clock p.m., President Bahr presiding.

PRESIDENT BAHR: The Convention will be in order.

Reverend Wendell Anthony of the Fellowship Chapel, here in Detroit, was

scheduled to deliver the Invocation. However, for some reason, he has not shown up, and, therefore, I would like each of us in our own way to have a moment of reflection or a moment of prayer in our individual ways.

The Delegates observed a moment of silent personal prayer .

PRESIDENT BAHR: Thank you.

The Platform Observers for today are: Lynette Jenkins, President, Local 6316; Robert Henderson, Secretary-Treasurer, Local 9000.

PRESIDENT BAHR: In the contested elections we will give you the results as the auditors make them known to me. However, in District 1 Larry Mancino was elected by acclamation. (Applause)

In District 4, Vice President Jeff Rechenbach was reelected by acclamation. (Applause and cheers)

In District 7, Vice President Sue Pisha was reelected by acclamation. (Applause and cheers)

And in District 13, Vice President Vince Maisano was reelected by acclamation. (Applause and cheers)

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

DELEGATE JERRY HAYES (Co-Chair, Credentials Committee): Mr. Chairman, the Credentials Committee has a supplemental report. We have two locals in Category 2, properly executed but late Credentials. They are Local 1037 and Local 3173.

The Committee moves that the delegates be seated.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. I see nobody at the microphones. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

DELEGATE HAYES: Those delegates should report to the Credentials Committee to pick up their badges immediately. Thank you.

PRESIDENT BAHR: I want to take a moment to try and clear up some confusion that apparently exists among several delegates.

About two weeks ago I did a interview with an industry publication called Telecommunication Reports. In answer to a question the reporter asked me about whether the changes in the industry would affect the structure of CWA. I said that I would have, and I do have, a subcommittee of the Executive Board tracking the changes that are taking place all over the world as American corporations look to expand around the world.

The story reported erroneously that I was going to appoint a structure committee. The reason it is erroneous is because it is totally premature in the first place and, in the second place and more importantly, I don't think the delegates to this Convention or our members want us to worry about how we have to change to conform with a company with whom we have a relationship just because they change.

When the time comes for us to change our union, it won't be because of

what some damn company does. I just want to make that clear. (Applause)

It's now an extreme pleasure for me to introduce to you someone whom I look to as my partner in the everyday operations of the union. All of us were proud and you demonstrated again yesterday when she was elected Secretary-Treasurer of the AFL-CIO even for that short interim period.

She is a true trade unionist, a dear friend and absolute delight for me to work with, our Secretary-Treasurer Barbara Easterling.

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

I came to my first CWA Convention in 1957. During this time, I have been fortunate to witness many emotional moments and participate in monumental decisions which have shaped our union, and in turn solidified CWA's position as a leader in the fight for justice and equality.

There have been many stirring moments, and memories, from CWA conventions. Special times when the spirit and solidarity that symbolize the trade union movement just leaps out at you.

Yesterday was one of those times, with trade union activists on their feet, cheering and underscoring the stirring messages delivered by First Lady Hillary Rodham Clinton, by House Minority Leader Richard Gephardt whose title we plan to change to Speaker Gephardt come November.

Yesterday also saw CWA members on their feet in support of AFL-CIO President John Sweeney's campaign to "Give America A Raise." And there was energy in the air when President Bahr spoke of our solidarity and triumphs during the past year, about the challenges still before us, and about just what is at stake in this year's elections.

Add to that an appearance by FCC Chairman Reed Hundt, along with all of the ceremony which surrounds the opening day of a CWA Convention, and I think you will agree that yesterday was indeed one of those special times.

Now I can think of only one downside about yesterday. Monday's "dream team" lineup means that those of us on the program today have quite a tough act to follow. Thanks, Morty. It's kind of like coming on stage after The Beatles, or having a horse in the race just after the Kentucky Derby.

But seriously, there was one unmistakable message that came out of yesterday's stirring session. The future of the trade union movement as we know it today is on the line this year.

For CWA members and working Americans everywhere, the 1996 elections are the most important in our lifetime. I know what you're thinking. We hear that every time there's an election. And, yeah, maybe you have heard it before. But this year, it's the real thing.

So just in case anyone didn't hear it, let me repeat myself. This year's elections are the most important in my lifetime, and yours. I truly believe that. And I think you know it is the case. Never has so much been at stake for the labor movement and for millions of American workers, both the unorganized and the organized.

In the convention video we saw yesterday, I commented that the people running Congress today are not our friends. That's not rhetoric. That's a fact. And their actions prove it. If you have any doubts as to just which side the current Congressional leadership is on, an April 23rd memo marked "Urgent" from Representatives Bob Walker of Pennsylvania and Jim Nussle of Iowa should put the question to rest once and for all. The memo was sent to all

committee and subcommittee chairs in the House of Representatives. Let me read a couple of excerpts.

I quote. "On behalf of the House Leadership, we have been asked to cull all committees for information that you have on three subjects. We are compiling information for packaging and presentation to the Leadership for determining the agenda. The subjects are: (1) waste, fraud and abuse in the Clinton Administration; (2) influence of Washington Labor Union Bosses/Corruption; and (3) examples of dishonesty or ethical lapses in the Clinton Administration.

"Please have your staff review pertinent GAO reports, Inspector General reports or committee investigative material or newspaper articles for departments and agencies within your jurisdiction that expose anecdotes that amplify these areas." End quote.

And if that wasn't enough, the House Republican Conference, chaired by Representative John Boehner of Ohio, another one of Newt's pit bulls, has begun publishing a newsletter entitled "Washington Union Boss Watch."

If you take just one message back home to your members, let it be this: The people running Congress are not our friends. The difference between their agenda and ours is as clear as night and day.

This election is not about political parties or partisan politics. It's about issues. And on the issues that matter to working Americans and trade unionists, the choices could not be clearer.

If Bob Dole is elected President and if Gingrich and Company retain control of the Congress, the result will be a legislative blitz that would effectively repeal 60 years of progress; 60 years of hard-fought protections for working families.

Company unions would once again be legal. National right-to-work legislation would be approved. Corporations would gain the right to raid our pension funds. Medicare and Medicaid benefits would be slashed, while premiums and deductibles would likely double. OSHA would be gutted. Workplace health and safety? Forget it.

The Fair Labor Standards Act would be amended to allow companies to reclassify thousands of jobs as "professional positions" to get around having to pay overtime. Bottom line: Men and women who are trying to support a family would get to work longer hours but would be taking home less pay. And all the while corporate executives count their millions and live, quite literally, in another world.

If you don't think all of this could happen, just consider that we never thought we would see the day when Newt Gingrich would be Speaker of the House of Representatives, the third most powerful position in the U.S. government.

It can happen. 1994 is proof of that. Newt Gingrich is Speaker today because in 1994 we did not do a good enough job of providing our members with information about the issues and just where incumbents and challengers alike stand on our critical issues.

That will not happen this year. CWA has set in motion the most aggressive and ambitious political action program in our union's history. Victory '96 is CWA's top priority this year. Nothing is more important. Nothing is more important. (Applause)

Victory '96 has three crucial goals: First, we must reelect Bill Clinton and

Al Gore to a second term. Second, we must return a worker friendly leadership to the House of Representatives. It is time to put the brakes on the "Frightening Freshmen" and not give them a chance to become the "Scary Sophomores. "

And third, we must make some important gains in the Senate and, above all else, we must not allow the radical conservatives to gain a filibuster-proof majority of 60 seats in the Senate.

To attain those goals, our job as leaders of this great union is to arm our members with information about where the candidates stand on our issues. Our polls and focus groups have repeatedly shown that our members place a high degree of confidence on information they receive from CWA.

Our job then is to get our members the facts-- by word of mouth, at local union meetings, in the CWA News, with Local Newsletters and other Local publications, on CWANET, and through our Retired Members' Council.

Our retirees represent one of the most politically active segments within CWA. And I want to personally recognize and thank our retirees for the service and leadership they have provided for this union. They are seated at my left. (Applause)

The Retired Members' Council continues to grow at a rapid rate. Since 1992, some 28 new retired members' clubs have been created. Today we have a total of 93 clubs, representing more than 20,000 CWA retirees.

The strength and solidarity that characterizes CWA today is largely a result of the years of dedicated service which those retirees have provided. CWA salutes you for everything you have done for this union through the years and for the dedicated service you continue to provide today.

If we get the facts to our members-- both actives and retirees-- our political action efforts will be successful this year because providing the facts is the most devastating indictment anyone could ever offer against Dole, Gingrich and Company.

From an operational and efficiency standpoint, I am proud to report to you today that as a result of numerous improvements we have made, CWA could not be in a better position to implement a campaign of this magnitude. Our membership service is the hallmark of the Secretary-Treasurer's office. We are constantly looking for better ways to provide service to you and to our members in the most cost efficient manner possible. And in recent years, we have been successful in this regard.

By replacing our mainframe computer configuration and moving to a PC-based, micro computer technology, we have greatly enhanced our overall information capabilities while producing cost savings in excess of \$1 million a year for the union.

A couple of years ago, we made improving the accuracy of our membership lists a major priority, and today, as a result of time spent with all of our employers, our membership lists have never been in better shape. Because our lists are more accurate, we are reducing our overall mailing costs. A good example of this is, we are saving more than \$50,000 a year in mailing costs alone for the CWA News.

Our Local Pay Day system has improved significantly. Today, each Local that participates in the Direct Deposit Program is guaranteed that dues remittance will be made according to an established monthly deposit schedule.

In terms of real estate, I am very pleased to tell you that the Mercury Building is now 93 percent leased. Beginning in October of this year, CWA will realize net rental income of \$1.2 million each year.

Working closely with President Bahr and the entire Executive Board, we have been able to increase CWA's investments by more than \$100 million during the past four years.

From this brief overview, I think you can see that from an operational standpoint CWA has made great strides in providing a host of services to our members. And as technology offers us new opportunities, our goal will always be to provide the highest degree and most efficient level of service possible for all of our members. On that, you have my personal pledge.

But we must not-- and we cannot-- lose sight of the big picture this year. We cannot lose sight of what's at stake. If we fail to stand up and work as never before between now and November 5th, we will be hard pressed to generate much excitement about the advances we have made in our operations and our membership services.

If the anti-worker forces are successful this year, and if they acquire the power they need to try and eradicate the hard-won rights of workers, we will find ourselves in an all-out campaign to simply survive. Those are the kind of stakes we're tallying about this year. That's how important this year's elections are.

Everything-- literally everything-- is on the line for us this year. It's like President Bahr said in the video yesterday. Think about the consequences of Bob Dole running the White House and Newt Gingrich running the Congress. It's not a pretty sight.

This year, more than ever, everything comes down to which side are you on. As I have said before, our agenda is about making life better for millions of hard-working Americans and their families.

Their agenda is about making life better for a few millionaires. Our future is built on hope. Their future is built on hate. This election is about what kind of future we want for our families and for our country.

Which side are you on? That's the question this year. It all comes down to taking a stand, and taking our message to the people as never before. If we do that, Victory '96 and the future will be ours. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Barbara.

Yesterday during the organizing segment of our program, you heard from two USAir employees working hard to bring their 10,000 colleagues into CWA. Well, about a month ago the International Association of Machinists, who also are trying to organize these same workers, filed a complaint against CWA under Article 21 of the AFL-CIO Constitution alleging that they should be the only ones to have the right to organize these 10,000 workers, because they allege they had an ongoing campaign.

I am pleased to tell you that this morning the umpire ruled in our favor and dismissed their case. (Applause and cheers)

On Microphone No. 5, Delegate Pappas.

DELEGATE JAMES PAPPAS (Local 2336): President Bahr, in reference to your remarks earlier regarding a telecommunications report interview, there are many of us who agree that we should not restructure our union because some employer has-

PRESIDENT BAHR: Would you state your question, please?

DELEGATE PAPPAS: I am getting to the question. President Bahr, we also agree that our union should examine our structure as it relates to future changes. Remarks attributed to you seem to indicate that you agree, so I ask you when do you see a structure review committee being formed?

PRESIDENT BAHR: I don't see it any time in the near future. It's at least a year away. In fact, I would just add that I don't think it will be necessary to have a structure review committee, because I believe our union is operating quite efficiently today.

You are entitled to a second question.

DELEGATE PAPPAS: My second question would be-- if such a question was appropriate-- would elected local representatives be part of that committee?

PRESIDENT BAHR: They would.

DELEGATE PAPPAS: Thank you.

PRESIDENT BAHR: You are welcome.

It is now a pleasure for me to introduce to you a dear friend and colleague, the General Secretary of the Postal, Telegraph and Telephone International.

Today, more than ever, CWA's international alliances are assuming enormous importance. The major U.S. companies in telecommunications are expanding their businesses in other nations as the industry takes on global dimensions. Foreign competitors are making their presence felt in our domestic market in a big way. We can expect that trend to accelerate with the passage of the new telecommunications bill.

Under Philip Bowyer's leadership, the PTTI has greatly expanded efforts to deal with multinational corporations that now dominate telecommunications. And PTTI is building closer ties with other international labor bodies that represent information and media workers.

Convergence of the telecommunications, information, media and entertainment industries is not just a United States or Canadian phenomenon. It is affecting unions and workers around the world.

Philip is well prepared to lead the PTTI in meeting these challenges. He first joined PTTI in 1976 as the Research Officer, and his abilities were quickly recognized as his responsibilities increased. Today he is recognized as one of the top international union leaders.

But before I bring him to the podium, I would like the Resolutions Committee to report out the resolution concerning this subject, and then we will hear from Brother Bowyer.

CHAIR KINTZER: Mr. President, the Chair would like to recognize Linda Armbruster.

DELEGATE LINDA ARMBRUSTER (Local 7777): If the delegates would please turn to page 3 of the Resolutions Committee Report, I will read the resolves entitled 53A-96-3, "The International Economy and Information Technology."

THE INTERNATIONAL ECONOMY AND INFORMATION TECHNOLOGY

As information technologies expand, the world has grown smaller and more interdependent. Powerful technology and public policy support a complex world economy in which \$1 trillion changes hands every day on world currency markets. Only 15% of this volume represents productive trade and investment-- the rest is simply uncontrolled speculation.

At the same time, world debt has topped \$1.9 trillion. In response, the World Bank and the International Monetary Fund have structured harsh economic "stabilization" programs in developing countries to ensure that bankers are repaid while workers suffer greater impoverishment.

Broad-based global growth has stalled. Presently, 1.3 billion people live in poverty; 1.5 billion lack adequate health care; 35,000 children die each day from preventable causes. One billion people are effectively illiterate. The poorest 50 nations, home to 20% of the world population, have seen their incomes decline, and now account for only 2% of the world's income. In the past 30 years, the gap between the richest countries and poorest has doubled. The British charity, Ox Fam, has recently warned that the number of people in poverty will rise to 1.5 billion by the year 2025. Border patrols and immigration controls will not be able to contain the consequences of such grinding poverty.

The free market ideologies of privatization and deregulation now reign supreme. Wall Street's decisions affect Main Streets around the globe. Investors put their cash where the highest profits can be made, but not necessarily those where the greatest good can be done. Although a powerful and important force in the economy, private investment alone will never be the engine which insures that the advantages of new information technology are available to citizens in all corners of the world.

A healthy world economy requires that all citizens participate in the information society. But only ten percent of the Third World have telephone service, and half the world's population has never made a phone call. Within growing poverty, images of Western consumer life reach small remote villages encouraging urban migration to burgeoning cities with Dickensian poverty.

Information technology has the potential to overcome distance and reach into the most remote parts of the globe to deliver new and valuable information to everyone. The advances which have been made in medicine and science can be applied to brighten the lives of millions, democratic processes can flourish and every child everywhere might tour the world's great museums.

It is the responsibility of the global trade union movement to ensure that information technology empowers working people, instead of impoverishing us while enriching those who reap the profits. We must insist on universal service and public investment in education and infrastructure to bring the benefits of the information society to reach all the world's citizens.

RESOLVED: The CWA calls on the United States government to advocate in world forums and bilateral discussions for universal service with equal vigor as privatization and deregulation.

The CWA calls for a rethinking of world development policies to foster worker friendly growth and development.

The CWA urges the development of an international "Marshall Plan" for universal information technology deployment and development.

The CWA shall continue to work with sister foreign unions to raise the

standards of working people.

I move adoption of Resolution 58A-96-3, "International and Economy and Information Technology."

PRESIDENT BAHR: You heard the motion. It's been seconded from the floor.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: There is a delegate who cares to speak. On microphone No. 3, Delegate Jeffrey.

DELEGATE RALPH JEFFREY (Local 6050): I'm still writing my speech. I will leave most of it out.

I rise to ask your support in this Resolution 58A-96-3. I want to ask your support on the International Economy and the Information Technology.

There is something wrong in this country when the world's economy looks at Wall Street. Wall Street, every time we see an employment figure go up in this country, it takes a nose dive. I ask you to support this resolution.

Also, in the majority of our countries, Third World countries, only ten percent of these people can make phone calls. I cannot imagine that. Forty years ago I was making telephone calls with three longs and two shorts to reach my grandmother. I can't believe anybody hasn't had this pleasure yet of making a phone call.

I ask you to support this resolution. Thank you.

PRESIDENT BAHR: Microphone No. 3, Delegate Capper.

DELEGATE BRYON CAPPER (Local 4217): Bryon Capper, Local 4217, East St. Louis, Illinois.

PRESIDENT BAHR: Can I just stop you for a minute. We continue to get complaints about the noise. Will you try and keep it down. Continue.

DELEGATE CAPPER: Thank you. FCC Chairman Reed Hundt talked about the great benefit that will come to all Americans as we proceed to work and build the information super highway.

As we build that new service, we are deep in the struggle to ensure universal public access to it throughout the United States. We'll continue this fight.

However, much of the world is mired in poverty and underdevelopment, which is projected to worsen even still in Africa, Asia, and Latin America. Universal access is critical to democratic improvement of societies worldwide.

Not only must we continue our fight, we must widen our view to include other nations struggling to build their societies. The trade union movement is the best vehicle to ensure that the development of the Information Superhighway is not simply a profit generator for the already rich. Instead we must fight to bring the democratic power of universal access to the communications technologies to everyone. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Timmerman.

DELEGATE MICHAEL A. TIMMERMAN (Local 4470): I rise before you in support of Resolution 58A-96-3, the International Economy and Information Technologies resolution.

With information technology expanding at such a rapid pace, it is very

important that we as a union take responsibility to ensure this new technology will be used to help the working men and women of the world. We have been fortunate that this technology has been made available to us in North America.

It is imperative we make sure it will expand to the other less fortunate countries of the world, so that workers worldwide will have the same basic opportunities we have. Thank you.

PRESIDENT BAHR: Microphone No. 3, Delegate Biagini.

DELEGATE NANCY BIAGINI (Local 9423): Good morning, Brothers and Sisters, delegates. Think local, act global. I rise in support of this resolution.

These are issues we understand as citizens no longer are subject to local economy, but increasingly to a global marketplace and as workers in the converging information industry.

Universal service ought to be a right, as our communities have interest in expanding beyond our cities and states. We have lobbied our legislators but we must do more. But even universal service will not work if it is not user friendly. An international R&D plan for technological development is essential so we do not get lost in converging confusion.

With these basic platform planks in place, we can get on with the work, the greater cause that is so dear to everyone of us here, and that is the struggle to ensure that all citizens of this planet are empowered, enlightened and enabled to share in the wealth. I know, we all know, how to do this at home with the members in our home. As Communication Workers, we are good at that.

Supporting this resolution will make it a lot easier to think local and act global. Thank you.

PRESIDENT BAHR: There are no further delegates caring to speak. All those in favor of Resolution 3 indicate by raising their hand. Down hands. Opposed by lice sign. It is adopted.

It is now indeed my pleasure to introduce to you a good friend, Philip Bowyer, General Secretary of the PTTI. (Applause)

PHILIP BOWYER (General Secretary, Postal, Telegraph and Telephone International): Thank you very much, Morty. It is always a pleasure to be able to address your convention.

I speak to you on behalf of the foreign guests, but I must say that despite this strange British accent I might have, I do not feel like a foreigner when I am with the CWA. (Applause)

I know you are very fond of referring to the CWA as a family and we are all so very fond of thinking that the CWA is part of our family.

Somebody asked me yesterday: "What is the PTTI?" Well, basically it is you. It is you and communication workers like you from all around the world. The PTTI now operates in 117 countries of the world, so it is a very big and dispersed family. It goes from Communications Workers of America, as the biggest single union in our international, to a little trade union called the Medical Workers Union of Vanuatu, which has only 35 members. You might well ask where Vanuatu is. I will explain that some other time.

We were extremely proud when Morty Bahr managed to become a member of the American delegation to the recent G-7 Conference in South Africa. Now, the G-7 is the seven richest countries in the world. They meet

and they try to plan the future for people all over the world.

It was extremely important for us that when they discussed issues such as the information society, that there should be somebody who could be the voice of workers in those discussions. We tried with all of our affiliates all over the world, but the only place where we succeeded in getting somebody from the PTTI involved was from this union, and it was your president. (Applause) So in a very real way he was there stressing the wishes of workers not just from this union, but from all around the world.

South Africa was mentioned yesterday both by Morty and by Reed Hundt because of the changes which are taking place there and which must take place. Now, I want you to know that there are still massive battles to take place in South Africa before justice is fully won, but we in the PTTI and you in the CWA through the PTTI were there with the telecommunications workers of South Africa when they started to try and organize some ten years ago. They were not allowed to form a trade union. They had to call themselves an association which they formed. They had some 121,000 members, and within twelve months they were on strike. Four thousand of those members were dismissed from the telecommunications corporation there.

While we were there, we were in court when the learned barristers were questioning illiterate members of our union, bullying them with questions about where they were born, when they were born, their occupation. They did not even speak English and to appear in a courtroom under those circumstances was extremely difficult.

We were there. We helped them. We paid for lawyers. We looked after their families.

Some months later when their president was put in prison, their vice president was in prison, their general secretary was in prison under the apartheid regime, with no charges, no charges against them at all, they never appeared in court. But we were there and we helped them.

We again looked after their families and engaged lawyers, and eventually we managed to get those people released. We have stayed with the union in South Africa all this time. We are now conducting training for them so that they can run more efficiently their own affairs, but still there is a long way to go.

The week that Morty was there was very important for the union because they had formed a new union. They merged three existing unions. When you think about it, you can see that the obscenity of apartheid still lives on, because that merger was actually a merger of the African union, which was our affiliate, and of an Indian union. Indians were never allowed to join the same union. They have a colored union because colored people were not allowed to join the same unions as other people. Now, even today, there are still some seven white trade unions who are outside the union for the Postal and Telecommunication Workers in South Africa. We will work with them and we will continue that work until they can form one single trade union on a totally non-racial basis which will then be able to represent all workers in the South African communications industry. (Applause)

When we talk about universal service in the industrialized countries who are represented by G-7, it is easy to talk about it. We are talking about countries like this one, like the countries of Europe or Japan where we are talking about 50 percent, 60 percent, 70 percent penetration of telephones. But when you get to Africa, what you shall be talking about is less than two percent penetration of telephones.

South Africa is very developed. There are nine telephones for every 100 inhabitants. But, of course, those telephones are not in the black townships of Soweto or Alexander. Those telephones are still in the white areas. We are convinced that governments and corporations who go there, the multinationals who want to go there to exploit those markets, must take on universal service as an obligation. (Applause)

We do not want to see a society where you have the information rich and the information poor, and we do not want to see a world where you have the information rich and the information poor.

As I said, South Africa is one of the more developed countries in Africa. The situation gets far worse in other countries. Your Secretary-Treasurer was with me last year in a place called Wagadugu. I suppose you could ask me where that was as well, but you better ask Barbara; she was there, and she can explain it to you. But there is a country at the edge of the Sahara called Wagafazou, and Wagadugu is the capital. There you are talking about a population where the annual wage is less than \$100. You are talking about telephone penetration, which you can't put in percentages. It is too small. There are only three telephones for every one thousand people who live in that country. And this is, I believe, a very real problem and a problem which we must tackle together.

Although Morty was the first trade unionist to take part in those discussions--

PRESIDENT BAHR: What takes precedence is the results of the elections, and I apologize to Philip. We have just been handed the certification by the American Arbitration Association.

In District 2: The total number of votes cast was 25,783. Peter Catucci, 20,387. Gale Evans, 5,396. Pete Catucci is the winner. (Applause and cheers)

In District 3: 62,606 votes were cast. Mice Fahrenholt, 12,419; Don LaRotonda, 7,311; Jim Smith, 42,876. And Jim Smith is the winner. (Applause and cheers)

In District 6: Total votes, 62,064. Ray Kramer, 6,031; Ben Turn, 56,033. Ben Turn stands elected. (Applause and cheers)

In District 9: Total votes cast, 46,199. Janice Wood, 20,655; Tony Bixler, 25,544. Tony Bixler is elected. (Applause and cheers)

I know there is a lot of excitement, but let's get back to the schedule and give courtesy to our speaker, Philip Bowyer.

BROTHER BOWYER: Thank you, Morty. And congratulations to all those who won.

As I was saying, Morty has played a very important role in that work that we have been doing to try and raise this question of universal service in the world. But Morty has also played a much more important role in the PTTI, because it has been Morty Bahr over the last few years who has inspired our International, not just to look at those problems of developing countries, but to try and develop union strategy and union action that will allow us to influence the changes, the convergence which is now talking place.

You talked a lot yesterday about organizing, and I must say that is the number one issue inside the PTTI. We have a very simple philosophy: If you organize AT&T workers in the U.S. and the USA, then we think the more than twenty thousand AT&T workers in Europe should also be in a trade union.

(Applause)

We think that when you organize Nynex in the United States, then Nynex, which owns more than 60 percent of all cable television in the UK, workers in Nynex in the UK should also be organized in a trade union. (Applause)

And when Ameritech buys part of the Belgium telecommunications industry, when Ameritech moves into Hungary, then we believe it is important that those workers also have a trade union. (Applause)

I could go on and on, because all of the American companies are somewhere else in the world, and almost without fail, wherever they are, there are no trade unions. And that is the job which faces us and the one which we are trying to do with the help of the CWA.

There is one case which we have been very involved in, and that was the case of Sprint. Morty Bahr raised that at a meeting of the PTTI some years ago, and within weeks all those people in La Conexion Familiar were out of work. Our affiliates around the world know about that. They have been protesting to Mr. Esrey, as he then was the leader of that company.

Our affiliates in countries like Nicaragua and Brazil, have held demonstrations outside Sprint headquarters. Our affiliates in the UK have taken out newspaper advertisements against Sprint, so that Sprint doesn't get government contracts in the US.

Our affiliates in France and Germany, two telecom companies with which Sprint has an agreement, a global alliance, they have raised those questions on the boards of their companies. And, of course, when the public hearing took place in San Francisco recently, that was a question which was raised by our affiliate in Mexico. At that hearing we had our affiliates not only from Mexico, but from Germany and myself representing PTTI were there also to give evidence.

The work is hard, but I am convinced that with your assistance and with your persistence we will make sure that wherever these companies go, there will be unions. (Applause) They can try to run, but they cannot hide.

We want those companies organized "wall-to-wall," but we want "wall-to-wall" worldwide as well. (Applause)

I speak with this funny British accent, as I said. And I couldn't help but reflect on some things yesterday when I was sitting here listening to the debate about the Presidential election. Winston Churchill once said that the Americans and the British are a common people who are divided by a common language. And I couldn't help reflect that a man with a name of Dole could not really run for election in Britain. I don't know what terminology you use here, but "dole" in English English means you are unemployed. (Laughter and applause) And when you go on the "dole," you are going to collect your social security money. (Laughter) So, if you said "vote for Dole" in my country, you would be voting for unemployment. It might be the same here. I don't know.

Thank you very much. (Applause)

PRESIDENT BAHR: I would like the Women's Committee to come to the platform, please.

While they do, I would like to introduce to you our international guests, who are with us this year. A good number of them were here, but had to leave, so I will be reading the names of those who are here, some of whom are still here sitting in the back row.

The President of the Japanese Telephone Workers, Kohji Kahimoto and his wife, who joined him. (Applause)

Fred Pomeroy, President of the Communications, Energy and Paperworkers Union of Canada. (Applause)

Rafael Marino, Executive Committee Member of the Telephone Workers Union of Mexico. (Applause)

Shimon Zurieli, the General Secretary of the Israel Federation of Labor, Jerusalem. (Applause)

And Mari Ronen, the International Affairs Director of the Israeli Federation of Labor, from Jerusalem. (Applause)

Rodolfo Benitez, the Inter-American Representative of PTTI from Panama. (Applause)

Our own CWA member Eduardo Diaz, Regional Director for North America and the Caribbean, the PTTI in Washington. (Applause)

Tim Beaty, the Inter-American Regional Secretary of the Public Service International. (Applause)

Tony Freeman, Director of the International Labor Office, ILO, Washington, D.C. (Applause)

Bruce Jay, Executive Assistant to the Director of the American Institutes of Free Labor Development, Washington, D.C. (Applause)

Jorgen Eckerth, Labor Counselor, Embassy of Denmark. (Applause)

Jan Heidsma, Economic Counselor, Embassy of the Netherlands. (Applause)

Noboru Ogino, Special Assistant at the Japanese Consulate here in Detroit. (Applause)

John Russell, Labor Officer, Embassy of the United Kingdom. (Applause)

Mariano Baquedano and his wife, Labor Counselor, Embassy of Spain. (Applause)

And one of our own from the Newspaper Guild, Arnold Amber, from Canada. (Applause)

I want to introduce the National Women's Committee.

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

PRESIDENT BAHR: Diane R. Hackett, Local 1039; Maria M. Bury, Local 2101; Barbara J. Cook, Local 3413; Crystal J. Roberts, Local 4302; Catherine Fey, Local 6143; Connie Jensen, Local 7401; Carol M. Whichard, Local 9411; Ameenah Salaam, Local 13100.

The Chair recognizes the committee.

. . . The National Women's Committee Report was given by the various members of the committee as follows: . . .

The CWA National Women's Committee met at the George Meany Center for Labor Studies in Silver Spring, Maryland, the week of February 25, 1996, to attend courses on union issues of concern to CWA women. The Committee met again in Detroit, Michigan, beginning June 6, 1996. Although

every issue brought to the Convention is important, this Committee focused on issues that greatly impact the lives of CWA women and their families.

DOWN-sizing

Downsizing has become the buzz word for aggressive corporate actions-- to lay off workers and raise profits. Corporate America has restructured, downsized, right-sized, "dumb-sized" and reengineered millions of people out of their jobs while putting the squeeze on the wages of the remaining workers.

Our major telecommunication employers are no exception and, in fact, fit this description perfectly. The seven regional operating companies and AT&T in the last twelve years have slashed 125,000 union jobs. AT&T's most recent shameful action was its announcement that 40,000 employees would be cut, including the closure of all AT&T phone stores throwing 2,500 workers, the majority of whom are women, into the street. The recent announcement of mergers between regional operating companies presents a new set of potential problems for us and it is our concern that these mergers will cause more surpluses and layoffs. There were 439,882 jobs eliminated across the country in 1995. Many of these jobs belong to members we represent.

The last ten years of corporate downsizing, privatization, and widening income inequality have taken an enormous social toll on workers in the public and private sector. The middle class dream is no more. Our communities have been abandoned, families have been destroyed, and the quality of life for our children and their future is very much in question.

We applaud President Clinton's most recent efforts in summoning the CEOs of the largest corporations to Washington to question their corporate behavior, and begin the dialogue on what constitutes good corporate citizenship. We as a nation cannot continue to accept the corporate excuse of competition for the massive loss of jobs. We have a right and a duty to question and militantly protest an economic system that encourages mass layoffs, which in turn causes Wall Street to celebrate and allows corporate CEOs to earn annual salaries of \$20 million.

The other major area of concern created by downsizing is forced or excessive overtime. Women throughout America are being placed in the position of trying to balance work, children, elder care concerns and taking care of households while being forced to work overtime. In many instances, women are forced to decide between their job or their family-- all because companies are downsizing to cut their budgets with no regard for the number of workers needed to get the work done.

We have a right and a duty to ourselves and our children to demand a return to the very basic social contract between employees and employers where it was once possible to raise both a family and one's standard of living.

The CWA National Women's Committee reaffirms our recommendations from prior reports. We encourage:

- * Locals to keep abreast of the changes in the laws that govern employee job protections;

- * Members to use the resources established by the union, employers and community service organizations to help them in coping with the effects of downsizing; and

- * CWA to continue to negotiate training/retraining programs in both the private and public sector.

EDUCATION FOR UNION WOMEN

Congress has brutally attacked funding for education and job training. Quality education and job training are important tools for women to obtain jobs that provide livable wages. Cuts to job training programs jeopardize access to training in non-traditional jobs that are key to high-skill/high-wage jobs. This training means as much as 30 percent more earning power for women.

Education has always been a struggle for women. With the changing times and downsizing in our companies, it is harder than ever for women to make time available to attend school.

The CWA National Women's Committee recommends:

- * We continue to bargain to obtain training and retraining programs at the work locations.

- * We encourage CWA women to take advantage of any training that is offered by the Locals, Central Labor Councils, or local community colleges.

- * All CWA members lobby our congressional representatives urging them to preserve, not to tamper with, affirmative action which has guidelines to provide women and minorities with an equal opportunity to compete for jobs and education (i.e. recruitment and job training).

- * CWA women participate in helping disseminate union information/history to schools so children will better understand the important role the union has played in maintaining a decent and fair standard of living.

- * Locals provide assistance through classroom training for company required tests for advancement.

Since its inception, the CWA National Women's Committee has encouraged Districts to have Women's Conferences. We applaud the Districts that have held Women's Conferences and we further encourage the Districts that have not held Women's Conferences to do so as soon as possible.

VIOLENCE

Violence occurs more frequently in the home than anywhere else in our society. In the United States a woman is battered every 15 seconds. Battering is the greatest single cause of injury among women in the United States and accounts for more injuries and deaths than auto accidents, muggings and rapes combined. Statistics show 22 to 35 percent of women who visit emergency rooms come as a result of abuse. Each year, nearly 4,000 die as a result of domestic violence. Domestic violence is not confined to the poor or to certain races and ethnic groups.

Domestic violence carried into the workplace is a serious problem for women in a wide range of jobs. Homicide is the leading cause of death for women on the job. Husbands, boyfriends and ex-partners commit 15 percent of all workplace homicides against women. Co-workers are responsible for a small fraction of workplace murders and injuries, about 9 percent, contrary to media reports.

Women encounter a greater risk of violence when their jobs involve dealing with the public. Women who work for state and local governments are at much greater risk of being attacked on the job than women who work in the private sector.

Exposure to violence may be compensated in traditional men's jobs under some circumstances, but the risk of violence in traditional women's jobs is not recognized or compensated.

Since 1977, abortion rights advocates say there have been 3,000 incidents of violence, vandalism and harassment at abortion clinics. These incidents range from bombings to death threats by mail. We have members who work at these facilities and some of our members choose to utilize these clinics. Due to the number of incidents of violence the Freedom of Access to Clinics Entrance Act (HR-796/SB-636) was signed into law, making it a crime to physically block access to clinics, damage property or injure/intimidate patients and staff. Our members who work at these clinics are entitled to a safe work environment, just as all other members.

Americans face many challenges-- perhaps none more important than restoring strong families and our sense of values. Our children grow up in a world where they are constantly exposed to images of violence. They go to schools filled with disorder. They are continually exposed to hours of senseless television violence. They often witness the abuse of family members and are sometimes abused themselves. Children learn how to be abusers from growing up in violent homes. Children in homes where violence exists are likely to use alcohol and drugs, become juvenile delinquents, or suffer emotional scars that can plague a child for a lifetime. We should make sure that we take an active role in breaking this horrendous cycle for the sake of our children. Our very future depends on it.

Sexual harassment is a form of workplace violence that affects half of all working women and usually goes unreported because it diminishes a woman's self-worth, and because society has created an environment that the fault lies with the woman. Threats and verbal abuse that creates a hostile work environment or cause a woman to fear for her safety or her job are also violent acts. Sexual harassment can also be physical violence: rape, grabbing, pinching and other forms of assault. Sexual harassment has a devastating impact on victims, including severe emotional distress, fear, and physical ailments. The Federal law provides for a safe work environment free of hostilities.

Often women are forced to remain in violent situations because of the possibility of losing everything if they leave. The effects of violence spill over into the workplace in the form of absenteeism and low productivity. A National Domestic Violence Hotline (1-800-799-7233), a result of the Violence Against Women Act, will provide assistance and treatment programs for women and children. We must all do our part to bring about change.

The CWA National Women's Committee reaffirms our position that Locals should:

- * Support shelters, child care and other advocacy services for battered women and their children through volunteer efforts.
- * Sensitize society to domestic violence through discussion and informational campaigns.
- * Urge their Congressional representatives to continue funding programs for people affected by domestic violence.
- * Educate stewards and members about the devastating impacts of sexual harassment.

DEPENDENT/ELDER CARE

The 33 million Americans aged 65 and over make up more than 12 percent of the total population. These figures are a result of a study conducted in 1991. These figures will increase to about 18 percent over the next 30 years. Women make up about 60 percent of the population aged 65 and over due to their greater longevity. Past the age of 85, women outnumber men by more than two to one. It is not only elderly women whose lives are affected by the aging U.S. population. Most of the caregivers of the elderly are women-- women of all ages. They comprise 75 percent of the paid health care labor force and about the same percentage for unpaid family caregivers.

One in five elders are at or near the poverty line. Working family members often make up the costs for medication, living expenses or care which the elderly cannot afford. Because of women's roles as caregivers, and also because of the differences in their work patterns, income levels and family situations as compared to men, women of all ages stand to be disproportionately affected by the aging trend. The effects differ significantly among women influenced by such factors as race and ethnic background, age, family status, and economic power.

If our employers would provide resources and help support/sponsor dependent care facilities, some relief could be gained by our members. Devastating illnesses such as Alzheimer's, heart disease and cancer can quickly deplete private resources and funds. Unless policy changes are effected, population aging could make the lives of many women and their families much harder.

Care for elderly family members can be draining, often damaging the quality of an employee's work. In a recent five-city study, the Families and Work Institute found that 91 percent of employees who care for the elderly experience some change, mostly negative, in their work habits; 56 percent acknowledged that they worried about their added responsibilities while at work; 48 percent used the telephone more than usual to check up on them; 37 percent gave elder care as the reason for being late or the need to leave early; and 37 percent were distracted enough by their concerns to feel that their productivity was affected. Family Medical Leave Act (FMLA) provides relief in getting time off, but no assistance when finances are needed to provide adequate quality care.

Therefore, the Committee recommends:

- * That all bargaining tables pursue resources for more dependent care for our members and support for adequate facilities in their communities.
- * Paid family leave should be negotiated at the bargaining table and in the legislative arena.
- * Locals should offer an education program so members can fully utilize the various agencies/resources that are available in their area.

WOMEN AND THE '96 VOTE

After the 1994 election, the AFL-CIO and CWA went back to the rank - and-file membership (through meetings, polls, focus groups and other forms of inquiry) to reexamine the connections working people make between their concerns as workers and family members and their participation in elections. What became evident was a profound cynicism about federal legislators/politicians and enormous anger at a political system that workers feel has failed them.

They found through poll and focus group research that working people

see virtually no connection between their daily concerns and federal legislation/politics. There was essentially no understanding of what working people had at stake in the 1994 election and what consequence voting their frustrations and anger could have on their daily lives.

Newt Gingrich and his religious political extremists in Congress intend to deny quality health coverage to nearly 8 million people and deny meaningful health care to over one million people with disabilities, including 150,000 veterans, and to tens of thousands of people with AIDS. If the Republican cuts in Medicaid take effect, the blunt reality is that as many as four million children will simply be denied needed medical care. They will either be turned away from medical facilities, denied preventive care, or be released too soon. This is unacceptable in a country that cares about its children.

Furthermore, the proposed cuts in Medicare will be devastating to our CWA retirees and our country's senior citizens, of which the majority are women.

Women face a whole range of issues that affect their economic security. Those issues include reforming welfare in a way that provides real jobs for women; closing the wage gap; and preserving affirmative action programs that open up better paying job opportunities for women and minorities.

In order to achieve a positive agenda for women, we pledge to make women's voices heard through education, outreach and mobilization. In order to heighten political power, the CWA National Women's Committee recommends:

- Workplace Fairness
- Ongoing Support for Families
- Medical Care for All
- Equal Representation
- New Guarantees of Rights
- Voter Education and Registration
- Organization of our Communities
- Turn Out the Vote
- Equity

In 1996, elections across the nation will be won and lost on the basis of the labor movement's ability to increase voter education, registration, and participation, especially by women voters. In order to encourage grassroots activism, we will need to provide information to working women and their families. We should also ask them to act on that information by engaging their Congressional representatives as well as by informing other working families in their communities.

Seventy-six years after suffragists won women the right to vote, voting is not yet a habit for some union women.

The single most important activity that we as leaders in CWA have in 1996 will be to Get Out The Vote. We must work with our locals, CKs, and women's groups to bring women and their families to the polls to increase our clout through the ballot box. We can take control of our lives by exercising our right to vote and run for office. It is vital that we work to ensure women real choices at the polls by encouraging women who support our union agenda to run for all offices.

As Dr. Martin Luther King put it: "Vanity asks, is it popular? Politics asks,

will it work? But conscience and morality asks, is it right?"

We thank the delegates for their time and consideration of our Women's Committee Report. (Applause)

DELEGATE AMEENAH SALAAM (Local 13100): Before we close our report, we would like Lela Foreman to stand. (Applause)

The following is a poem we wrote especially for her:

We salute you, Lela, for the love and dedication you show.
Your wisdom you share with us allows us to grow.
From the first day of your appointment in 1975,
You have consistently kept issues facing women and children alive.
From cuts in Medicare and Medicaid
To welfare reform and children with AIDS.
You stayed the course, stood firm and tall,
Helping us and others to speak against them all.
So again, we say thanks from committee members present and past,
May God continue to bless you in leaving impressions that last.
. . . The delegates arose and applauded . . .

DELEGATE SALAAM: We thank the delegates for their time and consideration of our Women's Committee report which we respectfully submit. Mr. President, the National Women's Committee moves the adoption of this report.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. It's been seconded from the floor.

Before I start the debate, I see many people lined up. Should debate be closed before you get there and you want the remarks you would have made entered in the record, just bring them up to the platform and we will see that it happens. That goes for every other motion as well.

On Microphone No. 3, Delegate Smith.

DELEGATE CONNIE SMITH (Local 4108): Thank you, President Bahr.

Brothers and sisters, I rise in support of the Women's Committee Report and speak on women and the '96 vote as a unionist, as a feminist, and as a Democrat.

The labor movement is crucial to electing pro-worker, pro-family Democrats to office and we will do our part. But with our numbers in the 15 percent range, we cannot do it alone. We must work in coalition with other groups who share our values and concerns. Among these are minority groups who have traditionally voted Progressive and Democratic in large numbers, and women who are voting more and more Democratic with each election. The gender gap has become a gender chasm. As the great Democrat from Texas, Ann Richards, said recently, "If the gender gap gets any wider, you'll need a sex change operation to change parties."

It is imperative that we support the women's "Get Out the Vote" effort. Republicans took control of Congress in 1994 by less than 40,000 votes nationwide while 16 million women who voted in 1992 stayed home in '94.

In the State of California where a women's vote project initiative in '94 turned out 450,000 women who don't always vote, Senator Diane Feinstein won reelection by 165,000 votes. Sisters and brothers, this women's vote is Democratic, progressive and pro-union. (Applause) Thank you.

One project to maximize the women's vote in 1996 is sponsored by the Women's Leadership Forum of the DNC. The reception for First Lady Hillary Rodham Clinton will help in the endeavor.

I want to extend a special thanks to Secretary -Treasurer Barbara Easterling for including the announcement of the event in the mailing to locals. I want to thank all the locals who have participated in this event. It was a great opportunity to support this "Get Out the Vote" effort and send delegates to a wonderful reception with the First Lady. Together we will move forward to Victory '96. Thank you. (Applause)

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

DELEGATE CATHY MASON (Local 4310): Fellow brothers and sisters, I am fortunate to be with you today to support the National Women's Committee Report, because I have been lucky enough not to have been declared surplus or either laid off or forced to leave Ameritech because I am unable to relocate to another city.

Consolidation and downsizing has affected my local, as I am sure it has virtually every local here today. Within the Ameritech bargaining unit in Columbus, they closed our small business office and moved that work to another city. This decision affected over 100 members. They also moved work out of the data processing center. Then they downgraded the remaining employees. Our clerical support services department is totally gone.

Ameritech has also made the not so wise decision to assist their customers in paying their phone bills by closing every one of their customer payment centers in the region. This decision not only affects the 187 employees in those centers, but it also affects the customers that Ameritech claims they want to focus on. Customers must now go to a contracted agent. These agents are located in grocery stores, Hallmark Stores, and who knows where else. Good luck finding one. And once you get there and pay your bill, pray that Ameritech did not disconnect your phone service, because if they have, you will need even more good luck to get that service turned back on. That contracted agent is going to refer you to a pay phone. Then you are going to call the Ameritech service rep to get your phone service turned back on.

Until April 1996, our local represented 20 AT&T phone center employees. We now have none. At one time we also represented 160 AT&T customer sales and service reps. We now have none. And prior to December 1994, we represented 475 AT&T long distance operators. We now have none. In fact, in the State of Ohio as well as other states, there are no AT&T long distance operators to service the customer.

Ameritech and Corporate America, you need to and must stop the madness of consolidation and downsizing in the name of corporate greed (applause), and believe me it is nothing but greed, because if this madness does not stop, there will be no one who will be able to afford to buy your services and products. Thank you. (Applause)

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

DELEGATE MARGARET HENDERSON (Local 4310): President Bahr, Executive Board Members, Fellow Delegates, and Guests, I rise to speak in support of the entire Women's Committee Report. Every day, many working women, some that you even work with, have to make difficult decisions on how to balance and prioritize their days for their job and their family. We are always asking what should come first, not just about things that you see us do

on the job, but sometimes about the things that we hardly can talk about.

One of the things I want to tally about is giving care to elderly parents. This is not easy for me to talk about. You see, every year I always look forward to attending our national convention. It energizes me to be with you brothers and sisters. When I go home, I am able to deal with the daily and constant fight that we all have to deal with.

But this year, I have an internal battle on my hands. I am one of those people that have to take care of an elderly parent. My mother is suffering from Alzheimer's and there is no cure. I debated and debated on whether I should come here and be out of the city and away from her for a while, or if I should stay at home or just trust in the judgment that I thought I had. Many of us find that it's not easy to ask for help either, but a lot of us don't know where to go, where to look, and definitely a lot of us cannot afford what is out there.

Elderly care for our seniors gets less attention in the media than animal rights, and that is a damn shame. Millions of dollars are spent yearly on building new jails, yet little is done to provide affordable centers that give elder care, not just to the rich that can afford what is out there now, but for everyone, no matter what walk of life they come from. (Applause)

Many like my mother must give up everything that was in their name and things that they have worked for all these years, just so that they can survive.

Well, I will tell you, it was not easy standing by and watching her do that, but it's something that had to be done. So, I ask you to please support this for women like myself who feel overwhelmed sometimes by this responsibility.

I also ask you to support the recommendation so that this issue is brought to the forefront at our bargaining tables, and at your state, local, and federal governments so that they can start to provide quality, affordable facilities that can become available, giving us some kind of choice and some much needed financial and emotional relief.

But I also plead with each one of you to give your support to this recommendation, so that my mother, and all of those like her, can receive the quality of life that allows them to live out their golden years with some kind of dignity, respect, and pride. Thank you. (Applause)

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

DELEGATE TERRY LAURENT (Local 3411): I move the previous question.

PRESIDENT BAHR: A motion has been made to close debate. It takes a two-thirds vote. All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

In front of us is adoption of the Report from the Women's Committee. All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Please join me in thanking the committee for an excellent job. (Applause)

Let me call to your attention that a delegate has made it known to me that non-union made or printed materials such as T-Shirts, art work, and jewelry is being sold in this building. Now, we urge all delegates, before you purchase, look for the union label. (Applause)

It is now my pleasure to introduce, for the purpose of a report, another top member of our team, a hard worker who's been getting serenaded by kazoos for reinvigorating them-- but seriously, a good friend, a colleague and

hard worker, M.E. Nichols.

EXECUTIVE VICE PRESIDENT M.E. NICHOLS: Before I begin my report, Sunday afternoon we had a new delegates workshop with 25 people attending. They enjoyed it very much, but it was pointed out to us that only a few people knew that we were having it. So, I am announcing now that next year, on Sunday afternoon, we will have a new delegates workshop. Even if you have been to a convention, you would probably get something out of it.

Among my administrative responsibilities, I am responsible for the Ray Hackney Scholarship Fund and the Joseph Anthony Beirne Memorial Foundation.

The Ray Hackney Scholarship Fund is in its 31st year, and a total of 282 scholarships have been awarded, worth over \$556,568. On June 18, we will once again be drawing the names of eight winners and eight alternates from the United States along with the same number from PTTI affiliates from Central and South America as well as the Caribbean nations from among 3,633 applicants. Congressman Lloyd Doggett of Texas will participate in the drawing.

The Joseph Anthony Beirne Memorial Foundation has been in existence since 1974. Each year the Board of Directors awards a number of scholarships and grants. A copy of their report is in your delegates' kits. The 30 first-year and 30 second-year scholarship winners will be announced in July.

The funds to establish the foundation came exclusively from the International Union and CWA's locals. A quota was derived whereby locals could contribute to the foundation based upon their membership. The formula is five cents per member per month per year for ten years, which equates to \$6 per member for the ten-year period. Although the quota is strictly voluntary, most locals have contributed to the foundation and some have chosen to exceed their quota.

At this time, I would like to honor a particular local for what I think is a truly outstanding thing. CWA Local 6360 originally had a quota of \$21,636 based on a membership of 3,606 members. That local is comprised of members from the AT&T Technologies Manufacturing Facility at Lee's Summit, Missouri. It is slated for closing in December 1996.

In preparation for that day the local has already taken action to sell their building. I am proud to report that the local has also taken action to pay their entire original foundation quota, \$21,636 based on 3,606 members, rather than the 485 members they now have.

At this time, I would like to award Evelyn Mullins, President of Local 6360, this plaque for attaining 100 percent participation in the Joseph Anthony Beirne Memorial Foundation. (Applause)

Evelyn, the plaque says-- and you have heard this one before-- the Joe Beirne prayer, an old Gaelic prayer:

May the sun always shine on your face,
May the wind always be at your back,
May your fields be green and your children many,
And when we meet in the land of the great beyond,
May God hold us both in his hands.

Thank you very much. (Applause)

I would like the delegates to stand and give a big hand to this local union.
(Applause)

If there are other locals that have not yet met their quota, I would sure encourage you to do so.

Once again, we played a very active role in Martin Luther King's birthday celebration in Atlanta. We are proud to report that Walter Andrews, Executive Vice President of Local 3204, served as one of the grand marshals of this year's parade.

During the Southern Christian Leadership Conference's annual convention last summer, another CWA member, Walter Cleveland from Atlanta, received the prestigious Labor and Civil Rights Award presented by Dr. Joseph Lowery.

The "Million Man March" held in Washington last October was attended by many of our members and sons. They came with church and social groups and in some cases traveled alone. Those that we have talked to expressed a tremendous feeling of brotherhood and a renewed obligation to their family and community. A follow-up march which would include family is planned for October 1996.

CWA, along with AFSCME, the Steelworkers, Postal Workers, UFCW, UNITE, AFT, and the Machinists, has formed a coalition with the National Baptist Convention which is an organization of 40,000 black Baptist ministers.

Both labor and the preachers realize that we must begin to look to each other to address our many problems. If they join together, we realize that union members and the churches have many common concerns. Our coalition is known as the "National Baptist Convention/Labor Roundtable."

We are working on issues of mutual concern which impact our respective memberships, such as legislation, public policy issues, voter education and registration, civil rights and social concerns. We believe we will make a difference in the 1996 elections.

CWA continues to lead the labor movement in the area of worker education. Since our last Convention, CWA has held numerous education and training sessions on a wide range of topics including labor law, economics, diversity, collective bargaining, arbitration, effective teaching and many more.

Eight newly-appointed staff completed our two-week staff training course in which we offered computer instruction for the first time. Another ten staff participated in a four-week pilot labor leadership institute, designed to provide union staff with the tools to understand, manage and influence workplace change. The pilot program proved so successful that it has been incorporated into the annual offerings at the George Meany Center.

Our Education Department had the opportunity in April to conduct a week-long training seminar for 25 of The Newspaper Guild staff and to work together to produce the booklet, "The Information Superhighway: What It Means For Working Families." You can pick up a copy of this booklet at the education booth.

In addition, as a follow-up to the conference on convergence, the education department prepared a presentation kit that can be used in meetings to explain convergence and how to use organizing, political action, education and community involvement to mobilize around these issues.

In preparation for this election year, we have produced a political

economics slide show that presents what is happening to workers in this economy and how the policies enacted by our elected officials in Congress, the state houses and, of course, the White House impact directly on our economic well being. The presentation is being used at CWA meetings by staff and local officers as well as by several other unions, who have requested it.

Mobilization continues to be a major strategy for us in contract negotiations and issue campaigns. One-on-one education pieces that explain issues, our positions and what the other side is trying to do remains an important component of all our mobilization campaigns. The education department continues to write and produce these when possible.

I am so happy to report to this Convention that over 600 boxes of historical documents and photographs have been shipped to the New York University Wagner Labor Archives, and a professional archivist has begun the job of sorting and cataloging the collections. These documents will now be accessible to historians and scholars who wish to write about CWA.

Since our last Convention, my office assisted in advancing our apprenticeship, employment center, and school-to-work projects.

In March CWA and US West made history as the parties received approval from the Department of Labor for our first national apprenticeship program with a Bell operating company. The initial program for the Network Technician title is up and running in the State of Washington. We expect to extend the program to other states where US West operates.

Plans now call for developing apprenticeships for four additional titles in US West. In addition, we are looking to further develop our programs with other companies including our members in the interconnect and cable industries.

We continue to fine tune and expand coverage of our employment centers. I know a number of you have voiced interest in the concept. We expect to intensify our efforts in the next year to bring additional centers on line.

CWA and US West applied for and received a \$500,000 grant to develop a school-to-work program. While this program will initially be set up in the Seattle area, we expect to replicate the model in other areas of the country.

A key component of the program allows for us to make youths aware of the benefits of the Labor Movement by putting our union techs in classrooms. We must intensify our efforts to explain to our youth the importance of the Labor Movement if we expect CWA and other unions to be an integral part of the lives of the workers as we go into the 21st century.

On another subject, when organizers go out to organize workers, you need all the help you can get. And I am sure you know, or at least I hope you have discovered, that the CWA Union Privilege programs make excellent organizing tools for achieving these goals.

Ask Marjorie Krueger, a CWA organizing coordinator in Philadelphia. Marjorie has been organizing workers for ten years, and she has seen the difference the programs have made in membership totals, especially as the benefits have grown. She uses the benefits in every organizing campaign because they offer proof of what the union is doing for the worker on an individual level.

As Marjorie puts it, "The benefits really do help swing the worker's vote to

'yes' in a lot of instances. I have been using them for nearly ten years, and we have greater membership totals as a result."

Ten years-- that's as long as the benefit programs have been around, in fact, this also is Union Privilege's 10th anniversary year.

You remember, we started with one benefit, the Mastercard, which broke new ground by offering union members and their families the first low-rate, no-annual-fee card with union-exclusive benefits like strike protection.

Today, ten years later, we now offer a wide range of Union Privilege benefits, legal, life insurance and loan programs, a mortgage and real estate program, driver and traveler benefits, a new dental program as well as a new floral delivery service.

With the dental program, many of our members can save money every time a member of the family has to go to the dentist. They will receive free exams, up to one-third off on routine teeth cleaning and instant discounts on a variety of dental services.

Union member mortgage and real estate just added a new \$250 application fee rebate, more competitive regional pricing and FHA loans, VA loans and local bond programs, which are available to members in most states. The life insurance program, which comes to members through ULLICO, offers members improved benefits, including higher insurance coverage options, a greater selection in plans and guaranteed coverage provisions, not to mention a convenient automatic monthly payment option that lets members save ten percent.

There are other programs coming. Because of the huge success of the credit card program, we will soon be able to offer a better Mastercard deal to our members. They will have the choice of selecting a grace period card, which offers an excellent benefit to members who pay off their balances each month. There also will be an improved balance-transfer option that will allow members who owe money on other higher-rate credit cards to shift the debt to their new lower-interest union Mastercard and pay only the prime rate, which is today at 8.25 percent, for as long as it takes to pay off the balance.

We need success stories like these because not all of our members are active in the labor movement. The majority do not have much contact with the union, and they do not think much about it, except when they are in trouble or when it comes time to ratify the contract.

How successful are the Union Privilege programs with CWA members in general? Let's take a look at the numbers to date: Some 107,000 members carry the CWA Mastercard; a total of nearly \$49 million in mortgage loans has been lent to members; members hold a total of \$91 million in life insurance policies; and 13,928 members have consulted with a program lawyer.

As you can see, a good many CWA members are interested in and take advantage of the Union privilege benefits. But they will not benefit from these programs unless you tell them about the advantages the programs offer.

There are posters, flyers, articles, and organizing sheets designed to help you spread the word about the benefits. Union Privilege also offers toll-free numbers that both you and your members can call whenever you need more materials or information.

The union's Occupational Safety and Health Department is nearing the completion of its VDT workplace ergonomics grant funded by the Federal Occupational Safety and Health Administration.

Initiated in October 1994, the grant will conclude September 30, 1996.

The grant has allowed us to develop a comprehensive train-the-trainer program, targeted towards the resolution of poorly-designed VDT workplaces as well as related member cumulative trauma musculoskeletal health symptoms. Consisting of four-day VDT ergonomics train-the-trainer and one-day awareness training programs, our department has created effective methods to ensure represented employers are providing members with well-designed VDT working conditions.

Nearly 100 CWA staff and local leaders have participated in the four-day program. In turn, by the completion of the grant period, these personnel will have trained more than 3,500 local members in our ergonomics awareness program. Involvement and use of such training will allow participants and our department to achieve the creation and activation of a leadership and grassroots campaign designed to halt the high occurrence of member VDT workplace cumulative trauma disorders.

This is one of CWA's most successful efforts to improve working conditions and resolve member repetitive motion illnesses. Due to this success, CWA will ensure that this activity will continue to function beyond the grant period and into the future.

Since 1979 our Union has been actively involved in conducting and sponsoring scientific studies identifying member health concerns, the cause of health symptoms and disorders, and their resolution. Scientific investigations have been initiated with the University of Wisconsin, Columbia University, the University of North Carolina and NIOSH.

Most recently, the Union's Safety and Health Department, along with Dr. Michael Smith, University of Wisconsin, and Dr. Janet Cahill, Rowan State College, New Jersey, is conducting a comprehensive scientific investigation of VDT work and related physical, psychosocial and psychological health symptoms and illnesses. The study, coordinated by Local 1033 and the District 1 office, is being conducted among CWA members employed as New Jersey State Workers.

The study will be completed during the latter part of 1996. Preliminary data has found relationships between VDT work environment and work organization design and the occurrence of repetitive motion health symptoms and illnesses.

The investigation intends to identify practical, cost-effective resolution and treatment procedures to effectively minimize VDT workplace repetitive motion health symptoms and illnesses.

The investigation intends to identify practical, cost-effective resolution and treatment procedures to effectively minimize VDT workplace repetitive motion health disorders. It is anticipated that collected data will be translated to help resolve VDT workplace health problems of members employed by other CWA-represented employers.

Also, in November 1995 we completed our third national VDT Repetitive Motion Illness Survey. Some 8,000 members completed and returned the survey. Analysis was performed for five occupational groupings:

- Directory assistance operators.
- Service representatives.
- Clerical VDT operators.
- Maintenance administrators.
- Technicians.

As was identified in the 1989 and 1992 research investigations, the survey results found very high levels of member VDT workplace repetitive motion illnesses. Collected data was used in CWA's 1995 collective bargaining as well as our ongoing safety and health education and standard-setting activities.

Of interest, we have just discovered that USAir has a serious repetitive motion problem, and that should assist us greatly in our organizing efforts, because we know how to talk about that.

We continue to work on member asbestos exposure and related health effects. As you may recall, during the latter 1980s Local 4900, with the direction and assistance of our department, earned a major settlement from Indiana Bell Telephone Company, which provided lifetime asbestos medical surveillance for fifty exposed CWA members. This Agreement has been used by other unions to gain similar protections for their members.

Then in the early 1990s, Local 2336, District 2, Vice President Pete Catucci, our OSHA Department and George Washington University's Occupational Medicine Department, conducted an asbestos medical surveillance investigation. The results showed that a high percentage of members were identified with asbestos-related lung disease.

We then attempted to have represented employers provide asbestos-exposed members lifetime medical surveillance. Unfortunately, no one accepted our offer.

Then, in 1994, Locals 3907 and 3990, District 3 Vice President Gene Russo, Communications and Technologies Vice President Jim Irvine, District 3 attorney John Quinn and our department, with the support of the Mobile, Alabama law firm of Cecil Gardner, conducted the first segment of another asbestos surveillance program. Results of medical exams identified a catastrophic number of members with asbestos-related disease

We will be doing the second half of that program by the end of this year. If similar outcomes are identified, the Union will initiate an aggressive asbestos campaign. Such a campaign will consist of education, collective bargaining, medical surveillance, research, legal and possibly legislative and regulatory components.

Other issues in which our department has been involved include indoor air quality, outside plant or environment ergonomics, workplace violence, electromagnetic fields, or radiation, tuberculosis and coalition building with environmental organizations.

Now I am going to conclude my report on another safety matter. For most of us it would not be occupational safety, but many of us have been exposed to the hazard of old Christmas trees. For our NABET members it was an occupational hazard.

On December 7, 1995, tragedy struck a mid-Michigan television station when a simple Christmas tree fire demonstration went terribly wrong. It was designed to show what happens when a common symbol of Christmas ignites into a torch of flaming disaster. One of our own, Jeff Jenkins, photographer for WNEM-TV and a member of NABET/CWA Local 54048, was assigned to cover the routine demonstration in Grand Blanc, Michigan. In the following video, Jeff takes us back to tell this incredible story of strength and courage.

Would you roll the video, please?

. . . The delegates viewed a video documenting the December 7, 1995

Christmas tree hazard demonstration that went terribly wrong . . .

EXECUTIVE VICE PRESIDENT NICHOLS: We have Jeff's beautiful family here. I would ask them to stand, with two lovely red-headed daughters. Stand, please. (Applause)

And Jeff Jenkins has a few words he would like to say to the Convention.

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

BROTHER JEFF JENKINS (Local 54048): I am Jeff Jenkins, proud member of CWA Local 54048, Flint/Saginaw, Michigan.

Over the past several months, with all the doctors and the hospitals and the unknowns that go along with the healing process, the thoughts and the prayers from everybody has been a real saving grace. The people of this International, and especially my local, Local 54048, have made all the difference in my speedy recovery.

Along with the medical treatment and the missed work has come a heavy monetary burden. This Union quickly came to our aid with a gift financially. That gift helped us meet monthly bills that otherwise we may not have made. It also keeps my family and I together while I am treated by specialists in North Carolina. But, most of all, it is the peace of mind that is the key to recovery from any serious injury, and for that I will never forget the caring and the generous people of the CWA. I thank all of you, and God bless you.

. . . The delegates arose and applauded . . .

EXECUTIVE VICE PRESIDENT NICHOLS: As you may suspect, Frank Tambs was the fireman who pulled him out. He is also with us.

Frank, if you would come forward, please.

. . . The delegates arose and applauded . . .

EXECUTIVE VICE PRESIDENT NICHOLS: You saw that room. That room was an inferno. This man, operating on what he says was training, and which I say was certainly guts and instinct, walked into that inferno, couldn't see a thing, absolute blackness, walked in, found Jeff and took him out.

I want to read to you the plaque that says so little, really:

"Communications Workers of America honors Grand Blanc, Michigan firefighter Frank A. Tambs III for his dedicated, swift, decisive action on December 7, 1995, in saving the life of member Jeff Jenkins. In recognition and appreciation of your heroic actions, Morton Bahr, President."

I hope you will hang this on your wall with pride. We appreciate you so very much.

. . . The delegates arose and applauded as the commemorative plaque was presented to Firefighter Tambs . . .

EXECUTIVE VICE PRESIDENT NICHOLS: And I know when to quit, Mr. President. That concludes my report. (Applause)

PRESIDENT BAHR: Thank you very much, Nick.

Before we get into the Constitution Committee Report, Vice President Sunkett has reported the results of the election the Defense/Members' Relief Fund Oversight Committee's Public Sector Workers' Representative: Jim Mulholland, 26,774; and Arthur Cheliotis, 25,937. Jim Mulholland stands elected. (Applause)

I understand there may be an appeal, and for the purposes of process, an appeal to an election of this kind must be done through the internal appeals process of the CWA Constitution.

. . . Cry of "Point of Order" . . .

PRESIDENT BAHR: State your point.

Turn on Microphone 2.

DELEGATE WILLIAM HENNING (Local 1180): My point of order is that some locals who were seated with credentials were denied the right to vote in this election, and, therefore, they have violated both the Credentials Committee report and the acceptance of that report by the Convention.

PRESIDENT BAHR: Your point is not well taken, but it deserves an explanation. It still is going to have to go through the internal appeals process.

The issue this Convention should be aware of is that we have people whom we represent who do not pay into the Defense Fund or the Members' Relief Fund and therefore do not get anything out of the Members' Relief Fund or Defense Fund, and, therefore, they were ruled not qualified to vote for someone who has no relationship to them.

So, your point is not well taken. And an appeal can be filed, and it will go through the internal appeals process.

DELEGATE HENNING: I challenge the Chair.

PRESIDENT BAHR: The Chair has been challenged.

What has been challenged is whether the Constitution will be followed for internal appeals process for an election of this type.

DELEGATE HENNING: You are misstating the issue, Morty.

PRESIDENT BAHR: I am not misstating the issue. The Chair has been challenged. All those in favor of sustaining the Chair please raise your hand. Down hands. Opposed by like sign. The Chair is sustained. (Applause) And justice can be done through the appeals process, if it so be.

Mike 5, Delegate Allen.

DELEGATE JAMES ALLEN (Local 6215): I had a question with regard to what you did. I now have it.

PRESIDENT BAHR: The Chair recognizes the Constitution Committee.

I am getting ahead of myself.

The members of the Constitution Committee are:

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

Craig Fisher, President, Local 1077; Reva Workman, President, Local 6203; Shirley Sanz, Vice President, Local 9509; Sandra Kmetyk, Executive Vice President, Local 13500; Tommy Thurston, President, Local 2260, Chair.

The Chair recognizes the Committee.

DELEGATE TOMMY THURSTON (Local 2260, Chair, Constitution Committee): Thank you, Mr. President.

Report of the Constitution Committee to the 58th CWA Annual

Convention:

The Constitution Committee met in the City of Washington, D.C., beginning April 8, 1996, for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

The Constitution provides under Article XVI that the Constitution Committee is "charged with the duty of considering proposals to change this Constitution." Article XXVIII provides that amendments submitted to the locals sixty 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 vote of those voting to effectuate such proposed amendments.

The Constitution Committee has held meetings in Detroit, Michigan, beginning Thursday June 6, 1996, to consider additional proposals which may be received after the preliminary report was issued. Two additional proposals were received, one of which was subsequently withdrawn.

The committee wishes to point out that in Item 10 on Page 7 of the preliminary report the words "and the merger agreement" were inadvertently omitted from the end of paragraph (a).

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

This Final Report sets forth all proposed amendments which have been considered by the Committee.

. . . The following Proposed Amendments, which were considered but not recommended for adoption by the Committee, were submitted to the stenographers for inclusion in these Proceedings, as follows:

1. AMEND ARTICLE V (Membership), Section 1 (Eligibility), Paragraph (d) to read as follows:

Section 1 - Eligibility

(d) No person, otherwise eligible for membership, shall be denied membership in the Union because of sex, race color, creed, or nationality, **age or status of employment such as retired.**

(Submitted by Kenn Walker, Vice President, Local 9505)

The Committee recognizes that this proposal's intent is to further clarify the eligibility for membership in CWA. The Committee believes that the Constitution is already clear on this issue as stated in Article V, Section 1, Paragraph (c) "Members of the Union who are on leaves of absence from their employment or who are employed on a full-time or part-time basis by the Union or a Local or who are or may be retired for any reason may continue to be active members."

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

5. AMEND ARTICLE XI (Districts), Section 2, Paragraph (a) to read as follows:

Section 2

(a) Delegates representing the Locals within each District shall meet at least once every three years in conjunction with the Union Convention for the purpose of electing a Vice President- **and such non clerical personnel and staff as may be required by the District to perform such duties as may**

be assigned by the President, Executive Board or District Vice President.

(Submitted by Frank Scola, President, Local 4100)

The Committee reviewed this proposal at great length and talked to the proponent who submitted his proposal on behalf of his membership. We were advised that the Local's membership was dissatisfied with their 1995 contract and believed the solution was to elect all staff- including those who negotiate contracts. This proposal has far-reaching implications in its application. It would be a destructive force within the CWA structure and be demoralizing to the many dedicated staff who serve our Union.

We also believe that adoption of this proposal would be in violation of the CWA Staff Union contract.

Vice Presidents are elected. It is their duty to recommend staff appointments, make assignments within their area of responsibility, and ensure that the policies and programs of CWA, including negotiations, are effectively implemented. Further, staff elections would be costly and disruptive. During this election process, how would cases be arbitrated, top level grievances be handled and contracts negotiated?

This proposal has been submitted in one form or another and has not been recommended by previous Constitution Committees and has been rejected by Delegates of past Conventions.

This is an administrative, not a Constitutional issue and should be dealt with accordingly and not by an amendment that introduces potential popularity contests.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

6. AMEND ARTICLE XII (Officers and Their Duties), Section 4, (Vice Presidents -District, Communications and Technologies, Telecommunications, Public Workers and CWA Sector), Paragraph (a) and (d) to read as follows:

Section 4 - Vice Presidents - District, Communications and Technologies, Telecommunications, Public Workers and CWA Sector

(a) Act under the direction of the President and perform such duties as may be assigned by the President or the Executive Board; (b) Recommend to the President the employment of such clerical personnel as may be required:

(d) Supervise **elected** full-time and part-time personnel ~~as may be assigned to the Vice President and Staff~~ and employ and terminate the employment of clerical forces subject to the limitations of the budget;

(Submitted by Frank Scola, President, Local 4100)

This proposal is not recommended for the reasons stated in Number 5.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

9. AMEND ARTICLE XV (Elections), Section 2 (Vice Presidents), Paragraph (a) and Paragraph (b) to read as follows:

Section 2 - Vice Presidents

(a) District Vice Presidents **and their non-clerical personnel and staff** shall be elected by a secret ballot, after nominations from the floor, at a meeting of delegates from the District. The Communications and

Technologies Vice President, the Telecommunications Vice President and the Public Workers Vice President shall be elected by secret ballot, after nominations from the floor at meetings of delegates representing members of AT&T bargaining units, affected telecommunications bargaining units and public workers units respectively. The duly elected President of the Printing, Publishing and Media Sector of CWA shall be the CWA Sector Vice President and shall be elected in accordance with the Sector Bylaws. After 1991 the CWA Sector Vice President shall be elected in accordance with the Sector Bylaws and the CWA Constitution.

(b) The term of office of Vice President **and their non clerical personnel and staff** shall be for three years as of 1996 or until their successors have been duly elected and qualified **except for the first** election of 1992 which ~~shall be conducted at the 1997 Convention~~ **the non clerical personnel and staff which shall be conducted at the 1997 Convention and that term only shall be for two (2) years.**

(Submitted by Franc Scola, President, Local 4100)

This proposal is not recommended for the reasons stated in Number 5.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

11. AMEND ARTICLE XIX (Charges Against Members), Section 2 (Specifications of Offenses -Union), by adding a new Paragraph (c) to read as follows:

Section 2- Specifications of Offenses- Union

(c) Willfully interfering with the internal policies or internal affairs of any Local other than their own.

(Submitted by John Kelly, President, Local 1033)

The Constitution Committee gave careful and serious consideration to this proposed amendment. In discussions with the maker and supporters of this amendment, there appeared to be one common theme, a difficult round of bargaining that affected eight Locals covered under one contract. During the ratification process, differences arose between Locals that resulted in the submission of this proposed amendment.

After reviewing all the issues, the Committee has decided that a change to the Constitution is not an appropriate method to resolve these issues. The Committee acknowledges that improprieties can occur and regrets that disputes happen within and between Locals. However, we believe that this change could cause more harm than good. This proposal would add an additional offense for which a member or officer could be charged. This language is overly broad and vague as to what would constitute "interfering." And how would one define "internal policies" or "internal affairs?" This could subject Local Officers and members to potential mischief rather than the pursuit of justice.

Further, members expressing their dissent to other members, could be deemed to be interfering with internal policies or affairs. This could restrict our members' right to free speech and indeed could be a violation of the Landrum-Griffin Act.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

12. AMEND ARTICLE XIX (Charges Against Members) Section 4 (Non-

immunity) by deleting all of Section 4.

(Submitted by Michael Drake, Member, Local 9510)

The Constitution Committee believes that Article XIX, Section 4 - Non-Immunity, should remain in the Constitution because it is applicable when charges against a member are sustained.

This Section provides that no member found guilty by a trial court can escape the penalty assessed by the trial court, i.e., a fine, suspension or expulsion by virtue of that member's position or office in the Union. This is very clear in that it deals only with the penalties, not the charges.

The maker of this proposal stated that his reason for submitting this amendment was based on the denial of an appeal he had filed. The Constitution Committee reviewed the appeal file and found that his appeal, filed with President Bahr, was denied on the basis that a member of one Local cannot file charges against a member of another Local. He then appealed President Bahr's decision to the Executive Committee, who sustained the President's decision.

He was advised that he had thirty days to appeal to the Executive Board, which he did not do. Rather than pursuing his appeal to the Convention, he prefers to delete this section, claiming that it is an "anomaly."

We disagree. For the reasons stated, it is important to retain this section in our Constitution.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

13. AMEND ARTICLE XX (Trials and Appeals, General Membership and Officers of Locals), Section 2 (Charges), by adding a new paragraph (d) to read as follows:

Section 2- Charges

(d) Charges may be filed against a Local by a member of a different Local and shall be in writing, sworn to and signed by the accuser. Charges of offenses described in Article XIX, Section 1, shall be filed with the Secretary-Treasurer of the Union. Charges filed under this section must be in conformance to (b) and (c) of this section. Trial procedures for all charges filed with the Secretary-Treasurer or the President of the Union will be in conformance of 3(b) of this Article.

(Submitted by Michael Drake, Member, Local 9510)

This proposal would permit charges to be filed against a Local (not a member) and thus would confer a new right that our Constitution has never allowed.

Under our present Constitution, charges can be filed by a member against another member within the same Local. This proposal would not only permit charges to be filed against a Local (an entity) but would also for the first time permit a member of Local A (for example) to file charges against Local B (an entity).

This proposal, if adopted, requires a Local that has been charged to be tried by a National Trial Court, and if found guilty, there is a possibility of fining, suspending or expelling a Local's entire membership.

This proposal is of no benefit to the Union and does not add to our democratic procedures. Instead, it would create chaos and sow the seeds of

division.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

18. AMEND ARTICLE XII (Officers and Their Duties) by adding a new section entitled District Vice Presidents to read as follows:

Section 9 - District Vice Presidents

District Vice Presidents shall have the authority to select, retain or terminate attorneys who represent the Union in their respective Districts. District Vice Presidents shall also have the authority to determine which legal matters in their Districts require legal assistance. District Vice Presidents shall work with the CWA General Counsel to coordinate the District's legal work with other Districts and Headquarters, and to insure that legal costs in each District remain within the Union's approved legal budget.

(Submitted by Robert Lilja, President, Local 1104)

This proposal seeks to grant complete authority to the District Vice Presidents to select, retain or terminate attorney's services in their respective districts. It also gives them sole authority to determine the issues to which attorneys will be assigned.

The Constitution Committee spoke with the maker of the proposed amendment and also met with the General Counsel. The Committee determined that this proposal is inefficient because it breaks down the coordination between Districts on legal issues and creates a potential for CWA to find itself taking opposite positions on the same legal issues among the eight Districts.

The Constitution Committee concludes that this proposal would remove the authority of the President to control the legal spending of our Union and it would continue to hold the General Counsel responsible for the legal budget while giving the authority to spend the legal budget to the District Vice Presidents. Vice Presidents are already involved in the decision making process regarding legal matters.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

19. AMEND ARTICLE XIII (Locals), Section 3, (Jurisdictional Changes) by adding a new Paragraph (c) to read as follows:

Section 3 - Jurisdiction Changes

(c) Jurisdictional waivers for individuals may be granted for elected officials as provided in paragraph (b) above. However, waivers for individuals may be canceled by an affirmative vote of a majority of those voting by referendum in the Local retaining jurisdiction. No similar vote would be required by the Local waiving jurisdiction.

(Submitted by Sue Inman, Member, Local 9510)

This proposed amendment deals with waiving jurisdiction over an individual member. Article XIII, Section 3, of the CWA Constitution provides for jurisdictional waivers and was reviewed and interpreted in 1958 and reaffirmed by the CWA Executive Board in September 1993. Guidelines were also developed and placed in the UOPM. In 1994 the Convention rejected a related proposed amendment. CWA Locals have always had the right to voluntarily waive/expand jurisdiction. The issue of jurisdictional

waivers/expansions as set forth in Section 3(b) is not a mandate, but rather a voluntary process mutually agreed to by the membership of both Locals.

This proposed amendment preserves the constitutional rights of one Local's membership and removes the rights of the membership of the other Local. In essence, Section 3(b) states that it takes two Locals to make an agreement and the same two Locals to dissolve the agreement, since this, too, is a jurisdictional change. The maker now proposes that only one Local should have the right to dissolve the agreement. This Committee believes this is neither democratic nor fair, nor does it take into account the interest of all members.

There is another serious consequence. If this amendment were to be adopted, an elected officer who has a waiver could be removed from office by a simple majority vote in a referendum. Our Constitution is very strict about removing an elected officer during her or his term. There are safeguards in Article XIX, Charges Against Members, and Article XXI, Recall Procedures, that provide for due process. This proposal would wipe out safeguards and term limit officers for some minor reason or for no reason at all.

Everything in the proposed amendment is possible now, if both Locals so desire, without changing the Constitution.

THE COMMITTEE DOES NOT RECOMMEND THE ADOPTION OF THIS PROPOSAL.

20. AMEND ARTICLE VIII (Conventions), Section 4 (Composition of Convention), Paragraph (a), Subparagraphs 1, 2, 3, and add a new 4, and renumber old 4 to 5 to read as follows:

Section 4- Composition of Convention

(a)(1) One delegate if the Local has less than ~~two-hundred (200)~~ **one hundred fifty (150)** members in good standing;

(2) Two delegates if the Local has ~~two-hundred (200)~~ **one hundred fifty (150)** or more but less than ~~four-hundred (400)~~ **three hundred (300)** members in good standing;

(3) Three delegates if the Local has ~~four-hundred (400)~~ **three hundred (300)** but less than ~~six-hundred (600)~~ **four hundred fifty (450)** in good standing;

(4) Four delegates if the Local has four hundred fifty (450) or more but less than six hundred (600) members in good standing:

(5) One additional delegate for each four hundred (400) members or major fraction thereof above six hundred (600) members.

(Submitted by Dorothy Bartlett, Secretary-Treasurer, Local 6203)

The maker of this proposal states that the purpose for lowering the membership requirement is to "allow more local officers to be actively involved in the process by having voting rights when attending Conventions." The proponent also points out that her proposal would not mandate any local to increase its delegation, but would allow more being voting delegates.

Our Convention is founded on the theory of a representative democracy. To change the composition of our Convention would alter the balance by allowing more delegates to represent even fewer members. A better course of action is to grow our Union; not go in the direction of increasing the number of Convention delegates while the overall membership base declines.

Further, there are no guarantees that local officers would in fact be delegates since many locals have delegate elections prior to each Convention and all members are eligible to run.

This proposal was received by the Committee less than sixty (60) days prior to the Convention and therefore requires a three-fourths (3/4) vote for adoption.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

CHAIR THURSTON: If the delegates will turn to page 11 of the Constitution Committee Report, Committee member Sandra Kmetyk will read the first resolution.

DELEGATE SANDRA KMETYK (Local 13500): Constitution Amendment 58A-96-10.

BE IT RESOLVED, That Article V (Membership), Section 6 (Retired Members' Council), Paragraph (c) of the CWA Constitution be amended to read as follows:

Section 6- Retired Members' Council

(c) A Council Executive Board shall be elected which will consist of one representative from each of the CWA Districts and **one at-large member who shall be elected from the Printing, Publishing and Media Workers Sector, NABET-CWA and any other groups that CWA may merge with including TNG-CWA. The District representatives on the Council Executive Board shall be elected by secret ballot among the members in good standing of the Retired Members' Clubs within each CWA District which has affiliated with the Council. The at-large representative shall be elected by secret ballot among the members in good standing of the Retired Members Clubs who are retired from the Printing, Publishing and Media Workers Sector, NABET-CWA or any other groups that CWA may merge with including TNG-CWA.** Terms of office shall be consistent with those of Local officers. The elections shall be conducted in accordance with Council bylaws, federal and provincial laws and this Constitution. Any challenge to the Council Executive Board elections shall be resolved in accordance with the Council bylaws.

(Submitted by D.E. Kines, Chairman,

CWA Retired Members' Council Executive Board)

Mr. President, the Committee moves adoption of Constitution Amendment 58A-96-10.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 3, Delegate Kines.

DELEGATE D.E. KINKS (Local 16300): Retirees from the Printing, Publishing and Media Sector, NABET/CWA, Newspaper Guild and others that may merge in the future are a modest, but growing part of the retirees in the Council.

Their ideas and experience would enhance the Executive Board and the Council, but because of their relatively small numbers, they would be unlikely

to be elected to the Board in its present structure.

To facilitate the representation of these groups, the Council urges the delegates here to support this amendment. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Biondo.

DELEGATE RITA BIONDO (Local 16100): We have had a lot of experience with people from the Printing, Media and NABET Sector, who are members of this Union. We feel this would give them the ability to voice some of the things that are important to them in their locals as far as the Retired Members' Council is concerned.

We do not have all the ins and outs of the Printing and Media Sector, so allowing them to have the at-large representative from these different Printing, Publishing and Media working sectors, as well as NABET, on the Retired Members' Council would be a big help.

I know that some of the locals that have already been part of us have felt that they were not getting the proper representation. So I would urge that all members support this resolution to amend Article V, Section 6(c) of the CWA Constitution, to allow them to be an at-large member. Thank you.

PRESIDENT BAHR: On Microphone 3, Delegate Karabinus.

DELEGATE TED KARABINUS (Local 16400): I rise in support of this amendment. I am the retired President of the Retired Members' Club in Cleveland. We have a good deal of what we term nontraditional union members, the nontraditional union members being PPMWS, NABET, TNG and so forth.

It is very difficult for me to represent these people when they come up with a question that concerns them, because I have to make probably a half dozen or dozen phone calls to get to the proper people, not being familiar with the people in the Printing Sector, and so forth.

If we had one representative -at-large, it would simplify it. It would probably come out to one phone call on my behalf, and I would be able to take care of their requests. Thank you.

PRESIDENT BAHR: On Microphone 1, Delegate Sharpe.

DELEGATE CHARLES SHARPE (Local 3808): I call for the question.

PRESIDENT BAHR: The motion is made to close debate. It is not debatable. All in favor raise their hand. Down hands. Opposed by like sign. The motion carried.

Before us is Constitution Amendment 58A-96-10. All in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Committee.

CHAIR THURSTON: The Chair recognizes Reva Workman.

DELEGATE REVA WORKMAN (Local 6203): Constitution Amendment 58A-96-11.

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

Section 1

(d) The Vice Presidents (District, Communications and Technologies, Telecommunications, Public Workers, and CWA Sector **and effective**

immediately after the TNG Convention in 1997, TNG-CWA Sector).

(Submitted by CWA National Executive Board)

Mr. President, the Committee moves adoption of Constitution Amendment 58A-96-11.

PRESIDENT BAHR: You have heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. No delegate at the mike. All those in favor of 58A-96-11 indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Committee.

CHAIR THURSTON: The Chair recognizes Craig Fisher.

DELEGATE CRAIG FISHER (Local 1077): Constitution Amendment 58A-96-12.

BE IT RESOLVED, That Article IX (Executive Board), Section 4, Paragraph (f), of the CWA Constitution be amended to read as follows:

Section 4

(f) Establish and maintain organizing, publicity, educational and research departments and to establish and maintain such other departments as the Convention may authorize to promote the purposes of the Union. **In no such case shall less than ten percent (10%) of the overall annual budget of the National Union be dedicated to organizing, effective July 1, 1997.**

(Submitted by CWA National Executive Board)

Mr. President, the committee moves adoption of Constitution Amendment 58A-96-12.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Microphone 3, Delegate Meyer.

DELEGATE SYLVIA MEYER (Local 6186): I want to say that my local already dedicates almost one hundred percent of the local budget towards organizing. We are out to organize all of the Texas state employees, probably, that are in our jurisdiction, and that is almost two hundred thousand state employees in that state.

My husband pointed out a historical fact, and I want to put this before the delegates on this question. A couple of miles away from here the Reuther brothers and several nameless union organizers and activists were beaten bloody on a bridge by the police while they leafletted General Motors workers. We may come to that again ourselves.

If the Reuthers and others can be beaten bloody in this city for the simple right to pass out a leaflet, can't we today in this city put our money where our mouths are?

Thank you. (Applause)

PRESIDENT BAHR: Before I recognize the next speaker, there is some confusion as to what page we are on. You should be looking beginning with

Page 11 of the Committee report, which is the implementing part of the report to the recommendation by the Committee. So you will find it in sequence there.

On Microphone 5, Delegate Gerald Souder, Local 4351, Cincinnati.

DELEGATE GERALD SOUDER (Local 4351): I rise in support of Constitution Amendment 12, as recommended by the committee. Now it is time to act, not just talk, about growing the union. We hear from the media about how few people unions represent. We hear from our employers how they cannot compete with non-union companies. We hear from the anti-union establishment about how unions represent only a small percentage of the workforce. Therefore, they are obviously not representing the majority of you.

Isn't it time to put our commitment out publicly for all to see, for all to understand, that CWA will organize the unorganized, that CWA will dedicate the resources to achieve that goal. For those who worry this will result in less services to the current members, I would ask, what would be the result of not growing the union? How can the same level of services be expected while the number of members decline?

It would seem to me you have only two choices to maintain the services: It is grow the union or increase the dues. I would surely rather stand here supporting increasing members rather than the dues. I am sure most of your members would agree, but more than that, we have an obligation as leaders to help make the labor movement stronger, to let Corporate America know that the time has come for the needs of working men and women to be met.

We can only achieve that through strength. Strength is numbers. I urge you to support this amendment. As one infamous information local president said during mobilization: "It is up to you." (Applause)

PRESIDENT BAHR: On Microphone 3.

DELEGATE CHERE CHANEY (Local 6450): I, too, rise to support the Constitution. It was just recently that we had the privilege at my local to have put on by Vice President Vic Crawley, my own state representative, a work action. We had twenty people off the job for two days, enough to have the people worrying about what is going on with the union work. That is okay, too. But they learned a lot. A lot of people have been in the union for maybe twenty, twenty-five years, still did not understand the importance of organizing. I would look to challenge everybody in the group here to go that extra mile, do the training, if we do not organize, we will lose.

The only way we can protect our members and everybody can look at me, I am a old broad, the deal is we have to bring the young people around. I rise to support that. I encourage everybody to do the same. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Vance.

DELEGATE RANDOLPH VANCE (Local 3371): If I understand correctly, this is Page 11, Page 12, Constitutional Amendment 58A-96-14, is that correct?

PRESIDENT BAHR: No, Number 12.

DELEGATE VANCE: I withdraw my statement.

PRESIDENT BAHR: On Microphone 1, Delegate Van Dolah.

DELEGATE MARK VAN DOLAH (Local 6311): I call for the question.

PRESIDENT BAHR: The motion has been made to close debate. It is not

debatable. All in favor of closing debate raise your hand. Down hands.
Opposed by like sign. Debate is closed.

All those in favor of 58A-96-12 indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

Before I recognize the Committee, there is a delegate at the Questions Mike, the chair recognizes Delegate Riemer. Is Delegate Riemer at the Questions Mike? He is not there.

The Chair recognizes the Constitution Committee.

CHAIR THURSTON: The Chair recognizes Shirley Sanz.

DELEGATE SHIRLEY SANZ (Local 9509): Constitution Amendment 58A-96-13.

BE IT RESOLVED, that Article XII (Officers and Their duties) of the CWA Constitution be amended by adding a new Section 9, to read as follows:

Section 9 - TNG-CWA Sector Vice President

Effective immediately after the TNG Convention in 1997, the president of the TNG shall also be the TNG-CWA Sector Vice President who shall be responsible under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages and hours of employment and other working conditions with the units of the TNG-CWA Sector.

(Submitted by CWA National Executive Board)

Mr. President, the Committee moves adoption of Constitution Amendment 58A-96-13.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor.

No delegate cares to speak. Before us is Constitutional Amendment 58A-96-13. All those in favor indicate by raising your right hand. Down hands. Opposed by like sign. It is adopted.

I understand that delegate Riemer is back at Mike 5. I will recognize him now.

DELEGATE GREG RIEMER (Local 4309): I apologize. I did not think you were going to call on me this quickly. My question is on Article VII of the Constitution. Under Section 5, Method of Voting, Part C, it says, "Voting by roll call shall be by per capita vote with each delegate casting the number of votes assigned to the delegate by the delegate local and approved by the Credentials Committee and the Convention."

My local assigned 72 votes to me for the Public Workers. When I went to cast my vote this morning, I was only permitted to cast some 30 votes. And what I was told by the Credentials Committee was that they were going by a section above that.

I see that as a conflict, and I believe I should be assigned 72 votes in the Public Workers election, because that is what my local assigned me.

PRESIDENT BAHR: Let me respond, Greg, again. The issue here is how is an appeal handled on an election for Defense Fund Oversight Committee. The appeal, whether it is this type of appeal or any other type of appeal, is

through the internal appeals process of the CWA Convention. This Convention did not have the authority at this stage to act on that appeal any more than an appeal to the election of a district vice president.

So my response to you is, if you see the purpose served, you file an appeal through the internal appeals process regarding this question.

You are entitled to a second question.

DELEGATE RIEMER: I was under the impression the Constitution Committee has the authority to interpret the Constitution, and I am confused why we have to go to the Appeals Committee.

PRESIDENT BAHR: Let me try to unconfuse you.

DELEGATE RIEMER: Thank you.

PRESIDENT BAHR: The election has been completed. Anyone who believes they have a complaint about the election on either side for any reason, the Constitution provides an orderly means to resolve the question. I tell that to all the people who feel-- and I mean on either side, because I know there were challenged ballots on both sides, to use the constitutional process, and we will try to bring it to an expeditious, fair, and just conclusion.

The Chair now recognizes the Constitution Committee.

CHAIR THURSTON: The Chair recognizes Sandy Kmetyk.

DELEGATE SANDRA KMETYK (Local 13500): Constitutional Amendment 58A-96-14.

BE IT RESOLVED, That Article XIII (Locals), Section 9 (Authority, Duties and Obligations of Locals) of the CWA Constitution be amended by adding new Paragraph (t), reletter old Paragraph (t) to new Paragraph (u), to read as follows:

Section 9

Authority, Duties and Obligations of Locals

(t) To maintain an active organizing program and budget monies to support the Local's efforts as well as assisting the Union in reaching a goal of 10 percent of resources to be spent on growth. [Reletter current (t) to (u).]

(Submitted by CWA National Executive Board)

Mr. President, the Committee moves adoption of Constitution Amendment 58A-96-14.

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 Capper.

DELEGATE BRYON CAPPER (Local 4217): Brothers and sisters, I rise in support of this Constitutional Amendment. It is only through the commitment of every local that we can grow this union and keep it strong. We must reach out to the unorganized worker. One of the sides to the "CWA Triangle" is to organize. If we don't actively support organizing within the locals, this Union will be weaker.

Just as we passed the amendment requiring the National to support

organizing, so must we pass this amendment. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Souder.

DELEGATE GERALD SOUDER (Local 4351): Delegates, I rise in support of Constitutional Amendment 58A-96-14. As in Amendment 58A-96-12, it is time to take our responsibility seriously and start organizing with as much commitment as we put into bargaining and mobilization. We cannot be successful at either of those unless we continue to grow the union.

As local leaders, we need to educate our members as to the importance of this issue. We cannot sit back and let someone else do the job. We must do all we can locally to support this goal. We must do all we can to support the National Union in achieving the goal of growing the union.

To assure our future and the future opportunities of our children, we must have a strong labor movement in this country. That can only happen by having organizing as a priority. I urge you to support this amendment. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate John Dill.

DELEGATE JOHN DILL (Local 4217): Brothers and sisters, today we can send a message to Corporate America that we will put teeth into our commitment to organize those who are unfortunate enough not to be able to belong to a union. Yesterday we stood and cheered as we carried the Jobs for Justice banner through our meeting hall. Today I ask you: Was this a hollow pledge, full of sound and fury, signifying nothing?

I think you already know, the answer is "No." "No" to corporate greed. "No" to those who would deny our fellow workers a voice in their workplace. Let's say "Yes" to this amendment. Let's send the right message to Corporate America that we will provide the time, the money and the energy, whatever it takes, to get the job done.

Do it because it will make our union stronger. Do it because our mission is to bring our union to all workers. Do it because you know it is the right thing to do, but most of all, just do it.

Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate Angulo.

DELEGATE RAULIN ANGULO (Local 2260): I move to end debate, and move the previous question.

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

All those in favor of Constitutional Amendment 58A-96-14 indicate by raising your hand. Down hands. Opposed by lice sign. It is adopted. (Applause)

The Chair recognizes the Committee.

CHAIR THURSTON: The Chair recognizes Reva Workman.

DELEGATE REVA WORKMAN (Local 6203): Constitutional Amendment No. 58A-96-15.

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

Section 2 - Vice Presidents

(a) District Vice Presidents shall be elected by a secret ballot, after nominations from the floor, at a meeting of delegates from the District. The Communications and Technologies Vice President, the Telecommunications Vice President, and the Public Workers Vice President shall be elected by secret ballot, after nominations from the floor at meetings of delegates representing members of AT&T bargaining units, affected telecommunications bargaining units and public workers units respectively. The duly elected President of the Printing, Publishing and Media Workers Sector of CWA shall be the CWA Sector Vice President and shall be elected in accordance with the Sector Bylaws. After 1991 the CWA Sector Vice President shall be elected in accordance with the Sector Bylaws and the CWA Constitution. Effective immediately after the 1997 TNG Convention, the duly elected President of the TNG-CWA Sector shall be the TNG-CWA Sector Vice President. Effective with the regular CWA elections in 1999, the TNG-CWA Sector Vice President shall be elected in accordance with the CWA Constitution and the merger agreement.

(Submitted by CWA National Executive Board)

Mr. President, the Committee moves adoption of Constitution Amendment 58A-96-15.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. No delegate is at a mic. All those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Committee.

CHAIR THURSTON: The Chair recognizes Craig Fisher.

BE IT RESOLVED, That Article XX (Trials and Appeals, General Membership and Officers of Locals), Section 3 (Trials), Paragraph (a), Subparagraph (1) of the CWA Constitution be amended to read as follows:

(a)(1) A An unbiased court, composed of not less than three or more than seven persons, who shall be members of the Local, not parties to the proceeding, shall be selected by the governing body of the Local using a random selection process. The court shall be bound to render a decision and impose a penalty, if the accused be found guilty, without bias or prejudice, based on all evidence presented.

I rise in support of this Constitutional Amendment. In my local we have a trial board committee made up of volunteers. Currently, we have 18 members who volunteered to serve on this committee. When the trial panel is warranted, the Local Executive Board selects in rotational basis from among the committee volunteers who are not involved in the issue at hand. As a result, we have unbiased trial Danelns.

Using this process in prosecuting scabs after the 1989 Bell Atlantic strike, our process was found fair and sound by the court system in "Right-to-work-for-less" Virginia. In 17 cases that went all the way to the State Supreme Court, we were able to garnish wages for the amount of the fines and some court costs. We won these cases even though the National Right to Work Committee funded these scabs' defenses.

I offer this information in support of this amendment because one of the cornerstones in the scabs' defense was they were not given a fair hearing by the Local. We were victorious in our pursuit because we were able to show we used an objective process. The issue of an unbiased trial panel is tantamount in upholding our constitutional trial court process.

PRESIDENT BAHR: There are no other delegates desiring to speak on this issue. Before us is Constitution Amendment 58A-96-16. All those in favor indicate by raising you hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR THURSTON: The Chair recognizes Shirley Sanz.

DELEGATE CRAIG FISHER (Local 1077): Constitution Amendment 58A-96-16.

Section 3 - Trials

(Submitted by M.E. Nichols

CWA Executive Vice President)

The Committee moves adoption of Constitution Amendment 58A-96-16.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. On Microphone No. 3, Delegate Rucker.

DELEGATE KENNY RUCKER (Local 2323): I am from, unfortunately, a right-to-work-for-less Virginia.

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

DELEGATE SHIRLEY SANZ (Local 9509): Constitution Amendment 58A-96-17.

Section 3 - Trials

(Submitted by M.E. Nichols,

CWA Executive Vice President)

Mr. President, the Committee moves adoption of Constitutional Amendment 58A-96-17.

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

Committee.

DELEGATE SANDY KMETYK (Local 13500): Constitutional Amendment 58A-96-18.

Mr. President, The Committee moves adoption of Constitution Amendment 58A-96-18.

BE IT RESOLVED, that Article XX (Trials and Appeals - General Membership and Officers of Locals), Section 3 (Trials), Paragraph (b), Sub-paragraph (1) of the CWA Constitution be amended to read as follows:

(b)(1) A An unbiased court composed of three persons, who shall be

members of the Union not employed by the International Union as staff personnel and not parties to the proceeding, shall be selected by the Executive Board from a trial panel composed of one elected member from each of the geographical Districts by secret ballot, after nominations from the floor at the meeting of the delegates from the District in conjunction with the Union Convention. Beginning with the elections held in 1971, members of the Trial Panel shall serve for three years or until their successors are elected and qualified. The court shall be bound to render a decision and impose a penalty, if the accused be found guilty, without bias or prejudice, based on all the evidence presented. In the case of trials based on offenses specified in Article XIX, Section,2, a report shall be placed in the Union's official publication with the name of the accused and decision of the court and the names of the Trial Panel.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: There are no delegates at the mice. All those in favor of amendment 58A-9617 indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

CHAIR THURSTON: The Chair recognizes Sandy Kmetyk.

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

Section 1 - Petition for Recall of Union Officers and Executive Board Members.

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

(Submitted by CWA National Executive Board)

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

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

No delegates are at the microphone. All those in favor of Constitution Amendment 58A-96-18 indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Committee.

CHAIR THURSTON: The Chair recognizes Reva Workman.

DELEGATE WORKMAN: Constitution Amendment 58A-96-19.

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

Section 7

(c) The Public Workers Vice President, the CWA Sector Vice President, and the TNG-CWA Sector Vice President may be recalled by delegates at an

International Convention, who represent the membership of their respective units, by a two-thirds (2/3) vote of those voting on the question, or by a referendum among the members of the Union in the units the affected Vice President represents, if two-thirds (2/3) of the votes cast in such referendum favor recall.

(Submitted by CWA National Executive Board)

Mr. President, the Committee moves adoption of Constitution Amendment 58A-96-19.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

There are no delegates at a microphone.

All those in favor of amendment 58A-96-19 raise your hands. Down hands. Opposed by like sign. The motion is adopted.

On microphone No. 1, Delegate Scola.

DELEGATE FRANK SCOLA (Local 4100): Thank you, Mr. President. I would like to make a motion to amend the CWA Constitution by adopting Constitution Committee Report items numbered 5, 6 and 9 and amend the CWA Constitution dealing with Articles XI, XII, XV concerning elections.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. You're entitled to five minutes to speak on your motion.

DELEGATE SCOLA: Mr. Chairman, Fellow Delegates, Brothers and Sisters: I stand here in support of this proposed amendment to our CWA Constitution. I have the full support of my local members and I know also the support of our Michigan Unified Council of locals and many of my peers seated in this hall today. I have been a member in good standing of this great union for nearly thirty years and have been a voting convention delegate for ten years. I have heard our present chairman and his predecessor and many delegates approach the mike and address our members and truly boast and stick out their chins and their chests in pride over the fact that this union is truly the most democratic union in the world. I also believe in our democratic process and today am here to testify to this body that something is missing in our process. Our present constitution requires elections every three years for national executive officers and executive board members and also local officers.

Many local bylaws even require three year term elections for local executive board and chief steward positions. The only union officers that do not have to stand election like the rest of us is our staff representatives within the districts. I refer to our staff representatives as officers because in my opinion their duties place them at the officer level. Our staff representatives-- who are not elected--are assigned such major responsibilities as organizing, contract negotiations, high-level grievance handling. Many staff representatives are now being given the sole responsibility to not only act in the best interest of the national union but must also act in the best interest of this union's members.

Under our present structure, our staff representatives' performance is

judged solely by the national union. I propose that by voting for this amendment we change that performance judgment to be made by the delegates who represent their membership. After all, isn't the membership the final governing body of this great union?

I have been questioned by my peers who serve us today on the Constitution Committee and I have read their report. I have heard arguments from my peers who are against this amendment. What we are simply talking about here today is the democratic process. The democratic process is the foundation that this great country and this union were built on. How can this process be a destructive force within CWA? Which changing of the guard, at any level in this union has caused destruction to it or its members at the national or local level? Brothers and sisters, I have not seen it.

Another argument we have all read is that the adoption of this proposal would be demoralizing to the many dedicated staff who serve our union. That premise I believe sells us all short. We have many fine staff on our rolls who could stand election right now, today, and every three years for as long as they want the job. Further it is stated that staff elections would be costly or disruptive. I disagree. These elections would be no more costly or disruptive than any other local or national election.

It is also stated that adoption of this proposal would be in violation of the CWA staff union contract. I do not know about you, brothers and sisters, but I have never seen a union contract that affords its members guaranteed employment. If the staff union contract does have guaranteed employment, why don't our contracts with our employers have such a clause? In all of the arguments I have heard against this amendment, I strongly sense the feeling of fear.

Is this fear any greater for staff than the fear of our members who may lose their jobs and may not be able to support themselves or their families? I do not think so. Why should there be any fear in standing election? If you run on a platform of credibility based on your proven credentials, your members will elect you and keep re-electing you. All you have to do is simply do what you say you are going to do.

Popularity is not the main determining factor in any election. We must all ultimately on the bottom line run on our record.

Finally, brothers and sisters, adopting this proposal would also give our District Vice Presidents in charge of contract bargaining the ability to effect a new choice of staff if in fact they had effected a not so viable choice in the past. The bottom line, brothers and sisters, is that this great union has a system of checks and balances built into our two-tiered structure. Adoption of this proposal will insert the missing piece in our constitution and make it totally and truly democratic for us all. Thank you. (Applause)

PRESIDENT BAHR: Mice No. 4, Delegate Phillips.

DELEGATE EDWARD PHILLIPS (Local 4340): I would agree with many things that Brother Scola brought to this convention. I four years ago, also stood in front of this Convention and requested and supported a "one member-one vote" concept that would have addressed a lot of the democratic issues that Brother Scola brought up. The convention in its infinite wisdom overwhelmingly ruled against me.

I do conceptually agree with what our Brother Scola brought up. I do feel that large locals would gain a huge advantage in this type of concept, that locals would be catered to by staff, and if you had a lot of votes, you might get

more representation than a smaller local. I know some of that goes on now. I think it would even get worse.

The other thing, too, is the accountability. I have a serious concern that a vice president that cannot control or discipline or reassign their own staff because of an elective process would lose control over their staff. Right now the vice president is to have the ability to reassign or address problems with their own staff.

I also understand the goal of Brother Scola and I know that the union, as it goes forward, needs to change, adjust and readdress some of the problems that are facing us, especially with the convergence of the industry.

I do not feel that this one issue, elected staff reps, would serve us in good stead. In fact, I do feel that this union should look at wholesale changes of how the union is structured to adapt to what we change to, for our future. So I urge this convention to support the constitution and vote against this amendment. Thank you.

PRESIDENT BAHR: Microphone 3, if it is not a question on this issue, let me know because it is hard to tell when you call in.

Microphone 5, I am sorry. Delegate Riemer, is it on this issue?

DELEGATE RIEMER: It is not.

PRESIDENT BAHR: Delegate Servis, is it on this issue?

DELEGATE NANCY SERVIS (Local 4603): Yes.

PRESIDENT BAHR: You are recognized.

DELEGATE SERVIS: President Bahr, is it not true that staff has a union and a collective bargaining agreement?

PRESIDENT BAHR: Yes. it is true.

DELEGATE SERVIS: My second question, if this amendment would pass, I happen to be a member of the largest local in my state, so would it not be true then that we could pick and choose which staff representative we wanted and make sure that we had one that would always do what we wanted, whether it was in the best interest of the union or not? (Applause)

PRESIDENT BAHR: Yes, clearly within the area, the voting area of the local or a combination of locals would make that determination.

DELEGATE SERVIS: Thank you very much.

PRESIDENT BAHR: You are welcome.

Microphone 3, Delegate Jager.

DELEGATE DOUGLAS JAGER (Local 4100): President Bahr, brothers and sisters, I rise in favor of this motion. By electing staff reps this union moves forward. By passing this motion, we tell the rank and file members that they do have a voice, a voice as to who will negotiate their next contract, a voice as to who will arbitrate their grievances, a voice to their district vice president, elected vice president, a voice as to who is doing the job and who is not doing the job, that they pay out of their own hard earned dues. It is called accountability, not personality, no different than every delegate seated here, whether you are an officer, steward, chief steward all the way down the line.

I urge your support of this motion. We must do what is right. Thank you.

PRESIDENT BAHR: On Microphone 3, Delegate Avery. I am sorry, Microphone 4.

DELEGATE MARY JO AVERY (Local 4600): Thank you.

Sisters and brothers, I stand here before you today speaking against this motion. I am President of a small local for only one and a half months.

Now, Morty, after 17 years of working with my local president, it took that long just to get rid of that blister. Do you think I want her back? I think not.

Many of our staff people who have worked hard to educate and train a number of us as officers are sitting there on that platform today. I support good hard-working staff representatives. (Applause)

I am very proud of the staff reps in my area. I know that this recommendation comes out of my district from one of my brothers. I respectfully disagree with him. I do not want large locals selecting or electing our staff representatives. If we have problems with our staff reps doing their job, then we should: A, manage them and if we cannot do that, resort to B. send their butts back to the company. (Applause)

Who will our staff reps be accountable to, the District Vice President or our CWA Executive Board? I urge the delegates to think about what you are doing today. We have some darn good staff people. We want to continue to train more of us to become staff people. (Applause) Vote the right choice. Do not support this motion. Thank you. (Applause)

PRESIDENT BAHR: Microphone 1, Delegate Laurent.

DELEGATE TERRY LAURENT (Local 3411): I move the previous question.

PRESIDENT BAHR: Motion to close debate.

All in favor raise your hand. Down hands. Opposed by like sign. The debate is closed.

. . . The following remarks were submitted to the stenographer for inclusion in these Proceedings, as follows:

DELEGATE RAY ESTRADA (Local 9588): Brothers and sisters: I rise in opposition to this proposal, although many a time I have fought with CWA Staff Members during the last 30 years with the Union. I, too, have been frustrated by some decisions that they have rendered for some of my members. And as they can tell you, I do not take rejection well. But when I have taken the time to listen to their explanations over my personal feelings and involvement, I have to admit that they have acted within reason and just cause.

I do not believe that electing Staff Reps will provide us with better representation. I believe that it would only serve to create a "hot political football" which will divide us and could possibly hurt pending arbitration or contract negotiations. I believe that if any Staff Rep is not performing his or her job to the best of their ability, we should complain and act against them.

I stand firmly against term limits for our Representatives in Congress, as I am against wasting time, funds and energy. If we were to pass this proposal, nothing could ensure the kind of accountability the amendments seeks, but the members' possibility for loss could be greater.

Please deny the proposal. . . .

PRESIDENT BAHR: In front of us is a motion to approve, move to adopt,

Amendment Nos. 5, 6, and 9 of the Constitutional Committee Report.

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

It is now the order of the day to move into the Memorial service. I would appreciate you all taking your seats.

Please join me in thanking the Constitution Committee for doing an extraordinary job. (Applause)

Points of order are not in order at this particular time. Please take your seats.

A few weeks ago, the American people lost an extraordinary man. He was a good friend of workers in this country and of our union in particular. In fact, just a couple of weeks before his death, Commerce Secretary Ron Brown addressed our Legislative Conference. Would you please roll the tape.

. . . The delegates were shown a brief biographical video of U.S. Secretary of Commerce Ron Brown... (Applause)

. . . The lights were dimmed as the bugler played "Taps" . . .

PRESIDENT BAHR: Assembled here in Detroit, Michigan, for the 58th Annual Convention of the Communications Workers of America, it is fitting that we pause and remember those who are no longer with us.

We acknowledge the endless debt we owe the men and women who unselfishly devoted their lives to the building of our union, as we set aside all else to honor our colleagues who during the past year have been called to a higher purpose.

Let us now join in specifically remembering seven members of the CWA family who have passed from us.

Helen W. Berthelot. Helen Berthelot was a pioneering woman in the labor movement, becoming CWA's first female legislative representative and the first woman to run a statewide political campaign for either party when she steered G. Mennen Williams into the governor's office in Michigan in the early 1950s. Berthelot helped build a national union for telephone workers in her native state of Michigan, and served in various elected positions with the old Michigan Traffic Division of CWA during the 1940s.

She came to work for CWA as a legislative representative in 1950 but remained active in Michigan political campaigns for Williams throughout the 1950s and until the mid-1960s. After she retired as an active CWA staff person in 1969, she turned to writing and her book, Win Some. Lose Some: G. Mennen Williams and the New Democrats, was published in 1995. Helen Berthelot set a high standard for all of us.

Helen C. Carmody. Helen Carmody was a union builder and union pioneer, having started with New Jersey Bell Telephone Company in 1924 in Trenton in the days before traffic operators enjoyed union representation and long before direct dial telephones. For three horrendous weeks in 1932, as the chief operator in the company's Hopewell, New Jersey traffic office, Helen Carmody served as the only link between Charles and Anne Lindbergh and the outside world, following the sensational kidnapping of their 19-month-old son.

She was in the vanguard when the real efforts to bring unionism to telephone workers got underway in the late 1930s. Helen Carmody was welcomed to the union staff as a CWA representative in June of 1951, a

position she held until her retirement in January of 1973. Throughout her life, Helen Carmody cared about others and tried to improve the standard of living for all men and women. We owe her our love and respect for her many contributions to CWA over the years of her journey on earth.

James E. Cassidy. Jim Cassidy was a dedicated trade unionist who served the members of CWA for many years in a variety of positions, including eight years as president of his local in Van Nuys, (California, before joining the union staff in 1964. Always energetic and with a ready smile, Jim performed staff assignments in Newark, New Jersey and New York City before transferring back to his beloved California in 1966. In District 9, he worked in the San Francisco office and later the Fresno office before retiring as a CWA representative in 1979. Jim Cassidy served the men and women of CWA and the labor movement well, and for that we all owe him a debt of gratitude.

William A. (Bill) Frank. Bill Frank devoted more than three decades of his life to serving the members of the National Association of Broadcast Employees and Technicians (NABET-CWA), including seven years as assistant to the International Secretary-Treasurer between 1987 and his retirement in 1994. Bill started his union career in Buffalo, New York in 1959 as a supervising building maintenance and air conditioning/heating engineer at WBEN-TV, now WIVB-TV. There, he served as secretary -treasurer of Buffalo Local 25.

During his years as assistant to the International Secretary-Treasurer, Bill was based in Chicago, Illinois, and was a member of NABET-CWA Local 41. He was a longtime director of the NABET Local 25 Federal Credit Union. Upon his retirement, Bill returned to his beloved Western New York. We will miss his wise counsel and dedication to union principles.

Stanley O. Hubbard. Stan Hubbard will be remembered by the many who knew him and respected him as a hard-working, dedicated union leader who inspired those around him. Stan became a CWA representative in CWA's Kansas City, Missouri office in 1951, and served there for many years as the union's western Missouri and Kansas director. In 1972, he moved across the state, to St. Louis, to accept a position as administrative assistant to the vice president-- a position from which he retired on Jan. 1, 1982. We will be eternally grateful to Stanley C. Hubbard for his contributions to the union and to the members.

Herman O. Shelton. Herman Shelton was well-liked and greatly admired and respected by the many who knew him and worked with him during his years as a union leader. Herman was active in the early formation of the union at Michigan Bell in Ann Arbor, where he went to work in 1937. Throughout the 1940s, he held various elected leadership positions within the union and accepted appointment as a CWA Representative in 1951. He became CWA's Michigan director in 1965 and the assistant to the vice president of District 4 in 1975, retiring in 1982. We will always remember Herman O. Shelton's contributions to CWA and the union's members.

J.W. (Bill) Webb. Bill Webb was destined to be a giant figure in CWA, from the first day he strapped on a toolbelt and signed a union card in 1940. Although he was called to serve his country in both World War II and the Korean Conflict, Webb rose rapidly through the ranks of CWA-- as a local officer in Memphis, Tennessee, and as a union staff person in both Mississippi and Georgia before transferring to the headquarters in Washington, D.C. Once in Washington, Bill worked as an assistant to three executive vice presidents and three secretary-treasurers.

After he retired as executive assistant to the secretary-treasurer in 1987, he continued his life of service to others, becoming national president of "The Lost Chords Society." Bill Webb served as a beacon to many of us. May his light always burn brightly in our hearts.

PRESIDENT BAHR: Let us pause now to remember those CWA Local Officers who have passed from our midst since our last convention.

NAME	LOCAL	TITLE
Willie Wood	1371	Vice President
Bob Baxter	6118	President
Jennie Keef	6402	President
Lisa Lugar	7901	Vice President
Tom Ordonez	7906	Vice President
James Grottola	14156/6	President
Floyd Dean Bowers	14427/213	Sec.-Treas.
Eva M. Hospere	14427/213	President

Let us also take a special moment to remember Al Thompson, a member of CWA Local 4603, Milwaukee, Wisconsin, and an Ameritech technician, whose life was taken from him when he was shot and killed while on the job this past January in a senseless, bewildering tragedy. We offer a special prayer for the family of Al Thompson and all the other victims of violence.

For all those who have passed from us during the past year, we now offer our solemn prayers of love. We shall never forget their loyalty, their courage, their ideals. Each created a priceless legacy that will forever bring us closer together-- a legacy of devotion to CWA and to the men and women whom we represent.

They have provided us with examples that light the path toward human dignity. We pledge to follow their examples and to carry the high standards that they exemplified.

We call upon the members of the Communications Workers of America to symbolically join us in heart and mind, as we pay homage to Helen W. Berthelot, Helen C. Carmody, James E. Cassidy, William A. Frank, Stanley C. Hubbard, Herman O. Shelton, J. W. (Bill) Webb, the Members, the Stewards, the Local Officers, the Staff and all the Elected Leaders who have departed from us.

May they rest in peace. May they rest in the Lord.

. . . "Taps" was played . . .

PRESIDENT BAHR: We stand in recess until 3:50, ten minutes to four.

. . . 30-minute recess . . .

PRESIDENT BAHR: Will the delegates take their seats.

Gerry Nelson-- remember our Temporary Chair of yesterday? He is requesting that at least five cable TV members volunteer to attend with him the Detroit Cable Commission meeting today at 4:00 p.m. He really appreciates your help, and you can meet him in the lobby at 3:55.

I have also been advised that we have a number of delegates who were planning to see the Detroit Baltimore game tonight. We should advise you that the Detroit Tigers baseball club is on the unfair list, because they continue to advertise in the struck newspapers, and the labor community has called a boycott. We urge that you seek your money back if you are among

those who purchased tickets.

In this point in our convention proceedings, we have our annual CWA-COPE Awards. it gives me a great deal of pleasure to turn the program over to Secretary-Treasurer Barbara Easterling.

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

Before I begin the CWA-COPE Awards program, let me just speak about the T-shirt you received. There are enough T-shirts that each person should have one, but you should not take extra T-shirts. If you do not plan to attend the rally, would you please give your T-shirt to a Sergeant-at-Arms so that they can in turn give that shirt to someone who wants to go to the rally and doesn't have one. We came up short on the shirts.

We do have guests and retirees that plan to attend the rally, so if you are not going to the rally, give that shirt to a Sergeant-at-Arms and they will make sure that someone gets it that's planning on going. Thank you.

Today we honor all the Locals that achieved 100 percent or more of their CWA-COPE quota in 1995. Let's give them a much deserved round of applause. (Applause)

In 1995, you raised \$1,266,973.15, over \$30,000 more than you raised in 1994. (Applause) Hopefully, we are on the rebound now and you will continue to raise more and more CWA-COPE dollars each year.

In 1996, we are going to have to use all of our political resources to re-elect the Clinton/Gore team, and to return the control of the U.S. Congress to the Democratic Party.

One of our greatest assets is our CWA retired members. Not only are they contributing to their own retired members' COPE program, but they are also ready, willing and able to volunteer their services to political campaigns. The Republican Party is always able to raise more money from their fat cat corporations and rich contributors, but volunteers, CWA volunteers, working in campaign offices, walking precincts, and operating phone banks are a political resource that is priceless.

Could we have your attention, please? I have asked the Sergeants-at-Arms to try to keep the noise level down in the hall.

So I am urging all of you to look to your local retiree club for volunteers to help out in any state or local campaign in which your local may be involved. If you do not have a retiree club associated with your local, ask the CWA Retired Members' Council Executive Board member from your District, who is here at the convention, how you go about starting one.

During the 1995 calendar year, 28 retiree clubs met their COPE quota of \$1.00 per member per year. At this time, I request that a list of these clubs be placed in the convention record.

100% CWA-COPE RETIREE CLUBS

<u>Club</u>	<u>President</u>
1104	Leo Dick
1122	Rita Biondo
1150	Anne H. Walden
1365	Audrey R. Buchanan
2105	Vernon B. Trumpower
2201	Claude W. Reeson
3106	Latecia Stark

3109	John W. Haber
3111	Louise Yung
Metro Atlanta Retiree (3204)	Johnny Williams
3603	Irene H. Hargett
3805	Glenn Keck
3808	Jerry G. Horne
3902	D.E. Kines
Retired Members' Club of Cleveland	Ted E. Karabinus
4322	Jean S. Knight
4400	Harvey H. Fangman, Jr.
4603	Jamie Jamieson
4690	Roger Cotts
6132	T.O. Parsons
6243	Joe E. Winters
6201	Bobby Brown
6222	Lucile F. Wooten
6316	Maurice Lange
Greater St. Louis Retiree Club (6320)	Bud Brinkman
6325	Bertha Van Sittert
7906	Albert E. Rogers
9400	Alex Rooker

SECRETARY-TREASURER EASTERLING: The percentage of our membership on CWA-COPE check off was raised slightly from 6 percent to just under 7 percent. Now, now is the time to work even harder on our "Check off to '96." Remember, getting our members to sign up on payroll deduction requires one skill only and that's asking them. When people are asked, they will give. Let's put our mobilization skills to work for "Check off to '96."

I want to congratulate all the locals and the staff who participated in our COPE fundraising efforts in 1995. Without your support and hard work, we would not have had as successful a CWA-COPE Program as we have had today.

Our two most successful fundraising programs are still the prestigious CWA-COPE QUORUM and the Platinum Quorum. We have 2,412 CWA-COPE QUORUM members and 1,559 Platinum Quorum members. You will recall that at last year's convention, you unanimously passed a resolution that endorsed a new program, the new Triple Quorum, which now boasts 527 members. I urge all of you who are not members to join one of these clubs today.

The list of locals that achieved 100 percent of the CWA-COPE quota in '95 was distributed this morning and will be incorporated in the official convention proceedings.

<u>LOCAL</u>	<u>PRESIDENT</u>	<u>LOCAL</u>	<u>PRESIDENT</u>
1000	Fred Waropay	2104	Donald A. Rameika
1022	Lynn Buckley	2105	James E. Farris
1060	Walter J. Serafin	2106	Ralph E. Jenkins
1061	Bruce G. Fabian	2107	Michael Bello
1062	Michael G. Gagliano	2108	Kathleen Mazzi
1066	Susan Zlydaszek	2109	Joseph E. Fink, Jr.
1069	Anne Lawless	2110	Barbara J. Davis

1080	Jeff Robinson	2185	Mary A. Alt
1081	David H. Weiner	2201	RichardG. Verlander, Jr.
1082	Don Rice	2202	Michael D. Upton
1086	Elaine R. Waller	2203	Shelton G. Wine
1101	Ed Dempsey	2204	Larry A. Akers
1106	Richard B. Halliday	2205	James E. Stroup
1107	Anthony Caprara	2206	Eugene G. Bloxom
1108	George C. Welker	2207	James W. Hilleary
1114	Joe Lattimore	2252	Karl R. Busl
1115	Thomas L. Bailey	2260	Thomas A. Thurston
1116	James J. Devine	2272	Gerald F. Pultz
1117	Roger L. Chenez	2275	Linwood M. Grimes
1118	James O'Hare	2276	Harold E. Leedy
1120	John M. Alphonse	2277	Dorothy Shelton
1122	Donald J. Loretto	2300	Willie Leggett
1127	Michael G. Bain	2323	Kenneth A. Rucker
1128	Richard G. Bolster	2336	Joanne G. Bell
1129	Warren M. Adams	2381	Jeff Walton
1150	Laura J. Unger	2382	Aneatha Robinson
1177	John J. Blasi	2385	Keith F. Livermore
1301	George Akott	2390	W.F. Sheridan
1370	Joseph A. Draleau	3061	Edward P. Hubbard, Jr.
1377	Raymond Cloutier	3101	Michael R. Amos
2001	Donald R. Burford	3102	Thomas V. O'Hem
2002	Gary F. Hatfield	3103	Josh E. Haddock
2003	Mark S. Smith	3104	DonaldA. LaRotonda
2004	Sue Merrill	3105	RichardR. Bearmann
2006	Michael J. Linton	3106	Shelba Hartley
2007	Richard D. Mabrey	3107	Jose A. Dorado
2009	Lowell Damron	3108	Sarah J. Smith
2010	Clara M. Linger	3109	MichaelA.Sakalarios
2011	Linda Aman	3110	T.R. Emery
2066	Larry Saylor	3111	Michael Tartaglio
2100	Gail Evans	3112	C.E. Ryan
2101	Charles D. Bates, Jr.	3113	John Schaich
3114	Charles Clark	3517	Mary C. Hudson
3115	Hollis Burdette	3518	Oscar Denton

3120	Eva A. Morris	3519	C.N. Daughdrill
3122	William I. Knowles	3601	Thomas E. Davis
3151	Jill Ross	3603	Gary Comer
3171	Edward A. Botting	3605	Daryl D. Hutchins
3172	Roger Francisco	3606	David Meadows
3174	Danny Ryals	3607	D.Z. Hilliard
3176	Jake Cason	3608	L.R. Fox
3177	Raymond L. Osborne	3609	Frank W. Wishart
3178	Elizabeth W. Wells	3610	Garry E. Ballentine
3179	Douglas J. Wlasiuk	3611	Paul C. Jones
3201	Roger L. Todd	3613	Don Harris
3203	Robbie Casteel	3615	Mike W. Davis
3204	William E. Conine	3616	George Medina
3205	Terri Wilkins	3617	Malloy Ivey
3207	Judith R. Dennis	3618	Angelyn Melton
3209	Danny O. Harvey	3650	Rodney Bartlett
3212	L.N. Wofford	3672	Tony Pope
3215	H.J. Kelley, Jr.	3673	Charles T. Cathey
3217	Diann J. Hartley	3680	Rocky A. Barnes
3218	Harry McFarland	3681	Jasper J. Gurganus
3220	Tom Ravita	3682	Alton Hanford
3228	Nathaniel Carson	3683	David Burleson
3250	C.H. Grizzle, Jr.	3684	Warren Livingston
3263	Leon A. Gusek, Jr.	3685	R.H. Harris
3275	Charles L. Heath	3695	F.D. Haskett
3280	Ricky H. Fletcher	3702	Joe K. Thomas
3301	Robert W. Jordan	3704	Jerry D. Keene
3304	Robert Phillips	3706	Shirley Y. Brazell
3305	David C. Perkins	3708	Eddie Rivers
3309	Donnie R. Lancaster	3710	Paula E. McLeroy
3310	Joanne Smith	3716	M.D. Genoble
3312	James T. Griffey	3719	F.B. McKeriey, Jr.
3314	David M. Mulligan	3802	James M. Ledford
3317	John M. Slone	3803	J.T. Franks, Jr.
3321	Ted Bilbrey	3804	James W. McKee
3371	Phillip Coldiron	3805	WilliamT.McGee, Jr.
3402	Larry Paige	3806	H.W. Stames

3403	Walter J. Bagot	3808	Beverly A. Hicks
3404	Steve Gremillion	3871	Eddie Hicks
3406	Edward Romero, Jr.	3901	H.T. Carter
3407	Ronnie J. Breaux	3902	Terry R. Davis
3410	Michael J. Fahrenholt	3903	E.D. Jones
3411	Thomas J. Koenig	3904	W.H. Walker, Jr.
3412	Danny C. Naquin	3905	Gregory Chandler
3414	Barbara J. Cook	3906	J.M. Hughes
3450	Roy E. Jones, Jr.	3907	Dennis Saucier
3490	A.L. Stafford	3908	Robert L. Cotter
3504	Mary Stanley	3909	Fancher Norris
3505	Charles E. gingham	3910	Rickey Holmes
3509	Frank Graham	3911	Terry J. Pitts
3510	Susan W. Goodson	3912	Robert Dyl
3511	Dearld Dear	3950	Janice R. Barber
3513	Carl C. Henderson	3966	Eddie Coleman
3514	Larry Dearing	3971	SingletonL.Woodham
3516	Carl Madden	3972	Henry D. Hughes
3976	Harold Stogsdill	4371	Tami Drollinger
3990	K.C. Wray	4372	Robert A. Coriell
4000	Lula Odom	4373	Sam Miller
4008	Carl Richter	4375	Barry McCoy
4009	Dominic Guadagni	4377	Ron Smalley
4010	Theresa A. Ryan	4378	Doug Morrison
4011	Cynthia A. Clippert	4379	Mike Reyome
4013	David R. Ormsby	4385	Cynthia R. Armstrong
4017	Gary Odom	4386	Leonard E. Smith
4018	Charles Thompson	4400	William M. Timmerman
4021	Karl E. Jackson	4401	S.E. Brockman
4022	Henry D. Otis	4470	Mike Timmerman
4023	Steve Paviovich	4473	Johnnie B. Kidd
4024	John J. Larson	4474	Vaughn L. Black
4025	Max Engle	4475	Gerald Calvert
4032	Billy D. Everett	4478	Joseph Smith
4033	Randy Ream	4486	Doug Landis
4035	Earl L. Cagle	4488	Roger Brooks
4038	Gregory Faust	4510	Carolyn Powell

4039	Teri Pluta	4527	Mike Chichick
4090	Lee J. Horton	4530	Keith Henson
4100	Frank Scola	4600	Mary Jo Avery
4101	Richard C. Miller	4603	George R. Walls
4102	Larry J. Booher	4611	Richard Hinderholtz
4103	Richard A. Short	4620	Richard Jorgensen
4105	Fred Kincaid	4621	Thomas Verkuilen
4107	James Charbonneau	4622	Mary Kay Nelson
4108	Bill Bain	4623	Herbert Pomerich
4109	Dudley F. Straubel	4630	Gary Mullikin
4201	Constance Henry	4631	Albert J. Anderson
4202	Judy Bolin	4640	James Clark
4203	Robert R. Romani	4641	Gene McKahan
4209	Marlene George	4642	Gary R. Grassel
4212	Elizabeth VanDerWoude	4645	L. Meierotto
4214	Betty Moore	4670	Ron Vechinski
4217	John Dill, Jr.	4671	Michael Oliver
4252	Lanell Piercy	4672	David L. Stachovak
4260	Beth E. Johnson	4674	Dennis Drew
4270	Joe Birch	4675	Richard Wilke
4273	Denver L. Crandale	4690	Larry L. Shepler
4302	Sherrie Sallaz	4700	Patrick Gorman
4303	Henley W. Johns, T-Admn	4702	Robert E. Smith
4310	Cathy Mason	4703	Maurice L. King
4311	Diane Delaberta	4711	Michael E. Faulk
4315	Richard Malago	4770	Gary T. King
4318	Charles H. Groves, Jr.	4773	Edward Lowdenslager
4319	Ronald D. Honse	4780	Roland Michael
4320	Carl Askew	4790	Peter Vukovich
4321	Ed Kenily	4795	Michael D. Perkins
4322	Jerry W. Schaeff	4800	Mary Worth
4323	William D. Rice	4802	Carrol Hostetler
4325	Bruce Young	4818	Jane Baxter
4326	Gerald L. Powell	4900	Larry Cave
4340	Ed Phillips	4998	Glen G. Hamm
4351	Gerald W. Souder	6007	Elvin C. Crites, Jr.
4353	Rodney L. Miller	6009	Jerry Butler

4370	John E. Holland	6012	Dean Franklin
6014	Charles R. Fine	6402	R.L. Bailey
6015	Bill H. Torbett, Jr.	6406	Larry D. Eherle
6016	Larry Gardner	6407	Janet C. Gardner
6050	Ralph L. Jeffrey	6409	Dennis W. Pierron
6101	Arvil Stansel	6410	Tim Smading
6113	David A. Rawson	6411	C.M. Paugh
6118	Arvil Southern	6450	Cherelinda S. Chaney
6127	Clay Everett	6477	Charles R. Jarnevic
6128	Bill Utterback	6500	Gilda Grant
6132	Ray Flores	6502	Gary D. Gray
6137	Larry J. Vandeventer	6503	Bill Glisson
6139	Arthur L. Sontag	6505	Michael D. Patton
6143	Gloria Parra	6507	Alma Diemer
6150	Keith Kelm	6508	Jim Bowen, EVP
6171	Richard Kneupper	6573	David M. Young
6174	Donaid E. Whitmire	6733	Donna Bentley
6177	Harrell W. Brock	7001	Ramon Roman, III
6178	Brenda Malone	7009	Chris Roberts
6183	Ray Kramer, Chair	7011	Jude McMullan
6200	Jimmy Cook	7019	Joseph A. Gosiger
6201	Denny Kramer	7026	Michael E. McGrath
6202	Tena Rylander	7032	Dean Shelton
6203	Reva J. Workman	7037	Robin A. Gould
6206	James R. Hosch	7050	Kenneth Barner
6210	Mark Ewig	7055	L. Sandoval, Chair
6214	Glynn R. Stanley	7070	Lorenzo A. Moya
6215	J.D. Williams	7072	Estella Madrid
6218	Jimmy L. Powers	7090	Del Davis
6222	Burgess J. Etzel	7096	William S. Farbstein
6225	Joe Marshall	7101	Gene Porter
6228	Ronnie Gray	7102	Sarah L. Downing
6229	Dennis W. Dobbs	7103	Mercedes M. Spain
6290	Ron H. Linnell	7106	Leonard L. Rotschafer
6301	Sandra L. Grogan	7107	Bill Mayland
6310	Tony Ellebracht	7108	Miriam Tyson
6311	Mark K. Van Dolah	7109	Gayle Tellin

6312	Larry McKoy	7110	Francis Giunta II
6313	Max Sweezy	7113	Phil Feller
6314	Virgil J. Koechner	7115	John K. Graham, Jr.
6316	Lynnett Jenkins	7117	Anita Purcell
6320	Tony Hill	7167	John Randall
6321	Stephen Schaedler	7170	Yvonne Winther
6325	Edward Pinkelman	7171	Dennis R. Dunbar
6326	Cecelia Peltier	7172	Caroll L. Herndon
6327	Roberta Browne	7173	Jerry Halder
6333	David A. Litzenberger	7175	Carolyn D. Sallis
6350	Robert K. Huss	7176	Kenneth L. Gaddis
6360	Evelyn H. Mullins	7177	Larry Fitchner
6372	Henry E. Duckworth	7181	Nancy Moser
6373	Ralph E. Helton	7200	Mary L. Taylor
6374	Michael D. Figg	7202	Howard Haiman
6375	Kim Douglas	7203	David C. Starkson
6377	Earline Jones	7205	Douglas J. Ardoff
6390	Tom W. Breidenbach	7206	David J. Stoltman
6391	K.W. Flanagan	7212	Dave J. Clement
6395	David A. Ducey	7213	Scott T. Buitman
6401	Debbie Snow	7214	Tom Anesi
7219	Robert Pompe	9412	H.C. Cotner
7220	Gary H. Zaiser	9413	Joanne Nollan-Tackett
7270	Alan Piker	9414	Mitch Crooks
7272	Patrick Doyle	9415	Kathleen Kinchius
7290	A.C. Mumm	9416	Joanie Johnson
7301	Stephanie J. Reidy	9417	Barbara J. Spradlin
7303	Dee Olson	9418	Kathy Kimes
7304	Larry Ellingson	9419	Glen Everett
7400	Rick Sorensen	9421	Tom VanAken
7401	Neal Kelley	9423	Nancy Biagini
7470	Dennis Martin	9426	Tom Stewart
7471	Charles Clark	9430	Charles J. Donn
7476	Larry Munroe	9431	Leon L. Wurzer
7500	Dave Clauson	9432	Walter "Bud" Borrer
7503	Richard J. Prostrollo	9505	Ed Venegas
7504	Jim Diestel	9509	Tim Sexton

7505	Gerald S. Schield	9510	Sue Inman
7506	Larry Peterson	9511	Roy Michel
7601	Toni L. Joy	9550	Linda D. Porter
7603	Jamie L. Merrell	9573	Lino Martinez
7610	Dave Bybee	9575	David W. Salazar
7621	Lynn L. Muehifeit	9576	Jerry Teixeira
7630	Marsha D. Kinsela	9587	Art Siminoff
7670	David S. Moore	9590	R.C. Starr
7702	Jeff White	13000	Joseph Clinton
7705	Lee B. Linford	131Q0	Susan Uff
7708	Sam Latigo	13101	John Lloyd
7716	Larry P. McCormick	13500	Frances M. Rotkiske
7717	Gene Heuman	13550	DuWayne Hilyard
7743	Orville R. Lehmann	13552	Robert R. Port
7750	Martin R. Byrnes	13570	Duane Hunt
7755	Joe Petersen, Chair	13571	Richard Evanoski
7775	Timothy R. Marquez	13572	Joseph S. Black
7777	Jana D. Smith	13573	David G. Miller
7790	Charles L. Mitchell	13574	David Hersh
7795	Jesse Buckman	13585	Joseph Hock
7800	Patti Dempsey	13591	Harry J. Rock
7803	Ken Horn	14101	Earl B. Benedetto
7804	Richard W. Godwin	14102	Stephen J. Grega
7805	Bob Iverson	14103	Robert M. Bourassa
7810	Bill Jenkins	14108	Charlie Papineau
7812	Ken Harding	14109	Richard J. Sagnelli
7814	Larry Pearson	14115	Elwood K. Lovejoy
7815	Rod Carter	14124	Ralph R. Minsky
7816	Betty Borhauer	14128	Richard M. Cunningham
7818	Jeannie Morris	14169	Lawrence R. Bordonaro
7901	Carla J. Floyd	14200	Robert Petersen, Jr.
7904	Rodger E. Bauer	14301	Robert H. Tew
7906	Joe McMahon	14310	Paul T. Williams
7908	John A. Giles	14318	Bill Kerwood
7955	Bob Proffitt, Chair	14322	Daniel Jackson
7970	Butch Still, Jr.	14330	William D. Weaver
9000	Stu Tropp	14332	Raymond Davi Wade

9404	Bernard Chiaravalle	14351	Harvey A. Moses
9407	Rick Becker	14401	Mariann K. King
9408	Nadine Cox	14404	Joan Forman
9411	Carol Whichard	14406	Linda A. Morris
14410	James Rice	14628	Joseph Wells Windham
14423	Jacqueline R. Mueller	14630	Arthur J. Telles
14427	Eva M. Hospers	14705	Rich Chavez
14431	Michael Phelan	14715	Donald D. Garrett
14434	William Earl	14716	Emil Nick Stackis
14437	Robert Lindeman	14728	Judith Date
14438	Paul T. Pinkley	14744	Dwain Roos
14440	Trina J. Marquis	14745	Robert I. Espinosa
14446	George E. Creekbaum III	14752	John C. Mullen
14503	Samuel Attard	14758	Ronald D. Barry
14509	Kenneth Smith	14759	Ivan H. Thygerson
14510	Robert Dennis	14800	Robert M. Super
14514	Thomas Cowman	14802	Ronald W. Mickel
14516	Douglas Willis	14803	Gary Knauff
14518	Jack L. Collins	14815	L.J. McCready
14522	Michael P. Darling	14817	Ronald K. Lefeuier
14527	Ron Porter	14821	Rose Ann Masters
14528	Jaci Cooperrider	14827	James Charles Lowen
14537	Larry F. Bryan	14830	Ronald G. Miller
14549	Robert A. Santner	14831	Joseph E. Collins
14602	Charles Prince	14836	James R. Sims
14603	Laurence H. Deck	14842	Daniel Zorich
14607	Raymond E. Devasure	14845	Richard E. Ruppert, Jr.
14615	L. Richard Jeffries, Jr.	14903	Robert A. Roach
14616	John J. Ebeling	14917	Gerald Curran
14617	Rebecca Baker	14921	Jerry K. Ahue
14620	William F. Metz	57045	Robert Buresh

SECRETARY-TREASURER EASTERLING: Congratulations again to the officers and the members of the 100 percent locals for an outstanding performance. (Applause)

Before I announce the winners of this year's Convention Awards, I want to ask all the winners that I will be calling to come for a photo session just off the stage to my left when these proceedings are over.

The first award is presented to the local that contributed the most CWA-COPE dollars last year. We are happy to present this Special Local Award to

Local 6222, which contributed \$37,969.24. The President of Local 6222 is B.J. Etzel. (Presentation - Applause)

The next award goes to the local that contributed the highest percentage of its CWA-COPE quota in 1995. We are delighted to present this award to Local 1301, which raised 4,592.2 percent of its quota. The President of Local 1301 is George Akott. Congratulations, George. (Presentation -Applause)

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 1995. The winner of 1995's Sweepstakes Award is District 6. (Cheers and applause)

District 6 raised 232 percent of its quota in 1995. Congratulations to Vic Crawley, to the staff, and, of course, to the locals. (Presentation - Applause)

The next award is presented to the local that achieved the highest percentage of membership participation in the CWA-COPE PCC checkoff program in 1995. This special Local Checkoff Achievement Award is presented at this convention to Local 7072, which achieved 100 percent of membership participation in the 1995 CWA-COPE checkoff program. Congratulations to the President of Local 7072, Estella Madrid and Larry Sandoval. The staff will accept the award in Estella's absence. (Presentation - Applause)

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 1995.

It is a pleasure to present this President's Award to Local 1301, which raised 4,592.2 percent of its 1995 quota. Congratulations once again to President George Akott and the other officers and members. (Presentation - Applause)

The next Distinguished President's Award is presented to the local that met its quota with the most voluntary dollars in 1995. This President's Award goes to Local 6222 which raised \$37,969.24, all in voluntary dollars. (Cheers, whistles and applause) Again, congratulations to B.J. (Presentation - Applause)

The next award goes to the local that had the largest number of members signed up on CWA-COPE PCC checkoff in 1995. We are pleased to present this award to Local 1101 which had 2,521 members signed up on CWA-COPE PCC checkoff last year. Congratulations to Ed Dempsey. (Presentation - Applause)

It is a pleasure to present the next awards and we now have two CWA-COPE QUORUM Achievement Awards for 1995.

The first award goes to the local that had the most members in the CWA-COPE QUORUM in 1995. It is a pleasure to present this award to Local 3204 with 77 members. Will the President of Local 3204, William Conine, please come up and accept this special award? (Presentation - Applause)

The second QUORUM Award is presented to the district that had the most members in the CWA-COPE QUORUM in 1995. We are proud to present this award to District 3 with 997 members. (Cheers and applause) Vice President Russo will accept the award. (Presentation - Applause)

We will now present two Special District Annual Achievement Awards for calendar year 1995, and the first of these awards is presented to the District

that achieved the highest percentage of membership participation in the CWA-COPE PCC checkoff program.

We are delighted to present this award this year to District 6. (Cheers and applause) It had 10.8 percent of its membership on checkoff at the end of the year 1995. Vic. (Presentation - Applause)

The second Annual Achievement Award goes to the District that raised the most CWA-COPE dollars in calendar year '95. We are proud to present that award to District 3. (Cheers and applause) That district raised a grand total of \$313,032.81. (Presentation - Applause)

We will now present our two 1995 Platinum Quorum awards, and the first Platinum Quorum award goes to the local that had the most PQ members in 1995.

We are pleased to present this award to Local 1301 which had 94 members by the end of the year. President George Akott will accept this award. (Presentation - Applause)

The second Platinum Quorum award is presented to the district that had the most PQ members. We are proud to present this Platinum Quorum award to District 6 with 997. (Presentation - Applause)

Now, it is with a great deal of pleasure that I present the Special State Awards. Those awards go to the states in which all locals are 100 percent in CWA-COPE. They are:

The State of Louisiana and Booker Lester accepts the award. (Presentation - Applause)

The State of Nebraska and John Thompson is accepting the award. (Presentation - Applause)

The State of New Mexico and Lawrence Sandoval is accepting the award. (Presentation - Applause)

And South Dakota and John Thompson again. (Presentation - Applause)

We have two new awards this year because they are the Triple Quorum awards, the new program that began last year.

The first Triple Quorum award goes to the local that had the most Triple Quorum members in 1995. This special Triple Quorum award goes to Local 6222 with 32 members. President B.J. Ezzell. (Presentation - Applause)

And the second Triple Quorum award is presented to the district that had the most Triple Quorum members in '95. We are pleased to present the new award to who else but District 6 for 186 members. (Presentation - Applause)

Let me now recap for the Districts' CWA-COPE performance in '95, District 6 raised 232 percent of its quota, while District 3 came in second with 214 percent of its quota in 1995. District 2 raised 151 percent, followed by District 13 with 136 percent. District 7 placed fifth with 134 percent. District 4 came in next with 123 percent followed by District 9 with 99 percent. Although District 1 finished last again this year with 60 percent, they did come up from their overall percentage of 52 percent last year.

The districts that did increase their percentage of quota over 1994's record are: Districts 1, 3, 6, 7 and 13, and we congratulate all of them. (Applause)

In 1985, we established a special CWA-COPE achievement award called the Maxine Lee Award. We named that in honor of Maxine Lee, now a retired

Administrative Assistant to the District 6 Vice President. Since Maxine was a genuine pioneer in CWA-COPE fundraising, it was determined that this award would only be presented when other Pioneers in CWA-COPE fundraising emerged. The last time we presented this award was in 1992 to Albert Bowles who is the Administrative Assistant to the District 6 Vice President, and who as all of you in District 6 know, is a master arm twister for CWA-COPE.

Well, this year another pioneer has emerged. He came up with a great idea, and his idea was adopted by this Convention in 1995. It is the new Triple Quorum and we are happy to present the Maxine Lee Award this year to the father of that idea, Brian Fletcher, Vice President of Local 6320. (Presentation - Applause)

We have one more special award to present at this convention and that is the Ben Porch Award. That award was established in 1988 named in honor of Ben Porch, retired Vice President of District 3. This award is to be presented to the Vice President who has provided exemplary leadership in raising money for CWA-COPE.

The first Ben Porch Award was presented to Ben himself at the '88 Convention. At that time, we announced that future inductees would have to achieve a comparable record of excellence in fundraising and in political action. The only subsequent recipient of this award was then District 3 Vice President Gene Russo, in 1989.

But a worthy recipient of the Ben Porch Award is at this convention, and based on the impressive rise of his District's CWA-COPE performance over the past year, it is none other than Vic Crawley, the Vice President of District 6.

. . . Applause, cheers, and cries of "Speech, speech" . . .

SECRETARY-TREASURER EASTERLING: Well, if Vic could have spoken he would have said that you don't need to be told again that this is the most critical election year our union has faced in many years. We must make the re-election of President Clinton our first priority between now and election day. We must return the U.S. Congress to the control of wiser and saner lawmakers.

If you are not already totally involved in our "Victory '96" and CWA-COPE Checkoff Campaigns, then I urge you to start the minute you return home. Your livelihoods and the livelihoods of your children and grandchildren depend on it.

Congratulations to all the winners and we would like to see a lot more of you involved next year. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 2, the Chair recognizes Delegate Paige.

DELEGATE LARRY PAIGE (Local 3402): President Bahr, Staff, Delegates, Alternates, Family and Guests: I rise before you today to say thank you and to ask each one of you to support our COPE Program.

In our last convention in Anaheim, I announced my candidacy for the Louisiana Senate. At that time, President Bahr asked all the Sergeants-at-Arms to stand by the exits and collect donations for my campaign. CWA responded very, very generously. I was able to collect over \$4,000 that day. Thank you ever so much.

I must regretfully report that I did not win in last fall's election. However, I

am proud to tell you that we didn't lose. We were victorious in many ways. First, what a victory it was for a local union president to finish third in a six-man race in a very non-union community (applause), finishing third and only raising \$35,000, most of which was CWA-COPE dollars. Thank you again. (Applause)

And I was doing this while the first and second place finishers raised and spent over \$180,000 each. By the way, the job only pays \$24,000 annually.

We won, each one of us in the union, because this election allowed us access to many non-union homes where we were able to discuss union beliefs and values and which in many cases resulted in foes actually understanding the union and believing in us.

We won by now being asked to have a union presence on local governmental task forces, local citizens groups task forces, and many different boards, all of which never before had had a union presence.

I am also here today-- you thought you got off the hook-- to announce my candidacy for this same senate seat in Louisiana in 1999. I will again at that time be asking for contributions and support.

Here today at this convention, there is a challenge before us, a challenge to give more, to sign more new COPE members and contributors, a challenge to become more involved than ever before. We can no longer procrastinate, for as our slogan at this convention so clearly states, "The future is now.

I know that this union, our union, won't just be part of this fall's elections but will set the pace for all great unions to follow. We, the CWA, will lead the way to total Democratic victory this fall.

On behalf of my family, campaign staff, workers, and friends, from the bottom of my heart, thank you all again and may God continue to richly bless us all. Thank you. (Applause)

PRESIDENT BAHR: Thank you.

We have a request to pass the hat for the Detroit strikers. You know, we will be leaving here at approximately 5:00 to march on the struck paper. I am going to ask the Sergeants-at-Arms to very quietly pass through all of us and let's give to the best of our ability.

Before I introduce the Pediatric AIDS Video, in an effort to be helpful, appeals to elections for the Defense Fund Oversight Committee or the International Trial Court Panel are dealt with under Section 2A of the internal appeals procedure that will be found on page 25 of the Constitution.

Now, I urge those that feel that they have a valid appeal to exercise their right, the right of members, and that's the appropriate mechanism to do it. Thank you.

Would you roll the Pediatric AIDS film, please?

. . . The Pediatric AIDS video was played for the delegates, transmitting a message from Paul Michael Glaser, Elizabeth Glaser's devoted husband, to the Convention, which was as follows: . . .

PAUL MICHAEL GLASER: can't tell you folks, all of you folks, how important you were to Elizabeth, how important you were to the beginnings of this foundation, the support that you gave, the example you set for the rest of the world.

The support of an organization like yours is not only important, but

invaluable.

The Pediatric AIDS Foundation did remarkable work, and it continues to do remarkable work. We are on the verge of tremendous breakthroughs. We are in that last stretch, at a time when it is so important to recommit ourselves, both financially and in terms of our intentions.

We are at the point where we are now and in the soon future will be able to reduce transmission from mother to child two percent or less nationally. We will be reaching all sorts of goals we thought before were so far off as to be unreachable, and now is the time we need so badly to redouble our effort, and your support for Elizabeth and for the Foundation, which was so important then, we need again.

We need to know that all organizations can look at people like you, who opened your hearts to Elizabeth and opened your hearts to the Foundation. We need them to know how important that is.

All the families, all the children that have benefited from the Pediatric AIDS Foundation research owe a debt of thanks to you, and I thank you, and Elizabeth thanks you, and we wish you could be here with us, and I certainly wish I could be there with you.

Thank you. (Applause)

PRESIDENT BAHR: Secretary-Treasurer Easterling.

SECRETARY-TREASURER EASTERLING: In 1995, 514 locals participated in the Pediatric AIDS Foundation program and raised for our charity of choice a grand total of \$351,703. (Applause)

While that indeed is a nice sum of money, that is \$8,000 less than was raised in 1995. And so we must be very much aware of the fact that we are not meeting the quota on what is our charity of choice.

Our first award is the Ariel Glaser Award, which is presented to the local contributing the highest dollar amount to the Pediatric AIDS Foundation.

Our winning local contributed \$29,618 in 1995. And for the fourth time in a row Tony Bixler, President of Local 9400, and now the Vice president of District 9, should come forward and accept the award. (Applause)

Our next award is the Hope Award, which is presented to the local contributing the highest percentage of their quota. This year our winning local contributed \$4,000 or 2,139 percent of their quota.

Would President Melissa Morin please come forward and accept this award on behalf of the members of CWA Local 1400? Melissa? (Applause)

It has been our practice over the past years to give each local that meets their Pediatric AIDS Foundation commitment a \$1.00 per member per year certificate. Beginning next year, thanks to the suggestion of Debbie VanTasel, who is Secretary-Treasurer of CWA Local 6327 in Kansas City, Missouri, we will issue a five-year continuous giving Pediatric AIDS Foundation plaque. And then each succeeding year the local will receive a small metal plate, which is to be attached to the plaque.

Debbie felt this would be a great savings on both frames and the local walls, and we agree.

Those locals that have not attained the five-year mark will continue to receive their certificate.

Morty and I want to take this opportunity to thank all the locals who

participated in last year's Pediatric AIDS Foundation program. But we must plan to double our efforts this year to raise our commitment of \$1.00 per member per year from every local.

There are many very sick children who are relying on our contributions to find a cure for this tragic disease.

We must not let them down.

Thank you.

PRESIDENT BAHR: Would you please roll the video on the Bone Marrow Donor program?

. . . The Bone Marrow Donor Program video was played for the delegates, recreating a moment from the 1994 CWA Convention, where a Delegate discussed her need for a bone marrow donor match in order to survive . . .

PRESIDENT BAHR: I said that two years ago. It kind of faded out at the end, but I said that the law of averages is that someone sitting in the hall in 1994 could save a life. Not everybody was tested, but there was one person.

I want to introduce the person who was a match. Next month this individual will go into the hospital for a procedure that could save another person's life. We want to thank her and to recognize this life-giving gift that she is about to provide to a stranger, whom she has never met, and that individual is Kathy Champion, Barbara Easterling's secretary.

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: I even told them we were going to give her the day off with pay. (Laughter)

But we are so proud of her. I know every day I call down and buck her up, and it is somewhat painful, but, on balance, just ask yourselves, as I have commiserated and have philosophized with Kathy on a number of occasions. Imagine that you have it within your own body to save another human being's life. What greater gift could God have put us on this earth for.

But we also have a recipient in our own family. I only learned today that the wife of CWA Representative Andy Milburn of District 6 had her life saved, and they believe she is cured, because of someone else who gave this gift of life.

So, I want to repeat what I said two years ago. Statistically, there is a person in this convention hall who is a match for a bone marrow transplant. Once again we are asking everyone to take the time to be tested. Tables and chairs have been set up near the exhibitors area; so, please be tested.

There is an 800 number to call, which you may want to write down. It is 1-800-573-6667, Extension 28. Or you can call Joe Barca, Jr., at Local 1103, at 914-939-8203.

We are learning even more. The law of averages-- we had two. In District 7, Robin Gould of Local 7077, was tested at the convention, and she already has been a donor. (Applause)

So, do your best to do that gift of life, and we hope that the recipient of Kathy's bone marrow will be restored to full life and full health, and we hope at the next convention we will be able to report that.

At this time the convention will honor those local union officers with 30 or more years of service as an elected official.

Secretary-Treasurer Easterling and I will present certificates to them in appreciation from all of us for the service they have given to our Union and its members.

We last did this in 1993, and it is always gratifying to see the list of outstanding CWA leaders who have that kind of longevity.

We want to honor them now.

District 1-- Dorothy Roskelly, President, Local 1002; Suzanne Truman, Vice President, Local 1012; John McCann, President, Local 1152.

District 2-- Robert E. Petersen, President, Local 14200/ITU 101.

District 3-- Lowell Bryant, Vice President, Local 3901.

District 4-- Dominic Guadagni, President, Local 4009; Johnnie B. Kidd, President, Local 4473-and this one I have to point out, because Johnny has thirty consecutive years as President of Local 4473; Edward Lowdenslager, President, Local 4773; and Jack L. Collins, President, Local 14518/ITU 502.

District 6-- Ken Flanagan, President, Local 6391.

C&T-- Tom Breidenbach, President, Local 6390.

District 9-- Bernie Chiaravalle, President, Local 9404; Kenn Walker, Vice President, Local 9505; Jerry Teixeira, President, Local 9576; Dick Starr, President, Local 9590.

NABET-- Howard Burkhart, Treasurer, NABET-CWA Local 53033/N33.

PPMWS-- Bertram A. Powers, President, Local 14156/ITU 6.

Please join me in congratulating all of these brothers and sisters for at least three decades of service to the members of our union. (Applause)

There are two special awards that we want to present, which call attention to the history and the heritage of our union.

The first award I want to present recognizes the 100th anniversary of the New York Mailers Union Local 14170, formerly known as Local 6.

Wayne Mitchell, the local's business agent, will accept the award on behalf of Local President George McDonald. George has served as president for 40 years, nearly half the entire existence of the local.

As I am proud of telling people, when CWA merged with the ITU, we immediately became the oldest union in the United States. (Applause)

The 100th anniversary of the New York Mailers Union makes that point in dramatic fashion. The local has made an enormous difference in the lives of its members over the past century in an industry that has seen tumultuous change.

More than any other organization, this local and its leaders are responsible for the fact that today New York has three daily newspapers. Had it not been for the efforts of this local and its leaders, two of the newspapers would probably be out of business. On behalf of CWA, I present this award. A hundred years. (Applause)

The second award will be presented to an individual, and the individual receiving this award does not know that we are presenting it to her. I would like to ask Clara Allen to come to the podium.

(Applause)

Let me read the citation, and then you can applaud.

"This is an award of appreciation to Clara Allen on having completed sixty-- that's six zero-- years of service with the Communications Workers of America, from July 21, 1936, which was a start date with AT&T, and charter member of Local 1150, through today. (Applause)

"Clara Allen has been in a full-time leadership staff position with CWA since August 26, 1951, more than four decades of service to the men and women of our great Union.

"Through this award we express the appreciation and gratitude of all the thousands of union officers and members who Clara Allen has trained over the years to carry on the spirit and dedicated ideals of CWA.

"Presented on June 11, 1996, at the 58th Annual Convention of the Communications Workers of America, on behalf of all CWA members.

"From Morton Bahr, Barbara Easterling, M.E. Nichols and the entire Executive Board of the Union."

. . . The delegates arose and applauded as the Special Award was presented to Sister Clara Allen. as she was hugged by President Bahr . . .

SISTER CLARA ALLEN (Administrative Assistant to Vice President, District 1): It has been a privilege, a real privilege, to be able to serve.

I want to thank you very much for this award. With every privilege and great thing you get in life, you pay a penalty. I know you all thought I was much younger. Now you know better. (Laughter and applause)

PRESIDENT BAHR: She started when she was twelve years old. Don't be fooled. (Laughter)

Will the Resolutions Committee come up for the resolution on the Detroit strike?

The Chair recognizes the Committee.

CHAIR KINTZER: The Chair would recognize Suzye Gardner-Marino.

DELEGATE SUZYE GARDNER-MARINO (Local 14629): If the delegates would please find their special resolution entitled "Detroit Newspapers Strike," I will read the resolves. It should be on your table, and it looks like this, with a picture of the workers on there.

DETROIT NEWSPAPERS STRIKE

As we gather here in Detroit, about 2000 of our union brothers and sisters are on strike against the Detroit News and the Detroit Free Press.

This strike, which began July 13, 1995, represents a classic confrontation between the richest publishing chains in the U.S. and the solidarity and dedication of Detroit's Metropolitan Council of Newspaper Unions.

There is no question that this strike was deliberately and maliciously provoked by the Detroit News Agency, operating as the management arm for Gannett and Knight-Ridder and provoked solely as a means to destroy jurisdiction and assault the very foundation of labor strength and solidarity within the publishing industry.

This strike is emblematic of the inequities and imbalances that have hobbled labor relations in the U.S. for the past generation, with publishers

wallowing in profits which they are unwilling to share with their workers.

This perverse situation has resulted in publishers such as Knight-Ridder and Gannett adopting as their ultimate objective at the bargaining table not the attainment of a fair and favorable agreement, but the annihilation of the Labor movement in the publishing industry.

RESOLVED: That we in CWA pledge to continue our support for our brothers and sisters on strike in Detroit, and affirm our commitment to:

* Redouble the involvement of CWA members and local unions in the Adopt-a-Family program for Detroit strikers.

* Encourage local and national advertisers to use other outlets for their messages as long as the Detroit News and Detroit Free Press continue their unfair and anti-union behavior.

* Encourage subscriptions and advertising in the strike newspaper, the Detroit Sunday Journal, as a means of generating added revenues for the strikers and to shore up the solidarity and commitment of the striking workers.

* Aggressively pursue Labor's continuing boycott of Knight-Ridder's flagship publication, the Miami Herald, and Gannett's USA Today, encouraging readers to buy alternative newspapers, advertisers to refrain from supporting the anti-union objectives of these publishers, and discouraging hotels, airlines and others from providing free distribution of these publications as long as this struggle continues.

RESOLVED: That the 58th Annual Convention encourages all the delegates, alternates, staff and guests to play an active role in the public demonstration of our support for Detroit's strikers when the CWA convention recesses on Tuesday, June 11.

I move adoption of special resolution entitled "Detroit Newspapers Strike."
(Applause)

. . . The motion was duly seconded . . .

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

On Microphone 3, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): Brothers and sisters, unfortunately we are here again, the fourth time in five years, with another major strike in a major city-- New York, Pittsburgh and San Francisco, and now we are here in Detroit.

This is a strike that has gone on for almost a year, and now, at the end of the year, it is a strike about one thing; it is a strike about the worst kind of corporate greed we as workers have ever experienced. It is a strike about a John Curley locking out our brothers and sisters so every day he can enhance his personal fortune at their expense.

Now, these courageous strikers have brought these papers to their knees. Circulation is down. Advertising is down. With the help of the labor movement and with the help of the community in this area, they are running these papers literally out of business.

But, it doesn't matter, because the stock prices keep rising. Something is wrong with that picture, and we have to smash that picture. (Applause) We have to attack them in their corporate pocketbooks. We have to keep punching them between the eyes until our brothers and sisters are back to

work-- two thousand of them-- until they are back to work and those stinking lousy scabs are out on the unemployment lines.

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

DELEGATE MITCHELL: Brothers and sisters, a little while ago I received an award from my local for 100 years of service. You don't do that alone. And although these strikers know they are not alone, we have got to keep sending that message home, that we are with them and we don't stop till they get back.

We had the momentum in New York and Pittsburgh and Frisco, and there is a misconception in this town, I think, by these publishers that that is not going to happen here, that the pendulum has stopped swinging. Well, we are going to push that pendulum. When we leave this hall today, there is nowhere else we need to be except walking over to those papers and sending two messages: one to the strikers, "We are with you until you are back in those buildings with contracts." And one to the publishers, "You made a mistake. When you locked those six unions out, you took on all of us, you took on all of the CWA."

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

DELEGATE MITCHELL: These publishers and these greedy, blood-sucking family bashing, union-busting employers have to get the message once and for all. We will accept nothing less than fair collective bargaining and they will replace our people no more. And if it is a fight they want, it is a fight they are going to get. (Applause)

. . . The delegates arose and applauded . . .

DELEGATE MITCHELL: This is a lot more than a cliché. It is a proven fact. If we stand together, we can and we will prevail, and to you Detroit strikers, we are with you and we will be here when you go back in that building and they throw those lousy scabs out. God bless you. We are with you.

. . . The delegates arose and applauded, cheered, whistled, howled and hooted . . .

PRESIDENT BAHR: Before I recognize the next speaker, please note to my right the guy with the cameras. His name is David Hartley. He is a striking photographer from the Free Press and a proud member of the Guild/CWA and he is working the convention. (Applause)

I would also call to the convention's attention that at the contract negotiations today between Chrysler and the United Auto Workers, the President of the United Auto Workers threw out a reporter of USA Today. (Applause)

I might also add that upon our arrival in Detroit, we made it very plain, and we knew with Hillary Clinton speaking on Monday that the press would be all over the place, that neither of the striking newspapers' reporters could be here, nor USA Today, and we did not give them credentials. (Applause)

On Microphone No. 3, Delegate Leonard.

DELEGATE GLORIA LEONARD (Local 3204): Brothers and sisters, I rise in support of this resolution, the Detroit Newspaper Strike. Some of us may feel like we are exempt from what is happening here, but once you see what happened here and their success in busting a union, they are coming to us next.

If you cannot adopt a family which is \$500 a month, I urge you to contribute whatever you can to this, to the strikers here in Detroit. We need to do our part in making sure that we keep these strikers out for as long as need be so we can win this fight.

When it's over, they are coming to us next. So please, please, give what you can. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Attard.

DELEGATE SAM ATTARD (Local 14503): On strike in Detroit Newspapers. I want to thank my good friend Wayne Mitchell and tell you, what an act to follow.

President Bahr, Brother Boarman, brothers and sisters: Let me tell you something about the Detroit Typographical Union and the wonderful men and women of this unit who are out on strike.

Most of our members have more than 25 years of service at the Detroit News or Detroit Free Press, now combined under the Detroit Newspapers.

This is our first strike since 1980 when we had a ten-day strike against the Free Press only. Before that, we had a nine-month strike in 1967 against both papers. These are not people who go out on strike at the drop of a hat. These are people who, until July 13th, went to work every day and did their jobs with pride every day for 25 or 30 years. We have one member who has worked at the newspapers for 44 years.

Then around January 1994, we began to have real problems. Management set up a unit similar to ours on a different floor to do the work we had done for the last 100 years. Naturally, we objected. Despite a number of meetings with management, we could not convince them of the righteousness of our position.

We finally took the dispute to arbitration. We spent a year in hearings submitting oral and written briefs, and awaiting the arbiter's decision.

This brings us to February 1995. At that time, we began contract negotiations because our contract would expire on April 30th. Management gave us a list of 34 demands. Item No. 1 was a demand for a side letter which, simply stated, would give them the right to take the work we have done for the last 100 years and give it to anyone of their choice. This was the poison pill that we were supposed to swallow. Further, if there was conflict between the side letter and the contract, they would have the side letter supersede the contract.

Naturally, we could not agree. We told them we would abide by the arbiter's decision, which was imminent. Management told us, no, that was the old contract. This is a new contract. There was no agreement.

On April 30, 1995, all contracts at the paper expired. Every union except us had their contracts extended day to day. They refused to extend ours. However, we still bargained as much as we could and dealt with other items, keeping in mind that we did not want to reach an impasse.

On May 22, the arbiter rendered his decision. It was a total victory for us. We had one major point of contention and two minor ones. The arbiter agreed with us on all three issues. We were absolutely right.

The company refused to implement the arbiter's decision. Nevertheless, we remained at the table and bargained on other points. They kept telling us that if we would give them item number one on their list of demands, then--

and I quote-- "The cash register would start ringing."

We bargained this way until July 6th when they cancelled contracts of other unions, and we set a strike deadline for July 13th, thereby launching our strike.

(Applause)

As you can see, my friends, this strike is not about money. It is not even about working conditions. It is about being a viable union. If we allowed them to move the work out of our unit-- as people retired, died, quit or just left-- they would give our work to whoever they chose, and you can bet it would not be union people. We would be totally emasculated. In time we would be totally ineffective. Eventually we would not have a bargaining unit.

This is a classic example of union busting. This is why members of CWA Local 14503 have been on strike now for 333 days. And with your help, we will remain on strike one day longer than the newspapers want us to stay on strike. (Applause)

I thank you again for your generous support and your sacrifices on our behalf. Thank you.

PRESIDENT BAHR: The resolution before you is "The Detroit Newspaper Strike." All those in favor indicate by raising your right hand. Down hands. Opposed by like sign. It is unanimously adopted. (Applause)

Now, let me read to you our arrangements with the Detroit Police Department. We have got some rules we have to follow. We are going to exit the hall and assemble to the left. I am going to ask upon the recess, when I announce the recess, we are going to wait for the strikers in the back of the hall to come up front, and we will fall in behind them.

The police department has agreed to allow us to march in the street as long as we keep to the right half of the roadway. They are going to close off half the roadway. Please follow the directions given by the rally marshals. We have set up a flatbed trailer in front of the Detroit News building where a number of speakers will address the rally. Once the rally concludes, you are to use the sidewalks when returning to your hotels.

Now I want to recognize at the privilege mike in connection with this matter, Delegate Rudy Francis.

DELEGATE RUDY FRANCIS (Local 3410): Thank you, President Bahr. Rudy Francis, CWA Local 3410, New Orleans, Louisiana, President of CWA Minority Caucus.

Last Friday, the CWA Minority Caucus in conjunction with a conference that we had in town had the distinct pleasure of joining our fellow Brothers and Sisters on the picket line. But through the rain, through the trials and tribulations, they prevailed.

We had Susan Watkins as our keynote speaker for our luncheon and she fed us the information as it related to the issues surrounding the strikers in Detroit. We lent our physical support, and at this time I would like CWA to know that the CWA Minority Caucus is prepared to contribute \$1,500.00 to the Adopt a Family mission. (Applause)

One last thing. When we were out there and it rained on us and finally after being drenched we decided we would call it quits, we left saying we'll be back. When we start to approach them today, I would like for you to resoundingly chant, "We are back, we are back, we are back, we are back,

we are back.“ Thank you.

PRESIDENT BAHR: Microphone No. 2, Delegate Jordan.

DELEGATE MICHAEL K. JORDAN, SR. (Local 1120): I speak on behalf of my local, birthplace of P.T. Phone Home, who proudly emulates CWA by representing not only telephone workers, but also workers in the private and public sectors, and through a merger six years ago, we started representing workers in the printing sector.

John Alphonse, President of Local 1120 makes sure that our members are taught on a daily basis about our extended family. He does this through our steward structure, local and work location meetings, and a quarterly newsletter.

It is these members who have agreed to adopt a family which the International assigned to us. Through their assistance and generosity in committing themselves to this endeavor, we collected more than the \$500 a month that was needed since January.

At this time on behalf of John Alphonse and all those members we are donating the excess of \$1,500 to the “Adopt A Family“ program. (Applause)

PRESIDENT BAHR: Hold it back there just a minute. We have got to be out of here by 5:15 to meet with the police requirements. Let me make just a few announcements. Then they are going to march up. We have one short remark from one of the strikers and then we will be out. We have got to be out of here in just about six minutes.

I first want to announce the Telephone Platform Observers for tomorrow, Michael Massoni, President, Local 1010 and Barbara Davis, President, Local 2110. They should be at the platform at 8:45 tomorrow morning.

Now, the Invocation tomorrow will be given by Rabbi Ernst Conrad and his escort committee will be Charles Clark, President, Local 3114; Liz Vanderwoude, President, Local 4212; Janet Gardner, President, Local 6407; Lee Linford, President, Local 7705; Dolly Shubert, EVP, Local 9509 and Richard Ruppert, Jr., President, Local 14845 and they should report to Virgil Parks at the back of the platform at 8:45 tomorrow.

Just a couple of announcements from Barbara Easterling.

SECRETARY-TREASURER EASTERLING: There will be a meeting immediately following the rally for anyone interested in an update of the apprenticeship and employment center efforts. It will be one half hour after the rally disburse and that will be held in room 6910 of the Westin Hotel.

PRESIDENT BAHR: Okay, Bill Boarman, bring in the troops.

Let’s just hang on one second. I would like to introduce a striker from the Detroit Newspaper Agency, Harry Collins, who is a member of Detroit CWA Typographical Union Local 18.

He is a 35-year union member, and during the strike he has been one of the most active members on the picket line. He has been involved in the boycott circulation cancellation and has been arrested and beaten on the picket line.

Please welcome Harry Collins.

HARRY COLLINS (Detroit Newspaper Agency, Detroit CWA Typographical Union Local 18): I would like to welcome everyone to Detroit. Brothers and Sisters, I think most of you know the economics of this

strike. Now, it isn't about a lousy 35 cent newspaper. It's about two giant publishers who don't give a damn about people, or Detroit, or newspapers. Two giant publishers who have trashed two great newspapers; who have willingly thrown away 100 million dollars in profits, who have taken nearly a half a billion in losses to try to kill off six unions.

This strike is not just about our 105 DTU members; it's not just about the 500 Guild members. It's not just about the 1,400 other union members who are out there with us. It's also about you. It's about every local and every employer with a CWA contract. It's about every employer and every union in the country.

These strikers you see here are the people who have given a lifetime of service to what were once great newspapers. Now they are told they are permanently replaced.

This is a national strike. We are malting the stand in Detroit today, but it could be anyone else in this room anywhere else in this country tomorrow.

It's been a tough struggle for us. We've been gassed, beaten, jailed and harassed.

It's also been a positive, enriching experience, too. We have learned an incredible lesson about ourselves and learned a lot of things about people before we didn't really know about.

We have learned about the generosity of the CWA's people who readily adopted our members. Those adoptions have made it possible for many of us to keep going.

We need to ask you to keep it up. This month, for the first time, the Sunday Journal is in the black. If we could ask you to keep up with the subscriptions, we can promise you we'll keep up the good work here in Detroit.

I want to make a special mention of Don LaRotonda and Local 3104 out of Fort Lauderdale, Florida. That is my adopted family. They flew me down last March to speak to their membership and I think I have two locals now, one in Florida and one in Detroit.

That is not all this local does. They have set up phone banks in Florida for our striking members that fly down at week and two week stints and all the phones are supplied in the offices of Local 3104. (Applause)

By the way, most of that is done for a boycott for the Miami Herald.

We found out who and where our friends are. We found Bishop Gumbleton and City Council President Maryann Mahaffey who is in the crowd today. We have found Congressman John Conyers who was here yesterday. He is out on the picket line with us every Sunday morning with coffee and donuts for the strikers. We have found the leadership of the AFL-CIO and the Auto Workers, CWA President Morty Bahr and Sector President Bill Boarman and Guild President Linda Foley.

Within our picket lines, there are no stars. We're all pretty typical working people, with 20 or 30 years on the job-- families, kids, mortgages, and bills. Certainly, we are not criminals, although we have been treated like criminals. Our only crime has been to stand up for our rights; to stand up against employers who think they are above the law, but, our courage, our morale, our resolve comes from the strength you have given us. We will never forget it. Speaking for all of us, I can guarantee that we will be anywhere you say, anytime you ask, if there is ever an opportunity to repay what you have done

for us. I thank you very much. (Applause)

PRESIDENT BAHR: We stand in recess until 9 a.m. Let's go get 'em!

. . . The Convention recessed at 5:16 p.m . . .

WEDNESDAY MORNING SESSION

June 12, 1996

The Convention reconvened at 9:00 a.m., President Morton Bahr presiding.

PRESIDENT BAHR: The Convention will be in order.

Delivering the Invocation this morning will be Rabbi Ernst Conrad, Temple Sol Ami, West Bloomfield, Michigan.

RABBI ERNST CONRAD (Temple Kol Ami, West Bloomfield, Michigan): B'rucheem, ha-bah-eem b'shey Ah-do-nai, b'rach-nu-chem nee-beyt Ah-do-nail

Blessed be you who come in God's name. We bless you from this place to which God has spoken.

Please rise.

Rock of all ages, righteous in every generation, we are grateful, Eternal One, for standing before You today as an assembly of free men and women created in Your image, to do Your will and complete Your work every day.

Partners in the continuing task of creation, we bring Your word and Your work to the Children of God in ever so many ways.

We thank You for this opportunity of service in the lands of the free and the homes of the brave.

Unless You build the house, those who build it labor but in vain. Unless You watch the city, the guard keeps watch in vain. We pray that Your presence abide with our deliberations at these momentous gatherings.

In our times, some question the valor of our work, the justice of our task. To secure our rights in perilous times imbue us with an added measure of courage and sharper vision to achieve our goals and to share the fruits of our hands.

Moreover, we pray that Your commandment, "You shall not exploit your neighbor, nor rob him," be firmly incised upon the tablets of the hearts of ourselves and all our fellow citizens.

Enable us to pursue justice in a just manner, to propose and enact equitable laws to ensure a peaceful society.

Almighty God, we ask Your blessing upon those chosen to lead us and to govern our affairs. Bless them with good health and ample understanding so that they may discharge their duties efficiently and faithfully. Teach us to number our days that we may acquire a heart of wisdom to sing Your praise by following Your ways.

Amen.

PRESIDENT BAHR: The Platform Observers for today are Michael

Massoni, President, Local 1010, and Barbara Davis, President, Local 2110.

Delegates are still coming into the hall, so we will pause for a couple of minutes before we begin the installation ceremony.

Here is Barbara Easterling for some announcements.

SECRETARY-TREASURER EASTERLING: Two of the delegates have indicated they have lost glasses. If you have found a pair of glasses or if you found them and turned them in someplace else other than here at the podium, would you please let me know so we can let the two delegates know.

We also found two gold bracelets and if you have lost a gold bracelet, if you come up and identify it, we will try to get that back to you. However, if you cannot identify it, I will be wearing that at the next convention. (Laughter) Not really.

I have some meeting notices. There will be a District 6 meeting immediately following the adjournment of the convention on Wednesday, in Room W263 at Cobo Hall. District 6, and that is immediately following the adjournment of the convention.

District 9 will have a caucus meeting in the District 9 room here at Cobo Hall upon adjournment of the convention today.

You are reminded that the panoramic photo that was taken here at the convention and all the photographs from the convention are displayed in the lobby.

The winners of the United Memorial Services Bible drawing are Russell Butts, from Local 14164 and Adrienne Valdez, Local 7777. They should stop by that booth and pick up the Bibles. Thank you.

PRESIDENT BAHR: It is indeed an honor and a privilege for me to turn the podium over to President Emeritus Glenn Watts for the purpose of the installation ceremony. Glenn.

. . . Prolonged applause as the lights were dimmed and President Emeritus Glenn Watts approached the podium . . .

PRESIDENT EMERITUS GLENN WATTS: We, the Communications Workers of America, have built out of our own experience an organization which today stands as a great institution for justice. We have fashioned that organization-- our union, the Communications Workers of America-- according to the dictates of democratic tradition.

We have-- today-- taken upon ourselves a grave responsibility, a trust delegated to us by the thousands of men and women whose work makes our union possible. In keeping with this tradition, we have held truly democratic elections-- an action by which we have chosen our leadership.

We have chosen leaders who throughout the years have demonstrated by their ability, courage and devotion that they are well-qualified to fill the sacred trust that we have placed upon them. They have, as their creed, our common faith and a devout belief in the essential dignity of all.

This cause, throughout the Free World, finds its finest expression in unions of working men and women. Those whom we have elected are dedicated to guide us in the never-ending struggle for industrial, social and political democracy.

Our freely chosen officers will speak and act in our name. It is up to us, individually and collectively, the members of the Communications Workers of

America, to see that these actions are not hollow. Theirs will be wise decisions, made in the name and the best interests of our membership and for fellow working men and women in the entire Free World.

But those statements and those decisions will only have force and effect to the extent that we support them. In a larger sense, you, the delegates to this great convention, must carry the trust which we have bestowed upon them far beyond the bounds of this assembly. It is up to us to take home the faith we've demonstrated in electing them and translate that faith into concrete action.

They are a living symbol of our trust and faith and signify our belief that they will act in accordance with the responsibilities of the high positions we have bestowed upon them. Their work of service for us and all people will be consecrated, since it is Godly work to bring justice and equity here upon this earth.

In that spirit, we ask that they demonstrate all humility in the assumption of their duties and obligations. It is then, in the name of the membership and of the sacred cause of Free Labor-- that I administer this Oath of Office to our elected Officers, reverently asking our Creator to look after them and care for them in the execution of their solemn obligations.

Will the Vice Presidents please come to the podium and form a semi-circle about the podium.

. . . Applause as each newly-elected Vice President approached the podium, forming a semi-circle behind President Emeritus Watts . . .

INSTALLING OFFICER WATTS: Do you, on your honor, accept the Office of Vice-President and, thereby, the trust of Executive Board Member of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, orders, and regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist, to the fullest extent of your ability, your fellow Vice-Presidents and International Officers who comprise the Executive Board of the Union, to uphold the Constitution of the Communications Workers of America at any and all times?

Do you solemnly swear to work tirelessly to build our union by organizing the unorganized?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent Labor Movement and pledge yourself to defend our Nations and their Constitutions?

Will each Vice President, one at a time, step forward, place your left hand upon the Bible, raise your right hand and pledge yourself to the Oath and sign the CWA Constitution, which is beside the Bible, thus symbolizing your conviction of your Oath.

VICE PRESIDENT LARRY MANCINO (District 1): To this, I, Larry Mancino, Vice President, District 1, of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT PETE CATUCCI "District 2): To this, I, Pete Catucci, Vice President, District 2, of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT JAMES SMITH (District 3): To this, I, James Smith,

Vice President, District 3, of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT JEFF RECHENBACH (District 4): To this, I, Jeff Rechenbach, Vice President, District 4, of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT BEN GERALD TURN (District 6): To this, I, Ben Gerald Turn, Vice President, District 6, of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT SUE PISHA (District 7): To this, I, Sue Pisha, Vice President, District 7, of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT TONY BIXLER (District 9): To this, I, Tony Bixler, Vice President, District 9, of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT VINCE MAISANO (District 13): To this, I, Vince Maisano, Vice President, District 13, of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

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

VICE PRESIDENT T.O. MOSES (Telecommunications Sector): To this, I, T.O. Moses, Vice President, Telecommunications Sector of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT JAMES IRVINE (Communications & Technologies Sector): To this, I, James Irvine, Vice President, Communications & Technologies Sector of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT WILLIAM BOARMAN (Printing, Publishing & Media Sector): To this, I, Bill Boarman, Vice President, Printing, Publishing & Media Sector of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

INSTALLING OFFICER WATTS: Will the members of the Executive Committee-- the Executive Vice President and Secretary-Treasurer-- please come to the podium?

Do you, on your honor, accept your respective offices as Executive Vice President and Secretary -Treasurer of the Communications Workers of America and solemnly swear that you will truly and faithfully fulfill the responsibilities of your office and to the best of your ability perform the duties belonging to this office and carry out decisions, orders, and regulations of its duly constituted authorities; that you will organize the unorganized, and that you will earnestly and in good faith defend the integrity of our union and pledge that you will, to the limits of your ability, uphold the Constitution of the Communications Workers of America and the ideals and principles of a free Trade Union Movement and its sacred traditions, and that you will hold as part of this sacred trust conferred upon you the duty of defending our Nations and their Constitutions.

M.E. Nichols, will you step forward, place your left hand upon the Bible, raise your right hand and pledge yourself to the Oath and sign the copy of the

CWA Constitution which is beside the Bible, as a symbol of your resolution to fulfill the principles of your Oath.

EXECUTIVE VICE PRESIDENT M.E. NICHOLS: To this, I, M.E. Nichols, Executive Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Prolonged applause)

INSTALLING OFFICER WATTS: Barbara Easterling, will you step forward, place your left hand upon the Bible, raise your right hand and pledge yourself to the Oath and sign the copy of the CWA Constitution which is beside the Bible, as a symbol of your resolution to fulfill the principles of your Oath.

SECRETARY-TREASURER BARBARA EASTERLING: To this, I, Barbara J. Easterling, Secretary-Treasurer of the Communications Workers of America, do solemnly swear, so help me God. (Prolonged applause)

INSTALLING OFFICER WATTS: Will the President's Escort Committee bring the President to the podium?

. . . The delegates arose and applauded as President Bahr was escorted to the podium . . .

INSTALLING OFFICER WATTS: Do you, Morton Bahr, as duly elected President of the Communications Workers of America, on your honor swear that you will honorably and faithfully fulfill the solemn responsibilities embodied in the Office of President of the Communications Workers of America, and that you will, to the limit of your ability, perform the duties associated with this office?

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

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

That you will strive to implement Growth Resolution Number One and improve the life of all working people by organizing the unorganized?

That you will, in good faith, with an unshakable conviction and with deep-rooted courage, strive to protect, defend, preserve, and advance the ideals, principles, and traditions of a free and independent Labor Movement; and that you will faithfully persist in the advancement of the fundamental principles and institutions of our democracies and the enduring welfare of their people?

Morton Bahr, will you place your left hand upon the Bible, raise your right hand and pledge yourself to the Oath, and sign the Constitution, as a symbol of your resolution to fulfill this pledge?

PRESIDENT MORTON BAHR: To this, I, Morton Bahr, President of the Communications Workers of America, do solemnly swear, so help me God. (Prolonged applause)

INSTALLING OFFICER WATTS: Will the Officers we have installed in office, the local officers, delegates, alternate delegates and visitors stand and bow their heads in silent prayer.

Let each of us in our own way-- each of us in our own words-- pray for eternal guidance and the strength and will from Almighty God to do His work on earth. Shall we pray?

. . . The delegates arose and stood in a moment of silent meditation . . .

INSTALLING OFFICER WATTS: The Installation is now complete. These elected leaders of the Communications Workers of America have been duly installed in the name of the membership. The Installation Ceremony stands adjourned. (Applause)

PRESIDENT BAHR: While we still are in this bit of an emotional state, I would just like to offer a few words. Some of the elections were very hard fought. Passions ran high and many words were spoken that the person who spoke them today wishes he or she could retrieve. I suppose that's what we expect in a democratic society, but the people who were just sworn in have been elected to lead this union to the eve of the next millennium.

I would just urge that everyone recognize that the elections are over. There have been winners and losers and many of us sorrow for those who lost. But the elections also must be forgotten, put in the past. Everyone who was elected today deserves the full and unequivocal support of every member of this union, and I know it will be forthcoming. (Applause)

Join me in thanking Glenn for doing an excellent job. (Applause)

I would like Clara Allen to bring Governor Florio to the podium, please. I see Claire Poole with her. Two old friends of the Governor.

. . . Former Governor James Florio was escorted to the podium by Sisters Clara Allen and Claire Poole . . .

PRESIDENT BAHR: I was corrected. They are friends of long duration, not "old" friends. (Laughter)

I am happy indeed to introduce someone who has been a long-time supporter of organized labor, former New Jersey Governor Jim Florio.

Jim also served as a member of the Congress from 1974 to 1990, where he was always a solid vote for organized labor. He is currently an attorney in private practice, but he is speaking to us today as co-chair of the United States Secretary of Labor's Task Force on Excellence in State and Local Government Through Labor-Management Cooperation.

The Commission recently released its final report, which serves as a blueprint for opening the doors of union involvement and employee participation in the delivery of public service.

I can recognize his guiding hand at work, because the report also recognizes the important role that unions can play in improving the quality of public service.

CWA has a special interest in this issue. We are anxious to share our vast experience in developing employee participation processes with our employers in the public sector.

And, Jim, I am hopeful that this report will serve as a springboard for our efforts to convince management in the public sector that unions and union workers have a valuable role to play in the planning and delivery of public services.

It is with great pleasure that I introduce former Governor Jim Florio. (Applause)

GOVERNOR JIM FLORIO (Co-Chair, Task Force on Excellence in State and Local Government through Labor-Management Cooperation): Good morning to everyone, President Bahr, to all the newly installed officers,

delegates, ladies and gentlemen.

I am very pleased to have been asked to come to share with you some thoughts about the report that I believe is one of the most important documents for the working people of this nation that has been presented in recent years.

As Morty, my long time friend and advisor has stated, the official title of the report is the Secretary of Labor's Task Force on Excellence In State and Local Government through Labor Management Cooperation. The report I think is particularly timely because it addresses many of the problems that we are all finding to be associated with the defining event of our times, the changing nature of the workplace.

This report, by definition, puts particular focus on the public sector workplace. I will just share with you my feeling that the basic principles, the basic observations, that are made are equally as applicable to the private sector as they are to the public sector.

There is no question about it for any of the working people of this nation that we are in very dramatically changing times, times that are changing in rapid ways and very complex ways. All we have to do is to watch television and read the newspapers and see the Cold War is over, trade barriers are falling, information and capital go all around the world at the touch of a button.

All of these things are dramatic changes and many of them are good, but I think we know from our own lives that any change that is dramatic results in a certain amount of dislocation, a certain amount of disruption and dislocation and disruption can be very stressful.

I think it's fair to say that our society is a stressful society, particularly in the workplace. I guess it's fair to say that our economy is changing in ways that are stressful as well.

The Secretary of Labor just shared with me, not too long ago, some facts that indicated that in the last 15 years 80 percent of America's families have experienced no growth whatsoever in their real incomes. That is to say that the cost of living has gone up more than their wages have. Accordingly, those folks are behind the curve.

In a sense, what we are experiencing is the rules are changing and no one is telling working people what the rules are. It used to be that if you went to work and you were a loyal worker, productive worker, and you helped to make the company a good company, there was a certain amount of security that you could expect.

Periodically, you would get a wage increase, you would have health care benefits, a pension. Well, I think we all have come to understand that that is not the norm anymore. What you expect is insecurity and we are starting to see more and more of that.

The challenge for all of us is how to cope with and manage change in a way so as to make the workplace more secure, to take some of the insecurity out of the employment relationship so that American families can set about doing what they ought to be doing.

This task force report is so valuable because it points out some of the ways that we can move in that direction. I accepted this task from the Secretary for a number of reasons, not the least of which is having spent 28 of my years, the last number of years in the public sector.

I was very troubled about the demonizing of the public sector worker that

I see happening, the stereotyping of public sector workers that is taking place. I know of my own knowledge that those stereotypes are not accurate, but at the same time having been in government, I know there are changes that are taking place that have to be addressed. What it is that we have to do is to be able to make those changes in ways that are mutually beneficial for all of the people who are served and who serve. The public expectations from the public sector are very, very troubled.

People want more service but they don't want to provide more resources. It's the human nature thing, we like the car, the new car in the driveway, but we don't like the payment booklet. That is human nature.

What we did with this task force was to take 18 months. We had a varied group of people, management, labor, neutral, academic and we spent time going around the nation looking at what it was that works to provide for more cooperation, more partnership, and equally important what it was that didn't work. Having those experiences we called on people, including your President, to come share their thoughts with us as to how best to provide for this new partnership of cooperative relationships that are going to enhance the ability to deliver service in a better way.

I would just suggest to you that in the short time that I have before you, I want to share just a few of the observations that we have made. The two overriding observations are fairly direct and fairly unanimous by our board.

First, is the vast majority of American workers in the workplace, if treated fairly, want to actively participate in responsible sharing of power to provide for better service delivery at the workplace.

Second, that the vast majority of smart managers, smart managers know that a good workplace environment is essential to enhance employee morale and productivity. In fact, without such a workplace, none of that can take place. So that morale has to be enhanced and you cannot do that when workers operate under constant stress.

We had one of our witnesses put it very well, he said managers must be sincere in their willingness to share power, that means that for management this is not a sometime thing. Union leaders must participate responsibly in sharing power and that means they cannot get up and leave the partnership table every time something goes awry. Well, there is a need to stick together for the long haul to try to enhance the workers environment.

There are three or four items that the committee came to by way of a consensus in suggesting how it is you get started in this process. That was the question people came to us with saying "This is a new approach, how is it that we get started."

Well, the first observation we made was that the best thing to do is start small. Do not try to take on too much. Focus on a problem that everyone acknowledges is a problem. Do something that is manageable. Second, start together. This is particularly important. You cannot impose a cooperative relationship.

It was always interesting to me to go and to talk to managers who were extremely frustrated because they thought they made a good faith effort to provide for collaboration when they put together a system and then ultimately went to the workers and said, "This is it. Let's cooperate." Not understanding that cooperation has to start at the very beginning. It has to be a jointly conceived process to be able to go forward.

Another point is that you have to take into account local conditions. This

is a big nation and the history is different in different areas. What works in one place will not work in another place.

Morty, you can relate to this. I was impressed when we went to Portland, Maine, and we saw that an AFSCME local, made up of governmental employees, worked with the local governmental people to agree to build a little league baseball stadium. They did it with the passive concurrence of the Building Trades. I will tell you in New Jersey that would not have happened. The Building Trades probably would not have sat around and watch AFSCME build a baseball stadium. You have to have a sense of understanding as to what place you are in, what type of different areas.

Training is particularly important. Even training to try to get people to start to think about how to collaborate when dealing with problems.

Lastly, the important issue of employment security. We have got to provide some degree of security to people if you are going to ask them to collaborate and be flexible and change the way they have done things. It is just human nature. You are not going to get cooperation to try to make changes if someone regards their job as being at risk or someone is raiding someone's pension funds or someone is taking away someone's health insurance. You have got to be able to have that minimum degree of comfort and security in the workforce in order to be able to have people sit down and figure out how to do things in a better way.

The question then is how is it that we cope with change in the workplace. How is it that we try to reduce the insecurity that is out there to make America a more comfortable place. It seems to me that this public policy issue is the issue that we will all be trying to focus on, not only in this election in 1996, but probably for the next number of years as we start the process of marching into the next century.

We have got to get rid of some of the myths that we are all working under. I can remember when I went to school and learned about economics, and everyone said, "Well, enhanced productivity will be good for everyone."

Well, we have now come to understand that productivity and downsizing in some people's minds are really just two sides of the same coin, and it has gotten to the point where downsizing is not being done because a company is having hard times; downsizing is being done because a company is having good times, and they want to have better times. (Applause) And folks are rolling out the idea of anticipatory downsizing so as to be able to keep the stock market prices up.

Let me just conclude with a bit of a partisan observation, if you will excuse it.

This 1996 election offers some very clear choices, and I am not even talking about parties. I am not even talking about people. This election offers us the opportunity to vote for a policy of investment in America, or for a policy of disinvestment in America.

Speaker Gingrich's Contract With America represents a very clearly-stated, well-anticipated statement of a policy of disinvestment in America, disinvestment in health care, in environmental protection, job training, worker safety-- you name it. This is a policy that disinvests and shreds the social fabric of this nation.

What we have to do is to focus on that very basic fact, and, candidly, this is not an election between President Clinton and Senator Dole. It is clear to everyone, particularly in Washington, if they are candid, that the intellectual

energy, the ideological fervor on the other side of the aisle comes not from Senator Dole, but from Speaker Gingrich. So that if in fact we were to have a "President Dole," we would not have President Dole. We would have de facto President Gingrich.

And if you need any reminder as to what that means, think about what would have happened in the last two years if President Clinton had not been there to stop Speaker Gingrich's agenda.

\$270 billion out of Medicare. A done deal.

\$180 billion out of Medicaid.

Forty percent reduction in the enforcement of our environmental laws.

And on and on and on.

Only President Clinton stood between Speaker Gingrich's Contract With America and all of the problems and the pain that would have been visited upon us if those initiatives had become law.

Ladies and gentlemen, I happen to believe, and I have said this to your President, that the CWA has a particular responsibility, because it has for a long bit of time been in the forefront of progressive policies in this nation, but organized labor in general has a responsibility not only to organized labor, but to labor, organized and unorganized, and to America, to utilize its resources as the last large progressive block of influence and support in this nation, to become involved and to make sure that the outcome over not only this year's election, but elections in the future, point the way to having this nation stay as a place of opportunity.

I am very proud of the New Jersey representatives who are here. Many of them who have supported me and worked for me through the years know that in some respects I stand here today as a high school dropout, as someone who got a GED diploma in the United States Navy, and as someone who understands this is a nation of opportunity, a place where you can be anything you want to be, depending upon your energy and your talents.

Ladies and gentlemen, this year and for the next number of years, we all have a responsibility to make sure that this nation stays as a nation of opportunity.

Thank you very much, and congratulations. (Applause)

PRESIDENT BAHR: Jim, we look forward to working with you and the implementation of the committee's recommendations in the Public Sector areas where we are privileged to represent workers, and we appreciate the job that you and your committee have done.

Would the National Committee on Equity come to the platform, please?

I want to introduce the members of the Committee on Equity.

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

Reynaldo Massa, Vice President, Local 1023; Ruth Marriott, Secretary, Local 2252; Charles Clark, President, Local 3114; Lula Odom, President, Local 4000; Cecilia Valdez, Steward, Local 7777; Linder golden, Secretary-Treasurer, Local 9426; Armentia Beasley, Unit 13 Representative, Local 13000; Jack Henderson, Chief Steward, Local 6012, Chair.

. . . The various members of the Committee read the report as follows. . .

The National Committee on Equity has met twice since last year's Convention. The most recent meeting was held here in Detroit on Friday, June 7, and Saturday, June 8, 1996.

While all issues before this Convention are extremely important to this committee, our task is to share with you, the delegates, issues of particular interest to the minority members of CWA.

Local Equity Committees. The primary mission of the local equity committee is to act as a resource for the local and the membership on fairness and discrimination issues. In order to fulfill this mission, the equity committee:

Provides education and information to the members on current equity issues, does outreach to minority members in order to increase their participation in the Union, investigates and helps resolve discriminatory actions in the workplace, and joins with other community based groups to fight discrimination.

The committee would like to take this opportunity to again reemphasize the importance of each local establishing a local equity committee.

The 1996 Elections. 1996-- a year of decision for all working men and women, and especially for all trade unionists. A year when we must pledge ourselves to do all the work necessary to reelect President Bill Clinton and Vice President Al Gore.

At the same time, we must redouble our efforts to return the United States House of Representatives and the United States Senate to the control of the Democratic Party. After experiencing two years of Republican assault on workers and minorities led by Speaker Newt Gingrich and Senate Majority Leader Bob Dole, the basic protections that we have fought so hard to make the law of the land over the past years are in jeopardy. Affirmative action, OSHA protections, the TEAM Act, pension plans, welfare, Medicare/Medicaid and an increase in the minimum wage-- have all been attacked by the Republican-controlled Congress.

To accomplish the twin goals of reelecting the Clinton/Gore team and taking back control of the Congress, we hereby encourage this three point plan:

- * Register all potential CWA members and their families and get them to the polls on election day.

- * Use all forms of communication within the Union to educate our members about the abuses of the Republican Congress and the Republican Presidential candidate so that they, their families and their friends will support Democrats on Election Day.

- * Encourage all CWA members to join CWA COPE so that we will have the political funds necessary to accomplish these goals.

The Million Man March. The Million Man March held in Washington, D.C. on October 16, 1995, was a tremendous success. It brought together African-American men from all walks of life, from all over the country, all socioeconomic backgrounds, and all age groups, to embrace a common goal. Few marchers came as followers of any one individual. For many, attending the March was an expression of Black unity and a way to affirm what is best among African-American men. They did not come to Washington with clenched fists. There was nothing but civility, calmness, and tranquility.

The march should not be defined, as some in the media insist, by the personality of Minister Farrakhan or Rev. Jesse Jackson, or Congressman Kweisi Mfume, or any other leader or speaker. The march was really about a CWA local officer from Atlanta, a CWA member from a town in Ohio, and the hundreds of thousands of other men who came to Washington, paying their own way.

The march's major theme was atonement, publicly asking forgiveness for the harm they have done to themselves, the Black community and others, and vowed not to offend anymore. It was about loving one another, self respect, and family values. This event will certainly be marked in the history books.

New Leadership of the NAACP. Former Maryland Congressman Kweisi Mfume has been sworn in as the President and CEO of the nation's oldest and largest civil rights organization. He brings a renewed sense of confidence and vigor to the revered civil rights organization. Mfume is intelligent, articulate, and widely respected by a broad spectrum of the nation's leadership.

His selection to head the NAACP was applauded both inside and outside of the African-American community and with good reason. He has championed the causes of minorities and the poor throughout his career as a member of Congress and a city councilman in Baltimore.

This committee would once again like to thank CWA and all of its members for their continuous support of the NAACP.

In Appreciation of Barbara Jordan. America lost a great humanitarian in Barbara Jordan, the first Black woman elected to Congress from the South since Reconstruction.

With her untimely death on January 17, 1996, many of us will remember her ringing statement during the Watergate hearings: "My faith in the Constitution is whole, it is complete, it is total."

Ms. Jordan was a leader, a scholar and a orator who was widely respected by her colleagues and friends. She will be remembered for her outstanding achievements and dedicated service in the field of civil rights. Her courage was an inspiration to all of us.

CWA and the nation mourns her loss, but her endeavors will not be forgotten. Barbara will live on in our hearts as she takes her place among the giants of history.

In Appreciation of Ron Brown. Since 1968, April has been a solemn time. April 4, 1968 marked the 28th year since Dr. Martin Luther King Jr.'s assassination pushed the course of American history into a downward spiral.

This year, April carries an even heavier burden with the sad and premature death of Ron Brown, the Secretary of Commerce, on April 3rd.

Ron Brown, the first Black Chair of the Democratic Party and the first Black Secretary of Commerce, died in a military plane crash while trying to immerse American business executives and their firms in the reconstruction of war-torn Bosnia. Ron Brown was a bridge builder; a person who could move between vastly different worlds and bring them together. CWA lost a friend. We will miss him.

Immigration Reform. This committee supports and concurs with the position on immigration reform taken by the delegates to the 21st AFL-CIO convention. It states in part that:

"Immigration policy is too often used as a political football. While review and evaluation of U.S. immigration laws and their implementation is always appropriate, the present debate is being driven by politics and is dominated by distortion and hyperbole. Current proposals for comprehensive immigration reform unfairly exploit public concern over undocumented immigration to impose unneeded and unwarranted reductions and restrictions on legal immigration.

"When making a living becomes rougher and rougher -- when wages dive and layoffs soar -- many politicians are tempted to scapegoat immigrants. The notion that immigrants are to blame for the deteriorating living standards of America's low-wage workers must be clearly rejected. After all, low-skill workers in right-to-work states with few immigrants, typically earn a fraction of their counterparts in San Francisco and New York City where there are many immigrants. Low-wage workers are suffering because inflation has outraced the minimum wage and because union membership has declined.

"Steps can be taken to reduce undocumented immigration. If we aggressively enforce labor laws already on the books, undocumented workers will no longer be a short-cut to profits. If employers cannot escape the minimum wage and the 40-hour work week, there will be no incentive to hire undocumented labor.

"Improved border enforcement and crackdown on organized smugglers are other methods to reduce undocumented immigration that do not threaten the civil rights of Latino and Asian Americans.

"We urge Congress to address the economic problems of America's working families by improving collective bargaining rights, increasing the minimum wage and guaranteeing health insurance coverage for all. These steps, and not misguided attacks on the foreign born, are tried and true measures that will improve the lives of working Americans."

"English-Only". "English-Only" or "English as the official Language" is a debate about intrusive government control over use of a native language, not about the importance of speaking English in the U.S.

The "English-Only" effort is led by those hostile to immigrants and minorities, who seek to create language burdens for Latinos and Asians that were never imposed on those who immigrated before them.

"English-Only" is unnecessary. The 1990 Census indicates that 97 percent of the population speaks English. The General Accounting Office indicates that 99.9 percent of government documents are written in English.

CWA opposes proposals to make "English the Official Language" at the national, state or local level and urges public agencies to make public information, particularly information about labor rights, health, education and law enforcement available in as many languages as possible. Isolating immigrants who have not yet learned English will not lead to more effective integration, but only to exploitation and discrimination.

We recognize the preeminent role of English in our society and believe that learning English and other languages is in our national interest.

We must not punish and chastise people for using their native language, but rather provide vehicles for immigrants to learn English. Current English-Only legislative proposals are deficient in this important aspect, for they hypocritically do not provide funds to teach English.

We urge all locals to educate members on the real intent of the "English-

Only“ campaigns and address any attempt to ban workers use of their native language during breaks or off hours.

Affirmative Action. Affirmative action continues to be the focus of an intense national debate, whose outcome could profoundly affect America's progress toward racial and gender inclusion.

This is tragic precisely because the need for affirmative action is still great. Our society puts a high value on equal opportunity. Yet the unemployment rate for minorities remains about twice that for whites; women still make only 72 percent as much as men; and last year, the federal government received more than 90,000 complaints of employment discrimination based on race, ethnicity, or gender.

There is no policy or program that can make a long historical legacy of discrimination disappear overnight. But there is much evidence that affirmative action is one of the most effective, equitable ways to ensure that minorities and women have a fair chance.

The National Committee on Equity urges the CWA leadership to continue their efforts to encourage Congress not to weaken our affirmative action laws.

Black Revolutionary War Patriots Foundation. The Black Patriots Foundation is asking for our help in its efforts to erect a memorial to the forgotten men and women who fought in the Revolutionary War.

Although it is seldom acknowledged, over 5,000 Black patriots served in the War. Some were slaves, some were free. None were legally required to fight. But fight they did, for themselves, for future generations, for the country and for freedom.

Yet when it was all over, slavery, segregation and denial continued. The legacy of these brave patriots had all but disappeared in the dustbin of history. We believe it's time these heroes be remembered; time for their contributions to be honored.

To support the Patriots Foundation, please call 1-800-888-9811.

Employment Tests. The National Committee on Equity reemphasizes the need for the National Union to review and evaluate employment tests beginning with those at AT&T.

Areas of concern are the direct applicability of these tests to job performance, the validation of the tests, whether the tests are minority biased and if they are being used to screen certain employees. The results of such a study should be submitted to the National Committee on Equity for their review.

District Equity Conferences. The committee would like to report that almost every district had equity conferences in 1995. Those that did not had planned conferences, but because of difficult negotiations, had to refocus their efforts on mobilization and organizing.

1996 National Equity Conference. The National Committee on Equity would like to take this opportunity to invite all delegates to attend the 2nd Biannual Equity Conference to be held in Seattle, Washington on November 17-20, 1996. Information on the conference will be sent to you soon.

DELEGATE CHARLES CLARK (Local 3114): At this time, we want to make a special tribute. We ask Mary Mays Carroll, that you just stand where you are.

We want to take the opportunity to commend and recognize Mary Mays

Carroll for her untiring dedication and devotion to the work of this committee. Committees are often taken for granted at convention protocol, but we are well aware of her energy, effort, and commitment to bring together all people, all colors, into a harmonious whole. Her grace, her style, her finesse, her vision and, yes, ever her beauty, truly makes her a breed apart. She is the greatest civil rights and fair practice director o planet earth. Delegates, join with us in giving Mary Mays Carroll an enthusiastic, thunderous applause for her efforts. (Applause)

CHAIR HENDERSON: Recommendations:

1. This great Union was founded to stamp out inequities in the workplace and make the quality of work life better for all workers. We cannot be the Union we should be until our leadership mirrors the workforce.

The National Committee on Equity recognizes the improvements made within CWA in the number of minority staff at all levels.

The National Committee on Equity recommends that CWA continue to support and expand the pool of qualified minority candidates and reflect the diverse membership.

PRESIDENT BAHR: You heard Recommendation No. 1. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Microphone No. 3, Delegate Francis.

DELEGATE RUDY FRANCIS (Local 3410): I rise in support of the recommendations recommended by the COE Committee. This committee was formed in essence to give to the convention the strategies and particular actions that they see to the questions of the day.

The question of Affirmative Action that they dealt with in doing their report is something that each of us needs to become aware of. Affirmative Action is not about quotas. It's about fairness.

They also spoke on the 1996 election. I think that it is imperative that we, as delegates, minorities in particular, get aggressively behind the upcoming elections, because as it was stated, it is absolutely imperative that we take over the House of Representatives and the Senate as well as the White House.

I would like to also encourage you guys to keep on keeping on, and you are doing a fantastic job. I urge each of the delegates to vote in support of the recommendation of this COE Committee. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates at the mikes. Before you is Recommendation 1. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR HENDERSON: Recommendation No. 2. Some of the vice presidents and department heads of CWA have already conducted diversity training for their staff and local officers. District 7 will complete their training to their staff and local officers at their next scheduled meeting in the fall.

The National Committee on Equity recommends that all district vice presidents offer diversity training to their staff and local officers.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: No delegate is at a mike.

In front of us is Recommendation 2. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

CHAIR HENDERSON: That concludes our report, Mr. President.

PRESIDENT BAHR: Please join me in thanking the committee for an excellent report.

Would the Defense Fund Oversight Committee come to the platform, please?

The members of the committee are:

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

David Layman, Local 2204; Beverly Hicks, Local 3808; Greg Riemer, Local 4309; James Allen, Local 6215; Dawn Schnickels-Johnson, Local 7200; Barbara Meehan, Local 9423; Frances Rotkiske, Local 13500; Arthur Cheliotis, Local 1180; Robert Lilja, Local 1104; Barbara Easterling, Secretary-Treasurer.

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

I will now ask each one of the committee people to read part of the report to you, and start with David Layman.

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

The Defense/Members' Relief Fund Oversight Committee met February 5 through February 7, 1996, April 15 through April 17, 1996, and again May 20 through May 22, 1996 in Washington, DC, and convened prior to the 58th Annual Convention starting June 6, as required by previous Convention action. Committee members also participated in several conference calls to discuss issues regarding Defense Fund allocations for activities not connected with approved CWA strikes. The committee's actions since the 1995 Convention include:

- * Electing a Chairperson and Co-Chairperson for the Committee.
- * Reviewing investment policies. (See Financial Statements and Report of the Finance Committee).
- * Discussing and considering requests from locals to lower the interest rates on mortgages held by the funds.
- * Reviewing policies regarding payments from the Members' Relief Fund regarding victims of collective bargaining strategy.
- * Reviewing the status of both the Defense Fund and Members' Relief Fund. The review of those two funds included:
 - * Expenditures made from each fund in conjunction with approved CWA strikes;
 - * Expenditures made from the Defense Fund by a two-thirds vote of the Committee and International Executive Board, in accordance with rules

adopted by convention action.

MEMBERS' RELIEF FUND

The Members' Relief Fund (MRF) started paying striker benefits in March, 1991. As of April 30, 1996, the Fund has a balance of \$103,823,671. In our review of the investment income, less any mortgage money, the MRF realized a return of 6.23%. Based on the recommendation supported by delegates to the 57th Annual Convention relating to the setting of mortgage rates, **effective July 1, 1996 the rate paid on mortgages held in MRF will be 7.73%.**

MRF Expenditures - July 1, 1995 through April 30, 1996: These disputes were settled and no more funds are to be advanced on the following accounts:

<u>Bargaining Unit</u>	<u>Amount Advanced</u>
Local 14012- Cape Breton Post	\$180,656
Local 14117 - Maiden Publications	\$ 205,000

The following dispute is ongoing and further assistance may be provided:

<u>Bargaining Unit</u>	<u>Amount Advanced</u>
Detroit Newspaper Agency	\$852,800

DEFENSE FUND

As of April 30, 1996, the Defense Fund had a balance of \$1,072,714.

Other expenditures through action of CWA Executive Board and Oversight Committee. Under Defense Fund rules established by convention action, the Executive Board and Defense Fund Oversight Committee can authorize expenditures not connected with approved CWA strikes. The following were approved from July 1, 1995 through April 30, 1996:

<u>Name</u>	<u>Amount</u>
Detroit News Agency	#150,000
Bell Atlantic Mobilization	\$8,058,954
NABET Local 26 Mobilization	\$17,910
Local 1188 Mobilization	\$66,900
Rochester Telephone Mobilization	\$475,000
GTE Mobilization	\$850,000

Strike-Related Expenditures from the Defense Fund: From July 1, 1995 through April 30, 1996, the following strike-related expenditures were made:

<u>Bargaining Unit</u>	<u>Amount</u>
Detroit News	\$330,000
Bell Atlantic	\$500
Maiden Publications	\$500

Other Activity: Since our last convention significant amounts of the Defense Fund were spent in support of collective bargaining. The committee recommended the Secretary-Treasurer's office transfer loans held by the Defense Fund to the Members Relief Fund. The following loans were transferred, effective April 19, 1996:

<u>Local</u>	<u>Loan Amount</u>
1182	\$5,026
3178	\$34,779
4322	\$84,179
9000	\$366,450

The total amount of loans transferred from the Defense Fund to the Members' Relief Fund equaled \$490,434.

Because of the unusually high level of activity with the Defense Fund this year the committee began a thorough review of those expenditures. We inspected vouchers approved for bargaining mobilization. The voucher review was to verify that expenditures matched those reported to the committee on financial documents and conformed with budgets initially given to the committee.

The Committee spent extensive amounts of time examining the records of income and disbursements of the Defense and Members' Relief Funds. We inspected records provided to us and attempted to verify that money going into the funds from various sources (including membership dues, investments, mortgages, and interest) were appropriate and in order. The committee wanted to determine that money spent from the funds (on approved CWA strikes, mobilizing to avoid strikes, or in cases of those members prohibited from striking, helping bring pressure to positively affect collective bargaining) was appropriate and in order.

The Committee and the International Union agree to improve the process of tracking income and expenses to the funds. Since we have many questions left to be answered, we will spend additional time reviewing them and give a full report next year to the convention.

RECOMMENDATIONS

(1) Mortgage and Interest Notes

At the 57th Annual Convention the Defense Fund Oversight Committee made the following recommendation on mortgage and interest rates which was adopted by delegates: "Beginning January 31, 1996 and every January 31 thereafter, the average actual rate of return of the Members' Relief Fund for the previous calendar year, excluding the amount which has been earned from the loans, will be determined. The loan rate shall be 1.5% above the average actual rate determined and the new rate will take effect on July 1 of that year."

The Committee reviewed the investment income we receive both from the MRF monetary investments and from mortgages. John Renck, of Monitoring and Evaluation Services, Inc., who monitors the fund's asset investments, met with the committee in April to review the MRF's investment income. The following information was noted:

- * the MRF earned 6.23% on investment interest return.
- * the MRF earned 6.59% from the increased value of the investments.
- * the combined return on MRF investments is earning 12.82%.

The committee also examined MRF information we received from the International Union relating to the mortgage loans the MRF holds. Based on information supplied to us, the funds invested in mortgages earned an average of 7.0%.

Local mortgage balances (including those transferred April 1 9, 1996 from the Defense Fund) currently held by the MRF as of April 30, 1996 are:

<u>Local</u>	<u>Loan Amount</u>
1109	\$419,589
1182	\$2,522
2336	\$373,129
3112	\$227,072

3178	\$33,537
4322	\$82,690
9000	\$364,975

Local mortgage loans held by the MRF total \$1,503,514 as of April 30, 1996. The MRF holds mortgages on properties owned by the International Union. As of April 30, 1996 those mortgages include:

<u>Building</u>	<u>Amount</u>
District 3 Building	\$1,394,224
Mercury Building (1925 K Street)	\$9,774,674
501 Third Street	\$19,559,000

International mortgage loans held by the MRF total \$30,727,898 as of April 30, 1996. (Only the interest payments are being paid on the Mercury Building loan.) The total amount of mortgage loans held by the MRF equal \$32,231,412 as of April 30, 1996.

Investing MRF money in mortgages does not provide as good a rate of return on membership money as does investing in securities. We recognize that CWA mortgages held by the MRF are valuable as an investment in our union. The Committee recommends no change to the method of setting mortgage rates. **On future CWA mortgages we make the following recommendation: no more than 33% of the actual balance of the MRF may be used for mortgages, not to exceed \$32,300,000.**

(2) Victims of Collective Bargaining Strategy

The Committee reviewed the policies of the Members' Relief Fund regarding paying suspended members engaged in mobilization associated with collective bargaining strategies and activities. We believe members suspended for mobilizing are targets of employers because they are usually leaders in our actions to obtain fair contracts. **Therefore, we recommend the convention approve, retroactive to July 1, 1995, full payment of benefits (currently at the rate of \$200 per week or \$40 per day) from the first day of suspension for any victim of collective bargaining strategy suspended for mobilization, provided the individual requests the payment.**

(3) Accounting Practices

Under long-standing Defense Fund and Member Relief Fund rules, locals facing the possibility of a strike are required to establish separate accounts for these funds to prevent commingling them with local funds to assure accurate record keeping. The Committee believes the International Union should adopt similar practices in the best interests of the Defense and Members' Relief Funds. This would enable the International to keep specific records on the income and disbursements for each fund. In turn the Committee will be able to clearly see all income and expenditures from these funds. **Therefore, the Committee recommends the rules be amended, effective October 1, 1995, in Part 1 International Administrative Rules, Section E. CWA Fund Director - Authority and Responsibility by adding: "8. Defense Fund and Members' Relief Fund monies shall be deposited in separate checking accounts entitled CWA Defense Fund and CWA Members' Relief Fund."**

(4) Mercury Building

As a result of renovations the mortgage held by the MRF on the Mercury Building has increased to \$9,774,674. Because of low occupancy the

International Union has been paying only the interest on this mortgage. As of October 1996 the building will be 95% occupied. **The committee recommends effective November 1, 1996, principal and interest based on a 15-year amortization schedule for \$9,774,674 will begin to be repaid. In addition, effective immediately, there will be no further loans on the Mercury Building from either the Defense or Members' Relief Funds.**

DELEGATE CHELIOTES: Mr. Chairman, I move for the adoption of this report.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. It's been seconded from the floor.

On Microphone No. 3, Delegate Jim Hilleary.

DELEGATE JAMES W. HILLEARY (Local 2207): Brothers and Sisters, I ask that you support the recommendations of the Defense Fund Committee and support the victims of collective bargaining strategies.

I am a president of a small local in Winchester, Virginia. Last year we bargained the Bell Atlantic contract and many of you know it was the most difficult CWA Bell Atlantic bargaining in our history. We battled an employer who was determined to destroy our contract and oppose our union.

Our union employed the mobilization strategy instead of a strike. Brothers and Sisters, let me tell you, in some ways a strike is easier but mobilization was smarter, but it was not without its price.

My members stood up and gave proud account of themselves. My members stood fast and often at great risk. They refused to work overtime and sustained suspension after suspension. Jobs were threatened but not a single member in my local broke ranks. (Applause)

Brothers and Sisters, it's impossible for me to think of my members as victims of collective bargaining. They were heroes, real heroes of Bell Atlantic bargaining and ultimately they were the winners, too. (Applause)

They paid dearly to achieve the victory and this recommendation recognized in some small way the sacrifice made by my members and to many members across CWA. I ask you to support the Defense Fund's recommendation for the victims of the collective bargaining strategies. Thank you. (Applause)

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

DELEGATE CAROLYN HULBERT (Local 6355): President Bahr, I'm kind of confused. I have been able to vote for the Public Workers' Sector Vice President, for the Vice President of District 6 and all other things that have come before this convention except the seat for the Public Sector person on the Oversight Committee Defense Fund.

PRESIDENT BAHR: Your question is out of order. It has nothing to do with the report on the floor.

DELEGATE HULBERT: My question is, can I vote now on the report from the Defense Fund?

PRESIDENT BAHR: The entire convention can vote on this report. You are entitled to a second question.

DELEGATE HULBERT: I have none. Thank you.

PRESIDENT BAHR: You are welcome.

Microphone 2, Delegate Flavin.

DELEGATE ROBERT J. FLAVIN (Local 1070): On behalf of the membership, I personally want to thank the delegates, you Mr. President, and the Defense Fund Committee. We are in a battle of our lives. Thirty days before the contract expired, Rochester Tel, or you know them as Frontier, brought in 340 scabs, kept them in the hotel rooms before they put them in the field. We were without a contract. We did not strike. Our pension is gone, and if you are out sick 180 days you are automatically fired. Those are just some of the impositions. The agency shop is gone. I rise to thank every delegate and the administration of this great union and the Defense Fund Committee for the support you have given us in our struggle which we will not lose. Thank you.

PRESIDENT BAHR: Thank you, Bob.

On Microphone No. 3, Delegate Vitale.

DELEGATE HENRY VITALE (Local 14117): I rise in support of the Committee's recommendations, and also to briefly speak on the Malden Publications, which is mentioned in the report.

I first of all want to thank President Bahr, CWA Vice President Boarman and, in particular, District 1, Clara Allen, who has supported the 16 members that were locked out on November 10, 1995. At that time we were engaged in collective bargaining. The publisher terminated the meeting, called the police, and had escorted out all the bargaining unit members.

In June of 1995 the IU-CWA Trustees seized the company away from the publisher by demanding payment on the delinquent negotiated pension payments. We had in effect a very effective boycott and no subscriptions to the Malden News. A federal judge has appointed a receiver. And through the support of the CWA, I am happy to say that tomorrow I expect to sign an interim agreement allowing two people back to meet the new owner when the new owner takes over.

Thank you very much. (Applause)

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

DELEGATE JOE CLINTON (Local 13000): Mr. President, I would like to amend the report, under (2) Victims of Collective Bargaining Strategy, to change the retroactive date to November 1, 1994.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

You may speak five minutes on your motion, Joe.

DELEGATE CLINTON: The reason for the change in the date is that Local 13000 in particular had over 1,300 members suspended in November of 1994, when we kicked off mobilization for bargaining at Bell Atlantic. I think a lot of people remember the Road Kill shirts and the impact it had across the nation. Those of you who may have watched CNN on Thanksgiving Day saw a lot of that almost every half hour.

We started early. We think it contributed a lot to the success of Bell Atlantic bargaining over the long haul. And we do not feel our members should be excluded from this benefit.

Thank you. (Applause)

PRESIDENT BAHR: There does not appear to be a delegate wishing to speak on the amendment.

Before you is the amendment under Recommendation (2), changing July 1, 1995 to November 1, 1994.

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

On Mike 5, Delegate Gardner.

DELEGATE BARRY GARDNER (Local 6016): This question is for the Committee, or the Chair of the Committee.

On Monday I posed two questions to the Finance Committee concerning the two million from the Members' Relief Fund that was spent. I have two questions for this Committee:

On what specifically can expenditures from the Members' Relief Fund be spent?

CHAIR LILJA: For strikers' assistance.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE GARDNER: My second question, then, is: In whom is the authorization to expend money for reasons not related to collective bargaining strategies from the Members' Relief Fund entrusted?

PRESIDENT BAHR: No one.

CHAIR LILJA: The Convention.

PRESIDENT BAHR: You are right. Other than the Convention.

DELEGATE GARDNER: Thank you very much.

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

DELEGATE FRITZ CLARK (Local 1111): I have a couple of questions on the report, for the Committee. I have a concern about the moneys that were spent on media, and I wonder if the Committee-- and I know they have thought about this but I don't know how much they have done with it, but the concern is this: In media expenditures which, as I understand from my conversation with the Chairman, were a large part of the \$8 million spent in the Bell Atlantic effort--

PRESIDENT BAHR: What is your question, Fritz?

DELEGATE CLARK: The question is: Have you evaluated the validity of all of those expenditures in terms of-- I have heard people say that some of the ads and things were even running after the collective bargaining effort was over.

Are they hitting the target? You could spend millions and millions of dollars on media, and if it is money well spent, we should do it. But I would feel better if I knew that the Executive Board and our review committee were taking a careful look at this as we go forward so that money isn't wasted on media; that it is only spent where there is a payback and it is hitting the target.

That is a long question, but that is my concern.

PRESIDENT BAHR: Let me speak first for the Board, and then Bob can answer.

The first question you raise, there was an occasion where some ads

continued to run, only because the contract had been signed and some spots had been purchased, and you couldn't get your money back; so they ran. But that was not a tremendous amount of spots.

There is absolutely no doubt in my mind whatsoever that the ads in connection with Bell Atlantic resulted in that contract being as good as any other one in the nation. (Applause) And I know it because I know what I heard from the top management of the company.

For example, every time they made a concession to Vice President Catucci and me when we were meeting at the top, the further response was, "Are you going to get those blankety-blank ads off the air?"

So, we know from that aspect, as well as what we heard from the public at large, from the power structure within those cities and states, and I am absolutely persuaded in my own mind that that is what helped, along with the militancy demonstrated by our members in Bell Atlantic, to prove to Ray Smith that he could not have a different strategy.

You are entitled to a second question.

Let me turn it over, first, to Bob for any further comments. Bob, do you care to answer anything?

CHAIR LILJA: As we discussed the other day, Fritz, we too have a concern. We intend to look into it from the scope which we can.

I have to say that Morty has got to be closer to it than we are. Maybe we will go down into the district and investigate it with some of the locals and see what they think about how much help it was. We intend to do that when we meet later this year or the beginning of next year.

PRESIDENT BAHR: On Microphone No. 1-- I am sorry. You are entitled to another question, Fritz.

DELEGATE CLARK: The second question concerns paying the victims of our collective bargaining efforts that are suspended. I wonder if the Committee has considered the administrative burden that this might be, in that we maybe are making it too easy to access the Defense Fund.

You know, we have a two-week wait for a strike situation, and most locals handle suspensions of their "storm troopers" or suspended workers for the first week or two on their own, passing a hat or whatever. There is a concern I have, and I think some other delegates, that going back to the first day is maybe making it a little too easy to access these Defense Funds, to a point where it can even be an administrative burden or would be depleting the Fund.

PRESIDENT BAHR: You are making a speech, Fritz. You might have been better off at Microphone No. 4. I think you have exercised your two questions.

CHAIR LILJA: Fritz, we discussed that issue over and over again, and the thought of the Committee in proposing this as a recommendation to the Convention was to give it from the first day.

Unlike a strike, in a mobilization activity the people that are usually doing the best jobs at the mobilization get suspended; everybody else is working; everybody else is getting paid, except for the people that went out on a limb and did the right job, and they got suspended. (Applause)

They got suspended and everybody else is still at work. That is why instead of a two-week wait, because we did discuss that, we decided to do it

from the first day.

In front of us is the adoption of the Defense Fund Oversight Committee Report and its recommendations as amended. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

Please join me in thanking the Committee for the good job they have done. (Applause)

PRESIDENT BAHR: I am told that the motion is exactly the same issue that this convention sustained the Chair on yesterday. Therefore, it cannot be brought up again. Your point of order is not well taken.

PRESIDENT BAHR: The Parliamentarian informs me it is not a proper motion. The motion is out of order.

On Microphone-- go ahead.

PRESIDENT BAHR: On Mike 1, Delegate Pappas.

DELEGATE JAMES PAPPAS (Local 2336): Move the question.

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

DELEGATE BILL HENNING (Local 1180): Point of order.

PRESIDENT BAHR: What is your point?

DELEGATE HENNING: There was a delegate at Microphone 1 who was proposing an amendment. The Chair ruled that amendment out of order. I indicated that we wished to appeal the decision of the Chair in ruling that motion out of order.

DELEGATE HENNING: I have another one. I move to suspend the rules that interfere with the discussion and remedy a violation of this Convention's decision regarding the seating and credentialing of certain delegates. (Applause and cheers)

DELEGATE HENNING: I appeal that decision of the Chair with all due respect.

PRESIDENT BAHR: You have heard the challenge of the Chair--

DELEGATE HENNING: Excuse me. Isn't that motion to appeal the decision of the Chair debatable?

PRESIDENT BAHR: No, it is not.

You have heard the motion to overturn the Chair. All those in favor of sustaining the Chair please indicate by raising your hand. Down hands. Opposed by like sign. The Chair is overturned. (Applause)

The Chair recognizes Delegate Joanne Bell at Microphone No. 1.

DELEGATE JOANNE BELL (Local 2336): Thank you, President Bahr.

Delegates, friends and guests, I was a member of this committee when it first came into being--

PRESIDENT BAHR: State your motion first and then you can speak on it.

DELEGATE BELL: Regarding the election of the Public Workers' representative to the Oversight Committee: The delegates to this convention

direct that those properly seated Public Worker delegates to this convention, whose votes were challenged based on the Executive Board's ruling denying them their vote, shall cast their full voting strength in the election for their representative on the Oversight Committee; that those votes will be counted and added to the tally forthwith and the results announced to this convention.

PRESIDENT BAHR: I must correct the delegate. The Executive Board has not denied any delegate a vote.

DELEGATE BELL: Whoever denied the people the vote--

PRESIDENT BAHR: I think you ought to state in your motion whatever it is that happens so we can vote intelligently.

DELEGATE BELL: I stand corrected. Let me correct it.

PRESIDENT BAHR: Please do.

DELEGATE BELL: Regarding the election of the Public Workers' representative to the Oversight Committee: The delegates to this convention direct that those properly seated Public Worker delegates to this convention whose votes were challenged shall cast their full voting strength in the election for their representative on the Oversight Committee; that those votes will be counted and added to the tally forthwith and the results announced to this convention. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion and it was seconded. On Microphone 3, Delegate Laurent-- I'm sorry, forgive me. Joanne, you may speak on your motion.

DELEGATE BELL: I was a member of this committee when it first came into being. I know that previous conventions have charged this committee with the responsibility of recommending to the convention changes in the rules of the committee necessary for it to carry out its responsibilities.

It has come to my attention that those Public Sector workers who have been fully credentialed were not able to vote for their person on the Defense/Members' Relief Fund Oversight Committee.

The delegates to this convention voted to seat those Public Worker delegates with no restrictions or qualifications made in the report from the Credentials Committee. I repeat: Those delegates to this convention voted to seat those Public Worker delegates with no restrictions or qualifications made in the report from the Credentials Committee.

This is highly irregular, given that some of these delegates participated in the nomination of the Vice President of the Public Workers while others cast their full votes in various district Vice President elections. In fact, one of the members was the woman who nominated me for Public Sector Vice President four or five years ago, and she has participated in this convention fully for the last five or six years and voted on everything.

Furthermore, I find no provision in the constitution of this union, the rules of the convention or the Defense/Members' Relief Fund that diminishes the voting rights of delegates according to their payment or non-payment to the Defense/Members' Relief Fund. To disenfranchise seated delegates to this convention regarding election of representatives to the Oversight Committee is improper. It infringes on the autonomy of the committee.

Therefore, I ask you to vote to seat those delegates with their full voting strength in the election for their representative on the Oversight Committee,

and that those votes will be counted and added to the tally forthwith, and the results announced.

I am asking you for your support and vote. If they had been able to vote on everything else for the last five or six years, they were able to vote on this report, they should be able to vote for their representative. I am counting on you to protect their rights. (Applause and cheers)

PRESIDENT BAHR: On Microphone 4, Delegate Devine. Is Delegate Devine at Microphone 4?

On Microphone 3, Delegate Laurent.

DELEGATE TERRY LAURENT (Local 3411): Thank you, President Bahr.

Fellow delegates, Article VI11, Section 5, Subparagraph (a), "A local delegate shall have one vote in the convention district meeting or a meeting of the bargaining unit, except on a roll call vote."

Subparagraph (c), "Roll call votes shall be by per capita vote with each delegate casting the number of votes assigned to the delegate by the delegate's local and approved by the Credentials Committee and the convention."

Article VII, Paragraph 8, "Convention has power to do all things necessary for the proper disposition of any matter which may come before it for consideration."

Article XVI, Section 3, "Credentials Committee - Action taken by the convention on reports and recommendations of the Credentials Committee shall be final and conclusive."

Delegates, this is your time to stand for your rights. The people you elect to watch your members' Defense/Members Relief Fund money must be left in your hands.

Any local may receive money for collective bargaining strategies so no local is immune from being included in receiving monies from these funds. Keep the watch dog committee elected. Keep this elected committee elected by the delegates. Now is your time to stand and vote your support. Stand together, elect together.

PRESIDENT BAHR: On Microphone 5, Delegate Loretto.

DELEGATE DONALD J. LORETTO (Local 1122): My understanding is that the Executive Board denied voting rights to those locals because they do not pay the 50 cents per member amount to the Defense Fund.

PRESIDENT BAHR: It is true they do not pay in, but the Executive Board never acted on this.

You are entitled to a second question.

On Microphone 3, Delegate Henning.

DELEGATE WILLIAM HENNING (Local 1180): First, let me thank the delegation for entertaining this very important debate. Let me just tell you the facts.

Four local unions seated at this convention were told verbally that notwithstanding their credentialing and seating by this convention that they would not be permitted to cast ballots in an election that took place yesterday. The election concerned the representative of the Public and Health Care

Workers Sector to the Defense Fund/Members Relief Fund Oversight Committee

When these locals received their credentials, they were allocated a certain number of votes in the Public and Health Care Workers Sector. There was no footnote to their credentials. There was no qualification that they could vote on certain questions and not on others. The circumstances of the denial are very curious. A staff person asked one of the delegates first how they intended to vote the election, and only after receiving an answer, then proceeded to tell that delegate that she was ineligible to vote. Very curious.

When we asked at the Public Workers meeting who made the decision, Vice President Sunkett told us President Bahr, then the Executive Board. Curiouser and curiouser.

One version of the rationale for the disqualification is that these locals do not contribute to the Defense Fund or the Member Relief Fund. That is immaterial to their right to vote. It is material to whether they can draw money from those funds. Nowhere in the rules establishing this, the only elected rank and file committee, is there a prohibition against any duly elected delegate to the convention voting for their representation. More importantly, we very carefully reviewed the constitution and the rules of this convention. There simply is no authority above the convention to limit the right of properly seated delegates to vote on all questions which come before us. (Applause)

The attempt to deny the franchise to more than 11,000 members is unprecedented and dangerous. This is not an appeal to the conduct of an election, it is an attempt to remedy this very undemocratic attempt to usurp from the convention its decision to seat delegates and to permit them to vote on all questions before them. I urge your support.

PRESIDENT BAHR: On Microphone 5, Delegate Upton.

DELEGATE MIKE UPTON (Local 2202): Who did make the decision that these people were not to be allowed to vote in this election?

PRESIDENT BAHR: I do not know. You are entitled to a second question.

. . . Cries of "Ohh, ohh" . . .

DELEGATE UPTON: I do not think a second question is necessary.

PRESIDENT BAHR: Microphone No. 3, Delegate Woods.

DELEGATE TEREZ WOODS (Local 4309): Good morning. Brothers and Sisters, I rise in support of the motion to allow seated convention delegates the right to vote.

I constantly tell my members what separates CWA from the bosses that we work for is that we are a democratic organization. To deny 10,000 members the right to vote is wrong. It is not democratic.

Throughout this week the delegates representing Texas state employees have participated with us in everything. The Texas state employee delegates were permitted to vote in the President, Executive Vice President, Secretary-Treasurer, and Public and Health Care Worker elections. They were permitted to vote in the contested District 6 Vice Presidential election.

Yesterday we denied ourselves, all of us our rights by debating our constitution. We now have a right, we have an opportunity, we have the duty to correct the wrong that was committed yesterday.

We should not exclude some of us from voting.

I urge you to please support this amendment so that we can continue to stand for what we are supposed to be about, which is total democracy. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 5, Delegate Hulbert.

DELEGATE CAROLYN HULBERT (Local 6355): President Bahr, I want to clarify something. Did you say that the organizing locals whose votes were not counted do not pay dues in the Defense Fund?

PRESIDENT BAHR: That is correct.

DELEGATE HULBERT: I pay dues into the Defense Fund and I have the documentation with me, if anyone cares to see it.

PRESIDENT BAHR: Let me respond. The first question that was put, the Texas state workers do not pay into the Defense Fund. There are others, several others, which I don't have it on the tip of my tongue.

The question earlier was do we have Public Sector Workers who do not pay into the Defense Fund. The answer is yes.

You're entitled to a second question.

DELEGATE HULBERT: I don't have a second question.

PRESIDENT BAHR: Microphone No. 1, Delegate Kay.

DELEGATE KARL KAY (Local 4320): I would like to make an amendment to the motion. What I would like to say is to all members of CWA Local 4320 and all locals pay into the Defense Fund for those members.

This would resolve the other question which this is an amendment to, if everyone paid in, everyone would get the right to vote.

As with regard to what just occurred with Bell Atlantic, I see our Defense Funds expanding its purpose.

PRESIDENT BAHR: Hold it. Your motion is-

DELEGATE KAY: Okay.

PRESIDENT BAHR: There is a second motion to amend that will require everyone to pay dues into the Members Relief Fund whether they have the right to strike or not. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You're entitled to speak on your motion.

DELEGATE GEORGE SONNIK (Local 2105): Object to consideration.

PRESIDENT BAHR: The motion is to object to consideration. It's not debatable. It requires a two thirds vote. It would block any further debate.

All those in favor of the motion not to consider this amendment, please raise your hands. Down hands. Opposed by like sign. It is adopted.

Microphone No. 5, Delegate Paige.

DELEGATE LARRY M. PAIGE (Local 3402): Morty, under what grounds were these delegates denied their right to vote?

PRESIDENT BAHR: Those who were charged with, let me go back to this. I was handed a certification sheet. It had tallies and I also was told there

were challenged ballots. I did not know all of the reasons and there was no reason for me to know all of the different challenges.

I was conducting this convention when the tally was brought up. I reported out this is the tally of the vote that was taken and there are challenged ballots and we anticipate an appeal.

Maid out the mechanism for an appeal. This is proper democracy at work now. I don't know all of the reasons. There are several categories they tell me of appeals. One of them only is this question of should you be entitled to vote on this particular issue if you don't pay into it. Now you're going to dispose of that.

I'm sure there are several categories of challenges. You're going to dispose of that, but let's not make this into some kind of conspiracy because you all know me up here and I can take my lumps when I'm wrong, but never, never believe that any of us up here are involved in any kind of conspiracy.

You're entitled to a second question.

DELEGATE PAIGE: Morty, I don't know that you fully answered my first one, but I will try on the second one. Ultimately the delegates were not allowed to vote. Someone, somebody or some group reached that conclusion. Who were they? Thank you. (Applause)

PRESIDENT BAHR: The person conducting-- all I can respond is that the person conducting the election was the Vice President of Public Workers and Health Care Sectors and he is the one who gave me the certification.

On microphone No. 3, Delegate Allen.

DELEGATE JAMES ALLEN (Local 6215): Fellow delegates, as a member of the Oversight Committee, we are charged with reporting back to you, our peers, exactly how all of the money of the largest fund this union has ever had is spent.

We are charged with making sure that you're properly apprised of everything that goes on in the committee. Yesterday I attempted from the questions mike to address this issue and ask some questions. Four members of the Constitution Committee were recognized in between time and debate took place and I was never recognized.

I called a point of order. For the first time in the history of any convention I have ever known I was not allowed to state my point of order. I'm very disappointed in the way this went down.

We on the Oversight Committee, when we drew up these rules, did not write any exclusions into who could vote in this election. (Applause)

When we wrote up these rules, we took into account the situations that were in the Public Workers Sector and they were unique, and it was a committee decision that we needed to include the Public Workers in this decision-making process, even though a majority of them do not pay into the Members' Relief Fund, a whole simple majority, very few do.

We made those decisions. The intent of the rules that we wrote up, and I was part of crafting those rules as well as the Oversight Committee members here, we never intended to disenfranchise anyone in this union as a seated delegate from voting in this election. (Applause)

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

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

PRESIDENT BAHR: Motion is made to close debate. It's not debatable. All those in favor of closing debate indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

In front of you is a motion to count the challenged ballots. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The ballots will be counted. (Applause and cheers)

Would the Resolutions Committee come to the platform.

The Chair recognizes the Resolutions Committee.

President.

DELEGATE VICKIE KINTZER (Local 13500, Chair of the Resolutions Committee): Thank you, Mr.

The Chair would like to recognize Nadine Cox.

DELEGATE NADINE COX (Local 9408): If the delegates would please turn to page 11 of the Resolutions Committee Report, Resolution 58A -96-8, "Building Worker Power in the Information Industry."

BUILDING WORKER POWER IN THE INFORMATION INDUSTRY

The once separate and distinct telecommunications, publishing, entertainment and media industries are becoming one information industry. A common digital technology means that these once unique industries that either produced or distributed information over different media are now converging into one.

The converging industries are big business, with almost \$300 billion in combined revenues. As telecommunications, cable, broadcasting, publishing, and entertainment blend into one, firms that once operated in different markets seek to make even bigger profits by getting into each other's markets.

The new regulatory framework of the 1996 Telecommunications Act, which opens many formerly restricted markets to competition, will facilitate and accelerate the pace of change.

Mergers, acquisitions, and joint ventures-- which will determine who will have access to financing and who will not-- will play a large part in determining which firms survive and profit. Bigger will be better, as media companies seek to control the content as well as the distribution channel.

Already, we see our employers racing to position themselves for this new competitive era. Within the past year, AT&T announced plans to break into three companies, shedding 40,000 workers in the process. Four regional Bell companies-- Bell Atlantic and NYNEX, and SBC and Pactel-- announced merger plans. US West will buy Continental Cablevision, which together with its 25 percent investment in Time-Warner, will make US West the third largest cable company in the country.

At the major networks, Westinghouse bought CBS and Disney bought ABC/Cap Cities. Newspapers are no longer family enterprises with ties to their communities, but media giants with eyes only for the bottom line. Newspapers are getting into electronic publishing, often in joint venture with telephone companies, and telephone companies have joined with media conglomerates such as Disney to produce entertainment programming.

Information services companies are also expanding internationally and

foreign companies are moving into the United States to compete to control this global resource.

At the same time, new technologies such as wireless and satellite networks provide new distribution channels. There are now 33 million cellular customers, three times as many as just three years ago, with another 30,000 added each day. There are 65,000 cellular employees.

We are already seeing how the concentration of industry power results in disastrous consequences for our members and for all working people.

We currently have a bitter strike in Detroit involving two huge media giants, Knight-Ridder and Gannett, which jointly operate both of the city's daily newspapers. The arrogance of these employers in a union stronghold would have been unthinkable years ago.

The concentration of corporate power was evident in our extended negotiations, well beyond contract expiration, at both NBC and Bell Atlantic. In both instances, our employers held the threat of increased competition and the inroads of low-wage, non-union providers as a pretext to try to undercut economic standards we have achieved through many decades of collective bargaining.

A growing portion of the burgeoning information industry is non-union. Most of the fast-growing areas of the industry-- including wireless, cable, telemarketing, and the new subsidiaries of our employers-- are non-union. These companies pay wages and benefits that are far below the union industry average, exerting downward pressure on union living standards.

Several examples illustrate the gap. Before they won CWA representation, cable techs at TCI in Baltimore earned half as much as union telephone techs, with no pension benefits and a \$2,500 a year health care contribution. At AT&T's non-union and fast-growing American TransTech, most telemarketing reps are agency temps with no job security, working for less than \$6 an hour. At non-union Sprint Long Distance, operators and service reps earn one-quarter to one-third less than their union counterparts at AT&T. And before they organized, service reps at Southwestern Bell Mobile Systems earned less than half the salary of service reps at the telephone company. Prior to organizing, the reporters for the suburban editions of the Philadelphia Inquirer made less than half the wages and far inferior benefits than did their union colleagues at the same newspaper.

Left to their own devices, employers will always follow the low-wage, non-union path. The challenge is for us to make sure that this new industry creates the high-skill, high-wage work that our nation so desperately needs.

We must join together in CWA to build worker power in the information industry. We must grow and change with the times.

Already, we have taken steps to toward this goal through mergers with the ITU, NABET, and The Newspaper Guild. Aggressive organizing assistance has brought over 100,000 unorganized workers into CWA over the past decade.

In December 1995, CWA convened a conference to explore strategies to build worker power in the converging industries and to establish locally-based CWA Convergence Councils to coordinate the work of the various CWA sectors in a local area. We must build on this progress.

RESOLVED: As our employers merge and combine forces, so must we in CWA join together to build worker power in the converging information

industries; and

RESOLVED: That CWA locals from the various sectors shall be encouraged to form CWA Convergence Councils which bring together all CWA sectors in a local area to build worker power in the converging information industries through joint work in organizing, bargaining support, community action, member education, and public policy.

I move for adoption of Resolution 58A-96-8, "Building Worker Power in the Information Industry."

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

. . . The motion was duly seconded . . .

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

DELEGATE HENRY BLAKE {Local 6401}: Years ago, John Malone named his fledgling cable TV company, TCI, Telecommunications Incorporated. This was no fluke. He wanted into the telecommunications business. Now that's a reality.

Our employers have begun to use this new competition as an excuse to beat us up, an excuse to shove unpopular and unfair policies down our throats. In their rush to come together and acquire other communications companies, they seem to have developed a policy of merge, purge, and splurge. They merge, they cut jobs, and they splurge shareholders money with huge bonuses in perks for top management.

The lines between workers' jobs have blurred as the stream of information takes multiple paths in voice, data, print and video. Instead of swimming against the current of the digital bitstream, we should lock arms with others in the information industry and add to the chain that binds us all together. I urge you to support Resolution 58A-96-8.

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

DELEGATE SHERRI MOON (Local 2323): Brothers and sisters, I speak on behalf of this resolution. I attended a conference in December 1995 and from that conference, my District 2 decided to start the Washington/Baltimore Convergence Council.

I have joined together with the fellow members from the Printing, Publishing & Media Workers, NABET, and the Newspaper Guild to support each other in our dealings with our employers. I have learned that those employers have the same agenda-- more for them, less for us.

As unionists, we must share our knowledge and our strategies. Only by understanding our differences and capitalizing on our strengths, will we achieve our goals and survive.

I urge you to vote for Resolution 58A-96-8. Thank you. (Applause)

PRESIDENT BAHR: No other speakers are desiring to speak on this resolution.

All those in favor of 58A-96-8 please indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the committee.

CHAIR KINTZER: Thank you, Mr. President. The Chair would like to recognize Rhonda Taylor.

DELEGATE RHONDA TAYLOR (Local 3902): If the delegates would please turn to page 12 of the Resolutions Committee Report, I will read the resolved of the resolution entitled Resolution 58A-96-9, "Members - Rights and Responsibilities."

MEMBERS - RIGHTS AND RESPONSIBILITIES

The anti-worker climate in this country makes it continuously more difficult for workers to join together in collective action. In the public sector almost half of the states have no collective bargaining for public workers. In the private sector, the growth of temporary workers, subcontractors and part-time employment robs workers of the protections of the National Labor Relations Act. Companies have been quite successful in using these employment patterns to move workers outside the definition of "employee." Companies have also realized that temporary workers are less likely to resist and are much more accepting of abusive practices than workers who have a long term investment in the company.

Public sector workers and workers in non-traditional "employee" relationships have approached CWA seeking support and membership in our union. In many cases we have assisted them to act collectively, even when the final result is not a collective bargaining agreement. This is the right thing to do because it empowers the particular employees who have sought our assistance and because it strengthens the entire labor movement in our fight for economic justice. Members from these groups are active in our union with all the rights and privileges of CWA membership.

Since we cannot bargain, or administer a contract, dues equal to 1.15% of wages are not really appropriate. The CWA Executive Board has moved that a minimum level of dues be established at two times the federal minimum hourly wage per month. This would apply for all those not covered by collective bargaining.

RESOLVED: That the minimum level of dues for members without collective bargaining shall be two times the federal minimum hourly wage per month.

I move adoption of Resolution 58A-96-9, "Members - Rights and Responsibilities."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It's been seconded from the floor.

On Microphone No. 3, Delegate Miller.

DELEGATE REX MILLER (Local 2001): I rise in support of Resolution 58A-96-9, "Members -Rights and Responsibilities."

All too often, in the public as well as in the private sectors we have seen the shift where companies and governmental agencies use the new employment patterns to move workers outside the definition of employee and into the definition of slaves of the system.

These immoral patterns include using temporary workers, subcontractors, and part-time employees to paying substandard wages and providing inferior benefits. These men and women, these victims, have approached our grand union seeking membership and the support that CWA solidarity will give them.

Where there has been no collective bargaining, it is still the right thing to

do, because it empowers the employees who have sought our assistance and because it strengthens the entire labor movement in our fight for economic justice.

In my home state of West Virginia, one of the strongest union states in the country, we have not been successful in our effort to obtain public employee bargaining through our legislature, even though it is overwhelmingly Democratic. Luckily, on May 14, we in West Virginia nominated Charlotte Pritt as our Democratic candidate for governor. She is the only woman running for the office of governor in the nation this year and stand an excellent chance of defeating her 76 year old Republican opponent.

When we elect West Virginia's first female governor on November 5, we are assured of a strong supporter for public employee bargaining.

I ask you to please support this Resolution 58A-96-9 and give us yet another tool in the fight for justice and a better life for all. Thank you and in solidarity, vote yes for this resolution. (Applause)

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

DELEGATE PATRICIA FEILNER (Local 6355): I have a question regarding this Resolution 58A-969. Does this include those locals already chartered and paying the 1.5 percent? Will this reduce their dues?

PRESIDENT BAHR: No, it will not.

DELEGATE FEILNER: Thank you.

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

DELEGATE TOM RAVERET (Local 4603): Mr. President, Fellow Delegates, Brothers and Sisters: It is an honor to be addressing you as a first time delegate to this convention. I apologize for my voice. I left most of it at the rally yesterday.

What is even more an honor is to be part of my local, a local with a strong tradition of national participation. We are truly privileged to have this organization that works to assert rights that every worker should have, those of collective bargaining.

It is clear in this time of downsizing and outsourcing of our jobs, that we must continue to be innovative and outreaching to assist those brothers and sisters who are not as fortunate as we are. As a response to the obstacles placed in the way of the many who would like to join us but cannot yet receive the full benefits of contract administration or collective bargaining, this resolution provides for a more equitable dues structure for those we must be supportive of. I urge you to support Resolution 58A-96-9. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates wishing to speak.

Before us is Resolution 58A-96-9. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

This concludes the work of the Resolutions Committee. Please join me in thanking them for a job well done. (Applause)

While the committee was giving its report, I spoke to a few members of the board, and while the issue of those who don't pay into the Defense Fund was not on our agenda, there apparently were some informal talks that people had. I think it would be wrong if I left any impression that anything was done deliberately or that Brooks Sunkett or anybody else was responsible.

This was an unfortunate bit of confusion, and you have straightened it out, and I thank you for that. (Applause)

We have a choice now. It is 23 minutes before the order of the day for lunch. We have the Appeals Committee and the Newsletter Awards.

I will recognize Delegate Tanner who indicated he would like to make a motion.

DELEGATE FRANK TANNER (Local 9410): I move to amend the order of the day as appropriate so as to effectuate the beginning of the Appeals Committee Report after the lunch recess.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been seconded. It's not debatable. It requires a two-thirds vote to change the order of business.

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

We will declare the recess then from 11:40 for one and a half hours-- and you figure out what 90 minutes is from 11:40-- and then let's be back. We stand in recess.

Before you leave the hall, we have many Vietnam Veterans who are active in CWA. One of them, Patrick Hunt, in the Research Department, recently returned to Vietnam and rode his bicycle from Hanoi to Saigon. A video was made of the trip and it will be shown here in the hall during the lunch break if you come back early. I assume that we are going to be running it throughout the lunch break, and I think you are going to find it-- particularly those of you who were in Nam-- interesting.

Here is Barbara Easterling with a few announcements.

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

. . . The convention recessed at 11:42 a.m. . . .

WEDNESDAY AFTERNOON SESSION

June 12, 1996

The Convention reconvened at 1:10 o'clock p.m., President Morton Bahr presiding.

PRESIDENT BAHR: The Convention will be in order.

Will the Appeals Committee come to the platform?

I want to call your attention to the fact that we inadvertently omitted two local officers from the 30-Year Service Awards. I would like the record to reflect that Virgil Koechner, Local 6314, and Roy Parrish, Local 6209, were left off the list. Each has more than thirty years as a local leader. (Applause)

The members of the Appeals Committee are:

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

Sheila Morris, Vice President, Local 3804; Tom Verkuilen, President,

Local 4621; Philip Perkins, Vice President, Local 6139; Eugene Maxwell, Regional Vice President, NABET/CWA Local 51016/N16; Linda Porter, President, Local 9550, Chair.

PRESIDENT BAHR: The Chair recognizes the Committee.

DELEGATE LINDA PORTER (Local 9550, Chair, Appeals Committee):
Thank you.

The Appeals Committee convened on June 5th through June 10th, 1996, at the Westin Hotel, Detroit, Michigan, for the purpose of receiving 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 to meet with all interested parties on June 8th and 9th between the hours of 2:00 p.m. and 6:00 p.m. Outside of these hours, the Committee was available by appointment.

Before we begin reading the appeals, I would like to take this opportunity to thank Sheila, Gene, Tom and Philip for their hard work, for staying up way past their bedtime and mine, for their words and thoughts, and especially for their sense of humor, which allowed us to keep our sanity.

Also, I would like to say thank you to Doug Thompson, Administrative Assistant to the District 2 Vice President. (Applause)

Committee member Philip Perkins will read Appeal No. 1.

DELEGATE PHILIP PERKINS (Local 6139):

APPEAL NO. 1

Anthony J. Botek of CWA Local 13590 has appealed the CWA Executive Board's decision not to arbitrate four grievances, two involving suspensions and two involving denial of pay during a period of disability.

Grievances 13590-20-102-069 and 13590-20-128-073 relate to the company's administration of the benefit plan:

Member Botek was released on 5/3/93 by his physician to return to work on 514193. He was notified by the company to remain on sickness code until his record was reviewed by the company.

On 5/6/93, the Regional Nurse tried to contact Member Botek to set up a fitness exam. On 5/20/93, information from Member Botek's doctor was received and was deemed insufficient by the company-additional information was requested. An exam was scheduled for Member Botek for 5127193. Member Botek appeared with a tape recorder on 5/27/93 and was denied admission. In order to receive benefits under the plan, company rules of conduct provide that Member Botek is required to be available for fitness exams when scheduled by the company.

Member Botek asks to be paid for the period of 5/4/93 through 5/26/93, to be paid Local assignment for the period of 5/4/93 through 5/26/93, and to be paid company matching savings 401 (k) plan for period of 5/4/93 through 5/26/93.

Grievance 13590-20-33-156 relates to the suspension of Member Botek for the period of May 27, 1993 to June 8, 1993:

In the Committee's review of this, we found that Member Botek and a steward arrived at the Allentown Health Affairs Office for his scheduled appointment at 10:00 a.m. on May 27, 1993. Member Botek attempted to

bring a tape recorder into the building and was advised by building security that this was a violation of a posted policy. Member Botek, after his conversation with the security guard, left the premises without completing his appointment.

Grievance 13590-20-96-068 relates to the suspension of Member Botek for the period of July 15, 1993, to August 16, 1993, for insubordination and misconduct.

On July 15, 1993, Member Botek had an altercation with his manager over his refusal to perform work at Middletown CDO. A witness to part of the altercation would testify Member Botek was given work orders he did not follow.

The Executive Board concluded that given the facts in the suspension cases, the union could not prevail in arbitration and that the grievances involving the company's administration of the benefit plan are not arbitrable under the provisions of Article 17(3) of the Installation Contract.

After reviewing all of the files, the Appeals Committee recommends that the Executive Board's decision be upheld and the Appeal of Member Bated be denied.

PRESIDENT BAHR: You heard the appeal. On Microphone 4, Delegate Brown3. No, he does not care to speak.

On Microphone 5, Delegate Fox.

If I can just interrupt a minute. I think what is confusing is we are getting calls up here on the platform out of sequence. If you would wait until the appeal that you want to speak on is in order to call in, we can avoid some of this confusion.

On Microphone 5, Delegate Fox.

DELEGATE DOUGLAS FOX (Local 9588): President Bahr, my question is on what date was this appeal filed and/or received?

PRESIDENT BAHR: Does the committee have that record? They are looking for it.

CHAIR PORTER: It shows here the appeal was filed on January 16, 1996.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE FOX: My second question is why isn't that date recorded as has been done in Appeal Nos. 2 through 9 in this report?

CHAIR PORTER: It was just an oversight.

DELEGATE FOX: Thank you.

PRESIDENT BARR: There are no delegates wishing to speak.

All those in favor of the Committee's recommendation on Appeal No. 1, indicate by raising your hand. Down hands. Those opposed by like sign. It is adopted.

Committee.

CHAIR PORTER: Committee member Gene Maxwell will read Appeal No. 2.

DELEGATE EUGENE MAXWELL (Local 51016):

APPEAL NO. 2

On March 8, 1996, Jimmy Scarbrough, member of CWA Local 6171, appealed the decision of the CWA Executive Board upholding the decision of the District Six Arbitration Review Panel not to proceed to arbitration on Grievance AR-95-03-OP-GTE SW - Work/Vacation Schedule - Jacksonville Division.

On February 23, 1995, CWA Local 6171 filed this grievance on behalf of members Jim Scarbrough, Jerry Wright, Tom Snow, and Kenneth Horton. The grievants complained that work/vacation selection procedures with their employer, GTE SW, did not permit more than one person to be on vacation at the Kenset and Judsonia workplaces.

After completing the grievance procedure, on May 9, 1995, CWA Representative W.L. Davis, Jr., informed the grievants and Local 6171 President Richard Kneupper, that although he did not agree with the company's handling of the work and vacation schedules, he nevertheless, after careful review and consideration, determined that the labor agreement would not sustain the grievance at arbitration.

On May 12, 1995, Jimmy Scarbrough, Jerry Wright, Tom Snow, and Kenneth Horton wrote to CWA Representative Davis appealing his decision not to recommend arbitration of this case. Representative Davis forwarded their appeal to CWA District Six Vice President Vic Crawley on May 15, 1995.

On August 10, 1995, Ben Turn, Chairman of the District 6 Arbitration Review Board, advised Representative Davis of the board's decision not to recommend this grievance for arbitration.

On August 17, 1995, Jimmy Scarbrough sent a letter to Ben Turn appealing the Arbitration Review Board's decision. Mr. Scarbrough's letter was forwarded to President Bahr. President Bahr, after reviewing this matter, denied the grievant's appeal.

On October 9, 1995, Jimmy Scarbrough appealed President Bahr's decision to the CWA Executive Board.

The CWA Executive Board denied the grievant's appeal on December 12, 1995.

On December 15, 1995, Jimmy Scarbrough appealed the CWA Executive Committee's decision to the CWA Executive Board.

On March 4, 1996, Secretary-Treasurer Barbara Easterling informed grievant, Jimmy Scarbrough, that the Executive Board denied his appeal.

After careful review of the record, the Appeals Committee can find no reason to overturn the decision of the Executive Board. For this reason, the Committee recommends the decision of the Executive Board be upheld and the appeal denied.

PRESIDENT BAHR: You heard the motion.

On Microphone No. 3, Delegate McCracken.

Again, it's getting confusing here. No delegate cares to speak.

All those in favor of the Committee's recommendation on Appeal No. 2 indicate by raising your hand. Down hands. Opposed by like sign. It's adopted.

The Committee.

CHAIR PORTER: Committee member Tom Verkuilen will read Appeal No. 3.

DELEGATE TOM VERKUILEN (Local 4261):

APPEAL NO. 3

On March 15, 1996, Arthur Browne, Business Agent of CWA Local 1 101, appealed the decision of the CWA Executive Board concerning charges filed by Mr. Browne against Local 1101 Vice President Joe McAleer. Mr. Browne's charges alleged that VP McAleer violated and continues to violate Article XI of the CWA Local 1101 Bylaws, controverting the democratic processes of the Local.

The Local 1101 Executive Board met on April 27, 1995, to consider Mr. Browne's charges against VP McAleer. The Local 1101 Executive Board voted unanimously to refer Mr. Browne's charges to a Local Trial Jury.

Prior to the commencement of trial jury proceedings, Mr. Browne appealed his charges to District 1 Vice President Jan Pierce. Mr. Browne indicated to the committee that he did not want his charges to be adjudicated by a local trial jury.

The committee finds that Mr. Browne's appeal to District 1 Vice President Jan Pierce was not in accordance with the procedures outlined in Article XX of the CWA Constitution and Article XVI of the CWA Local 1101 Bylaws. The Local 1101 Trial Jury did not have an opportunity to consider the charges against Vice President McAleer.

For the above reasons, the committee determined that this appeal is not properly before this Convention, and recommends that Mr. Browne's charges be remanded back to CWA Local 1101.

PRESIDENT BAHR: You heard the recommendation for Appeal No. 3.

On Microphone No. 4, Delegate Browne.

DELEGATE ARTHUR BROWNE (Local 1101): My name is Arthur Browne. I am an elected business agent for Local 1101 of the CWA in New York City and an elected delegate to this convention.

Brothers and sisters, I rise in opposition to the recommendation of the Appeals Committee to remand my appeal to a local trial jury. The Committee states that the Local 1101 trial jury did not have an opportunity to consider the charges against Vice President McAleer. Well, that's because I didn't want my appeal considered by the local trial jury. The very people who put me out of my office are the people who appoint the trial jury.

From the very first day, so long ago that I put this complaint all on paper, I clearly stated to all persons involved, "I file these charges through the internal appeals procedure of the CWA National Union." This is my right. No person can decide in which venue I may seek redress for the summary removal of my duties without due process.

On page 24 of the CWA Constitution, it clearly states, "The appeals procedures set forth here are in addition to any other appeals procedures provided in local by-laws or rules."

I am not required to take my complaint to a local trial jury. To send me back to a local trial jury would be tantamount to the United Nations sending the people of Kuwait back to Saddam Hussein for their justice.

During this excruciatingly long process, I was subjected to countless

threats and acts of harassment both to myself and to my family. I made it abundantly clear to every person with whom I spoke or with whom I corresponded or who received carbon copies of my correspondence, that I was accessing my rights as they are guaranteed me under the internal appeals process of the Communications Workers of America International Union.

Every person understood that. In my complaint to Secretary Salimbene, on page two of paragraph four, I wrote, "Accordingly, I file this sworn complaint in good faith through the internal appeals procedure of the constitution of Communications Workers of America."

On page 2 of my appeal to Jan Pierce, paragraph 21 stated, "Accordingly I file this sworn complaint in good faith through the internal appeals procedure of the Constitution of the Communications Workers of America."

In the second letter to Mr. Pierce on page 1,1 stated, "I received your denial of the appeal of my complaint against Local 1101 Vice President J. McAleer. It is my intention to appeal that denial to the office of the President, Morton Bahr."

In an August 23, 1995 letter from Jan Pierce, he stated regarding the complaint against Joe McAleer, "This acknowledges receipt of your August 23rd letter requesting additional time to prepare your appeal of my decision on the above referenced case. That appeal should be directed to President Bahr."

On page 2 of my cover sheet of my brief appealing the decision of Jan Pierce, the cover sheet says, "Brief for Appellant." On page 2 it says, "This is an appeal of the decision of Vice President of District One Jan Pierce received by me on August 3, 1995."

In a letter I received from President Bahr on September 29, 1995, page 1 states, "This is in response to your August 30, 1995 appeal of Vice President Pierce's decision regarding your complaint filed against CWA Local 1101 Vice President McAleer."

On page 3 of that same letter, President Bahr writes, "For all of the foregoing reasons, your appeal is denied and the decision of Vice President Pierce is sustained."

On a letter July 25, 1995 from President Bahr, it says regarding complaint against Joe McAleer, "Dear Arthur, I have carefully reviewed each element of your complaint against CWA Local 1101 Vice President Joe McAleer."

In a letter dated October 3, 1995 to Ms. Easterling it says, "I am in receipt of the letter from President Bahr denying my appeal." Another letter to Barbara Easterling dated October 13, 1995 states, "I do not agree with the decision rendered on September 29 of this year."

Regarding my appeal letter to Mr. Olney on January 29, 1996,1 stated, "Please advise me as to the status of my appeal." In a letter addressed to me from Mr. Olney, it states, "This will acknowledge receipt of your letter of October 3, 1995 appealing President Bahr's decision to the Executive Board."

In my letter of March 15, 1996 to Ms. Easterling, I said, "Please accept this, my appeal to the convention of the CWA." Then Ms. Easterling's letter to me dated March 4, 1996 stated, "Subject: Appeal-- Arthur Browne, CWA Local 1101-- Complaint Against Joe McAleer."

And another letter was written to me from Barbara Easterling dated March 20, 1996, "Re: Appeal-- Arthur Browne, CWA Local 1101-- Complaint

Against Joe McAleer."

A letter to Linda Porter from me dated May 28, 1996 states, "Dear Ms. Porter, I am writing to you pursuant to the appeal of"--

PRESIDENT BAHR: You ran out of time, Arthur.

Microphone No. 3, Delegate McCracken.

DELEGATE JOE McALEER (Local 1101): McAleer here.

PRESIDENT BAHR: Delegate McAleer, I'm sorry.

DELEGATE McALEER: Thank you. Brothers and sisters, I have been an officer in Local 1101 for over 25 years and my record is absolutely unblemished.

I have four charges against me. Along with these I have another dozen accusations in with these charges. They are all false, every one of them.

I was granted a trial jury by the Local 1101 Executive Board over one year ago. As soon as these charges were filed, my accuser has refused to participate. I'm prepared to defend myself against these charges and accusations in front of a trial by the membership.

Why is my accuser afraid to make his charges in front of the membership. The CWA Constitution requires that when serious charges are made against an officer of the local, that officer is entitled to a trial by local trial jury. My accuser does not have the right under the constitution to deny me my right.

Please support the Appeals Committee. Send this back to the membership of Local 1101 where it belongs and let me clear my name that I have kept clean for 25 years. (Applause)

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

DELEGATE BOB McCracken (Local 1103): I have known Joe McAleer for some 28 years. Joe is a stand-up guy. He is a great union man as any of you who know him can attest.

Over the years Joe and I have participated on many projects together including bringing over 25,000 independent members into the CWA.

I'm familiar with these charges and they are all political nonsense brought up during an election year by Joe's announced opposition. The thought of this man who has served this local and this union as a steward, business agent, vice president, organizer and bargaining agent, being kept from facing his opponent in front of a trial jury is inconceivable to me.

You know, several years ago, Morty presented Joe McAleer with the President's Award on Organizing, the coveted hat. A trial jury is Joe's right as it is every member's right in this great union of ours.

Let justice be done. Support the recommendation of the Committee and send this back to the trial jury in the Local. Thank you very much. (Applause)

PRESIDENT BAHR: I have a delegate who wants to make a motion to close debate, but under the rules we are entitled to have two people speak on each side. Since there is no one else except Delegate Browne at the No. 4 mike, he is entitled to speak a second time. You are so recognized.

DELEGATE BROWNE: Fellow delegates, I recognize the fact that Brother McAleer has been around for 25 years. I have been around for 22 years. I recognize the fact he has done a lot of good things. So have I. But

the fact that he has done a lot of good things does not entitle him to do even one bad thing.

To put me out of my office without due process is a bad thing. And if he can do it to me, then anyone can do it to you. Don't let that happen. Thank you very much.

PRESIDENT BAHR: On Mike 1, Delegate Scales.

DELEGATE GLORIA SCALES (Local 6377): May we please have the question?

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

In front of us is the Committee's recommendation on Appeal No. 3. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The Appeals Committee is upheld. (Applause)

Chair of the Committee.

CHAIR PORTER: The Chair will read Appeal No. 4.

APPEAL NO. 4

On May 31, 1996, Bob Barbarelli, Vice President of CWA Local 1101 appealed to this Convention, the CWA Executive Board's denial of his complaints against Local 1101 President Ed Dempsey and Treasurer Terry Daly.

Vice President Barbarelli complained that these two officers acted improperly and in violation of law, the CWA Constitution, and the Local 1101 Bylaws. The allegations concern voting improprieties during a roll call vote on July 11, 1995, at the CWA Convention held in Anaheim, California. Someone other than delegate Terry Daly attempted to vote, in Daly's place, during the roll call vote.

The Appeals Committee carefully considered all the file material and the information provided by the CWA members who chose to appear before us. While there is no doubt that some irregularity occurred during the voting process, the Committee finds no incontrovertible proof, either in the record or the information provided, that those charged participated in a deliberate act intended to contravene the Convention voting process. Accordingly, the Appeals Committee recommends that the appeal be denied and the decision of the CWA Executive Board be upheld.

While the Appeals Committee has decided to deny this appeal, we believe that President Bahr put it mildly when, in his letter of March 1, 1996, denying the appeal, he stated ". . .the attempt by anyone to improperly pass himself (or herself) off as a delegate is deplorable. . ." We also believe that the Chairman of the Local 1101, 1995 Convention delegation and the chairman of every current and future delegation should bear some responsibility for the actions of their delegation. The attempt by someone, other than the proper delegate, to vote during the 1995 Convention roll call vote, was a very serious impropriety. Every delegation chairman should do everything in their power to insure that it never happens again.

PRESIDENT BAHR: You heard the Committee's recommendation. On Microphone 3. Delegate Dempsey.

DELEGATE ED DEMPSEY (Local 1101): Fellow delegates, I have been a delegate to this convention for 28 years, and I want you to know that I take

the business of the convention very seriously.

This is just more politics of 1101. Bob plans to run against me in this fall's Local election. You should note that he was an elected delegate to last year's convention and chose not to attend. He sat it out at home and now wants to critique the conduct of the delegation he chose not to be a part of. To me, this is the height of hypocrisy.

I have great faith in the membership of Local 1101 to sort out the issues in this and other debates presently going on in our Local, and to make good judgments in the officers' elections this fall.

I urge you to uphold Local 1101's Executive Board, President Bahr, the National Union Executive Board, the Appeals Committee, and allow the true judges, our membership, settle this dispute. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Donahue.

DELEGATE JIM DONAHUE (Local 3104): I would just like to know, was Mr. Barbarelli at the convention in Anaheim?

PRESIDENT BAHR: I do not know.

You are entitled to a second question.

DELEGATE DONAHUE: I do not have another one. Thank you.

PRESIDENT BAHR: On Microphone 3, Delegate Daly.

I am sorry, Delegate Barbarelli.

DELEGATE BOB BARBARELLI (Local 1101): I am the author of this complaint that was filed under the internal appeals procedure. The incident that sparked this complaint has caused enough embarrassment to my local and to this great union. To continue the debate would only prolong that embarrassment.

Therefore, with this in mind, I accept the decision of the Appeals Committee. (Applause)

I agree with the committee that a chairperson must be responsible for the actions of their delegation. I agree with the committee that this incident was a very serious impropriety. I also agree with President Bahr that this type of activity is deplorable.

Therefore, I urge you, my brother and sister delegates, to please join me in voting to accept the decision of the Appeals Committee. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Daly.

DELEGATE TERRY DALY (Local 1101): Fellow delegates, brothers and sisters, for more than 25 years I have been an elected delegate to this great convention. I have served on most all committees of this great union at one convention or another, including the Finance Committee that established a two-hour dues structure, which finally put this union on a sound financial footing.

I have, like most of you, been embroiled in the issues that face all of us from time to time and I have been on one side or another at any given time. But throughout all the controversy not one person has ever attacked my integrity.

Now, a person who aspires to high office in my local has launched a

vicious attack on me and President Dempsey because I had the misfortune to get sick at our last convention, and Ed tried to help me. He knows full well that serious illness was the cause of my absence from the vote in question.

He is just a candidate seeking issues. He hopes to come home with something printed in the record of this convention that he can use to further his own political ambition. He was not even here last year. That's right, he chose to stay at home to politic for himself, and ignore his duty as an elected delegate.

Now, sisters and brothers, competent people who we all know have studied this complaint. Local 1101's Executive Board, President Bahr, the Executive Committee of the National Union, the Executive Board of the National Union, and finally this Appeals Committee.

All have reached the same conclusion. There was no infraction of the constitution, or bylaws, nor was there any evidence of a conspiracy to do so.

Brothers and sisters, please send a message to all of those who would try to use this body improperly for their own gain. Please support the Appeals Committee's report. Thank you.

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

DELEGATE SARAH SMITH (Local 3108): President, Bahr, I call the question.

PRESIDENT BAHR: Motion made to close debate. All in favor indicate by raising your hand. Down hands. Opposed by like sign.

Debate is closed.

Before you is Appeal No. 4. All those in favor of the Committee's recommendation indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR PORTER: Committee Member Gene Maxwell will read Appeal No. 5.

DELEGATE EUGENE MAXWELL (Local 51016):

APPEAL NO. 5

On June 8, 1996, the Appeals Committee received a faxed copy of a letter from Mary Harmon, BOC Executive Representative of CWA Local 3706. Representative Harmon's letter appealed the decision of the Executive Board upholding the decision of the CWA Executive Committee to deny an appeal concerning the termination of Diane Stubbs, a member of Local 3706.

Member Stubbs was terminated by Southern Bell in October 1994 for not reporting to work. Member Stubbs was medically unable to work due to "chronic fatigue syndrome." Even though Southern Bell denied long-term disability benefits to Member Stubbs, she has since qualified for Social Security disability benefits.

The Executive Board upheld the Executive Committee's decision not to arbitrate Ms. Stubbs' termination grievance because the record shows Member Stubbs' termination grievance would not be upheld in arbitration. Under the collective bargaining agreement, the only issue that can be placed before the arbitrator is whether or not Ms. Stubbs was terminated for just cause.

The Executive Board noted that arbitration precedent clearly indicates that an arbitrator would hold that the company had just cause to terminate Ms. Stubbs when she failed to report to work as directed.

President Bahr, during an earlier stage in the appeals process, noted that "the Union can neither seek to compel the company to grant long-term disability benefits nor question the company's denial of such benefits, in arbitration." Local 3706, on behalf of Member Stubbs, seeks to exhaust internal union remedies so that Ms. Stubbs can pursue court action against the company.

For the above reasons, and after a complete review of the file, the Appeals Committee recommends that the Executive Board's decision be upheld and the appeal on behalf of Member Stubbs be denied.

PRESIDENT BAHR: You have heard the recommendation. There is no one at a mike. All those in favor of the Committee's recommendation on Appeal No. 5 indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR PORTER: Committee Member Tom Verkuilen will read Appeal No. 6.

DELEGATE TOM VERKUILEN (Local 4621):

APPEAL NO. 6

On June 8, 1996, Andrea Montoya, a member of CWA Local 9510 appealed the decision of the CWA Executive Board to place CWA Local 9510 under temporary administration.

The CWA Executive Board was petitioned on August 9, 1995, by four members of the Local Executive Board to take this action.

On August 13, 1995, President Andrea Montoya and Executive Vice President Dorianne Garcia sent a letter of objection to President Bahr opposing the imposition of temporary administration.

On August 15, 1995, President Bahr notified them that a hearing would be held in accordance with Article XIII, Section 8(b) of the CWA Constitution.

The hearing was convened on October 15, 1995, by M.E. Nichols. He affirmed the imposition of temporary administration.

On February 23, 1996, the CWA Executive Board upheld the recommendation of the hearing officer, M.E. Nichols, to affirm the position of temporary administration.

After careful consideration of all the material before us, the Committee finds no reason to set aside the decision of the CWA Executive Board and recommends that the appeal be denied.

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

DELEGATE BRAD RIDGWAY (Local 9510): President Bahr, brothers and sisters, I am here today to speak in support of the Appeals Committee recommendation on the trusteeship of Local 9510. The Appeals Committee has spent numerous hours this week reviewing documents and interviewing 9510 members representing both sides of this issue, and after review the Appeals Committee has come out in support of the National Executive Board's decision to place Local 9510 in temporary administration.

In December 1993 Andrea Montoya was elected President of Local 9510. Along with her were five officers and seven board members. I personally was elected as one of the three Vice Presidents in the local.

When we took the oath of office in December 1993, I had every reason to believe that the elected representatives could work together on behalf of its members. I was wrong.

From the first day Andrea Montoya took over as President she exhibited a total disregard for democracy within the union. She was the final authority, not the Executive Board, and certainly not the members. She even went so far as to refer to herself as the CEO of Local 9510 in correspondence.

President Montoya failed to listen to officers, stewards and members who disagreed with her. President Montoya failed to comply with membership action. She disregarded motions passed or upheld by the membership.

President Montoya failed to call a special meeting to order after being presented a petition to hold one, which was signed by over four hundred members.

President Montoya failed to authorize the publication of the local newsletter because the newsletter committee had written articles she disagreed with. This was after President Montoya was removed as editor-in-chief by membership action.

President Montoya failed to have an election for delegates to the 1995 Convention after notice was given and members showed up. She then held the election only after being advised to do so by President Bahr. President Montoya failed.

Numerous charges were filed during Andrea Montoya's term of office. Most were filed against her supporters.

The majority of the charges against Montoya were for wilfully violating local bylaws and membership action. In June 1995 a special audit was ordered by membership action. In her report, after the audit, the accounting supervisor, sent by the National Union, recommended the local be placed in receivership immediately.

In August 1995, after twenty months of dealing with President Montoya, with no end in sight to her outlandish behavior we came to the realization that the only way to restore democracy back to our local was to request a temporary administration. Four of the six officers, including myself, wrote to the National Union requesting they intercede in the day-to-day operations of the local.

The National Executive Board voted to place our local in trusteeship. After eight days of testimony conducted by Executive Vice President M.E. Nichols, the National Executive Board made the decision to conduct new elections for all positions to restore democracy in our local.

In that election, former President Montoya received less than 16 percent of the vote for president. She came in fourth with only four candidates running. She failed to win enough votes to be a delegate here today. Her whole slate of officers lost. Not one of her supporters was elected as a delegate to this convention.

The four officers who requested trusteeship were all reelected back to the Board. The National Executive Board has spoken. The Appeals Committee has spoken. And most importantly, the membership of Local 9510 has spoken.

I am asking the delegates here today to uphold the recommendation of the Appeals Committee and let our local get back to taking care of the needs of our members. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Smith.

DELEGATE ROBERT G. SMITH (Local 9400): President Bahr, fellow delegates, I promise to take only a few minutes of your time. As most of you know, if you have been to the last few conventions at least, this appeal follows from a long line of disputes within Local 9510.

After months of internal battles between the local president, the local executive board, and the local membership, Local 9510 was put under trusteeship, temporary administration, by the International Executive Board at the request of then Secretary-Treasurer Sue Inman-Drake and Vice Presidents Paul Fitton, Brad Ridgway, and Nita Moreno.

Allegations of financial improprieties by President Andrea Montoya were cited using a report produced by Sue Inman-Drake and her hand-picked audit committee entitled "CWA Local 9510 Report of the Audit Committee," dated July 27, 1995.

A trusteeship is a legal matter governed by the Labor Management Reporting and Disclosure Act, and there are three basic criteria used to determine if a trusteeship is legally warranted. First, financial corruption must be found. Second, the membership is not being represented (collective bargaining agreements not being enforced). Third, the democratic process is being violated (when members are denied a voice and their rights). Political in-fighting is not a criteria for placing a local under trusteeship.

Two audits were conducted, one by an independent CPA firm and another by a CPA firm hired by the International. A hearing was held as called for in the CWA Constitution. When the International concluded their hearing a report was made by the hearing officer, M.E. Nichols.

On February 23, 1996, a letter from Secretary-Treasurer Barbara Easterling was sent to the officers and executive board members of CWA Local 9510.

"Dear Colleagues:

"On February 15, 1996, the CWA Executive Board thoroughly reviewed and discussed Executive Vice President Nichols' report prepared after the hearing which was held to receive evidence and take testimony by the officers who proposed and opposed the temporary administration. While the report found no evidence of financial corruption or of the membership not being served or their grievances processed, the record did reveal a disregard for democratic procedures and a level of factionalism in the local that is intolerable. As a result, local elections were recommended."

On the same day, February 23, 1996, Secretary Easterling wrote a letter to the membership of Local 9510, quite a different letter.

"Dear Members:

"On August 15, 1995, the CWA Executive Board took action to place your local under temporary administration in accordance with the CWA Constitution. An objection was received and a hearing was conducted by Executive Vice President Nichols late last year.

"At the hearing, the officers who requested the temporary administration, as well as those officers who opposed it, had the opportunity to present

evidence and give testimony. Executive Vice President Nichols then prepared a report for consideration by the CWA Executive Board.

“On February 16, 1996, after reviewing the report and after much discussion, the Executive Board acted to call for an immediate election of officers and executive board members for Local 9510, hopefully within the next 60 days.

“Very shortly, you will receive details concerning nominations and the dates that ballots will be mailed, as well as the deadline for return of the ballots. The American Arbitration Association or a similar type of organization will be engaged to supervise the election process in conjunction with the Local Election Committee.

“The CWA Executive Board appreciates the patience you have shown during this process and strongly encourages each and every member to participate in the election process. This is the ultimate democratic procedure available for selecting your leaders and restoring unity in Local 9510. After the elections are concluded, the local will be returned to the members so that you will once again direct the affairs of your local.”

Without all the facts and the real meat of the first letter, while the report found no evidence of financial corruption or of the membership not being served or their grievances processed, without those facts being presented to the members in the Secretary’s letter, how can anyone feel a new election could not be biased against President Montoya.

It is clear from the report the Board was acting to return the local to the members. The on question is if there was no financial corruption and if members were being served and the members had a voice, why were the officers taken out in the middle of their terms? This is not the precedent we want to set in this union. We do not need someone else coming into our locals. (Applause)

PRESIDENT BAHR: Microphone No. 5, Delegate Welling.

DELEGATE BARBARA WELLING (Local 9413): Did the National Union send an accounting supervisor to help supervise the audit which the members of 9510 requested?

PRESIDENT BAHR: Yes. You’re entitled to a second question.

DELEGATE WELLING: What were the findings and the recommendations of the accounting supervisor?

PRESIDENT BAHR: Is the Committee able to respond to that specifically? There is a letter from her which we’ll try to retrieve. It’s a pretty large file, so give them a moment. Someone has it here.

The Committee has the letter. Could you be specific about your question? The answer is yes, she has written a letter.

DELEGATE WELLING: What did the letter say?

PRESIDENT BAHR: Well, it’s two and a half pages. Maybe they can pick out some highlights. I will leave it up to the Chair of the Committee.

DELEGATE WELLING: Did it not say that the local--

PRESIDENT BAHR: Hold it. Hold it. Let’s let them look at it. The Chair of the Committee.

CHAIR PORTER: Yes, the letter I have here is from Diane Taylor, accounting supervisor, and under her letter she has a recommendation.

She says, "My recommendation is that the local should be placed in receivership immediately. This should avoid any further damage to the morale within the membership and preserve what little energy may be left among the board members to effectively finish the mobilization efforts for this bargaining year."

DELEGATE WELLING: Thank you.

PRESIDENT BAHR: Microphone No. 3, Delegate Moreno.

DELEGATE JUANITA MORENO (Local 9510): Fellow delegates, President Bahr, it has always been my belief that elected and appointed union officials must keep their word. They must preserve and protect the democratic process entrusted to them by the membership of CWA.

This democratic process is what is at stake for Local 9510 today, a right to be heard and participate in the decisions of this local.

You have probably read and heard numerous distortions of the events of Local 9510. The officers and members of this local have lived and suffered the truth. Having lived the truth, they have taken every proper step the constitution outlines -- starting with numerous charges you have heard and will hear about which led to the request by myself, Sue Inman, Paul Fitton and Brad Ridgway, with the support of numerous stewards and hundreds of members, to place the local in trusteeship, and ending with a new election and the installation of new officers and board members.

Local 9510 has long been a hot bed of politics. Heated debate is a common and healthy practice at Local 9510. At the Executive Board meetings and membership meetings a difference of opinion is a respected way to do business. Andrea Montoya did her best to destroy this forum from her first day in office until the day the trusteeship was imposed.

Andrea is playing to your fears. She cannot defend her own behavior, so instead believes she can line you up around what could happen in your locals. This is not your local. It belongs to the members of Local 9510. They trusted myself, Sue, Brad and Paul to protect their right guaranteed by the local bylaws and CWA Constitution. They trusted Andrea Montoya and she let them down bitterly.

Our members' and our faith is in you to protect the right of 9510 members to run their local. The members have had their say. They overwhelmingly rejected Andrea, Andrea's method of leadership and Andrea's supporters. Will you stand with them and defend their right to choose.

Our members have been insulted and humiliated by Andrea Montoya. In spite of this, they had the courage of their convictions. They stood and fought for what was right. Aren't these exactly the type of members CWA values so much.

Andrea Montoya would have you believe this is just personal and that the board didn't like her and that the allegations have no substance. She would have you believe that she is nothing more than a victim. She is indeed a victim, a victim of her own imagination and delusion.

Andrea implies the process is somehow wrong or illegal. She, by her statement, implies District 9, President Bahr, the National Executive Board and the Appeals Committee are included in this wrong or illegal process. By her own statement she does not support the CWA Constitution or Local 9510's bylaws.

I believe the delegates at this convention are reasonable and rational. I

believe you will not be convinced by the implied threats Montoya is distributing. I believe you respect and uphold the CWA Constitution and, believing in you, I respectfully request you uphold the decision of the Appeals Committee.

Lastly, to the Appeals Committee, thank you for your time, for your dedication to preserving the rules of the union and for listening and reading the thousands and thousands of volumes of documentation brought to you. (Applause)

PRESIDENT BAHR: Microphone No. 4, Delegate Fernandez.

DELEGATE EJERICO D. FERNANDEZ (Local 3410): As the previous speaker stated, the delegates have a right to choose and they chose Andrea Montoya as their local President after an election where various candidates were running.

Andrea became the first female Hispanic local President in Local 9510 in Orange County, but it turned out that after she took office, she started having problems.

I'm sure that every local officer here has had similar problems when the right candidate, that some of the people in the local don't want, didn't get elected and charges are filed and problems are created.

You heard the letter that the previous speaker on this mike talked about where they found no evidence of financial corruption or of the membership not being served or their grievances processed. That was her mandate.

Last year at this convention, if you recall, the convention asked that the Secretary-Treasurer Sue Inman-Drake be investigated and tried. Well, the leadership did that, but the decision at the trial court was left to the same Executive Board where members of that Executive Board were the ones that filed the charges. That didn't make sense to me. Of course, Sue was found innocent.

The punishment handed to Andrea was severe. As a matter of fact, I believe it was punitive. Punitive means that we are going to punish you until it hurts and hurts. In particular, some of the ones that are going to be coming up next in the next two appeals where she is being denied membership in this great union, I think that is like capital punishment, because it's death as far as the union is concerned.

CWA is a democratic union, but it is also political and, unfortunately, political in-fighting happens, but trusting a local in removing the elected local officers and forcing them to run again in the middle of their term is not the answer and will never, never be the answer in CWA. (Applause)

Please support Andrea Montoya's appeal and overturn the Appeals Committee decision. I thank you for your time.

PRESIDENT BAHR: On Microphone 1, Delegate Fahrenholt.

DELEGATE MICHAEL FAHRENHOLT (Local 5410): I call the question.

PRESIDENT BAHR: The motion has been made to close debate. It is not debatable.

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

Now, I would like all of the delegates to take their seats before we take the vote.

Before the Convention is Appeal No. 6. All those in favor of the committee's recommendation in Appeal No. 6 indicate by raising your hand. Down hands. Those opposed by like sign. The committee is upheld. (Applause)

PRESIDENT BAHR: The Chair recognizes the committee.

CHAIR PORTER: Committee Member Sheila Morris will read Appeal No. 7.

DELEGATE SHEILA MORRIS (Local 3804):

APPEAL NO. 7

On June 8, 1996, Andrea Montoya appealed to this Convention, the CWA Executive Board's decision upholding the decision of the National Trial Court to suspend her for twelve months.

Ms. Montoya was charged by CWA Local 9510 Secretary-Treasurer Sue Inman with various violations of the CWA Constitution. Ms. Montoya was tried on twelve separate charges. On March 21, 1996, the National Trial Court found her guilty of five of those charges and issued a decision suspending Ms. Montoya from membership for a period of twelve months.

The first charge was violating the CWA Constitution in that she refused to comply with membership action concerning writing a retraction of a threatening letter to her Executive Board.

The second charge was authorizing payment to Executive Vice President Dorianne Garcia for lost time wages for an "O" (off) day on April 13, 1995, and for refusing to allow a collection attempt for a payment of an "O" day on March 8, 1995.

The third charge was for refusing to comply with membership action that ordered Ms. Montoya to include Vice President Nita Moreno ". . . at all future meetings with Pacific Bell Vice Presidents or their representatives. . . "

The fourth charge was for willfully violating membership action by refusing to relinquish the position of Editor-In-Chief of the Local's newsletter. It also stated that Ms. Montoya halted printing of the newsletter and refused to authorize newsletter expenditures unless she was allowed to perform editing functions.

The fifth charge was for refusing to comply with membership action by refusing to schedule and/or attend meetings with Conflict Resolution Counselor, Ken Clolce.

On April 22, 1996, Ms. Montoya appealed the decision of the National Trial Court to the CWA Executive Board. On May 22, 1996, the CWA Executive Board notified Ms. Montoya that her appeal to overturn the National Trial Court's decision had been denied.

After very careful consideration of all interviews, correspondence, and documents, the Appeals Committee recommends that the decision of the CWA Executive Board be upheld and the appeal be denied.

PRESIDENT BAHR: You heard the Committee's recommendation.

On Microphone 3, Delegate Schaeff.

DELEGATE JERRY SCHAEFF (Local 4322): Fellow delegates, I served as Chair of the National Trial Court. Along with me were Pat Crowe, District 6, and Joe Foland, District 3.

We were the elected Trial Court representatives from our respective districts.

As you know, our Constitution, Article XX, states that when a National Trial Court is formed, it will be composed of elected trial court members who are not a party to the proceedings.

The three of us spent many days in California listening to testimony and evidence submitted by both sides. There were almost 23 hours of formal proceedings and some 70 plus pieces of evidence submitted by both the prosecution and the defense.

We were bound by the Constitution to render a decision and impose a penalty if the accused is found guilty. We found Ms. Montoya guilty of 5 of the 12 charges. Our decision was based wholly on the testimony of witnesses and evidence submitted.

We were very careful to review all the testimony and evidence, with the benefit of doubt towards the accused. For those of you who have served on trial courts, whether local or national, when the facts are present, they cannot be overlooked.

I have asked to speak on this not to support either side, but to support the decision of our elected National Trial Court.

I urge the delegates to support the Trial Court and uphold the decision of the Appeals Committee. Thank you. (Applause)

PRESIDENT BAHR: A delegate has raised with me the right of Ms. Montoya to speak. I have tried over the eleven years that I have presided over the Conventions to be fair and even-handed. Where a person has had the Committee process, has had unlimited access to the Committee to make the case-- and that is the purpose of the Committee-- I have denied that. Yet, there have been other times where I have permitted people to address the Convention who were not delegates because the committee process was not working for them. And in the interest of being consistent, I am therefore denying that request.

On Microphone No. 4, Delegate West.

DELEGATE ELLEN WEST (Local 9588): President Bahr, Executive Board, Fellow **Delegates:** I rise today to reverse the decision of the National Trial Court and subsequently the CWA Executive Board.

Brothers and sisters, 130 charges were filed against President Andrea Montoya by Secretary-Treasurer Sue Inman, of which 125 were dismissed. Of the 5 charges that were ruled upon independently, none of those charges warranted a 12-month suspension from the Union. (Applause)

If the time and energy that was spent on submitting 130 charges was spent on representing the membership, the local would have been better served. (Applause and cheers)

These charges could only equate to a witch hunt. These charges were politically motivated to remove the newly-elected local president. I believe these charges to be unfounded. I believe there was no willful intent by President Andrea Montoya to violate the Constitution, the bylaws or the membership action of Local 9510.

I urge you to support the appeal and overturn the decision of the Appeals Committee.

Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Sonnik.

DELEGATE GEORGE SONNIK (Local 2105): The query I have, and it is only one question is can you tell us, please, when the period of suspension, the time frame, the period of suspension, runs from?

PRESIDENT BAHR: The Committee has that in the file, does it not?
is upheld.

CHAIR PORTER: Yes. The suspension would run after this appeal would be upheld. The decision

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE SONNIK: Then, in fact, the suspension is not yet being served.

PRESIDENT BAHR: No. What we did was hold it in abeyance pending the appeal.

DELEGATE SONNIK: Thank you, sir.

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

DELEGATE PAT CROWE (Local 6201): I was a Trial Court panelist elected by District 6 officers to serve on the Trial Court.

Brothers and sisters, I rise today to speak against the appeal brought by Andrea Montoya. I am one of the three trial panelists that were selected to conduct this trial. The decision the Trial Court rendered was based on evidence presented and testimony heard. The conclusion was unbiased and unprejudiced. It is not an easy task to make a decision where the outcome will affect either the accused or the accuser.

As I stated before, our decision was based on the actual testimony and evidence heard that was presented. I take this process very seriously and hope the delegates will support the credible decision of the Trial Court panelists.

I strongly urge the delegates to uphold the Appeal Committee report and vote to deny Appeal No. 7. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Kinchius.

DELEGATE KATHLEEN KINCHIUS (Local 9415): Brothers and sisters, I rise to urge you to overturn the decision of the Appeals Committee. You have spoken on the last appeal and everyone knows that is the law.

But let me talk about the punishment fitting the crime. I do not believe Andrea Montoya ever knowingly did or would harm the membership of CWA. A year's suspension of a member? Why don't we just drive a nail through her heart?

Brothers and sisters, people have stolen from their members and have not been harmed this way. Shame. Shame on us if we allow this to happen. (Applause)

We all have members that blew it with the companies, and we have represented them and we have gone to the company and said, "Yes, they have done something wrong but, God, don't give them termination. Don't give them capital punishment."

(Applause)

I am begging you, I am asking you, do not give Andrea Montoya capital punishment. Thank you.

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

DELEGATE MIKE DRAKE (Local 9510): I call the previous question.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: A motion has been made to close debate. Seconded from the floor. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

We have in front of us the Committee's recommendation-- I am going to wait for you to be seated.

Before us is the Committee's recommendation on Appeal No. 7. All those who support the Committee's recommendation on Appeal No. 7 indicate by raising your hand. Down hands. Opposed by like sign.

This is a little close. Hands down—

. . . Cries of "No" . . .

PRESIDENT BAHR: Hold it. Hold it. We have two platform observers here. I am going to call on them. The two platform observers. We will use three pairs of eyes. That is what you are here for. (Laughter) They thought they were going to have an easy day.

Okay. Hold your hands up until I tell you to put them down. All those in favor of the Committee's recommendation indicate by raising your hands.

. . . Those in favor raised their hands and were counted . . .

PRESIDENT BAHR: Down hands. Opposed by like sign.

. . . Applause and cheers as those opposed raised the hands and were counted . . .

PRESIDENT BAHR: We are unanimous in that the motion is defeated. (Applause)

The Chair recognizes the Committee. But before I do that, when this process happens, I know you need a motion that would-- let me get my Parliamentarian.

. . . Pause as President Bahr conferred with the Parliamentarian . . .

PRESIDENT BAHR: We need a motion now that would state that we uphold Andrea Montoya's appeal on Appeal No. 7.

. . . Cries of "I so move" and "Second" . . .

PRESIDENT BAHR: State your name and local number.

DELEGATE FRED GREEN (Local 3410): I make that motion that you just said we need.

. . . Seconded from the floor . . .

PRESIDENT BAHR: All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR PORTER: Committee member Philip Perkins will read Appeal No.

8.

DELEGATE PHILIP PERKINS (Local 6139):

APPEAL NO. 8

On June 8, 1996, Andrea Montoya, member CWA Local 9510, appealed to this Convention, the decision of the CWA Executive Board to uphold the decision of the Local Trial Court to suspend her for six months.

Five members of CWA Local 9510 filed five charges against Andrea Montoya. The charges stemmed from motions that had been passed in Executive Board meetings and/or membership meetings and not adhered to by President Montoya.

The Local Trial Court was selected. The trial was held on November 13, 1995. Ms. Montoya was found guilty of all five charges and the decision of the Local Trial Court was to suspend her membership for six months. She was notified of this decision on November 15, 1995.

Ms. Montoya appealed to the CWA Executive Board and on May 18, 1996, the Executive Board upheld the Local Trial Court on three of the five charges. The Executive Board also decided that the six-month suspension would run concurrently with the one-year suspension imposed by the National Trial Court.

The Appeals Committee spent many hours reviewing documents and interviewing members. It is the duty of Local officers to carry out motions that do not violate the CWA Constitution and Local Bylaws and are duly passed at Local Executive Board and Local membership meetings.

The Committee can find no reason to overturn the decision of the CWA Executive Board and recommends that the appeal be denied.

PRESIDENT BAHR: You have heard the recommendation. On Microphone No. 3, Delegate Millican.

DELEGATE STAN MILLICAN (Local 9510): President Bahr, brothers and sisters, I rise to speak to you today to uphold the Appeals Committee's decision on the Local charges of Andrea Montoya.

I am aware that a lot of you have heard about our Local over the years, but I am proud of the fact that our Local is so controversial. That makes for a good, healthy democracy.

Our Local has a great number of members who are willing to voice their opinion and fight for what they believe is right. That is what made our Local strong and what made this union strong. I would not have it, personally, any other way.

But during the last administration, something went wrong. Democracy no longer existed in Local 9510. Andrea Montoya decided that since she was President she did not have to abide by the motions passed by our Executive Board. When these motions were upheld by our membership she chose to ignore them.

When motions were made from the membership floor, she chose to ignore those also. Instead she continued to run the local her way. That is why there were motions made that on the surface may seem unusual, motions that had to be made so that all the officers of our local could gain access to it, motions that were made to force Andrea Montoya to meet with the Local Executive Board in a timely manner and to allow the vice presidents to be allowed to be involved with the grievance procedures in their respective units. If you find these motions to be unusual, then you come from a local where

democracy still exists.

These motions were made to gain some control of the local back to its members. The motions were really steps to get democracy back in our local. Five motions are the basis of the local trial being appealed to this convention today.

I was on that local trial panel and she claims that I was biased since I was opposed to her totalitarian rule, but there were two panel members out of five that she claimed were biased, and those were the only two that found her innocent of any of the charges.

No matter how Montoya or her supporters try to mask this issue, the basis for the charges was her refusal to abide by membership action and that she answered to no one.

The local trial panel after reviewing the evidence and the testimony found Andrea Montoya guilty of all five charges. The facts were there and they were obvious to the trial panel and everyone who has heard her appeal so far.

Brothers and sisters, I urge you to uphold the decision of the Appeals Committee to keep democracy in Local 9510. Thank you. (Applause)

PRESIDENT BARR: On Microphone No. 4, Delegate Walker.

DELEGATE KENN WALKER (Local 9505): Mr. Chair, Officers, Delegates, Alternates, Members, and Friends: I rise to speak in opposition to the Appeals Committee recommendation for Appeal No. 8.

After reviewing Appeals Nos. 6, 7, and 8 and after reviewing the Constitution Amendments 16 and 17 authored by Executive Vice President Nichols, it seems to indicate that something was wrong in the local trial procedure. (Applause) It also appears to be that the dates within the appeals, that Appeal No. 8 occurred before Appeal No. 7 and that before No. 6. It is my opinion that had the local trial court in 9510 had an unbiased court using a random selection process, we may not have needed to be here discussing this, had it been done properly. Thank you very much. (Applause)

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

DELEGATE GREG SUMMERELL (Local 9510): President Bahr, brothers and sisters, I am here to support the Appeals Committee's recommendation. You have heard various reasons why Andrea was found guilty and suspended and only one should be enough. Andrea would not abide by membership action. The highest authority at a membership meeting is the membership. As you well know, between membership meetings the Executive Board has that authority. If the Executive Board passes a motion at an Executive Board meeting and that motion is upheld at the next membership meeting, then that motion would be acted on then.

Andrea will have you believe it's simply sour grapes. This is not the case. Local 9510 has always been an outspoken and active local all the way back to the '60s. I can speak from first hand experience since i held the office of president in Local 9510. I, like many past presidents, came under siege at membership meetings. I have ruled motions out of order the chair challenged and sometimes overruled and the motion passed. But that's democracy. (Applause)

Andrea saw that many times as she was EVP during my term as president. As president, you can debate your positions. As the chair of the meeting, you can attempt to sway the membership, but ultimately, the membership will decide.

As president, it's your duty to follow those rules and impose those actions that the membership asks you to do. The president of a local should never place himself or herself above the members they represent. The Constitution of the CWA and the bylaws of the local are in place to protect democracy and fairness. Without it you have anarchy. The national union ordered a new election and the election has been held. New officers have been elected by the membership. We need to move forward. I ask you to uphold the membership by voting in support of the Appeals Committee's recommendation. Thank you very much.

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

DELEGATE MICHAEL FAHRENHOLT (Local 3410): The convention action upholding the person's appeal on the prior issue, what effect does that have on the timeframe spelled out in this appeal?

PRESIDENT BAHR: This appeal-- the answer is the same as the previous one. It would begin at the end of this appeal if the committee is upheld.

You are entitled to another question.

DELEGATE FAHRENHOLT: In effect then, this would still cause this person to be banished, in effect, from the union but only for six months rather than the 18?

PRESIDENT BAHR: No. Six months rather than 12. If you will notice, this six months was to be run concurrently with the 12. It was not added on to the 12. In short, had the convention voted contrary on the previous appeal and then in favor of this one, it still would have been 12 months. So, what I am saying now is that the committee has upheld the suspension for six months, Mike.

DELEGATE FAHRENHOLT: Since you allowed the earlier person to have three questions, I am assuming that it's okay to ask one more and that's not it. Trust me-- that's not it.

PRESIDENT BAHR: If you do it quickly. (Laughter)

DELEGATE FAHRENHOLT: Is there a difference between being denied membership in this union for six months, six minutes, six hours, six days, six anything? (Applause)

PRESIDENT BAHR: You took advantage of the Questions Mike.

On Microphone No. 4, Delegate Belisle.

DELEGATE CONNIE BELISLE (Local 9588): President Bahr, brothers, and sisters, I have been a member of CWA for 22 years and have served as an Executive Vice President in my local for nine years. I work with a lot of locals in District 9, including 9510, no matter who the local president is. Local 9510 has a long history of active participation in steward training of all levels, active participation with APRI, LLAC, CSC, community services, and other union programs.

The question is: Why would the Executive Board of Local 9510 make a motion not to participate with any of these union programs? I will tell you why. It is because of politics and power. These charges were filed in abuse of the CWA Constitution. You see, we all have authority, every single one of us, but does it give us the right to abuse this authority?

These charges are all authority and power issues. These motions were all made at the same Executive Board meeting deliberately to tie up the local

president's hands just so that these officers could turn around and file charges.

In the instant case, we have five Executive Board members filing five identical charges. Is this a form of intimidation? No. This was a complete disregard for the CWA Constitution and ultimately the members of Local 9510.

I urge you brothers and sisters to support Andrea Montoya's appeal to reverse the Appeals Committee's decision to uphold the decision of the Executive Board of the National Union suspending Andrea Montoya for six months. It is an unjust punishment to an officer who is serving the members of the CWA. (Applause)

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

DELEGATE FREDDIE GREEN (Local 3410): I move the previous question.

PRESIDENT BAHR: A 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.

Before us is the Committee's recommendation on Appeal No. 8, and I will wait for you to take your seats.

All those in favor of the committee's recommendation in Appeal No. 8 indicate by raising your hand. Down hands. Opposed by like sign. The committee is reversed. (Cheers and applause)

May I have a motion to sustain Andrea Montoya's appeal of Appeal No. 8?

DELEGATE JOE MANLEY (Local 1101): I move that Ms. Montoya's Appeal No. 8 be upheld by this Convention.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It's seconded from the floor. All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Cheers)

The Chair recognizes the committee.

CHAIR PORTER: Committee member Sheila Morris will read Appeal No. 9.

DELEGATE SHEILA MORRIS (Local 3804):

APPEAL NO. 9

On June 10, 1996, Robert Vaughn, a member of CWA Local 1150, sent a letter to Secretary-Treasurer Easterling. As best as the Committee can determine, the letter is an appeal to the Convention of the CWA Executive Board's decision concerning arbitration of two of Member Vaughn's grievances.

Robert Vaughn was dismissed by AT&T on February 7, 1995. He filed a grievance (#000805) protesting his dismissal. On January 18, 1996, President Bahr upheld the decision of Vice President Pierce not to approve arbitration of the dismissal grievance. By letter dated February 16, 1996, Member Vaughn appealed a suspension grievance (#000791) and his dismissal grievance (#000805) to the Executive Board.

Secretary-Treasurer Easterling accepted this letter as an appeal to the Executive Committee of the dismissal grievance, and advised Member Vaughn that the suspension grievance had been settled. Member Vaughn was advised on March 19, 1996, that the decision of President Bahr regarding the dismissal grievance had been sustained by the Executive Committee.

On April 14, 1996, Member Vaughn appealed to the Executive Board with regard both to his suspension grievance (#000791), and his dismissal grievance (#000805). The appeal relating to Member Vaughn's dismissal grievance was accepted on April 17, 1996. On April 25, 1996, Member Vaughn was advised that any appeal of the settlement of his suspension grievance (#000791) "...must be sent to your District Vice President within 60 days of the settlement."

There is no evidence that Member Vaughn took the appropriate action. Accordingly, it is the position of the Appeals Committee that the suspension grievance is not properly before the Convention.

Member Vaughn was dismissed for misconduct in that he had been operating a loan business on the company's premises, with company facilities, on company time. The charges against member Vaughn are supported by sufficient evidence in the record. In such event, arbitrators hold that progressive discipline need not be applied and that immediate dismissal is justified. The record does not support the claim of Member Vaughn that he was terminated in retaliation for engaging in protected, concerted activities.

Accordingly, the Appeals Committee recommends that the appeal be denied and the decision of the CWA Executive Board be upheld.

PRESIDENT BAHR: You heard the Committee's recommendation. There are no delegates approaching a mike.

All those in favor of the Committee's recommendation, please indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

This completes the Committee's work. I want you to know that several evenings while all of us were visiting the hospitality rooms-- and I mean as late as 2:00 in the morning, then back early again--this hardworking group of rank and file delegates served our members well. Please join me in thanking them for what they do.

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

PRESIDENT BAHR: Also, to insert in the 30-Year records, Richard Brockett, Local 2177, 36 years as an officer. (Applause)

I want at this time and also for the record to dismiss all the committees. All of the convention committees have concluded their work.

I want to thank the Telephone Platform Observers for today and at this point get into the CWA Newsletter Contest Awards.

As always, I take great pleasure in presenting the awards for General Excellence, to the top winners of CWA's local newsletter journalism competition.

Although our CWA News and other headquarters publications do a great job of keeping our members informed and of conveying the vitality of our union from a national perspective, our local editors cover the news where it happens, in their workplaces and communities.

No one is in a better position to write about how collective bargaining

issues, mergers, mobilizations and political campaigns affect our members and their families. These editors write about people they know personally. And they know and care a great deal about their readers. The service they provide to their union is invaluable.

Our annual journalism contest is one way that we promote and recognize excellence among local union newsletters. The winning editors have worked hard to produce union publications with a high degree of readability and credibility.

Awards have already been presented in District meetings to the winners of various categories, such as Best News Reporting, Best Feature Story and so on. The awards I am about to present are for over-all General Excellence.

This year's winners were selected by Michelle Amber, editor, Labor Relations Week, George Brandon, editor, Telecommunications Reports Daily and Michael Byrne, deputy director, publications, at the AFL-CIO.

For General Excellence among Category I publications, those serving 200 or fewer members, the award goes to Local 4260 Reporter.

Accepting is Local 4260 Editor Mark Cordes. (Presentation - Applause)

The judges were impressed by this publication's "presentation of political information and consistent offerings of local and national news." They also cited the Local 4260 Reporter for its "clean layout and close attention to detail -- a very nice job overall," and I commend the editor.

Our next award is for General Excellence in Category II, publications serving between 200 and 500 members. The winner this year is United to Win, a unique publication of CWA Local 9410, by and for San Francisco cab drivers. New editors, with Mary McGuire, are Mark Gruberg and Russ Williams.

Accepting for United to Win is Local 9410 President Marie Malliett. (Presentation - Applause)

I might note that this publication has won General Excellence awards in prior years, but that it used to compete in Category I. Not only have the new editors inept up the quality of the publication; its new classification tells us they are reaching more potential CWA members. Congratulations are in order for that fact alone.

The judges called United to Win "good reading." It is packed with "very practical and helpful information, well presented and interestingly displayed. Cab drivers are well-served by this publication that covers everything from crime problems to driving tips."

In Category III, publications serving between 500 and 1,000 members. This year's General Excellence award goes to The Communicator, edited by Local 4004's Cheryl Collins and Tyrone McAdoo.

Both Cheryl and Local President McAdoo are here to accept the award. (Presentation - Applause)

The judges characterized The Communicator as "a good mix of local, regional and national news. The editors relate everything to members' interests."

They also cited the publication's appearance, particularly the use of "crisp, big headlines. . . tart and white space."

In Category IV, publications serving more than 1,000 members, the

General Excellence award goes to Local 3204's CWA Today. Accepting the award are Editor Sheree Amerson and Local 3204 President Bill Conine. (Presentation - Applause)

The judges cited CWA Today for "extraordinary art and graphics. Layout is dramatic and eye-catching," they noted, and the "contents sustain the overall high impact of this publication."

A "good range of story coverage," the judges noted, that "reflects solid editorial direction and hard work."

Finally, we have the Oscar Jager Journalism Award. This award is presented to an entry which demonstrates the commitment and intense dedication that guided the life of the late Oscar Jager, a former editor of the CWA News, a lifetime labor publicist and a dear friend of mine.

The judges saw several entries in several categories submitted by The Newspaper Guild Local 51 of Milwaukee. They were unanimous in their opinion that Fifty-One, edited by Maricar Estrella, is precisely the publication CWA had in mind when it created the Oscar Jager award.

Accepting on behalf of the editor is The Newspaper Guild's International President Linda Foley. (Presentation - Applause)

"Fifty-One represents an unparalleled effort by obviously skilled professional journalists," the judges noted.

"The three issues submitted for the General Excellence category dealt with the seemingly overwhelming and incomprehensible problems that resulted from the merger of Milwaukee's two daily papers. The publication chronicles the human toll that this 'business deal' exacted among brothers and sisters in the union, but it also provided the victims of the merger a place to sound off to vent their anger and pain.

"Clearly," the judges said, "the talent and trade union ideals that are exhibited within this publication, the hard core 'caring' that these workers feel for each other are values that form the foundation of The Newspaper Guild's rich history. As the Guild's merger into CWA is finalized, it is obvious that both organizations will enjoy dividends far beyond the sum of the two parts and the members of both organizations will be enriched as a result." That's a quote from the judges.

Just allow me to repeat the congratulations of the judges, who said, quote, their "task was made pleasantly difficult by the high caliber which the entire field (of entries) showed.

"The baseline of excellence of all CWA's local newsletters shows that this union is truly committed to the process of education, which is fundamental to the success and progress of any organization committed, as this one is, to democratic and participatory principles."

So, congratulations to all of our winners, and, above all, to all who entered this year's contest. I commend you for your high levels of professionalism, serious approach, and the dedication of purpose reflected in your publications. (Applause)

As the President of this wonderful organization and the Chair of the Convention, the buck stops here. There was confusion in the election for the Public Workers' Sector members on the Defense Fund Committee. The full responsibility for that confusion rests right here. All right. (Applause)

After counting all of the challenged ballots, the results are as follows:

Arthur Cheliotas, 35,913 and Jim Mulholland, 27,133, and Arthur Cheliotas was elected.

During the past three years CWA delegates have had the opportunity to enjoy the extraordinary technical skills of our NABET brothers and sisters. I know all of our delegates, particularly those of you in the back of the hall, appreciate the energy and the excitement that the televised proceedings add to the Convention.

There are nearly 25 NABET members who have handled the broadcast. All of the technicians and camera people have volunteered this week for you. They have not been paid.

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

PRESIDENT BAHR: Their skills have certainly enriched and improved our Convention.

I want to take a moment to thank and introduce to you the army, a literal army of behind-the-scenes technicians who make these wonderful pictures a reality.

At this time I am going to ask Ray Shaver, who is our Convention TV Director, to give us a shot of our NABET brothers and sisters, the outstanding service that they are providing for our Convention delegates and guests.

. . . The delegates were shown a TV shot of the NABET TV technicians, behind the scenes and on the Convention floor, and as the names of the men and women responsible for the TV coverage of the CWA Convention were scrolled across the TV screens in the hall, the delegates responded with a five-minute standing ovation, culminating in a rhythmic clapping, to show their appreciation for the job so well done by all . . .

PRESIDENT BAHR: All of the business of the Convention has been completed. I have a motion to adjourn with me. But bear with us, because I have three requests for privilege, and I would like you all to listen and then remain for some closing remarks.

On Microphone 2, Delegate Ebeling.

DELEGATE JOHN EBELING (Local 14616): Mr. President, brothers and sisters, in the past few conventions, on some occasions we have had criticism because printed material did not carry the Allied Printing Trades label. I think at this Convention, although we are not 100 percent certainly we are real close to it, and I think, as a representative of the Allied Printing Trades in St. Louis and the State of Missouri, I want to tell the delegates and the officers thank you for asking for and demanding the Allied Printing Trades label. (Applause)

By your efforts, you have helped us in organizing. The label is the lifeblood of the printing trades, and your cooperation is very much appreciated, and the improvement since the first Convention is absolutely remarkable. I cannot thank you enough for your full cooperation. God bless you. (Applause)

PRESIDENT BAHR: Thank you, John.

Microphone 2, Delegate Riemer.

DELEGATE GREG RIEMER (Local 4309): I just want to get up to tell you about the best dinner I had in Detroit, Michigan this week. It was not at any of the finer restaurants in town. It consisted only of spaghetti, salad, garlic bread and some ice cream for dessert.

It happened to be at the home of the family my local adopted. (Applause)

We talked about getting involved in this in my local, and decided initially that we would get involved for three months. After about two months we decided we will go to the end, or at least maybe one day more than it takes. (Applause)

The experience I had when we attended the dinner the other night was really wonderful. We were invited into a home that up until this strike began, they were good union members, but not particularly active union members. In fact, they were thinking about retiring shortly before the strike started.

Since the strike has started, they have done some things, both the guy and his wife, that are much different than their experiences when the strike was not going on. They chase newspaper hawkers off the street now. (Applause)

The wife in the adopted family has joined a group called Readers United. They study and participate in civil disobedience. If you were at the rally yesterday, you heard they were going to be participating in that today.

They were pretty proud of the fact that they now have their own gas masks, and the wife was particularly proud that she had been arrested and her husband had not. (Laughter)

At yesterday's rally my Vice President, Jeff Rechenbach spoke about the family and mentioned them, and what he said was that's what this Union is all about.

I know if there was ever any question in my mind that should we be involved in this program, it was put to rest the other night.

My point in standing here today is that if there are any families out there that still need to be adopted, and I believe there are, the locals here, if you can't afford it on your own, you should at least consider donating something to the Adopt-A-Family Program. And if you can find any way of adopting a family, you will really be rewarded.

Thank you. (Applause)

PRESIDENT BAHR: I would just add to what Greg said that after the 27 families that I announced at the rally yesterday that were going to be adopted by the UFCW and the AFT, and from CWA headquarters, in addition to what we are already doing there still is a need for about fifty more families.

If we can put something together that totals fifty times five hundred dollars a month, we could take care of everyone who has identified a need.

So we hope you will take a good look at it.

On Microphone No. 2, Delegate Walker.

DELEGATE KENN WALKER (Local 9505): Mr. Chair, Officers, Delegates, Alternates, Guests, Members and Friends: More than likely this will be my last time to speak from the convention floor as a delegate, and I have never had the opportunity to speak from a privilege mike. I thank you for that privilege. I thank you for the privilege of attending 24 conventions, 21 of them as a delegate. I am thankful for that.

I have had the privilege of meeting and greeting Joe Beirne, and I try to keep the wind at my back and sunshine on my face.

I am thankful for all the things this union has done for me and my family. Up the pension and down the tension.

I sometimes think there is a conspiracy to undermine the entire labor movement and that it's perpetrated by the employers. Many of us have been sucked in as participants. Unionism is the bringing of people together to work for the common good. During election year, some labor union leaders turn on each other. Elections can be a uniting experience, but the campaigning is often a disruptive and aggressive endeavor. We need to stop the verbal put-downs of our fellow trade union members. (Applause)

Our union should and must be a safe haven where we can expect peace, harmony, and the support of each other. Someone is going to win these elections that are upcoming, and it will be difficult to build back the relationships that will be serving the members' best interests. Politics within the union involves differences over issues and questions of ideology. Unfortunately, it also involves the clash of personalities and sometimes a quest for power.

Sometimes what takes years to do, it takes only a moment to undo. We need to stop fighting with one another and start fighting for one another. (Applause)

I plead with the delegates of the 58th Convention: Remember what I said. We need to stop fighting one another and start fighting for each other.

My parents once told me that the easiest thing in the world is to be a friend and the hardest thing in the world is to find one. I want to thank you all for being my friend.

Thank you and so long.

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: On Microphone No. 2, Delegate Williams.

DELEGATE JIMMY WILLIAMS (Local 6215): I am pleased to announce on behalf of the Texas Presidents Conference, which I chair, that in a meeting held this past Sunday here in Detroit we voted to donate \$3,000 to the Detroit strikers. (Applause)

I urge all locals within CWA, all councils, all bodies, to dig deep and find a way to contribute to this worthy cause, because they are the front line soldiers, if you will, fighting corporate greed on behalf of all unions, not just CWA.

I want to offer a correction to the May-June CWA News, which lists my local, Local 6215 in Dallas, as collecting less than \$500 when, in fact, we are contributing for two families a month, \$1,000 a month, and will continue to do so until these courageous strikers win their strike against corporate greed. Thank you. (Applause)

PRESIDENT BAHR: On microphone No. 2, Delegate Ciner.

DELEGATE KATHY CINER (Local 1105): President Bahr, fellow delegates and friends, at the beginning of the Detroit strike, Local 1105 Executive Board made a motion that was unanimously passed to give a one-time donation to the Detroit strikers. After meeting the strikers here in Detroit and their families, the Executive Board of 1 105 voted to adopt a family until the end of this strike.

I urge you, if you can, to help these strikers and the children. Remember the children are our future. Thank you. (Applause)

PRESIDENT BAHR: On microphone No. 2, Delegate Walls.

DELEGATE GEORGE R. WALLS (Local 4603): On behalf of Local 4603 and the Al Thompson family, I would like to thank all the locals that made contributions to the Al Thompson Fund. Al was tragically killed on the job in January of this year. The fund has greatly made a difference in assisting his family and children for education. It's a tragic incident that I hope never happens again.

As a result, some changes have been made in the procedures at Ameritech that will make it safer for workers. Unfortunately it took an incident like this for those changes to take place.

Again, I would just like to thank everybody for your contributions.
(Applause)

PRESIDENT BAHR: On microphone No. 2, Delegate Sapienza.

DELEGATE PAUL SAPIENZA (Local 1105): President Bahr and fellow delegates, in the approximate ten conventions I have attended, I have heard various delegates, officers and guests refer to right to work states or policies.

(Applause)

I urge all the delegates in the future to begin to use the correct term, "Right-To-Work-For-Less."

PRESIDENT BAHR: On microphone No. 2, Delegate DeLoach.

DELEGATE WILLIAM L. DELOACH (Local 3106): President Bahr, fellow delegates, yesterday we witnessed one of the most moving pickets, informational pickets I have ever been involved in. Throughout this convention and in our district meetings throughout the year we have seen the atrocities that happen to these strikers.

Though many locals have come forward through their own initiative and donated to the families, we must recognize one thing, that as long as the scab newspaper has advertisers, they will stay in business. Therefore, I ask each one in their own heart to go home and take out a subscription and when our subscriptions outnumber the scab newspaper, maybe we'll get those advertisers for the Detroit strikers. Thank you. (Applause)

PRESIDENT BAHR: Every delegate who indicated a desire to speak has done so. Before I recognize the maker of the motion to adjourn, I would like to share a few thoughts with you. I would like to ask everyone to remain in the hall until we officially adjourn.

The past week has been one of the most productive CWA Conventions in my memory. You have taken your responsibilities seriously and you have done your job well. We began the convention by defining our CWA union values family, unity and solidarity.

We have demonstrated by our actions this week that our CWA union values are not just rhetoric. Our values have a real purpose and meaning in our lives. I think that was clearly demonstrated in that most moving and inspirational rally yesterday.

As I say, and I think those of you who were there know, I was personally and emotionally moved as I stood alongside that little girl to talk about how this strike has impacted on their family and she and her little sister.

Therein lies what we are all about. As I said to the scabs who were looking out of the window, as you sit down to dinner tonight with your children, can you look at them and realize that the food that they are eating came at the expense of similar children whose big meal, as we heard from

Greg Riemer, was some garlic bread and spaghetti.

We do know that our values are the right ones, that the children of these strikers will grow up to be the kind of Americans that this country is meant to breed.

One day at least one of those scabs is going to have a grown child ask dad or mom, "What did you do during that strike?" And they will have to deal with that. We also demonstrated by our actions that the CWA triangle is a driving force in our hands, in our union. CWA is the first union in the labor movement to allocate financial resources for organizing as part of its constitution. (Applause)

You have taken a significant action. We sent a signal to our members that we are serious about "Wall-to-Wall" union jobs. We will not roll over to them. We intend to fight for our jobs. We will not accept the deunionization of our jobs or of our nation. (Applause)

If Corporate America tries to stop us, we will fight them at the plant gates, in the office, and if necessary in the streets. (Applause)

You have set a new standard for the rest of the AFL-CIO to follow. We cannot rebuild the labor movement by ourselves. We need every other international and national union to show the same commitment. You have demonstrated your willingness to lead by example and action.

We also leave this hall prepared to mobilize our union in the most energetic political campaign that we have ever waged. You know what the stakes are in this election. As we heard from the First Lady, she and President Clinton share our belief in collective bargaining and workers' rights.

I want you to know that this Friday, the day after tomorrow, Barbara, Loretta, Bonnie and I will be meeting with the President in the Oval Office to review what we did at this convention and I am going to tell them how proud we were of his wife and about the unanimous endorsement and our effort to get him reelected. (Applause)

I was so proud of the two delegates who spoke on the resolution endorsing President Clinton and Vice President Gore because they pointed out that we may not agree on every issue with the President, we respect each other and we share the same values. They also pointed out that when we disagree with the Dole-Gingrich crowd, they try to crush us.

Do not ignore this threat. They are trying to crush us. In the words of Congressman Gephardt, "Failure this November is not an option." I repeat: "Failure is not an option." (Applause)

Now, how many of you noticed that yesterday, and in so many Tuesdays of convention weeks, that virtually all of the major COPE awards are won by Districts 3 and 6? (Applause)

Their accomplishment is even more enormous when you realize of the fourteen states that are encompassed by those two districts, twelve are right-to-work-for-less states. (Applause) If the local leaders and members in these two districts in the heart of right-to-work-for-less country can win COPE awards year after year, then they certainly set a challenge for the rest of us.

Although we may be leaving Detroit, we are not leaving behind our courageous strikers. We are with them in our prayers and in our hearts. So many of you came to me after the rally pledging your support for the CWA Adopt-A-Family Program. Many of you made that plain here a few minutes ago. Every local that embraces a striking family with your love and your

support speaks louder about CWA's union family values than any words that I can say.

Mrs. Clinton was an inspiration to them, but we are their family. We will not allow the corporate rats to break them or their union, never. We will never quit until our members in Detroit win the victory.

This morning, your newly elected officers stood before you in a dramatic display to the nation of CWA's wonderful union democracy. We took an oath to defend and protect our union. As part of our oath, and for the first time in the history of CWA it is in the oath, we committed ourselves to organizing.

I ask you to take this pledge with me: We are going to win in November. We are going to organize the unorganized. We are going to protect our collective bargaining rights with all the strength we have, so help us God. (Applause)

Would you roll the film, please.

. . . A videotape was shown of the highlights of this year's convention, entitled "Victory '96 -CWA - The Future Is Now," after which the delegates arose and applauded . . .

PRESIDENT BAHR: Brothers and sisters, this is the team-- and I stress the word "team"-- that you elected at this Convention.

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

PRESIDENT BAHR: This is my team and this is your team. We need your support. We need your friendship. We need your love. Above all, we need your solidarity.

. . . The delegates chanted "CWA" and clapped in unison and spontaneously broke into the singing of "Solidarity Forever" while holding hands . . . (Extended applause)

PRESIDENT BAHR: I hate to do this to Barbara, but she has some important announcements.

SECRETARY-TREASURER EASTERLING: The new total collected for the strikers at the paper is \$9,218.18. (Applause) In addition to that, \$580 was raised by the Host Committee through the sale of pins for the striking workers. (Applause)

Several delegates have asked about the availability of videotapes of convention activities. Very shortly you are going to receive in the mail information on how to order several different videos, and among those will be the First Lady's address to the convention and a tape of our strike rally, similar to the footage that was shown toward the end of our lunch break today.

Also, on your tables you saw an order blank for the convention highlights video. We will be producing that and it will cover all the activities and speakers and the highlights. The video will also contain the full ten minute production that we showed at the opening session on Monday that many of you had asked about.

. . . Convention announcements . . .

SECRETARY-TREASURER EASTERLING: There are civil disobedience actions at the Detroit News at 4:00 p.m. today. Retirees were scheduled to be arrested. They are being arrested. That begins at four o'clock. After the Convention adjourns, anyone who is walking in that direction or wants to walk

in that direction, go ahead. They also have the children down there today.

PRESIDENT BAHR: The Chair recognizes Warren Pangburn, Local 1021.

DELEGATE WARREN PANGBURN (Local 1021): Mr. Chairman, I move that the Seth Annual Convention of this great union, the Communications Workers of America, be adjourned.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been made and seconded from the floor.

All those in favor of adjournment indicate by saying aye. Those opposed the same sign. The ayes have it. We stand adjourned at 3:50.

. . . The 58th Convention of the Communications Workers of America adjourned, sine die, at three-fifty o'clock p.m. . . .

. . . The following communications and greetings which were received by CWA Headquarters were presented to the stenographers for inclusion in these Proceedings, as follows: . . .

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, NW
Washington, DC 20001-2797

Dear Brother Bahr:

On behalf of its 35 affiliated international unions representing some 4.5 million federal, postal, and state and local government workers, the AFL-CIO Public Employee Department extends warm fraternal greetings to the officers and delegates assembled in the 58th Annual Convention of the Communications Workers of America.

Your convention theme, "Victory '96 - The Future is Now," exemplifies the goal of the entire labor movement as we pull together in this major political struggle to end the siege of the ultra-right-wing forces in the Congress. Such determination and cooperation is essential to a strong labor movement.

The continued support and helpful role played in PED affairs by your union is appreciated and is an example of such cooperation.

We wish you a most successful convention and hope that the labor movement and all American workers will have "Victory in '96."

Fraternally,
s/AI Bilik, President
Public Employee Department, AFL-CIO

Morton Bahr, President
Communications Workers of America
501 Third Street, NW
Washington, DC 20001-2797

Dear President Bahr:

I am honored to offer greetings, from the Food and Allied Service Trades Department, AFL-CIO, to you and all of the delegates, officials, and guests of the 58th Annual Convention of the Communications Workers of America.

The initiative and progressive political action and power wielded by the CWA in the past, as well as that which is on the horizon for the upcoming elections stand as a model that is admired by your brothers and sisters in the labor movement. "Victory '96" is a testament to how the CWA has consistently defended the interests of working people from the corporate greed apologists, now so prevalent in our government. Indeed, the future is now, and it is the Communications Workers of America who are boldly striding to meet the challenges of today, to ensure our rights for tomorrow.

I congratulate you all on the occasion of your 58th Annual Convention.

In Solidarity,

s/Robert Harbrant, President

Food & Allied Service Trades
Department, AFL-CIO

Morton Bahr, President
Communications Workers of America, AFL-CIO
501 Third Street, NW
Washington, DC 20001-2797

Dear President Bahr:

Fraternal greetings to you, your officers and delegates attending your Convention. We appreciate your many years of affiliation, consistent support of our programs and loyalty to the principles of organized labor.

Our Department is rendered a valuable service by your bringing to the attention of your members the importance of purchasing products and patronizing services identified by union emblems, especially today with the destructive flood of imports threatening more and more union jobs.

Especially do we wish to commend and thank the Communications Workers of America for its outstanding exhibit in our annual Union-Industries Show and look forward to continued participation.

We are grateful for this overall support and want each of your members to know that our services and facilities are at their disposal.

Best wishes for a successful convention.

Sincerely and fraternally,

s/James E. Hatfield, President
s/Charles E. Mercer, Secretary-Treasurer
Union-Label&Service-Trades

Department

AFL-CIO

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, NW
Washington, DC 20001-2797

Dear Morty:

On behalf of the 45 affiliates and four million members of the Industrial Union Department, we extend our fraternal greetings to you and your sister and brother unionists on the occasion of your 58th Annual Convention.

The dynamic leadership of the Communications Workers of America in this presidential election year is critical to the labor movement as we work for the reelection of President Clinton and Vice President Gore and the reclamation of both Houses of Congress from the radical right.

It is heartening to know that you are taking up the challenges before us as we seek to protect the rights of all American workers. The future of the labor movement is now-- and with a concerted effort by us all, victory in '96 can indeed be a victory for America's working families.

Please accept our best wishes for a most successful Convention.

Fraternally yours,

s/Elmer Chatak, President

Industrial Union Department, AFL-CIO

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, NW
Washington, DC 20001

Dear Brother Bahr:

On behalf of the Maritime Trades Department, AFL-CIO, we would like to extend sincere wishes for a successful convention.

For nearly six decades, we in the labor movement have come to expect innovative policies developed by CWA convention delegates on how to address the many problems facing American workers. CWA's track record is impressive. Past annual meetings have served as the starting point for drives to reduce ergonomic injuries, improve comprehensive health care, and eliminate prison labor both in the U.S. and abroad.

This year's theme, "Victory '96 - The Future Is Now," is particularly appropriate. At a time when organized labor is fighting to renew itself in the face of mindless corporate downsizing, your union has demonstrated that even the largest corporations can be held accountable for their actions. CWA's successful grass roots and advertising campaigns against Bell Atlantic clearly show that determination and well-executed corporate strategies can help empower working Americans.

We believe that the 3,000 delegates at your 1996 convention will carry on CWA's proud traditions of vision, solidarity and commitment by developing innovative programs to spur renewal and expansion of the American labor movement.

Fraternally,

s/Michael Sacco, President
s/Frank Pecquex, Executive Secretary -
Treasurer
Maritime Trades Department, AFL-CIO

Morton Bahr, President
Communications Workers of America
501 Third Street, NW
Washington, DC 20001-2797

Our most esteemed colleague:

In the name of the communications workers, we would like to convey to you and to all the participants of CWA's 58th Annual Convention, our best wishes and desires for a successful Convention. We urge you to continue to strengthen international labor solidarity, which is essential and indispensable in the pursuit of respect for free trade union rights and human rights.

Fraternally yours,

s/Ramon Antonio Baldassini
Secretary-General
Federation of Postal &
Telecommunications
Workers & Employees (FOECYT)
Buenos Aires, Argentina

Morton Bahr, President, CWA
501 Third Street, NW
Washington, DC 20001

Dear President Bahr,

On behalf of the Board, officers and staff of the Department for Professional Employees, I send greetings and best wishes for a most successful convention. We are proud of the fact that CWA was a founding member of this Department. In the 19 years since, we have shared many major concerns and challenges regarding the future well-being of those who comprise the fast-growing professional, technical and office work force. In a world of rapidly changing technologies, your union has reached out to the millions of white collar men and women who hold the key to the future for the labor movement.

Ever a leader, CWA was at the forefront in identifying the impact of technology and the new "information superhighway" on workers and their unions. CWA saw all too clearly that despite its promise, the information revolution-- like the earlier industrial revolution-- also bears the seeds of much human distress and suffering. And CWA is arming to confront this threat by developing clear strategies, by educating workers across a broad spectrum about the issues involved in the struggle to control technology, and by rallying all of labor to shape a better future for all.

CWA has been a source of strength and inspiration to our Department and its 24 affiliates, and to the labor movement as a whole. On the occasion of its 58th Convention, DPE congratulates CWA for its insightful 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

Mr. Morton Bahr, President
Communications Workers of America
501 3rd Street, NW
Washington, DC 20001-2797
USA

Dear Brother Morton Bahr,

On the occasion of the 58th Annual Convention of the CWA on 10-12 June '96 it is my pleasure and privilege to convey greetings on behalf of the Asian and Pacific Region of the PTTI.

The members of the PTTI Asian and Pacific Region have been gratified by the many ways in which the CWA has cooperated in and supported the activities in the Region. The CWA has extended effective solidarity in many an instance when some of our affiliates have been attacked by Managements and Governments. We have always felt stronger than ever with such support and solidarity. The 58th Annual Convention is certainly the best occasion for us in Asia-Pacific Region to say a sincere and BIG THANK YOU.

The CWA has not only great challenges to face but has the strength and courage to surmount them. You have a history replete with triumphs and victories. Your continued efforts would no doubt be triumphant and we in the Asia-Pacific Region look forward to your defending human and trade union rights, as you did with us together in the case of Burma.

Yours sincerely,

s/U.L. Basil de Silva
PTTI Asian & Pacific Representative,
Singapore

Dear Colleagues,
Sisters and brothers,
Members of the Communications Workers of America

It is a rare privilege for me to be able to participate in such an occasion, the 58th Annual Convention of the CWA, through this message.

I believe I can say on behalf of the Communications Workers in Egypt as well as the PTT workers in the whole African continent, that we look forward and follow closely your struggles and victories overseas with admiration.

It goes without saying that your achievements are new successes added to the victories of the trade union movement in the communication sector everywhere.

The theme of your Convention this year, "Victory '96," could not be more timely; victory in facing the tremendous challenges that we are facing:

Challenges of the new world order, which came to us wearing the mask of freedom, democracy and human rights, while in reality it hides dictatorship, repression and social injustice, provoking many dangers and threats to the trade union movement all over the world;

Challenges of the political actions that affect the interests of our members:

Challenges of the information society;

Challenges of the global attack on workers' rights;

Challenges of worldwide competition and the maniac race of multinationals.

I wish to assure you with all feelings of trade union friendship and sincere brotherhood our continued support for your struggle- a noble struggle for the construction of a more just and a more humane society for the communications workers on democratic values and free trade union practices.

Through you, I would like to greet our dear friends in the PTTI, Brother Morton Bahr, Sister Barbara Easterling, Brother Louis Moore and all those who assist them. In many cases, they constituted the avant garde in the fight in favor of the interests of communications workers not only in America but throughout the world as well.

We wish you very sincerely full success in attaining all the noble objectives which you have set for yourselves.

Meanwhile, we will continue to follow your efforts closely and with great interest.

Long live the CWA. Long live the PTTI. Long live the International Trade Union Solidarity.

Yours sincerely,

s/Khairi Hashem,
PTTI Vice President
General Trade Union of Communication
Workers
Cairo, Egypt

N.B. Kindly send us the conclusions of your meeting so that we keep them as a guide for the latest issues and developments in our struggle.

Morton Bahr, President
Communications Workers of America
501 3rd Street, NW
Washington, DC 20001-2797

Dear President Bahr:

On behalf of the officers and members of the Coalition of Labor Union Women, I am delighted to send our heartfelt greetings to you and the membership of the Communications Workers of America on the occasion of your 58th Annual Convention.

Your Convention theme, "Victory '96 - The Future is NOW," recognizes the urgent task facing labor union women and men as we look for responsible and humane leadership to take us to the beginning of a new century. As you know, CLUW has been very active in efforts to mobilize and educate for the 1996 elections. We are proud to join with CWA to educate and activate voters about the key issues facing our nation's working people.

The 1996 elections are crucial indeed! Discrimination against women and people of color is still a major problem in the workplace, yet attempts to wipe out affirmative action and remove barriers to discrimination are being pushed by Bob Dole and other Republicans in Congress. We need more civil rights enforcement and more diversity of opportunity. We need to send home those who would turn back the clock on civil rights!

The financial and physical health of workers and their families have never been more at risk than they are now. The current Congress has failed to address key issues for working women and men-- a living wage at a time when real wages are declining; affordable, guaranteed health care; pay equity; quality child care options; expanded protections for workers who are "downsized"; bans on striker replacement; increased, more efficient protections for union organizing and other collective bargaining activity.

CLUW proudly joins with CWA in meeting the challenge of electing representatives who truly care about fair wages, job security, the health of our nation's families and guaranteeing equal opportunities for women and people of color. We wish you every success in your Convention and look forward to working with your members to re-elect President Clinton and Vice President Gore and to reclaim Congress so that all working people can look forward to a better and brighter future.

In Unity,

s/Gloria T. Johnson, President
Coalition of Labor Union Women

APPENDIX A

REPORT OF THE FINANCE COMMITTEE

Dear Colleagues:

The Finance Committee met in Washington, D.C., March 28 and 29, 1996, to review and recommend the 1996-97 budget. The Committee reviewed the Strategic Planning and Budget Review Committee Report adopted by the Executive Board, along with other supporting documentation.

All of the financial books, records, and reports of the Union were made available to the Committee. The Committee reviewed the audit report prepared by the certified public accounting firm of Thomas Havey & Co. The Auditors conduct examinations in accordance with generally accepted accounting standards. In the Accountants' opinion, their statements present fairly the financial position of the Union.

During 1995, CWA underwent an exhaustive eight-month examination of all financial transactions by auditors from the Department of Labor.

The Department of Labor, in a letter to President Morton Bahr dated March 19, 1996, stated that it had finished its audit and concluded all is well in CWA.

The Finance Committee has reviewed the report by the Department of Labor and congratulates the Secretary-Treasurer's Office and Staff for the work performed during this period.

The 1988 Convention directed Finance Committees to review the expenditures of each Administrative Unit and require any unit(s) which is over spent at the end of the previous budget year to give an explanation to the Finance Committee. Therefore, the Committee directed those Administrative heads who exceeded their 1995-1996 budgets to provide a written explanation and document the reasons why they exceeded their budget. After reviewing the explanations, the Committee, as directed by Convention action, may recommend that the Administrative heads make an accounting to the Convention.

Even though America continues to downsize, CWA continues to organize, keeping CWA financially stable. Fiscal responsibility is something that must be practiced every day. The Committee recognizes the burden that International and Local leaders face as they exercise cost containment and still provide the service our members expect and deserve. All CWA budgets, both at the International level and Local level must be examined to ensure against future financial problems.

This Finance Committee recommends a budget that it feels shows fiscal restraint and at the same time provides representation at the highest level.

The Committee congratulates the Strategic Planning and Budget Review Committee for its demonstration of fiscal responsibility and accountability. We compliment those Administrative Units that stayed within their budget during one of our heaviest bargaining years.

The Finance Committee would like to thank President Morton Bahr, Secretary-Treasurer Barbara Easterling and the Staff of the Secretary-Treasurer's Office for their time, expertise and effort in aiding us in the preparation of this report.

This budget was developed by examining the demands and needs of

each budget item and for that reason, we urge your support and approval.

In Unity,

Robert Petersen, Chair, CWA Local 14200
Tami Drollinger, President, CWA Local 4371
Earline Jones, President, CWA Local 6377
Bob Iverson, President, CWA Local 7805

GENERAL FUND

The General Fund provides for the ongoing operation of the Union. As of March 31, 1996, the General Fund has a fund balance of \$37,355,528.

OTHER FUNDS

In addition to the General Fund, other designated funds are set aside for special purposes. As of March 31, 1996, the balances for these funds are:

Operating Reserve	\$4,593,414
District Organizing Allocation Fund	736,557
Defense Fund	2,751,926
Members' Relief Fund	104,915,816
Plant Fund - Fixed Assets	69,657,476

The fund balances for the general fund and other funds are determined by adjusting the June 30, 1995, audited financial statement balances with income and expense through March 31, 1996.

CWA PENSION AND DEATH BENEFIT TRUST FUND

The General and Other Funds listed above are all included in the statement of assets, liabilities and fund balances of CWA.

In addition, CWA has established, in a separate trust, the assets and benefit obligations of the CWA Pension and Death Benefit Trust Fund. At March 31, 1995, the latest year for which actuarial data is available, the total assets of that Fund totalled \$192,132,700. The actuarial present value of accumulated benefits was \$141,615,100, leaving an excess of net assets over plan benefits on March 31, 1995 of \$50,517,600.

AUDITORS' REPORT

The Certified Public Accounting Firm of Thomas Havey and Company currently performs the annual audit of the Union's financial records. The Union's budget year and fiscal year run concurrently from July 1 through June 30.

GENERAL COMMENTS ON ACCOUNTS

The Finance Committee will comment on several accounts in the proposed budget. This is done to highlight specific items to the Convention delegates.

The Committee has agreed to accept the Strategic Planning and Budget Review Committee Report as adopted by the Executive Board.

ORGANIZING - 029

In today's corporate environment, organizing is critical to the financial stability of our Union. Funding the CWA Organizing Department is merely the first step. They are there to provide support, lend their experience and share information.

It is imperative that the members of all CWA Locals be educated to understand the necessity of increasing the membership of our great union through organizing and affiliations. Through education, the Locals will realize that they have a personal stake in organizing and freely share some of the expenses associated with organizing campaigns.

This allocation has been increased from last year. The Committee recommends \$2,650,000.

LEGAL- 031

Our legal costs continue to be a significant part of our budget. The Committee congratulates the Legal Department for staying within their budget last year. They now have a better system of tracking expenditures.

The Committee recommends \$5,283,000

CONVENTION- 032

Our continuous efforts to reduce the cost of our conventions coupled with no convention scheduled in this budget year has enabled us to reduce our recommendation by \$500,000 from last year's budget. However, we recognize that certain preparatory expenses are incurred and must be paid prior to the 59th Convention in 1997.

The Committee recommends \$400,000.

CONTINGENCY- 040

The purpose of this item is to provide for unanticipated costs and expenses that cannot be budgeted to any appropriate accounts during the time when the budget is prepared. Included in this account are any costs incurred due to salary increases or adjustments paid to CWA employees during the fiscal year.

Expenses such as the CWA 401 (k) Employer Contributions, Employee Assistance Programs, Staff retirement gifts, and rent increases are charged to this account. The Committee also included a small allocation to the District Vice Presidents to be used at their discretion. This account will continue to be used to formulate an "adjusted" budget.

The Committee recommends \$800,309.

HEADQUARTERS BUILDING OPERATIONS - 042

The allocation to this account represents that portion of the building operating expense attributable to tenant occupants. Budget monies were moved from the Administrative Unit budget to the General Fund budget.

The Committee recommends \$2,713,631.

INFORMATION SYSTEMS - 043

The Union continues to better serve its members by using modern technology. Our recordkeeping and accounting systems are constantly being updated as new programs are developed. This budget item reflects the costs of office automation, communications network, training, updating of equipment in the Headquarters and District offices and additional computers for field staff.

The Committee recommends \$626,600.

INTERNATIONAL AFFAIRS - 047

Our continued close cooperation with other unions throughout the world has and will continue to yield tremendous dividends, and is of growing importance in future bargaining. The corporate world continues to expand its workforce on a world-wide scale making it critical for our union to continue its involvement in the Free World Trade Union Movement.

We must work together toward a level playing field across all countries and borders if we are to bargain for good jobs and maintain or improve our standard of living.

This year's budget includes funding for numerous activities with labor colleagues from a number of countries.

The Committee recommends \$185.610.

PENSION FUND - 060

Each year the Pension Fund is actuarially reviewed to determine that it is properly funded. A percentage is established which is applied to our full-time payroll to derive the amount required to be paid to the Fund. The allocation also includes the funding required for our Sector staff and employees who remain under the CWA/ITU Negotiated Pension Plan. The fund covers a partial amount of the related administrative costs. The actuaries have advised that our pension fund is fully funded, therefore, this year's allocation has been reduced.

The Committee recommends \$500.047.

AUTOMOBILE FUND - 063

The purpose of this fund is to provide for the operation of fleet automobiles. The Secretary-Treasurer's office has negotiated a lease contract which substantially reduced the cost over past budgets. Any option agreed upon should be consistent with any applicable collective bargaining agreement.

The Committee recommends \$623.250.

SALARIES - ELECTED OFFICIALS

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. It is further recommended that this adjustment be effective July, 1996.

FINANCIAL STATE OF THE UNION

Strides have been made in reducing cost in some budget items such as Information Systems, Hospitalization/Insurance, the Pension Fund, Automobile and Convention.

A special assessment of 15 cents per member per month for 12 months commencing May 1996 has been approved by the AFL-CIO. The President and Secretary-Treasurer assure this Committee that none of said monies will come from member services.

This year we present a balanced budget which requires all Administrative Units to operate within their authorized budgets. The Committee directs the

Secretary-Treasurer to continue monitoring the budget performance of all units in order to control rising costs. The Committee expects each Administrative Unit to operate within their allotted budget.

THE FUTURE

We are faced with more aggressive management representatives today. We must explore every possible avenue to reduce costs, but without reducing services to our members. The Committee realizes we live in turbulent times. The political climate of our nation does not bode well for the American Labor Movement. There is a need for CWA to do more to protect our members and others who may not be able to defend themselves.

CWA continues to stand out as a leader, not only in America, but in the world trade union movement. CWA faces the same problems and challenges that plague every trade union in the U.S. and Canada. We have met those challenges and must continue to meet those challenges head on.

We must continue to be dedicated, committed, and creative at every level of our great union, for the benefit of our members and their families. We must continue to organize and educate the unorganized as to why unions are needed today, maybe more than any time in our history. The growth of CWA and the labor movement in general depends on the personal commitment of every Executive Board member, professional staff, local union officer and each individual member.

THE BUDGET

The Committee reviewed and considered the Report of the Strategic Planning and Budget Review Committee as adopted by the Executive Board of the Union. After thorough and detailed deliberations, this Committee recommends the following budget for the 1996-1997 budget year.

In calculating the projected income, the Committee built this budget based on an estimate of what our revenue will be in June 1996. The projected average members' income will increase by 3.5% during the budget year. After adjusting gross income for affiliation dues and reductions, \$66,002,550 was available for budgeting.

As in the past, we recommend the Executive Board use this budget as a positive guide and make every effort to operate within the income of the Union during the period represented by this budget.

EXPLANATION OF EXHIBIT A

(1) SALARIES- OFFICERS & STAFF

This item reflects the salary cost by district and administrative units of all officers and staff and professional employees.

(2) SALARIES- FULL-TIME- OTHER

This item reflects the salary cost of all full-time clerical employees and salaried supervisors in the headquarters, district and area offices.

(3) SALARIES- PART-TIME

This item reflects the salary cost of all part-time employees.
(Examples: bargaining committees and arbitration witnesses.)

(4) EXPENSES- FULL-TIME

This item shows the travel and related expenses incurred by officers, staff and full-time employees.

(5) EXPENSE- PART-TIME

This item covers the travel and related expenses incurred by part-time employees. (Examples: bargaining committees and arbitration witnesses.)

(6) SUPPLIES AND PRINTING

This item reflects the cost of all office supplies and printing. (Examples: Local officers' and stewards' mailing, district newsletters, educational information, etc.)

(7) POSTAGE-FREIGHT

This item covers the cost of all mailings, except postage for the CWA News.

(8) RENTAL EQUIPMENT

This item reflects the cost of renting and leasing such items as photocopying machines and miscellaneous equipment when it is more cost effective to rent or lease rather than purchase. This cost does not include the cost of computers.

(9) MAINTENANCE OF EQUIPMENT

This item shows the cost of maintaining equipment owned by CWA such as typewriters, mailing equipment and copy machines, etc. It does not include computer maintenance.

(10) CONTRACT SERVICES

This item reflects the cost of contract services for such items as payroll dues deductions costs, janitorial service, trash removal service, etc.

(11) ELECTRONIC COMMUNICATIONS

This item shows the telephone and electronic communications expense incurred by officers, staff, full-time and part-time employees on behalf of the union.

(12) RENT & OFFICE OCCUPANCY

This item reflects the cost of renting or leasing office space in district and administrative units. 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.

(14) 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 14)

allocated to each district and administrative unit.

(29) ORGANIZING

This item covers the cost of organizing programs for the union.

(30) CITIZENSHIP

This item provides funds for the union to participate in and make contributions to programs and activities which relate to community "good citizenship" and "civic affairs."

(31) LEGAL

This item covers the cost of retainer fees and expenses for legal counsel, lawyers, court reporters for arbitration cases, and court costs.

(32) CONVENTION

This item reflects the total general cost of our annual convention. This cost includes auditorium and meeting room rental, printing of verbatim reports and other convention materials, postage, wages and expenses of convention committees, etc.

(33) EXECUTIVE BOARD

This item includes all expenses associated with meetings of the union's Executive Board. It includes the travel and other per 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 item includes committee and conference expenses for meetings. This does not cover expenses of attendees unless authorized by the President of the union.

(35) CWA NEWS

This item covers the total cost of publishing, printing and mailing of the CWA News, and includes the salaries of the editorial staff.

(36) CONTRACTS- BARGAINING SUPPORT

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 and bargaining support expenses as they occur.

(38) TAXES

This item reflects the cost of district building taxes, real estate, personal property taxes, unemployment taxes and employer's share of F.I.C.A. taxes.

(39) AFFILIATION DUES

Affiliation dues are paid to the following:

AFL-CIO (Regular Dues), AFL-CIO Departments- IUD, ULD, Professional Employees, Maritime, Transportation Trades, Public Employees. Dues are also paid to PTTI, IAPTA, Canadian Union

Label and CLC.

(40) CONTINGENCY

This item is to supplement the budget when expenses are incurred that were unforeseen at the time the budget was prepared.

(41) EQUIPMENT ADDITIONS

This item provides for replacement and additional office machines, equipment and furniture, except computers.

(42) HEADQUARTERS BUILDING OPERATIONS

This item includes the cost, including taxes, of maintaining and operating our CWA headquarters building.

(43) INFORMATION SYSTEMS

This item reflects the allocations made in the General Budget for the purpose of acquiring office automation equipment, computer equipment and software at the headquarters, district, and area offices. Also included is the allowance for the cost of consultants and contract services that may be necessary to implement the Information Systems.

(44) DISTRICT BUILDING MAINTENANCE

This item includes the cost of maintaining and operating district-owned buildings, as well as minor repairs to leased offices.

(45) PUBLIC RELATIONS

This item covers the union's program of publicity and public relations which brings the story of the Communications Workers of America to the public through the mass media of radio, TV and newspaper.

(46) PROFESSIONAL

This item includes all fees and costs of professional services, i.e., auditors, actuaries, consultants, etc.

(47) INTERNATIONAL AFFAIRS

This item includes the cost of CWA's participation and cooperation within the worldwide free trade union movement.

(48) EDUCATION

This item covers the expense of week-long leadership conferences, and the development and delivery of training programs.

(49) AFFILIATIONS - OTHER

CWA maintains membership in and serves on executive boards of a number of organizations. Fees associated with these activities are in addition to the affiliation dues addressed by Item 39.

(60) PENSION FUND

This item includes the cost of contributions made to the CWA Employees' Pension Fund and the cost associated with administration of the Fund. Also included are contributions for our employees covered under the CWA-ITU Negotiated Pension Plan.

(61) INSURANCE AND HOSPITALIZATION

This item covers the total cost of insurance (workers' compensation, liability, burglary, fire, etc.), and hospitalization, vision and dental plans for CWA employees.

(63) AUTOMOBILE FUND

This item includes cost of operation and purchase of fleet automobiles. This item also covers the automobile allowance.

(64) STAFF MOVES

This item includes the cost of staff moves in connection with reassignment from one location to another.

(65) STAFF ILLNESS ABSENCE

This item includes necessary expenses to fill in for staff members who are ill for extended periods of time.

TOTAL GENERAL BUDGET

Total of Items 29 through 65.

TOTAL BUDGET

Total of all administrative units and headquarters (Items 1 through 14) are General Budgets.

EXPLANATION OF CWA FUNDS

There are eight funds, all of which are examined and reported on by the Auditors. They are:

- | | |
|-------------------------|--|
| 1. General Fund | 5. Building Fund |
| 2. Defense Fund | 6. Operating Reserve Fund |
| 3. Members' Relief Fund | 7. District Organizing Allocation Fund |
| 4. Pension Fund | 8. 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.

GENERAL FUND

The General Fund is the Fund from which International operates. All the income -- money which comes to CWA -- is handled through the General Fund. The status of this Fund is reported quarterly to local presidents.

The General Fund contains what the Auditors have identified as "Unallocated Receipts." Dues money received by CWA is labeled in this manner until the Secretary-Treasurer's Office can channel or allocate it. As an example: a dues check from an employer is received in the Secretary-Treasurer's office; it is immediately deposited in the General Fund as unallocated money. Upon processing the report that comes with the employer's check, checks are issued for the amount due the locals. Also, at this time we transfer the proper amount to the Defense Fund and Members' Relief Fund. The International's portion remains in the General Fund available for use by the International. The Local amount is returned to the locals.

DEFENSE FUND

The Defense Fund was established by the 1952 convention and began to operate in September of 1952. It has specific rules, adopted by the convention, which outline the ways it can be used. Income to the Defense Fund is derived from membership dues and equivalent payers in the amount

of \$.50 each month. Income is deposited in the Defense Fund account as dues reports are processed. The Defense Fund is administered within the Defense Fund Rules established by Convention action. As reflected earlier in this report, the Fund balance as of March 31, 1996, was \$2,751,926.

MEMBERS' RELIEF FUND

The Members' Relief Fund was established by 1990 convention action to pay striker expenses. As reflected earlier in this report, the fund balance as of March 31, 1996, was \$104,915,816.

Income to the Members' Relief Fund is derived from membership dues and equivalent payers in an amount equal to (1/4 hour) .15% per month of minimum dues of those eligible to strike. Income is deposited in the Members' Relief Fund account as dues reports are processed. The Fund is administered according to the rules established by convention action.

PENSION FUND

This Fund provides for CWA employees' retirement benefits. A periodic actuarial review is made of the CWA Pension Fund, and our contribution is adjusted to meet our obligations.

BUILDING FUND

The Building Fund was established in 1959 for the purpose of acquiring real estate property. As a result of that action, several buildings have been purchased including our CWA Headquarters building, and district buildings in Trenton, New Jersey; Atlanta, Georgia; Greensboro, North Carolina; Denver, Colorado and Burlingame, California. The objective of the Building Fund having been accomplished, this is no longer a priority of the union.

The Strategic Planning and Budget Committee recommended closing the Building Fund Account and transferring the remaining Fund assets to the General Fund. That recommendation was accepted by the Executive Board and the Finance Committee agrees with that action and recommends concurrence by this Convention.

OPERATING RESERVE FUND

The Operating Reserve Fund was established as a reserve to operate the union should income be reduced or expenses unexpectedly increase. This is a restricted Fund, requiring a two-thirds vote of the Executive Board before expenditures are made. This Fund is used to cover operating expenses when our income is interrupted as a result of strikes in our major bargaining units.

DISTRICT ORGANIZING ALLOCATION FUND

The District Organizing Allocation Fund was established a number of years ago to earmark additional money for organizing within the Districts and to provide incentives for organizing. Planning for its use and control of its administration are solely within the discretion of the respective districts. If the district experiences a membership increase from the preceding year, based on January 1st membership figures, the district's Fund will receive credit equal to four months per capita (not including Defense Fund) times the membership increase.

PLANT FUND - FIXED ASSETS

The Plant Fund has no cash or money connected with it. The reporting of fixed assets as a fund is intended as a description and evaluation of money

which has been expended for land, buildings, office and computer equipment and automobiles.

Fixed Assets initially were carried as an asset in the General Fund. Because it tended to distort the financial picture in the accounting of the General Fund, the Executive Board acted to set up the reporting of Fixed Assets in a separate account.

The Finance Committee approves the principle of reporting Fixed Assets in a separate Fund because it does simplify, as well as permit, accurate accounting of the General Fund of the union.

501 THIRD STREET BUILDING

In December 1994, CWA exercised its option to buy the Headquarters Building in Washington, D.C. (501 Third Street, N.W.) for the purchase price of \$57,000,000.

Thirty million dollars was borrowed from external sources, \$24 million was borrowed from the Members' Relief Fund, and the balance came from the General Fund. The loan from the MRF was amortized over 30 years at a rate of 7% for the budget year. This rate will be adjusted annually to reflect the rate of return that the MRF is expected to earn.

The projected gross income from the Headquarters Building during this budget year will be \$2.5 million. We were pleased to note the loan from the MRF has already been paid down to \$19.5 million.

MERCURY BUILDING

Even though our Mercury Building is not part of the budget, the Committee feels we should advise the Convention of current developments at that property. We report that 88% of rentable space in the Mercury Building is leased to tenants. The projected gross income from that building during this budget year will be \$2.4 million

GENERAL FUNDS

1996 - 1997

029	Organizing Fund	2,650,000
030	Citizenship Fund	100,000
031	Legal	5,283,000
032	Convention (Incl. Com.)	400,000
033	Executive Board	336,000
034	Committees and Conferences	334,218
035	CWA News	1,320,000
036	Contracts & Reporting	0
038	Taxes	2,280,000
040	Contingency Fund	800,309
041	Equipment Additions	260,000
042	HO Building Operations	2,713,631
043	Information Systems	626,600
044	District Building Maintenance	190,000
045	Public Relations	650,000
046	Professional - Secy-Treas. office	390,500
046	Professional- Pres. office	270,200
047	International Affairs	185,610
048	Education	389,000
049	Affiliations - other	115,900

051	Allocation to Operating Reserve	100,000
060	Pension	500,047
061	Hospitalization (Medical, Dental, Vision, Life)	
		6,366,078
061	Insurance (other than Hosp.)	726,761
063	Automobile Fund	628,250
064	Staff Moves	150,000
065	Staff - Illness Absence	150,000
	Total General Budget	\$27,916,104
	Total Lines 1-14 above	<u>38,086,446</u>
	Grand Total	\$66,002,550

COMPARISON - DUES PAYERS VS. INCOME VS. EXPENSE

July 1, 1994 through June 30, 1995

	District 1	District 2	District 3	District 4	District 6	District 7	District 9	District 13	Total	
Dues Payers	141,076	30,904	70,902	56,474	65,379	51,783	55,060	18,700	490,278	
Percent of Total	28.77%	6.30%	14.46%	11.52%	13.34%	10.56%	11.23%	3.81%	100.00%	
Dues Income	19,428,185	4,005,801	10,210,171	7,497,711	8,020,582	6,771,437	8,797,491	2,624,648	\$67,356,025	
Inc. Avg. Per Dues Payer	137.71	129.62	144.00	132.76	122.68	130.77	159.78	140.36		
	District 1	District 2	District 3	District 4	District 6	District 7	District 9	District 13	National Units & Headquarters	Total
Expenses:										
Administrative (Dist.)	4,795,598	1,641,879	3,422,128	2,465,806	2,794,250	2,368,794	2,391,863	935,238	16,547,368	37,362,922
Legal	1,829,391	52,125	323,749	213,022	579,452	162,189	422,010	154,746	1,503,617	5,240,301
Information Systems	140,314	80,750	5,587	37,756	59,149	42,187	136,244	18,794	592,978	1,111,757
Automobile	161,930	38,003	91,270	84,247	97,775	99,297	33,000	50,388	171,435	827,345
Total	6,927,233	1,812,757	3,842,734	2,800,831	3,530,626	2,672,467	2,983,117	1,157,166	18,815,394	\$ 44,542,325

Notes

- 1) Dues Payers are Members and Agency Fee Payers as reported on the June '95 Membership Development Report
- 2) Dues Income is Per Capita Income and does not include Defense Fund or Members' Relief Fund Income
- 3) Legal, Information Systems and Automobile are General Fund expenses that were allocated to Administrative Units

Administrative Unit Budget

EXHIBIT A
1995-1997

DIST & NAT'L UNITS	DIST 1	DIST 2	DIST 3	DIST 4	DIST 6	DIST 7	DIST 9	DIST 13	COM & TECH	PUBLIC WORKS	TELECOM	PMW	DIST 6 UNIT TOTAL	HOQTAS	GRAND TOTAL
1. Salaries - O & S	2,227,698	915,309	1,737,999	1,333,918	1,608,747	1,387,673	1,268,592	590,679	655,605	180,634	180,634	1,167,941	13,255,229	2,954,153	16,209,382
2. Salaries - Fr Other	633,171	308,860	729,053	440,483	526,343	504,602	447,910	207,715	241,581	75,172	41,301	139,181	4,295,394	4,759,363	9,054,757
3. Salaries - PT	164,054	33,221	82,937	83,933	76,080	74,493	57,550	20,509	40,000	0	0	20,000	652,783	0	652,783
4. Expenses - FT	239,200	105,900	211,500	158,700	193,900	186,300	141,100	61,900	79,200	34,600	34,600	176,500	1,683,400	334,400	2,017,800
5. Expenses - PT	184,055	33,221	82,937	83,333	76,080	74,493	57,550	20,510	40,000	0	0	17,100	649,885	5,235	655,120
6. Supplies & Printing	113,978	24,069	55,859	45,988	53,026	41,982	42,938	14,090	0	77,000	8,200	90,000	568,190	650,000	1,218,190
7. Postage - Freight	113,978	24,069	55,859	45,988	53,026	41,982	42,938	14,090	0	0	7,200	12,000	412,190	395,000	807,190
8. Rental of Equipment	81,501	32,750	62,416	56,664	51,542	52,015	72,892	11,822	20,719	0	3,875	2,500	448,497	226,891	675,388
9. Mtc. of Equipment	24,667	5,580	13,624	9,313	1,571	11,385	3,849	8,930	0	2,000	500	2,500	81,919	21,185	103,104
10. Contract Service	93,014	5,384	43,182	14,314	20,341	6,425	13,429	16,153	3,000	70,200	0	45,000	332,442	200,700	532,642
11. Electronic Communicat	172,040	35,633	103,521	82,380	82,140	83,450	63,308	19,821	0	0	9,000	47,000	698,293	249,000	947,293
12. Rent Offc Occupancy	527,207	332,585	409,517	247,387	242,328	138,445	159,072	99,766	317,251	67,982	15,561	193,152	2,750,233	2,039,472	4,789,705
13. Rent Meeting Rooms	8,520	1,800	4,140	3,420	3,960	3,120	3,240	1,020	2,000	6,000	2,000	2,500	41,720	2,500	44,220
14. All Other	42,742	9,026	20,947	17,246	15,895	15,743	16,499	5,284	15,000	15,000	6,500	10,000	193,872	185,000	378,872
TOTAL	4,465,825	1,867,407	3,613,491	2,623,665	3,008,376	2,624,108	2,393,387	1,090,289	1,414,366	528,588	309,171	1,925,374	26,064,046	12,022,399	38,086,446

Supplemental Report of the Finance Committee

The Finance Committee wishes to add the following information to their report.

Fund Balances

General Fund

The General Fund provides for the ongoing operation of the Union. As of March 31, 1996, the General Fund has a fund balance of \$14,354,226.

Other Funds

In addition to the General Fund, other designated funds are set aside for special purposes. As of March 31, 1996, the balances for these funds are:

Operating Reserve	4,583,841
District Organizing Allocation Fund	735,781
Defense Fund	2,725,929
Members' Relief Fund	104,915,816
Plant Fund - Fixed Assets	12,358,035

The fund balances for the General Fund and other funds are determined by adjusting the June 30, 1995 audited financial statement balances with income and expense through March 31, 1996.

Accounting of Overspending for Budget Year 1994-1995

The Finance Committee received written and verbal explanations, as required since the 50th Annual Convention, from all administrative heads whose units exceeded their budget for the 1994-1995 budget year. It is the Committee's opinion that, after reviewing the explanations provided, the over expenditures were necessary and within reason.

The Finance Committee wishes to add the following information to their report.

SUBJECT INDEX

Appeals Committee
Bone Marrow Donor Program
Call to Order - Temporary Chair Gerald Nelson
Closing Remarks by President Bahr
Communications & Greetings
Constitution Committee Report
COPE Awards
Credentials Committee
Defense/Members' Relief Fund Oversight Committee
Election Procedures
Election Results - District Vice Presidents
Executive Vice President's Report - M.E. Nichols
Finance Committee Report
Good and Welfare
Host Committee
In Memoriam
Installation of Officers
Introduction of Foreign Guests
Invocations
Journalism Awards
NABET Technicians - Introduction & Video
National Committee on Equity
National Women's Committee Report
Nomination & Elections of Officers
Organizing Awards
Organizing Program
Larry Cohen, Organizing Director
Remarks by Vice President Vic Crawley,
Chair, Executive Board Organizing Committee
Local Union Organizing List
Pediatric AIDS Foundation - Video Presentation & Awards
President's Address - International President Morton Bahr
President's Annual Award
Resolutions Committee:
 58A-96-1 - CWA Endorsement of Clinton-Gore
 58A-96-2 - Legislative and Political Program
 58A-96-3 - The International Economy and Information Technology
 58A-96-4 - Living Wage Ordinance
 58A-96-5 - Corporate Greed - CEO Pay
 58A-96-6 - Workers in Today's Economy
 58A-96-7 - Federal Reserve System Policy
 58A-96-8 - Building Worker Power in the Information Industry
 58A-96-9 - Members - Rights and Responsibilities
Special Resolution - Detroit News Strike
Rules Committee
Secretary-Treasurer's Report- Barbara Easterling
Thirty-Year Service Awards
Use of Microphones

SPEAKERS INDEX

Guests:

PHILIP BOWYER, General Secretary, PTTI
HILLARY RODHAM CLINTON, First Lady of the United States
HARRY COLLINS, CWA Typographical Local 18
HON. JOHN CONYERS (D-MI)
JIM FLORID, Governor of Michigan
LINDA FOLEY, President, Newspaper Guild
FRANK GARRISON, President, Michigan State AFL-CIO
HON. RICHARD GEPHARDT, House Democratic Leader
FREMEN HENDRIX, Executive Assistant to the Mayor of Detroit
REED HUNDT, Chairman, FCC
JOHN SWEENEY, President, AFL-CIO

Delegates:

ALLEN, Clara (Administrative Assistant to Vice President, District 1)
ALLEN, James (Local 6215)
ANDREWS, Walter (Local 3204)
ANGULO, Raulin (Local 2260)
ARMBRUSTER, Linda (Local 7777)
ASH, Michael (Upstate NY -NE Director, District 1, Chair, Credentials Committee)
ATTARD, Sam (Local 14503)
AVERY, Mary Jo (Local 4600)
BAHR, MORTON (President's Address)
BARBARELLI, Bob (Local 1101)
BELISLE, Connie (Local 9588)
BELL, Joanne (Local 2336)
BERNARD, Carol (Local 1087)
BIAGINI, Nancy (Local 9423)
BIONDO, Rita (Local 16100)
BIXLER, Tony (Vice President - District 9)
BLAKE, Henry (Local 6401)
BOARMAN, Bill (Vice President- Printing, Publishing and Media Workers Sector)
BROWNE, Arthur (Local 1101)
CAPPER, Bryon (Local 4217)
CATUCCI, Pete (Vice President - District 2)
CERENZO, Peter (Local 1032)
CHANEY, Chere (Local 6450)
CHELIOTES, Arthur (Local 1180)
CINER, Kathy (Local 1105)
CLARK, Charles (Local 3114)
CLARK, Fritz (Local 1111)
CLINTON, Joe (Local 13000)
COX, Nadine (Local 9408)
CRAWLEY, Vic (Vice President - District 6, Chair, Executive Board Organizing Committee)
CROWE, Pat (Local 6201)
DALY, Terry (Local 1101)
DELOACH, William L. (Local 3106)
DEMPSEY, Ed (Local 1101)
DILL, John (Local 4217)
DONAHUE, Jim (Local 3104)
DRAKE, Mike (Local 9510)
EASTERLING, Barbara (Secretary-Treasurer)
EBELING, John (Local 14616)
ESPOSITO, Josie (Guest, USAir)

ESTRADA, Ray (Local 9588)
EVANS, Les (Local 2108)
AHRENHOLT, Michael (Local 5410)
FEILNER, Patricia (Local 6355)
FERNANDEZ, Ejerico D. (Local 3410)
FISHER, Craig (Local 1077)
FLAVIN, Robert J. (Local 1070)
FLOYD, Carla (Local 7901)
FOX, Douglas (Local 9588)
FRANCIS, Rudy (Local 3410)
GARDNER, Barry R. (Local 6016)
GARDNER-MARINO, Suzye (Local 14629)
GORMAN, Patrick (Local 4700)
GREEN, Fred (Local 3410)
GURGANUS, Jimmy (Local 3681)
GUSEK, JR., Leon (Local 3263)
HAYES, JERRY (District 3 Rep, Co-Chair, Credentials Committee)
HENDERSON, Jack (Local 6012, Chair, National Committee on Equity)
HENDERSON, Margaret (Local 4310)
HENNING, Bill (Local 1180)
HILLEARY, James W. (Local 2207)
MOLT, Mike (Guest, AT&T UCS)
HUGHES, Jeffrey L. (Local 2100)
HULBERT, Carolyn (Local 6355)
IRVINE, James (Vice President - Communications & Technologies)
JAGER, Douglas (Local 4100)
JARMEN, J.J. (Guest, AT&T UCS)
JEFFREY, Ralph (Local 6050)
JENKINS, Jeff (Local 54048)
JENSEN, Ruby (Local 6222)
JOLLENSTEN, Marcia H. (Local 2323)
JORDAN, SR., Michael K. (Local 1120)
KARABINUS, Ted (Local 16400)
KAY, Karl (Local 4320)
KELLY, Cathy (Local 6171)
KELLY, John (Local 1033)
KINCHIUS, Kathleen (Local 9415)
KINKS, D.E. (Local 16300)
KINTZER, Victoria (Local 13500, Chair, Resolutions and Rules Committee)
KIRKLAND, Shannon (Guest, Comcast Cable)
KLEIN, Donald (Local 1040)
KMETYK, Sandra (Local 13500)
KNEUPPER, Richard (Local 6171)
LARRY COHEN (Organizing Director)
LAURENT, Terry (Local 3411)
LEALOS, Lynn (Local 6132)
LEONARD, Gloria (Local 3204)
LILJA, Robert (Local 1104, Chair, Defense Fund Oversight Committee)
LORETTO, Donald J. (Local 1122)
MAISANO, Vince (Vice President - District 13)
MALLIETT, Marie (Local 9410)
MANCINO, Larry (Vice President - District 1)
MANLEY, Joe (Local 1101)
MARKETTI, James P. (Local 1032)
MASON, Cathy (Local 4310)
MATARAZZO, Tony (Local 1109)

MAXWELL, Eugene (Local 51016)
McALEER, Joe (Local 1101)
McCRACKEN, Bob (Local 1103)
METCALF, Gail (Local 7704)
MEYER, Sylvia (Local 6186)
MILLER, Rex (Local 2001)
MITCHELL, Wayne (Local 14170)
MOON, Sherri (Local 2323)
MORENO, Juanita (Local 9510)
MORRIS, Sheila (Local 3804)
MOSES, T.O. (Vice President- Telecommunications)
MURPHY, Charlie (Local 1058)
NELSON, GERALD (Local 4100, Temporary Chair)
NICHOLS, M.E. (Executive Vice President)
PAIGE, Larry (Local 3402)
PANGBURN, Warren (Local 1021)
PAPPAS, JAMES (Local 2336)
PARRA, Gloria (Local 6143)
PERKINS, Philip (Local 6139)
PETERSEN, Robert (Local 14200, Chair, Finance Committee)
PHILLIPS, Edward (Local 4340)
PISHA, Sue (Vice President - District 7)
PORTER, Linda (Local 9550, Chair, Appeals Committee)
RAVERET, Tom (Local 4603)
RECHENBACH, JEFF (Vice President - District 4)
RIDGWAY, Brad (Local 9510)
RIEMER, Greg (Local 4309)
RUCKER, Kenny (Local 2323)
SACHSE, SR., William H. (Local 14200)
SALAAM, Ameenah (Local 13100, Chair, National Women's Committee)
SALLAZ, Sherrie (Local 4302)
SANZ, Shirley (Local 9509)
SAPIENZA, Paul (Local 1105)
SAYRE, Libby (Local 9119)
SCALES, Gloria (Local 6377)
SCHAEFF, Jerry (Local 4322)
SCHEUERMANN, Marie (Local 1009)
SCOLA, Frank (Local 4100)
SERVIS, Nancy (Local 4603)
SHARPE, Charles (Local 3808)
SMITH, Connie (Local 4108)
SMITH, James (Vice President - District 3)
SMITH, Robert G. (Local 9400)
SMITH, Sarah (Local 3108)
SONNIK, George (Local 2105)
SOUDER, Gerald (Local 4351)
SUMMERELL, Greg (Local 9510)
SUNKETT, Brooks (Vice President- Public Sector)
TANNER, Frank (Local 9410)
TAYLOR, Mary (Local 7200)
TAYLOR, Rhonda L. (Local 3902)
THOMAS, Mary (Local 9509)
THURSTON, Tommy (Local 2260, Chair, Constitution Committee)
TIMMERMAN, Michael A. (Local 4470)
TURN, Gerald (Vice President - District 6)
TYREE, Ron (Local 1150)

UNGER, Laura (Local 1150)
UPTON, Mike (Local 2202)
VAN DOLAH, Mark (Local 6311)
VANCE, Randolph (Local 3371)
VERKUILEN, Tom (Local 4261)
VITALE, Henry (Local 14117)
WADE, Carolyn (Local 1040)
WALKER, Kenn (Local 9505)
WALLS, George R. (Local 4603)
WELLING, Barbara (Local 9413)
WEST, Ellen (Local 9588)
WILLIAMS, Jimmy (Local 6215)
WOODS, Terez (Local 4309)
WORKMAN, Reva (Local 6203)
YOST, Tim (Guest, USAir)